Guidelines for the Roles of Registered Veterinary Technologists, Students, and Unregistered Auxiliaries

Reference Documents:
Veterinary Profession Act
Veterinary Profession General Regulation

1. Core Principles

- Registered Veterinary Technologists (RVTs) are allowed, by legislation, to perform a number of primary animal health care tasks and veterinary practice activities. RVTs are precluded from making a diagnosis, determining a course of treatment (which includes prescribing medications), or performing any surgical procedure.
- Unregistered personnel may only perform tasks that are not generally considered to be medical procedures.
- The level of veterinary supervision required for RVTs performing various tasks is determined by the significance or risk of the procedure as well as the level of training of the RVT.
- The veterinarian is ultimately responsible for veterinary medical outcomes and animal.
- The veterinarian is responsible for verifying the competency or skill level of the employee to whom any procedure is delegated. Verification is achieved by observing and evaluating to the satisfaction of the individual registered ABVMA member.
- A veterinary-client-patient relationship (VCPR) exists prior to delegation of any medical task. The VCPR exists by virtue of the registered veterinarian having sufficient knowledge of a person’s animals by examination of the animals, and/or medically appropriate and timely visits to the premises where the animals are kept.

2. Definitions

Animal Health Technology (AHT) Student:
An individual who is enrolled in a Canadian Veterinary Medical Association (CVMA) accredited program of study in animal health technology.

Employment of Students:
Employment of students, for the purposes of this document, is defined as the time when a student is working within a veterinary practice and is not receiving formal educational credit for the activity. Students may be remunerated by the practice, through government grants or other outside funding, or they may be voluntary employees (volunteers). Occasional student volunteers (i.e. for a few days) shall only be permitted to engage in activities approved for unregistered persons and to assist the RVT or veterinarian in their regular activities.

Final Year veterinary Student:
A veterinary student who is enrolled in and eligible to begin the final year of a professional degree program in veterinary medicine that is accredited by the Council on Education of the American and Canadian Veterinary Medical Associations.

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Non Final Year Veterinary Student:
An individual enrolled in a professional degree program in veterinary medicine that is accredited by the Council on Education of the American and Canadian Veterinary Medical Associations, at a level prior to the final year of study. A final year student in a non-accredited program leading to a professional degree in veterinary medicine is permitted to engage the same as a non-final year student in an accredited program.

Registered Veterinary Technologist (RVT):
An animal health technologist (AHT) holding current active membership in good standing with the Alberta Association of Animal Health Technologists (AAAHT) and registered by the ABVMA.

Entry level RVT:
An entry level RVT is a person who has graduated from a 2 year Canadian Veterinary Medical Association accredited program in animal health technology, and is registered by the ABVMA. An entry level RVT possesses the skills and knowledge expected of such a person immediately upon graduation.

Experienced Registered Veterinary Technologist (RVT):
An experienced RVT is a person who has graduated, from a 2 year CVMA accredited program in animal health technology, registered by the Alberta Veterinary Medical Association (ABVMA), who possesses the skills and knowledge beyond those expected of a person immediately upon graduation.

Advanced Trained RVT:
An advanced trained RVT is a person who has completed an adjudicated specialty of the National Association of Veterinary Technicians in America (NAVTA) or other program approved by the ABVMA. The credential ‘Veterinary Technician Specialty’ (VTS) is used to signify a specialty approved by NAVTA.

Supervising RVT:
A registered veterinary technologist who has been delegated, by a registered veterinarian, the task of supervising an animal health technologist student or unregulated auxiliary.

Supervising veterinarian:
A registered veterinarian who assumes responsibility for the professional care given to an animal by a person working under his or her direction. The supervising veterinarian must have examined the animal, in a timely manner, to assure the delegated animal health care task is in accordance with accepted veterinary medical practice.

