



ABVMA

Alberta Veterinary Medical Association

Annual Report 2021





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Greetings from the President



ANOTHER YEAR OF PANDEMIC

disruptions. As a society, it appears we are becoming accustomed to health restrictions to minimize a contagious disease and its effects on the health care system. That said, it doesn't reduce the stresses placed on individuals and businesses to operate in a safe and effective manner. Despite the difficulties, veterinary professionals in Alberta have and continue to provide exceptional service to Albertans.

The professional workforce shortage dominated Council activities over the past year. This has been a collaborative effort, involving a multitude of stakeholders (government, educational institutions, producer groups, pet owners and municipalities, to name a few), that are engaged with the veterinary profession. Countless hours of virtual meetings have resulted in the creation of a roadmap for the future of veterinary education and the veterinary profession in Alberta. ABVMA and UCVMA are currently in high-level discussions with the Alberta government as to how we can effectively achieve the outcomes presented in the roadmap. The government has been supportive in the discussions to date, and recognizes the seriousness of the professional shortage and its effects on the Alberta economy and animal owners. We look forward to further discussions with government, and we are hopeful an agreement will be reached in the near future.

Council has been very busy with other issues over the past year. The primary goal as a self-governed profession is protection of the public. It is the responsibility of Council to ensure our membership is meeting standards to satisfy our regulatory obligations. Continuing professional development and telemedicine are two recent topics that have presented a challenge to the profession. The challenge is to ensure we provide a high standard of care and still work within the regulatory parameters. These are challenges to the entire veterinary profession, not just to the ABVMA. We benefit from a close relationship with the CVMA and continue our discussions in search of the ultimate solutions to complex problems.

Although 2021 was another year of disruptions, the veterinary professionals in Alberta continue to be a great example of how a profession can adapt to adverse conditions and continue to flourish. The commitment and dedication to a profession we all love is second to none. Despite the short-term pains associated with an understaffed profession, the future is bright for veterinary education and the veterinary profession in Alberta.

Pat Burrage, BSc, DVM

President, Alberta Veterinary Medical Association

Greetings from the CEO/Registrar

WHEN I LOOK BACK OVER 2021, THE MAIN

element that has affected everything that we have done at the ABVMA is the COVID-19 pandemic. The ABVMA office staff spent the entire year working remotely/virtually. Not being physical present in the office each day, it is sometimes difficult to fully comprehend the amount of work that is being conducted. However, when I examine the accomplishments of our year, it once again strikes me as substantial.

One of the most significant difficulties facing the profession currently is the shortage of veterinary professionals available to work in all types of practice. Addressing this has consumed a large amount of ABVMA resources over the past year. A grant from Labour and Immigration allowed us to conduct a comprehensive examination of the problem and develop a report that outlines current and future veterinary professional shortages. This was the first of its kind in Canada, in that it also examined the shortages of registered veterinary technologists. This report led Council to strike two working groups to further confront the problem. It also led Council to contract the development of an Economic Impact Assessment of veterinary medicine in the province that was completed in late 2021. See further details on page 14 in this report.

Registration of new applicants to the ABVMA continues, as Alberta remains a desirable location to live and practice. The delivery of Registration Day occurred in two virtual presentations in 2021, and we look forward to being able to deliver them again in person. We continue to work with the provincial

government's Fair Registration Practices Office and the Fairness for Newcomers Office to ensure that the ABVMA remain onside to the legislation.

Despite COVID-19, the ABVMA continued delivery of its many programs. The Practice Inspection and Practice Standards inspection and certification of veterinary practice entities (VPE) continued. The Alberta public can be assured that when they attend at an Alberta VPE, that practice meets all the standards set out by the profession. Likewise, the complaints and discipline process has adjusted to the pandemic and continues to allow for the Alberta public to have complaints against veterinary professionals resolved.

Our delivery of continuing education to the membership continued through COVID-19 as well. Once again, the CanWest Veterinary Conference was delivered virtually, as was the John Waters Zoonotic Diseases Workshop and the One Health Antimicrobial Stewardship Conference. Leadership Weekend (named Leadership Summit in 2021) was also presented virtually.

This Annual Report is a comprehensive summary of all the work done by the ABVMA this year. I have touched only the surface of what is inside as a teaser for you to look closer. Please take the time to peruse its contents. I hope that you are as impressed as I am of your association at work.



Darrell Dalton, DVM
Registrar, Alberta Veterinary Medical Association

PROTECTING THE PUBLIC THROUGH TRANSPARENT REGULATION



2021 Public Members' Message

IN 2021, THE PUBLIC MEMBERS OF ABVMA

Council, as appointed by the Government of Alberta, were Ross Plecash and Mick Howden.

2021 saw the continuation of the worldwide COVID-19 pandemic, with all of the challenges that a pandemic can generate. The ABVMA Council, like the vast majority of the regulated members, have found ways to maintain the high levels of professionalism and service that is expected of them. Your Council has worked to achieve this by focusing on their priorities.

Steven R. Covey, author of *The 7 Habits of Highly Effective People*, noted that if you have too many top priorities, you effectively have no top priorities. The ABVMA Council has literally dozens of issues to deal with each year, so to better differentiate them they have adopted a risk management approach whereby the risks with the highest probability and consequences are prioritized. As a result, these were some of the top priorities in 2021:

- **Workforce shortages** – with vacancy rates of 16.7 per cent for DVMs and 18.8 per cent for RVTs (compared with an average of less than 3 per cent for all occupations in the province) and a regulated member attrition rate of 8 per cent per year, Council considered ensuring practices utilize RVTs to the full extent of their scope of practice; advanced training for RVTs; limited licensure for DVMs coming into the province; telemedicine and tele-triage; and better educating the public on the roles of DVMs and RVTs in a modern veterinary practice.
- **Continuing competence & continuing education** – COVID-19 has made traditional methods of continuing education more

difficult to obtain, both as a result of a lack of course offerings and demands on the time of regulated members.

- **Antimicrobial stewardship** – an ongoing initiative to ensure that antimicrobials continue to be used appropriately, not only by veterinary practices but interfacing with human health care providers as well.

At the same time, Council has recognized that it has both the opportunity and the duty to improve its own governance of the professions and has engaged in expanded strategic plan discussions and in improving its own understanding of its various stakeholders – the people of Alberta, the Government of Alberta and the regulated members. Training was undertaken to better understand the different needs these stakeholders have and to ensure that discussions and decisions take into consideration those needs.

As representatives of one of those stakeholder groups, the people of Alberta, the public members are supportive of the efforts that the ABVMA Council has made during a difficult year, and proud of the work that has been done. We are convinced that the issues brought before Council are considered and debated appropriately, and that decisions have been made in the best interest of all stakeholders.



Mick Howden

Public Member, Alberta
Veterinary Medical Association



Ross Plecash

Public Member, Alberta
Veterinary Medical Association



2021 ABVMA Council



Top row, left to right: Dr. Kirsten Aarbo, Dr. Pat Burrage, Dr. Daren Mandrusiak

Second row, left to right: Dr. Chris Berezowski, Dr. Serge Chalhoub, Dr. Darrell Dalton, Mick Howden, Dr. Natasha Kutryk, Dr. Louis Kwantes, Dr. Keith Lehman, Dr. Jonathan Leicht

Bottom row: Dr. Christy Leslie, Dr. Robert McCorkell, Karen Melnyk, RVT, Ross Plecash, Dr. Noel Ritson-Bennett, Tracey Ruzicka, RVT, Kate Simon, RVT, Dr. Gurmeet Singh Tuli

Not pictured: Dr. Gillian Muir, Dr. Renate Weller

Council/Association Activities

Stakeholders

Alberta Veterinary Technologist Association

The ABVMA enjoys a close relationship with the Alberta Veterinary Technologist Association (ABVTA). ABVMA provides administrative services for the ABVTA and have collaborated on a number of projects this year, such as the Veterinary Professional Workforce Study and the Emergency Response Planning Working Group, as well as joint meetings with government ministers around education of veterinary professionals.

In addition to this regular interaction between the two groups, the ABVMA and ABVTA hold joint executive meetings quarterly to ensure their relationship stays strong. The ABVTA also has a delegate who sits at the Council table as an ex-officio member.

Canadian Veterinary Medical Association

The ABVMA retains a strong relationship with the Canadian Veterinary Medical Association (CVMA) through an organizational membership, with one of our past presidents, Dr. Louis Kwantes, serving as 2021 president of this national body. The CVMA provides the only national voice for the veterinarians of Canada and provides a close link with the national technologist association as well.

The CVMA tackles the hard issues that face our profession through several committees. Through these committees, multiple position statements are developed and reviewed on a regular basis along with the development of media releases. Council of the ABVMA gives input on each of these position statements prior to being approved by the CVMA as part of the member consultation process. This year, the statements that were reviewed by ABVMA Council included:

- Care of Neonatal Dairy Calves
- Service Animals
- Use of Animals in Science
- Humane Mass Depopulation of Animals
- Euthanasia
- Humane Training of Dogs
- Pain Management in Animals
- Legislation Concerning Dangerous Dogs
- Telemedicine
- Ventriculocordecotomy of Dogs
- Disbudding and Dehorning of Cattle and Goats
- Decision Making for Mass Depopulation of Domestic Animals
- Microchip Animal Identification in Small (Companion) Animals

A complete committee list and information regarding the CVMA can be found on their website canadianveterinarians.net.

Another function of the CVMA is the arms-length maintenance of the National

Examining Board (NEB). Our legislation requires that to become a General Practice Registered Veterinarian in Alberta, a Certificate of Qualification (CQ) from the NEB is required. For graduates of accredited schools, this can be obtained after successfully passing the North American Veterinary Licensing Exam (NAVLE). For graduates of non-accredited schools, an exam process is in place that must be completed prior to obtaining a CQ (detailed on page 17). The ABVMA relies heavily on the NEB for verification of credentials and personal information prior to a veterinarian being awarded a CQ and applying for registration with the ABVMA.

Canadian Council of Veterinary Registrars

The Canadian Council of Veterinary Registrars (CCVR) is a group of Canadian veterinary registrars and deputy registrars that meets at least two times per year, with committee work being completed on a more frequent basis. The CCVR has no legislated powers but serves as a safe environment for veterinary regulators to discuss issues that are common to all and resolve any differences arising in our registration processes. CVMA provides secretariat services to this group.

One of the most notable tasks this year has been the efforts of the Limited Licensure Working Group to look at a defensible method to grant a Limited License that would be

■ Council/Association Activities Continued

portable across the country based upon professional experience. This work is being done in conjunction with the NEB.

The second notable task is the development of an Essential Competencies Profile that would be utilized to assess a veterinarian's competence from graduation to retirement. This work is being done in conjunction with the CCVR, the College of Veterinarians of Ontario, CVMA and the American Association of Veterinary State Boards (AAVSB). It is hoped that the work accomplished on this task will be published in 2022.

Other areas that the CCVR is looking at include emergency and after-hours care, a national complaints classification project, Diversity Equity and Inclusion, telemedicine, antimicrobial resistance and general trends in regulation.

Alberta College of Pharmacy

Considerable work was done with the Alberta College of Pharmacy (ACP) to update legislation around the dispensing of medications by pharmacists pursuant to veterinary prescriptions. It is a common and accepted practice, however the authority for pharmacists to dispense for an animal was not given in their existing legislation. ABVMA and ACP worked together to put forward recommendations to correct this omission that was satisfactory to both groups and the government. ABVMA recommendations became part of the new amended legislation.

The association also worked with ACP to update their Standards of Practice for Pharmacists and Pharmacy Technicians to include the correct language and intent around dispensing

of veterinary medications. These amended standards came into effect in January 2022.

Animal Welfare Groups

Leadership in animal welfare is one of the main pillars of the strategic directions of Council. We consider animal welfare to be what veterinary professionals “do.” The ABVMA maintains close ties and active involvement where appropriate in a number of animal welfare groups within the province:

- Alberta SPCA
- Alberta Agriculture, Forestry and Rural Development (AAFRD)
- Alberta Farm Animal Care (AFAC)
- National Farm Animal Care Council (NFACC)
- Provincial Humane Societies
- Tails of Help

University of Calgary, Faculty of Veterinary Medicine

The University of Calgary, Faculty of Veterinary Medicine (UCVM) and the ABVMA have had a very close working relationship this year around several issues. Education of veterinarians at UCVM is essential to the future of the profession in Alberta. The Veterinary Professional Workforce Study (detailed on page 47) paints a dim picture for the profession if something is not done now to address the supply of Alberta veterinary professionals. UCVM accepted its second class of 50 students, even amid budget cuts to the program.

To add to their difficulties, UCVM was also in the midst of a search for a new dean. ABVMA

members were included in the Decanal search and were able to be involved in the interview and recommendation process as well. A new dean was selected and began her duties Sept. 1, 2021. Dr. Weller reached her stride quickly and came up to speed regarding the shortages of veterinary professionals in the province. Numerous discussions and meetings took place in the fall, and proposals and options for the profession and UCVM were brought forward to government. It must be noted that Dr. Rob McCorkell functioned as interim dean and was also instrumental in getting this process started.

Another activity that the ABVMA was involved with was the support for the Diagnostic Services Unit (DSU) at UCVM. The ABVMA has advocated for diagnostic services for production animals for years, and finally money became available. Now samples will not necessarily be required to be sent out of province, costing practitioners and owners extra money and time. The ABVMA looks forward to the growth of this service.

Technical Colleges

There are four colleges that offer a diploma program in Animal Health Technology (AHT):

1. Olds College
2. Northern Alberta Institute of Technology
3. Lakeland College
4. Northwestern Polytechnic (formerly Grand Prairie Regional College)

Each of these colleges has an ABVMA inspected and certified veterinary practice entity. Each program supplies Council with a

written report of their activities throughout the year, and any changes that they would like to make to the scope of their permit. The ABVMA has good relationships with each college, and an ABVMA management representative attends the AHT Program Advisory Committee meetings at each college annually.

Other

There are several other stakeholders that the ABVMA engages with on a regular basis. ABVMA deals with multiple commodity groups both directly, such as Alberta Beef, or indirectly, such as through AFAC, NFACC and the Biosecurity Champions of the AAFRD. The ABVMA is a member of the AAVSB, and routinely attends their meetings. The Vintage Veterinary Exhibit at Heritage Park in Calgary is moving ahead thanks to the generous donations of the ABVMA and its members.

Government Relations

This remains a very important aspect of the business of Council and the ABVMA, with several different focuses this past year.

In 2020, the Government of Alberta (GoA) proclaimed into force the *Fair Registration Practices Act*. This Act applies to more than 70 regulatory bodies in the province, overseeing licensing and certification of professions, occupations and trades in Alberta. From this, the government established the Fairness for Newcomers Office to work with the provincial regulatory bodies to ensure compliance. ABVMA has worked closely with the Fairness Office and

currently has no issues meeting the required standards of the legislation.

The GoA also conducted a project concerning the Streamlining of Professional Legislation. The ABVMA participated in a number of surveys and virtual meetings to give input into this project. We look forward to the recommendations that will be made, and continued consultation with the GoA.

