



# ANNUAL REPORT TO MEMBERS

## 2015 IN REVIEW

---

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



# PRESIDENT'S MESSAGE



**Dr. Roxane Neufeld**

Dear Colleagues,

The past year has been eventful for the MVMA Council. As my term as president is coming to a close, it is time to reflect on the events of the past year. Whether everyone would agree or not, the Leadership Weekend (strategic planning) in November 2014 proved invaluable to the Council, as we were able to begin 2015 with increased clarity of our roles and a clear direction for our association.

In the fall of 2014, the Government announced it would be opening the *Veterinary Medical Act* to add a requirement to write a by-law regarding fee clarity. Through a lot of negotiation, we were able to minimize the impact of this amendment as well as other proposed amendments. We have already presented the other amendments included in the *Act* and so I won't provide a complete summary here. As a result of the work on the *Act*, there have been extra meetings, conference calls with government representatives and a press conference in May with Minister Lemieux. After trying to set up a meeting for months, we finally met with Agriculture Minister Kostyshyn on October 1, 2015. On October 28, 2015, the *Veterinary Medical Act* was presented at Committee Reading. Sue Davidson, Mike Sheridan and I made presentations to the Committee. (Thank you to Andrea Lear for the superb preparation and written presentations!) In our presentations, we voiced our support for all the changes that affected animal health (veterinary) technologists. These changes include their name change and voting seats on MVMA Council for technologists. This whole government process has been a brand new experience for me. We are pleased to see, that after all the work of this past year, the *Act* went through Third and Final Reading on November 5th and passed Royal Assent.

In 2015, we focused on strategic planning and new beginnings. We are looking forward to a renewed and stronger relationship with technologists, who are integral members of our veterinary medical teams. The care we provide for our patients is significantly better with the help of our technologists and other team members. In the *Veterinary Medical Act*, technologists are defined as members of the MVMA. Through amendment to the *Act*, there will now be two technologists on MVMA Council who will have full council privileges and voting rights. (Along with two public members appointed by the government who will have the same privileges and rights). The MVMA Council will go from 7 members to 11 members. This may create some short-term administrative challenges, but it also brings us into alignment with other associations in giving us greater accountability, which is a positive outcome. In addition to this, there will continue to be liaisons between MVMA and MAHTA to help promote healthy relationships between the two associations.

Our association provides both regulation and member services. After extensive discussion and meetings, the council decided that in order to keep operations for the association straight forward and organized, that regulation and member services would be extended to all MVMA members - veterinarians and technologists alike. This decision was made after much thought and discussion.

Financially and resource-wise, the MVMA is in a better position by having both regulation and member services under one organization. We have seen the struggle of other provincial organizations that have had to separate these two mandates, particularly in BC. Many things that the MVMA does that are considered member services and could very easily be considered regulatory as well. This creates difficulty in separating business at council meetings between the two mandates. In the interest of

# TABLE OF CONTENTS

<b>PRESIDENT'S MESSAGE</b>	facing	<b>STAFF REPORTS</b>	10
<b>COUNCIL PROFILES</b>	2	<b>ANNUAL COMMITTEE SUMMARIES</b>	12
<b>NEW MEMBERS TO MVMA IN 2014</b>	5	<b>IN RECOGNITION OF</b>	21
<b>COUNCIL REPORTS</b>	6		

keeping business clear and transparent, all council members will be included in all items. We understand that many of you may have questions or concerns regarding this decision, and that change can be difficult. First, some may question the viability or relevancy of MAHTA and we believe that MAHTA has a role advocating for technologists in ways that the MVMA cannot. MAHTA is important for connecting technologists to their national association, along with other initiatives such as setting up VTNE exams, providing technologist specific CE, as well as other initiatives. There is no intent to eliminate MAHTA.

There are several by-law changes that will have to happen relatively quickly. One proposal will be to include electronic voting on by-laws. With the many by-laws needing updating, changing, and writing, this will significantly improve efficiency of our AGM and will simplify the process of ensuring the right members are voting on particular items. Technologist members will now have the right to vote on items that affect them directly, as directed by the *Act*. With the many by-law changes expected, we are taking this opportunity to re-organize the administrative structure of our by-laws and make them more organized and easier to reference.

One of the major initiatives coming out of the Leadership Weekend in 2014 was to see an increase in member engagement. This year we have seen a few new committees created including an Animal Welfare committee. This committee has become an active and engaged group. Committees are an excellent support to council and we sincerely appreciate their input and initiatives. It was encouraging to see the Public Image Committee start to gain some momentum as well, particularly the Christmas pet food drive – The Season is FUR Everyone. It was exciting to see my

community get behind the food drive as well. Technologists have expressed an interest in being involved in some of these committees and I believe there is a lot they can offer to these committees and will make us, as a collective group, better. As a team, we can impact animal health and welfare as well as public image in a more effective and positive way.

Although the Council has had a lot of heavy work this year, we have really enjoyed one particular initiative. One way of increasing member engagement was for Council to improve connections with clinics around the province. A new highlight of Council meetings is the connecting with a clinic (chosen randomly) for lunch and a conference call. This has become a great opportunity to share with the clinic what Council is working on and allow the clinic to ask any questions and bring up any concerns they might have. We have had the privilege of connecting with four clinics so far and we look forward to more clinic lunches in the future.

This past year, I have been blessed to work with a great group of people who serve on the Council or as staff of the MVMA. Even as volunteers, there has been a tremendous level of commitment to the work we needed to get done this year and I appreciate each and every one involved. As an association, we have tremendous opportunities ahead of us, and in some areas, we are now leaders for the other provincial veterinary associations. I look forward to seeing the MVMA continue to move ahead strategically and with influence, as leaders in animal health and welfare. I wish you all the best in the new year and thank you for the opportunity to serve our association in this capacity.

Dr. Roxane Neufeld

MVMA President 2015

# A WHO'S WHO ON YOUR GOVERNING COUNCIL

Following the February 5, 2016 Annual General Meeting, Dr. Roxane Neufeld's term as president of the MVMA governing council will end. Taking her place as the 2016 MVMA President will be Dr. Suzanne Davidson. Drs. Wadie Ariza and Manjit (Manny) Sra will be filling the positions of outgoing council members Drs. Marg Seward and Mike Sheridan.

Under the amended *Veterinary Medical Act*, there are four new MVMA Council positions; two technologist representatives and two public representatives. Christy Martens and Janis McCarthy are acting as (non-voting) interim technologist representatives until related by-laws and then nominations can be made for these positions. The MVMA Council has requested the two public representatives be appointed as soon as possible.

The "new" MVMA Council must in place by May 5, 2016. After May 5, all eleven council members will have full council privileges and voting rights.

The MVMA Council looks forward to our "new" members and the insight and knowledge they will bring.

## MVMA COUNCIL 2015



**DR. SUZANNE DAVIDSON,**  
PRESIDENT 2016  
(COUNCIL TERM ENDS FEBRUARY 2018)

**Portage Veterinary Hospital,  
Portage la Prairie**

I practice small animal medicine in Portage la Prairie at the Portage Veterinary Hospital. I currently serve as Vice President on Council and will take over as President in February 2016 at our AGM.

This past year has been very interesting on Council with many changes to our council structure coming up in the next year due to the opening of the *Veterinary Medical Act*. One such change was the addition of both veterinary technologist and public members to the MVMA Council table. I think this change will be positive and exciting for our profession, help us be on par with the most progressive councils in the country and will foster inclusiveness and transparency in our work for the association and its members.

Originally the *Act* was opened by government to add a piece of legislation about fee regulation and clarity. Most of us endeavor to be up front about fees with our clients but government still felt it was necessary to insert fee clarity into legislation. Next, the Council will write a bylaw that will protect the public (according to the legislation) but still be manageable in the reality of practice. I look forward to members' feedback on this bylaw once it is written, and encourage you all to share your thoughts and concerns so we can produce a workable solution for all.

I would like to extend a big thank you to the MVMA staff for all your hard work this year. You have all gone above and beyond, and we appreciate your efforts and enthusiasm. Many thanks to all of our volunteer members who work so hard on our committees; you are all the unsung heroes of our association.



**DR. ROXANE NEUFELD,**  
PRESIDENT 2015  
(COUNCIL TERM ENDS FEBRUARY 2017)

**Dauphin  
Veterinary  
Clinic,  
Dauphin**

I am a 1998 WCVM graduate, working in Dauphin and co-owning the Dauphin and Ste. Rose Vet Clinics. I am married with two beautiful daughters. I enjoy veterinary practice, as well as many other activities including kayaking, fishing, camping, reading and being an active member of the Parkland Paddling Club.

I joined Council in 2013 and have experienced a high learning curve, particularly this year dealing with government and the process involved with the opening of the *Veterinary Medical Act*. Having a seat on Council has given me a whole new appreciation for our association and all our members. With a lot of exciting changes coming, I look forward to being a part of the process this coming year. My experience being on Council has been rewarding, and I would encourage you to get involved in our association as well, either on Council or committee. We have a wonderful profession. Thank you for the opportunity to be a part of this.



**DR. RICHARD HODGES,**  
PRESIDENT 2017  
(COUNCIL TERM ENDS FEBRUARY  
2018)

**University of Manitoba,  
Winnipeg**

I come to Council with a varied background in veterinary medicine. It is this background that I hope will make me an effective Council

member.

I graduated from WCVN in 1986 and following a year's internship in the Ambulatory Clinic at Cornell University, I arrived in Pilot Mound, MB. After 11 months of practice I became the clinic owner which lasted until my family and I moved to the Selkirk area in 1999. During that time I served on the Veterinary Medical Board of Manitoba as a member and then chair. I also was active in leading the Veterinary Services District Veterinary Association

in its fee negotiations with the province and was a founding director of what is now Midwest Veterinary Purchasing. In the Selkirk area, I was involved in mixed practice and then as an embryo transfer practitioner. In 2003, I joined the University of Manitoba as a clinical veterinarian and am now Director of the Animal Care and Use Program. I served on MVMA Council from 1999-2002 and as President in 2000. I am married with three university attending children.