Supervision:
“Supervision” is the degree of oversight and responsibility that veterinarians undertake when they delegate a veterinary medical procedure to a registered individual who does not possess entitlement to the entire scope of veterinary practice. The level of supervision required is determined by the skill of the
person to whom the task is delegated and the potential harm or risk to the patient, public or personnel. Supervision is identified at three levels:

**Immediate:**
The supervising veterinarian is in the immediate area and within audible and visual range of veterinary practice activity and the person performing the veterinary practice activity,

**Direct:**
The supervising veterinarian is on the premises where the veterinary practice activity is taking place and is quickly and easily available, but not necessarily within sight or hearing range,

**Indirect:**
The Veterinary Profession General Regulation states that the minimum level of supervision provided to technologists is “in-person communication with the registered veterinarian who directs or controls the technologist at least once during each day that the technologist practices”. This is interpreted to mean the supervising veterinarian is on the same premises as the supervised veterinary technologist at least once a day and during which time the supervising veterinarian has in-person communication with the supervised person. All veterinary practice activity is performed pursuant to either written or oral instructions of the veterinarian specific to the activity. The veterinarian need not be on the premises at the time the activity is undertaken.

**Unregistered auxiliary:**
An unregistered auxiliary is any person working within a veterinary practice entity (VPE) who is not a registered veterinary technologist (RVT) or registered veterinarian. Unregistered personnel includes receptionists, assistants and other lay personnel, whether formally or on-job trained.

**Veterinarian:**
A registered active Veterinarian in good standing with the Alberta Veterinary Medical Association (ABVMA).

### 3. Registered Veterinary Technologists

The scope of practice that may be delegated to registered veterinary technologists is defined in the Veterinary Profession General Regulation, sec 9(2) which states:

(2) A technologist may practice all aspects of veterinary medicine other than
    (a) making a diagnosis
    (b) determining a course of treatment
    (c) applying surgical techniques

There are veterinary medical tasks within this scope of practice that, because of the education and experience of the technologist, the complexity of the procedure and risk to patient may only be delegated under a higher level of supervision or to a technologist with specific advanced education. The
Team Task List appended to this Guideline describes the tasks that may be appropriately delegated to technologists with levels of education and experience that are described as follows.

a. **Entry Level RVT**
   New graduates from Animal Health Technology programs should be considered competent at entry-to-practice levels (immediately post-graduation). That is, they should be under immediate or direct supervision until it is clear to the responsible veterinarian or RVT that they are ready to perform the tasks outlined in the Task List at the Experienced RVT level.

b. **Experienced RVT**
   An experienced RVT possesses the skills and knowledge beyond those expected of a person day-one on the job.

c. **Advanced Trained RVT**
   An advanced trained RVT is a person who has completed an adjudicated specialty of the National Association of Veterinary Technicians in America (NAVTA) or other program approved by the ABVMA. The credential ‘Veterinary Technician Specialty’ (VTS) is used to signify a specialty approved by NAVTA. These training programs provide education not covered in a general CVMA accredited program. Advanced training is required before tasks on the ‘Advanced Trained RVT’ task list may be delegated at the indicated level of supervision.

4. **Students (Animal Health Technology, Final-year and non-Final year Veterinary students)**

   *In all cases a registered veterinarian must assess the competency of a student before allowing them to engage in any veterinary activities.*

   The following guidelines apply to the employment, education or participation of Veterinary and AHT students within ABVMA certified veterinary practice entities. Students may be engaged at any time to partake in activities appropriate for any lay person, but when the students are expected to participate in veterinary medical activities, for the purposes of either delivering such services to the public or for the purposes of learning, the following guidelines must be adhered to. These guidelines do not apply to educational activities within an accredited veterinary college or AHT program in which services are not provided to the public.

   - The student must be a current student member of the ABVMA before engaging in veterinary activity, regardless of whether they are engaged as an employee or volunteer.
   - The certified practice must apply for permission from the Registrar to employ a student. The application must provide the employment location, program of study, educational institute, anticipated year of graduation and the name of the responsible veterinarian or veterinarians, terms of employment, and a brief outline of the duties and responsibilities the student will be required to assume.
   - It is recommended that a generic statement is included on clinic consent forms that inform the animal owner that students may be involved in the treatment of their animals.
   - A registered veterinarian or permit holder may charge and collect fees for the services performed by a student employed in the practice.
   - A student member shall not be left in charge of a practice.
   - A student member may not sign documents that require the signature of a graduate veterinarian. A student must not be represented to the public as being a fully registered veterinarian through the use...
of Dr., DVM or veterinarian.

