



2018 Annual Report





Table of Contents

| | |
|--|--------------|
| President’s Message | 4-5 |
| Registrar’s Message | 6-7 |
| 2018 ABVMA Council | 8 |
| Public Members’ Message | 9 |
| Association Report | 10-52 |
| Governance..... | 10-11 |
| Government Relations | 12-13 |
| Health Canada Regulation and Policy Changes..... | 14-15 |
| Complaints and Discipline | 16-23 |
| 2018 ABVMA Leadership Weekend..... | 24-25 |
| Registration Day | 26 |
| Member Statistics | 29-31 |
| Practice Inspection and Practice Standards (PIPS) Committee | 32 |
| Member Wellness Program..... | 33 |
| Advisory Committees..... | 34-35 |
| Collage..... | 36-37 |
| Continuing Education - CanWest..... | 38-39 |
| Communications | 40-42 |
| Projects..... | 43 |
| Provincial and National Affiliations..... | 44-49 |
| Building the Profession | 50-54 |
| Independent Auditor’s Report | 55-70 |

President's Message

2018 — A YEAR IN REVIEW



Kim Romanufa, DVM

President – Alberta Veterinary
Medical Association

ABVMA COUNCIL AND STAFF HAVE

been busy since our last Annual General Meeting (AGM). Our first course of action was to assess and revise our strategic plan at the April Council meeting.

The 2018 strategic planning session included a values workshop. Values define how the association and those representing it are expected to conduct themselves. These values support the work undertaken through our strategic priorities. Council approved the following core values:

- **Professionalism**
- **Integrity**
- **Leadership**
- **Inclusivity**
- **Respect**

There were also some small adjustments made to our strategic priorities, a result of Bill 31 and feedback from our membership. Our updated strategic priorities for 2018 were:

1. Prepare Alberta veterinarians, registered veterinary technologists and veterinary teams for increased veterinary oversight of antimicrobials
2. Provide leadership in animal welfare
3. Enhance the public's affinity to the veterinary profession
4. Members feel supported by the ABVMA
5. ABVMA is recognized as an important stakeholder by Alberta Government ministries

To support strategic priorities one and four, a comprehensive communication strategy around antimicrobial use and the Dec. 1, 2018, changes to Health Canada policies and regulations was designed and implemented. This plan included a poster for veterinary reception areas, seminars, regular updates in our E-News and *Members' Magazine* and the development of a PowerPoint presentation

used by our members to talk to producer groups and clients.

Two significant activities included a series of regional meetings where the new regulations were discussed, as well as their impact on our membership and the ABVMA. In addition the ABVMA produced the *Prescribing and Dispensing Handbook*, released February 2018. This handbook was developed after extensive consultation with our membership, and includes the ABVMA Guidelines as well as examples for clarification. The handbook has been so well received that an updated second edition was released in September 2018 and is available in hard copy or digital form.

As part of strategic direction two, the ABVMA has developed two resolutions that will be presented at the 2019 AGM. Resolution 19-I deals with mandatory reporting. If passed, this resolution will require all ABVMA members to report cases of animal abuse, as well as take appropriate action including reporting of cases of animal neglect. Resolution 19-II addresses non-essential surgeries. If passed, this resolution will prohibit ABVMA members from performing any non-therapeutic unnecessary medical or surgical procedure.

As part of our strategic direction three, the ABVMA conducted a market research survey in five demographic groups (pet owning public, ABVMA members, humane societies, rescue groups and large animal owners). There were no real surprises or red flags. Rescue groups cited cost as an issue, however, cost did not appear to be a major factor for the other groups — in fact, cost actually appeared to be a larger issue for veterinarians and registered veterinary technologists than for pet owners. Survey results will be released to the ABVMA membership through a series of articles in the 2019 *Members' Magazines*.

As part of our new strategic direction five, the ABVMA hired an advocate to help create a framework in which to deal with the different government ministries. As a result of her work, the ABVMA has had significant input to the development of regulations for Bill 31 that impact the *Veterinary Profession Act* (VPA). The advocacy work underway this year has also opened up communication with the Ministry of Advanced Education to stress the shortage of veterinarians in rural Alberta in hopes of increasing funding to veterinary education. Finally, the ABVMA has been a key stakeholder at government

round table discussions regarding the implementation of the changes to antimicrobial usage.

A mail-in vote to approve our updated ABVMA Bylaws took place in November/December 2018. The association has also been working on updating our PIPS Bylaw. A draft version has been prepared and posted on the member portal for feedback. The PIPS Bylaw will be the subject for discussion at this year's post-AGM forum.

Although it has been a very busy year, seeing the progress of our association has been very rewarding. Thank you for the opportunity to represent the ABVMA over the past year.



Registrar's Message



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

THE PASSAGE OF BILL 31 IN

December of 2017 was the spark for many events that occurred for the ABVMA in 2018. Early in the year, discussions started with the Ministry of Labour to begin developing a regulation for the bill. Government relations became a topic of importance for the strategic planning session of Council, and was subsequently added as a strategic direction. This led to the contracting of a government relations advocate, which resulted in greatly increased interactions with the provincial government for the rest of the year. Combined with changes to regulations and policies at the federal level, the oversight of veterinary antimicrobials also stimulated increased interactions with the Ministry of Agriculture and Forestry. Questions arose regarding the profession's ability to provide veterinary services to the food production sector, as well as a general demand for more veterinarians and technologists to be available in the province. This has led us to discussions with the educational institutes regarding enrollment numbers. We also have gained the attention of the Minister of Advanced Education in this regard.

However, the entire year was not spent solely on government relations. The Health Canada regulatory and policy changes

meant that we needed to inform our membership of the proposed changes and prepare members for the effects that could be expected in practice. Efforts similar to these were occurring across the entire country, and Alberta was no exception. We started with a five-city regional meeting road trip in April. A comprehensive antimicrobial use communications plan was developed early on and delivered throughout the year. This program will continue into 2019 with an expected shift of the message towards improved stewardship of veterinary antimicrobial use. Materials were sent to practices, and the first and second edition of the ABVMA *Prescribing and Dispensing Handbook* was developed and distributed.

Early in the year, a market research project commissioned by Council was concluded, and a brief summary of the results were presented to the membership at the Leadership Weekend. Council has decided that the full results will be released to the members through articles in the *Members' Magazine* throughout 2019. The results will show that our profession is well thought of and respected within the province, but that we still need to do some work to let people know what exactly we do.

The ABVMA continues to deliver first-class continuing education for the membership. In 2018, the ABVMA held the John Waters Zoonotic Diseases Workshop, the CanWest Veterinary Conference and the Veterinary Forensics Workshop. In addition, we delivered two mental health first aid workshops. Further details of these events are included in this report.

The association stays busy throughout the year. Make sure to read this report thoroughly to enlighten you of what your association does for you and on your behalf. We remain a strong association, and look forward to a successful 2019.





2018 ABVMA Council

BACK ROW (LEFT TO RIGHT):

Mr. Mick Howden, Dr. Keith Lehman, Dr. Pat Burrage,
Dr. Chris Belan, Mr. Jim Dobie, Ms. Darcie Steffler

MIDDLE ROW (LEFT TO RIGHT):

Dr. Darrell Dalton, Dr. Louis Kwantes, Ms. Andrea Edwards, Dr. Colleen Pratt,
Ms. Amanda Barker, Dr. Ingrid Hildebrandt, Dr. Doug Freeman

FRONT ROW (LEFT TO RIGHT):

Dr. Kirsten Aarbo, Dr. Margitta Dziwenka, Dr. Kim Romanufa,
Dr. Lisa Lomsnes, Dr. Karen Allen

MISSING FROM PHOTO:

Dr. Kathy Keil, Dr. Baljit Singh



Mr. Jim Dobie

Public Member



Mr. Mick Howden

Public Member

2018 Public Members' Message

MR. MICK HOWDEN JOINED COUNCIL

in 2018, serving as the second public member along with Mr. Jim Dobie. The ABVMA is legislated to have two public members sit on Council.

The year had several key issues that required significant time and effort from Council members. Many issues progressed to a satisfactory conclusion, while others continue to require additional thought and discussion before a resolution will be reached.

- **Bill 31** — in late 2017, the Government of Alberta introduced Bill 31: *A Better Deal for Businesses and Consumers Act*. As a self-regulated profession, the ABVMA reacted to the proposed changes and expressed their concerns with the changes. In 2018, much needed support was solicited from a professional stakeholder advocate, Ms. Pam Cholak. The added benefit of having Ms. Cholak's experience, advice and network of contacts, has greatly helped the ABVMA executive navigate the waters of the internal workings of the government's offices. The executive gained insights as to how to best represent our concerns while working

to understand how we could best work with government officials to understand what they are trying to achieve by including veterinarians in Bill 31. This work continues in 2019.

- **Antimicrobial usage** — Health Canada's directives regarding the future use and access of antimicrobials slated for Dec. 1, 2018, greatly impacts the responsibilities placed on the shoulders of veterinarians. This required significant focused effort and leadership by staff and Council to raise the awareness within the public and industry, as well as providing heightened education and background support to ABVMA membership for this challenging change management exercise.
- **CVMA membership** — the current ABVMA Council is a strong supporter of the Canadian Veterinary Medical Association (CVMA) and the work it does on behalf of the profession in Canada. In 2018, a review has been undertaken to determine if the current membership structure that each ABVMA member enjoys should continue or if some other model for membership should be considered. The work in this area continues.

As Council's Public Members (i.e. non-ABVMA members), we think it would be informative for us to share with you our impression of the work and approach displayed by your ABVMA elected representatives.

We think it is fair to say that, in every issue that Council addresses, the elected members take their responsibilities seriously and act with true professionalism and commitment, by both debating the issues thoroughly and then resolving to do what is best for the public and the profession. Our opinion is that current Council members have acted as excellent stewards of the profession.

Association Report

GOVERNANCE



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

ABVMA Bylaw Review

AS OUTLINED IN LAST YEAR'S ANNUAL report, an ABVMA Bylaw Review Task Force had been struck to review and update the ABVMA bylaws. The proposed bylaws were posted for the general membership to review, and an open forum was held to discuss and gather input into the bylaws following the 2018 Annual General Meeting (AGM). Further amendments to the bylaw were made by Council, and a final version was approved. This version went to the membership for a mail-in vote, and passed on Dec. 18, 2018. Approval of the bylaw will allow Council to hold an electronic vote in the future, which should make voting by members easier.