The ABVMA has been advocating for solutions to veterinary workforce shortages including advocacy to increase training spaces and accessibility to veterinary education in the province for both veterinary and technology students. The association did not previously have the data to accurately and subjectively quantify the size of the problem. As a result, the ABVMA in partnership with the ABVTA conducted the Veterinary Profession Workforce Study, funded by Alberta Labour and Immigration with in-kind contributions from ABVMA and ABVTA. This data was conclusive that veterinary professional shortages are at a crisis level and without action that includes investment in advanced education, immigration and professional retention, shortages will continue to significantly increase over the next twenty years. ABVMA has been working closely with elected and unelected government officials within a number of government ministries including Labour and Immigration, Agriculture, Forestry and Rural Development, Advanced Education, Environment and Parks, Jobs, Economy and Innovation, Municipal Affairs and Finance and Treasury Board. Several meetings and communications have resulted that allow for greater understanding of

the veterinary medical profession in Alberta and the challenges facing our professionals. The ABVMA is grateful to Minister Jason Copping for his work with us to make improvements to the veterinary profession and we welcome the opportunity to work with Minister Tyler Shandro to continue addressing the labour issues.

To reinforce the importance of the veterinary profession in the province, Council authorized the firm Myers Norris Penny (MNP) to conduct an Economic Impact Assessment (EIA) of the veterinary profession on the economy of Alberta. MNP worked closely with ABVMA staff to conduct and deliver the EIA by the end of 2021. Further details of the EIA are contained in this document. This information was distributed to key ministries and provided an opportunity for the ABVMA to highlight the importance of the profession to the Alberta economy.

As a sign of support for the profession, on November 29, MLA Jackie Lovely (Camrose) tabled a Private Member Motion (524) regarding rural veterinary shortages. The motion read:

Be it resolved that the Legislative Assembly urge the government to recognize the important work of rural veterinarians and explore ways to increase the number of veterinarians serving rural communities.

The motion was debated with enthusiastic support by members of government and the official opposition and was passed unanimously by the Legislative Assembly.

■ Council/Association Activities Continued

While this motion is not binding on government, the unanimous consent indicates that the veterinary profession and addressing our issues are important to our elected officials.

Also of interest, Bill 31, *A Better Deal for Consumers and Businesses Act*, passed by the previous Alberta government in 2017 but not enacted, has continued to be an advocacy issue for the ABVMA. This was poorly developed legislation that did not involve consultation with the ABVMA. We were pleased that Labour and Immigration Minister, the Honourable Tyler Shandro, provided written confirmation that the current government would not be enacting this legislation.

COVID-19 continued to consume the time and efforts of the GoA throughout 2021. ABVMA advocated for veterinary professionals to be included in government programs and policies including the Critical Worker Benefit, vaccination program rollout and funding for daycares. Despite limited in-person events, the ABVMA was pleased to be engaged with elected and ministry officials throughout 2021 and welcomes the opportunity for continued engagement.

Bylaws and Policy

Policy development and review is an ongoing Council activity in order to keep policies current. This year was no different and numerous prominent policies were approved or amended in 2021. These include:

- Inclusion of collection, accounts receivable and write off policies within the Financial Guidelines

- Risk Management Policy
- Advanced Training Courses for RVTs
- Delegation of Pregnancy Detection of Beef Cattle and Small Ruminants by Ultrasound to RVTs
- ABVMA Service Recognition Policy
- Incomplete Applications Policy
- Policy – Use of Titles in Veterinary Medicine
- Policy – Approval of Practice Names
- ABVMA Compensation Philosophy
- ABVMA Member Award Policy
- Policy – Wildlife Rehabilitation Centres Operating Veterinary Practice Entities

The ABVMA Policy – Telemedicine remains under discussion.

Council Training

Each year the ABVMA provides training for Members of Council to help them accomplish their duties as leaders of the association. In April, legal counsel for the ABVMA provided training in the conduction of Committee of Council reviews and appeals. In October, Council participated in an intensive day of governance training with Jim Brown. Jim Brown had delivered this training to Council a decade ago, and his return was timely. Discussions and areas for further investigation following this included:

- Size of Council
- Term of Members of Council
- Opportunity for second term of Members of Council (election/appointment)

- Electoral regions and districts including regional representation
- Process for nomination for Members of Council
- How Members of Council are selected
- Council candidate recruitment
- Council candidate qualifications and experience
- Development of an Executive Track
- Review of Terms of Reference for advisory committees
 - Consider restructuring of committees
- Evolve the onboarding process for new Members of Council
- Establish a system of mentorship for new Members of Council

Watch for further developments in this area in 2022.

Finances

Oversight of the financial state and activities of the ABVMA is one of the fiduciary duties of Council. ABVMA finished the 2021 fiscal year in a good position. Plans made by previous Councils have resulted in the complete reestablishment of our financial reserves and our project reserves to the levels indicated in our Financial Guidelines.

The Audit and Risk Committee are a subset of Council and conduct a deep and thorough investigation of the financials throughout the year. A complete financial audit of the association is conducted at the end of the fiscal year, and their findings are included in this report on page 58.

Member and Permit Holder Registration

Registration Committee

The *Veterinary Profession Act* (VPA) mandates that Council shall establish a Registration Committee in accordance with the Regulations and the bylaws. The Registration Committee considers applications for registration as veterinarians, technologists or specialists in accordance with the VPA, the General Regulation and the bylaws.

The VPA states that the Registration Committee shall approve the registration as a registered veterinarian of an individual who has applied under the VPA and is eligible to be registered as a registered veterinarian under the VPA and the regulations. Also, the Registration Committee shall approve the registration as a technologist of an individual who has applied under the VPA and is eligible to be registered as a technologist under the VPA and the regulations.

The Registration Committee has three options with each application:

1. approve the qualifications of an applicant,
2. refuse to approve the qualifications of an applicant, or
3. defer approval of qualifications until it is satisfied that an applicant has complied with additional requirements

At the discretion of the Registration Committee, additional requirements may be:

1. to pass one or more examinations approved by the committee,
2. to obtain more experience of a kind satisfactory to the committee for a period set by the committee, or
3. to pass one or more examinations and obtain more experience before approving the applicant's qualifications.

Registration Committee

Chair:

Dr. Lisa Scott

Vice Chair:

Amanda Barker, RVT

Members:

Dr. Kaylee Bohaychuk-Preuss

Dr. Navjot Gosal

Danielle Harris, RVT

Dr. Kathy Kimmel

Dr. Hayley Kosolofski

Dr. Gurmeet Singh Tuli
(Council Representative)

Dr. Stacey Vos

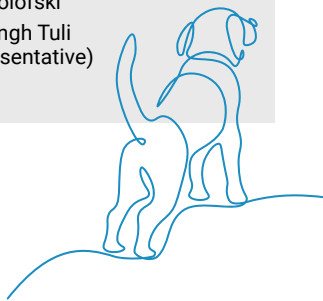
Permit Holders

Another class of registration in the ABVMA are permit holders. A permit holder, as defined by the VPA, means a corporation that holds a permit, approved by the Council, under the VPA. A permit allows the corporation to practice veterinary medicine. To be approved, the corporation must provide evidence that:

- a. the corporation is registered under or established by an Act of Alberta, and
- b. the majority of the issued shares of the corporation having voting rights are beneficially owned by an unrestricted veterinarian.

Corporations that do not meet the above qualifications may be approved by Council if the corporation does not offer veterinary services to the public or engage in the practice of veterinary medicine for the benefit of individual members of the public, and if the service or practice is likely to benefit the public generally.

A list of permit applications and cancellations are approved by Council at each Council meeting. Permits must be renewed annually like other registrations.



Economic impact of the veterinary profession in Alberta

Jocelyn Forseille, DVM, Assistant Registrar, and Phil Buote, DVM, Deputy Registrar/ Complaints Director, ABVMA

ABVMA ENGAGED MNP TO UNDERTAKE AN economic impact study to document the economic benefits of veterinary medicine to Alberta and the role played by veterinary medicine in relation to key industries, public health, food security and safety, and sustainability of local communities.

Veterinary professionals, animal owners, producers and stakeholders have a solid understanding of the general overall value of veterinary medicine to animal health and welfare, public health and society. However, the economic impact of the sector has not been examined previously.

The MNP report, *Economic Impact Assessment of the Veterinary Medical Sector in Alberta*, prepared December 23, 2021, will support the ABVMA and the veterinary profession efforts to address the critical workforce shortage issues. Government investments in advanced education, immigration and professional retention will be key to addressing the workforce shortage issue and this economic impact assessment will support investment in veterinary medicine.

The estimates of key economic impacts are based on the total revenues of Alberta veterinary practices, which were estimated to be approximately \$1.1 billion.

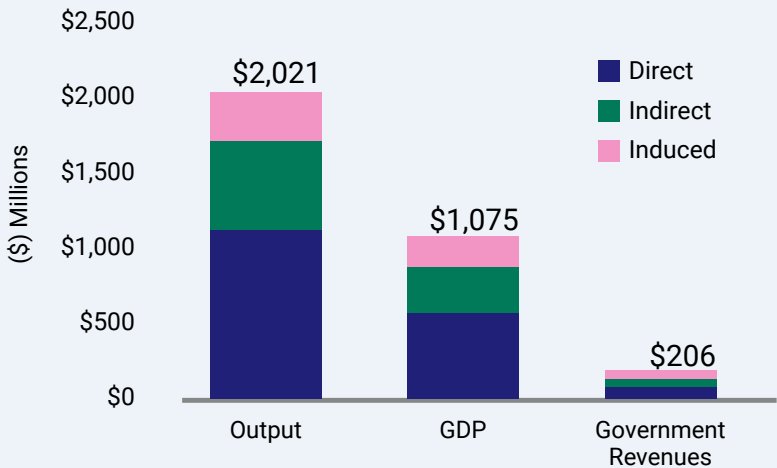
The total (direct, indirect and induced) output of the veterinary sector in Alberta is estimated at \$2.021 billion. The total GDP is estimated at \$1.075 billion with total government revenues of \$206 million.

Additionally, household spending of veterinarians working in other industries such as education and research generated \$11 million in provincial output, \$7 million in provincial GDP, 60 full-time equivalent (FTE) jobs and \$2 million in taxes for all three levels of government.

Veterinary practices directly created 6,611 FTE jobs in 2020. Of these total direct jobs, 590 were veterinarians who are also practice owners,

1,121 were associate veterinarians employed in the practices, and approximately 4,900 were veterinary technologists and other practice staff. Veterinary medicine provides long-term stable employment opportunities, the majority of which are skilled positions requiring post-secondary credentials, professional certification or significant experience.

In addition to the quantitative impacts of veterinary medicine in Alberta, there are broader economic, social and community contributions that are not always quantifiable. These include accessible veterinary services in rural areas of Alberta; disease monitoring, surveillance and public health; and food safety



and food security. These contributions are highlighted through the use of three case studies in the report.

The study also notes that the COVID-19 pandemic has highlighted the importance of companion animals in peoples' lives as well as the relevance of veterinary medicine in disease surveillance for both animal and human disease.

The report addresses the impact of veterinary medical sector to rural communities in several key areas. Veterinary professionals support producers in animal health and welfare, oversee food security and safety in agricultural production and provide care for companion animals. Veterinary practices are important economic drivers in rural Alberta through direct employment opportunities and significant indirect and induced economic activity.

MNP



Practice Inspections and Practice Standards

Practice Inspections and Practice Standards (PIPS) is responsible for inspecting all veterinary practices in the province to ensure they meet or exceed ABVMA standards. Regular inspection and annual self-evaluation of veterinary facilities ensures compliance with accepted practice standards.

The PIPS Committee is the legislated committee given authority under the Alberta Veterinary Profession General Regulation to certify veterinary practice entities (VPEs) as being compliant with the minimum standards established by the PIPS Bylaw. These standards provide assurance to the public that VPEs in Alberta meet acceptable standards.

All VPEs are inspected every third year on a rotational basis. During the time period Nov. 1, 2020, to Oct. 31, 2021, 228 inspections occurred. Also, 32 new VPEs were approved, which includes a pre-opening and post-opening inspection. Some inspections were delayed due to the COVID-19 pandemic.

All practices must complete a Quality Assurance Self-Verification Guide annually, indicating that they are maintaining PIPS standards.

PIPS Committee

Dr. Erin Denny, Chair
Dr. Laura Fick, Vice Chair
Gail Cooper, RVT
Dr. Jonathan Leicht (Council Representative)
Dr. Karen Lodge
Dr. Robyn Rodgers
Darcie Steffler, RVT

PIPS Inspectors

(non-voting members of the PIPS Committee)

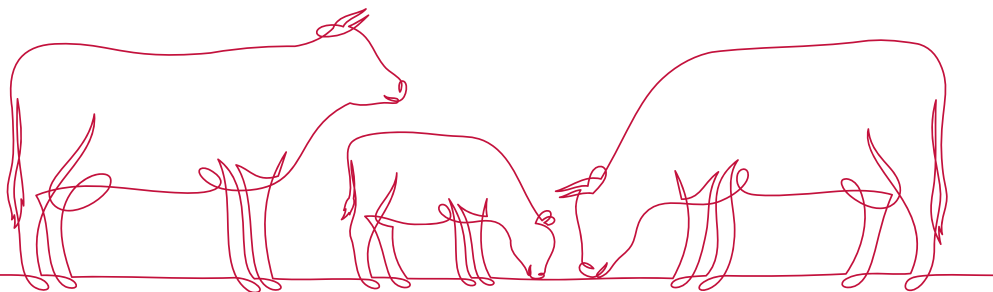
Dr. Margaret Fisher
Dr. Lynn Gratz
Dr. Lloyd Keddie
Dr. Terri Rowat
Dr. Sumeet Sharma
Dr. Kathy Wheeler

Administration of Radiation Program

As of Dec. 1, 2021, there is a new Alberta Radiation Protection Program. ABVMA continues their role in administering the program for the province and is now designated as an Authorized Radiation Health Registration Agency under the *Occupational Health and Safety Act*.

As of Dec. 1, 2021, the *Radiation Protection Act* and its regulations moved into the Occupational Health and Safety Act and Code to align radiation laws with other workplace health and safety laws.

The ABVMA Radiation Protection Program currently certifies 412 fixed X-ray machines, 129 portable X-ray units, 354 dental X-ray units as well as 181 class 3b/4 lasers.



Protecting the Public: what it takes to obtain registration in Alberta

Darrell Dalton, DVM, Registrar, ABVMA

THE ABVMA REGISTRATION PROCESS

applies to technologists and veterinarians, whether domestically or internationally trained. This authority is provided by the *Veterinary Profession Act* and the Veterinary Profession General Regulation. When a member of the public refers to the membership roster (available at www.abvma.ca), they can be confident that veterinary professionals in Alberta have met stringent requirements in order to obtain registration to practice.