a. Veterinary (Non-final Year) and Animal Health Technology Students:

These students may participate in veterinary medical procedures in an instructional capacity, meaning that these procedures are undertaken in concert with a fully registered veterinarian or veterinary technologist. Students of Veterinary or AHT programs (including distance learning) may receive direct instruction and experience in veterinary medical procedures through their volunteering or employment in a certified veterinary practice. No veterinary procedure may be delegated to these individuals in an independent fashion. They may:

- Perform all tasks normally delegated to an unregistered person (see Task List).
- Assist the active registered veterinary technologist (RVT) in their regular activities.
- Assist the active registered supervising Veterinarian (DVM) in their regular activities.
- Participate in medical procedures, in a learning capacity, under the direct instruction of and in concert with an RVT or registered veterinarian.
- Be instructed in all activities that an RVT may engage in (see Task List).

b. Final Year Veterinary Students from Accredited Schools:

- May practice veterinary medicine, with the consent of the Registrar of the ABVMA.
- The supervising veterinarian shall ensure that s/he reviews with the student member on a daily basis all services performed by the student.
- Direct or immediate supervision by a registered veterinarian is required for veterinary procedures restricted to registered veterinarian (i.e. making a diagnosis, determining a course of treatment (which includes prescribing medications), or performing any surgical procedure)
- Tasks normally delegated to an RVT may be performed under indirect supervision.
- A final year veterinary student must not perform a veterinary service unless the owner of the animal has given consent (written recommended) for student involvement.

5. Unregistered auxiliaries

Unregistered auxiliaries (lay personnel) do not possess ABVMA verified education, training, qualifications or skills. Programs such as Veterinary Medical Assistant, Veterinary Medical Receptionist, and Veterinary Technical Assistant provide valuable training that graduates may apply within a veterinary practice. Graduates from these programs may be of great benefit to veterinary practice, however these programs are not accredited and graduates are not eligible for registration and as such are not regulated by ABVMA. No veterinary medical tasks may be delegated to these individuals. The veterinarian remains responsible for verifying the competency and skill of all employees before delegating any animal care tasks.

6. Delegation to other specifically qualified employees not registered with the ABVMA

The Veterinary Profession Act and General Regulations provide an exclusive scope of practice of veterinary medicine to registered veterinarians. The Act also provides that veterinary medical tasks may be delegated to appropriately supervised registered veterinary technologists.

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The ABVMA recognizes that it is acceptable for a veterinary practice entity to employ specifically qualified individuals as part of the health care team. The services provided by these individuals may have an important impact on animal health. While these services are commonly performed outside of a VPE, when these services are performed by an employee of the veterinary practice, the veterinarian is responsible for the outcome. Some of these services are listed within the Team Task List.

Examples of such qualified individuals might include nutritionists, dog groomers, equine farriers, cattle hoof trimmers etc. It is unacceptable for these individuals to engage in tasks that are considered the practice of veterinary medicine.

In the event a veterinarian or permit holder employs a non-registered individual for the provision of veterinary related services, the following conditions must be met:

- The individual is employed by the veterinarian or permit holder.
- The individual has documented unique or advanced education that the veterinarian accepts as appropriate in order to delegate the tasks.
- The area / scope of the veterinary service is related to the education.
- The informed consent of the client / animal owner is documented.
- The veterinarian must provide an appropriate level of supervision.
- The veterinarian assumes liability and remains responsible for the outcomes and overall management of the case / care of the animal(s).
- The veterinarian must not delegate any service that is considered a medical service performed in regards to an animal.
**ABVMA TEAM APPROVED TASKS LIST**

A comprehensive (but not exhaustive) list of tasks is included in the Task List that details what may be delegated to an advanced trained RVT, an experienced RVT, an entry-level RVT and unregistered auxiliaries.