ABVMA PIPS Bylaw Review

An ABVMA PIPS Bylaw Review Task Force was struck to review and update the PIPS Bylaw. The proposed amendments are in front of membership for review and will be the topic of the post-AGM discussion in February 2019.

Strategic Planning

Each year, ABVMA Leadership Team holds a strategic planning session at the first meeting following the AGM. Council is joined by the chairpersons of the advisory committees for this session. The Vision and Mission of the ABVMA are reviewed and confirmed by the group, the previous strategic directions are evaluated for their current relevance and new directions are explored. The current five strategic directions are outlined in the President's Message on page 4.

The first four strategic directions are continued from the previous year, but the fifth strategic direction was new for 2018. Following the introduction and passage of Bill 31, it became evident that ABVMA needed to elevate our profile with the government to be seen as a valuable organization. Much work was done to accomplish this in 2018, and ABVMA has been making good progress. Staff and Council representatives have attended numerous meetings with the Minister of Labour; the Deputy Minister of Labour; the Assistant Deputy Minister of Labour; and the Minister, Deputy Minister and Assistant Deputy Minister (ADM) of Agriculture and Forestry. We also were able to showcase

the veterinary profession to the ADM of Agriculture and Forestry at the CanWest Veterinary Conference, and show that the profession is ready for the Health Canada regulation and policy changes that came into effect Dec. 1, 2018.

Values

In addition to ensuring that the Vision, Mission and Strategic Directions of the association are aligned, the ABVMA has also designated its values. The Leadership team spent time discussing and delineating ABVMA 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

All of these items and more can be found on the ABVMA website for further examination under the “About the ABVMA” tab.



Association Report

GOVERNMENT RELATIONS

Following the passage of Bill 31 late last year by the provincial government, the ABVMA was compelled to work with the government to develop a regulation to this bill that would accomplish the government's wishes. Despite the bill being tabled by Service Alberta, the task of developing a regulation was passed to the Ministry of Labour. Representatives of the ABVMA met with Hon. Christina Gray, Minister of Labour, to begin to chart a path forward. A number of assurances were provided by the minister that gave comfort to the ABVMA. There were subsequent meetings with the deputy minister and assistant deputy minister, and the ABVMA again received assurances that the membership would be consulted prior to the regulation being passed into law.

ABVMA staff met with representatives from the Strategy and Policy Division of Labour to determine the exact intent of the legislation. Following these meetings, a task force was struck by Council to work on this regulation.

In addition, the government has requested that the ABVMA develop a list of specific species for a list of specific services for which members may advertise. The government's focus has been limited to dogs and cats,

and had not considered the vast number of species that veterinarians are involved with on a daily basis. The ABVMA has a concern that a regulation to pertain to a limited list of species will create a double standard for advertising within the profession. For example, under the current government regulation proposal, a mixed animal practice could advertise a fee for castration of a puppy, but not for the castration of a yearling colt. This will lead to confusion within the public and to veterinary practices. Also, even though informed consent, which includes fee disclosure, is required in the ABVMA Practice Inspection Practice Standards Bylaw, government is seeking to include it in the *Veterinary Profession Act (VPA)*.

Discussion ceased when no progress could be made. In late fall, meetings resumed and, as of this writing, work on the regulation is continuing with the promise from government that the ABVMA membership will be able to see and vote upon the regulation to Bill 31 before it is proclaimed into law.

The response from the government arrived in relation to the Freedom of Information and Protection of Privacy Act (FOIP) request that was made by Council to government

to help ABVMA Council understand the genesis of the amendment to the VPA in Bill 31. Within the FOIP documents returned by the government, the association could find no valid reason for this amendment being put forward.

A positive outcome from Bill 31 is that the ABVMA has engaged the services of a government relations advocate, Ms. Pam Cholak. Ms. Cholak has been instrumental in helping the ABVMA navigate through our relationship with government to achieve outcomes that are best for the membership of the ABVMA. This has included Bill 31, management of provincial challenges to the Health Canada regulations and policies regarding increased veterinary oversight of the dispensing of antimicrobials, and the issues of educating veterinary professionals in Alberta. Many doors have been opened to us that we could not have opened previously.



Association Report

HEALTH CANADA REGULATION AND POLICY CHANGES

Increased veterinary oversight of antimicrobials has been a focus of Health Canada for the past four years, and resulted in all antimicrobials being added to the prescription drug list in 2018. Following Dec. 1, 2018, a veterinary prescription is required to obtain any veterinary antimicrobial in Canada. This includes antimicrobial medications in feed, water and injectables.

The ABVMA has been diligent to inform its members and ensure that they were aware and prepared for these changes. In conjunction with the Canadian Veterinary Medical Association, there have been regular articles and information documents available in the ABVMA E-News and *Members' Magazine*. Five regional meetings were held around the province to inform the membership and answer questions regarding the changes, and to prepare members to educate producers that were not previously veterinary clients.

Materials were provided to the clinics for distribution, and a PowerPoint presentation was made available for the membership to use when presenting to client groups. Numerous representations were made to producer boards and producer groups to answer questions and address concerns. A *Prescribing and Dispensing Handbook* was developed and mailed to every veterinary practice. After positive feedback, a second edition of the handbook was also produced.





Association Report

COMPLAINTS AND DISCIPLINE



Phil Buote, DVM

ABVMA Complaints Director
/Deputy Registrar

Complaints

DURING THE 2018 CALENDAR YEAR, the ABVMA received 28 written letters of complaint that resulted in 33 complaints in accordance with section 27(1) of the *Veterinary Profession Act (VPA)*.

In addition, on three other matters, the Complaints Director received information that was treated as a complaint under section 27.1 of the VPA.

Aware of unprofessional conduct

27.1 *Despite not receiving a complaint under section 27(1), if the Complaints Director has information that on reasonable grounds causes the Complaints Director to believe that the conduct of a registered member constitutes unprofessional conduct or ... the Complaints Director may treat the information as a complaint received under section 27(1).*

In total, 36 complaint cases were initiated in 2018 in accordance with Part 5 of the VPA.

Investigations

The Complaints Director is required to take action upon receipt of a written complaint. Normally, the Complaints Director will appoint an investigator to conduct an investigation in accordance with section 28(2)(e) of the VPA. The investigator undertakes an investigation in accordance with *Division 3 – Investigations* of the VPA and submits a report of the investigation to the Complaint Review Committee (CRC).

In 2018, an investigator was appointed to conduct an investigation into 30 of the 36 complaints. Regarding the six complaint cases where no investigator was appointed, one case proceeded to a hearing with an admission of unprofessional conduct which was based on the investigator's report from a closely related complaint, three cases were referred directly to CRC as vexatious and two cases were resolved in accordance with section 28 (2) (b).

There are 16 investigations ongoing as of this writing.

36 complaint cases
/3,415 total registered
members =

1.05%

Resolved Complaints

The Complaints Director is required to take action upon receipt of a written complaint. The possible actions are described in section 28(2) of the VPA, and include actions that could resolve the complaint, but only with the consent of the complainant.

Acting on a complaint

28(1) Within 30 days of being given a complaint, the Complaints Director must give notice to the complainant of the action taken with respect to it.

(2) The Complaints Director

(a) May encourage the complainant and the investigated person to communicate with each other and resolve the complaint,

(b) May, with the consent of the complainant and investigated person, attempt to resolve the complaint,

(c) ...

In two complaints received in 2018, the complainant and investigated member were agreeable to working towards resolution of the complaint. In both cases the complainant and veterinarian agreed to a resolution which was agreeable to the Complaints Director and those cases were concluded.

Referral to the Complaint Review Committee (CRC)

In three letters of complaint received in 2018, the Complaints Director referred the matter directly to the CRC in accordance with section 28(2) (g) and/or (h) of the VPA:

Acting on a complaint

28(1) Within 30 days of being given a complaint, the Complaints Director must give notice to the complainant of the action taken with respect to it.

(2) The Complaints Director

...

(g) if satisfied that the complaint is trivial or vexatious, may refer the complaint to the Complaint Review Committee,

(h) if satisfied that there is insufficient or no evidence of unprofessional conduct, may refer the complaint to the Complaint Review Committee.

The CRC reviews the complaints referred under this section and makes a decision in accordance with section 28(4):

(4) The CRC must review a referral under subsection (2) or (3) within 30 days of receiving it and may:

(a) dismiss the complaint, if in the opinion of the Complaint Review Committee

(i) the complaint is trivial or vexatious, or

(ii) there is insufficient or no evidence of unprofessional conduct,

(b) direct the Complaints Director to conduct or appoint an investigator to conduct an investigation and to prepare a report on the investigation and submit it to the Complaint Review Committee for its consideration before acting under clause (a) or



referring the matter to the Hearings Director for a hearing, or

(c) make a referral in accordance with section 65.1.

Two of the three cases were considered by the CRC, which made the decision that the complaints be dismissed as they were vexatious towards the member.

One case is yet to be reviewed by the CRC as of this writing.

Complaint Review Committee

The CRC is established by Council in accordance with section 9.5(1) of the VPA and the ABVMA Bylaws. The CRC is composed of six registered veterinarians, two registered veterinary technologists and two members of the public. The CRC is established by Council on an annual basis and reviews all complaint cases in accordance with the VPA.

The CRC makes a preliminary, threshold decision based on the information provided to it in the investigator's report. It may decide to refer a matter for a hearing if, in its opinion, there is

information that if proven to be true at a hearing may reasonably lead to a finding of unprofessional conduct. Alternatively, it may decide to dismiss the case if in its opinion there is a lack of or no evidence of unprofessional conduct or if in its opinion the complaint is trivial or vexatious.

The CRC conducted 13 meetings by teleconference in 2018 to review 34 complaint cases.

These 34 complaints included the reports of the investigations into 32 complaints and information regarding the two matters referred directly to the CRC under section 28(2) (g) or (h).

Sixteen of the 34 complaints reviewed by the CRC originated from letters of complaint received during the 2017 calendar year, sixteen complaints from letters received during 2018, and two complaints from letters received in 2016.