Veterinary Technologists

The vast majority of veterinary technologists registered in Alberta are educated domestically. To obtain registration in Alberta, the applicant must be:

- a member in good standing of the Alberta Veterinary Technologist Association (ABVTA)
- a graduate of an accredited program (approved by the Canadian Veterinary Medical Association [CVMA]), or by an organization with which the CVMA has a mutual recognition agreement, and have passed an examination in animal health technology approved by the ABVTA and ABVMA Council (the Veterinary Technicians National Examination [VTNE])

Provisional Veterinary Technologist Member registration is awarded to graduates from CVMA-accredited programs pending a passing score on the VTNE. Once the VTNE has been successfully

written, a General Practice Registered Veterinary Technologist registration is issued.

If the applicant is not a graduate from a CVMA-accredited school, approval is granted by the ABVMA Registration Committee, which considers several factors, including if graduate is from an animal health technology program whose curriculum is considered by the ABVTA and ABVMA Council to be substantially equivalent to a CVMA-accredited program, has passed the VTNE and has completed an approved clinical assessment.

The Registration Committee may approve an applicant if the applicant is a registered member in good standing with a veterinary professional regulatory organization under an Act of another province or a territory of Canada (Labour Mobility).

Veterinarians

The Registration Committee may approve an applicant if the applicant has been issued a Certificate of Qualification (CQ) by the National Examining Board (NEB) of the CVMA. To obtain a CQ, an applicant must be either a graduate of an accredited veterinary school or have successfully completed the examination process of the NEB.

Accreditation of veterinary schools is granted by the Council on Education of the American Veterinary Medical Association, and each school must be reaccredited every seven years. All Canadian and US schools are accredited as well as several international

schools, so their graduates need only apply for a CQ prior to applying for registration.

Graduates of non-accredited veterinary schools must complete four exams to receive a CQ from the NEB that allows them to practice in Canada. These include: the Basic and Clinical and Sciences Exam (BCSE), North American Veterinary Licensing Exam, Pre-Surgical Assessment and Clinical Proficiency Exam.

Applicants who have passed the BCSE may apply for limited licensure in Alberta so that they can improve their knowledge and skills while earning a living in veterinary practice working towards their CQ.

Labour Mobility also applies to veterinarians. The Registration Committee may also approve an applicant if they are a registered member in good standing with a veterinary professional regulatory organization under an Act of another province or a territory of Canada.

The only condition that remains for both veterinarians and veterinary technologists practicing in Alberta is that they attend an ABVMA Registration Day within 12 months of their application being approved.

Complaints and Discipline



Phil Buote, DVM

Complaints Director/Deputy
Registrar, Alberta Veterinary
Medical Association

Professional Responsibility and Accountability

ABVMA ADMINISTERS THE PROCESS FOR RECEIPT AND DETERMINATION OF

complaints in accordance with the *Veterinary Profession Act* (VPA). The VPA provides that *"a person may complain to the Complaints Director in writing about the conduct of a registered member, permit holder or student..."*

The provision of veterinary medical services to the public is most often undertaken as a team, most often consisting of a registered veterinarian, veterinary technologist(s) and any number of unregulated auxiliary positions (assistants and client service representatives). Another not so obvious part of the team is the permit holder. Many veterinary practices are owned and operated by one or more permit holders. Permit holders also have professional responsibility for delivery of veterinary medical services.

There are often theoretical discussions about "who will be responsible" in the event of an undesirable outcome and complaint. It should be noted that all registered members, including veterinarians and technologists, and permit holders have professional responsibility for their conduct, skill, knowledge and judgement in all cases. All members and permit holders are held accountable through the legislated complaints process.

There are not clear distinctions on where individual professional responsibility begins and ends. Each member should assess and consider their own professional responsibility for any given case or scenario. In many cases, there is shared responsibility for the outcomes, good and bad.

Permit holders have the same responsibility to clients as do registered veterinarians. From the VPA sec 63:

Liability to others

63(1) *The relationship between a permit holder engaged in the practice of veterinary medicine and a person receiving the professional services of the permit holder is subject to this Act, the regulations and any other law applicable to the relationship between a registered veterinarian and the registered veterinarian's client.*

Further, a veterinarian's professional responsibility and responsibility to the client is not altered by their engagement by a permit holder for the delivery of veterinary medical services.

(2) The relationship of a registered veterinarian to a permit holder, whether as member, shareholder or employee of the permit holder, does not affect, modify or diminish the application of this Act, the regulations and the bylaws

(a) to the registered veterinarian personally as a registered veterinarian, or

(b) to the relationship between the registered veterinarian and the registered veterinarian's client.

In all complaint cases, the complainant makes the decision as to whom a complaint is issued against, whether veterinarian, veterinary technologist and/or permit holder.

Increased Number of Complaints in 2021

Forty-eight complaints initiated in 2021 is the highest number of complaints received in a calendar year for the ABVMA.

ABVMA has submitted complaints data for 2019 and 2020 to the Canadian Council of Veterinary Registrars' (CCVR) *National Trends in Complaints and Decision Making Regarding Veterinary Medicine*. This project is intended to facilitate a national analysis of emerging trends and priorities related to risks in veterinary practice.

The most frequent complaint categories for complaints received in 2019 and 2020 were patient care (46 per cent), client interaction (15 per cent) and professionalism (12 per cent). It has been long held that issues with communication are a critical contributing factor to complaints.

During COVID-19 pandemic, veterinary practices adapted to continue to provide essential services. Many adopted "curbside practice" to continue to deliver services while protecting public health and the health and safety of team members. Curbside practice proved to be inefficient, appointments taking much longer than normal with critical client communication taking place over the phone or electronically instead of in person.

The adaptation to curbside practice necessitated by COVID-19 is thought to have negatively impacted communication and client interactions and contributed to the increased number of complaints received in 2021.

Investigations

Upon receipt of a written complaint, the Complaints Director must take action in accordance with section 28(2)(e) of the VPA. In the majority of cases an investigator is appointed to conduct an investigation.

Investigators have been historically paid an honorarium for their vital work supporting the complaints and discipline process. Council approved that investigators will be appropriately remunerated for time spent on investigations that provides for accountability.

The investigator collects all pertinent information about the complaint and prepares a report which is submitted to the Complaint Review Committee (CRC).

Complaint Review Committee

The CRC makes a preliminary determination whether the complaint will be dismissed or referred to a hearing.

If the decision of the CRC is that a complaint be dismissed, it must provide a written decision and reasons to the complainant and the investigated person. Dismissed complaints are not reported to members and remain confidential. The Complaints Director's Report to members is normally limited to publishing the particulars of complaints that proceed to a hearing where a finding of unprofessional conduct is made and sanctions are ordered. It is possible that members may conclude from reading the Complaints Director's Report that all complaints result in a finding and sanctions – this is not so.

A complainant may request that a CRC decision to dismiss a complaint be reviewed. This review is undertaken by a Committee of Council (COC) in accordance with section 34 of the VPA and the ABVMA Bylaws. The COC undertakes such a review by applying a standard of review of "reasonableness." The COC may send the matter to a hearing only if the decision of the CRC to dismiss a complaint is determined to be unreasonable or unfit.

■ Complaints and Discipline Continued

Hearings

In cases where the complaint is referred for a hearing, the ABVMA Hearings Director issues a Notice of Hearing that the member must appear before the Hearing Tribunal and answer allegations set out therein.

A Hearing Tribunal is the panel of peers of the investigated person that make decisions at a hearing. The panel receives evidence, listens to sworn testimony and may ask questions of the witnesses. Tribunal members first make decisions to determine the facts of the case, and subsequently must decide if the conduct of the investigated person constitutes unprofessional conduct as defined in the VPA.

ABVMA hearings are normally open to the public. Section 39.1 of the VPA, “Access to hearing,” provides that under certain circumstances a hearing may be closed to the public. All seven hearings held in 2021 were held virtually on a WebEx platform and none were closed to the public.

Upon making a finding of unprofessional conduct on one or more allegations of unprofessional conduct, the Hearing Tribunal will hear submissions on sanctions. Objectives of sanctions are protection of the public interest, rehabilitation of the member, deterrence of the member and the membership in general, protection of the integrity of the profession and fairness. Sanctions may include a reprimand, order for continuing education, payment of costs and fines, practice inspections or assessments, verification activities, publication and suspension or cancellation.

Consent Orders

Section 35.1 of the VPA provides that a member may submit a written admission of unprofessional conduct to the Hearings Director. Each member who is facing a discipline hearing is provided an invitation to enter into “consent discussions” if there is a willingness to accept responsibility for conduct. These consent discussions have historically provided an opportunity for a face-to-face meeting of the investigated person with their peers to discuss the matter and take responsibility with an understanding of the consequences. These consent discussions have proceeded virtually during the COVID-19 pandemic.

Normally, an investigated member will meet with a subcommittee of the CRC to discuss responsibility and sanctions. These without-prejudice discussions are intended to arrive at agreed admissions of unprofessional conduct and agreed sanctions.

If consent discussions are successful, a signed admission of unprofessional conduct and consent order are presented to the Hearing Tribunal as a joint submission by the ABVMA and the investigated person. The consent process is mutually beneficial in that the investigated member may take responsibility for their conduct and have the matter dealt with expeditiously and efficiently with reduced costs to both parties. In 2021, four of the seven hearings were held on a consent basis.

Suspensions and Cancellations

ABVMA is accountable to the public in part through the Courts, and case law will guide Hearing Tribunal decisions on appropriateness of removing a professional's ability to practice and earn a living. Despite a common notion that regulatory bodies regularly revoke licenses, suspensions and cancellations are not commonly ordered by the Hearing Tribunal.

In 2021, one veterinarian member was ordered suspended by the Hearing Tribunal for 30 days and no members were cancelled.

Appeals

Findings of unprofessional conduct and orders for sanctions of the Hearing Tribunal may be appealed to Council. Any decision of the Council may be appealed to the Court of Appeal of Alberta.

A member appealed a 2020 Hearing Tribunal decision and orders to Council. The decision and reasons of Council have not been issued as of this writing.

Practice Review Board

The Practice Review Board (PRB) is established by the VPA and may, with the approval of Council, undertake a review of the practice of a registered member or review the practice of veterinary medicine in general.

The PRB is the committee that is designated by Council to consider matters of incapacitation in accordance with section 65.1 of the VPA. This section provides a means to direct members that are incapacitated

by addictions or other physical, mental or emotional matters to be assessed and access necessary treatment.

Incapacitation is defined in the VPA:

“incapacitated” means suffering from a physical, mental or emotional condition or disorder or an addiction to alcohol or to drugs as defined in the Pharmacy and Drug Act or other chemicals that impairs the ability to practise veterinary medicine in a safe and competent manner.”

In 2021, the PRB considered matters of incapacitation for four members, one incapacitated by addiction difficulty and three incapacitated by mental health disorders.

ABVMA prioritizes member wellness and provides a number of resources to support member health and well-being.

Public Members

ABVMA public members provide public oversight of self-regulation of the profession and is specifically required by various sections of the VPA. This oversight provides accountability to the public and is valuable in the administration of the complaints and discipline process and PRB matters.



Legislated Committees (Complaints and Discipline)

Hearing Tribunal

Hearings Director

Dr. Nick Nation

Members

Dr. Grady Barton	Dr. Louis Kwantes
Dr. Calvin Booker	Dr. Susan Lapointe
Dr. Troy Bourque	Dr. Tom LeBoldus
Nichole Boutilier, RVT	Dr. Karen Liljebjelke
Dr. Egan Brockhoff	Dr. David Littlejohn
Dr. Jan Bystrom	Dr. Lisa Lomsnes
Dr. Robert Campbell	Dr. Kevin MacAulay
Dr. Rohit Chhabra	Dr. Tara Mah
Dr. Eoin Clancy	Dr. Suzanne Misiaszek
Dr. Robert Coppock	Dr. Miguel Moncayo
Dr. Margaret Doyle	Dr. Kim Robinson
Dr. Margitta Dziwenka	Dr. Kim Romanufa
Andrea Edwards, RVT	Dr. Bob Ruckman
Dr. Greg Evans	Dr. Vanessa Scanlan
Dr. Candace Farrar	Dr. John Scholten
Dr. Ross Foulston	Dr. Dagmar Schouten
Dr. Jocelyn Fredlund	Dr. Jennifer Scott
Dr. Balbir Gidda	Jodene Sekura, RVT
Dr. Navjot Gosal	Nancy Simmons, RVT
Dr. Cary Hashizume	Dr. Gordon Strick
Dr. Caroline Heffernan	Dr. Doug Whiteside
Dr. Lloyd Keddie	Dr. Melanie Wowk
Dr. Randy Killeen	Dr. Sjoert Zuidhof

Public Members

John de Jong
Elizabeth Hak
Brian Marcotte

Complaint Review Committee

Chair

Dr. Kent Morley

Vice Chair

Dr. Vicki Janes

Members

Robyn Andersen, RVT	Dr. Dave Harris
Dr. Samantha Crosdale	Dr. Kristi Jacobson
Dr. David Eisenbart	Dr. Peter Lawson
Dr. Kent Fenton	Chantelle Neufeld, RVT

Public Member

Dianne Johnstone

Practice Inspection and Practice Standards Committee

Chair

Dr. Erin Denny

Vice Chair

Dr. Laura Fick

Members

Gail Cooper, RVT
Dr. Jonathan Leicht (Council Representative)
Dr. Karen Lodge
Dr. Robyn Rodgers
Darcie Steffler, RVT

Inspectors (non-voting)

Dr. Margaret Fisher
Dr. Lynn Gratz
Dr. Lloyd Keddie
Dr. Terri Rowat
Dr. Sumeet Sharma
Dr. Kathy Wheeler

Practice Review Board

Chair

Dr. Sylvia Checkley

Vice Chair

Dr. Christy Leslie
(Council Representative)

Members

Theresa McDermott, RVT
Dr. Suzanne Misiaszek
Dr. Cindy Nowle
Connie Varnhagen, RVT

Public Member

Anne Rothery





OUR YEAR IN NUMBERS

Member Statistics

Reporting period:
Nov. 1, 2020
to Oct. 31, 2021

86

Transfer **Provisional** to **General Practice Registered Veterinary Technologist**

11

Transfer **Temporary Registered Veterinarian** to **General Practice Registered Veterinarian**

1

Transfer **Supervised Limited Practice Registered Veterinarian** to **General Practice Registered Veterinarian**

11

Transfer **Supervised Limited Practice Registered Veterinarian** to **Temporary Registered Veterinarian**

Veterinarians | **Technologists** | **Total**

June 8, 2021	93	96	189
Sept. 2, 2021	58	116	174

Registration Day Attendance (VIRTUAL EVENTS)