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
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</thead>
<tbody>
<tr>
<td><strong>OFFICE AND HOSPITAL PROCEDURES AND CLIENT RELATIONS</strong></td>
<td></td>
<td></td>
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<tr>
<td>Make appointments</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Handle telephone contacts</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Check in and release patients</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Admit and discharge patients, including taking history and communicating instructions</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Obtain informed consent</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Maintain records, and prepare appropriate certificates for signature</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Perform basic filing of medical records, radiographs, lab reports, etc.</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Maintain x-ray, surgery, anesthesia, and laboratory logs</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Recognize and respond appropriately to veterinary medical emergencies</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Maintain controlled substance logs</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Maintain basic cleanliness and orderliness of a veterinary facility (including hospital, clinic, practice, or laboratory)</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Perform basic veterinary medical record keeping procedures</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>a. develop computer skills</td>
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<tr>
<td>b. be able to utilize common management software programs</td>
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<tr>
<td>c. be familiar with veterinary on-line services</td>
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<tr>
<td>Administer and maintain Biosecurity Protocols of the Veterinary Practice Entity</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td><strong>COMMUNICATION</strong></td>
<td></td>
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<tr>
<td>Communicate with clients, including responding appropriately to emergency situations</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Write business letters, reports, and client education handouts</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td><strong>NUTRITION</strong></td>
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<tr>
<td>Communicate basic nutritional information</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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</tbody>
</table>

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<table>
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</tr>
</thead>
<tbody>
<tr>
<td>Communicate companion animal nutritional life-stage counseling</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Communicate companion animal clinical nutritional counseling</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td><strong>PHARMACY AND PHARMACOLOGY</strong></td>
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<tr>
<td>Dispense products prescribed by a registered veterinarian in accordance with Council Guidelines</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform logistical services in relation to dispensing, including inventory selection, counting pills, and preparing labels, completing the sale</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Label and perform final check of prescriptions</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Communicate proper use of medications including safety, side effects, withdrawal time etc</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Calculate dosages as prescribed by veterinarian</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Manage biomedical and hazardous waste, including storage, handling and disposal</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Handle controlled substances</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Handle and dispose of biomedical sharps</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Perform inventory management, including receiving, storage and handling</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Prepare medications &amp; reconstitute vaccines</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Respond to abnormal and normal responses to medication</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Use and explain appropriate routes and methods of drug and vaccine administration</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td><strong>EXAMINATION ROOM PROCEDURES</strong></td>
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<tr>
<td>Assess temperature, pulse and respiration for dog, cat, horse and cow</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Auscultate heart and lungs using a stethoscope</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide care &amp; maintenance of treatment room equipment</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td><strong>RESTRAIN PATIENTS</strong></td>
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<tr>
<td>Place in, and remove small animals from cages</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Restrain small animals</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>- apply dog safety muzzle</td>
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<tr>
<td>- apply Elizabethan collar</td>
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<tr>
<td>- apply restraint pole</td>
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<tr>
<td>Place and restrain small animals on tables</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Halter tie and lead horses and cattle</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

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</thead>
<tbody>
<tr>
<td>Restrain birds</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>RestRAIN horses - apply twitch</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Restrain cattle</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>RestrAIN cattle - apply bovine tail restraint</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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</tr>
<tr>
<td>RestrAIN cattle - apply nose tongs/leads</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Restrain sheep and swine</td>
<td>Indirect</td>
<td>Indirect</td>
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<td>Indirect</td>
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<tr>
<td>Load large animals</td>
<td>Indirect</td>
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<td>Indirect</td>
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</table>

**PERFORM SURGICAL PREPARATIONS**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepare surgical equipment/supplies</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Sterilize instruments &amp; supplies using appropriate methods</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Prepare gowns, masks, gloves and drapes</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Clip and initially prepare surgical sites</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Prepare surgical sites using aseptic techniques</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Operate &amp; maintain autoclaves</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide operating room sanitation &amp; care</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Position patients (common procedures)</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
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<tr>
<td>Place and secure IV catheters</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Open sterile pack and gown for surgery</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Keep operative records</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
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<tr>
<td>Maintain surgical lasers</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
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**PERFORM AS SURGICAL ASSISTANT OR CIRCULATING NURSE**