Council

Council is the appeal body for the complaints process. A complainant may request a review of a CRC decision

to dismiss a complaint. This review is undertaken by a Committee of Council (COC) in accordance with section 34 of the VPA and the ABVMA Bylaws regarding quorum of Council.

In 2018, the COC conducted the review of a CRC decision to dismiss a complaint in four cases including one from a CRC decision in 2017 and three from CRC decisions in 2018.

In the two cases where the decision was rendered, the COC upheld the decision of the CRC that the complaint be dismissed on the basis that there is insufficient or no evidence of unprofessional conduct.

The COC decision on the review of the other two cases is not available as of this writing.

Hearings

The Hearing Tribunal is the panel of peers responsible for making decisions at a hearing. Tribunal members receive evidence, listen to sworn testimony and may ask questions of the witnesses. The tribunal first make decisions on fact, and subsequently must decide if the



conduct of the investigated member constitutes unprofessional conduct as defined in the VPA.

Members of the Hearing Tribunal are selected by the Hearings Director from the list of members that are appointed by Council in accordance with section 9.3 of the VPA. A Hearing Tribunal appointed for a hearing into the conduct of a veterinarian is composed of three registered veterinarians and one member of the public. In cases where a hearing is held into the conduct of a veterinary technologist, the tribunal is composed of two veterinary technologists, one registered veterinarian and one member of the public, in accordance with the VPA section 9.4(1) (b).

The ABVMA Hearing Tribunal convened eight hearings in 2018.

One hearing against a member dealt with allegations of unprofessional conduct relating to two separate complaints and another hearing against a member dealt with allegations arising from three separate complaints.

Hearings Open to the Public

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.

None of the eight ABVMA hearings held in 2018 were closed to the public.

Consent Orders

Section 35.1 of the VPA provides that a member may submit a written admission of unprofessional conduct to the Hearings Director. An investigated member may enter into consent discussions with a group of peers, which is normally a subcommittee of the CRC. These without-prejudice discussions are held to arrive at an agreed statements of facts, agreed admissions of unprofessional conduct and agreed sanctions that ultimately make up a consent proposal to be submitted to a Hearing Tribunal for consideration.

Normally a consent discussion is undertaken once the member is provided notice of hearing and the member

expresses a willingness to accept responsibility. In one case during 2018, a member, upon being notified that a complaint was being initiated under sec 27.1, accepted responsibility and entered into consent discussions and ultimately signed a consent order. In this case, the matter was not investigated, which was deemed to be appropriate given the availability of the investigator's report of an investigation conducted into a closely related complaint.

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 member. The consent process is mutually beneficial in that the investigated member may take responsibility for his/her conduct and have the matter dealt with expeditiously and efficiently with reduced costs to both parties.

In 2018, six of the eight hearings were conducted by way of consent orders.

Dismissed due to lack of or no evidence of unprofessional conduct: $\frac{19}{34}$

Dismissed due to trivial or vexatious: $\frac{2}{34}$

Referred to Hearings Director for a hearing: $\frac{13}{34}$

The other two hearings were contested, although at one of these hearings the member provided an admission of unprofessional conduct for the allegations relating to one matter and proceeded to contest the allegations related to two other complaints. That hearing is ongoing as of this writing.

Appeals

There was one appeal to Council undertaken in 2018 where a member appealed one of two findings of unprofessional conduct made by the hearing tribunal at the hearing held on Oct. 10 & 11 and Nov. 23, 2017, and articulated in their decisions of Jan. 23 and March 28, 2018.

The appeal hearing proceeded before the COC on Sept. 19, 2018. The COC provided their written decision on Nov. 27, 2018, and confirmed the findings of unprofessional conduct and the sanctions ordered by the hearing tribunal.

There were no appeals of a decision of Council to the Alberta Court of Appeal in 2018.

Members Suspended

In 2018 one registered veterinarian was suspended on an interim basis and one member was canceled.

In the first case, given the egregious nature of convictions and charges that represented a fundamental breach of the obligations of a registered member of the ABVMA, the Registrar issued an interim suspension on Jan. 19, 2018, in accordance with s. 33 of the VPA:

Conditions, suspension during proceedings

33(1) *On the recommendation of the Complaint Review Committee, the Hearing Tribunal or the Complaints Director, a person designated by or a committee designated or established by the Council may*

(a) impose conditions on an investigated person's annual certificate generally or with respect to any area of the practice of veterinary medicine, including the condition that the investigated person

(i) practice under supervision, or

(ii) practice with one or more registered veterinarians,

or

(b) suspend the annual certificate of an investigated person, until the completion of proceedings under this Part.

(2) The investigated person may apply for an order of the Court of Queen's Bench to stay a decision by a person or committee under subsection (1).

(3) A copy of an application under subsection (2) must be given to the Registrar.

In the second case, the hearing tribunal ordered the cancellation of a member with no ability to apply for reinstatement for five years. This hearing, held on Nov. 6 & 7, 2018, was regarding matters related to a previous action undertaken by the Practice Review Board (PRB) in accordance with section 65, incapacitation.

An overview of the case is presented herein. During 2014, the Complaints Director suspected that a member was incapacitated. The member was subsequently directed by the PRB to attend at an assessment by a physician approved by the ABVMA. The physician reported that the member was suffering from a severe opioid addiction. The member appealed to Council, which upheld the decision of the PRB that the member remain suspended until such time he received treatment and was assessed as safe to return to practice.

In 2015, the Alberta Court of Appeal overturned Council's decision to suspend the veterinarian. The Court found that in the circumstances, the decision violated the veterinarian's right to procedural fairness, because the veterinarian was entitled to additional notice of the information provided to the ABVMA, and to materials concerning that information. The member received no treatment for his addiction and returned to practice.

In early 2017, the ABVMA became aware of this member's excessive hydromorphone purchases through a community pharmacist. A prescriber profile from the College of Physicians and

Surgeons of Alberta (Triplicate Prescription Program) and records from Western Drug Distribution Center justified the initiation of an investigation. The member failed to provide any information to justify the amounts of hydromorphone purchased. During 2017, the practice failed and eventually closed as the landlord evicted the member. The member failed to respond to the investigator and could not be located so the investigation was truncated. The report of the investigation was provided to the CRC, which referred the matter to a hearing.

Despite best efforts to locate the member and serving notice of the hearing through Facebook and notices in the local newspaper, the member was not in attendance at the hearing.

The Hearing Tribunal found the member guilty of three counts of unprofessional conduct related to the inordinate hydromorphone purchases:

Improper Narcotics Purchases

1. *That during the period June 2015 to December 2017, (the member) undertook issuing prescriptions for*

and the purchase of an unjustifiable amount of hydromorphone.

2. *That during the period June 2015 to December 2017, (the member) failed to justify or demonstrate the disposition of the amount of hydromorphone and other controlled drugs from your veterinary practice.*

Failure to Cooperate

3. *(The member) failed to comply with the request of the Investigator to provide:*

i. The narcotics and controlled drug log book indicating the disposition of all narcotics purchased since March 2015 to July 2017;

ii. The surgical log, appointment book, medical records, invoicing to clients and relevant triplicate prescription forms associated with the narcotic and controlled drug log books for the period of March 2015 to July 2017.

It is most unfortunate that the efforts of the ABVMA undertaken in 2014 to assist the member in accordance with section 65 of the VPA concerning incapacitation

were undone by the decision of the Court of Appeal that allowed the member to return to practice. There is little doubt that this member's lack of professional treatment for addiction difficulty and return to work put the public and the member at significant risk. As of this writing the member has not been located.

In accordance with the VPA section 65.2 and ABVMA's *Council Policy – Publication of Professional Conduct Proceedings*, orders for suspensions are published with names in the *ABVMA Members' Magazine* and on the ABVMA public website for the duration of the suspension. Two other members remain suspended from disciplinary matters arising prior to 2018.

Practice Review Board

The PRB is the committee established by the VPA that 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 also the committee that is designated by Council to consider matters of incapacitation in accordance with section 65.1 of the VPA.

Section 65.1 provides a means to direct members that are incapacitated by addictions to be assessed and access necessary treatment. In 2018, the PRB considered matters related to a veterinary technologist member incapacitated by addictions. The member remains suspended and has complied with the order of the PRB to attend for treatment.

The member has been assessed to be in good recovery and an aftercare agreement is being prepared for consideration by the PRB in determining the lifting of the member's suspension.

The Practice Inspection and Practice Standards (PIPS) Committee refers matters of non-compliance with PIPS Bylaws to the PRB. In 2018, there were no practices referred to the PRB by the PIPS Committee.

Number of Complaints Received

There has been an increase in the number of complaints received by the ABVMA in recent years, which corresponds with an increase in the total number of registered members. Given amendments to the VPA in 2017, the ABVMA now also receives

complaints against registered veterinary technologists. Since that time, there have only been three complaints against registered veterinary technologists.

In order to undertake a meaningful historical comparison, the annual number of complaints received per one hundred registered veterinarians is presented. The following graph shows a trend towards minor increased number of complaint cases, which is consistent with other professional regulatory organizations.

The graph indicates year-to-year variation in the number of complaints received with no dramatic increase in the number of complaints received against registered veterinarians over the past decade. The number of complaints received per one hundred registered veterinarians for 2018 is 1.93. This number is consistent with the trend observed over the past decade, and we note that including the complaints received in 2018 flattens the trend line compared to last year.



Public Members

ABVMA Public Members provide public oversight of self-regulation of the profession and is required by the VPA. This oversight provides a level of accountability to the public and is a very valuable role in the administration of the complaints and discipline process. Thanks go out to the public members who serve a vital role in the complaint process.