I believe that at times opportunities are thrust upon you, and you must choose to react. This is how I come back to the MVMA, and am honoured to be asked to fill a vacancy. Deep down I wonder if I've been asked to participate to atone for the mistakes when the *Veterinary Medical Act* was revised in 1999. My goal is to bring my experience to the table. I am enjoying being part of a well-organized, strategically engaged team that is moving forward with new goals and vision. I am eager to participate in moving that vision forward and accomplishing the goals that have been set out. Veterinary medicine has been good to me and it is my time to give back to the profession.



**DR. DALE DOUMA,**  
COUNCILLOR  
(COUNCIL TERM ENDS  
FEBRUARY 2017)

**MAFRD - CVO/Food  
Safety Knowledge  
Centre**

After graduation from the WCVN in 2003, I worked in mixed animal

practice at the Beausejour and Lac du Bonnet clinics until returning to the University of Saskatchewan for a Ph.D. in Epidemiology. I joined the CVO/Food Safety Knowledge Centre of Manitoba Agriculture Food and Rural Development in 2008. Since that time, I have had the opportunity to work in multiple areas of veterinary medicine in the public setting including animal welfare, animal health, food safety and veterinary public health.

This past year has been a busy one on Council. Changes that have occurred this year will have significant impact on the MVMA and present many opportunities for all our members going forward. This year I will fulfill the role of MVMA Liaison to the Manitoba Animal Health Technologist Association which will provide me the opportunity to gain even further appreciation for all aspects of the veterinary team in Manitoba.



**DR. JONAS WATSON,**  
COUNCILLOR (COUNCIL TERM ENDS  
FEBRUARY 2018)

**Tuxedo Animal Hospital,  
Winnipeg**

To say that it's been a busy year for MVMA Council would truly be an understatement. Work related to the opening of the *Veterinary Medical Act* kept us all in very regular contact.

The work of Executive Director Andrea Lear and your Council President Dr. Roxane Neufeld should be particularly commended. It is this Council's hope that efforts undertaken and changes introduced to the Act in 2015 will serve the best interests of membership overall.

Over the past year, I've enjoyed becoming better acquainted with, and working alongside, my colleagues at the MVMA. My personal interest in serving on Council continues primarily to involve the advancement of animal advocacy and improvement of animal welfare standards in our province.

I look forward to new and ongoing work with a larger and more inclusive MVMA Council in 2016 and beyond. It is truly an exciting time to be working on behalf of veterinarians and veterinary technologists in the province. I would encourage anyone interested in becoming more involved with the organization to consider one of the many volunteer opportunities or committee positions that are available to membership.

## INCOMING COUNCILLORS



**DR. WADIE ARIZA,**  
COUNCILLOR  
(COUNCIL TERM ENDS FEBRUARY  
2019)

### Swine Health Professionals, Steinbach

I am a 1998 foreign trained graduate from Isabela State University, Philippines. After graduation, I joined Cargill Animal

Nutrition (formerly Purina Philippines Inc) consulting for swine producers and moved to Manitoba in 2003 for a new opportunity for my family. My first 7 years in the province have been served working mostly as a Swine Care Technician in different companies – both independent and integrated systems; complemented with short-lived jobs doing milking in the dairy barn to landscaping/gardening/car washing. A glimpse of manufacturing duties and risk management administration also distinctively flavored my short off-course endeavors.

Being a veterinarian back home, I have decided to pursue the profession and having accepted by the CVMA, I decided to do re-training the “Canadian” way and completed the requirements for a licensed veterinarian in December 2010. I started as a small animal veterinarian in the Animal Hospital of Manitoba. However, soon after I went back to my roots and joined Swine Health Professionals entrusted as an associate veterinarian.

My job encompasses the immense issues underlying food animal medicine, herd health management, food safety and animal welfare. It allows me to help bring in awareness and better understanding that good food first originates from the farm and then is processed, packed and prepared to more than satisfy hunger but also to provide enjoyment and delight to the consuming public.

Being a part of the Council is a privilege as this is another mirror where I could view, re-shape and tailor myself for the better service of my colleagues, clients and the association itself. As one friend mentioned, “I will be a voice in the Council” and so, that voice will need to listen intently first and learn from the best in the association and industry – for only then can this “voice” become a real instrument for better understanding of the association’s mandate and governance.

To everyone in the Council, I do humbly join you in the next few years with a high regard to the veterinary profession.



**DR. MANJIT (MANNY)  
SRA,**  
COUNCILLOR (COUNCIL TERM  
ENDS FEBRUARY 2019)

### Southglen Veterinary Hospital, Winnipeg

I am pleased to join the MVMA Council and look forward to collaborating with my colleagues in the advancement of veterinary medicine in Manitoba.

I have been practicing veterinary medicine since 1996. I am an owning partner in the Winnipeg Veterinary Care Group, representing Southglen Veterinary Hospital, Best Friends Animal Hospital, Fort Garry Veterinary Hospital and Stonewall Veterinary Hospital. We have a strong focus in both professional and personal development for all of the team members in our hospitals. We actively pursue continuing education in topics outside of medicine; a well-educated team is a successful team. I feel privileged to work with talented veterinary professionals.

I am a husband and proud father to my daughter and son as well as Zoe, our Sealyham terrier, who completes the family. In my time away from our hospitals I enjoy traveling with my family and the challenge of golf.

My goal in joining the MVMA Council is to facilitate greater public awareness of the value of veterinary medicine and the talents of those who have dedicated their lives to exemplary pet care. I am excited to serve our members and the pet owning community. I appreciate the opportunity.

## FROM OUR OUTGOING COUNCILLORS . . .

Your MVMA colleagues thank you for the time you have invested in advancing your profession during your respective terms.



**DR. MARG SEWARD**  
– **PRESIDENT 2014**  
(COUNCIL TERM ENDS FEBRUARY 2016)

### Canadian Food Inspection Agency, Steinbach

As I write my last report, I would like to share with you what has been the most significant realization for me during my four years on Council.

When the MVMA was first called in to have a meeting with representatives from the provincial government to have a discussion concerning our fees, I was initially surprised and then outraged that the government would have any mandate to interfere with our professional rights. I have since begun to understand that the practice of veterinary medicine is actually a privilege granted to us by the province of Manitoba through the *Veterinary Medical Act*. Although we are a profession, we actually do fall under very close scrutiny by the province who makes sure that we practice in a way that is in line with “the public good and interest”. Therefore, any activity that may seem in opposition to this and caused public outcry (in our case fee disclosure concerns) may result in the government opening an *Act* and making amendments to ensure regulations are for public good. In thanks to relentless lobbying on the part of our Council and staff, the amendments brought to the *Veterinary Medical Act* were significantly mitigated to what the initial government proposals were.

The MVMA has also maintained the right to be “self-regulated”. In this province, thus far, we have been allowed to operate as an association that serves both the regulatory function as well as the advocacy and member services functions out of the same office. These two streams must never

interfere with each other, and the regulatory aspect must be clear and unwavering. However, having these two mandates under one roof provides efficiency and collaboration to best serve the public as well as the profession.

My leaving will also coincide with the new Council composition that has been mandated through amendments to the *Act*. It is exciting to have new voices and new perspectives on council, but we will still need keen veterinarians to help lead the association. So, once again, I will plead with our veterinarian members to please consider becoming a Council member or a volunteer on one of our committees. I also would encourage practice owners to please consider “subsiding”, so to speak, an associate who would be interested in joining Council so that person does not have to sacrifice either vacation or personal leave time.

Finally, I want to thank my fellow Council members for their enormous contributions to our meetings. I also cannot tell you all how truly privileged and absolutely lucky we are to have the staff that we have in our office. Their dedication is truly remarkable.



**DR. MICHAEL SHERIDAN**  
– **COUNCILLOR**  
(COUNCIL TERM ENDS FEBRUARY 2016)

Swine Practitioner,  
Winnipeg

## NEWLY REGISTERED WITH THE MVMA IN 2014

*Welcome to our new members!*

*Dr. Samad Abdulrahman*

*Dr. Neil Ambrose*

*Dr. Christie-Leigh Capper*

*Dr. Rakesh Chaudhary*

*Dr. Jennifer Conway*

*Dr. Brittney Derksen*

*Dr. Christine Geisreiter*

*Dr. Tara Guinn*

*Dr. Marcel Hanley*

*Dr. Petra Jebbink*

*Dr. Lisa Joachim*

*Dr. Laurence Labrecque*

*Dr. Christian Legaspi*

*Dr. Benjamin Lobb*

*Dr. Enoch Omololu*

*Dr. Pilar Peterson*

*Dr. Nijitha Sanjayan*

*Dr. Cara Warkentin*

# COUNCIL REPORTS

## THE MVMA & THE LEGISLATIVE PROCESS

It's hard to believe that over a period of about 12 months the *Veterinary Medical Act (Act)* was reviewed, amended, put before the Manitoba Legislature, amendments passed and the *Act* closed. It made for a busy time; the MVMA Council and staff worked hard to ensure the amendments were reasonable and workable.

It all started in March 2014, when the MVMA was approached by the Government of Manitoba (Government) to attend a meeting regarding veterinary fees. The Government's primary objective was to review complaints received by the Consumer Protection Department.

The Government was not focused on the fees charged for veterinary medicine (i.e. fee regulation), but felt there needed to be greater transparency and clarity in veterinary fees. After our spring meetings, the MVMA was left to understand this issue would go back to Consumer Protection to determine if and what legislative changes may be required. We did not hear anything further until the fall.

In the fall of 2014, the MVMA was advised that the *Veterinary Medical Act* would be opened and that legislation required for veterinarians to incorporate would likely be added to the *Act*. The MVMA was very surprised to learn this news as the Government did not seem interested in dealing with this item. We took the opportunity to review the *Act* and suggested some minor edits but also made a request to review and clarify the section regarding AHT registration and regulation.

Turns out, it wasn't Manitoba Agriculture who was driving the opening of the *Act*, but the Department of Tourism, Culture, Heritage, Sport and Consumer Protection. Even though there had been no follow up with the MVMA, the Government had continued its work on legislating requirements regarding veterinary fees (fee clarity and transparency). In the Province of Manitoba's Speech to the Throne on November 20, 2014, the Government announced its intention to introduce legislation related to this topic during the 2015 Spring Session of the Legislature.

In the spring of 2015, the MVMA began consulting with the Government regarding the proposed amendments to the *Veterinary Medical Act*. For the most part, the MVMA Council did not "formally" disagree with the proposed amendments. (Though, there were many back room conversations expressing frustration and concern regarding some of the amendments.)

