



ANNUAL REPORT TO MEMBERS

2018 IN REVIEW

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

PRESIDENT'S MESSAGE



Dr. Jonas Watson
2018, 2019 MVMA President

Another year, my fourth with the MVMA Council, has come to a close. I've been fortunate to work alongside an engaged and collegial group that makes our sometimes onerous meetings easy to bear, and occasionally, dare I say, even fun.

Council meetings have been all the more enjoyable since the completion of renovations at the MVMA office. A new layout, with a spacious and modern boardroom was a worthwhile and overdue investment. After several months of meeting off-site in the first half of the year, Council is happy to be home once again (though the robust Ukrainian lunch buffet afforded to us by our alternate venue is surely being missed by some members).

This year the MVMA office saw not only infrastructural changes, but organizational ones as well. The loss of both our Member Services Coordinator and Registrar this summer necessitated adaptability and perseverance on the parts of the remaining staff. Andrea Lear masterfully managed dual roles, serving for most of 2018 as both Executive Director and Registrar, and Heather Klassen hit the ground running as a contract employee assisting with such projects as CenCan, Strategic Planning day, and the Metric Marketing campaign. With Andrea, Heather, Melanie, and

Judy working vigilantly on behalf of our members, MVMA members should rest assured that we are all in very good hands.

As I mentioned, after years of trying to determine how best to showcase the work of Manitoba's veterinary professionals from a public relations standpoint, we have successfully executed an online advertising campaign that is sure to be well-received by both our members and the public alike. Metric has succeeded in creating slick graphics and messaging that promotes trust in your vet over the ubiquitous Dr. Google. Working in consultation with Metric is the team from Full Current who are actively revamping the MVMA's website. These changes will roll out in the spring of 2019, if not sooner.

As we do every year, Council met in the fall to reassess strategic goals and priorities. There is always a long list of things to do, with varying degrees of urgency, and it is essential to triage these so our Executive Director knows where best to focus her energy.

Health Canada's deadline of December 1st has come and gone without a great deal of concern from producers about changes to antimicrobial accessibility. I suspect this is in large part the result of good lines of communication in the months preceding the change between food animal veterinarians and the clients they serve. The MVMA's AMU committee is still able to address any problems that may arise if in fact they do, and a webpage with links to resources regarding antimicrobial stewardship can be accessed from www.mvma.ca.

An election held in November confirmed the appointment of four new council members (three vets and one tech) to MVMA Council. Our group will benefit from the fresh perspectives and insights of these freshmen councilors. A healthy Council is one that is well-balanced with members from varied walks of life and sectors of the profession.

MVMA members were surveyed recently about their feelings regarding the prospect of a feline declaw ban in the province of Manitoba. The survey attracted more than 250 respondents. Results have been collated and council is determining how we plan to proceed. At the time of this writing, a vote on a possible declaw ban is likely to be held at the 2019 AGM. Since the CVMA's declaration of its opposition to declawing in 2017, a total of four Canadian provinces (British Columbia, Nova Scotia, Newfoundland/Labrador, and Prince Edward Island) have already banned the procedure.

In recent weeks, Manitoba veterinarians were made aware that the provincial government is considering a reduction in the number of seats offered to Manitoba students at the WCVM (currently set at 15, at a cost to the province of 1.5 million dollars per class). This potential change appears motivated by the feeling that an insufficient number of WCVM graduates from Manitoba ultimately return to the province to work. The government hopes to identify strategies to select students more likely to return to Manitoba, willing to undertake the kind of veterinary work most needed, especially in rural areas, and to incentivize new veterinarians to consider practice in their home province following graduation. The Province is eager to receive input from Manitoba's vets to help structure the next five year agreement between the three Western provinces and the WCVM. At the request of Manitoba's veterinarians, Council accepted the recommendation to form an ad hoc committee to address the Province's concerns. The Manitoba Seats Committee began discussions in early December, and has already brought forward proposals to Council, which have been approved. The committee is being chaired, appropriately, by the Association's liaison to the WCVM, Dr. Chris Bell. Council wholeheartedly supports this committee's efforts to work with the Province toward an outcome that is satisfactory to all stakeholders, particularly Manitoba's producers, pet owners, and future veterinarians.

Lastly, Andrea and I recently took part in a teleconference with the consultants undertaking a review of the Provincial Veterinary Office's Animal Welfare program. The MVMA was one of several participants approached for discussion on this matter. I am hopeful that our input was of value to the process.

Ten months ago, I arrived early to a Council meeting at which I was unexpectedly and unceremoniously elected to the role of MVMA president. This appointment, though not exactly sought out, has proven entirely rewarding, largely because of an exemplary staff and colleagues on Council who make serving in this capacity a pleasure. I am indebted to MVMA Vice President Dr. Alison Litchfield, who has graciously taken on some of my role's responsibilities, especially some of the travel to out-of-town meetings, attendance at which can be challenging as I concurrently attempt to raise a toddler. Despite that, I am pleased to have served in this capacity and am satisfied with what we have accomplished in 2018. I am excited to begin a second year as MVMA president (my lame duck session, the perfect metaphor for a veterinary council position) as we reestablish our regular rotation of Executive nominations and Council member seat expirations following the recent passage of a Special By-law by e-vote (thanks to the 97% of you who approved my reappointment; to the other 3%, no hard feelings).

I wish you all the best as we kick off 2019 and I look forward to welcoming all MVMA members to the AGM and CenCan conference in February.

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A WHO'S WHO ON YOUR GOVERNING COUNCIL

FOLLOWING THE FEBRUARY 1, 2019 MVMA ANNUAL GENERAL MEETING, DR. JONAS WATSON'S TERM AS PRESIDENT OF THE MVMA GOVERNING COUNCIL WILL CONTINUE UNTIL THE NEXT MVMA AGM IN FEBRUARY 2020. JOINING THE MVMA COUNCIL WILL BE DR. JENNIFER DEMARE, DR. ESTHER HILL, MS. TRISH LOBATON, AND DR. ALLISON PYLYPJUK. OUTGOING COUNCIL MEMBERS INCLUDE: DR. WADIE ARIZA, MS. JANIS MCCARTHY, AND DR. CAREL REESINK. THE REMAINING MEMBERS OF THE MVMA COUNCIL ARE: MS. LORRAINE ADAM, DR. AMANDA BROWN, MS. SARA HADDOW, DR. RICHARD HODGES, DR. ALISON LITCHFIELD AND MR. DOUG OLIVER.

MVMA COUNCIL 2019

DR. JONAS WATSON

MVMA PRESIDENT 2018, 2019

(COUNCIL TERM ENDS FEBRUARY 2021)

Tuxedo Animal Hospital, Winnipeg



I joined council several years ago - motivated to participate in the guidance and growth of veterinary medicine in Manitoba. I've enjoyed working alongside colleagues from diverse sectors of the profession and regions of the province, colleagues I might otherwise never have met.

I hope that during my tenure on council I've made some modest contribution to the MVMA. And, in light of the fact that I've just been asked to renew my term, I'll presume that I have. As an advocate for animal welfare, I was pleased to participate in the planning of Manitoba's second "Spay Day" this fall and to help in the restructuring of rules surrounding remote spay/neuter/vaccination clinics. Both efforts are aimed at making the provision of health care to underserved communities a little easier. In my second term on council, I hope we continue to explore novel ways to make veterinary medicine accessible to all pet owners, regardless of socioeconomics or geography, in the interests of both animals and people.

I look forward to working with the evolving group that forms the council in 2019, including several new members. I am inspired by colleagues, particularly those very early in their careers and new to the profession, who are willing to step forward and volunteer their time to assist our association in contending with challenges facing veterinary medicine in the 21st century. I would encourage members who've yet to get involved with the MVMA to do the same.

DR. RICHARD HODGES

MVMA PAST PRESIDENT

(COUNCIL TERM ENDS FEBRUARY 2020)

University of Manitoba, Winnipeg



I've been able to enjoy many facets of veterinary medicine in my 30 plus years since graduating from WCVI. In that time, I've been able to participate in a veterinary internship, be part of a rural mixed animal practice both as an associate and as an owner,

and been an embryo transfer practitioner. I've chaired the Veterinary Medical Board of Manitoba, the Veterinary Services District Veterinary Association, and was president of the MVMA in 2000 during my 1999-2002 term. I currently am the Director, Animal Care and Use Program at the University of Manitoba.

After a bit of a rocky beginning to Council this year I am pleased to serve in the Past President position behind the leadership of Jonas Watson as President and Alison Litchfield as Vice-President. I will continue my term as Past President one year longer than planned but I enjoy being on council and have some time to give back to the profession. I look forward to working with a dedicated group of council members and MVMA staff as we tackle the issues that come upon us and look to the future.

DR. ALISON LITCHFIELD

VICE PRESIDENT (COUNCIL TERM ENDS FEBRUARY 2022)
Southglen Veterinary Hospital, Winnipeg



With the first year of my term on council coming to a close, I have to say it has been a positive experience and an interesting year. I have moved from a general council member into the position of Vice President a little earlier than anticipated, which has been quite an experience. I joined council with what I would classify as a miniscule knowledge of what the role of a board member entailed. Since starting on council, I have gained tremendous knowledge and support. I also gained a new perspective into why and how the association runs. It is most definitely not without its challenges. A few aspects of council that have stood out to me include the balancing act between the MVMA's regulatory and trade association roles, as well as the tremendous amount of behind the scenes workload that goes into every policy, decision or member concern.

I have enjoyed my first year on council tremendously and have been fortunate enough to meet many different people from across our profession and North America. I find myself with a new-found understanding of the role of our association and a respect for the processes that are required to keep our profession moving forward. In the future, I would love to see an increased involvement from our younger professionals and to continue to seek ways to develop the association. I am optimistic that 2019 will be a fruitful year and that the MVMA will continue to move our profession in a positive direction.

DR. AMANDA BROWN

VETERINARIAN MEMBER
(COUNCIL TERM ENDS FEBRUARY 2020)
Stonewall Veterinary Clinic, Stonewall



This year I began my second year on the MVMA council. Over the past two years the council has worked together to set goals, determine priorities and make decisions that focus on member support and protection of the public.

Of particular interest to me is promotion of our profession, and as part of that, animal welfare. As the landscape of our profession changes, with our clients having constant access to the internet, both for advice and for purchasing, we must, as a group of experts in animal health and welfare, maintain our presence and services to match our clients' expectations.

On a personal note, in July 2018 I purchased the Stonewall Veterinary Hospital, which has been an exciting challenge. I work with an amazing team of professionals, both at the Stonewall Veterinary Hospital, and on the MVMA council.

To effectively serve its membership the MVMA relies on the talents and contributions of its members. There are many committees doing many great things as part of the MVMA. I would encourage members to volunteer their talents and become involved. It is an honour and a privilege to serve on the MVMA council, and to collaborate with such a passionate group of professionals.