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Properly pass instruments and supplies during surgery</td>
<td>N/A</td>
<td>Immediate</td>
<td>Immediate</td>
<td>Immediate</td>
</tr>
<tr>
<td>Maintain proper operating room conduct and asepsis</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Assist with care of exposed tissues and organs</td>
<td>N/A</td>
<td>Immediate</td>
<td>Immediate</td>
<td>Immediate</td>
</tr>
<tr>
<td>Keep operative records</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Operate/maintain/suction and cautery machines</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Operate and maintain fiber optic equipment</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
</tbody>
</table>

**PERFORM POST-SURGICAL CLEAN-UP FOR:**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Surgical room or area</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

*Any task marked N/A may not be performed by that employee category*
<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruments</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Patient</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Personnel</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Proper disposal of surgical waste</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

**ASSIST WITH ANESTHESIA UNDER SUPERVISION**

<table>
<thead>
<tr>
<th>Calculate and administer pre-anesthetic medications as prescribed by the veterinarian</th>
<th>N/A</th>
<th>Direct</th>
<th>Indirect</th>
<th>Indirect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Induce and maintain general anesthesia (considering species variations) using the following:</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>• IV anesthetics</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Inhalant anesthetics</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Induction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Endotracheal intubation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Properly operate anesthetic machines</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• In-and out-of-the circle vaporizers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Re-breathing and non-breathing Systems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Induction chambers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calculate and administer injectable analgesics/anesthetics as prescribed by the veterinarian</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Monitor the anaesthetized patient</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>• Use esophageal stethoscope</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Recognize abnormal EKG and audible sounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Monitor signs of stages &amp; planes of anesthesia</td>
<td></td>
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</tr>
<tr>
<td>• Use monitoring equipment (Doppler, pulse oximeter, etc.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upon specific instruction from a veterinarian who is both surgeon and anesthetist (no RVT or other veterinarian on premises):</td>
<td>Immediate</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>• adjust oxygen or anesthetic gas level</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• adjust monitoring equipment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• record monitoring data</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• adjust fluid rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recognize anesthetic emergencies</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>• Resuscitate with anesthetic antagonents</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Calculate and administer anesthetic antagonents</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Defibrillator use</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Care for anesthetic machines</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

*Any task marked N/A may not be performed by that employee category*
<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Properly scavenge waste anesthetic gas to protect staff</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform CPR</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Monitor anesthetic recovery, provide intensive postoperative care, and pain management</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

**LOCAL ANESTHESIA**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common regional blocks – companion animals</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Common regional blocks – large animals</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Epidural anesthesia – companion animals</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Epidural anesthesia – bovine animals</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Peripheral nerve stimulation: use &amp; assessment</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
</tbody>
</table>

**SMALL ANIMAL REHABILITATION**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perform technical tasks related to animal rehabilitation therapy</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform therapeutic class 3 and 4b laser treatments</td>
<td>N/A</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
</tr>
</tbody>
</table>

**LARGE AND SMALL ANIMAL NURSING**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perform venipuncture for treatment or blood sampling including:</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Cephalic (dog, cat)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Jugular (dog, cat, horse, ruminant)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Saphenous (dog)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Sublingual (dog)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Ear (swine)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Coccygeal (cow)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Anterior vena cava (pig)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Femoral (cat)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administer parenteral injections including:</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Subcutaneous</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Intramuscular</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Intradermal</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>- Intraperitoneal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Intravenous</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administer biological (including rabies) for domestic</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Administer biologicals to livestock</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