ABVMA Members ON OCT. 31, 2021

VETERINARIANS

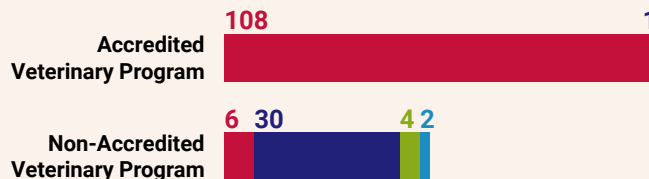
1,718	General Practice Registered Veterinarian	114
242	Non-Practicing Veterinarian Member	
117	Time Limited Registered Veterinarian	
36	Supervised Limited Practice Registered Veterinarian	31
19	Unsupervised Limited Practice Registered Veterinarian	4
7	Temporary Registered Veterinarian	2
Total Veterinary Applications		151

VETERINARY TECHNOLOGISTS

1,903	General Practice Registered Veterinary Technologist	101
279	Non-Practicing Veterinary Technologist Member	
32	Provisional Veterinary Technologist Member	76
5	Limited Practice Registered Veterinary Technologist	
Total Veterinary Technologist Applications		177

Veterinary Educational Background

■ General Practice Registered Veterinarian
■ Supervised Limited Practice Registered Veterinarian
■ Unsupervised Limited Practice Registered Veterinarian
■ Temporary Registered Veterinarian



Country of Origin for All New Veterinary Licensees



General Practice
Registered Veterinarian
Total 114

Supervised Limited Practice
Registered Veterinarian
Total 31

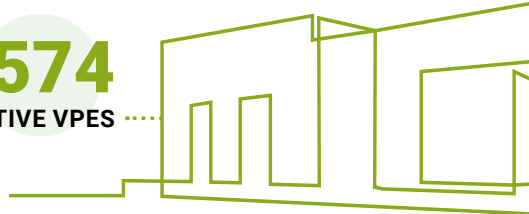
Unsupervised Limited Practice
Registered Veterinarian
Total 4

Temporary Registered
Veterinarian
Total 2

Practice Statistics

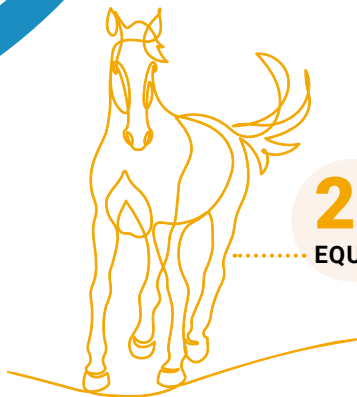
574

ACTIVE VPES



26

EQUINE



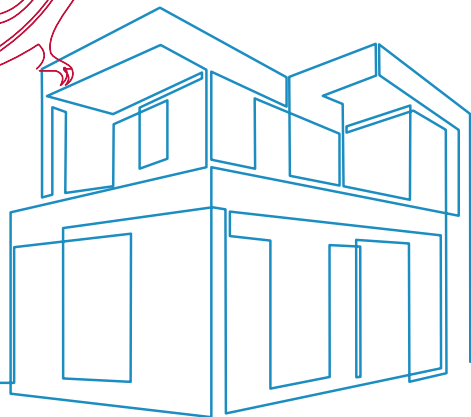
6

ZOO/
WILDLIFE



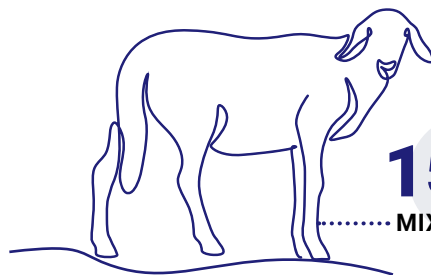
5

EDUCATION



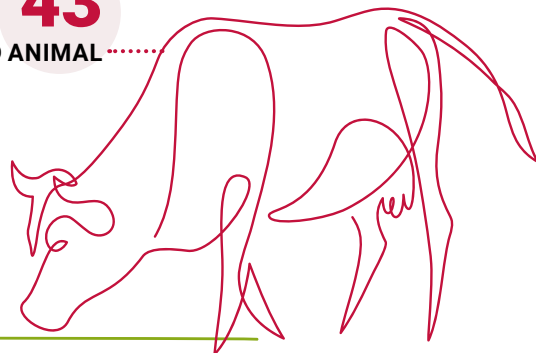
150

MIXED



43

FOOD ANIMAL



344

COMPANION ANIMAL





47 complaint cases

Resulting from



37 letters of complaint received

Complaints and Discipline Statistics

Information received by Complaints Director

(VPA sec. 27.1)

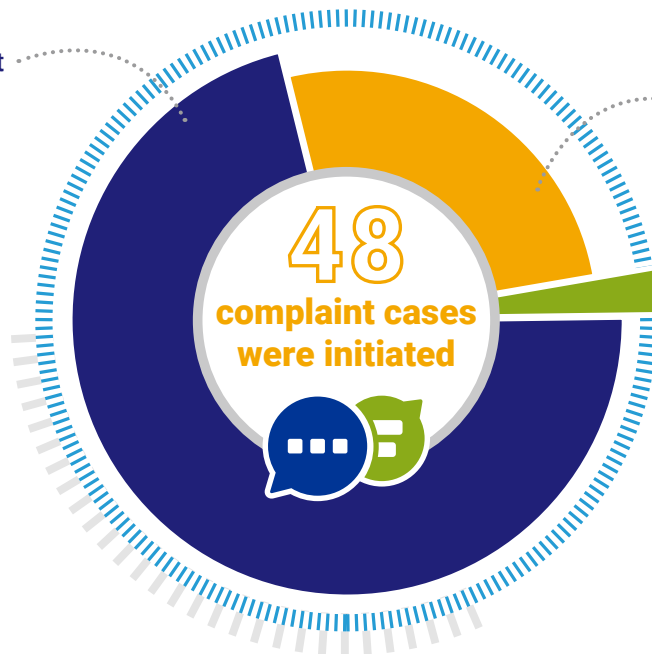


Resulting in
1 complaint case

39 complaints against veterinarians

48 complaints appointed investigator

15 complaints investigations ongoing



8 complaints against permit holders

1 complaint against veterinary technologists

40

COMPLAINT
CASES



(against veterinarians and veterinary technologists)

3805

REGISTERED
MEMBERS



of REGISTERED MEMBERS were the
SUBJECT OF A COMPLAINT IN 2021

Complaint Review Committee (CRC)



16

teleconference
meetings conducted

Originating in calendar year



47

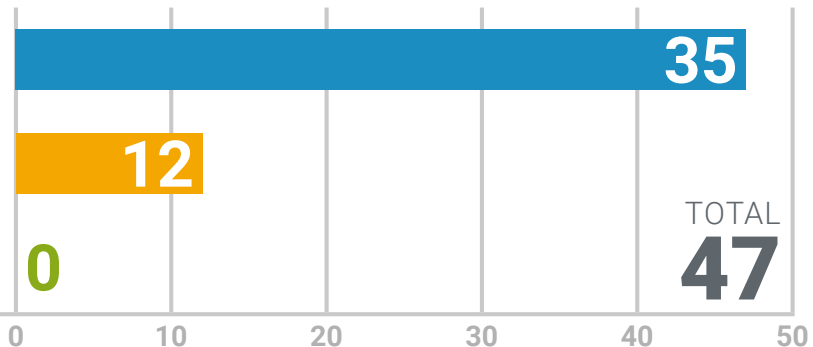
complaint
cases
reviewed

Disposition of 47 cases reviewed by the CRC in 2021

Dismiss due to lack of or no evidence
of unprofessional conduct:

Referred to Hearings Director
for a hearing:

Dismiss due to trivial or vexatious:

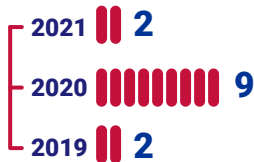


Committee of Council review of CRC decision to dismiss

13

cases reviewed

Originating in calendar year



11
cases

decision issued

9 confirmed decision to dismiss
2 referred for hearing

2
cases

ongoing/decision
not yet issued



7

hearings
convened
virtually

All 7 open
to the public

6 against
veterinarians

1 against
veterinary
technologists

4 hearings by
consent

(admissions of
unprofessional conduct)

3 contested
hearings



1 appeal
convened
by Council

Decision not
available

ONE
veterinarian
suspended
for thirty days



ZERO
members
cancelled

Practice Review Board

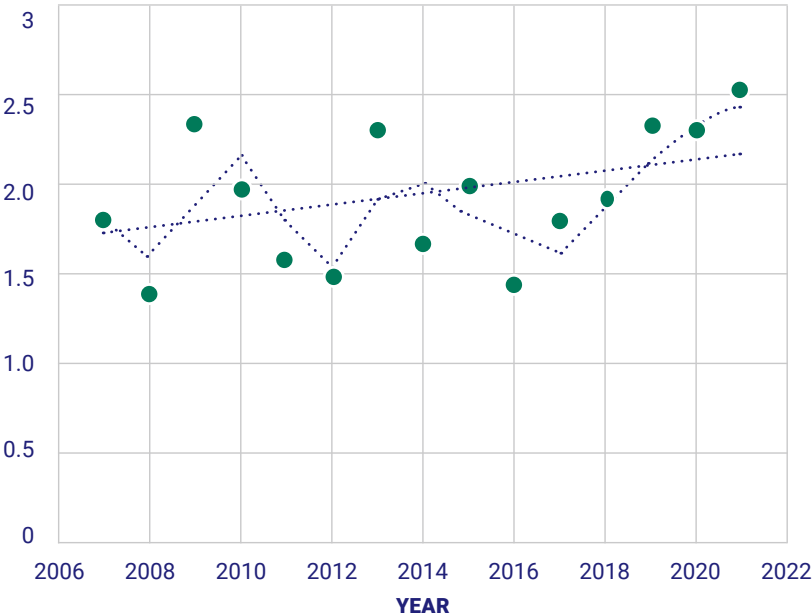
2020

Continuing review
of veterinarian and related
practice, started during 2020

2021

Commenced review
of four cases of incapacitation

Number of Complaint Cases
per 100 Veterinarians
- Moving Average





FULFILLING THE MANDATE OF OUR STRATEGIC PLAN



A black and brown goat with a tag numbered 102 is looking over a wooden fence. The goat's head is in the foreground, and its body extends into the background. The fence is made of light-colored wooden planks. The background shows a blurred outdoor setting with green trees and a wooden structure.

OUR VISION

Healthy animals and
people in a healthy
environment

OUR MISSION

Serving the public by
regulating, enhancing
and providing leadership
in the practice of the
profession of veterinary
medicine in Alberta



OUR VALUES

The Alberta Veterinary Medical Association
lives by the following core values:



Professionalism

Demonstrating ethics,
fairness, responsibility
and accountability



Integrity

Exemplifying honesty,
trust and transparency



Leadership

Inspiring a path that is adaptable and visionary



Inclusivity

Fostering a safe,
positive and collaborative
environment



Respect

Interacting with empathy,
compassion and dignity

ABVMA Strategic Plan

2021-2024

In October 2021, ABVMA Council and Management conducted a Strategic Planning session to review the four main strategic directions of the association.

The 2021-2024 Strategic Directions are listed below, followed by the strategic priorities and an example of progress made in meeting the strategic directions.

Excellence in regulation

Leadership in animal welfare

Stakeholder by Alberta government

Veterinary workforce meets the needs of the future

Recognized as important



Strategic Direction 1:

The ABVMA demonstrates excellence in regulation of veterinary medicine in Alberta

1.1 ABVMA ensures competency of members

1.2 Alberta veterinarians, registered veterinary technologists and veterinary teams are supported in optimum antimicrobial use and stewardship

Council is exploring a Competence Assessment and Assurance Framework. Through the development of this Competence Assessment and Assurance Framework, the ABVMA expects that all members will fully engage in veterinary practice, improve workplace satisfaction, medical outcomes and protect the public interest.

Governance training was held in October 2021 for ABVMA Council. "The Best Board You Can Be" seminar was facilitated by Jim Brown from STRIVE! and included pre-reading of various articles as well as the book *The Imperfect Board Member*. This consulting company is devoted to helping maximize the effectiveness of people and organizations through leadership. Changes to enhance Council and Leadership Group engagement are being put into place.



Strategic Direction 2:

The ABVMA ensures the veterinary workforce meets the needs of the future

- 2.1 ABVMA ensures there is a sufficient supply of veterinarians and veterinary technologists (RVTs) registered in Alberta to meet the demands of the public**
- 2.2 The public recognizes the diversity of activities and the contribution of veterinarians and veterinary technologists**
- 2.3 Members feel supported by the ABVMA**
- 2.4 ABVMA creates a culture where Equity, Diversity and Inclusion (EDI) is recognized and supported**
- 2.5 ABVMA recognizes and promotes the veterinary profession role in ensuring a safe and secure food supply**

The ABVMA/ABVTA Veterinary Professional Workforce Study was completed in May 2021 (see page 47-48). An economic impact study was completed late December 2021. This information is crucial in identifying and completing actionable steps to meet the workforce needs of the future and in supporting veterinary practice sustainability.



Strategic Direction 3:

Provide leadership in animal welfare

- 3.1 The ABVMA influences policy with the Government of Alberta
- 3.2 The public recognizes ABVMA as a leader in animal welfare (a voice that is heard)
- 3.3 ABVMA participates in animal emergency planning and response

ABVMA and ABVTA have been working with other stakeholders to develop a provincial Companion Animal Disaster Response Capability (CADRC) Strategy and Plan. This plan includes representatives from the Alberta Emergency Management Agency, Ministry of Municipal Affairs. ABVMA and ABVTA have struck an Emergency Response Working Group to plan and prepare veterinary professionals to facilitate provision of veterinary medical care to companion animals during emergencies.

Strategic Direction 4:

ABVMA is recognized as an important stakeholder by the Alberta government

- 4.1 ABVMA continues to be a stakeholder influencing government decisions that impact the veterinary profession

ABVMA strives to maintain a strong working relationship with Alberta Labour and Immigration, Agriculture, Forestry and Rural Economic Development, Advanced Education, and Environment and Parks and other ministries. The chief provincial veterinarian is an ex-officio member of Council. Also, ABVMA employs a government relations advocate to aid in communication with government stakeholders.



OPERATIONAL HIGHLIGHTS



Advisory Committees

The professional advisory committees maintain an environmental scan in their field of interest or expertise so that Council may be aware of emerging issues and needs of all ABVMA stakeholders. These committees make recommendations to Council on emerging trends, potential policy development, continuing education opportunities and communication needs to all categories of ABVMA stakeholders.