Mr. Jim Dobie

Council

Mr. Mick Howden

Council

Mr. John DeJong

Hearing Tribunal

Dr. Karim Fouad

Complaint Review

Committee

Ms. Dianne Johnstone

Complaint Review

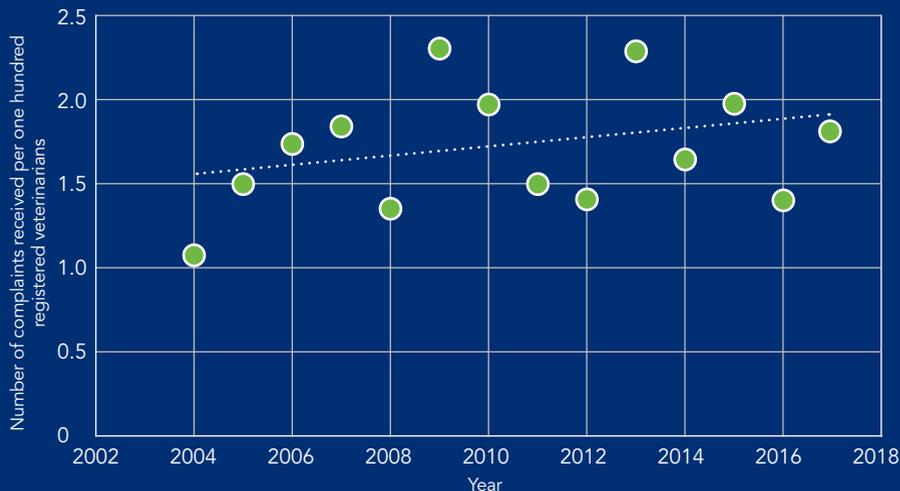
Committee

Ms. Anne Rothery

Practice Review Board

The ABVMA has two vacancies for public members, which we expect will be filled very soon. Our current public members have stepped up to fill in when necessary.

Graph of Number of Complaint Cases Over Year - Scatter Plot with a Trend Line



Annual Report

Receiving and managing complaints from the public is a core regulatory activity and is the function that closely connects the regulatory body to the public. The ABVMA is accountable to the government of Alberta and is required to provide a report to the Minister of Labour in accordance with the VPA:

The Veterinary Profession Act Annual report

6.1(1) *The Association must submit to the Minister an annual report of its activities in a form acceptable to the Minister that contains the information requested by the Minister, including but not restricted to*

(a) a statement respecting the number of complaints made and their disposition, including the number of hearings closed to the public in whole or in part, the number of appeals and the number of registered members who have been suspended;

Association Report

2018 ABVMA LEADERSHIP WEEKEND

FEB. 23-25, 2018, EDMONTON, AB

ABVMA Leadership Weekend is a unique event hosted annually to bring ABVMA Council, staff, committee volunteers and invited guests together for leadership sessions, committee meetings, the Member Recognition Banquet and the Annual General Meeting.

Weekend sessions included:

- ABVMA Governance
- An update from ABVMA Council
- Plenary Session: Leading Through Change
- Individual committee meetings
- Joint training session for legislated committees (Complaint Review Committee, Hearing Tribunal, Investigators and the Practice Review Board)
- Evening dinner and networking session with presentation on Strengths Based Leadership (employing the Gallup Strengths Assessment Tool).

- Plenary Session: Introduction/Summary of ABVMA Market Research Results
- Plenary Session: Enhancing the Public Perception of the Veterinary Profession
- Introduction to Increased Veterinary Oversight of Antimicrobials (included speakers from the ABVMA and Government of Alberta, Agriculture and Forestry)

Member Recognition Banquet:

Over 200 members and invited guests came together to celebrate their colleagues at the annual Member Recognition Banquet.

ABVMA members recognized with the presentation of the following awards for service in 2017:

- Veterinarian of the Year: Dr. John Kastelic
- Meritorious Service: Nichole Boutillier, RVT
- Young Veterinarian of the Year: Dr. Andrea Storch

- Veterinary Technologist of the Year: Ariana Lenz, RVT
- Communications: Chelsey Chevrier, RVT
- President's Award: Dr. Richard Starke

The Alberta Veterinary Technologist Association co-emceed the banquet and presented several ABVTA recognition awards as well.

The association also commended members for their service with awards for 35- and 50-year members along with committee and Council appreciation awards.

Annual General Meeting:

Meeting attendance was comparable to previous years at 125 (72 veterinarians, 30 veterinary technologists and 23 non-voting members/invited guests).

Attendees received greetings from several organizations including:

- The Honourable Christina Gray, Minister of Labour, Government of Alberta

- Other associations including: the Canadian Veterinary Medical Association, the Alberta Veterinary Technologist Association, the College of Veterinarians of British Columbia, the Saskatchewan Veterinary Medical Association and the Society of BC Veterinarians
- Education institutions including: University of Calgary, Faculty of Veterinary Medicine and the Western College of Veterinary Medicine, animal health technology representatives from Grande Prairie Regional College, NAIT, Lakeland College and Olds College

There were no resolutions presented at the 2018 Annual General Meeting. A member forum on suggested revisions to the ABVMA Bylaws immediately followed the meeting.



Association Report

REGISTRATION

Registration Day

REGISTRATION DAY IS HELD TWICE PER

year: June in Edmonton, and September in Calgary. Unlike other jurisdictions, the ABVMA does not deliver a jurisprudence exam to new registrants. Instead, technologists and veterinarians attend a workshop to interact with legislation and policies in a case-based way. We are continually challenged to deliver this day in an increasingly interesting and useful fashion. Originally, Registration Day was primarily a series of didactic lectures that many felt were too difficult to take useful information away from. We strive to make the days more interactive, and hopefully more informative for the participants. Table discussions led by moderators have greatly added to the learning experience, and a greater appreciation for the work of the association is hopefully ignited at this time. It is also a great time for new graduates to reconnect with classmates and friends.

Membership Statistics

THE MEMBERSHIP OF THE ABVMA HAS

shown healthy growth in the past year. The total number of veterinarians increased 3%, while the total number of technologists increased 4.6%.







COUNTRY OF ORIGIN FOR ALL NEW VETERINARY LICENSEES

GENERAL LICENSE

101

| | |
|-------------|----|
| Australia | 6 |
| Canada | 77 |
| India | 1 |
| Mexico | 1 |
| New Zealand | 4 |
| Pakistan | 1 |
| Scotland | 7 |
| Sri Lanka | 1 |
| USA | 1 |
| West Indies | 2 |

LIMITED (SUPERVISED) LICENSE

15

| | |
|-----------|---|
| Egypt | 1 |
| England | 2 |
| Germany | 1 |
| Hungary | 1 |
| India | 6 |
| Portugal | 1 |
| Slovakia | 1 |
| Sri Lanka | 2 |

LIMITED (UNSUPERVISED) LICENSE

3

| | |
|---------|---|
| Brazil | 1 |
| England | 1 |
| Poland | 1 |

TEMPORARY LICENSE

2

| | |
|-----------|---|
| Sri Lanka | 2 |
|-----------|---|



TOTAL
121



TRANSFER **TEMPORARY REGISTERED** VETERINARIAN
TO **GENERAL PRACTICE** LICENSE

6

TRANSFER **LIMITED (SUPERVISED)** LICENSE VETERINARIAN
TO **GENERAL PRACTICE** LICENSE

6

TRANSFER **LIMITED (SUPERVISED)** VETERINARIAN
TO **TEMPORARY PRACTICE** LICENSE

4



PROVISIONAL VETERINARY TECHNOLOGIST TRANSFER TO
GENERAL VETERINARY TECHNOLOGIST REGISTRATION

77



TOTAL **VETERINARY TECHNOLOGIST APPLICATIONS**

GENERAL VETERINARY TECHNOLOGIST

76

PROVISIONAL VETERINARY TECHNOLOGIST

78

TOTAL

154

Association Report

PRACTICE INSPECTION AND PRACTICE STANDARDS (PIPS) COMMITTEE

THE PIPS COMMITTEE IS A LEGISLATED committee charged with certifying veterinary practice entities (VPEs) as being compliant with the minimum standards as established by the PIPS Bylaw in order to provide assurance to the public that VPEs in Alberta meet acceptable standards. The major emphasis this year was developing consistency between inspectors, especially

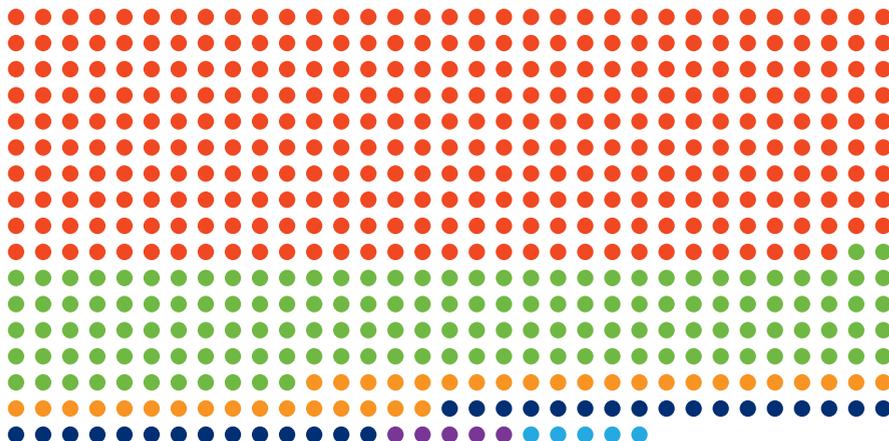
in reviewing prescribing and dispensing audits of medical records.

All VPEs continue to be inspected every third year on a rotational basis. Between November 2017 and October 2018, 18 new VPEs were approved. All practices must also complete a Quality Assurance

Self-Verification Guide annually indicating that they are maintaining PIPS standards.

The ABVMA also administers the *Radiation Protection Act* for veterinary facilities on behalf of Radiation Health, Occupational Health and Safety, Alberta Ministry of Labour.

Practice Statistics | Total 552



| | | |
|---------------|-----|---|
| COMPANION | 328 |  |
| MIXED | 145 |  |
| FOOD ANIMAL | 38 |  |
| EQUINE | 31 |  |
| ZOOS/WILDLIFE | 5 |  |
| EDUCATION | 5 |  |

Association Report

MEMBER WELLNESS PROGRAM

THE ABVMA CONTINUES TO PROVIDE

a strong Member Wellness Program. On March 1, 2018, we contracted the services of Homewood Health to deliver this program. Previously, a member was able to acquire four in-person sessions with a registered psychologist in their area. With the services of Homewood Health, a member is able to acquire services in an expanded manner, and for an extended period of time. Counselling services are available for a full range of personal and family related issues or life events, which may include addictions, grief and bereavement, anxiety, depression, parenting, stress, relationship difficulties and many other problems that a member may face.

A 1-800 telephone number gains immediate live contact, and most appointments are booked at that time with a counsellor. Normally an in-person counselling session can be booked as soon as 24-hours after first contact, and a telephone consultation or e-counselling can often be offered the same or next day.