MS. SARA HADDOW

VETERINARY TECHNOLOGIST MEMBER
(COUNCIL TERM ENDS FEBRUARY 2020)
Elders Equine Veterinary Service, Cartier



This being my first year on council, it has been a learning experience for me to see how the MVMA council runs. I feel grateful to be able to represent veterinary technician members on council, particularly the large animal and equine side. I feel that the MVMA is doing a great job at allowing us, as veterinary technicians, to feel welcomed into the

association alongside the veterinarians and in conjunction with the MVTA.

Starting in December we will be having our first Veterinary Technician's Advisory Committee (VTAC) meeting and I look forward to being a part of this committee and seeing how it grows over the next few years.

I have enjoyed sitting alongside my fellow veterinary technician member, Janis McCarthy this past year. I will be sad to see her leave, but look forward to welcoming our new veterinary technician member, Trish Lobaton, to council this coming year. I have thoroughly appreciated all the help I have received from all veterinarians, the public and fellow technician members on council this year. It sure is a fantastic group to be a part of. I very much look forward to what my second year on council will bring.



MR. DOUGLAS OLIVER

PUBLIC MEMBER

I feel very privileged to be nominated to be one the first two public members to serve on the MVMA council. I am a Woodlands area cattle producer and married with three grown children and five grandkids. I am a full-time bus driver for Interlake School Division. I am also a former councilor for 12 years in the R.M.

Woodlands which gave me experience on many boards and committees. In my spare time I enjoy hunting, fishing and entertaining family and friends. I'm also busy attending grandkids' sporting events. I look forward to working together with the council and staff to move forward in achieving their goals.

MS. LORRAINE ADAM

PUBLIC MEMBER



As I reflect on my third year on the MVMA Council I can start by saying it has been a busy year – frequently unplanned.

Two significant unexpected events occurred over the last few months which have taken a fair amount of attention, by Council and particularly the Executive Director. Firstly, resignations from the Council resulted in having to determine solutions to fill the vacancies. Secondly, two staff left their employment during the

year. In a small office this has had a workload impact. These situations have been worked through, at least on a temporary basis, and plans are in place for more permanent arrangements.

Effort has gone into establishing and energizing committees to carry out the important work related to the many issues facing the veterinary profession, and in turn, the public. Speaking from a volunteer's perspective, it is vitally important that members participate in their Association activities and I commend those who have done so.

In addition to support for Committees, MVMA also keeps on top of responding to concerns from the public, maintaining member support services, educational activities, planning for the Annual meeting and CenCan, maintaining relations with partner organizations in the province and across the country.

Much preparation was undertaken with renovations to the offices at 1590 Inkster Blvd. Having a new landlord provided the opportunity to work on improvements to MVMA space. We are now fairly well settled in this regard.

Strategic goals have been regularly reviewed with adjustments made as required. As well, Council has spent some time focussing on its own performance and where improvements can be made.

I continue to be impressed with the knowledge and dedication of other Council members and with the hard work and commitment of the Executive Director and staff.

As a public member on Council I use the filter of "is it beneficial to the public?" when I engage in discussions and decisions. Through the outcomes we arrive at, I have been able to maintain a positive view of the abilities and integrity of veterinarians & veterinary technicians in the province.

INCOMING COUNCILLORS

TRISH LOBATON

VETERINARY TECHNOLOGIST MEMBER

(COUNCIL TERM ENDS FEBRUARY 2021)

Fort Garry Veterinary Hospital, Winnipeg



I have worked at Fort Garry Veterinary Hospital as an RVT and Hospital Administrator for the last 8 years since graduating from Red River College in 2010. Fort Garry Veterinary Hospital is proudly a part of the Winnipeg Veterinary

Care Group where we employ approximately 100 veterinary professionals within our 4 hospitals and the numbers continue to grow. Throughout my 8 years as an RVT, I have had the privilege to be on the MVTA board for 5 years and meet many veterinary professionals throughout Canada. I have traveled from one coast to the other speaking on behalf of the MVTA to other provinces and collaborating with them about the best approach to helping the public understand the role of veterinary technologists.

As a past MVTA board member, and as a Vice President, my role was to act as a liaison to the MVMA. I had a chance to participate and attend MVMA council meetings, so I am familiar with the council's processes and structure. This experience not only opened my eyes to Governance and its role, but also I experienced the conversations and collaborations with like-minded veterinary professionals about suggested changes we should make to the veterinary profession in Manitoba. In this position, I hope to understand the role the MVMA plays in supporting RVTs in Manitoba, and I hope to advocate on their behalf as best as I can. With my past experience sitting on a board and now sitting on MVMA council, I hope to represent RVTs and contribute to the growing veterinary profession in Manitoba.

INCOMING COUNCILLORS CONT.

DR. JENNIFER DEMARE

VETERINARIAN MEMBER

(COUNCIL TERM ENDS FEBRUARY 2021)

Swine Health Professionals, Steinbach



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

Working at Swine Health Professionals with a great team allows for innovative, progressive ideas and working standards. Our belief is to provide the best quality medicine, uphold best practice standards in our Manitoba swine industry with the best interests of our clients' and their animals in mind.

DR. ESTHER HILL

VETERINARIAN MEMBER

(COUNCIL TERM ENDS FEBRUARY 2022*)

Machray Animal Hospital, Winnipeg



I have been practicing small animal medicine in Winnipeg since graduating from WCVN in 2013. I had the privilege of working in holistic medicine for a few years at Aesops Veterinary Care, and now work full time at Machray Animal Hospital, spending a day a week at D'Arcy's ARC Animal Rescue Centre as their veterinarian. Outside of work hours, I volunteer with CARE (Cat Advocacy Rescue and Education) to spay and neuter cats of low income families. I am thankful for my varied veterinary experience thus far, and look forward to what I can learn in the years to come.

My favourite part about being a veterinarian is teaching clients about their pets' health, and helping to guide them to make the best decisions for themselves and their pets. I am so grateful for a career that allows me to combine my love for people and animals with my enthusiasm for medicine and teaching.

In my free time, I enjoy exploring the hidden gems Winnipeg has to offer, traveling across Canada and beyond, volunteering at church, being active outdoors and spending quality time with my friends, family and pets.

DR. ALLISON PYLYPJUK

VETERINARIAN MEMBER

(COUNCIL TERM ENDS FEBRUARY 2022*)

Interlake Dairy Service, Woodlands



I graduated from the WCVN in 2011. Upon graduation, I worked as a mixed animal practitioner and have since focused on bovine preventive medicine. Growing up on a dairy farm in southern Manitoba, I was quick to realize at a young age that I wanted to become a food animal veterinarian. But, it wasn't until my time at Summer Dairy Institute in Cornell after third year vet school, that I recognized the type of practitioner I wanted to be. I enjoy educating producers on disease prevention, helping make economic decisions using data analysis and applying evidence based medicine to protocol development.

Aside from veterinary medicine, I can be found dairy farming together with my husband Darren in Woodlands, Manitoba. We have three small children who seemingly share our love for animals, agriculture, music and hockey.

Needless to say, I look forward to helping shape the future of veterinary medicine in our province by serving on council.

*Whoever serves as president in 2022 will have her term extended to February 2023.

FROM OUR OUTGOING COUNCILLORS . . .

MS. JANIS MCCARTHY

VETERINARY TECHNICIAN MEMBER

(COUNCIL TERM ENDS FEBRUARY 2019)

Assiniboine Park Zoo, Winnipeg



I am finishing my last term on Council. I wish I could serve longer but retirement is upon me so I can no longer represent on Council.

This past year has been a continuance from previous years as the registration of veterinary technologists with the MVMA goes forward with nary a slip. Our focus is now on membership - technologists and veterinarians as one. Having two technologists on Council offers great insight and a different perspective of our veterinary profession.

We will be getting the new Veterinary Technologist Advisory Committee (VTAC - or Vee-tac - for short!) up and running in 2019. I look forward to helping set this up but as my membership will not be renewed moving forward (retirement), I cannot sit on this Committee beyond June 2019. We have strong, capable technologists in our Association so I know I will be leaving a good team in my wake.

I will be easy to find (back deck, sipping coffee, watching birds, or at the dog shows playing in the Rally Obedience ring with my Australian Shepherds). Please don't hesitate to call me or better yet, come out for a visit. I will stay updated on the MVMA and wish everyone much success.

Thank you for allowing me to serve our Associations over these past years.

DR. WADIE ARIZA

VETERINARIAN MEMBER

(COUNCIL TERM ENDS FEBRUARY 2019)

Swine Health Professionals, Steinbach



It was just like yesterday when I joined the council and now my term comes to an end. I can only look back and ponder on the experiences and learning opportunities I have had. I commend all the council members in their determination to work on various challenges both in regulation and member services in the past 3 years. The support and cooperation of the MVMA staff and members were always indispensable in promoting the profession. This also allowed engagements amongst different industry people, government sectors and committees to discuss effectual matters that surround both the association and the veterinary profession as a whole.

This brief and close collaboration within the council has opened an opportunity for me to better understand how the MVMA functions. Like an object with various moving parts and differing tasks, it must abide in harmony and coherence to remain healthy and get things done accordingly. It takes much wisdom to keep abreast on the MVMA vision to know the outstretching backgrounds and significant players while also keeping focused and take aim to fulfill its specific mission and objectives. This really is a daunting task, and with time always being a constraint, I must mention that it is still too far out for me to even say, "I nailed it".

The privilege to be a part of council's collaborative efforts, whether by review or amendments of related by-laws, strategic planning sessions, in deliberate meetings, clinic outreach efforts and other veterinary related discussions and activities, is quite an eye opener. There is not enough words to describe the lessons and there is really more to it than meets the eye.

I hope the following years will be equally productive for the association and that council will be able to build upon the learning and history of the past 3 years. I encourage those who have the time to volunteer and support the MVMA to do so in any way they can.

COUNCIL REPORTS

MVMA 2019 IDENTIFIED ACTIVITIES

As part of its annual planning, the MVMA Council reviewed various identified activities that come before the association. After this review, the council sets the priority to them, and from there these activities are assigned to staff, committee or Council itself. Some of the tasks seem straight-forward and administrative, while others will involve one or more committees, member consultation and months of work. Ultimately, all these activities all need focus and attention, and this list helps keep the MVMA Council, staff and committees on track.

As many know, best-laid plans often go awry – and the MVMA's plan can as well. The MVMA is often faced with new items that require immediate attention. This can pull the focus off the identified activities list. However, the MVMA Council and staff consistently look back to this list to ensure that high priority items are not being left behind.