Primary areas of focus in 2021 included:

- advocated for enhanced RVT engagement in veterinary practices, including advanced training of RVTs in pregnancy detection of beef cattle and small ruminants by ultrasound
- provided ideas and feedback on articles for albertaanimalhealthsource.ca and social media
- provided suggestions for continuing education topics and speakers as well as wellness webinar topics
- provided suggestions for *Members' Magazine* articles
- provided Wellness and Green Tips for E-News
- provided feedback on several CVMA position statements
- other discussion topics: workforce shortages, optimal RVT engagement in veterinary practices, *Animal Protection Act*, feedback on draft Continuing Professional Development Guidelines, digital Economic Impact Assessment forms, animal welfare considerations during the COVID-19 pandemic, business management, member wellness initiatives, disease surveillance, antimicrobial stewardship, veterinary services provided to wildlife in Alberta

ANIMAL WELFARE

Dr. Kelsey Gray, Chair
Jackie Lind, RVT, Vice Chair
Dr. Alexandre Ellis
Dr. Leanna Grenwich
Christina Holland, RVT
Dr. Alison Jackson
Dr. Hussein Keshwani
Dr. Natasha Kutryk (Council Representative)
Dr. David McPhee
Dr. Catherine Miller
Ivana Novosel, RVT
Dr. Heather Van Esch

COMPANION ANIMAL

Dr. Kayla Bilsborrow, Chair
Dr. Meghan McCarty, Vice Chair
Dr. Serge Chalhoub (Council Representative)
Dr. Eoin Clancy
Dr. Tracy Ho
Dr. Helen Newton
Lindsey Scott, RVT
Kate Simon, RVT (Council Representative)
Dr. Kay Thompson
Dr. Hannah Viveiros
Kyla Wilkerson, RVT

EQUINE

Taylor Bachynski, RVT, Chair
Dr. Shannon Lockhart, Vice Chair

Dr. Chris Berezowski (Council Representative)
Naomi Kristiansen, RVT
Krystal Czerniak, RVT
Dr. Conrad Wilgenbusch
Dr. Gayle Cummings
Dr. Ashley Whitehead

FOOD ANIMAL

Dr. Jessica Law, Chair
Dr. Travis Marfleet, Vice Chair
Dr. Craig DeGroot
Dr. Marian Johnson
Dr. Dennis Klugkist
Dr. Natasha Kutryk (Council Representative)
Dr. Kelly Loree
Dr. Luke Nickel
Dr. Anne Rogers
Tracy Tee, RVT

HUMAN RESOURCE DEVELOPMENT

Linda Glasier, RVT, Chair
Dr. David Hall (UCVM Representative), Vice Chair
Dr. Kirsten Aarbo (Council Representative)
Dr. Christy Barlund (GPCRC Representative)
Val Beaulieu, RVT
Brianne Bellwood, RVT (Lakeland College Representative)
Dr. Chris Clark (WCVMA Representative)

Dr. Juan Garcia
Shauna Lesick, RVT (NAIT Representative)
Dr. Jaryn Scheck (Olds College Representative)
Penny Steffen, RVT (ABVTA Representative)
Connie Varnhagen, RVT

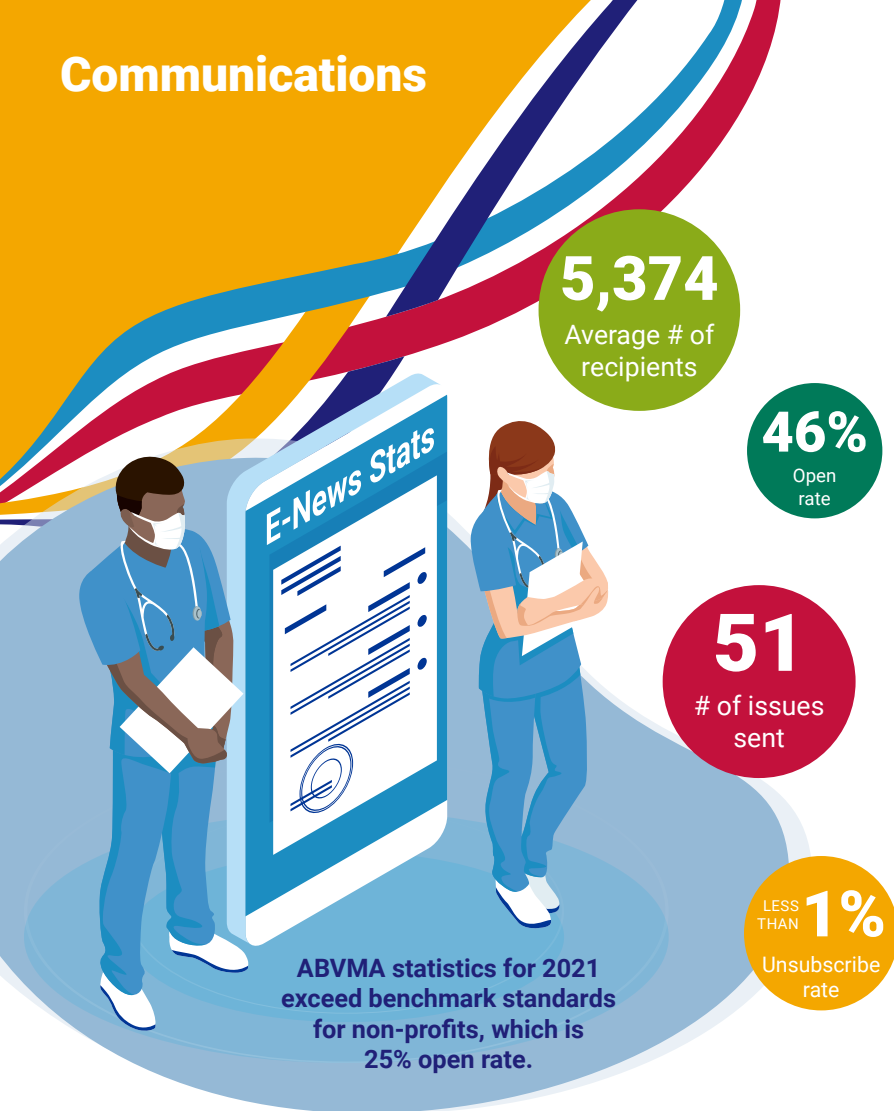
MEMBER WELLNESS

Shawna McBride, RVT, Chair
Dr. Kathy Keil, Vice Chair
Dr. Nancy Bruyere
Bonnie Hilden, RVT
Terrie Ann Meikle
Karen Melnyk, RVT
Dr. Marissa Rodriguez
Tracey Ruzicka, RVT (Council Representative)

WILDLIFE AND ECOSYSTEM HEALTH

Dr. Andrea Storch, Chair
Kim Blomme, RVT
Dr. Dayna Goldsmith
Dr. Deborah Johnson
Dr. Amy Kachurowski
Dr. MJ Limoges
Dr. Daren Mandrusiak (Council Representative)
Dr. Nicole Rose
Dr. Alana Shrubsole-Cockwill
Dr. Owen Slater
Brigitta Smith, RVT

Communications



References: [Campaign Monitor](#) and [Mail Chimp](#)

The ABVMA communicates regularly with the public, ABVMA members, stakeholders and the public in various ways.

Members' Magazine

The ABVMA *Members' Magazine* continues to be a formal source of communicating with members. The publication is produced six times per year and delivered to over 5,000 members, permit holders and other industry stakeholders and is available in print and digital format.

While the magazine is the official means of reporting regulatory matters to members, including registration and practice/permit information, complaints and discipline, etc., the magazine also includes articles of interest to veterinary professionals, including Focus on Wellness and Practice Management articles.

ABVMA E-News

The ABVMA E-News has become a weekly source to communicate timely information to members. The ABVMA revised the layout of the E-News for 2021 to include the ability to capture comments and feedback on news stories.

ABVMA statistics for 2021 exceed benchmark standards for non-profits, which is 25 per cent open rate.

COVID-19 Bulletins

The ABVMA continued to communicate with members about the ongoing pandemic via COVID-19 Bulletins, but with a lower frequency than in 2020. Bulletins were issued on an as-needed basis to inform members as new information pertinent to practices became available. In total, 11 bulletins were sent in 2021.

ABVMA Website and Member Portal

www.abvma.ca

The ABVMA's professional business website is www.abvma.ca. The objective of this site is to provide information about the operation of the ABVMA. This information is relevant to members, the public and other stakeholders. The website includes information about the ABVMA, including Council, committees and staff. It also includes information on legislation, registration, practice certification and discipline. The public site also offers a comprehensive document library and a classified ad and continuing education section.

The website serves as a login for members to access their member portal and includes member information as well as additional resources for members and practices.

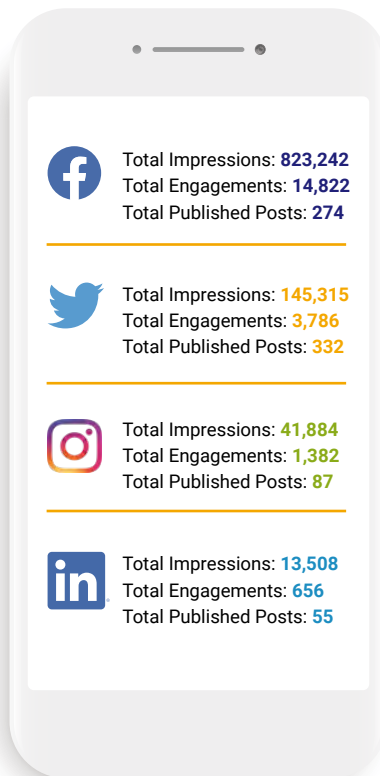
In addition to the business-oriented information on www.abvma.ca, the association recognizes the importance of being a trusted source of information for the public and numerous stakeholder groups.

The ABVMA communicates externally in several key areas to provide these resources.

Social Media

On the social media side of things, ABVMA saw over one million impressions across all social platforms, the most being Facebook, which led to over 20,000 engagements. Although the reports indicate that represents a sizeable drop over last year (61 per cent and 76 per cent, respectively) this is on account of the aggressive paid campaigns running September

to November 2020 to promote the Raised With Care Stewardship Sessions. While Facebook is still a cost-effective way to achieve paid reach, it continues to offer up challenges with organic reach. On the other hand, Instagram, LinkedIn, Twitter and YouTube all saw increases in reach and engagement. Reports indicate that video content is still the best, most engaging media to reach our social communities on all platforms.



ABVMA Members Facebook Group

2021 also saw the creation of our private Members Group on Facebook along with a steady month-over-month increase in applications. Currently there are 562 approved members in the group, with 489 of those members considered active (viewing content within their news feed in the past 60 days). Statistics show that posts in the private group reach 50-70 per cent of the group's 562 members as opposed to posts on the public Facebook page (typically 3-5 per cent of the page followers). As such, the Facebook group is a reliable channel to share messages between members.

Alberta Animal Health Source

www.albertaanimalhealthsource.ca

The Alberta Animal Health Source (AAHS) is the ABVMA's second website, serving as a source of reliable information for the public related to animal health and the profession. The AAHS site is less focused on the business of the ABVMA and exists to educate and inform the public.

Content on AAHS is curated and approved by the association and includes sections on pets, horses, livestock, wildlife and careers.

The Alberta Animal Health Source website saw a 27 per cent increase in visits this year, measuring over 101,000 visits in the 2021 calendar year. This year, 81.5 per cent of those page views (105k) arrived at the site via organic search queries, which marks a

■ Communications Continued

substantial increase over the 57.6 per cent of the traffic (61k) that arrived at the site in 2020.

Increases in organic search traffic have led to increased visits to pages covering topics including: veterinary technology roles and programs, ticks, environmental PSAs, animal welfare issues, pet identification and more.

Top 2021 Page Views

24,362 views

War Horse – The True Story

10,215 views

Accredited Canadian Animal Health Technology Programs

9,852 views

Ticks in Alberta: What You Need to Know

6,336 views

Wild Baby Hares

Newly Added 2021 Pages/Articles:

While more than a dozen new articles and pages were added to albertaanimalhealthsource.ca last year, six are highlighted below:

1. National Animal Shelter and Rescue Appreciation Week
2. Help your Vet Help your Pet
3. Pet Sitter Communication
4. Health Canada Public Advisory Concerning the Use of Veterinary Ivermectin to Prevent or Treat COVID-19
5. National Indigenous History Month
6. Livestock Emergency Preparedness

ABVMA Visual Identity Refresh

In September 2021, the ABVMA made some minor changes to our visual identity, including updated graphics and colour palette. The new identity is now featured in all ABVMA communications, including in this Annual Report.

Help your Vet Help your Pet Poster Campaign

In fall 2021, the ABVMA rolled out the *Help your Vet Help your Pet* campaign. The campaign featured a number of print and digital resources to support practices in communicating with the public. The campaign's main objective is to support and provides resources to practices as they face ongoing challenges in providing care in light of higher client demand, and challenging workforce circumstances resulting from a workforce shortage and exacerbated by the pandemic. The campaign includes a feature length article on AAHS, as well as print and digital posters, postcard and digital assets for social media platforms. The poster is intended to inform and educate the public on how they can help by preparing for emergencies and routine care.



The poster is titled "Help your VET Help your PET" in a large, bold font. Below the title is a photograph of a veterinarian in blue scrubs and a cap, attending to a patient in a clinical setting. To the left of the photo is a text box with a green background and white text that reads: "Veterinary practices and emergency veterinary hospitals are experiencing an increased caseload during the pandemic. There are longer wait times for routine check-ups and animal emergencies in Alberta. Increased caseload takes a toll on your veterinary team. Please be patient, as we continue to provide the best treatment possible for the animals in our care." Below the photo is a section titled "Here's how you can help..." which is divided into two columns. The left column is titled "Emergencies" and contains three items, each with a red circular icon: "Think ahead...create an emergency preparedness plan" (with a paw print icon), "Know where the nearest emergency hospital is, and phone ahead before you go" (with a location pin icon), and "Realize that medical cases are triaged with the sickest animal seen first" (with a person icon). The right column is titled "Routine Care" and contains three items, each with a blue circular icon: "Book appointments well in advance" (with a calendar icon), "Allow extra time for refills, special diet orders, and other requests" (with a clock icon), and "Please be patient and kind to your veterinary team" (with a person icon). At the bottom of the poster is the ABVMA logo (Alberta Veterinary Medical Association) and the text "For more information talk to your veterinary team or visit AlbertaAnimalHealthSource.ca".

Public Communications Campaign

In October 2021, ABVMA Council approved a project to carry out a public communications campaign in 2022.

The ABVMA's current Strategic Plan, 2021-2024, includes four strategic pillars, one of which will be directly impacted through the development and execution of a public education campaign.

While the ABVMA has considered the need for a public education campaign for several years, the current workforce shortage and additional stresses on the profession created by the pandemic have served as the catalyst for ABVMA to determine that now is an appropriate time to carry out a campaign.

Carrying out a public education campaign is intended to meet the following key objectives:

- Educate the public on the current workforce shortage in the profession
- Inform the public about the responsibilities of pet ownership, and help them understand and set reasonable expectations with regards to accessing veterinary care

- Build appreciation and affinity towards the veterinary profession
- Support ABVMA members in communicating the current challenges in practice to the public at large

Work on the campaign will get underway in January 2022. The public campaign will be in market for six months between May and October 2022. A project update will be provided in the 2022 Annual Report.



Professional Enhancement

Professional enhancement is a critical function of the ABVMA. Through ongoing professional enhancement activities, public protection is enhanced.

Professional enhancement includes various activities throughout the year. Despite ongoing challenges with hosting in-person events due to COVID-19, ABVMA successfully carried out several activities and events in 2021.