*Any task marked N/A may not be performed by that employee category*
<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Place intravenous catheters including:</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Cephalic vein (small animals)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Saphenous vein (dog)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Jugular vein</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administer and maintain fluid therapy (maintain catheter placement, determine &amp; maintain correct flow rate)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Medicate orally by means of:</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- dosage in food or water</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- balling gun (ruminant)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- dose syringe (ruminant)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- gastric intubation (small animal)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- hand pilling (dog, cat)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- gastric lavage (dog)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- dose syringe (horse, pig)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- oral speculum &amp; stomach tube (ruminant)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- nasogastric intubation (small animal)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Care of bandages and splints</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Apply and remove bandages and splints</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Remove sutures or staples</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform therapeutic bathing, basic grooming, and dipping of small animals</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide routine record-keeping, husbandry, and observation of hospitalized patients</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide care and maintenance of equipment</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Feed routine and prescription diets to all animals</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Clean &amp; disinfect cages, kennels and stalls</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Trim nails on companion animals (dog, cat and birds)</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Apply non-therapeutic equine leg &amp; tail wraps</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Express canine and feline anal sacs</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Clean and medicate ears (dog and cat)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Administer enemas</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform thoracocentesis</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Other lines including intraosseous, arterial, central line, nasogastric tube</td>
<td>N/A</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Collect urine sample:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- catheterize dogs, cats and large animals</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

*Any task marked N/A may not be performed by that employee category*
### TASK or delegated duty

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>- maintain urinary catheter</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- collect voided urine sample</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- perform cystocentesis (small animal)</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
</tr>
<tr>
<td>Collect and examine skin scrapings</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

**Apply established Emergency Protocols:**

<table>
<thead>
<tr>
<th>TASK or delegated duty</th>
<th>Unregistered Auxiliary</th>
<th>Entry-Level RVT</th>
<th>Experienced RVT</th>
<th>Advanced Trained RVT</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Maintain emergency medical supplies</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Perform first aid and cardiopulmonary resuscitation</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Use resuscitation bag (e.g. Ambu-bag)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Apply emergency splints and bandages</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Eyes</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>- Apply topical medication to eye</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Perform fluorescein staining and Schirmer tear test</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>- Perform ocular tonometry</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apply microchip and tattoo identification</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Administer post-operative care including hydrotherapy, orthopedic, and neurological care</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Assist with artificial insemination</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Clean sheath (horse)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Remove casts</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide care for recumbent patient</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Maintain chest, tracheotomy, pharyngostomy Tubes</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Administer intra mammary treatment (mastitis therapy only)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Collect, cross-match and give blood transfusion</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Provide medical nursing care to newborns</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Clean up and prep wounds or abscesses</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Prepare mare for vaginal examination &amp; cervical culture</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Trim hooves on ruminants and horses</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

**DENTISTRY – COMPANION ANIMAL DENTAL PROPHYLAXIS**

*Any task marked N/A may not be performed by that employee category*
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Removal of plaque and calculus and other non-surgical procedures that do not result in altering the shape, structure positional location of teeth in the dental arch</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Probe measure, and chart pockets with a periodontal probe</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Grade Periodontal Disease</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Complete a dental chart</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Hand scaling using appropriate curettes and scalers</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Subgingival curettage</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Perform appropriate cleaning procedure for pockets less than 6 mm – closed root planing Subgingival curettage</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Flush pockets in the gingiva (less than 6 mm)</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Evaluate dental radiographs for diagnostic quality</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Perform dental anesthesia blocks – mental block – maxillary block – inferior alveolar (mandibular) block</td>
<td>N/A</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Application of perioceuticals</td>
<td>N/A</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
</tr>
</tbody>
</table>

**DENTISTRY – EQUINE**

| Flotation or dressing of equine teeth (equine dentistry)                               | N/A                    | N/A             | Direct          | Direct              |

**RADIOLOGY AND ULTRASOUND IMAGING**

| Implement and follow recommended radiation safety measures                             | Immediate             | Direct          | Indirect        | Indirect            |
| Prepare and use radiographic technique charts                                          | N/A                   | Direct          | Indirect        | Indirect            |
| Take diagnostic radiographs:                                                            |                        |                 |                 |                    |
|   • Use stationary and/or portable x-ray machine                                        | N/A                   | Direct          | Indirect        | Indirect            |
|   • Use dental x-ray equipment                                                          | N/A                   | Direct          | Indirect        | Indirect            |
|   • Assist in positioning patients                                                      | Immediate             | Direct          | Indirect        | Indirect            |
|   • Position patients                                                                  | N/A                   | Direct          | Indirect        | Indirect            |