The most contentious amendment was the "fee disclosure" amendment. Some members have expressed concern that the MVMA did not "fight hard enough" to ensure that this amendment was not put into the *Act*. Although it may appear this way, unfortunately this was an amendment that was not going to go away no matter how hard the MVMA fought. Rather than creating an acrimonious relationship with Government, the MVMA worked cooperatively

to get a better outcome. The original language of the fee disclosure section was prescriptive and heavy handed – unworkable in a clinic setting. MVMA representatives worked hard to strike a balance – one that let the Government insert this amendment but left much of the detail in the MVMA's hands.

Two other proposed amendments caused great concern, because each threatened to undermine the long-standing regulation of the veterinary profession in Manitoba by veterinarians themselves. Self-regulation is the hallmark of every profession, but the Government twice floated the idea that, instead of the MVMA and members of the veterinary profession, the Government should have the final say in regulating aspects of veterinary practice. At one stage of the drafting process, the Government reserved for itself a regulatory power to impose fee disclosure rules without consulting the profession or seeking its approval. After the MVMA beat back that attack upon self-regulation, the Government next proposed ministerial powers that would allow the Government to intervene in the regulation of the profession on any subject, simply because the Government felt that such interference would be in the public interest. The MVMA successfully convinced the Government that such broad and ominous powers were unnecessary and undermined the role of the MVMA as the statutory regulator of the veterinary profession in Manitoba.

Many of the other amendments to the *Act* were proposed by the Government or other stakeholders. The MVMA was consulted on these amendments and generally agreed with them. Our cooperation allowed for MVMA initiated amendments (veterinary corporations) to be accepted.

The "*Veterinary Medical Amendment Act*" was presented to the Manitoba Legislature with First Reading on May 20, 2015. Second Reading was held on October 26 and referred to Committee on October 29. The *Act* had Third Reading and Royal Assent (and came in force) on November 5. MVMA Council members Drs. Roxane Neufeld, Suzanne Davidson and Michael Sheridan spoke on behalf of the MVMA.

Major amendments to the *Act* include:

- 1) Requirement for MVMA to enact a Fee Disclosure By-Law
  - The amendments to the *Act* outline fee disclosure by-law expectations, while allowing the MVMA to set the requirements in by-laws.
  - The by-law must be in place no later than November 5, 2016.
- 2) MVMA Council Composition Change
  - After the passing of the amendments to the *Veterinary Medical Act* the MVMA Council will now have repre-



sensation from three groups; licensed members, technologists, and the public for a total of eleven members on the MVMA Council. There will be seven licensed members (including the immediate past president), two technologist representatives, and two public representatives appointed by the Province.

- The “new” MVMA Council must be in place no later than May 5, 2016.

### 3) Clarification of Member Voting Rights

- All members (all veterinarian classes; all technologist classes; life, etc.) of the MVMA will be eligible to vote on MVMA by-laws and others matters that impact their membership category. The MVMA council will make the determination as to which member categories will be eligible to vote on the various matters before the membership.

### 4) Animal Health Technologists Title Change

- Updating technologists’ titles from Animal Health Technologist to Veterinary Technologist. This reflects the trend across Canada and responds to requests from many members who want to use the new title. After the amendments pass, AHTs will be able to use either title until October 2016.

### 5) Veterinary Incorporation

- This amendment will finally allow veterinarians in Manitoba to establish professional corporations.

- The MVMA must create the required by-laws before members can create professional corporations.

### 6) Addition of primary mandate:

- As much as the MVMA is a single association with a dual mandate (regulation as well as advocacy and member service), protection of the public is its primary mandate as established through the *Veterinary Medical Act* (which gives the MVMA power to regulate veterinary medicine in Manitoba). To reinforce this mandate, a section has been added to the *Act* which states:

*“The association’s primary mandate is to carry out its objectives and duties, exercise its powers and govern its members in a manner that serves and protects the public interest.”*

### 7) Ability to establish and regulate all providers of veterinary services

- This amendment allows the MVMA the option to regulate other providers (non-veterinarian and veterinary technologist) of veterinary services as well as the jurisdiction to restrict those providing veterinary services. Further, it allows the MVMA to define the scope and level of supervision of these providers. This would be done within the MVMA by-laws.

Although the work related to the amending of the *Veterinary Medical Act* is done, there is much work to do as a result of the amendments to the *Act*. Check out the “Next Steps – Life After Legislative Change” to see what’s on the horizon for the MVMA in 2016.

## NEXT STEPS – LIFE AFTER LEGISLATIVE CHANGE

Typically, after the MVMA’s Annual General Meeting in February, the MVMA Council will meet for an orientation day and to determine what will be the priorities for the association during the upcoming year. This year’s orientation day will be quite different. The “new” MVMA Council may not yet be fully filled when the orientation day is held. And, 2016’s priorities have already been determined as work related to the November 2015 amendments to the *Veterinary Medical Act (Act)* as well as the membership status and regulation of animal health/ veterinary technologists (technologists) are priority items.

The first step in the 2016 planning happened in the fall of 2015. The MVMA Council recognized that, as a result of the amendments to the *Act* as well as the membership status and regulation of technologists, the MVMA would have to develop new or revise existing MVMA By-Laws. They undertook a review of all by-laws and determined that there were very few that would not require revision and, further, the by-laws could benefit from reformatting which would result in better readability. As a result, the MVMA Council decided that the MVMA By-Laws will undergo a “renovation” in 2016.

One of the first by-laws being updated is the “Members Voting on By-Laws” by-law. This new by-law will replace existing by-laws #14

and #20 and is being presented at the February 2016 MVMA AGM. This by-law was updated as a result of an amendment to sections 7(2) of the *Act*. This section was changed to clarify the voting rights of MVMA members. It states that all members of the MVMA have the right to vote on by-laws that “affect them”. Additionally, amendments to the *Act* allow for more voting options resulting in ease of voting. MVMA members will vote either in person at MVMA meetings (AGMs and special meetings), by mail vote, by electronic vote (e-vote), or another method as determined by MVMA Council. It is anticipated that new voting options will be used in 2016 (i.e. e-vote) to facilitate voting on the many revised MVMA By-Laws that will be presented to membership this year.

The next two priority by-laws that the MVMA is focusing on are the by-laws for MVMA Council as well as membership categories. In addition to these by-laws, the MVMA Council will be reviewing and updating the MVMA by-laws related to the regulation of technologists.

The by-laws regarding the MVMA Council require a thorough review and update. With the amendments to the *Act*, the MVMA Council becomes an eleven person council with representation from three groups; licensed members (veterinarians), technologists and the public. There will be seven licensed members (including the imme-

diate past president), two technologist representatives, and two public representatives who are appointed by the Government of Manitoba. Not only should the by-laws include how the MVMA Council is structured but it should also include information about the term (and renewal of term) of council members, the nomination and voting process, vacancies, vice-president nomination and election, quorum, meetings as well as other details about how the council functions and the rules it follows. The current MVMA Council has also discussed the establishment of a Council Executive who, through regulations, would be empowered to act on behalf of the MVMA Council on certain defined matters. This would allow for efficient response to matters that fall within the Executive's directive. The amended *Act* requires the MVMA to have the "new" MVMA Council in place by May 5, 2016. So, all the related by-laws must be in place prior to that date.

As animal health/ veterinary technologists are members\* of the MVMA, the MVMA needs to develop membership categories for technologists. Further, upon review, it was determined that the membership categories for veterinarians were inconsistent in their definition and format. Additionally, titles of the veterinarian membership categories did not accurately describe the rights as well as restrictions of the various membership categories. The MVMA is currently reviewing and drafting the new and revised membership categories and these will be presented to membership soon.

*\*An aside: Technologists were identified as MVMA members prior to the 2015 amendments to the Act. The MVMA has never created this membership category and now must address this matter as technologists, through recent legislative amendments, hold MVMA Council positions as well as have the right to vote on MVMA By-Laws affecting the technologist profession and the governance of the MVMA.*

As the MVMA is responsible for the regulation of technologists, current MVMA by-laws related to the regulation of technologists will need to be reviewed (and updated as required). Also, other technologist regulatory by-laws may need to be developed (i.e. CE requirements). The MVMA will be consulting with technologists and MAHTA (Manitoba Animal Health Technologists Association) during the review and development of these by-laws.

The last two by-laws that require creation due to amendments to the *Act* are the "Veterinary Fee Disclosure" and "Veterinary Corporations" by-laws.

The Veterinary Fee Disclosure by-law has a prescribed deadline of November 5, 2016. The MVMA Council recognizes that this by-law will have great impact on the veterinary profession in Manitoba. An adhoc committee to work on this by-law is being established. Further, the MVMA Council wants to engage and consult with members regarding this by-law. The Council is hopeful that the resulting by-law will satisfy the Manitoba Government's concerns while keeping it workable in a clinic setting. The MVMA Council has also identified that developing supporting material and quota-

tion examples will provide clarity about what the fee disclosure requirements are and how to have positive communications on this topic.

Although the by-laws related to veterinary corporations have no deadline, the MVMA Council recognizes these by-laws are of keen interest for our members and has set a goal to have them in place by the end of 2016. This section of the *Act* is very similar to that of other professions (especially the *Dental Association Act*), so the MVMA can review and modify their by-laws when developing the MVMA by-laws. It will also be important to provide information and educate members about the difference between management corporations and professional corporations and how these are structured in a veterinary clinic.

The information above only talks about MVMA By-Laws and the work related to their creation or revision. There are many activities that will occur in conjunction with by-law work. Adding four new positions to the MVMA Council will not only impact how the Council operates but also the synergy of this group. Current council members are excited to have new voices and perspectives join them, but know it will take a few meetings before they gel. As the MVMA and MAHTA will both be serving technologists, these two organizations need to understand what their individual responsibilities to technologists are and determine how they can continue to work together and collaborate in a positive way. Many policies and procedures will be impacted and need to be reviewed and updated or even created. Operations of the MVMA could also be affected. As changes come into effect, operations and processes will be reviewed and updated to ensure there is compliance and efficiency. There has already been one operational adjustment in the MVMA office with the changes to the staff administrator role responsibilities. Although they are not yet recognized, it is expected that other items requiring action will be identified during the year.