Video counselling is also offered to help make the program easily accessible to everyone. An initial assessment matches a member to the counsellor that best meets their needs, and to ensure an accurate assessment to provide the most clinically appropriate and effective treatment plan.



Homewood also offers a number of other services. In the event that a crisis occurs in a practice, there is a crisis management service to offer assessment and emotional first aid to members after a critical incident. Post-traumatic stress counselling is also available. Also offered are services that Homewood terms as “Life Smart – Lifestyle and Specialty Coaching Services” that can be delivered by phone or online. These services include Life Balance Solutions,

Career Smart Coaching Services and Health Smart Coaching Services. The website also offers a health and wellness library, a health risk assessment, BusyFamily Child and Eldercare Resource Locators, and e-Courses. Members are encouraged to check out the Homewood Health website for all of the services offered.

The second aspect of the Member Wellness Program is to provide financial assistance for members in an addiction crisis. Members of the ABVMA generously donate money to this program at renewal time and throughout the year to aid members in crisis. This portion of the program was utilized again this year, and the reserve in the program has reduced accordingly. Treatment and recovery for members accessing this portion of the program is expensive, and it is always comforting to have a healthy reserve to be able to help these members. Financial aid is provided to members for treatment on an interest-free-loan basis that is expected to be repaid when the member is healthy and back to work.

Association Report

ADVISORY COMMITTEES

Report of Professional Advisory Committees 2018

The professional advisory committees serve as key sources of information for Council of the ABVMA. These groups maintain an environmental scan in their areas of interest so that Council may be aware of the emerging issues and needs of all ABVMA stakeholders.

The ABVMA Leadership Team includes Council, and the chairs of the professional advisory committees. The Leadership Team meets annually in April for strategic planning.

Here is a summary of the activities of the professional advisory committees for 2018. All committees:

- provided ideas and feedback on articles for albertaanimalhealthsource.ca and social media
- provided feedback on several CVMA position statements

- reviewed the ABVMA Professional Enhancement Leadership Team and Advisory Committee Terms of Reference
- contributed to the ABVMA Strategic Plan

1. Animal Welfare Advisory Committee

- a representative of the committee attended the Canadian Federation of Humane Societies (now Humane Canada) National Animal Welfare Conference on behalf of ABVMA
- provided input to draft Council resolutions on mandatory reporting and medically unnecessary surgery for the 2019 ABVMA Annual General Meeting
- participated in planning for ABVMA Veterinary Forensics Workshop November 2018
- other discussion topics: Alberta *Animal Protection Act*, canine importation, registry for rescues/shelters, legalization of cannabis and its effect on animal welfare

2. Companion Animal Advisory Committee

- participated in teleconference with Darren Osborne to review initial findings of the 2018 economic survey results to inform changes to the Small Animal Suggested Fee Guide
- provided input to draft Council resolutions on mandatory reporting and medically unnecessary surgery for the 2019 ABVMA Annual General Meeting
- other discussion topics: canine importation, telemedicine, use of cannabis and cannabinoids, registry for rescues/shelters, *Echinococcus multilocularis*

3. Equine Advisory Committee

- participated in teleconference with Darren Osborne to review initial findings of 2018 economic survey results to inform changes to *Large Animal Suggested Fee Guide*

- provided input to draft Council resolutions on mandatory reporting and medically unnecessary surgery for the 2019 ABVMA Annual General Meeting
- Recommended Mentorship award be instituted for an individual and a veterinary practice
- other discussion topics: EIA, Piroplasmosis, treatment of lice and ticks in horses, use of cannabis and cannabinoids

4. Food Animal Advisory Committee

- participated in teleconference with Darren Osborne to review initial findings of 2018 economic survey results to inform changes to *Large Animal Suggested Fee Guide*
- provided input to draft Council resolutions on mandatory reporting and medically unnecessary surgery for the 2019 ABVMA Annual General Meeting

- other discussion topics: large animal emergency response, delegation of pregnancy detection by ultrasound to RVTs, prescribing and dispensing handbook, human resource shortages

5. Human Resource Development Advisory Committee

- conducted a Human Resource Survey of Alberta veterinary practices and are considering the results
- other discussion topics: Advanced training for RVTs, coaching and mentorship, task list for RVTs

6. Member Wellness Advisory Committee

- successful webinars with more than 30 participants at each webinar using GoToMeeting platform:
 - i. Sleep Hygiene
 - ii. Compassion Fatigue and Burnout

- continued to support and promote Mental Health First Aid courses. Council has approved two offerings per year
- wrote Wellness Tips for E-News and an article for the *Members' Magazine*

7. Wildlife and Ecosystem Health Advisory Committee

- working with Alberta Environment and Parks to discuss areas of mutual interest and impact including wildlife rehabilitation
- other discussion topics: strychnine use in control of wolf population and other species, ecosystem and environmental stewardship (plastics, balloons, recycling), Cats and Birds Project





Association Report

CONTINUING EDUCATION

THE ASSOCIATION OFFERED SEVERAL continuing education (CE) opportunities in 2018:

- March 2018:
Mental Health First Aid – Calgary
- April 2018:
Veterinary Oversight of Antimicrobials – Five Regional Meetings
- May 2018:
John Waters Zoonotic Diseases Workshop
- October 2018:
CanWest Veterinary Conference
- November 2018:
Veterinary Forensics Workshop
- November 2018:
Webinar for WCABP members
- November 2018:
Mental Health First Aid – Edmonton

Some highlights and statistics from those events are included below:

Mental Health First Aid (MHFA)

The ABVMA continues to offer two MHFA sessions per calendar year. The sessions offer valuable CE as well as supporting member wellness. The private ABVMA course offerings ensures that the class make-up is from the veterinary profession alone — allowing participants to share common issues, examples and support to one another.

Attendance:

- March 8-9, 2018 – 18 participants
- Nov. 29-30, 2018 - 21 participants

ABVMA Regional Meetings – VETERINARY OVERSIGHT OF ANTIMICROBIALS, APRIL 3, 4, 17, 24 AND 25, 2018

In April 2018, five regional meetings were held to provide information to members on the Dec. 1, 2018, Health Canada policy and

regulatory changes regarding medically important antimicrobials. Sessions took place in Grande Prairie, Edmonton, Red Deer, Calgary and Lethbridge. The sessions provided two hours of CE to members and featured a panel of speakers: Dr. Darrell Dalton, Registrar – ABVMA, Dr. Phil Buote, Deputy Registrar and Complaints Director – ABVMA, and Dr. Keith Lehman, Chief Provincial Veterinarian – Alberta Agriculture and Forestry.

John Waters Zoonotic Diseases Workshop – MAY 20, 2018

The John Waters Zoonotic Diseases Workshop occurs every two to three years and invites members of the human and animal sciences community together for a discussion of current issues in zoonotic diseases. Program development is a collaboration between several organizations: the Alberta Veterinary Medical Association, the Canadian Food Inspection Agency, Alberta Agriculture and Forestry, Alberta Health Services, Fish and Wildlife, Provincial Laboratory for Public Health, and the University of Calgary, Faculty of Veterinary Medicine. The 2018 workshop occurred on May 10 in Calgary, AB, and was well attended by 103 participants.

2018 CanWest Veterinary Conference

– OCT. 13-16, 2018

By far, the largest CE event hosted by the association, CanWest once again recorded high attendance at 931 attendees overall. The conference took place once again at the Fairmont Banff Springs Hotel and offered three days of CE in five concurrent learning tracks: Companion Animal, Equine, Food Animal, Veterinary Technologist and Veterinary Team. The conference hosted numerous other organizations who hosted events in conjunction with CanWest. Full statistics were published in the 2018 Nov/Dec issue of the *ABVMA Members' Magazine*.

Veterinary Forensics Workshop

– NOV. 22-24, 2018

The ABVMA hosted the second Veterinary Forensics Workshop. The event brought together 87 veterinarians, technologists, peace officers, law enforcement, shelter/rescue employees and others to discuss the emerging field of veterinary forensics, the link between animal and domestic abuse and more. The workshop included presentations, a panel discussion on the *Animal Protection Act*, an informal session to share cases and a small-group case scenario ending in a mock trial.

ABVMA Webinar for WCABP Members

– NOV. 27, 2018

Just under 150 participants went online for this one and a half hour webinar designed for members of the Western Canadian Association of Bovine Practitioners. The webinar provided contextual information about antimicrobial resistance and the threat to both animal and public health. The session also provided an update on Health Canada's regulatory and policy changes to strengthen veterinary oversight effective Dec. 1, 2018.

By Region

British Columbia – 69
Alberta – 592
Saskatchewan – 41
Manitoba – 29
Ontario – 101
Quebec – 23
Nova Scotia – 3
New Brunswick – 1
Newfoundland – 2
P.E.I. – 1
Yukon – 1
Other – 3

By Category

Veterinarians – 323
Veterinary Technologists – 161
Students – 12
Speakers – 29
Staff/Council – 28
Moderators – 1
Practice Staff – 20
Industry Representatives – 207
General Attendee – 22
Guests/Other – 128

US: 52
International: 5





Association Report

COMMUNICATIONS

ABVMA Members' Magazine

The *ABVMA Members' Magazine* is a bi-monthly publication released in January, March, July, September and November of each year. The publication serves as an official means of communication between the ABVMA and members. Distribution of the magazine includes veterinarians, technologists, permit holders and various other government and industry stakeholders. Distribution remains steady at just under 4,800.

ABVMA E-News

The ABVMA E-News goes out each Wednesday to members and practices to provide timely information to the profession in Alberta including disease alerts, association activities, etc. The E-News rotates regular features including PIPS Tips, Prescribing and Dispensing Questions and Wellness Tips.

ABVMA Member Portal

In addition to serving as the platform for each member's database record, the member portal provides members' only web pages that include resources for members and practices. The member portal

also features member forums for providing feedback, access to renewals, committee portals, etc.

ABVMA Directory and other publications

The ABVMA continues to produce regular and project publications throughout the year. In 2018, the ABVMA produced the *Digital Directory*, the *ABVMA Prescribing and Dispensing Handbook* (first and second editions) and the *ABVMA Report on Veterinary Profession Response to Fort McMurray Animal Evacuation*.