This year's top 20 identified activities include:

- 1) Develop a "Complaint Information page" for the MVMA website to assist the public and members in understanding the formal complaint process
- 2) Veterinary scope of practice review
- 3) Develop and implement cat declaw (partial digital amputation) restriction by-law
- 4) Develop and populate Veterinary Technologist Advisory Committee
- 5) Launch marketing campaign to support awareness of the importance of veterinary medicine and contacting veterinary clinics with animal health concerns
- 6) Support members and the public with the regulatory changes requiring a prescription for all antimicrobials
- 7) VCPR review and update (if required)
- 8) Review the impact of the antimicrobial regulatory changes and bees: understand the role of veterinarians; support veterinarians in prescribing for bees through education; and review MVMA by-laws to determine if changes are required when treating and prescribing for bees
- 9) Investigate the requirement for veterinary technologists to have liability insurance
- 10) Review PIPS Committee Structure
- 11) Review how, and by who antimicrobial prescribing practices will be monitored
- 12) Review and develop by-law (if required) about clinic internal audits of controlled drugs logs
- 13) Develop veterinary technologist complaint process
- 14) Review ways to encourage member feedback
- 15) Review ways to focus on member engagement
- 16) Contact and engage self-identified MVMA volunteers
- 17) Continue to review access to veterinary care in remote areas concerns
- 18) Review the impact on the legalization of marijuana and prescribing for animals
- 19) Review the MVMA vice president and council member nomination policies
- 20) Review and develop regulations regarding telemedicine

MVMA MANITOBA WCVM SEATS AD HOC COMMITTEE

The Provincial Government, under Manitoba Education and Training, is in the process of renegotiating the Western College of Veterinary Medicine Interprovincial Agreement (the agreement that defines the number of seats that Manitoba is allocated and how the WCVM is funded). At this time, the Manitoba government has not made any formal announcement regarding the number of WCVM seats to be funded. However, there is a concern that funding will be reduced, resulting in fewer seats for Manitoba students at WCVM.

Members of the MVMA wish to express their support to maintain the current level of funding of 15 seats or, should the number of seats be reduced, this is done in full consideration for the needs of veterinary medicine in the province of Manitoba. The MVMA wants to ensure that the Manitoba Government consults with the veterinary profession of Manitoba, veterinary industry partners and the general public before making any funding decisions to confirm that all stakeholders of the province are identified and involved. To this end, the MVMA Council established an Ad-Hoc committee to lead the investigation and actions related to this matter.

The primary area of concern regarding the number of funded seats is that Manitoba has a low rate of Manitoba funded students returning to Manitoba after graduation. However, when speaking with clinics, particularly those in rural practice, there is a need for more veterinarians practicing in Manitoba. Cutting veterinary seats will not address the shortfall of veterinarians returning to the province to practice. The profession, industry and government must reflect on the reasons for veterinarians not being attracted to practice in the province and address those topics constructively and collaboratively.

COMMITTEE OBJECTIVES

- To communicate to the Government of Manitoba to consider and ensure the current level of funding to the Western College of Veterinary Medicine is maintained.
- To propose ideas and solutions to retain and attract veterinarians back to Manitoba and attract new veterinarians to Manitoba to work.
- Educate Government at large as to what veterinarians bring to society. Increase government and public awareness of the One Health concept. That regardless of the area of practice, veterinarians have a key role in community care.
- Help engage the WCVM as part of the process with the province looking forward to the provincial needs. The MVMA to be acting as a liaison.

COMMITTEE ACTION ITEMS

Develop a strategy to address all aspects of the DVM program

from selection, to student engagement, to attracting/returning graduated veterinarians to Manitoba.

Parts of this strategy are to include:

- Survey of the students, MVMA members and MVMA practice owners to help gauge demand and desires of the profession in Manitoba
- Collect and report accurate return on investment data for the province of Manitoba to use in making funding level decisions
- Encourage and invite students to engage with the MVMA and Manitoba veterinarians through 10 MVMA funded student externships to CenCan conference each year beginning with 2019
- Develop and deliver externship opportunities to DVM students and graduated veterinarians specifically in the areas of beef, pork and diagnostic laboratory medicine
- Engage the WCVM to open the admission process to allow greater input from rural and mixed animal practitioners and have a selective quota of up to 5 seats reserved for students applying for the DVM program from rural backgrounds with support from rural practitioners and rural communities in Manitoba
- Engage indigenous communities to support students interested in veterinary medicine in applying to the WCVM through the education equity seats and newly formed rural selective quota seats (where applicable)
- Develop a communication plan to ensure MVMA members and the general public are aware of the issues and our strategies in order to more effectively generate ideas and lobby the provincial government of Manitoba to maintain funding of critical veterinary medical seats at the WCVM
- Develop an attractive job portfolio in Manitoba and increase the access to specialists by attracting small animal (in particular) specialists to the province
- Build a coalition of veterinarians, industry and government voices in support of veterinary medicine and veterinary medical funding in Manitoba through the WCVM program
- Continuation of the Ministry of Agriculture and Advanced Education STEP summer student program
- Developing a comprehensive post-graduate year one associate mentorship and apprenticeship program to support young veterinarians coming to rural/large animal and mixed animal practice in Manitoba and to support existing rural/large animal and mixed animal practitioners currently working in Manitoba with much-needed help.

The MVMA will provide updates to members as this committee continues its work.

**FEATURING
DR. ANDY ROARK**



Dr. Colleen Fisher

Small Animal Behaviour



Carolyn Cartwright, RVT ATS

Anesthesia and Analgesia



Dr. Judy Rochette

Companion Animal Dentistry



Dr. Herman Barkema

Infectious Diseases of Dairy Cattle



**Dr. Chris Bell,
Bsc. MVetSc., DACVS**

Equine Health



Dr. Ernesto Guzman

Honey Bee Disease



**Dr. Karen Schwartzkopf-
Genswein**

Cattle Health and Welfare



Dr. Shawn MacKenzie

Radiology

February 1-3, 2019

Victoria Inn and Conference Centre
1808 Wellington Ave, Winnipeg, MB

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REQUIREMENT FOR VETERINARY TECHNOLOGIST LIABILITY INSURANCE

During 2018, the question “Do veterinary technologists require professional liability insurance?” came before the MVMA Council. After a review, it was determined that yes, veterinary technologists (VTs) should hold professional liability insurance.

The underlying consideration for requiring professional liability insurance is for protection of the public. Insurance assures animal owners that they will recover any losses that they incur through the negligence of a member. Although VTs work under a defined scope of practice and under direct or indirect supervision of a veterinarian, there are scenarios in which a VT could be sued and found personally liable. Without insurance coverage, the VT would be personally liable for any judgement award.

There is also the possibility where an animal owner brings forward a lawsuit alleging professional negligence resulting in loss and damages. Typically, the veterinarian would be the primary defendant. However, it is the common and expected litigation practice to also name as co-defendants every other individual who was involved in the treatment and care of the animal. As it is a usual term of professional liability contracts that the insurer will either defend such a claim or pay the legal defence, a VT would be covered against these legal costs.

With this knowledge, the MVMA Council will bring forward an amendment to MVMA by-law 4-1-1 and 4-1-2 to add VTs to requirements related to professional liability insurance to the 2019 MVMA AGM.

The MVMA Council will also review the requirement for veterinary corporations to maintain professional liability insurance. If it is determined veterinary corporations should also be required to hold professional liability insurance, a future by-law amendment could be brought to the MVMA membership.

WHISTLEBLOWER PROTECTION IN THE COMPLAINT PROCESS

At the 2018 MVMA Annual General Meeting (AGM), a member asked the MVMA Council to investigate the development of a whistleblower by-law.

A whistleblower is defined as an employee who brings wrongdoing by an employer or other employees to the attention of a government or law enforcement agency and who is commonly vested by statute with rights and remedies for retaliation¹. Whistleblower law is generally directed at organizations at risk of significant injury to the public due to corruption.

Since the 1990's Government and organizations have been creating laws or policies to protect whistle-blowers. Success has been mixed at best². The question is, can the MVMA, in the role of a professional governance body, develop whistleblower protection through a by-law. To assist the MVMA Council to answer this question, it sought advice from its legal counsel.

The MVMA Council understands this concern is primarily based on the fear that an employee of a veterinary clinic will face retribution when lodging a complaint about his/her employer with the MVMA. Wrongful dismissal is an extreme example of retribution*. The MVMA does receive inquiries from employees of veterinarians who would make a complaint to the MVMA about the conduct of their employer, but do not move forward with the complaint due to fear of retribution. The MVMA Council investigated a process whereby the identity of the complainant would be withheld and provide for other protections to address the complainant's concerns.

**Note, terminated employees may have other recourse (labour laws) outside of MVMA by-laws to be compensated in cases of wrongful termination.*

There is no clear answer to this concern in *The Veterinary Medical Act of Manitoba* or other provincial statutes. So, the MVMA's legal counsel reviewed decisions of the court for guidance. The courts have held that professional governance bodies owe a duty of procedural fairness to their members who are the subject of complaints. The extent of the duty depends upon several factors, but in the end, the identity of a complainant is likely to become known to the subject of disciplinary proceedings. The right to confront accusers is a principal traceable to Roman times and a feature of the British system for more than four centuries³. Without any statutory protections to shield the complainant's identity, no assurance of anonymity can be given to a complainant.

To resolve the inability of the MVMA to ensure that a complainant's identity can be shielded, the MVMA could adopt a by-law in its Code of Ethics that makes retribution by a member against a complainant to be professional misconduct. If such a by-law were enacted, should a member take retribution against a complainant, that member could be brought before a Peer Review Complaints Committee or Inquiry Panel for breach of the Code of Ethics.

¹ <https://www.merriam-webster.com/legal/whistleblower>

² Carr I, Lewis D. Combating corruption through employment law and whistleblower protection. *Industrial Law Journal*. 2010 Jan 15;39(1):52-81.

³ Gray A. The right to confrontation in common law systems: A critical comparison. *New Criminal Law Review: In International and Interdisciplinary Journal*. 2015 Feb 1;18(1):129-165.

MVMA FELINE PARTIAL DIGITAL AMPUTATION (DECLAW) RESTRICTION

In the spring of 2018, the MVMA Council decided to investigate the development of a feline declawing by-law which would restrict the non-therapeutic practice of this procedure. In the fall of 2018, MVMA President Dr. Jonas Watson indicated the MVMA was investigating the development of a restriction in various media interviews on the subject. In December of 2018, the MVMA conducted a member survey on the topic. Based on member and public feedback, the MVMA Council has decided to introduce, for discussion, a proposed feline declawing by-law at the 2019 MVMA AGM. A member e-vote will be held in the spring of 2019.

The impetus for discussion on the topic was, in part, the Canadian Veterinary Medical Association's publication in 2017 of a position statement opposing declawing of domestic cats, a procedure with "the potential to cause unnecessary and avoidable pain," and which deprives cats of "a normal feline behaviour," used by them to "mark their territory... and to assist with nail conditioning, balance, climbing, and self-defence." Since then, four Canadian provinces (Nova Scotia, British Columbia, Newfoundland/Labrador, and Prince Edward Island) have gone on to restrict the performance of declawing.

Some of the changing attitudes towards declawing within the profession have stemmed from the results of a 2017 study in the *Journal of Feline Medicine and Surgery*. Authors Martell-Moran¹ et al. conducted a retrospective cohort study that revealed significant odds of back pain, periuria/perichezia, and haircoat barbering in declawed versus control cats. They also discovered that more than 60% of declawed cats showed radiographic evidence of residual P3 bone fragments, which significantly increased these animals' odds of back pain, periuria/perichezia, and aggression when compared to properly declawed cats. In light of these findings, the authors concluded that declawing cats increases the risk of several unwanted behaviours and may increase the risk of developing back pain. This study is further supported by the American Veterinary Medical Association (2016) comprehensive literature review on the welfare implications of the declawing of domestic cats (63 references)².