Leadership Summit, Feb. 18-March 2, 2021

For the first time since its inception as a mid-winter conference in 2002, the meetings and events normally hosted over the weekend ran virtually over a two-week period, with the plenary sessions and major events still being hosted between Feb. 26 and 28, 2021. Given the extended period for delivering the event,

Leadership Weekend was renamed Leadership Summit for 2021 only.

Summit highlights included:

- Feb. 18-March 2:
Advisory committee meetings
- Wednesday, Feb. 24:
Legislated committee training
- Friday, Feb. 26:
Plenary session: Leadership Forum
- Friday, Feb. 26:
Plenary session/CE session: Unconscious Bias, Alden Habacón
- Saturday, Feb. 27:
Plenary session: If competence is the answer – have we asked the right question? Dr. Zubin Austin
- Saturday, Feb. 27:
ABVMA/ABVTA Awards Recognition Ceremony
- Sunday, Feb. 28:
ABVMA Annual General Meeting

For information on the major award recipients recognized at the awards ceremony, please visit the Celebrating Excellence section on pages 53-55.

The weekend concluded with the Annual General Meeting (AGM) on Sunday. No resolutions were presented to the membership at the 2021 AGM.

White Coat Ceremonies

Each year, the ABVMA provides stethoscopes to all students entering the veterinary programs at the University of Calgary, Faculty of Veterinary Medicine, and for Alberta students entering the Western College of Veterinary Medicine.

In Alberta, the ABVMA is also able to host a Welcome to the Profession Event for the incoming students at UCVM in partnership with the Canadian Veterinary Medical Association (CVMA).

The ABVMA and CVMA welcomed 50 students who will become the graduating Class of 2025 for a virtual white coat/stethoscope ceremony. The event was held on Aug. 31, 2020, and was attended by over 175 attendees. In addition to greetings from the ABVMA and CVMA, students were welcomed with comments from the Dean, UCVM, and the Provost, University of Calgary.



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



UNIVERSITY OF SASKATCHEWAN
Western College of
Veterinary Medicine

Homewood Health

Since 2018, the ABVMA has engaged Homewood Health to provide an employee family assistance program (known as the Member Assistance Program) to all ABVMA members. Veterinarian and technologist members can access a number of services to achieve health and wellness goals. Services offered by the program include: counselling/e-counselling services, self-paced e-courses, coaching services and access to numerous resources and webinars.



CVMA Business Management Program

The ABVMA is pleased to partner with the CVMA Business Management Program to conduct the annual Practice Owners' Economic Survey and Associate DVM Surveys. These surveys result in a number of reports that are extremely valuable to practices to ensure financial sustainability in practice. Reports include an annual Economic report, Suggested Fee Guides, Associate DVM Wage and Non-DVM Wage Reports.



Continuing Education

One Health Antimicrobial Stewardship Conference, March 10-12, 2021

The ABVMA hosted the One Health Antimicrobial Stewardship Conference virtually, March 10-12, 2021. The event did qualify as CE hours, and a full summary of the event is published under Projects on page 47.

CanWest Veterinary Conference, Oct. 16-19, 2021

The 2021 CanWest Veterinary Conference was held virtually once again, due to COVID-19. The virtual event was well attended by over 690 delegates and featured continuing education (CE) in the same five learning tracks: companion animal, equine, food animal, veterinary team and veterinary technologist. CE sessions streamed live and remained available on demand to registered delegates until mid-January 2022. The event also featured a virtual exhibit hall featuring 39 booths.

The 2022 CanWest Veterinary Conference is scheduled for Oct. 15-18, 2022, in Banff, AB. The ABVMA is confident that given the current rate of public vaccination, the event will move forward safely in person.

2021 CanWest Registration Statistics



By Category

Veterinarians – 317
Veterinary Technologists – 172
Students – 1
Practice Staff – 10
Moderators – 6
Staff – 13
Speakers – 28
Industry representatives – 124

By Region

Alberta – 447
Saskatchewan – 20
Quebec – 8
Ontario – 84
Nova Scotia – 4
Manitoba – 21
BC – 48
Yukon – 2
Newfoundland/Labrador – 1
Nunavut – 1
Canada – 636
US – 33
Scotland – 1
UK – 1

■ Professional Enhancement Continued

COVID-19 Wellness Webinars

Following the success of the joint webinars hosted in partnership by the ABVMA and ABVTA in fall 2020, several additional wellness webinars, facilitated by Homewood Health were offered to members in January and February 2021, including: Understanding burnout and COVID-19, the second wave and your mental health.

John Waters Zoonotic Diseases Workshop, Nov. 23, 2021



The 2021 John Waters Zoonotic Diseases (JWZD) Workshop took place virtually on Tuesday, Nov. 23, 2021. Held every three years, this workshop is named after Dr. John Waters, a former Chief Provincial Medical Officer of Health in Alberta, who was a strong proponent of the human and veterinary medical professions collaborating to research and control zoonoses in the province. The

program is truly multidisciplinary and is organized by a program planning committee with representatives from Alberta Veterinary Medical Association, Alberta Health, Alberta Health Services, Canadian Food Inspection Agency, Provincial Lab, Alberta Fish and Wildlife, Alberta Agriculture and Forestry, Faculties of Medicine at both the University of Alberta and the University of Calgary, Faculty of Veterinary Medicine at the University of Calgary, One Health at UCalgary.

The morning session focused on COVID-19 and the afternoon program focused on echinococcus and food safety.

Registration for the workshop reached 385, with approximately 250 attending in real time, the highest attendance ever recorded for the workshop. In addition, the format allowed registrants from Europe and the United States to attend for the first time. The next JWZD Workshop is tentatively planned for 2024.

Mental Health First Aid

Two Mental Health First Aid (MHFA) courses, one in Edmonton and one in Calgary, were held in person in November 2021. Venues were selected to accommodate physical distancing requirements, and the sessions were well attended by 19 in Calgary, and nine in Edmonton. MHFA courses are planned annually each November for ABVMA members. The next courses are planned for November 2022.

Projects

Antimicrobial Stewardship Communications Project

As reported in the ABVMA 2020 Annual Report, this communications project was funded by Alberta Agriculture and Forestry. In addition to the activities reported in the 2020 Annual Report (Raised with Care Podcasts, One Health Workshop Series), the last two objectives were completed in 2021.

One Health Antimicrobial Stewardship Conference

The One Health Antimicrobial Stewardship Conference (OHAMSC), held virtually March 10-12, 2021, brought together over 400 experts from 26 countries across sectors in animal health, human health and environmental science, as well as undergraduate and graduate students. The conference aimed to serve as a platform to share leading practices in antimicrobial stewardship and provide evidence-informed information for participants across One Health sectors. Poster presentations by students were also a part of the program.

Conference chair Dr. Simon Otto led a diverse planning committee with representation from various organizations including Alberta Health, Alberta Agriculture and Forestry, Universities of Alberta and Calgary, College of Physicians & Surgeons of Alberta, and Saskatchewan Agriculture.



ABVMA partnered with the National Collaborating Centre for Infectious Disease to produce a final report summarizing the presentations at the OHAMSC.

A One Health antimicrobial stewardship approach is fundamental to enacting and sustaining change over time. The issue of stewardship has progressed significantly in the last several years, but the One Health community is not at the finish line and collaborated efforts must continue moving forward.

A report of the conference is now available online at: ohab.ca/ohasc-2021-report.

In addition to the conference report, a manuscript has been submitted and is expected to be printed in the Canadian Veterinary Journal in early 2022.

View more at ohab.ca.

Documentary – Raised with Care: Stewards of the Land

Planning for the documentary began by investigating the difficulties and hardships of change, while exploring ways producers and the veterinary community could work together to fight antimicrobial resistance. The ABVMA, in collaboration with key stakeholders, developed the Raised with Care: Stewards of the Land documentary, a look into the importance of stewardship when it comes to antimicrobial resistance including the role that producers, farmers, government



and veterinarians play in raising healthy animals in Alberta. The documentary features stewards from multiple sectors who are collaborating, innovating and actively changing their practices to protect the safety and sustainability of the food we eat.

The documentary, released in March 2021, has achieved almost 10,000 impressions and 428 hours and 36 minutes watched on its original source. The video has also been syndicated through a few partners, including province-wide distribution across the Shaw On-Demand network as well as on adsofttheworld.com. The video can be livestreamed at raisedwithcare.ca.

Veterinary Professional Workforce Project

As reported in the ABVMA 2020 Annual Report, ABVMA partnered with ABVTA and the Alberta Ministry of Labour and Immigration to conduct a workforce study through grant funding. The Veterinary Professional Workforce Project (VPWP) final report was released May 2021.

■ Projects Continued

Some key statistics found in the report are:

- There are estimated to be a minimum 864 current veterinary medical vacancies: 377 veterinarians and 487 veterinary technologists (April 2021).
- Vacancy rate (veterinary technologists 18.8 per cent, veterinarians 16.7 per cent) exceeds provincial job vacancy rate of 2.6 per cent.
- Each year 7-9 per cent of veterinarians registered to practice in Alberta are internationally trained.
- Without significant supports for increased education and immigration, by 2040, the shortage will be more than 3371 professionals: 1,331 veterinarians and 2,040 technologists.

One of the initial steps arising from the workforce study was the establishment by ABVMA Council of two working groups. These working groups were asked to review the content of the VPWP final report, discuss actions and priorities and advise the executive team on the development of recommendations to ABVMA Council and ABVTA Board of Directors.

The goals listed in the Veterinary Professional Workforce Study as well as additional recommendations from the working groups were prioritized by the working groups. Further discussion occurred in the ABVMA Council and ABVTA Board of Directors.

The following recommendations have been approved by ABVMA Council and ABVTA Board of Directors:

1. Advocate for an increased number of seats at UCVm and in animal health technology programs in Alberta.
2. Develop, market and communicate initiatives for retention of veterinarians and veterinary technologists.
3. ABVMA and ABVTA work together to increase engagement of RVTs in clinical practice.
4. Collaborate with UCVm and other stakeholders to support internationally trained veterinarians bridging into the NEB process and specifically the clinical pathway to obtain Certificate of Qualification.
5. Recruit internationally trained veterinarians and mentor them through the NEB process.
6. Leverage relationships with Alberta municipalities and stakeholders to support rural practices.
7. Consider additional categories of veterinary professionals which would require legislative amendments and work with stakeholders (regulatory bodies, educational institutions and accrediting bodies) to provide opportunities to address workforce issues in the future.
8. Work with stakeholders on a Western Canadian approach to veterinary education.
9. Undertake programs to enhance members' communication to clients the value of veterinary services.

10. Undertake a public awareness campaign about the cost and value of veterinary care.

The ABVMA and ABVTA are optimistic that by working with stakeholders, including commodity groups, educational institutions and the government, we will affect change.

Economic Impact Assessment

ABVMA engaged MNP to undertake an economic impact assessment to document the economic benefits of veterinary medicine to Alberta and the role played by veterinary medicine in relation to key industries, public health, food security and safety, and sustainability of local communities.

Veterinary professionals, animal owners, producers and stakeholders have a solid understanding of the general overall value of veterinary medicine to animal health and welfare, public health and society. The economic impact of the sector however had not been examined previously.

The project was carried out in fall 2021, with the report finalized on Dec. 23, 2021. The report will be a useful tool in ongoing communications between ABVMA and various stakeholders. For more details and a summary of the report's findings, see the feature article: Economic impact of the veterinary profession in Alberta, located on page 14.

Embracing diversity in the workplace – ABVMA's approach

Jocelyn Forseille, DVM,
Assistant Registrar, ABVMA

IN APRIL 2021, ABVMA COUNCIL approved an Equity, Diversity and Inclusion (EDI) Task Force to make recommendations to Council to guide future activities around EDI within the association. Arising from the work of the Task Force and Council, ABVMA has adopted an EDI statement and strategy.

The EDI Statement

The Alberta Veterinary Medical Association (ABVMA) is committed to equity, diversity and inclusion across gender identity, ethnicity, religion, age, neurodiversity, physical or mental ability and sexual orientation. The ABVMA membership is multicultural and we value multiple approaches and different points of view in a safe, positive and collaborative environment.

The EDI Strategy

1. Develop educational materials regarding land acknowledgements for ABVMA members
2. Increase awareness of the use of pronouns as an inclusive activity
3. Increase member awareness of EDI issues
4. Increase diversity in ABVMA communication materials
5. Continue to reinforce that the organization is acting in an equitable fashion
6. Develop a clearer understanding of who our members are

An EDI Advisory Group has been established to progress the strategy and articulate further actions. The advisory group will provide advice to ABVMA Management and Council on:

- matters relating to diversity and inclusion of all ABVMA members, veterinary practices and teams

- emerging equity or diversity issues and trends arising in the veterinary community including client interactions
- initiatives to combat racism and acts of prejudice in the veterinary community, and
- consideration of the Calls to Action of the Truth and Reconciliation Commission in formulating policies and initiatives.

The end goal is to help veterinary workplaces provide safe, healthy, inclusive environments where individual differences aren't just tolerated but recognized and valued.

WHEN WE LISTEN AND CELEBRATE WHAT IS BOTH COMMON AND DIFFERENT, WE BECOME WISER, MORE INCLUSIVE AND BETTER AS AN ORGANIZATION.

– PAT WADORS



ABVMA Office

Virtual Business

ABVMA staff continued to work remotely throughout the majority of 2021, however staff did attend the office in person to provide continuity of service. ABVMA staff returned to the office in January 2022.

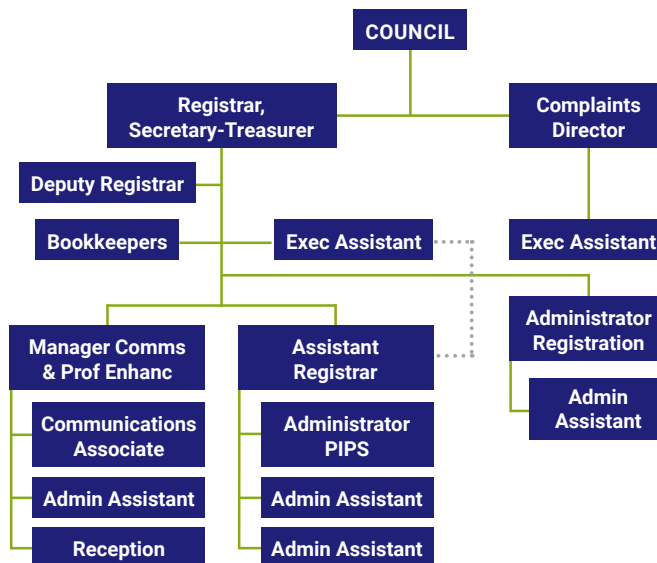
ABVMA Staff

The ABVMA office staff continues to grow in numbers as our membership and workload also continue to increase. There are currently two staff working in Registration, three staff in Practice Inspection and Practice Standards (PIPS) and two staff in Communications and Professional Enhancement. The ABVMA also employs one receptionist and two executive assistants. In addition, two contract bookkeepers attend at the office three mornings a week to fulfill bookkeeping and accounting duties.