Website Presence

The ABVMA hosts two public facing websites:

www.abvma.ca is the original website for the association and includes information about the governance and make-up of the association that is relevant to both association members and the public-at-large.

The ABVMA site received a marginal 5.2% increase in the number of site visits over the previous year (2017). Fourteen per cent of the 795,000 page views were of classified ad related pages.

www.albertaanimalhealthsource.ca (AAHS)

The site saw a slight reduction in overall site visits this year (7%), which is likely due to the spike in Bill 31 related traffic during the month of December 2017.

Visitors acquired via search engines rose to 64 per cent in 2018, up from 48% in 2017. Site visitors in 2018 engaged more as some improvements to section and topic pages resulted in a 9.9% increase in pages per session over last year.

The ABVMA has also seen returns in our organic search optimization efforts of particular topics on the AAHS. The best example being visits to the "Accredited Canadian Animal Health Technology Programs" increased 90% over last year (8.4k views vs 4.4k views in 2017).

Social Media

The wildly changing landscape of social media has provided an interesting year. Facebook algorithm changes continue to challenge the organization's ability to organically extend their reach. Twitter's general appeal with the public has started waning while media and government increase their use of the platform, and

casual social media users continue to flock to Instagram for light-hearted, easy-to-consume content.

In 2018, the ABVMA Facebook community size grew 9% while increasing reach by 19.4%. Our Facebook content strategy continues to sport an engagement rate nearly three times higher than the average of comparable organizations (116.8 engagements per post compared to the average of 44.6).

The number of Twitter followers increased modestly (6% increase in 2018). However, the focus on curating industry related content lead to a 43% increase in the number of tweets and 7% increase in reach.

Q3 and Q4 saw more of a focus on Instagram content. This resulted in a 118% increase in followers and a doubling of our Instagram reach.

Overall, the ABVMA had a 14.8% growth across all platforms, with a 20% increase in reach and 22% increase in engagement.



Association Report

COMMUNICATIONS

2018 Antimicrobial Communications Campaign

HEALTH CANADA REGULATORY

changes to strengthen the oversight of veterinary antimicrobials started in November 2017 and will extend through 2019. As of Dec. 1, 2018, a prescription is required for all medically important antimicrobials, including those administered in feed and water.

Throughout 2018, the ABVMA released regular communications to prepare members for the upcoming changes:

- Paving the Path Forward – Veterinary Leadership in the Use of Antimicrobials included:
 - bi-weekly updates in the E-News
 - regular magazine articles
- Change is Here and So are We posters and postcards were developed and distributed for use in practice

- a copy of the *ABVMA Prescribing & Dispensing Handbook* delivered to each practice
- electronic *ABVMA Prescribing & Dispensing Handbook - 2nd Edition*
- regional meetings with members
- social media resources and more

In June 2018, Council and staff of the ABVMA visited MasterFeeds Inc. in Red Deer, AB, to learn more about the increasing importance of the relationship that needs to exist between the veterinary profession and the feed industry.

The ABVMA has developed some resources for the public that are available on the Alberta Animal Health Source. Communication efforts in 2019 will shift towards antimicrobial stewardship and will include materials for both members and the public.



ABVMA Council and staff outside MasterFeeds in Red Deer, AB - June 2018 - fostering the relationship between the veterinary industry and feedmill industry.



Association Report

PROJECTS

Market Research Survey

IN FALL 2017, THE ABVMA

contracted Banister Research to conduct surveys with several stakeholder groups about their perception of the veterinary profession in Alberta. While the research started in 2017, it did not conclude until January 2018. The five stakeholder groups included ABVMA members (veterinarians and technologists), companion animal pet owners, animal welfare organizations, the rescue community and commercial livestock producers. Surveys were conducted in three specific methods: telephone survey, web survey and in-depth interviews.

A presentation providing an overview of the results took place at the Leadership Weekend in February 2018.

A summarized version of the results were used in the April 2018 Strategic Planning Session. ABVMA management continues to identify both core operational activities as well as proposing potential project ideas to Council using the results of the survey and in support of the ABVMA's strategic directions.

The survey results yielded no glaring red flags. Rescues identified cost as the largest issue of all the demographics surveyed. ABVMA members place emphasis on wellness and support as an important function of the association.

To inform the membership of the results of the surveys, a series of articles will run in each issue of the 2019 ABVMA *Members' Magazine*. The articles will focus on several themes: Association Activities and Performance, Cost vs. Value, Pro Bono Work, Rescues and Shelters, Issues Specific to Large Animal Medicine and Member Wellness.



Association Report

PROVINCIAL AND NATIONAL AFFILIATIONS



Louis Kwantes, DVM

Alberta Representative on
CVMA Council

Message from CVMA

Throughout 2018, CVMA's advocacy and resources supported the practice of veterinary medicine in Alberta and were instrumental in helping make careers of individual veterinarians more successful.

CVMA worked on behalf of members to:

- strengthen legislation/policy to protect animals: in October 2018 the Minister of Justice announced an Act to amend the Criminal Code addressing concerns raised by CVMA and other stakeholders calling to update the Code's shortcomings regarding bestiality and animal fighting
 - provide input to Health Canada's Fee Proposal for Drugs and Medical Devices
 - provide consultation to Health Canada's review of flea/tick spot-on products
 - release a new edition of the CVMA Kennel Code
 - encourage the government to reduce Canadians' exposure to lead by outlawing lead fishing sinkers and lead shot
- give input on WVA/WAVMA's proposed position on Accountability for Aquatic Medicine
 - advise Health Canada on the impact of the new cannabis legalization on veterinary practices
 - produce and revise animal welfare and national issues position statements
 - provide opportunity for Alberta veterinarians to participate in CVMA's Emerging Leaders Program

A 2018 highlight was collaboration with Alberta veterinarians and the ABVMA to help achieve Health Canada's mandate regarding curtailment of antimicrobial resistance; in December 2018 this effort included the launch of a new online platform, *CVMA Guidelines for Veterinary Antimicrobial Use*. This platform allows access from a variety of devices and provides a searchable interface with quick information filtering to facilitate clinical use (as well as frequent resource updates). CVMA members have priority access to all content. Non-members have trial access until April 1, 2019.

CVMA worked cooperatively with a variety of international organizations on issues affecting veterinary medicine in Canada including evaluation of Canadian Veterinary Services, educational standards, food safety, drug supply, labour mobility and global trade.

Assessment of Alberta veterinary and veterinary technologist educational institutions is undertaken by the CVMA. Our business management program delivered economic reports in partnership with the ABVMA, offered an Online Career and Business Toolkit among other tools and resources, and provided ABVMA copies of mass email communication/position statement consultations.

CVMA looks forward to serving Alberta's veterinarians and continued collaboration with colleagues at the ABVMA throughout 2019.



Alberta Veterinary Technologist Association (ABVTA)

We continue to maintain a close relationship with the ABVTA through our administrative support of their association activities. This year has been particularly busy as the ABVTA is gearing up for their 40th anniversary celebration in May 2019. The ABVMA is providing logistical support for this event. The ABVTA Annual General Meeting was held again at CanWest, and as always we welcome their participation. We also enjoy the contributions of their ex-officio representative at Council.

Alberta Agriculture and Forestry (AAF)

We have always had a strong relationship with AAF, and this year was no exception. With the changes from Health Canada regarding the veterinary oversight of antimicrobials, there was a lot of work that needed to be done. ABVMA participated in AAF foresighting sessions regarding the distribution of antimicrobials in the province, and the exploration of a “made in Alberta” model. The outcome was the

province’s decision to leave the distribution of antimicrobials in the hands of the veterinary profession.

With that, the delivery of the message to veterinary professionals was made through the ABVMA communication channels, as well as five regional meetings in April that were delivered by ABVMA staff and Dr. Keith Lehman, Chief Provincial Veterinarian. These meetings were attended by more than 300 veterinarians, technologists and veterinary staff. Dr. Lehman also accompanied ABVMA staff to a number of producer board meetings to deliver the message to these stakeholders. Joint communications are expected to continue into 2019 as well.

The ABVMA remained committed to our participation in the Alberta Farmed Animal Health and Welfare Steering Committee and the Biosecurity Champions Committee, which are both facilitated by AAF. We also remain closely involved in any animal welfare topics brought forward from AAF. We still await the opening of the *Animal Protection Act*, and look forward to participating in its review. Dr. Lehman remains a valuable participant at Council meetings.

Animal Welfare

Animal welfare remains an important component of the ABVMA strategic plan. We have maintained a good working relationship with the Alberta Agriculture and Forestry Animal Welfare Section, and confer with them when appropriate. We also maintain good working relationships with the Alberta SPCA and a number of humane societies.

This past November saw the delivery of the second Veterinary Forensics Workshop, which brought together veterinarians and technologists, SPCA representatives, law enforcement and peace officers, legal teams and other interested parties. It was another great success with approximately 90 people attending. The highlight was trial preparation and a mock trial that occurred on the last afternoon.

The ABVMA also maintains a seat on the Alberta Farm Animal Care (AFAC) Board of Directors, a producer-led group that is concerned with the welfare aspects of food animals. Our voice at these meetings is heard and appreciated. ABVMA representatives also attend the AFAC advisory committee meetings. We participated in the Livestock Care

Conference delivered by AFAC through sponsorship of speakers. Also this past year we sponsored four university level students to attend, and hopefully stimulate them towards an interest in animal welfare, or within the veterinary profession.

Good animal welfare is the core of what we do as veterinary professionals. We must continue to remain as leaders in this area.

Regulatory Groups

The ABVMA has been a member of the American Association of Veterinary State Boards (AAVSB) for a number of years. This organization is the service body for all veterinary state boards in the USA. In the past few years, most of the other provinces have also joined as members of the AAVSB. Throughout the year, this association has been a valuable source of information regarding the regulation of veterinary medicine. Many of the issues that they are dealing with have already been solved in Canada, or may be coming our way. Membership in AAVSB is a good mechanism to keep our fingers on the pulse of where regulation is going on an international level.

At the national level, the Registrar and Deputy Registrar are participants at the Canadian Council of Veterinary Registrars (CCVR). This group meets in person twice annually, with teleconference calls and numerous email messages and threads throughout the year, and has full provincial participation across the country. It has been a valuable group to identify and address issues in registration, discipline and regulation on a national level. Through the formalization of this group in the past four years, we have been able to gain standardization of a number of processes, and work towards simplification of the member registration process. The CVMA acts as secretariat for the group, which has helped generate the CCVR's success.