Interestingly, in American cities where feline declawing has been restricted over the past ten years, animal shelter intake rates have dropped, sometimes dramatically, in the years following implementation of the ban. This finding contradicts a commonly held belief that without the option to declaw, large numbers of cats will be relinquished or rehomed by frustrated owners. This misconception persists despite the fact that, according to the CVMA, "there are currently no peer-reviewed studies that identify a higher rate of relinquishment

of cats with intact claws versus cats that have undergone PDA, including in countries in which PDAs have been banned."

This information is further supported by members' and the public's feedback regarding the establishment of such a by-law. Following Dr. Watson's media interviews, the MVMA office received 65 emails and a dozen phone calls from the public – all stating the practice of declawing should be restricted. In addition to public opinion, the survey distributed amongst MVMA membership in December showed that most members felt that declawing should be avoided whenever possible. Members also identified that the public expects veterinarians to set the standards for animal welfare. The survey results became less clear when members were asked: (1) if society – rather than veterinarians – should determine rules about declawing and (2) if re-homing is a better option than declawing. These two questions resulted in a mixed response. An interesting result to note is that when asked if veterinarians should decide whether declawing is appropriate versus a wholesale restriction being mandated through a by-law, a majority of survey participants said that it should be the veterinarian, not a by-law, that decides if it is appropriate that a cat be declawed. The member survey provided perspective on MVMA members' attitudes towards cat declawing and a potential by-law to restrict the practice. However, the MVMA Council would like additional feedback from members before finalizing a feline declawing by-law.

The by-law the MVMA Council is proposing is:

Feline declawing

4-6-12 No member of the Manitoba Veterinary Medical Association shall perform non-therapeutic (i.e. elective) partial digital amputation (PDA), commonly known as declawing or onychectomy, of domestic cats.

As previously indicated, the proposed by-law will not be voted on at the 2019 MVMA AGM. However, it will be an item for MVMA members to discuss and share their and concerns. The MVMA Council looks forward to hearing from members about this topic at the MVMA AGM.

¹ Martell-Moran NK, Solano M, Townsend HG. Pain and adverse behavior in declawed cats. *Journal of feline medicine and surgery*. 2018 Apr;20(4):280-8. http://www.parkanimalhospital.ca/clients/17995/documents/JFMS_declawing.pdf

² AVMA Welfare Implications of Declawing of Domestic Cats - Literature Review <https://www.avma.org/KB/Resources/LiteratureReviews/Pages/Welfare-Implications-of-Declawing-of-Domestic-Cats-Backgrounder.aspx>

ASSOCIATION UPDATES & REPORTS

MVMA LIAISON TO THE MVTA

Submitted by Dr. Richard Hodges, MVMA Liaison to the MVTA

I was passed the MVMA liaison to the MVTA torch from Wadie Ariza late in the fall of 2018. I need to acknowledge Wadie for his hard work in the position, particularly in a time of flux and adjustment of the relationship between the MVTA and the MVMA. I am going to use Wadie's words from last year to describe the liaison position as it aptly does.

"My duty is not specifically defined and written as of yet, but in simple, dynamic terms, I do serve as a "connector" between the associations – making sure there is a flow of information between them. Like a hot coffee and a creamer in a cup, a stirrer is needed to mix them both. And, so it is the liaison's duty to help facilitate in the "stirring" up in order to homogenise related governance toward a more visible, purposeful objective."

Having been part of two MVTA meetings this year, already I see how the liaison assists the relationship between the Associations. Official correspondence between the two organizations is enhanced by personal communication on the issues being discussed. This allows for elaboration and explanation of some of the nuances or "attitudes" that emails and letters may portray.

This year saw the commitment by the Executive Directors of both associations to meet regularly, which has been valuable. The Associations are close to finalizing the renewal of the CenCan Conference agreement and the office rental agreement. There is continuing collaboration of both associations to put together the February CenCan conference, and to investigate the accommodation of "whistle blower" complaints. These efforts are examples of the willingness to communicate and are destined toward the strengthening of the relationship of the associations to carry out their specific duties on behalf of veterinary medicine.

All relationships have challenges, and I feel that the liaisons can assist the associations to work through those challenges. Thank you to the MVTA for their warm welcome to their meetings and I look forward to working further with them.

PRACTICE INSPECTION, PRACTICE STANDARDS REPORT (PIPS)

Submitted by Dr. Fred Lindenschmidt, MVMA PIPS Committee Chair

In 2017 PIPS identified the following Activities for 2018:

1. Clinic audits of their controlled drug logs need to be done on a regular interval such as weekly or monthly. A notice is to be sent out in the News and Views to members. - Done
2. Amend the library section of the PIPS. A draft by-law amendment has been put forward to the PIPS committee. Should be ready for presentation in the new year.
3. A review of the MVMA by-laws for anesthetic machine inspections, scavenger systems, and vaporizers. *In review and draft stages only at this time.*
4. A review of the pass/fail system for clinic inspections. Currently, inspections are assessed as only pass or fail. A review of whether there should be a graded system, depending on what issues arise from the inspections, will be undertaken. *No activity to date.*
5. A review of our inspector training process. Inspectors have already started a cross-training process where inspectors will accompany each other on inspections to allow for greater consistency between inspectors. *Not completed at this time.*
6. Start a full review and rewrite of the PIPS bylaws. *Progressing slowly.*

Unfortunately due to other personal commitments and Family issues I was unable to see to the completion of many of the above activities. I am confident that in 2019 we will be able to complete more of the identified issues and get fully into the review of the whole PIPS bylaws.

I would like to thank our inspectors, Erika Anseeuw, Bill Richards, Max Popp, and Sally McGillivray, past registrar Michelle Martin-Strong and current registrar Andrea Lear for their ongoing work.

CANADIAN ANIMAL BLOOD BANK

Submitted by Dr Ken Mould, CABB President

In many ways 2018 was a year for the CABB to pause and reevaluate its operations. In 2016 the CABB strengthened its position into central Canadian markets by placing an employee in southern Ontario and in 2017 by entering into a contractual partnership with the University of Montreal. Time was needed to “digest” this investment of time and resources and evaluate the reshaped working model as the CABB strives to meet its primary Mission Statement goal of being a supplier of high quality canine blood products across Canada.

With a satellite model of operation comes the need for more capital equipment as processing and distribution is better performed regionally than exclusively from the CABB home base at Red River College in Winnipeg. This need for funding resulted in discussions this year between CABB and its founding partners, the Manitoba Veterinary Medical Association and Red River College. These discussions had the added benefit of reinforcing linkages that quite understandably had weakened over time as personnel changed and organizational restructuring led to focus on revamped goals and needs.

In 2017, the CABB board of directors felt it was time to revisit the issue of charitable organization status for the blood bank. The CABB has, in the past, received donations from individuals wanting to assist the blood bank in its work. These donations were received without the ability to offer a tax receipt in return. Effective October 2018, the Canadian Animal Blood Bank met the requirements set out by the Canadian Revenue Agency and became a Registered Charity. All donations made from this point forward will result in the issuance of a tax receipt and the CABB can pursue this means of funding more effectively as a partial solution to ongoing capital and operational needs.

Significant growth in the sale of products has taken place as a result of expansion and change in the working model. For the fiscal year ending May 31 2018 sales were \$562,286, an increase of 21% from the previous year. Current year growth to date has been equally impressive. This growth is only possible with the expansion of the CABB’s active donor base, specifically, more volunteer blood donors and the cooperation of veterinarians offering their clinics as donor sites. The CABB board wants to recognize the extraordinary work of the CABB Director of Donor Recruitment, Ms Mary Robinson RVT, in orchestrating this expansion. It is a special skill to extract and focus the inherent commitment of Veterinarians and Veterinary Technologists to improve animal health by having them understand and commit to the

goals of the Canadian Animal Blood Bank. Mary has been up to this onerous task. Furthermore, she performs her work with an enthusiasm that imbues those around her.

Similarly this expansion has asked a great deal of Lab Director Beth Knight. As an organization grows, the administrative component seems to grow exponentially. Michael Philippot RVT, who is employed as CABB Lab Coordinator, has competently assumed greater responsibilities in donor clinic organization and operation, enabling the Director to focus more on administration. Finding suitable staffing levels is the ongoing challenge of any rapidly growing organization and the CABB is no exception.

The Canadian Animal Blood Bank is positioned to keep evolving into a fully national scope organization with the same goals it set out twenty four years ago in assisting with the delivery of improved and advancing veterinary health care. It has been my honor to serve on the board over those years with my veterinary colleagues and with those representing Red River College.

FOOD ANIMAL COMMITTEE REPORT

Submitted by Dr. Allison Pylpjuk, Food Animal Committee Chair

I am excited to be chairing the newly reformed Food Animal Committee. While our committee is small, we come from a diverse background of food animal experience that gives a voice to challenges facing rural/large animal practitioners.

We had our first official meeting November 20, 2018. Topics discussed included AMU regulations and dispensing practices, veterinary retention in rural Manitoba, WCVM funding, the current VCPR and food animal CE opportunities.

As part of the committee’s objective to provide outreach and improve communication with producer groups, I had the pleasure of speaking at the Dairy Farmers of Manitoba Conference December 6th, on behalf of the MVMA. The goal of my presentation was to discuss the role of the FAC and provide information regarding the new antimicrobial regulations.

Our plan moving forward is to meet again in the New Year and build on action items for 2019. I would like to thank the following members of the FAC: Drs. Lorne Cruise (Poultry), Jen Demare (Swine), Keri Hudson Reykdal (Beef), Claus Leppelmann (Dairy) and Neil Versavel (Small Ruminant).

MVMA ANIMAL WELFARE COMMITTEE REPORT

Submitted by Dr. Max Popp, Committee Chair

Animal welfare is a complex subject with scientific, ethical, economic, cultural and political dimensions. Today, animal producers are increasingly taking animal welfare into account and some have come to see it as a characteristic of quality of their products. The food marketing industries are anticipating growing consumer interest in animal welfare.

Appropriate and timely veterinary care is one of the fundamental welfare requirements for animals who are dependent on human guardianship. Most provincial veterinary organizations are involved in the promotion of animal welfare. Caroline J. Hewson published a series of articles in the CVJ starting in 2003 encouraging animal welfare leadership by the veterinary profession.

Manitoba has widely divergent risks to animal welfare related to provincial specific realities. Manitoba is a highly industrialized livestock production area as a leading pork producing zone of Canada. The concentrated provincial population around Winnipeg and Brandon leaves much of the province with sub-optimal veterinary service. Concerns with livestock methods of production does not appear to be keeping pace with companion animal ethics as an academic and practical area of study.