ABVMA Organizational Chart

The ABVMA office is broken into six key areas:

- Office of the Registrar
- Complaints and Discipline
- Registration
- PIPS and Radiation
- Communications and Professional Enhancement
- Bookkeeping



Office of the Registrar

The office of the Registrar attends to the regulatory functions of the association and supports Council, and the ABVMA Executive (Registrar, Deputy Registrar and Assistant Registrar).

Complaints and Discipline

Complaints and Discipline manages the discipline process as set out in legislation and provides the process for receipt of complaints and administration of the discipline process.

Registration

Registration manages the registration of all ABVMA members, including veterinarians, veterinary technologists and student members.

PIPS and Radiation

PIPS and Radiation staff attend to the certification and inspection of veterinary practice entities, permit holders and administers the government's radiation program.

Communications and Professional Enhancement

Communications and Professional Enhancement attends to communications with members and the public, classified and display advertising, and the delivery of ABVMA continuing education (event planning and registration).

Staff as of Dec. 31, 2021

- Darrell Dalton, DVM, Registrar
- Phil Buote, DVM, Complaints Director and Deputy Registrar
- Jocelyn Forseille, DVM, Assistant Registrar
- Kathy Naum, Manager – Communications and Professional Enhancement

- Lisa Barry, Executive Assistant – Discipline
- Bookkeeping – provided by Preferred Client Services
- Kim Cardinal, Executive Assistant – Regulatory
- Monica Clair, RVT, Administrator – PIPS
- Mandi Duggan, Administrative Assistant – Communications and Professional Enhancement
- Terri Johnson, RVT, Administrative Assistant – PIPS
- Margaret Massey, RVT, Administrator – Registration
- Sarah Munn, Communications Associate – Communications and Professional Enhancement
- Tina Skare, RVT, Administrative Assistant – PIPS
- Sandra Ward, Administrative Assistant – Registration
- Lee Anne Winter, Receptionist



2021 ABVMA Staff

From left to right

Top row: Dr. Jocelyn Forseille, Dr. Darrell Dalton, Dr. Phil Buote, Kathy Naum

Bottom row: Lisa Barry, Monica Clair, RVT, Mandi Duggan, Margaret Massey, RVT, Sarah Munn, Tina Skare, RVT, Sandra Ward, Lee Anne Winter

Not pictured: Kim Cardinal, Terri Johnson, RVT





Dr. Richard Starke
In recognition of 35 years of service as a registered veterinarian,
Edmonton, Alberta | February 2018

MILESTONES

Each year, the ABVMA recognizes the excellence and long service of members with the presentation of **ABVMA recognition and service awards**. A summary of the awards is outlined below. For full bios on the major award recipients, visit: abvma.ca > ADS/CE/LIBRARY > 2021 Members' Magazine May/June

Celebrating Excellence

2020 ABVMA Awards Presented in 2021

Presented virtually at the Awards Recognition Ceremony on Feb. 27, 2021



ABVMA Veterinarian of the Year

This award is presented to a veterinarian member who has made an outstanding contribution to veterinary medicine or veterinary science.

2020 RECIPIENT

Dr. Leighton Coma

WCVM 2009



ABVMA Meritorious Service Award

This award is presented in recognition of outstanding service to the ABVMA.

2020 RECIPIENT

Dr. Nick Nation

WCVM 1974



ABVMA Young Veterinarian of the Year Award

This award is presented a new member (graduated within the last five years) who has shown enthusiasm for veterinary medicine and demonstrated leadership in the profession, particularly within the ABVMA.

2020 RECIPIENT

Dr. Jessica Law

UCVM 2015



ABVMA Veterinary Technologist of the Year Award

This award is presented to a veterinary technologist who has made an outstanding contribution to veterinary medicine or veterinary science.

2020 RECIPIENT

Jessica Benoit, RVT

NAIT 2010



ABMA Communications Award

This award is presented to a member, or a group of members, in recognition of their efforts to enhance the image of the veterinary profession.

2020 RECIPIENT

Dr. Kathy Keil

OVC 1997



ABMA Outstanding Mentor – Individual Award

This award is presented to a member for demonstration of individual characteristics of mentorship by a single individual who has large impact on the career of another or others. This award was created to recognize excellence in mentorship.

2020 RECIPIENT

Dr. Craig Hellquist

WCVM 1989



ABMA Outstanding Mentor – Practice Award

This award is presented to a practice, or a group of practices, in recognition of creating an environment of mentorship that helped to launch the career of a young practitioner or practitioners.

2020 RECIPIENT

Central Veterinary Clinic

Long Service and Volunteer Recognition Awards

In addition to these awards, the ABVMA recognizes ABVMA members (both veterinarians and technologists) for service as registered members of the association in 35-year and 50-year categories. In 2021, seven 35-year veterinarian members, five 35-year veterinary technologist members (presented in partnership with the ABVTA) and two 50-year veterinarian member awards were presented. The full list of 35- and 50-year members is printed in the ABVMA's Annual Directory, available at: abvma.ca > ADS/CE/ LIBRARY > 2021 ABVMA Member Directory.

ABVMA also acknowledges the critical role volunteers play in the success of the association. Sixteen committee volunteer recognition awards were presented in 2021, made up of both veterinarians and veterinary technologists.

The ABVMA proudly partners with the ABVTA to host this event each February. The ABVTA also presented five major awards: the ABVTA Appreciation Award (presented to two recipients), the ABVTA Meritorious Service Award (presented to two recipients) and the ABVTA Lucille Landals Emerging Leaders Award.

35
YEAR **Veterinarian**
Members



50
YEAR **Veterinarian**
Members



35
YEAR **Veterinary**
Technologist
Members



FINANCIAL REPORTS



Independent Auditor's Report

To the Members of Alberta Veterinary Medical Association

Opinion

We have audited the financial statements of Alberta Veterinary Medical Association (the Association), which comprise the statement of financial position as at Oct. 31, 2021, and the statements of changes in members' equity, operations and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at Oct. 31, 2021, and the results of its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other

ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud

is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the

audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements,

including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Kingston Ross Pasmak LLP

Kingston Ross Pasmak LLP

Chartered Professional Accountants



Statement of Financial Position

YEAR ENDED OCTOBER 31, 2021

	2021	2020
ASSETS		
CURRENT		
Cash	\$ 594,865	\$ 520,454
Accounts receivable (Note 3)	413,222	444,522
Goods and Services Tax recoverable	13,560	16,783
Investments due within one year (Note 6)	303,161	445,822
Prepaid expenses	86,401	70,209
	1,411,209	1,497,790
OTHER ACCOUNTS RECEIVABLES (Note 3)	277,137	51,647
PROPERTY AND EQUIPMENT (Note 4)	85,853	107,197
INTANGIBLE ASSETS (Note 5)	51,836	64,458
INVESTMENTS (Note 6)	1,479,497	1,217,658
	\$ 3,305,532	\$ 2,938,750
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 7)	\$ 313,495	\$ 411,664
Deferred project revenue (Note 8)	41,791	175,871
Deferred operating revenue (Note 9)	782,501	666,654
	1,137,787	1,254,189
COMMITMENTS (Note 10)		
MEMBERS' EQUITY		
Unappropriated members' deficit	(259,867)	(227,713)
Operating reserve	2,072,177	1,744,921
Program reserve	250,000	-
Professional wellness reserve	(32,254)	(4,302)
Investment in property and equipment	85,853	107,197
Investment in intangible assets	51,836	64,458
	2,167,745	1,684,561
	\$ 3,305,532	\$ 2,938,750

ON BEHALF OF THE BOARD



Director



Director

Dr. Darrell Dalton

Dr. Daren Mandrusiak

See notes to financial statements.

Statement of Changes in Members' Equity

YEAR ENDED OCTOBER 31, 2021

	Unappropriated Members	Operating Reserve	Program Reserve	Professional Wellness Reserve	Investment in Property and Equipment	Investment in Intangible Assets	2021	2020
BALANCE Beginning of year	\$ (227,713)	\$ 1,744,921	-	\$ (4,302)	\$ 107,197	\$ 64,458	\$ 1,684,561	\$ 1,409,620
Excess of revenues over expenses	508,963	-	38,058	(27,952)	(23,263)	(12,622)	483,184	274,941
Investment in property and equipment	(1,919)	-	-	-	1,919	-	-	-
Transfer between reserves	(539,198)	327,256	211,942	-	-	-	-	-
BALANCE End of year	\$ (259,867)	\$ 2,072,177	\$ 250,000	\$ (32,254)	\$ 85,853	\$ 51,836	\$ 2,167,745	\$ 1,684,561

See notes to financial statements.

Statement of Operations

YEAR ENDED OCTOBER 31, 2021

	2021 (Budget - unaudited)	2021	2020
REVENUES			
Registration			
Veterinarian registration	\$ 2,822,975	\$ 3,012,872	\$ 3,050,785
Veterinary technologist registration	382,850	418,108	406,406
Permits to practice for a corporation	88,540	91,197	93,473
Administrative fees (Note 14)	67,600	87,345	76,849
Professional wellness			
General	-	25,905	23,892
Other revenue			
Discipline and complaints program	142,500	413,389	356,608
Program activity (Schedule 1)	50,000	349,239	323,458
Communications - newsletter/magazine/roster	197,600	311,728	250,385
Practice inspections	204,184	270,200	197,207
Investment interest	37,050	37,910	48,937
Alberta Veterinary Surveillance Network Program	-	-	5,392
	\$ 3,993,299	\$ 5,017,893	\$ 4,833,392

See notes to financial statements.

Statement of Operations *(continued)*

YEAR ENDED OCTOBER 31, 2021

	2021 (Budget - unaudited)	2021	2020
EXPENSES			
Governance			
Council and other committee meetings	30,000	152,034	141,014
Leadership weekend	15,000	116,152	199,671
Representation/delegation	75,000	68,712	102,589
Communications			
Publication and website	191,800	210,501	190,759
Public relations and awards	5,000	18,537	26,115
Student programs	11,000	17,462	12,303
Administration			
Wages and benefits	1,129,900	1,164,835	1,135,466
Office operations (including amortization)	935,095	1,018,520	987,207
Office rent	174,625	165,186	164,531
Credit cards	125,000	135,000	116,000
Bad debts (Note 3)	-	102,315	267,009
Professional services	31,500	30,500	55,750
General legal fees	30,000	27,476	30,208
Postage and courier	14,000	21,135	10,902
Other expenses			
Discipline and complaints program	477,500	596,334	525,226
Program activity (Schedule 1)	35,000	387,297	299,120
Practice inspection	202,200	207,287	203,057
Professional wellness	48,000	53,857	52,601
Triplicate prescription program	35,000	34,000	34,000
Continuing education	-	7,569	-
Alberta Veterinary Surveillance Network Program	-	-	6,333
Loss on disposal of assets	-	-	175
Changes in unrealized fair value of investments	-	-	(1,585)
	3,565,620	4,534,709	4,558,451
EXCESS OF REVENUES OVER EXPENSES	\$ 427,679	\$ 483,184	\$ 274,941

See notes to financial statements.

Statement of Cash Flow

YEAR ENDED OCTOBER 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 483,184	\$ 274,941
Items not affecting cash:		
Changes in unrealized fair value of investments	-	(1,585)
Depreciation and amortization	35,886	27,413
Loss on disposal of asset	-	175
	519,070	300,944
Changes in non-cash working capital:		
Accounts receivable	(194,189)	89,180
Prepaid expenses	(16,192)	(2,959)
Accounts payable and accrued liabilities	(69,543)	(299,986)
Wages payable	(25,403)	15,979
Deferred project revenue	(134,082)	(41,574)
Deferred operating revenue	115,847	54,201
	(323,562)	(185,159)
Cash flow from operating activities	195,508	115,785
INVESTING ACTIVITIES		
Purchase of property and equipment	(1,919)	(96,069)
Redemption of investments	445,822	321,297
Purchase of investments	(565,000)	(455,000)
Cash flow used by investing activities	(121,097)	(229,772)
INCREASE (DECREASE) IN CASH	74,411	(113,987)
CASH - BEGINNING OF YEAR	520,454	634,441
CASH - END OF YEAR	\$ 594,865	\$ 520,454
CASH CONSISTS OF:		
Bank accounts	\$ 390,906	\$ 458,702
Outstanding cheques	(78,029)	(103,713)
Outstanding deposits	3,925	2,188
Investment cash and savings accounts	278,063	163,277
	\$ 594,865	\$ 520,454

See notes to financial statements.

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

1. PURPOSE OF THE ASSOCIATION

The Alberta Veterinary Medical Association (the "Association") is the professional regulatory organization responsible for regulating the practice of veterinary medicine in the province of Alberta. All veterinarians and veterinary technologists practicing veterinary medicine in Alberta must be registered with the Association. The Association serves the public through self governance in accordance with the *Veterinary Professional Act*. This includes registration, a discipline and complaints process, practice inspection and the setting and maintenance of high levels of practice standards. The Association is a not-for-profit medical organization under the *Canadian Income Tax Act* and, as such, is not subject to income tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. Significant accounting policies observed in the preparation of the financial statements are summarized below.

Revenue recognition

Alberta Veterinary Medical Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when

received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Registration dues are invoiced by the Association to its members on a calendar-year basis and are recorded as income on a straight-line basis over the 12-month period to which they relate.

Other income is unrestricted and is recognized in the period earned.

Cash and cash equivalents

Cash and cash equivalents consist of cash on deposit less cheques issued and outstanding plus highly liquid short-term investments. Included in cash is \$82,625 (2020 - \$69,462) related to the Radiation Protection Program.

Property and equipment

Property and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Leasehold improvements
5 years straight-line method

Furniture and fixtures
20% declining balance method

In the year of purchase, amortization on property and equipment is taken at one half of the normal amount.

Property and equipment acquired during the year are not amortized until they are available for use.

Intangible assets

Intangible assets are comprised of assets that lack physical substance, stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a straight-line basis at the following rates:

Database 10 years

In the year of acquisition, amortization on intangible assets is pro-rated based on the acquisition date.

Investment

The Association's investment Tails of Help, of which it owns 33% of the outstanding voting shares, is accounted for by the cost method (as detailed in Note 13).

Financial instruments

Financial assets and financial liabilities, are initially measured at fair value unless otherwise noted, the Association subsequently measures its financial instruments at amortized cost.

Investments consist of guaranteed investments certificates and are measured at cost plus accrued interest with any changes recorded in the statement of operations.

Use of estimates

The preparation of financial statements, in conformity with Canadian accounting standards for not-for-profit organizations,

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Due to the inherent uncertainty involved in making such estimates, actual results could differ from these estimates. Significant areas that require the use of management's estimates includes the collectibility of accounts receivable, the useful lives of property and equipment and intangible assets and the corresponding rates of amortization, the amount of accrued liabilities, allocated expenses and the amount of revenue to be deferred and recognized.