On a more regional level, the Registrar and President of the ABVMA participate in an annual meeting of the Western Assembly of Veterinary Associations, where the four western provincial associations and colleges meet to discuss regional issues. This year the meeting was hosted by the Saskatchewan Veterinary Medical Association in Saskatoon. On everyone's radar were the pending changes to the oversight of antimicrobials, and how to coordinate the communication efforts in

the west. This is another valuable group to keep open communication between the provinces on issues that affect us all.

Educational Institutions

The ABVMA maintains close ties to the four technical colleges that graduate veterinary technologists in Alberta. Representatives from the ABVMA attend the advisory group meetings, and a representative from each school makes a presentation to Council annually and at the ABVMA Annual General Meeting. In addition, staff of the ABVMA are often invited to make presentations to students on the profession and the association.

The deans of the two western Canadian veterinary colleges are important ex-officio members of Council.

Dr. Dean Singh, University of Calgary, Faculty of Veterinary Medicine (UVCM) is a regular attendee at Council meetings and keeps us well informed regarding what is happening at the school. Each year, Council holds a meeting in the Dean's Boardroom, meets with executive faculty, and participates in a dinner and the white coat ceremony for the incoming



students. ABVMA staff make presentations to students when requested, and we collaborate wherever possible. We also participate in the stakeholder advisory committee meetings for the school. For the past number of years, the wet labs for the CanWest conference have been held at the UCVM Clinical Skills Building.

This year for the first time, senior staff and the ABVMA President met with the Provost of the U of C to discuss future collaboration regarding the increase in seats at UCVM and the future direction of the profession in Alberta. We know that in 2020 there will be an increase in the number of seats to fifty, with a zero net increase in Alberta students. We are in discussions with UCVM to help determine what the optimum number of seats should be. We know that there appears to be a consistent shortage of both veterinarians and technologists in the province, and perhaps fifty Alberta veterinary students is not enough?

2019 will see the final class of Alberta students enter the Western College of Veterinary Medicine (WCVM). Until the final Alberta student has left WCVM, the ABVMA will maintain strong ties with these students. Dean Freeman is a regular attendee at Council meetings,

and graciously hosts us when Council meets in Saskatoon each January. As in past years, Council met at WCVM with the SVMA, WCVM executive, and hosted a dinner for Alberta students. Additionally, ABVMA is represented at the annual WCVM Advisory Committee meeting.

TPP Steering Committee

The Triplicate Prescription Program (TPP) is the provincial prescription monitoring program for narcotics and controlled substances within Alberta, facilitated through the College of Physicians and Surgeons of Alberta. ABVMA has maintained a seat at the TPP Steering Committee since 2010, and in 2018 the ABVMA Registrar was selected as Chair. This is an important program to help members keep responsible control of the narcotics that veterinary practices deal with on a regular basis. In 2019, the TPP Steering Committee will also be looking at the gathering of antimicrobial prescribing data from physicians.

Association Report

BUILDING THE PROFESSION



Baljit Singh, DVM, PhD

Dean, University of Calgary –
Faculty of Veterinary Medicine



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE

IT HAS BEEN AN EXTRAORDINARY year advancing our One Community, One Health strategic plan at the University of Calgary, Faculty of Veterinary Medicine (UCVM).

In September, we received a major philanthropic gift from J.A. (Jack) Anderson and his daughter Wynne Chisholm: their \$44-million, 19,000 acre cow-calf operation. W.A. Ranches at the University of Calgary will continue ranch operations for the purpose of teaching and learning, research and community outreach. Dr. Ed Pajor, Anderson-Chisholm Chair in Animal Care and Welfare, has been appointed Director of W.A. Ranches to provide academic leadership and direction.

This incredible gift adds to the positive momentum we are experiencing at UCVM, with many recent events and announcements including:

- Hosting the ‘The Summit’ conference, a combination of the International Beef Welfare Conference combined with our own UCVM Beef Conference.
- Launching the inaugural Calgary International Equine Symposium, which drew equine researchers and graduate students from all five veterinary colleges in Canada, as well as from across the U.S. and from Mexico, Germany and the U.K. The \$10,000 grand prize was awarded to Dr. Noah Cohen, of Texas A & M, at the Spruce Meadows Masters.
- The provincial government’s announcement of \$7.2 million to support the infrastructure expansion for our expanded DVM program.

- Our biennial VET-U-CAN, a two-day open house organized by DVM and graduate students, offering the public a chance to discover the world of veterinary medicine.
- UCVM's allocation of two Canada Research Chairs – Tier 2, for which recruitment is underway.
- Recruitment of Dr. Edouard Timsit as the Simpson Ranch Chair in Beef Cattle Health.
- Dr. Peter Doherty, the Nobel Laureate veterinarian, granted an Honorary Degree from the University of Calgary.
- Completion of construction of ~\$15 million addition to the Clinical Skills Building.
- Hosting 11 Indigenous students as part of the Verna J. Kirkness Science and Engineering Education Program.

- Launching of a collaboration with Free University, Berlin, in the area of infectious disease biology.
- A long list of external awards granted to UCVM faculty, DVM students and graduate students, among them: Dr. John Kastelic receiving the ABVMA Veterinarian of the Year award; Dr. Gordon Atkins receiving the Carl J. Norden Distinguished Teacher Award and the 2018 Brian MacNaughton Memorial Award; Dr. Eugene Janzen receiving the 2018 Canadian Beef Industry Award for Outstanding Research and Innovation and the Carl Block Award from the CAHC; Ali Naqvi and Kayley McCubbin earning Canadian Dairy Commission student awards; and PhD student Dr. Stephanie Bond receiving the Storm Cat Career Development Award from the Grayson-Jockey Club Research Foundation.





Douglas Freeman, DVM, PhD

Dean, Western College of
Veterinary Medicine



Western College of
Veterinary Medicine

WCVM Annual Report

While 2018 has been challenging, it has also brought unprecedented growth, achievement and rejuvenated support for the Western College of Veterinary Medicine (WCVM). Here are some highlights:

- In March, the American Veterinary Medical Association's (AVMA) Council on Education (COE) confirmed full accreditation for the WCVM, following a site visit in October 2017.
- WCVM faculty member Dr. Yolande Seddon was awarded the new Natural Sciences and Engineering Research Council of Canada (NSERC) Industrial Research Chair in Swine Welfare, worth nearly \$2 million.
- Alberta businesswoman Cathy Roozen donated \$2.5 million to the WCVM toward the purchase of Canada's first PET-CT unit dedicated to animals. As part of the WCVM's growing veterinary oncology centre, the PET-CT suite will be available for clinical use in animals as well as for animal-human health research studies.
- The USask Livestock and Forage Centre of Excellence (LFCE) is a partnership between WCVM, College of Agriculture and Bioresources, governments and industry groups. The new beef cattle feedlot unit and cow-calf and forage unit are operating, while renovations will soon begin at Goodale Farm — the LFCE's third site.

Losing Alberta as a partner has created challenges, but we have received tremendous support from alumni, staff, faculty, stakeholders and partners. People strongly believe in the WCVM, and we will continue to work with and support our alumni and stakeholders in Alberta. We're now working with the other western provinces to develop a new interprovincial agreement that supports our mandate, strengthens our impact in western Canada and fosters our passion for excellence.

Training of Veterinary Technologists and Auxiliaries in Alberta

Veterinary technologists are an indispensable part of the veterinary team. The Animal Health Technology (AHT) program is offered at four technical colleges in Alberta: Grande Prairie Regional College, Lakeland College, NAIT and Olds College. The ABVMA supports the AHT programs by participating on their advisory committees and encouraging increases in enrollments to accommodate the growth in veterinary practice in Alberta.

All four colleges are accredited by the Canadian Veterinary Medical Association and the Canadian Council on Animal Care. All four have Practice Inspection Practice Standards–approved small animal practices. Also, Olds College and Grande Prairie College small animal clinics are American Animal Hospital Association approved.

The technical colleges have formal transfer agreements with several universities providing transfer credit for degree programs.

All AHT graduates challenge the North American Veterinary Technician National Examination (VTNE). In order to practice in Alberta, AHTs must submit to ABVMA a diploma from an accredited AHT program and a passing score on the VTNE. After all documentation is submitted each graduate's name goes forward to ABVMA Council to receive the designation registered veterinary technologist (RVT).

Here are the statistics for the 2017/2018 academic year:

| Programs Quota/ Graduates | Grande Prairie Regional College | Lakeland College | NAIT | Olds College |
|----------------------------|---------------------------------|------------------|------|-----------------------------|
| AHT (2 yr diploma) | 35Q | 42Q* | 32Q | 30 on campus /30 online Q** |
| | 21G | 34G | 32G | 29 on campus /28 online G |
| VMA (1 yr certificate) | | 26Q | 28Q | |
| | | 27G | 28G | |
| VMR (1 yr certificate) | | | | 30 on campus /30 online Q |
| | | | | 16 on campus /19 online G |
| VTA (4 mth certificate) | | | | 30Q*** |
| | | | | 28 G |

Key:

Q=quota, G=graduates, VOA=Veterinary Office Assistant, VMA=Veterinary Medical Assistant, VMR=Veterinary Medical Receptionist, VTA=Veterinary Technical Assistant

*Quota increased to 72 for 2018/2019 academic year

**For 2018/19, Olds College quota is 30 Winter/30 Summer/30 Fall

***The Olds VTA program is also offered as a dual credit offering with Calgary Public/Catholic Schools

There is a growing trend for Alberta RVTs to seek veterinary technician specialty designation. All ABVMA members, both veterinarians and veterinary technologists, may apply for specialty recognition through the ABVMA.



Classroom Agriculture Program (CAP)

The ABVMA is a board member in the Classroom Agriculture Program (CAP). CAP is a non-profit organization that began in 1985. The program delivers classroom presentations to grade four Alberta students to educate them about the importance of agriculture in their everyday lives. The program is delivered by volunteers from various areas of agriculture and range from veterinarians to commodity producers.