In May, 2018 a short survey was conducted of Membership asking for intent to support various outreach activities in difficult to reach or subserved communities in Manitoba primarily in relation to companion animal health and welfare:

Remote Veterinary Care Survey results

- of the 102 respondents, less than 20% are currently involved in providing vet services to remote/underserved areas (under various pro bono arrangements)
- many non-veterinary organizations focused on animal relocation are going to underserved areas and providing different services
- 90% of members would support in principal, MVMA initiative targeting underserved communities

Suggestions that came forth:

- recruiting indigenous people from underserved communities for veterinary education and training
- outreach with basic animal health care such as deworming, vaccinations (excluding Rabies)
- education (animal behavior – Canine aggression)
- dog and cat community health (basic animal care hygienic practice: clean feed and water, clean housing)
- rabies awareness education
- parasite control

- vaccinations (oral mass/group vaccination)

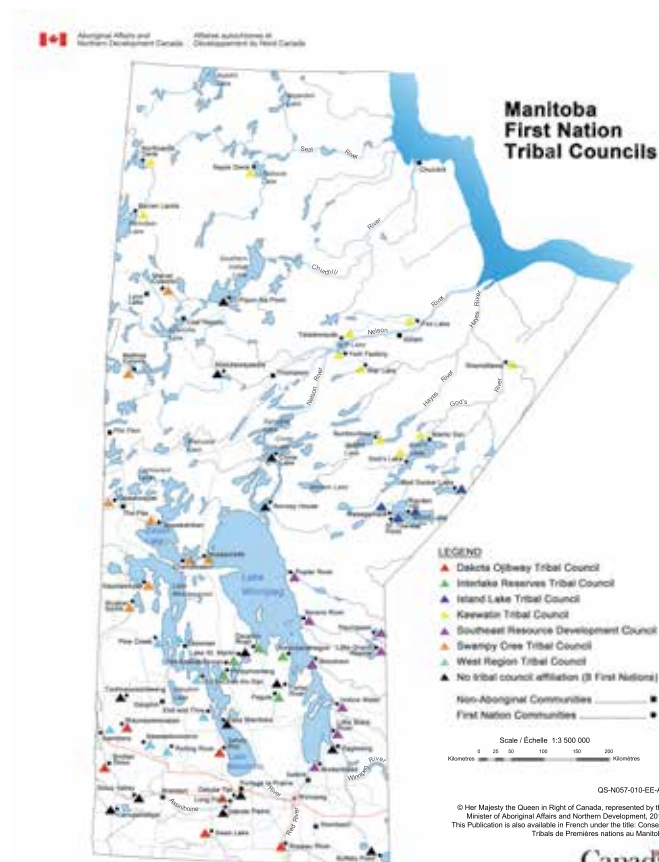
Cautions articulated within the committee concerned adequate communication skills to balance concerns of our white settler community mindset with traditional valuations of the dog in other cultures. A map of first nation communities in Manitoba reflect both long established linguistic groups and the effect of the American forced displacement of first nations peoples in the mid 1800's (See Map Manitoba First Nations Tribal Councils).

The committee has been consulting with Dr. Jordan Woodsworth at WCVM who is conducting a multi-year one health survey project relating to the provision of veterinary services in northern communities in Saskatchewan.

The AW committee will continue to seek approaches to identify locations in need of service as well as the particular needs of each underserved area. There is a need to clarify the ways in which veterinarians, paraprofessionals and lay allies can begin working with communities to meet the needs in these areas.

In many areas of livestock production there are weak systems currently in place to assure animal welfare, for example, the timely culling and humane transport and slaughter of dairy cows. There are no facilities in Manitoba to serve this market niche and Manitoba cull cows of all origins are exported to the US for slaughter. Problem identification in these sort of areas are much easier than solution identification.

The AW committee did not contribute significantly to the discourse on Partial Digital Amputation of domestic cats as that issue was discussed directly by council.



MVMA PHARMACEUTICAL STEWARDSHIP COMMITTEE REPORT

Submitted by Dr. Blaine Tully, Committee Chair

A turning point in public health in Canada occurred following the Severe Acute Respiratory Syndrome (SARS) outbreak in 2003. The following year, the federal Public Health Agency of Canada (PHAC) was created.

Canada has adopted a population health approach which aims at improving the health of the overall population and reducing the existing health inequities by increasing the social and material statuses of the residents, as well as concentrating on the interconnected factors that impact health throughout the life course. National policies are aimed at improving the underlying key determinants of health: identified as individual lifestyle choices, biological and genetic factors, social status and income, education levels, employment circumstances, support networks, the social environment, the physical and built environment, early childhood development, societal-determined roles, cultural background, and the health services continuum. The antimicrobial resistance issue, (the paradigm where reckless use of antibiotics in human and veterinary medicine) is a relatively minor but significant threat to the health of Canadians.

In 2015 the PHAC published “Federal Action Plan on Antimicrobial Resistance and use in Canada: Building on the Federal Framework for Action”. The signatories to this “Plan” were Public Health Agency of Canada, Health Canada, Canadian Food Inspection Agency, Canadian Institutes of Health Research, Agriculture and Agri-Food Canada, National Research Council Canada and Industry Canada. Health Care constitutionally is an exclusive provincial area of authority as is the regulation of education, businesses, trades and the professions. *Provinces play a key role by virtue of their responsibility for the delivery of health care, approval of antimicrobials for medical coverage, and the regulation of antimicrobial use (AMU) in agriculture and veterinary medicine. [page 2].*

The Canadian Veterinary Profession has been actively involved in the global AMR risk management for decades. The general mindset of antimicrobial stewardship practice is: Responsibility, Reduction, Refinement, Replacement, and Review. A 5R stewardship approach is an active, dynamic, process of continuous improvement in AMU only when necessary and decreasing overall use over time.

Sub therapeutic use of antimicrobials in livestock production is the low-hanging fruit in decreasing volume of antimicrobial use. In December 2017 the USDA had fully implemented the Veterinary Feed Directive (VFD) which had effectively prevented the use of in feed antibiotics for growth promotion. The VFD policy is based

on the increase in veterinarian oversight of antibiotic use in food production and mimics initiatives in Europe (and Quebec) initiated over 20 years ago. Medications will be added to feed only when: Veterinarians must have sufficient knowledge of the health of the animals, and be able to diagnose the animal's condition. The licensed veterinarian is held responsible for the diagnosis, treatment, and outcome of the animal. VCPRs cannot be confirmed electronically or over the phone; the veterinarian must physically examine a producer's animal within the past twelve months to keep the VCPR current. VCPRs must be followed under the state's guidelines that have been approved by the FDA. The controversial “12 month rule” is included in the United States production complex.

On Dec 1, 2018 Public Health policy changed in Canada to increase the Veterinary oversight to parallel the USDA-VFD system. All prior over-the-counter injectable and oral medication became veterinary prescription drugs. For animal owners/end users, including food animal producers (who may make their own feed) and companion animal owners, in order to purchase a prescription drug for your animal, you first need to obtain a prescription from your veterinarian. A drug cannot be sold by the manufacturer to a retail store such as livestock medicine outlets, farm supply stores or feed stores or to animal owners/end users. The veterinary profession has long supported veterinary oversight of all antibiotic use and have been criticized as “self-serving”. Veterinary oversight of all Medically Important Antimicrobials (MIAs) is now considered a major public service of the profession.

The MVMA Pharmaceutical Stewardship Committee, has the responsibility to maintain the confidence of the public and our public health partners that the veterinary profession is part of the solution to global development of AMR.

The changes in Health Canada policy had little effect on companion animal practice as this sector of the profession was already compliant with the prescription standards. Much of the activity of the PSC in 2018 was structural in gearing up for the increased demand for establishing relationships with new clients that were previous users of the OTC feed antibiotic and the anticipated demand for diagnosis and prescription writing for existing clients.

The Committee anticipates ongoing challenges in future shared programs of surveillance of antimicrobial use in livestock and companion animals and meeting expectations of the public for a demonstrable decrease in medically important antibiotic use in livestock production.

2018 COMMITTEE MEMBERS:

Blaine Tully	Fawcett Taylor
Lorne Cruise	Wayne Tomlinson
Judy Hodge	Brad Chappell
Peter Provis	Dale Douma
Richard Rusk	Amanda Swirsky
Alison Pylypjuk	Jen Demare
Terry L. Whiting	

MVTA LIAISON TO THE MVMA REPORT

Submitted by Coral Doherty, MVTA President-Elect & MVMA Liaison

THE MVTA COMPLAINTS SURVEY

The MVTA surveyed its members about their willingness to bring forward complaints to their employers and the MVMA. The MVTA had 116 respondents to this survey and received valuable insight into the situations that RVTs commonly face. A summary of the survey was given to the MVMA to assist them with their research on how they could offer complainant protection.

MVMA/MVTA LIAISON

Thank you to Dr. Wadie Ariza for his contributions to the MVTA as the MVMA liaison during the first half of the 2018 year. We would also like to thank Dr. Richard Hodges for taking the MVTA liaison role until 2020.

RVT MONTH

The month of October is RVT month in Canada. This year the MVTA planned many activities for its members. The MVTA highlighted RVTs in practice, had an RVT section at a bombers game, held a paint your pet night and hosted an online Halloween pet costume contest for members. The Minister of Agriculture, the Honourable Ralph Eichler, proclaimed October as Veterinary Technologist month in Manitoba!

THE MVTA CE DAYS

MVTA hosted 2 CE events this fall, one in Brandon and the other in Winnipeg. Both were well attended. Topics included hands-free x-rays, nutritional assessments and lameness in sport horses.

WORKPLACE HEALTH AND SAFETY RESEARCH PROJECT

The MVTA created a letter of support to the Manitoba Workers Compensation Board for a proposed research project from the University of Saskatchewan regarding workplace health and safety in the veterinary field. The MVTA along with 3 other western provincial veterinary technologist associations signed the letter of support.

CODE OF ETHICS AND GENERAL DEPARTMENT COMMITTEE

The MVTA BOD struck an ADHOC Committee to review our associations Code of Ethics and General Department. The information provided by this committee will be reviewed by the board of directors early in 2019.

MVTA-MVMA OFFICE RENTAL AGREEMENT

This year was the first year the MVMA and MVTA had an office rental agreement. The MVTA plans to continue to have an office within the MVMA office space for the foreseeable future.

EXECUTIVE DIRECTOR MEETINGS

The Executive Directors from the MVMA and MVTA have been holding regular meetings to allow more transparency and idea sharing between our associations. The MVTA feels that these meetings have been beneficial for both associations, especially during the staff changes at the MVMA. These meetings were agreed upon at the joint MVMA/MVTA meeting in 2017 and have proven to be very advantageous.

RVTTC REPORT

The Registered Veterinary Technologists and Technicians of Canada (RVTTC) has had a busy year, working tirelessly to unite, advance, and strengthen the RVT profession across Canada, striving to continue upholding and improving animal healthcare excellence.

The RVTTC assembled a task force to develop a Career Ladder for RVTs to inspire respect, structure and development for progression in the RVT profession, which aims to go live this coming year.