Yes, the MVMA has a full plate, however there were many great initiatives in 2015 and the MVMA Council wants to ensure they maintain momentum and continue in 2016. These include activities of the Animal Welfare and Professional Image Committees. Also, the "Clinic Connection" calls were very beneficial for Council. It is important there is focus on activities that advocate for the profession and connection with members and clinics. As much as there are specific tasks to do, we cannot lose track of items that enhance and support the profession.

Looking back, what best positioned the MVMA to manage the work in 2015 and be ready for what 2016 brings, was the Leadership Weekend (strategic planning) held in November of 2014. The MVMA Council used the meeting's outcomes as their guide, as they made very important decisions. It gave them the direction they needed to move forward for the benefit of members, the association and the profession.

## TECHNOLOGIST MEMBERSHIP IN THE MVMA – HOW OUR MEMBERSHIP WILL GROW

In 2016, animal health/veterinary technologists will join the MVMA as members. The first question some may ask is why? Well, simply, the *Veterinary Medical Act* identifies technologists as members of the MVMA. This was not a recent change; in fact, this has been true since the amendments to the *Act* in the late 1990s. It just was not understood until the spring of 2014. What was further learned in 2014 was (after a legal review of the *Veterinary Medical Act*) that the MVMA had wrongfully delegated to MAHTA (Manitoba Animal Health Technologists Association) the responsibility for the regulation of animal health technologists. The MVMA began work to create technologist membership categories as well as to correct the inappropriate delegation of regulation by bringing this duty back into its mandate. However, when the MVMA learned the *Veterinary Medical Act* was to be opened it paused this work as it was anticipated amendments to the *Act* could impact the position and regulation of technologists within the MVMA.

Recent amendments to the *Act* did not impact the membership status of technologists in the MVMA or the regulation of technologists. It did strengthen technologists' voice and influence in the MVMA by clarifying and ensuring technologists' voting rights on MVMA By-Laws that affect them and by designating two technologist MVMA Council positions. Additionally, it strengthens the veterinary profession in Manitoba by including these key team members in the regulation and advocacy of the profession. It is important for technologists to have a strong voice in the regulation and enhancement of the veterinary profession in Manitoba and these amendments support that.

What does membership in the MVMA mean for technologists? The MVMA will regulate technologists and protect the animal health/veterinary technologist profession through enforcement of legislation and MVMA bylaws. Technologists will participate in the direction of the veterinary profession through voting seats on the MVMA Council as well as the right to vote on MVMA bylaws that affect them. Further, they will be able to participate in other MVMA initiatives and committees. Technologists will be included in MVMA communications, keeping them current and knowledgeable about the profession and its regulation and related regulatory

requirements. Finally, the presence of technologists in these activities will allow the MVMA to be a unified voice speaking on behalf of the veterinary profession, one that is inclusive and considerate of all those working in it. What the MVMA will do for technologists is no different than what it currently does (and will continue to do) for veterinarians.

What does technologist membership in the MVMA mean for MAHTA? The MVMA Council believes that MAHTA has an important role in the support of the technologist profession, one which the MVMA cannot fill. This includes focusing on and advocating for matters that only affect technologists versus the whole veterinary profession. MAHTA will continue to be the primary advocate for technologists in Manitoba. The MVMA will continue to support MAHTA and its objectives but must balance this support with the obligations of the MVMA and support to all its members. Each association must determine what its objectives are and the best way to support their members.

Further, the MVMA looks forward to continued collaboration with MAHTA on programs, events and services where there is mutual interest and benefit for their respective members. These items include events like CenCan (Central Canadian Veterinary Conference) and services like the member assistance program through Homewood Health.

There is much work to do. First steps include enacting bylaws to establish the technologist member category in the MVMA as well as the "new" MVMA Council. Other bylaws regarding the regulation, registration and registration requirements for technologists will be developed and enacted later this year. It will be a year of transition and consultation, but the Council believes it will all be achieved by the end of 2016.

It is a very challenging and exciting time for the MVMA as the organization faces changes to our mandate, function and responsibilities. As a self-regulating professional body, the MVMA will need to focus on regulating the veterinary profession, protecting the public and enhancing the profession as a whole. The association will change – but for the betterment of the veterinary profession.

# STAFF REPORTS

## EXECUTIVE DIRECTOR'S REPORT SUBMITTED BY ANDREA LEAR



The quote “May you live in interesting times.” is purported to be a Chinese curse. Although a quick internet search quickly dispels this notion, this past year certainly has been “interesting times”. Rather than consider this a negative, I would rather look to the positive and reflect on what was gained.

As you make your way through the various council reports, you will quickly realize that many resources were put towards two key activities: the opening of the *Veterinary Medical Act (Act)* and the membership status and regulation of animal health/veterinary technologists (technologists). Rather than rehash all the information presented in other reports, I will share some of my perspectives on this past year.

The MVMA is fortunate to have had a strong Council and President (Dr. Roxane Neufeld) during this past year. All Council members made sacrifices; they attended additional meetings and had to be more available than any previous Council I have worked for. Dr. Neufeld in particular, made great personal sacrifice. As MVMA President she was required to attend many extra meetings. Attending the meetings was not so bad, but adding an eight hour round trip drive to the meetings often required her to put the MVMA ahead of her work and personal commitments. All members should recognize and thank Dr. Neufeld and the rest of Council for their contributions this year.

The MVMA has a strong staff team and I am proud to lead them. Everyone works so very hard on behalf of the association. I want to take an opportunity to thank Michelle, Tracy and Judy as they picked things up and kept things running while I was focused on work related the *Act* and technologists. Michelle certainly was right beside me through all this work. I relied on her to be a team mate as we worked through changes to the *Act*. Tracy has really developed in her role and taken on the member service aspect of the association. I never worried that these activities were being neglected. In fact, she and members of the Animal Welfare and Professional Image Committees, have brought in new initiatives to enhance and support the profession. Judy, although a casual staff member, plays an important role by supporting the administrative and financial function of the association. She is also willing to step

up and pitch in wherever we need a hand. Judy has been instrumental over the past few months. We have a new member to our team, Melanie St. Laurent, who will be filling our Office Assistant role. Although with us for a short time, I am confident she will be an important member of our team.

With change, come hard decisions. One of those decisions was to change the Secretary-Treasurer role to from a part-time to full-time and to also expand its responsibilities to account for increasing administrative duties at the MVMA. It was the right decision to move the association forward, but impacted a long-term employee in Araina Dowd. After many years and contributions to the MVMA, Araina is no longer with the organization. I would like to thank her for her dedication and wish her well as she moves on to the next phase in her life.

For me, this year taught me many things. The two key things I learned were delegation and prioritization. These were not new skills, but they got a good work out this year! I certainly had to have confidence in myself and those around me in order to be successful. I also learned to put boundaries between my work and personal life. I now recognize that it is important to disengage from work and focus on my family and myself in order to maintain balance. This realization came after a decision to coach my son's soccer team. I only (reluctantly) stepped up because no one else would, and I have enjoyed every minute of it. In fact, I am expanding my volunteering with the community club because volunteering has meant so much to me in such a short period of time. Yes, I could work “all the time”, but I would miss a lot of life. I hope everyone finds an outlet from their daily role to expand their skills and find balance.

One of the activities that helped me, and Council, make our way through a challenging year was the Leadership Weekend held in November of 2014. For Council, that weekend helped set the direction of the MVMA and guided them through the past year and will continue to keep them focused in 2016. For me, it defined the Executive Director as well as the roles of the staff and their responsibilities. When you understand your role, your responsibilities and who you are accountable to, you are empower to move forward. I think it was an important step for all staff and allowed us to be successful.

I am looking forward to 2016. Under Dr. Sue Davidson's direction, and with the strength of a new, enlarged Council, I know the MVMA will continue to grow and be successful. I anticipate some hiccups, but that is what makes for “interesting times”!

## REGISTRAR REPORT

SUBMITTED BY MICHELLE MARTIN-STRONG



Even though I have been in this position for five and half years, I am still amazed at how much I learn in a given week about the many facets of veterinary medicine and the regulation thereof. I have greatly enjoyed the challenges associated when every day offers new questions and issues to be resolved, making for an exciting work day. I have had an opportunity to speak to many of the veterinarians around the province on a variety of issues and the cooperation from you has been wonderful. It is us, working together as a team

that will keep us moving forward as we pursue the highest standards for the veterinary profession.

With the *Veterinary Medical Act* amendments now in force and the total revision of all the MVMA Bylaws, life will be very busy in the coming year. Work will also include the drafting of bylaws and policies to create an infrastructure to support the veterinarian incorporation. I will continue to act as a support to the PRC Committee and PIPS Committee. And there is a whole host of other projects awaiting my attention should time allow.

I am continuing to work toward the goal of revising the MVMA website in relation to regulatory matters with the help of the Member Service Coordinator and her web magic. It is our hope to create web pages that will inform the public about the processes related to PRC complaints and appeals and the PIPS inspection process. This will bring more transparency to these processes and make them accessible to the public. It is very important for the public to know what rules and regulations we are bound by. I believe the MVMA's pursuit to inspire public confidence is a worthwhile goal and one I believe each of the MVMA staff supports in their contributions to the association. I am committed to see that the concepts of transparency and efficiency become the cornerstones of the MVMA's regulatory arm.

I have had many great opportunities to interact with members from both the rural and urban communities around the province, and I thank you all for your great questions and suggestions. Although there may be some differences between running a rural clinic as opposed to an urban one, a lot of the same issues arise, mainly through interactions with clients. These issues challenge me to review current practices and to find innovative ways to solve some of these concerns. Please keep sharing your interesting stories as well as any comments you have related to governing legislation.

Our membership numbers have stayed relatively the same over the last year with 379 General Members in 2015. In addition we also have 9 Associate Members, 4 Public Members, 47 Life Members and 13 Honorary Members. In 2015 a total of 20 new licenses were issued.

I sincerely thank all the volunteers involved with the PRC, the PIPS Inspectors, the MVMA Council, and the MVMA staff, for all they contribute to this great association and in helping me to get the job done. We, the MVMA, can only be as strong as all our varied and many parts.



## 2016 MVMA Annual General Meeting

Friday, February 5, 2016 at 7pm

Victoria Inn • Winnipeg, Mb

Complimentary Supper | 6:00pm to 6:45pm

### AGM Award Presentations

Please join us in congratulating them!