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<tbody>
<tr>
<td>• Follow accepted guidelines for positioning dogs for hip dysplasia evaluations</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Maintain quality control</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Perform various contrast media studies (including GI series, pneumocystogram, intravenous urogram)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Process diagnostic radiographs:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Mix and maintain manual developing chemicals</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Automatic hand and digital processing of exposed film</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Label, file &amp; store film</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Complete radiographic logs, reports, files and records.</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Digital image management – filing, storage, retrieval and transmission</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Maintain imaging equipment:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Clean screens</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Recognize faulty equipment operation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Maintain stationary and/or portable x-ray machine</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Maintain ultrasound equipment</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Maintain endoscopic equipment</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Maintain dental x-ray equipment</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Maintain and use therapeutic laser equipment</td>
<td>N/A</td>
<td>Immediate</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>PERFORM THE TASKS OF THE RADIATION QUALITY ASSURANCE OFFICER</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ensure that the equipment is maintained and functioning properly</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Ensure the equipment is used correctly by competent personnel</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Keep records of radiation surveys</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Keep records of equipment tests &amp; procedures</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Maintain personnel monitoring program</td>
<td>N/A</td>
<td>N/A</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>LABORATORY PROCEDURES</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
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</tr>
</thead>
<tbody>
<tr>
<td>Properly clean, maintain and stock laboratory area</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Prepare samples for analyses and submission</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Package laboratory samples for shipment</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Maintain laboratory equipment</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform Laboratory Equipment Quality Assurance</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Routine start up and shut down of laboratory equipment</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform quality control procedures</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Urinalysis</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>• Determine physical properties (e.g. colour, clarity, specific gravity)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Test chemical properties using dipstick &amp; tablet tests</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Examine and identify sediment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**HEMATOLOGIC EVALUATIONS**

| Perform CBC:                                           | N/A                    | Direct          | Indirect        | Indirect            |
|   • Haemoglobin                                        |                        |                 |                 |                     |
|   • Hematocrit                                         |                        |                 |                 |                     |
|   • Total protein (refractometer)                      |                        |                 |                 |                     |
|   • White cell count                                   |                        |                 |                 |                     |
|   • Red cell count (PCV or electronic cell counter)    |                        |                 |                 |                     |
|   • Microscopic examination of blood films:           |                        |                 |                 |                     |
|     1. prepare blood film and stain                    |                        |                 |                 |                     |
|     2. perform leukocyte differential: normal vs. abnormal |                     |                 |                 |                     |
|     3. perform erythrocyte morphologic evaluation, normal vs. abnormal |         |                 |                 |                     |
|     4. estimate platelet count                          |                        |                 |                 |                     |
|     5. calculate absolute values                        |                        |                 |                 |                     |
|     6. perform white blood cell correction for nucleated red cells |       |                 |                 |                     |
| Perform reticulocyte count                             | N/A                    | Direct          | Indirect        | Indirect            |
| Perform platelet count (automated cell counter)        | N/A                    | Direct          | Indirect        | Indirect            |
| Calculate haematologic indices                         | N/A                    | Direct          | Indirect        | Indirect            |

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</tr>
</thead>
<tbody>
<tr>
<td>Identify blood parasites:</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>1. Dirofiliaria sp/Dipetalonema sp – direct, Knots, filter, antigen kit</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Haemobartonella sp</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perform blood chemistry tests (BUN, glucose, common enzymes)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Collect and prepare serum sample and perform serologic tests (ELIZA, slide/card agglutinations, snap tests, etc)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