A Labour Mobility Task Force was also assembled in order to obtain information regarding registration processes, regulation, membership and as well as the transfer of membership pertaining to each of the provincial associations across Canada. The intention was to gather data in order to alleviate unnecessary challenges for RVTs relocating within Canada. This process is on-going at the moment.

In partnership with PetPlan Pet Insurance, the RVTTC announced the launch of its Travel Bursary which awarded three lucky RVTs (from BCVTA, OAVT and EVTA) financial compensation for continuing education purposes.

Representation of Canadian RVTs is broadening – RVTTC having presented to the Canadian Veterinary Reserve, advocating for the role of an RVT during periods of emergency and/or

outbreak; RVTTC was accepted as an Affiliate Member of the WSAVA Global Veterinary Community (the second VT association to become an affiliate member); members of the RVTTC Board also sit on the International Veterinary Nurses and Technicians Association (IVNTA) meetings and the Canadian Animal Health Coalition (CAHC) Board of Directors; RVTTC representatives attended the 2018 National Farmed Animal Health & Welfare Council forum in Ottawa as well as Committee on Veterinary Technician Education and Activities (CVTEA) Veterinary Technology Stakeholder meeting in November 2018. RVTTC was also invited to the 2019 World Veterinary Association (WVA) General Assembly in San Jose and the 2019 Veterinary Meeting & Expo (VMX) in Orlando.

WCVM ADVISORY COMMITTEE REPORT

Submitted by Dr. Chris Bell, MVMA Representative
WCVM Advisory Committee

The 2018 meeting of the WCVM advisory committee took place in September 2018, and although the college continues to focus on the success of their program and graduates, there is concern with the looming reduction in funding as the Alberta government winds down its support of the college with a complete phase out by 2023/24. The WCVM is facing significant financial constraints in the coming years and to meet the challenge, the advisory committee of stakeholders was engaged in brainstorming and discussing ideas to continue advancing veterinary medicine in western Canada for western Canadians.

The college attained full accreditation resulting from site visit and credential review in 2017. This was anticipated but still an excellent accomplishment for the WCVM going forward for another 7 years. The student pool continues to be very competitive with admission average grades in the mid-high 80's across all students in western Canada. The college has continued to develop its clinical hospital (Veterinary Medical Center) with the addition of a new small animal neurologist, small animal surgeons, oncologists and radiologists. The animal cancer care center is adding staff and equipment as well, making it the top cancer care center in Canada for animals.

Since the announcement that Alberta was removing funding for 20 seats from each year, the college has been working on developing some data about the graduates of the WCVM and where they end up. The results showed that 83% of WCVM

graduates stay in western Canada. Among Manitoba graduates, WCVM graduates represent in excess of 85% with the majority in small/companion animal practice, then mixed animal practice, then swine. Throughout western Canada, WCVM grads predominantly occupy small animal positions, the same way as small/companion animal medicine represents the largest number of veterinarians in North America as well. The concerns of the advisory council were regarding the lack of mixed and large animal veterinarians coming to or returning to rural settings. This is an issue in all developed nations currently from Europe, UK, USA and Canada.

The advisory council sat for a strategic planning session with the WCVM. Many good and interesting ideas were generated from the session. The concern is how the WCVM will maintain the level of services provided with the decrease in funding. Some of the services that veterinarians in western Canada take for granted like PDS, access to research, access to specialists for consults, referral for oncology, neurosurgery, ophthalmology and other specialties at affordable rates for our clients, could be lost or curtailed. The college discussed the background to the interprovincial agreement and the framework. The agreement stated that all four western provinces would invest in a single, premier veterinary school to service all of western Canada with DVM graduates. The return on investment was to western Canada and not to individual provinces as the agricultural and animal landscape of the west is not strictly dictated by provincial lines – if the beef herd in Alberta is not well serviced then the beef herd in Manitoba will not be well serviced either. There are some very difficult decisions to be made as the funding deficit is expected to grow to a significant amount by 2024 if nothing is changed from the revenue and expense point of view for the WCVM. Change is coming.

Ultimately, the advisory session was a good brainstorming session for all involved from VMA representatives to government officials. The session allowed the WCVM to find out about some of the ideas that are proposed and those that are not likely to be workable. No solid commitment was made to any particular line of thinking but the idea of open seats to Canadian candidates seemed to have the most traction. There is a proposal to allow up to 5 Canadian students to enter the class of 2023 (admitted 2019) through an alternative funding avenue where the student would pay tuition at full rate outside the parameters of the funding eligible seats that each province commits. Although this solution will not replace the loss of Alberta seats, it will be a pilot to determine the viability of such programs to come.

PROFESSIONAL IMAGE COMMITTEE REPORT

Submitted by Dr. Karen Choptain, Committee Chair

A couple of big projects are underway to enhance the professional image of the MVMA.

COMMUNICATIONS CAMPAIGN

At the end of last year, the MVMA Council hired a marketing company to create a public awareness campaign. Metric Marketing provided the MVMA with three concepts to choose from. And the winner is:

OPTION #3: NO SUBSTITUTE

This concept shows an elongated version of an animal's silhouette with a search bar inside. The idea is that google results are somewhat superficial and to get advice that goes more than skin deep, a veterinarian is the best source. The visuals are bright and playful, helping to stand out online. The concept can also be applied to a number of companion and production animals to help extend the campaign life over multiple years.

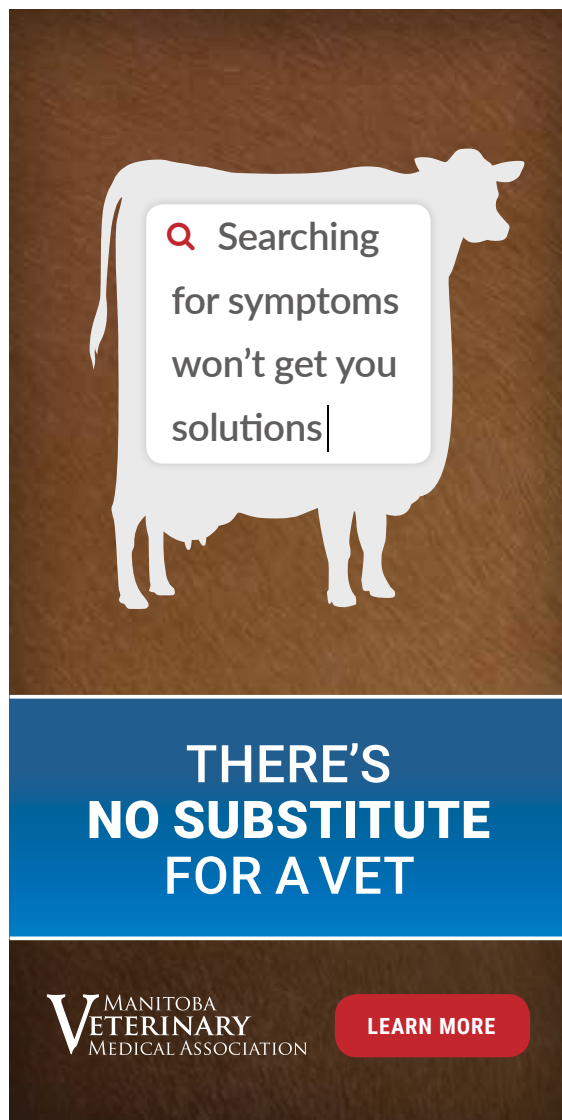
HEADLINE: THERE'S NO SUBSTITUTE FOR A VET

Copy: Manitoba veterinarians are trained professionals that can help keep your animal healthy and happy. So, the next time you need advice, trust an expert, not an engine. Find a Manitoba vet.

The tentative campaign launch date is set for February 2019.

NEW WEBSITE

The MVMA website has been determined to be outdated with numerous concerns about information going missing. This has led to the need for a new website. Full Current, a web development company, has presented their recommendations, including options for a new site that can be built in stages. They will also work alongside Metric Marketing to develop an online presence for the communications campaign.



OTHER INITIATIVES

Of course, the MVMA once again organized Spay Day and This Season IS FUR Everyone with a record number of clinics participating in each.

The hot topics that garnered the most media attention for the MVMA this year were:

- Your Pooch and Pot
- Food recalls
- Declawing

The coming year promises to be full of changes that will elevate the professional image of the veterinary industry in Manitoba.



VETERINARY TECHNOLOGIST ADVISORY COMMITTEE REPORT

Submitted by Ms. Christy Martens, Committee Chair

The Veterinary Technologist Advisory Committee (VTAC) held its first meeting in December of 2018. The objective of this committee is to advise the MVMA Council on matters affecting veterinary technologists (VTs), as well as the veterinary profession, in Manitoba. And, it will also act as a nominating committee for MVMA Council and committee positions. Finally, this committee will collaborate with the Veterinarian Advisory Committee to support strategic initiatives and MVMA projects.

Initially, the committee was populated with past and existing MVMA veterinary technologist members, Manitoba Veterinary Technologist Association (MVTA) Liaison to the MVMA, and chair identified members. Over time, the committee's membership will be made up of past MVMA veterinary technologist council members and veterinary technologists who have been determined by the committee and council.

At the first meeting the committee discussed:

1) Challenges facing veterinary technologists, including:

- Being asked to work outside of the VT defined scope of practice
- Non-VT doing VT work
- Unfair working situations
- Unrealistic job expectation (changing goal posts)
- Differing expectation between urban and rural practices
- Controlled drugs abuse
- Safety
 - Working alone during business hours
 - Working alone with large animals
 - Working with chemotherapy treatments (exposure)

2) Developing a complaint process for veterinary technologists

- Two members of the VTAC will work with the MVMA Peer Review Complaints Committee Chair to review the legislation and develop a process to manage a complaint lodged with the MVMA against a VT.

3) Veterinary Scope of Practice review

- The VTAC will work with the Veterinarian Advisory Committee to develop an action plan to review the current scope of practice and determine if an update is required.

The committee will meet again in March of 2019.

COMMITTEE MEMBERS INCLUDE:

Christy Martens, Chair
Trish Lobaton
Cindy Shymko
Sara Hadow
Janis McCarthy
Zoe Surgeoner
Coral Doherty (MVTA Liaison to the MVMA)

RED RIVER COLLEGE ADVISORY COMMITTEE REPORT

Submitted by Dr. Hugh Millar, MVMA Liaison to RRC

The animal health technology advisory committee met this spring to discuss how the program continues to evolve. The most notable development is a change in the program name to reflect the change in the title of animal health technologists to veterinary technologists. As of the fall of 2018 the Animal Health Technology program is now titled the Veterinary Technology program.

The college continues to work on incorporating new skills into the program while working to improve the attrition rate of its students. In the past year the program has begun an enhanced communications program to better prepare the new graduates for working in clinic settings. The veterinary technology program continues to enroll 30 students at the beginning of first semester each year while the class of 2018 graduated 19 students.

Finally, the advisory committee is always looking for new technologist and veterinary members to join our group. If you are interested please contact the MVMA or myself.