Dr. Richard Van Middlesworth

– MVMA Life Member Award

Dr. Peter Schwartz

– MVMA Award of Merit

### MVMA AGM Materials

To keep things "green" and reduce costs, all MVMA AGM documents will only be found on the MVMA website. Should you require a printed copy, please contact\* the MVMA to request copies of these materials.

- 2016 MVMA AGM Agenda
- 2016 MVMA AGM - Basics of Parliamentary Procedure
- By-laws to be presented at the 2016 MVMA AGM
- Annual Report to Members – 2015 In Review
- Minutes of the 2015 MVMA Annual General Meeting
- MVMA Financial Statements ending June 30, 2015
- MVMA Approved Budget (July 1, 2015 to June 30, 2016)

### To Register & Access AGM Materials

Go to [www.mvma.ca](http://www.mvma.ca) > Login on to 'Members Login' > Go to 'MVMA Membership' > Select 'MVMA Members Events' > Select '2016 Annual General Meeting'

*\*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.**

# ANNUAL COMMITTEE SUMMARIES

## CANADIAN ANIMAL BLOOD BANK

SUBMITTED BY DR. KEN MOULD, CABB PRESIDENT

The Canadian Animal Blood Bank (CABB) under the leadership of Lab Director Ms. Beth Knight had another successful year in supplying blood products to Canadian veterinarians and promoting the veterinary profession through a variety of educational and celebratory events. Product sales for the year were \$330,000 and the CABB remains in a strong financial position.

In the spring we welcomed Mary Robinson, Animal Health Technologist (AHT) as our new laboratory coordinator. Her experience as a leader in the AHT community and her enthusiasm for the mission of the Canadian Animal Blood Bank has made her a valuable addition to the organization. This fall we added an administrative assistant in the person of Robyn Maharaj. We anticipate that this will enable us to continue to expand collection activities without compromising communication, data base management or quality control which are all essential components of supplying high quality blood products and services.

In 2015, our Director and our Lab Coordinator attended and staffed exhibit hall booths at conventions of the Ontario Veterinary Medical Association, Canadian Veterinary Medical Association as well as our own MVMA CenCan. In November, the CABB hosted a volunteer appreciation day with media invited to celebrate the volunteer efforts of our donors and their owners as well as those technologists and veterinarians who give their time to assist the CABB.

The CABB established a satellite collection centre in cooperation with the Northern Alberta Institute of Technology in 2001. This year we reaffirmed and updated our partnership with NAIT as the institute continues to believe that a relationship with the CABB strengthens their program.

The CABB continues to work on relationships with AHTs and veterinarians both at Vanier College and at the University of Montreal as a means of sourcing more donors and as a way of facilitating distribution to Eastern Canada.

This report is submitted on behalf of the Board of the Canadian Animal Blood Bank including Drs. Cathy Moir, Heather McDonnell and Jonas Watson.

## CVMA ECONOMIC AFFAIRS

SUBMITTED BY DR. BOB NEWFIELD, CVMA ECONOMIC AFFAIRS REPRESENTATIVE

To date there have been 17 returned economic surveys for analysis of which only 5 mixed and large animal hospitals have replied. Companion animal responses have dropped this year from 13 in 2014 to 12 this year.

Changes to the survey this year include an OVMA Help Line. Analyst Chris Doherty can help members extract survey data from their practice management software such as active clients, invoices etc.

A quicker turn around time of reports has also been implemented to the extent that preliminary reports go out before the end of 2015 and new surveys will get preliminary reports within 4 weeks. The goal is to make the survey process as user friendly as possible for members.

From the data collected thus far it appears that gross revenues per full time equivalent DVM has dropped slightly from last year but better expense management has yielded a 5% increase in net income. There did not appear to be a change in active clients but there was an increase of new clients of 13%. There was a slight drop in spending per client that resulted in a slight decrease in revenues. There did not appear to be any significant change in sources of revenue.

Surveys are still being accepted as of this writing so I encourage you all to get those surveys in so that a more meaningful analysis can be realized.

## PRACTICE INSPECTION, PRACTICE STANDARDS (PIPS)

SUBMITTED BY DR. FRED LINDENSCHMIDT, COMMITTEE CHAIR

I would like to start by thanking Michelle Martin-Strong, Registrar, for all her work on the PIPS bylaws and their application. Also, thanks to all the inspectors: Erica Anseeuw, Sally McGillivray, Max Popp, and Bill Richards for their time spent on PIPS. One final thank you and farewell to Gord Glover who resigned as a PIPS Inspector this past year.

The year to date has had few major issues but we are still continuing to review PIPS and make recommendations for changes. For the future we are looking at another complete review of the PIPS bylaws. Several problem areas have been identified, namely the library section. I would like to request written comments on the PIPS bylaws, processes and suggested improvements from the members. The more input there is, the more complete the PIPS bylaws will be.

## WCVM ADVISORY COUNCIL REPRESENTATIVE

SUBMITTED BY DR. CHRIS BELL

The WCVM reported another good year at the college full of many new advancements and innovations for the students and the profession. They celebrated the 50th anniversary of the college and there was much fanfare and visits from former students and teachers. Dr. Ole Nielson presented an outstanding history of the college beginnings for the advisory committee and the WCVM student's over two separate days. For those of who that graduated from the WCVM, we stand on the shoulders of giants, let me tell you! The contributions from the early leaders in veterinary medicine in Western Canada were astounding. The work, effort and passion that went into creating the WCVM by a small group of dedicated founders is something all alumni should stand and recognize! Congrats to the WCVM on 50 years of teaching and learning!

The College renovated the Veterinary Medicine Library this past year. This renovation included new areas for student congregation and removal of many of the print periodicals and journals which are now available electronically. Based on the response from the WCVSA student representative at the advisory meeting, the changes have been well received.

Caseload has been steadily growing in the small animal clinic at the college and the hospital director is pleased with this progress. The advisory committee discussed the challenges with large animal and equine caseload at the college as well.

Academically the college is meeting goals and benchmarks for teaching and clinical training for the students. WCVM maintains a strong applicant pool and a very high success rate with the NAVLE scores among other veterinary schools. The college has developed a healthy and prosperous undergraduate and graduate student base and faculty.

The WCVM continues to recruit for positions in medical imaging. This is a very difficult task as there is a shortage of board certified radiologist in North America. Radiology specialty needs have exploded in the past 5-10 years with the advent of MRI and other advanced imaging in our profession and the increased access to this imaging outside the academic setting has seen many open radiology specialist positions sit unfilled. The WCVM remains committed to recruit at least one DACVR and hopefully more in the coming year.

The structure and location of the white coat and awards ceremony changed this year. Instead of having one single large gathering of all the 1st year students and all awards recipients in the evening, the WCVM decided to reorganize

the events so that the friends and family of the first year students would be better able to recognize this significant time in those young students' lives. The college moved to a lunch ceremony for the white coating of the 1st year class, complete with all the pomp and circumstance of the previous year's traditions. It was well received. The awards ceremony maintained the headliner event for the evening with a dinner and awards presentation. Again, well received! A job well done by the WCVM to recognize its new class and give praise to the achievements of the rest the college.

The location and structure of the Advisor Committee meetings moved from the WCVM grounds to the ceremony hotel conference centre. This was a positive move in my opinion and allowed attendees to be present for all student ceremonies throughout the day. The structure of our meeting was changed to provide more input from the advisory committee members and this was a welcomed change. The stakeholders generally felt this was a positive change and engaged our thoughts and ideas more deeply than in previous years. Good progress was made and there was a real sense of contribution from the advisory committee members.

Congrats to the WCVM on 50 years of producing excellent veterinarians!!

## COUNCIL ADVISORY COMMITTEE

SUBMITTED BY DR. BRAD CHAPPELL, COMMITTEE CHAIR

The Council Advisory Committee (CAC) is made up of past presidents and committee chairs. The goal of this committee is to advise the MVMA Council on past and current events as well as on issues facing the association. It also acts as the nomination committee for MVMA council, committee and volunteer positions.

2015 was a relatively quiet year for the Council Advisory Committee (CAC). The Committee held two conference calls:

### Spring 2015

- The committee was updated on the upcoming changes to the *Veterinary Medical Act*.
- The committee also discussed council member terms limits and re-appointments as well as the vice-president nomination process. We understand points from this discussion will be used in upcoming by-law and policy amendments with the recent legislative changes.

### Fall 2015

- An annual event, the CAC was asked to submit a list of veterinarians that could be contacted regarding their interest in becoming a council member.

## PROFESSIONAL IMAGE COMMITTEE

SUBMITTED BY TRACY REES

In an attempt to connect with members and the public, the Professional Image Committee has begun many regular activities and projects.

Facebook is used 5 days a week to share information with the public regarding veterinary care for animals as well as MVMA activities, like This Season is FUR Everyone. The MVMA Facebook page is promoted through member clinics, and clinic postings are shared on the MVMA page as well. This is a good way to build our “likes” and the number of people reading our messages.

Each month a fact sheet is created and shared on our website. The topics cover seasonal issues and concerns pet owners may have. Examples are Heartworm in the spring and Halloween Hazards in October. The hope is to build a library of helpful information for the public so they view the MVMA as the destination for veterinary health care information.

MVMA purchased an ad in the 2015 issue of the Pet Connect magazine. This magazine is an annual guide with a print run of 15,000. The magazine will be distributed free in selected venues that cater to pets and their owners, all libraries and in selected free community newsstands. It is also available at select Canada Safeway stores in Winnipeg, Brandon, Selkirk and Steinbach.

The ad was simply a photo of a cat and a dog with the MVMA logo and the text “Your best source of pet care information is your Manitoba veterinarian”.

With the purchase of the ad, MVMA was given a free article. Dr. Jay Thrush submitted an article entitled “Build a Better Relationship with Your Vet...for Your Pet’s Sake!”. The article outlines the reasons people should be seeking the advice of their veterinarians.

The “This Season is FUR Everyone!” program was re-launched this year and has been very successful with 26 clinics participating across Manitoba. A variety of organizations were chosen for the donations, including the Christmas Cheer Board, Winnipeg Harvest, local food banks as well as animal rescues and Humane Societies. Interviews on CTV news, an article in the Winnipeg Free Press as well as announcements made on many local radio stations including CBC, FAB 94.3 and CJOB were very helpful to spread the word to the public of this program.