**PERFORM PARASITOLOGIC PROCEDURES**

| Collect voided fecal sample                                                         | Indirect             | Indirect       | Indirect       | Indirect            |
| Test for external parasites                                                         | N/A                   | Direct         | Indirect       | Indirect            |
| 1. Prepare sample                                                                  |                       |                |                |                     |
| 2. Identify:                                                                       |                       |                |                |                     |
|   - Fleas                                                                          |                       |                |                |                     |
|   - Flies                                                                          |                       |                |                |                     |
|   - Lice                                                                           |                       |                |                |                     |
|   - Mites                                                                          |                       |                |                |                     |
|   - Ticks                                                                          |                       |                |                |                     |
| Test for internal parasites                                                        | N/A                   | Direct         | Indirect       | Indirect            |
| 1. Prepare solutions & perform faecal floatations                                  |                       |                |                |                     |
| 2. Perform faecal sedimentation                                                    |                       |                |                |                     |
| 3. Perform direct smears                                                           |                       |                |                |                     |
| 4. Scotch tape retrieval of pinworm ova                                            |                       |                |                |                     |
| 5. Baermann tests                                                                  |                       |                |                |                     |
| Identify common adult parasites, their ova and apply knowledge of common parasite life cycles | N/A                   | Direct         | Indirect       | Indirect            |
| 1. Nematodes                                                                       |                       |                |                |                     |
| 2. Trematode                                                                       |                       |                |                |                     |
| 3. Cestodes                                                                        |                       |                |                |                     |
| 4. Protozoa                                                                        |                       |                |                |                     |
| Perform coprologic tests                                                           | N/A                   | Direct         | Indirect       | Indirect            |

**PERFORM MICROBIOLOGIC PROCEDURES**

| Collect representative samples                                                      | N/A                   | Direct         | Indirect       | Indirect            |
| Perform bacteriologic procedures                                                   | N/A                   | Direct         | Indirect       | Indirect            |
| 1. Culture bacteria & perform sensitivity test                                      |                       |                |                |                     |
| 2. Identify common animal pathogens                                                |                       |                |                |                     |
| Culture and identify common dermatophytes                                          | N/A                   | Direct         | Indirect       | Indirect            |
| Collect milk samples & conduct mastitis testing, e.g. CMT, bacterial culture        | N/A                   | Direct         | Indirect       | Indirect            |

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<tr>
<td><strong>PERFORM CYTOLOGIC PROCEDURES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collect, prepare and evaluate canine vaginal smears</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Assist in collecting, preparing and appropriately evaluating transudate, exudates &amp;</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>cytologic specimens (joint, cerebrospinal, airway and body cavity)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perform fine needle tissue aspirates and Impression smears</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Prepare and stain bone marrow specimens</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Evaluate semen smears</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td><strong>BREEDING SOUNDNESS EVALUATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data collection during the physical examination</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>portion of a breeding soundness examination of a bull, such as scrotal circumference,</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>rectal temperature, heart and respiratory rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electro stimulation and semen collection during a breeding soundness examination of a</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>bull</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Routine microscopic examination and other laboratory tests on samples collected during</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
</tr>
<tr>
<td>a breeding soundness examination of a bull</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Explain timing and types of pregnancy testing</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Assist with artificial insemination (mare and cow)</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Semen Collection of Stallion</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
</tr>
<tr>
<td>Routine microscopic examination and laboratory procedures in processing stallion semen</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
</tr>
<tr>
<td><strong>NECROPSY PROCEDURES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perform carcass prosection</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Collect samples</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Store and ship samples according to laboratory protocols</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td><strong>EUTHANASIA AND DISPOSAL PROCEDURES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handle disposal of dead animals</td>
<td>Immediate</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform euthanasia procedures</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
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<tr>
<td><strong>LABORATORY ANIMAL/EXOTIC PET PROCEDURES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Rodents, Rabbits, Avian, Exotic &amp; Fish</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recognize and restrain</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Determine sex</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform and/or supervise basic care procedures, e.g. feeding, watering, identification and handling</td>
<td>Direct</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Administer drugs or medications, using appropriate sites and routes</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Collect blood samples</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform oral dosing</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Explain common disease signs</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>File or trim teeth of rabbits &amp; guinea pigs</td>
<td>N/A</td>
<td>Immediate</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Clean &amp; medicate ear (rabbit)</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform a physical examination</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
<tr>
<td>Perform anaesthetic and recovery procedures</td>
<td>N/A</td>
<td>Direct</td>
<td>Direct</td>
<td>Direct</td>
</tr>
<tr>
<td>Collect appropriate body tissues or fluids from live animals and perform laboratory procedures</td>
<td>N/A</td>
<td>Direct</td>
<td>Indirect</td>
<td>Indirect</td>
</tr>
</tbody>
</table>

*Any task marked N/A may not be performed by that employee category*  
Version November 2015