Members' equity

The Association relies mainly on the members' registration dues to finance its operations. The funds available are allocated to the various programs based on the priorities identified by the Council. The objective is to set aside at least 45% of the gross revenue less non recurring programs to members' equity.

The members' equity of the Association consist of the unappropriated members' deficit, equity in property and equipment, intangible assets, and operating, program and professional wellness reserves.

Transfers from unappropriated members and the program reserve consist of \$289,198 and \$38,058, respectively, for a total of \$327,256 to

the operating reserve for the purpose outlined in the Association's objective above.

Statement of Cash Flow

The Association is using the indirect method in its presentation of the Statement of Cash Flow.

Allocated expenditures

Expenditures which benefit more than one program of the Association are allocated among the functions. Salaries and benefits are allocated among programs based on hours spent. All other operating expenses are allocated among programs in accordance to the nature of each expenditure. General support expenses classified under "Administration" on the Statement of Operations are not allocated.

3. CURRENT AND OTHER ACCOUNTS RECEIVABLES

	2021	2020
Current portion accounts receivable		
Discipline and complaints program	\$ 355,422	\$ 388,794
Professional wellness	251,502	153,779
Trade accounts receivable	49,467	42,106
Allowance for doubtful accounts - Professional wellness	(35,297)	(34,600)
Allowance for doubtful accounts - Discipline and complaints program	(207,872)	(105,557)
Current accounts receivable	413,222	444,522
Long-term portion accounts receivable		
Discipline and complaints program	277,137	-
Professional wellness	-	51,647
Other accounts receivable	277,137	51,647
	\$ 690,359	\$ 496,169

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

Discipline and complaints program receivables are non-interest bearing and have varied repayment terms set by the Hearing Tribunal. The tribunal will provide direction to the members for a schedule of payment.

During the year, the Association recorded bad debt expense of \$102,315 (2020 - \$232,409)

relating to uncollectible amounts for the discipline and complaints program.

Professional wellness receivables are non-interest bearing and have no fixed repayment terms. The Association negotiates repayment terms with the individual members.

During the year, the Association recorded bad debt expense of \$nil (2020 - \$34,600) relating to uncollectible amounts for professional wellness.

4. PROPERTY AND EQUIPMENT

	COST		ACCUMULATED AMORTIZATION	2021 NET BOOK VALUE	2020 NET BOOK VALUE
Leasehold improvements	\$	126,410	\$ 69,291	\$ 57,119	\$ 73,439
Furniture and fixtures		165,298	136,564	28,734	33,758
	\$	291,708	\$ 205,855	\$ 85,853	\$ 107,197

Amortization provided for in the current year totalled \$23,263 (2020 - \$14,791).

5. INTANGIBLE ASSETS

	COST		ACCUMULATED AMORTIZATION	2021 NET BOOK VALUE	2020 NET BOOK VALUE
Database	\$	126,216	\$ 74,380	\$ 51,836	\$ 64,458
Website		67,551	67,551	-	-
	\$	193,767	\$ 141,931	\$ 51,836	\$ 64,458

Amortization provided for in the current year totalled \$12,622 (2020 - \$12,622).

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

6. INVESTMENTS

	2021	2020
\$100,000, 2.50% Laurentian Bank Guaranteed Investment Certificate due January 4, 2022	\$ 102,062	\$ 102,062
\$100,000, 3.05% SBI Canada Bank Guaranteed Investment Certificate due August 2, 2022	100,744	100,744
\$50,000, 3.02% Versabank Guaranteed Investment Certificate due August 8, 2022	50,343	50,343
\$50,000, 3.10% B2B Bank Guaranteed Investment Certificate due October 25, 2022	50,012	50,012
\$100,000, 2.80% Canadian Tire Bank Guaranteed Investment Certificate due March 1, 2023	101,864	101,864
\$100,000, 2.80% Peoples Trust Guaranteed Investment Certificate due March 1, 2023	101,864	101,864
\$50,000, 2.36% Versabank Guaranteed Investment Certificate due April 3, 2023	50,682	50,682
\$50,000, 2.20% General Bank of Canada Guaranteed Investment Certificate due August 14, 2023	50,238	50,238
\$50,000, 2.31% General Bank of Canada Guaranteed Investment Certificate due August 12, 2024	50,250	50,250
\$50,000, 2.30% PC Bank Guaranteed Investment Certificate due August 27, 2024	100,403	100,403
\$100,000, 2.39% Duo Bank Canada Guaranteed Investment Certificate due December 23, 2024	102,043	102,043
\$60,000, 2.37% Manulife Trust Guaranteed Investment Certificate due December 23, 2024	61,216	61,216
\$75,000, 1.85% CDN Western Bank Guaranteed Investment Certificate due June 23, 2025	75,490	75,490
\$60,000, 1.50% CDN Western Bank Guaranteed Investment Certificate due July 7, 2025	60,284	60,284
\$25,000, 1.10% CDN Western Bank Guaranteed Investment Certificate due August 7, 2025	25,063	25,063
\$35,000, 1.10% CDN Western Bank Guaranteed Investment Certificate due August 7, 2025	35,089	35,089
\$100,000, 1.36% Equitable Bank Guaranteed Investment Certificate due October 27, 2025	100,011	100,011
\$40,000, 1.46% Home Trust Company Guaranteed Investment Certificate due December 22, 2025	40,000	-
\$100,000, 1.19% LBC Trust Guaranteed Investment Certificate due December 22, 2025	100,000	-
\$100,000, 1.72% ICICI Bank Canada Guaranteed Investment Certificate due March 26, 2026	100,000	-
\$65,000, 1.50% Manulife Bank Guaranteed Investment Certificate due March 26, 2021	65,000	-
\$100,000, 1.78% Home Equity Bank Guaranteed Investment Certificate due June 11, 2026	100,000	-
\$60,000, 1.90% Home Trust Company Guaranteed Investment Certificate due July 27, 2026	60,000	-
\$100,000, 1.78% KEB Hana Bank Canada Guaranteed Investment Certificate due August 4, 2026	100,000	-
\$40,000, 1.91% Home Trust Company Investment Certificate redeemed during the year	-	40,655

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

	2021	2020
\$100,000, 1.80% Montreal Trust Company Guaranteed Investment Certificate redeemed during the year	-	101,539
\$40,000, 2.71% B2B Bank Guaranteed Investment Certificate redeemed during the year	-	40,686
\$100,000, 2.73% ICICI Bank Canada Guaranteed Investment Certificate redeemed during the year	-	101,728
\$100,000, 2.05% HomeEquity Bank Guaranteed Investment Certificate redeemed during the year	-	100,820
\$60,000, 2.05% Home Trust Company Guaranteed Investment Certificate redeemed during the year	-	60,394
	1,782,658	1,663,480
Investments maturing within one year	(303,161)	(445,822)
	\$ 1,479,497	\$ 1,217,658

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2021	2020
Accounts payable and accrued liabilities	\$ 287,500	\$ 346,670
Wages payable	22,048	60,021
Credit card payable	3,947	4,973
	\$ 313,495	\$ 411,664

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

8. DEFERRED PROJECT REVENUE

Deferred project revenue consists of funds received that are restricted for specific purposes or related to future periods, as follows:

	2021	2020
Radiation Protection Program	\$ 28,876	\$ 28,876
John Waters Workshop	12,915	12,915
Workforce Labour Study	-	76,288
Antimicrobial Stewardship Communication Project	-	57,792
	\$ 41,791	\$ 175,871

Workforce Labour Study, Antimicrobial Stewardship Communication Project and John Waters Workshop deferred revenue consists of funds received that are restricted for specific purposes, while Radiation Protection Program deferred revenue consists of funds received for registration and renewal fees related to a future period.

Refer to Schedule 1 for Program Activity.

9. DEFERRED OPERATING REVENUE

Deferred operating revenue consists of funds received for registration dues relating to a future period, as follows:

	2021	2020
Veterinary registration	\$ 541,939	\$ 446,527
Practice inspection renewals	104,687	124,957
Veterinary technologist registration	78,662	79,289
Alberta Veterinary Technologist Association (ABVTA) student members	39,117	-
Permits to practice for a corporation	18,096	15,881
	\$ 782,501	\$ 666,654

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

10. COMMITMENTS

The Association leases premises under a long-term lease that expires on July 31, 2024. Under the lease, the Association is required to pay a base rent of \$157,320 for the first five-year term and \$165,186 for the second five-year term. In addition to the above base rent, the Association must pay for its proportionate share of operating costs, utilities, property taxes, maintenance and other related costs for the leased premises. Future minimum lease payments as at year end are as follows:

2022	\$	292,034
2023		292,034
2024		219,025
	\$	803,093

The Association also has long-term lease with respect to its equipment. The leases contain renewal options and provide for maintenance costs. Future minimum lease payments as at year end are as follows:

2022	\$	95,891
2023		95,891
2024		82,507
2025		15,588
2026		9,093
	\$	298,970

The Association has committed to annually contribute \$3,000 to the Students of the Canadian Veterinary Medical Association Symposium to support a student member of the Association.

11. BUDGET

The Council approved the 2021 budget on Sept. 1, 2020.

12. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments. The following analysis provides information about the Association's risk exposure and concentration as of Oct. 31, 2021. Unless otherwise noted, the Association's risk exposure has not changed from the prior year.

(a) Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from members, and the maximum exposure to this risk is the carrying value of accounts receivable on the balance sheet. The Association has three members that account for 80% (2020 - three members that account for 70%) of the discipline receivables, three members that account for 97% (2020 - four members that account for 99%) of the wellness receivables and two customers that account for 53% (2020 - four customers that account for 50%) of the trade accounts receivable balance as Oct.31, 2021.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations

associated with financial liabilities. Cash flow from operations provides a substantial portion of the Association's cash requirements.

(c) Market risk

The Association is exposed to fluctuations in the market price of its investments. This risk is managed by the Association's investment policies, which prescribe limitations regarding the type of investments.

(d) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Association is exposed to interest rate risk primarily through its guaranteed investment certificates and the amount of interest earned on term deposits.

(e) Cash management

When the Association receives a cash inflow from operations, the funds are deposited in an interest-bearing savings account. As funds are required for operational purposes, they are transferred from the savings account to an operating bank account. Provided the Association maintains a minimum balance in the savings account of at least \$125,000, it incurs reduced bank fees associated with its banking services.

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2021

13. TAILS OF HELP

Tails of Help was incorporated on March 25, 2013, as a charitable foundation aiming to provide funding for veterinary treatment and education to individuals with low income or with qualified financial need. The Association holds 100 of the 300 shares in issue at a nominal value.

During the year, the Association has earned \$6,000 (2020 - \$6,000) for providing administrative support services to Tails of Help. As at Oct. 31, 2021, included in trade accounts receivable was \$518 (2020 - \$500) due from Tails of Help.

The above transactions are in the normal course of operations and are measured at

the exchange amount, which is the amount of consideration established and agreed to by the related parties.

14. COVID-19

The Coronavirus Disease 2019, or COVID-19, has spread across the globe and continues to impact worldwide economic activity. This global pandemic poses the risk that the Association or its clients, employees, contractors, suppliers and other partners may experience periodic interruptions to their regular business activities. While it is not possible at this time to estimate the impact that COVID-19 will have on the Association's business in the coming fiscal year, the continued spread of COVID-19

and the measures taken by the federal, provincial and municipal governments to contain its impact could adversely impact the Association's business, financial condition and/or the results of its operations. The extent to which the COVID-19 outbreak will continue to impact the Association's results will depend on future developments that are highly uncertain and cannot be predicted at this time.

15. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

Program Activity SCHEDULE 1

YEAR ENDED OCTOBER 31, 2021

	CanWest	Antimicro. Stewardship Comm. Project	Radiation Protection Program	John Waters Workshop	Workforce Labour Study	Total 2021	Total 2020
Opening deferred revenue	\$ -	\$ 57,792	\$ 28,875	\$ 12,915	\$ 76,289	\$ 175,871	\$ 217,446
Add: Program funding received	161,303	5,496	48,360	-	-	215,159	281,883
Less: Revenue recognized	(161,303)	(63,288)	(48,359)	-	(76,289)	(349,239)	(323,458)
Ending deferred revenue	\$ -	\$ -	\$ 28,876	\$ 12,915	\$ -	\$ 41,791	\$ 175,871
Expenses	\$ 172,457	\$ 102,721	\$ 35,196	\$ -	\$ 76,923	\$ 387,297	\$ 299,120

Non-Restricted Revenues and Expenditures SCHEDULE 2

YEAR ENDED OCTOBER 31, 2021

	2021 Performance	2021 Budget (Unaudited)	Performance as % of Budget	2022 Budget (Unaudited)
REVENUE				
Registration	\$ 3,609,522	\$ 3,361,965	107.36%	\$ 3,727,114
Communication	311,728	197,600	157.76%	317,000
Practice inspection	270,200	204,184	132.33%	227,450
Professional wellness	25,905	-	0.00%	-
Discipline/complaints program	413,389	142,500	290.10%	200,000
Investment interest	37,910	37,050	102.32%	42,000
TOTAL REVENUE	\$ 4,668,654	\$ 3,943,299	118.39%	\$ 4,513,564
EXPENSES				
Governance	\$ 336,895	\$ 120,000	280.75%	\$ 632,000
Communications	246,500	207,800	118.62%	286,080
Administration	2,664,969	2,440,120	109.21%	2,671,064
Practice inspection	207,287	202,220	102.51%	231,130
Professional wellness	53,857	48,000	112.20%	55,250
Discipline/complaints program	596,334	477,500	124.89%	565,250
Triplicate prescription program	34,000	35,000	97.14%	35,000
Other	(1,410)	0	0.00%	-
TOTAL EXPENSES	\$ 4,146,002	\$ 3,530,640	117.43%	\$ 4,475,774

Schedule of CanWest Conference Revenues and Expenses SCHEDULE 3

YEAR ENDED OCTOBER 31, 2021

	2021	2020
REVENUE		
Registration	\$ 81,906	\$ 71,244
Sponsorships - other	44,706	41,076
Sponsorships - booths	34,690	20,062
	\$ 161,302	\$ 132,382
EXPENSES		
Administration	\$ 121,401	\$ 65,172
Speakers	38,847	33,015
Promotions and printing	7,345	4,162
Entertainment	4,000	-
Food and beverage	452	-
Staff	411	410
Audio and visual	-	18,500
	\$ 172,457	\$ 121,259
(DEFICIENCY) EXCESS OF REVENUES OVER EXPENSES	\$ (11,155)	\$ 11,123





Healthy animals and people in a healthy environment

Canadian Veterinary Oath

As a member of the veterinary medical profession, I solemnly swear that I will use my scientific knowledge and skills for the benefit of society.

I will strive to promote animal health and welfare, prevent and relieve animal suffering, protect the health of the public and environment, and advance comparative medical knowledge.

I will perform my professional duties conscientiously, with dignity, and in keeping with the principles of veterinary medical ethics.

I will strive continuously to improve my professional knowledge and competence and to maintain the highest professional and ethical standards for myself and the profession.

Alberta Veterinary Medical Association

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