Some upcoming projects for the group include videos on pet care or veterinary procedures. Members of the committee will submit videos from their own clinics to start this project off and then ask for submissions from all members.

Spay Day is another project the committee will be considering in 2016 as well as a new professional image campaign. In the past the “Who am I?” campaign was a format to promote the wide variety of veterinarians in the province. The committee would like to update this theme.

## CITY OF WINNIPEG ANIMAL SERVICES LIAISON

SUBMITTED BY DR. LYNN WEBSTER, MVMA LIAISON CITY OF WINNIPEG ANIMAL SERVICES

Winnipeg Animal Services (WAS) enjoyed a positive 2015, setting new milestones in several areas:

1. A 23% drop in service requests over 2012
2. A 31% drop in animal intakes over 2012
3. Only 52 dogs euthanized for illness or aggression issues
4. A 95% live exit rate, meaning 95% of dogs taken in were returned to owner or adopted
5. Licensed 60,000 dogs and 20,000 cats to date in 2015

The new cat licensing program has been a success. 50% of funds raised will be available to agencies to spay and neuter cats owned by people who cannot afford pay for this procedure themselves. This year the Winnipeg Humane Society will benefit from this program, and use it to fund a program in the inner city and north end, with the hope of performing 700 procedures that would otherwise not have been done.

Winnipeg Animal Services has developed an impressive educational and outreach program through community events and an active social media strategy. The 27 FTE individuals employed by the WAS are to be commended for the operation of a caring, and efficient department within the City of Winnipeg.

## MVMA LIAISON TO MAHTA REPORT

SUBMITTED BY DR. MICHAEL SHERIDAN

To say that the past year has been eventful would be an understatement. Both the MVMA and MAHTA have been busy consulting with government about amendments to the *Veterinary Medical Act* and then considering how these amendments would affect their associations. Add to this the requirement that the MVMA bring the responsibility for regulating technologists into its responsibilities (a legislative requirement), there were many issues before both associations.

Over the past 18 months, the MVMA has spent considerable time understanding its role. Starting with the MVMA’s planning weekend in November 2014 and continuing through 2015, the MVMA worked to define itself through its Vision and Mission statements. Put somewhat simply, the MVMA is an organization that regulates and advocates for the veterinary profession in Manitoba. Through legislated regulatory authority, the MVMA protects the public. As an advocate, the MVMA educates the public about the profession and animal health. Further, the MVMA supports



and empowers its members to achieve excellence in veterinary medicine.

The next step in understanding the MVMA's role was to understand and recognize who the association supports and is responsible to. The MVMA not only supports its members but also supports veterinary clinics and those who work in them; the veterinary team. The MVMA is responsible to the public and animals as well as its members. The MVMA Council believes by understanding who it supports and is responsible to, the MVMA can ensure regulatory standards are met and be an advocate for the profession.

The *Veterinary Medical Act* includes animal health/veterinary technologists as members of the MVMA. This was not understood by the MVMA until recently (spring of 2014). At that time, the MVMA began the process of bringing technologists into the MVMA as members as well as to assume the responsibility of regulating technologists. These actions were put on pause when the MVMA learned that the *Act* was likely to open in 2015 as amendments to the *Act* could impact these activities.

When the *Veterinary Medical Act* was opened, the MVMA was proud to support the amendments which benefitted technologists. The MVMA understood the amendments related to title and title protection for technologists were important as they made the technologist title in Manitoba consistent with peers across Canada, but importantly, they added restrictions to the use of the animal health/veterinary technologist title to individuals who have met specific standards and are registered to practice. However, the MVMA Council felt the amendments securing technologist positions on MVMA Council and clarification of technologists' voting rights in the MVMA were extremely important as well. It is important for technologists to have a strong voice in the regulation and enhancement of the veterinary profession in Manitoba and these amendments support that. The MVMA Council is excited to have technologists as voting members of the MVMA and the MVMA Council.

What does membership in the MVMA mean for technologists? The MVMA will regulate technologists and protect the animal health/veterinary technologist profession through enforcement of legislation and MVMA bylaws. Technologists will participate in the direction of the veterinary profession through voting seats on the MVMA Council as well as the right to vote on MVMA bylaws that affect them. Further, they will be able to participate in other MVMA initiatives and committees. Technologists will be included in MVMA communications; keeping them current and knowledgeable about the profession and its regulation and related regulatory requirements. Finally, the presence of technologists in these activities will allow the MVMA to be a unified

voice speaking on behalf of the veterinary profession; one that is inclusive and considerate of all those working in it.

The MVMA believes that MAHTA has an important role in the support of the technologist profession; one which the MVMA cannot fill. This includes focusing on and advocating for matters that only affect technologists versus the whole veterinary profession. MAHTA will continue to be the primary advocate for technologists in Manitoba. The MVMA will continue to support MAHTA and its objectives but must balance this support with the obligations of the MVMA and support to all its members. Each association must determine what its objectives are and the best way to support their members.

The MVMA looks forward to continued collaboration with MAHTA on programs, events and services where there is mutual interest and benefit for their respective members. These items include events like CenCan (Central Canadian Veterinary Conference) and services like the member assistance program through Homewood Health.

Technologists are in the unique position of having a voice in two organizations – one that protects the public and promotes the veterinary profession as a whole and another that is focused on promotion and services for technologists exclusively. The MVMA believes this presents technologists with a great opportunity.

There is much work to do. First steps include enacting bylaws to establish the technologist member category in the MVMA as well as the “new” MVMA Council. These are priority items so the technologist “voice” in the MVMA can be included as soon as possible. Other bylaws regarding the regulation, registration and registration requirements for technologists will be developed and enacted later this year. It will be a year of transition and consultation, but the Council believes it will all be achieved by the end of 2016.

It is a very challenging and exciting time for both the MVMA and MAHTA as both organizations face changes to our mandates, functions and responsibilities. As a self-regulating professional body, the MVMA will need to focus on regulating the veterinary profession, protecting the public and enhancing the profession as a whole. The MVMA Council sincerely hopes that MAHTA will seize this opportunity to become a leader for issues affecting animal health technologists in Manitoba.

In closing, I have served as the MVMA Liaison to MAHTA for the past two years and will be stepping away from this role as my council term ends. I have truly enjoyed my time as the liaison. The opportunity helped me gain insight into the veterinary profession through the eyes of technologists. I learned so much from those who serve on the MAHTA Board. Thank you to everyone I interacted with.

## MAHTA LIAISON TO THE MVMA

SUBMITTED BY MS. CINDY SONTAG, MANITOBA ANIMAL HEALTH TECHNOLOGIST ASSOCIATION VICE PRESIDENT & MVMA LIAISON

I was newly appointed to the board in February 2015 at the MAHTA AGM. Although the theme of 2015 was ‘wellness’ it quickly became apparent to our board the role ‘advocacy’ would play this year with the amendments to the *Veterinary Medical Act* (the Act).

Early in the year, MAHTA formed an ADHOC Committee to evaluate the options for technologists and MAHTA had during this time of the opening of the Act. Our committee and board were faced with the decision for the technologists to become a regulated (by the MVMA) profession, non-regulated or pursue self-regulation. It was deemed that regulation was a good fit for technologists in Manitoba. With this came a shift of responsibilities for MAHTA. MAHTA has been registering technologists since 2004. It became apparent in 2014 that, in accordance with the Act, the MVMA improperly and informally sub-delegated the responsibility of registering techs to MAHTA. The Act opening provided MAHTA the opportunity to retain the responsibility of registration; however, this wasn't supported by the MVMA or the Minister of Finance's representatives. With this realisation that MAHTA would have a change in responsibilities of regulation of our membership, we advocated for amendments within the Act that would ensure that technologists would have a greater voice for their profession. The amendments that affect technologists within the Act are as follows:

- Two voting seats on the MVMA council, as of May 2016
- Title change from Animal Health Technologist (AHT) to Veterinary Technologist (VT): This reflects national and international norms
- Title protection: Only an AHT/VT registered under the Act can refer to themselves as such
- Ensuring AHTs/VTs have voting rights on MVMA by-laws that affect their profession
- Removing the clause “during their employment by member” within the by-law section of the Act, which restricted the responsibilities and opportunities for AHTs/VTs to only work under licensed members
- MVMA by-law governing the relationship with MAHTA, was added

What's not within the Act, is how the MVMA will implement these changes and how the relationship between our two associations will be defined. As such, MAHTA approached our legal counsel and had a Memorandum of Understanding (MOU) drafted to reflect and guide our relationship with the MVMA during this transition. MAHTA wanted to ensure that, despite our loss of regulatory responsibilities, we continued to advocate for technologists and played a role

in the formation of regulatory decisions of technologists to be set out in MVMA by-laws. The MVMA Council, agreed to limited terms within MOU, but chose to offer the MAHTA board very little feedback or details of their intentions on regulation of and communication to technologists. The Act proceeded to Second Reading, then Special Committee reading within 48 hours. MAHTA board members were present to advocate for technologists and address our concerns with the lack of transparency with the MVMA, and lack of communication with government officials. We also applauded the above six amendments to the Act.

At this time, there remains to be concerns surrounding the responsibilities of the MVMA and MAHTA. MAHTA will continue to promote and advocate for technologists and to serve our members to the best of our ability. Concerns remain on the authority the MVMA Council has regarding responsibilities over technologists outside of governance. It's MAHTA's hope that our two associations can work out these details together in a way that techs are appropriately represented and considered.

Outside of governance issues;

- MAHTA was very excited that the province proclaimed AHT week this past October. The MAHTA Facebook page as well as many veterinarians and technologists acknowledged our profession on social media. It brought forth the responsibilities and impact technologists have on veterinary medicine.
- MAHTA continues to represent and maintain membership with our national technologist association, Registered Veterinary Technologists and Technicians of Canada (RVTTTC). MAHTA's RVTTTC directors attended their annual AGM which is shared with the CVMA conference. This provides MAHTA with the opportunity to learn what issues are affecting technologists throughout the country.
- The MAHTA President Trish Lobaton and I also attended the Saskatchewan Association of Veterinary Technologists (SAVT) AGM and conference in November in Saskatoon.
- MAHTA hosted two CE opportunities for technologists. A full day of seminars occurred in Brandon and Winnipeg, in September and October. Attendance was higher than expected. It was great for rural technologists in Brandon and surrounding area to have an accessible learning opportunity. The Winnipeg seminar offered a fantastic hands-on wet lab.
- The MAHTA President Trish Lobaton also met the 2015 Veterinary Rural Task Force in August to bring forth challenges and concerns facing technologists and to advocate for technologists practising in rural areas of the province.