PEER REVIEW COMMITTEE

Submitted by Dr. Philipp Schott, Committee Chair

Every year I start this report the same way by letting you know that this was yet another (yawn) typical, quiet, calm, slow year and that all is well in the land the complaints and discipline. Every year except this year. In terms of actual complaints, it's still been within reasonable bounds with 14 formal complaints received in 2018, versus the long-term average of 13.8. What is different this year is the number of complaints the PRC must work through, which is more than those 14. Unfortunately, due to circumstances entirely outside of the PRC's control, a backlog of cases developed from the previous year. Consequently, the committees are now scrambling to catch up. They are doing their best and beg your patience if you are one of the veterinarians on the receiving end of a complaint. We expect to be back on track by the spring or early summer and we are confident that this will not happen again.

But back to the numbers: informal PRC related telephone queries to the Registrar are up a little to 54 from the long-term average of 38, but there was a change in how these are measured and recorded, and random fluctuation is always a significant factor. These telephone queries have no status under the Act and run the gamut from real complaints that then go on to the formal written process, to simple questions from clients who are confused or concerned about something their veterinarian has done. The great majority are the latter and are easily resolved with a chat.

The PRC met in person as a group twice, once in the spring and once in the fall, to give reports from the registrar, the chair and from each of our three complaints committees, to discuss any general business and to review our Guidelines and Procedures. I encourage any member who is interested in the inner workings of the complaints process to read through these Guidelines and Procedures.

I would also like to take this opportunity to remind the membership that we are in regular need of volunteers. Please consider participating in this vital process. The work of the PRC is at the heart of what it means to be a self-governing profession. I can't promise that it will be stress-free or easy, because it won't be, but I can promise that it will be weirdly rewarding.

I will close with the same statement I used the last few years, because it still applies and, in fact, will always apply:

"The best way to avoid a complaint is to consistently communicate with clients in clear plain empathetic English, explaining as much as you can about the options, the prognosis, the costs and the unknowns."

Thank you all for doing so!

And with that I wish everyone of my colleagues and fellow members a happy, healthy and complaint-free 2019!

WINNIPEG HUMANE SOCIETY REPORT

Submitted by Dr. Jonas Watson, MVMA Liaison to WHS

For the past several years, the Winnipeg Humane Society (WHS) has conducted an annual survey of the community in an effort to gauge satisfaction with the organization's efforts. The feedback received suggests a strong sense that the WHS is moving in the right direction, achieving the goals it sets for itself in advocating for a more humane culture with respect to how we treat animals. Following this consultative process, new goals are set for the coming year. In 2018, these objectives, and the ways in which they have been achieved, were as follows:

Objective 1: To continuously improve the WHS' intake, cat population management protocols, and community/citizen engagement, in an effort to reduce the number of cats euthanized for non-life threatening conditions to the lowest number possible, and shorten their length of stay at the shelter. This has largely been achieved by implementing the Capacity for Care model at the WHS, which has greatly altered the way we manage the city's cat population. This approach has included strategies such as instructing finders of stray animals to try locating potential owners within a small radius around their homes, for a much better chance of reuniting lost pets and their families instead of simply dropping them off at vet clinics or the shelter. Dramatic changes have also been adopted for more flexibility with respect to the treatment of incoming cats with upper respiratory infections. By focusing on stress reduction, these cats are now remaining healthy enough through the intake process to find their way to the adoption floor. Following best practices from the UC Davis School of Shelter Medicine has meant FIV positive cats, and kittens who initially test positive for feline leukemia but subsequently seroconvert, are now being given a chance to find loving adoptive homes. As a result of these and other innovative strategies, the WHS has quite impressively reduced feline euthanasia by 85% in only a few short years.

Objective 2: To enhance the WHS activity and presence in key areas of Winnipeg and in rural or northern communities where the need for assistance with veterinary care and animal control policies are higher. This is being achieved through the development of more partnerships with community organizations and grassroots rescue groups working in underserved areas. This year alone, WHS Director of Veterinary Services Dr. Gina Bowen has made several trips to remote northern communities including Norway House, Cross Lake, and God's Lake Narrows First Nations to provide vaccination, deworming, spay/neuter, and contraceptive implantation services to animals living there. Closer to home, the We are Here for the Animals spay and neuter program has been very successful in helping low income urban cat owners get their pets altered for a nominal fee, or for free, at the WHS clinic or

one of a small number of participating hospitals in the city (many thanks to Machray Animal Hospital, Tuxedo Animal Hospital, and Central Veterinary Services for their assistance). This innovative program catering to Winnipeg's core and funded by Animal Service's cat licensing revenue has allowed many pet owners from parts of the city where cat overpopulation is at its worst, to have their pets fixed once and for all, at a cost they can afford.

Objective 3: To strengthen relationships with the veterinary community in Manitoba and provide support services as resources allow. The WHS is tremendously grateful to all veterinarians and veterinary technologists in Manitoba for their encouragement and support of the shelter. One particular initiative of interest to MVMA members is the Welcome Home program, which seeks to connect new adopters of shelter animals with veterinary clinics of their choosing for a free first wellness exam. Forty nine clinics in Manitoba participate in the program (24 in Winnipeg and 25 in suburban and rural regions) and approximately one third of WHS adopters use it to book an initial appointment with the clinic of their choosing. The chosen clinic subsequently receives the full medical record from the WHS clinic, which can assist the new veterinarian in understanding any potential issues that may require further investigation. Welcome Home has been successful in ensuring that newly adopted animals are establishing relationships with veterinary hospitals for what will hopefully be lifelong care. This leads to improved animal welfare and highlights the importance of preventative medicine instead of treating pets only in cases of illness or emergency. It might also be of interest to MVMA members to note that the WHS clinic no longer treats all conditions found in pets being altered in its low-income spay and neuter initiatives; instead, animal protection officers work with pet owners to get their pets treated by veterinarians within the community.

Objective 4: To be a strong voice for the humane and compassionate treatment of ALL animals (companion animals, farm animals, exotics, and wildlife). This has been achieved in part through the ongoing work of the ad hoc Farm Animal Compassion Committee, which hosts a speakers series and oversees the "Quit Stalling" campaign to eliminate intensive confinement from animal agriculture. 2018 also saw the formation of an Animal Protection Committee, devoted to advocacy work and providing guidance to a newly hired Animal Welfare consultant (an MVMA member, in fact). These advocates are hard at work drafting formal position statements on a broad range of animal welfare issues, liaising with media on urgent topics, connecting with government, and keeping WHS supporters engaged on pressing matters through social media.

Other objectives for the WHS this year have included ensuring budgets are balanced, developing strategies to improve the organization's long term sustainability, remaining transparent and accountable to all stakeholders, ensuring compliance with

the MVMA by incorporating the WHS veterinary clinic, and expanding outreach in the community by speaking on behalf of those who cannot speak for themselves.

2019 will mark the 125th anniversary of the WHS and it will surely be a year to celebrate. Manitoba's largest and oldest animal welfare agency initially formed as a social welfare organization intended to protect not only pets and livestock, but also women and children, up until other organizations took on those responsibilities. The WHS's mandate may have changed through the years, but its commitment to animal welfare has never wavered. I am truly honoured to have served in this capacity as MVMA liaison to the WHS and am pleased this year to have assumed the role of Vice Chair on the Board of Directors.

In the words of WHS CEO Javier Schwersensky, "The Winnipeg Humane is committed to continue on a path of collaboration and respect with Manitoba's veterinary community and is extremely grateful for all the support we receive. Animal welfare is a collective responsibility and we appreciate the dialogue and collaboration we have achieved in the past 12 months."

I am always happy to address any questions or concerns MVMA members may have in relation to the goings-on at the Winnipeg Humane Society. I can be reached at (204) 229-9481 or jonaswatson@hotmail.com.

COMPANION ANIMAL COMMITTEE REPORT

Submitted by Dr. Corey Bartley, Committee Chair

There is some activity to report this year for the Small Animal Committee! Most importantly, numbers have increased! This year we added several members to our group: Tracy Radcliffe, Shannon Steuart, and Samyra Stuart-Altman. We continue to provide input as to what relevant topics and speakers our membership wants to see at our CE events.

This fall we met to discuss current concerns – namely the new laws regarding marijuana use and how that affects Manitoba Veterinarians. We also discussed the increasing trend toward telemedicine and emerging concerns regarding online pharmacies and prescription liability. We are currently investigating what options veterinarians would have when dealing with the demand for out-of-province care and drug purchases. A follow-up meeting has been scheduled in early 2019 to work towards clearer guidelines for membership. If you have any interest in volunteering, please contact Andrea at the MVMA or Corey Bartley at drcorey@mymts.net



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRAIRES

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

Submitted by Dr. Chris Bell, MVMA CVMA Representative

Whatever and wherever you practice veterinary medicine and wherever you are in your career, the CVMA's advocacy and resources can help make you more successful. Throughout 2018, CVMA supported the practice of veterinary medicine in Manitoba.

The 2018-2019 CVMA President is **Dr. Terri Chotowetz (Saskatchewan)**. CVMA extended its sincere thanks to the Immediate Past-President, Dr. Troye McPherson (Nova Scotia), for her leadership and energy throughout her term. CVMA also welcomed on **CVMA Executive and Committees**.

- Dr. Louis Kwantes as the new Executive Member. He is also the Alberta representative on Council.
- Dr. Tracy Fisher as the new Saskatchewan representative on Council, replacing Dr. Chotowetz
- Ms. Kate Rundle as the 2018-19 Students of the CVMA President.
- Dr. Bettina Bobsein, Animal Welfare Committee ex-officio member (CVMA-SBCV Chapter).
- Dr. Ted Kilpatrick, Animal Welfare Committee ex-officio member (OVMA).
- Dr. Debbie Barr, National Issues Committee ex-officio member (CFIA).
- Dr. Emiko Wong, Animal Welfare Committee ex-officio member.
- Dr. Leighann Hartnett, Nova Scotia representative on Council.
- Dr. Marie-Claude Blais, as the FMV/AVC Representative on Council.

View the full list of CVMA Executive and Council members on canadianveterinarians.net.

CVMA revised its **Canadian Veterinary Oath** to be more inclusive of veterinary obligations and applicable in a wider context, including our RVT colleagues. View the new Oath on canadianveterinarians.net under the *About CVMA* section.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

The new Cannabis Act and Regulations have been in effect since **October 17, 2018**. CVMA has been working closely with

the Veterinary Drugs Directorate (VDD) of Health Canada to advance our understanding of the implications of federal legislation. Areas of particular focus for CVMA include prescribing new drugs containing cannabinoids; labelling of cannabis products to protect pets; and availability of registered veterinary health products (VHPs). It was also noted that discussions on “edibles” for animal use fall under the Cannabis Legalization and Regulation branch and are several months out. CVMA will continue to share information as it becomes available.