With 2016, MAHTA anticipates the importance of continued advocacy for technologists. We look forward to the role and influence that technologists will have with the two added seats to the MVMA Council and with technologists voting on MVMA by-laws that pertain to their profession.

## WINNIPEG HUMANE SOCIETY LIAISON

SUBMITTED BY DR. JONAS WATSON, MVMA REPRESENTATIVE

The past year has been one of change at the Winnipeg Humane Society. In early 2015, the WHS Board of Directors began its search for a new CEO. By June, Javier Schwersensky had been chosen for the role.

Javier has made it his mission to strengthen connections between the organization and other local animal welfare groups, the public at large, as well as Manitoba's veterinarians.

One project in the works will involve referral of newly adopted animals from the WHS to one of several veterinary clinics located in proximity to the adopter's residence for a "new pet exam." This pilot project will attempt to replicate the success of a similar undertaking initiated in 2013 in Portland, OR through the close collaboration of the Oregon Humane Society and the Portland Veterinary Medical Association. Through this collaboration between the WHS and the MVMA, we hope to encourage adopters to build a long-lasting relationship with the clinic of their choice, and ultimately to provide new pets with a lifetime of care.

Another major event at the WHS this year was the opening of the Joyce Gauthier Behaviour and Training Center in the fall. Thanks entirely to the generosity of local businessman and animal lover Jim Gauthier, a sizeable contribution in memory of his late wife allowed this project to come to fruition. The Joyce Gauthier Center will be used for various education initiatives including the Jane Goodall Roots and Shoots program, school tours, dog obedience training, in addition to being available for rent by outside parties.

The WHS's Farm Animal Compassion Committee launched a free lecture series in the summer of 2015, featuring several prominent local speakers. Manitoba veterinarian Dale Douma presented a well-attended talk on the topic of "One Welfare," which addressed the complexities of contending with animal welfare concerns in the large animal sector.

Major fundraising events were successful this year, including the Bow Wow Ball, Paws in Motion, the In the Ruff golf tournament, National Cupcake Day, and the 1001 Donations telethon. These events are the cornerstones through which the WHS generates the funds it requires to look after the thousands of homeless and needy companion animals that pass through their doors every year. I would highly encourage anyone interested in participating in the above fundraisers to please contact the WHS for more information on how you and your clinic can get involved.

Lastly, for some time the WHS has struggled to find ways to reduce the number of animals, particularly cats, that are euthanized in their care. As part of new CEO Javier Schwersensky's strategic plan for 2016, efforts are already underway to modify intake protocols to decrease the

number of cats with upper respiratory infections being euthanized upon entry. It is the organization's hope that some procedural alterations will ultimately yield not only an improved public image for the WHS (often maligned for not being a "No Kill" facility), but more importantly, an improvement in the standard of welfare and care for the animals living at the shelter.

As always, I am very receptive to any concerns or questions MVMA members may have related to goings on at the Winnipeg Humane Society. Please feel free to contact me any time at 204.488.1843 or jonaswatson@hotmail.com.

## RED RIVER COLLEGE ADVISORY COMMITTEE

SUBMITTED BY DR. BOB NEWFIELD

The committee meets twice yearly with a third meeting by the Curriculum Review Committee. 2015 has been a very active year for the RRC AHT program. Last November an accreditation review by the CVMA went very well with overwhelmingly positive feedback. CVMA is very pleased with the changes RRC has made to the program and the recommendations they did put forward were easily implemented. The program, which undergoes an accreditation review every 6 years, is fully accredited until 2020.

The AHT program is awaiting final approval for renovations that will see an expansion to the kennel and surgery areas. A funding campaign is now underway for donations to offset renovation costs. If all goes well, the renovation will be underway in the summer of 2016. I urge you all to consider a donation to the program.

The Curriculum Review Committee met on November 26, 2015 to review the changes that have been made since the curriculum was re-vamped over the last 2 years. Courses have been tailored to practical training for AHTs. Math courses pertain to applied math encountered in the practice setting. New teaching and student testing/assessment techniques focus on application of skills as opposed to rote learning. Videos have been developed by faculty members on large animal practice, demonstrating techniques and procedures that may or may not be encountered during the students' course of study. New equipment has been purchased including a digital x-ray, dental sensor and a dog simulator.

The class of 2017 is the first class to experience the course since the curriculum overhaul. The new and improved program has been very well received by faculty and students alike. The committee is very excited by the transformation of the AHT program and we expect the results of the changes will be well received by all you prospective employers! RRC expects to graduate 29 students in the spring of 2016.



CANADIAN VETERINARY  
MEDICAL ASSOCIATION  
L'ASSOCIATION CANADIENNE  
DES MÉDECINS VÉTÉRINAIRES

One profession. One strong voice.  
Une profession. Une seule voix.

CVMA provides national and international leadership to advance the issues, concerns and professional interests of Canada's veterinarians.

**Antimicrobial stewardship remains a top priority.** To address the upcoming veterinary oversight federal regulations taking place by the end of 2016, CVMA and the Canadian Council of Veterinary Registrars are developing a professional standard pan-Canadian framework for veterinarians to give a clear understanding of the changes required in their day-to-day lives.

This year, CVMA posted revised position statements on *Antimicrobial Use in Animals*, *Extra-Label Drug Use (ELDU)*, and *Microchip Animal Identification Position Statement*. During the November 2015 Council meeting, the position statements on the *Humane Mass Depopulation of Animals*, *Humane Slaughter*, *Humane Training Methods for Dogs*, *Seal Hunt in Atlantic Canada*, *Use of Animals in Science*, *Legislation Concerning Dangerous Dogs and Aquatic Animal Veterinary Medicine* were approved and will be posted on CVMA's website in the new year. CVMA also recently closed a member consultation on two revised position statements regarding *Devocalization of Dogs* and *Induced Moulting of Poultry*. The comments will be compiled and the two statements should be ready for Council approval later in 2016. The *Onychectomy (Declaw) of the Domestic Felid* position statement is also being reviewed ahead of schedule due to an influx of inquires CVMA has received through email and social media.

The **2015 CVMA Convention** held in Calgary received RACE (Registry of Approved Continuing Education) for the first time. CVMA hosted the Provincial Forum and President's Meeting, providing provinces an opportunity to share with peers. MVMA was invited to select Manitoba veterinarians to participate in CVMA's Emerging Leaders Program. Join us in **Niagara Falls, Ontario from July 7 to 10 for the 2016 CVMA Convention.**

Nominations for the **2016 CVMA Awards** program are open until **January 31, 2016**. Nominate a deserving CVMA candidate. Please note submission guidelines have changed. Visit the CVMA website for more information and details on submitting a nomination package.

CVMA established a partnership with **Brief Media** to produce a monthly global edition of *Clinician's Brief*. CVMA also launched a **mentoring program** to facilitate connections among its members and recent graduates as they transition to professional life, and to early career veterinarians who may be looking to make a major career change within veterinary medicine. More information about the partnership and program can be found on CVMA's website.

Since January 2015, CVMA has shared messages about veterinarians' roles and the value of veterinary healthcare on Twitter and Facebook using **#VetCareEverywhere**. MVMA further shared these messages on its social media channels. This campaign will continue in 2016.

CVMA's business management program continued to deliver economic reports in partnership with the MVMA.

CVMA updates were published in each issue of MVMA's *News & Views Magazine*. CVMA provided MVMA staff copies of mass email communication/position statement consultations.

#### QUESTIONS OR SUGGESTIONS?

Contact CVMA's National Office at 1-800-567-2862 or [admin@cvma-acmv.org](mailto:admin@cvma-acmv.org), or contact your Manitoba Council Representative, Dr. Kevin Millar at 204-482-4987, or [millark\\_ma@yahoo.ca](mailto:millark_ma@yahoo.ca).

## PEER REVIEW COMMITTEE

SUBMITTED BY DR. PHILIPP SCHOTT, COMMITTEE CHAIR

In 2015 the Peer Review Committee received 53 complaints in total (compared to 41 in 2014 and, coincidentally enough, 53 in 2013), of which 13 went on to the formal written stage (as it happens, also 13 in 2014 and 2013). The numbers may fluctuate from year to year, but over the long run the number of complaints is remarkably steady. This year there were no appeals (there were 4 last year and 2 in 2013). We will go several years without any appeals at all and then when they come they sometimes come in clusters (a statistician will tell you that this kind of clumping is usually meaningless). An interesting observation is that the cases that are appealed are not necessarily the more complex or “serious” ones.

As in past years it is important to emphasize that the informal “verbal” complaints comprise a wide array of different phone calls from the public, ably fielded by the registrar, Michelle Martin-Strong. Some of these calls are true complaints that are resolved informally, but many more are from people who simply want to vent or from people who are confused about something and are satisfied with a simple explanation. The *Veterinary Medical Act* does not recognize any sort of complaint other than the formal written complaint, but we keep statistics on these calls as a type of barometer.

With respect to the written complaints it is perhaps important to remind everyone again that the Act permits anyone to formally complain about any member regarding any concern they may have. We have no authority to filter out some of the more vexatious and trivial complaints. If the complainant insists on proceeding with a formal written complaint, they have the absolute right to do so. I mention this so that those of you who have been unfortunate enough to be on the receiving end of a formal complaint understand that the formality of it does not necessarily correspond to the seriousness of it. The PRC has not made any determination whatsoever prior to proceeding with the formal process.

As in every year, the majority of the complaints in 2015, formal and informal, arose from some variation on the theme of “communication”. It is gratifyingly rare for the PRC to review a complaint that truly brings a veterinarian’s technical skill or knowledge into question. On the other hand, it is all too common for the PRC to review a complaint that could have been avoided had the commu-

nication between the veterinarian and the client been more complete and effective. These communication issues run across quite a broad spectrum, but I will again outline the most common types:

- Failure to provide accurate estimates or failure to try to contact the client when medical circumstances necessitate a change to the estimate.
- Failure to use appropriate, comprehensible language when talking to clients. Some of us have lost perspective on what some clients can and cannot understand. Do not assume that they know what you’re talking about!
- Failure to explain all reasonable options.
- Failure to ensure that the client understands the difference between a tentative diagnosis and a confirmed diagnosis.
- Failure to be frank about prognosis.
- Failure to clearly communicate empathy when things go badly.

Also of note in 2015, the PRC has created a comprehensive “Guidelines and Procedures” document that details all aspects of its functions with an eye towards ensuring clarity, consistency and continuity. The public and members should be able to expect the same treatment regardless of who reviews the case or when it is reviewed. If anybody has any questions at all about the process, I encourage them to contact me directly. I am of course unable to discuss case specifics and as chair am not in fact involved in adjudicating individual cases, but I am always available to address general inquiries.

In further news, the end of this year sadly marks the retirement of Dr. Peter Schwartz from the PRC. Peter has been with the committee since its inception in 1999 and has been invaluable for his depth of experience as well as for his consistent voice of fairness and reason. It is difficult to imagine the PRC without him! Thank you Peter.

Finally, I will repeat verbatim what I have said every year in closing. The PRC does not get to see the tens of thousands of interactions that go well! We do not get calls or letters when the veterinarian has done an outstanding job of communicating! When one considers the incredibly complex and emotionally fraught nature of our work, it is astonishing that the numbers of complaints are as consistently low as they are, so please keep up the good work and all the best in 2016 to each and every one of you!

## ANIMAL WELFARE COMMITTEE

SUBMITTED BY TRACY REES

The Animal Welfare Committee had their first meeting in May 2015. The group is a good mix of large and small animal veterinarians.

The mandate of the group was established to serve MVMA members and society in advocating for animal welfare by:

- Encouraging a culture of kindness and respect for all animals
- Working to improve the quality of life for animals during all life stages
- Educating members and society on issues of animal welfare
- Using our knowledge and experience to explore current questions or concerns of animal welfare for the sake of the animal

News & Views will feature an Animal Welfare article in each issue. By sharing these articles with other members of the MVMA, the hope is that discussions will be started and vets will become informed about areas other than their own specialty. As a public contact for any animal health issues or concerns, it is assumed that vets know about all animals. The reality is that many small animal vets do not know much about large animals and vice versa.

By sharing the issues of Animal Welfare with all MVMA members, it informs our own members so they can educate the public as well.

The committee will continue to address large and small animal welfare issues identified as important as well as dealing with any concerns brought to their attention by MVMA member or Council.

## FOOD ANIMAL REPRESENTATIVE

SUBMITTED BY DR. WAYNE TOMLINSON

The Food Animal Committee (FAC) was established in January of 2006. The purpose of the committee is to provide MVMA's large animal practitioners with a unified voice when representing the profession on issues regarding food animal health and the practice of large animal medicine. The committee consists of any and all members of the MVMA who wish to participate. In the first 5 years, the FAC has met during the MVMA winter conference. Attendance at these meetings was limited. Many practitioners expressed their desire to attend but an interest in the ongoing CE kept them away. The FAC went to a more of an Adhoc committee format.

The FAC did not meet in 2015. An attempt to arrange a CE session on feed prescription writing was initiated. The MVMA was going to run two sessions; one was set for Brandon and the other in Winnipeg. We had lots of interest and pre-registration numbers were in excess of 40. Unfortunately the speaker came down with laryngitis and an inner ear infection. He was grounded by his physician and the CE was postponed. New dates for the "Prescription Writing for Food Animals" were set and the event will be held in Winnipeg and Brandon in.

I would like to thank Tracy Rees for her help in organizing this event, cancelling it and reorganizing it. It is a lot of work to pull off one of these events off when things go smoothly, but when there are bumps in the road, the work is load increases exponentially. Thanks also to Dr. Doug Bazinet, Eastman Feeds, and Scott Atkins, Elanco for their work as well.

# IN RECOGNITION OF...

The following individuals will be recognized at the beginning of the MVMA Annual General Meeting. Please join us to acknowledge their outstanding contributions to the veterinary profession in Manitoba!

*"WE OFTEN TAKE FOR GRANTED THE VERY THINGS THAT MOST DESERVE OUR GRATITUDE."*

– Cynthia Ozick

## DR. RICHARD VAN MIDDLESWORTH LIFE MEMBER AWARD

*A Life Member has been a member in good standing in one of the MVMA's membership categories for 25 years or more, who has retired from active practice, and does not hold a license to practice.*

Dr. Richard Van Middlesworth worked at Pembina Veterinary Hospital for more than thirty years, much of that time as owner of the practice. Though busy with his practice, Dr. Van Middlesworth still found the time to volunteer. In 1994 he helped found the Great Manitoba Dog Party, and chaired the event for about ten years. In 2002 he was recognized for his contributions by being named Veterinarian of the Year by the MVMA.

Dr. Van Middlesworth says that the best part of being a veterinarian has been working with the families of pets over the years. He enjoyed seeing the children and grandchildren of some of his first clients come into his clinic to have him look after their pets. Such loyalty from generations of clients speaks to Dr. Van Middlesworth's skill, dedication and compassion.

To young people considering a career in veterinary medicine, Dr. Van Middlesworth cautions that they have to be willing to put a lot of work into the profession, and they must love working with people. A love of animals and a desire to help them is a given in veterinary medicine, but a desire to help people is just as important. He believes that if you treat your clients like members of the family, they'll keep coming back.

Dr. Van Middlesworth retired in 2014, and he and his wife look forward to travelling in the future.

## DR. PETER SCHWARTZ AWARD OF MERIT

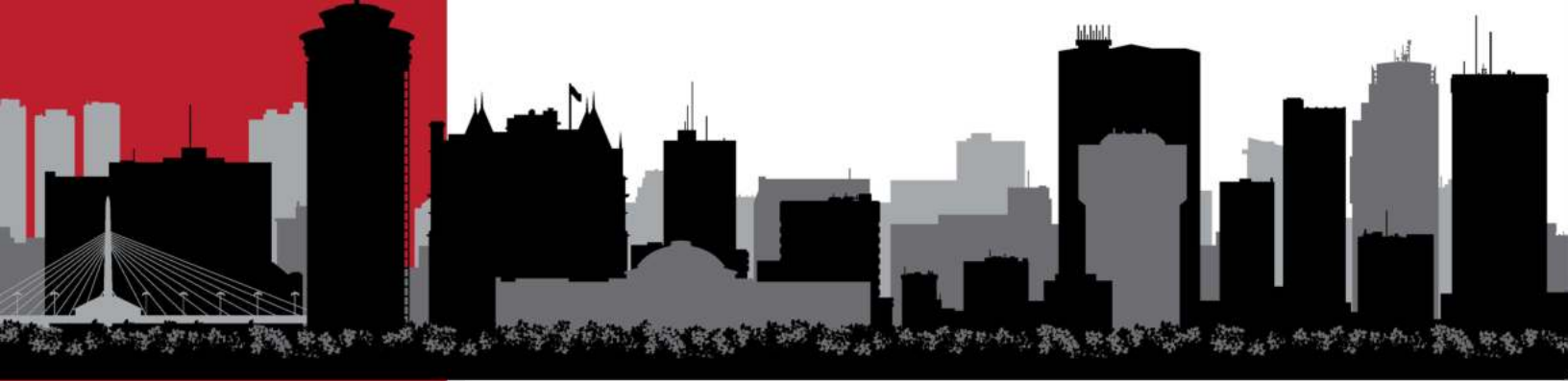
*Awarded by the MVMA Council, the Award of Merit recognizes veterinarians and other individuals who have made significant contributions towards the achievement of the MVMA's vision.*

Dr. Peter Schwartz is receiving the MVMA Award of Merit for his years of volunteer service to the Association.

In the late 1990s, Dr. Schwartz helped draft changes to the *Veterinary Medical Act*. The old *Act* was very punitive and inflexible towards veterinarians and needed modernization to create a more constructive *Act*. He felt this modernization was as beneficial to the public as it was to veterinarians.

In 2000, he began his work on the Peer Review Committee which he continued until the end of 2015. Dr. Schwartz says the satisfaction of helping the community and providing a degree of fairness for the public and the profession made the work rewarding. But Chairing a PRC committee was not without its challenges. The nature of the process can make the job difficult. He says the PRC must find the fine balance between the needs of the public and the work of veterinarians.

Dr. Schwartz has an interest in mediation and restorative justice, and intends to continue volunteering with the MVMA in the future. He urges other MVMA members to pursue volunteer opportunities and says they will find volunteering as rewarding as he has.



# 13

Reasons to Visit  
Winnipeg  
In February!

Although the weather may not be one of those reasons, the speakers certainly are! We are thrilled to bring 13 incredible speakers including Mark Opperman, Fraser Hale, Paul Fricke, Margie Scherk and Nigel Caulkett to CenCan this February.

This year's CenCan Conference offers something for everyone. With the dynamic lineup of nationally and internationally renowned speakers, we are confident attendance will be very high for those wanting quality continuing education.

Don't miss your chance to hear the 13 Reasons to visit Winnipeg in February!

1. Dr. Paul Fricke - Dairy Cattle Reproduction
2. Dr. Ed Pajor - Cattle Handling & Behaviour
3. Dr. Jayne Takahashi - Communication
4. Dr. Michel Lévy - Internal Medicine
5. Dr. Trisha Dowling - Pharmacology
6. Dr. Nigel Caulkett - Anesthesiology
7. Dr. Marie Holowaychuk - Emergency & Critical Care
8. Dr. Joe Bracamonte - Equine
9. Dr. Fraser Hale - Dentistry
10. Mr. Mark Opperman - Business Management
11. Dr. Margie Scherk - Feline Health & Behaviour
12. Mr. Russ Chambers - Conflict Management
13. Dr. Chris Enright - Working With Wildlife

The Victoria Inn will host the 2016 CenCan Conference. Conveniently located adjacent to the James A. Richardson International Airport, the hotel is still only minutes from downtown.

To receive a discounted room rate of \$135.00 per night, please call the Victoria Inn directly at 204-786-4801. Reservation code is: **673626** or say "MVMA".



Registration will open  
in early December.

Check the MVMA website  
for further information:  
[www.mvma.ca](http://www.mvma.ca)