CVMA offered its voice to a letter submitted to the Minister of Environment and Climate Change, to **reduce Canadians' exposure to lead**. The letter commended the government for its expressed commitment and

encouraged collaboration with Indigenous communities, the provinces, non-governmental organizations and

commercial interests to develop and introduce an action plan to phase out the use of lead in ammunition and fishing gear. CVMA also submitted its own letter to Environment Canada to reiterate its stance on the use of use of lead fishing sinkers and lead shot in Canada, which “...opposes the use of lead fishing weights and lead shot because of the direct and indirect toxicity they may induce in wildlife. CVMA strongly supports the development and use of non-toxic materials for hunting and angling purposes.”

CVMA, the American Veterinary Medical Association (AVMA), and the Federation of Veterinarians of Europe (FVE) released a Joint Statement in December on **Continuous Monitoring of Antimicrobial Use and Antimicrobial Resistance**. The statement describes broad steps and strategies veterinarians around the world can take to preserve the effectiveness and availability of antimicrobial drugs while safeguarding animal, public and environmental health.

A list of **new and revised national issues position statements** can be found under the Policy & Advocacy tab of the CVMA website:

- Veterinary Dentistry
- Raw Meat-Based Diets for Pets

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

A list of new and revised animal welfare position statements can be found under the Policy & Advocacy tab of the CVMA website:

- Responsibility of Veterinary Professionals in Addressing Animal Abuse and Neglect
- Capture of Wild Animals for the Pet Trade
- Housing Systems for Laying Hens
- The Welfare of Cull Dairy Cows

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER

Building off the existing 2008 CVMA Prudent Use Guidelines for Antimicrobial Use, CVMA rolled out the *CVMA Guidelines for Veterinary Antimicrobial Use* online platform in December. The original scope of four species groups (beef, dairy, poultry swine) was expanded to include **small ruminants and companion animals**. Additional fields were added including brand trade names and labeled vs. extra-label use. The shift to an electronic format allows:

- More frequent information updates and addition of resources.
- Accessibility via a variety of devices (e.g. laptop, tablet, smartphone).
- A searchable interface and filtering for quicker access to information.

Based on set permission levels, CVMA members have priority access to all content and non-members have a trial period until April 1. CVMA membership will be required to access the guidelines after this date. **Access here:** canadianveterinarians.net/AMU-UAM

CVMA, in conjunction with the Canadian Council of Veterinary Registrars, created a document called **Sub Section: Providing Veterinary Oversight of Antimicrobial Treatment of Agricultural Bee Populations** to assist provincial/territorial veterinary statutory bodies with developing a common set of guidelines regarding the behaviour of registered veterinarians when working with bee keepers and honey producers, and prescribing treatment for bees. Download the document under the *Veterinary Oversight of Antimicrobial Use in Animals in Canada* section of the CVMA website.

The 2018 CVMA Emerging Leaders Program (ELP) in Vancouver, BC was once again a success. The 2019 ELP will be held at the 2019 WSAVA/CVMA joint Congress in Toronto, Ontario, on July 16 and 17. **A full sponsorship to participate**

is now open to all DVM CVMA members who graduated within the last 10 years (2008 or later). Sponsored participants will receive the following:

- Travel to and from Toronto, Ontario, Canada
- Two nights' accommodation at the Intercontinental Hotel
- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary registration for the 2019 WSAVA/CVMA Congress (value \$1,300)

Up to two sponsored participants per province will be selected. Please email Sarah Cunningham at scunningham@cvma-acmv.org by March 1, 2019 to apply for sponsorship.

CVMA recognized the following individuals during the **AGM and Awards Luncheon** at the CVMA Convention on July 5, 2018:

- Small Animal Practitioner Award: Dr. Matt Read (AB)
- Merck Veterinary Award: Dr. Kathleen Parker (AB)
- CVMA Humane Award: Dr. Helene Van Doninck (NS)
- CVMA Practice of the Year Award: Kannon Animal Hospital (NB)
- CVMA Life Membership: Dr. Carlton Gyles (ON)
- CVMA President's Award: Dr. Barry Stemshorn (ON)

Nominations for the 2019 Awards are being accepted until **January 31, 2019**. More information about the awards and criteria can be found at canadianveterinarians.net/about/awards.

CVMA created a **Veterinarian's Dog Importation Checklist (2018)** with input from the CVMA's Importation of Dogs Advisory Group. CVMA recognizes that education is a key element in the effective management of disease risk from importation of dogs and from the transboundary movement of dogs within Canada. For more information, visit the *Importation of Dogs into Canada* section under *Practice Tools* of the CVMA website.

A document called **Opioids: Risk Evaluation/Mitigation Strategies in Veterinary Medicine** was created to be used as a brief summary of current knowledge and best practices, as a potential reference for the veterinary healthcare team, and as a resource for further discussions. Find the document under the *Practice & Economics* tab on the CVMA website.

CVMA released its **A Code of Practice for Canadian Kennel Operations - 3rd Edition**. The over 80-page document incorporates new scientific evidence in many aspects of dog breeding and kennel management, including behaviour and social needs, housing, medicine and nutrition. Download a copy under the Practice & Economics tab of canadianveterinarians.net.

National Tick Awareness Month in March allowed clinics to benefit from community engagement tools to help clients **stay ahead of the tick invasion in Canada**. Access Q&A videos, social media videos, and social media graphics, by visiting the CVMA website.

Find the following documents in the CVMA's *Practice Management Resources* web section:

- Results of the 2017 CVMA Practice Owners Economic Survey
- 2018 Provincial Suggested Fee Guides
- 2018 Report on Veterinarians in Government, Industry and Academe
- 2017 Non-DVM Wage Reports
- 2017 New Graduate Survey Report

The following veterinary **Practice Management articles** were published in *The Canadian Veterinary Journal*:

- Managing your purchases? Get out your calculator
- Veterinary care across Canada: Average provincial fees in 2017
- Gaining ground on inflation: Associate veterinarian compensation
- Let the good times roll: Results of the 2017 CVMA practice owners economic survey
- Sharing in the spoils: Non-DVM wages outpacing inflation

Registration for the CVMA and World Small Animal Veterinary Association (WSAVA) joint Congress is already open! It runs from **July 16 to 19, 2019** in **Toronto, Ontario**. Take advantage of early bird savings before April 10, 2019 at canadianveterinarians.net/science-knowledge/annual-convention.

CVMA updates were published in each issue of MVMA's Members 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, or contact your Manitoba Council Representative, Dr. Chris Bell at 204-864-2888, or chris.bell@eldersequineclinic.com.

MVMA 2018 MEMBERSHIP REPORT

In 2018 the MVMA added 23 new veterinary members and 28 new veterinary technologist members.

VETERINARIANS

Of the 23 new veterinary members, the following details may be noted:

- Eight are foreign trained veterinarians
- Eight graduated in 2018, six from WCVM
- Three are currently completing the Clinical Proficiency Exam (CPE) program

VETERINARY TECHNOLOGISTS

Of the 28 new veterinary technologist members, the following details may be noted:

- 25 graduated in 2018
- Of these 25 new grads, 19 graduated from Red River College

WELCOME TO ALL OUR NEW MEMBERS!

VETERINARIANS

DR. SUMEETINDER SINGH BHANGU
 DR. SUSAN BLAND
 DR. NATALIA CARDOSA
 DR. ELFLEDA CHIK
 DR. APRIL CRUMP
 DR. GREG DIMMERS
 DR. LARISSA GOLDSMITH
 DR. JOSEE GREGOIRE
 DR. KARLENE HOFER
 DR. HAYAM HUSSEIN
 DR. SUSANNE KLONISCH
 DR. JESSICA LAW
 DR. KELSEY MCCLURE
 DR. VIKRAM NARULA
 DR. PADRAIG O'DRISCOLL
 DR. NATALIE PATTERSON
 DR. RAISSA PERRAULT
 DR. JANICE POSNIKOFF
 DR. RAYMOND REBOJA
 DR. LUISITO REYNOSA
 DR. SHAUNA RICHARDS
 DR. STEPHANIE TAIT-NICKEL
 DR. KRISTEN WILSON

VETERINARY TECHNOLOGISTS

JENNIFER ANTONISSEN
 NICOLE BEATON
 KENNEDY CADIEUX
 SABRINA CURRIE
 COURTNEY DAVIES
 KATHERINE DOW
 KIRA FRIESEN
 KAYLEE HILL
 HEIDI KRAHN
 SHAELYNN LANDRY
 HANNAH MATIAS
 JENNY MCMILLAN
 JAYDEN NICKEL
 MINDY PARKER
 CHELSEA PEARCE
 SARAH RICHARDS
 ALIA RICHTER
 TARA SERRETTE
 JANELLE ST. JEAN
 ALISHA TANNER
 RAVEN TARDIFF
 CARLY TETZLAFF
 LEANNE TURNBULL
 MEAGHAN WALL
 SAMANTHA WALSH
 BREANNE WITYSHYN
 BRIA YERYK
 NICOLE ZACHARIAS

IN RECOGNITION OF...

The following individuals will be recognized on the evening of February 1, 2019 during the pre-AGM dinner. Please join us to recognize their outstanding contributions to the veterinary profession in Manitoba!

“The best way to find yourself is to lose yourself in the service of others.”

-- Mahatma Gandhi

AWARD OF MERIT

The Award of Merit recognizes members and other individuals who have made significant contributions towards the achievement of the MVMA's vision.

DR. CHRIS BELL

Dr. Bell has been presented the Award of Merit by the MVMA council for his many volunteer contributions to the association. He is currently the MVMA's rep to the CVMA, MVMA rep to the WCVM, and a member of the MVMA ad hoc committee regarding the Renewal of WCVM Funding Agreement with the Manitoba Government.

VETERINARIAN OF THE YEAR

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

DR. EVERETT MORE

Dr. Everett More's hard work and dedication to the profession over his 45 year career, his willingness to mentor new veterinarians, and his leadership roles in many volunteer activities in Virden and area, make him a deserving recipient of the 2019 Veterinarian of the Year award.

VETERINARY TECHNOLOGIST OF THE YEAR

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

MS. CHERYL HILDEBRAND

Cheryl Hildebrand has been described as the "complete technologist package" for her abilities and efficiency, her attention to detail, and her compassion. Ms. Hildebrand uses her vacation time to volunteer at an elephant rescue in Thailand, calling it her "happy place".

2019 MVMA Annual General Meeting

All MVMA members are requested to attend the Annual General Meeting.

**Friday, February 1, 2019 at 7pm
Victoria Inn, Winnipeg, MB**

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

AGM AWARD PRESENTATIONS

During the pre-AGM dinner, there will be awards presented to Dr. Chris Bell for Certificate of Merit, Dr. Everett More for Veterinarian of the Year, and Ms. Cheryl Hildebrand for Veterinary Technologist of the Year.

Please join us in congratulating them!

MVMA AGM MATERIALS

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

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

TO REGISTER & ACCESS AGM MATERIALS

Go to www.mvma.ca > Login on to 'Members Login' > Go to 'MVMA Membership' > Select 'MVMA Members Only' > Select '2019 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)

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