Here is a summary of CAP activities in 2018:

- In 2018, CAP registered 23,304 students (1018 classrooms from 53 schools) to receive a presentation
- 250 volunteers provided presentations to the 2018 registered classrooms
- CAP continues an online presence at: <http://www.classroomagriculture.com> and is on Facebook: [@classroomagricultureprogram](https://www.facebook.com/classroomagricultureprogram)
- CAP implemented the goals set at the September 2017 goal planning session and held an additional goal planning session in December 2018.
- Goals achieved throughout 2018 included:
 - a: Established a relationship with Alberta Education liaison*
 - b: Updated CAP membership and sponsorship structure*
 - c: Benchmarked active volunteer presenters*
- CAP designed a classroom poster to keep the agricultural discussion going. The poster will be left with teachers that hosted a presentation in their class and provides quick facts about all the CAP board members

**In 2018,
CAP student
registrations
reached
a total of
23,304 in 1018
classrooms.**

Independent Auditor's Report

EDMONTON, ALBERTA | DECEMBER 18, 2018

To the Members of Alberta Veterinary Medical Association

We have audited the accompanying financial statements of Alberta Veterinary Medical Association, which comprise the statement of financial position as at October 31, 2018 and the statements of operations, changes in members' equity and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not for profit organizations, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal

control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Alberta Veterinary Medical Association as at October 31, 2018 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Kingston Ross Pasnak LLP

Kingston Ross Pasnak LLP

Chartered Professional Accountants

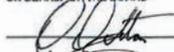
KRP | KINGSTON
ROSS
PASNAK^{LLP}

Statement of Financial Position

YEAR ENDED OCTOBER 31, 2018

| | 2018 | 2017 |
|---|---------------------|---------------------|
| ASSETS | | |
| CURRENT | | |
| Cash | \$ 365,088 | \$ 309,759 |
| Accounts receivable | 67,740 | 95,284 |
| Goods and Services Tax recoverable | 23,013 | 17,070 |
| Investment due within one year (Note 3) | 143,284 | 405,160 |
| Prepaid expenses | 51,858 | 50,730 |
| | 650,983 | 878,003 |
| OTHER RECEIVABLE (Note 4) | 449,968 | 381,812 |
| INVESTMENTS (Note 3) | 1,072,860 | 708,807 |
| PROPERTY AND EQUIPMENT (Note 5) | 37,618 | 50,486 |
| INTANGIBLE ASSETS (Note 6) | 89,701 | 102,323 |
| | \$ 2,301,130 | \$ 2,121,431 |
| LIABILITIES | | |
| CURRENT | | |
| Accounts payable and accrued liabilities (Note 7) | \$ 566,498 | \$ 523,779 |
| Deferred project revenue (Note 8) | 69,220 | 148,694 |
| Deferred operating revenue (Note 9) | 578,099 | 575,895 |
| | \$ 1,213,817 | 1,248,368 |
| COMMITMENTS (Note 10) | | |
| MEMBERS' EQUITY | | |
| Unappropriated members' deficit | (581,269) | (739,715) |
| Operating reserve | 1,491,764 | 1,371,461 |
| Professional wellness reserve | 49,499 | 88,508 |
| Investment in property and equipment | 37,618 | 50,486 |
| Investment in intangible asset | 89,701 | 102,323 |
| | 1,087,313 | 873,063 |
| | \$ 2,301,130 | \$ 2,121,431 |

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements.

Statement of Changes in Member's Equity

YEAR ENDED OCTOBER 31, 2018

| | Unappropriated Members | Operating Reserve | Program Reserve | Professional Wellness Reserve | Investment in Property and Equipment | Investment in Intangible Assets | 2018 | 2017 |
|---|------------------------|-------------------|-----------------|-------------------------------|--------------------------------------|---------------------------------|---------------------|------------|
| BALANCE Beginning of year | \$ (739,715) | \$ 1,371,461 | \$ - | \$88,508 | \$50,486 | \$102,323 | \$873,063 | \$690,782 |
| Excess (deficiency) of revenues over expenses | \$ 280,564 | - | 2,885 | (39,009) | (17,568) | (12,622) | 214,250 | 182,281 |
| Investment in property and equipment | - | - | (4,700) | - | 4,700 | - | - | - |
| Investment in intangible assets | - | - | - | - | - | - | - | - |
| Transfer between reserves | (122,118) | 120,303 | 1,815 | - | - | - | - | - |
| BALANCE End of year | \$ (581,269) | \$ 1,491,764 | \$ - | \$ 49,499 | \$ 37,618 | \$ 89,701 | \$ 1,087,313 | \$ 873,063 |

See notes to financial statements.

Statement of Operations

YEAR ENDED OCTOBER 31, 2018

| | 2018 (Budget - unaudited) | 2018 | 2017 |
|---|---------------------------|---------------------|------------------|
| REVENUES | | | |
| Registration | | | |
| Veterinarian registration (Note 14) | \$ 2,206,000 | \$ 2,206,774 | \$ 2,131,270 |
| Veterinary Technologists registration | 338,800 | 332,502 | 323,346 |
| Permits to practice for a corporation | 118,000 | 83,327 | 82,344 |
| Administrative fees | 70,000 | 62,008 | 67,401 |
| Professional wellness | | | |
| General | - | 20,569 | 18,395 |
| Recovery | 5,000 | - | 4,200 |
| Other revenue | | | |
| Program activity (Schedule 1) | - | 690,385 | 663,422 |
| Communications newsletter/magazine/roster | 155,500 | 173,297 | 163,904 |
| Practice inspections | 189,000 | 220,036 | 145,560 |
| Discipline/complaints program | 148,500 | 228,323 | 124,162 |
| Investment interest | 23,500 | 32,708 | 22,633 |
| Alberta Veterinary Surveillance Network Program | - | 8,762 | 9,706 |
| | \$ 3,254,300 | \$ 4,058,691 | 3,756,343 |

See notes to financial statements.

Statement of Operations

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

| | 2018 (Budget - unaudited) | 2018 | 2017 |
|---|---------------------------|-------------------|-------------------|
| EXPENSES | | | |
| Governance | | | |
| Leadership weekend | 173,250 | 163,736 | 165,011 |
| Council and other committee meetings | 150,000 | 154,343 | 164,507 |
| Representation/delegation | 60,000 | 99,765 | 56,098 |
| Communications | | | |
| Publication and website | 192,500 | 176,149 | 181,600 |
| Public relations and awards | 40,000 | 94,997 | 29,657 |
| Student programs | 30,000 | 27,058 | 21,591 |
| Administration | | | |
| Wages and benefits | 1,001,900 | 984,667 | 962,664 |
| Office operations (including amortization) | 401,370 | 426,808 | 390,896 |
| Office rent | 157,320 | 150,104 | 157,320 |
| Credit cards | 93,500 | 101,260 | 94,103 |
| Bad debts | - | 99,458 | 23,677 |
| General legal fees | 25,000 | 36,504 | 17,843 |
| Professional services | 31,000 | 29,150 | 30,800 |
| Postage and courier | 25,000 | 23,274 | 25,494 |
| Other expenses | | | |
| Program activity (Schedule 1) | - | 648,491 | 687,764 |
| Discipline/complaints program | 319,500 | 310,063 | 306,517 |
| Practice inspection | 185,000 | 170,055 | 175,024 |
| Triplicate prescription program | 34,750 | 33,075 | 33,075 |
| Professional wellness | 45,000 | 59,578 | 34,816 |
| Affinity Market Research Survey Project | - | 49,995 | 10,272 |
| Alberta Veterinary Surveillance Network Program | - | 8,088 | 7,980 |
| Changes in unrealized fair value of investments | - | (2,177) | (2,647) |
| | 2,965,090 | 3,844,441 | 3,574,062 |
| EXCESS OF REVENUES OVER EXPENSES | \$ 289,210 | \$ 214,250 | \$ 182,281 |

See notes to financial statements.

Statement of Cash Flow

YEAR ENDED OCTOBER 31, 2018

| | 2018 | 2017 |
|---|-------------------|-------------------|
| OPERATING ACTIVITIES | | |
| Excess of revenues over expenses | \$ 214,250 | \$ 182,281 |
| Items not affecting cash: | | |
| Changes in unrealized fair value of investments | (2,177) | (2,647) |
| Depreciation and amortization | 30,190 | 30,783 |
| | 242,263 | 210,417 |
| Changes in non cash working capital: | | |
| Accounts receivable | (40,612) | (50,669) |
| Prepaid expenses | (1,128) | (4,289) |
| Accounts payable and accrued liabilities | 36,775 | 93,410 |
| Deferred project revenue | (79,473) | (122,262) |
| Deferred operating revenue | 2,204 | 63,275 |
| | (82,234) | (20,535) |
| Cash flow from operating activities | 160,029 | 189,882 |
| INVESTING ACTIVITIES | | |
| Purchase of property and equipment | (4,700) | (5,683) |
| Purchase of intangible assets | - | (13,500) |
| Redemption of investments | 400,000 | 320,422 |
| Purchase of investments | (500,000) | (640,000) |
| Cash flow used by investing activities | (104,700) | (338,761) |
| INCREASE (DECREASE) IN CASH | 55,329 | (148,879) |
| CASH BEGINNING OF YEAR | 309,759 | 458,638 |
| CASH END OF YEAR | \$ 365,088 | \$309,759 |
| CASH CONSISTS OF: | | |
| Bank accounts | \$ 392,121 | \$ 369,027 |
| Outstanding cheques | (28,781) | (59,268) |
| Outstanding deposits | 1,748 | - |
| | \$ 365,088 | \$ 309,759 |

See notes to financial statements.

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018

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 complaints and discipline 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

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 hand and cash on deposit less cheques issued and outstanding. Included in cash is \$119,435 (2017 \$90,556) related to the Radiation Protection Program.

Property and equipment

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

| | |
|--|---------|
| Furniture and fixtures declining balance method | 20% |
| Leasehold improvements straight-line method | 5 years |
| Computer hardware straight-line method | 3 years |
| Computer software declining balance method | 100% |

Intangible assets

Intangible assets are comprised of assets that lack physical substance and are amortized over their estimated useful lives at the following rates and methods:

| | |
|----------------------------------|----------|
| Database straight-line method | 10 years |
| Website straight-line method | 5 years |

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2017 (CONTINUED)

Investment

The Association's investment Tails of Help of which it owns 33% of the outstanding voting shares and is accounted for by the cost method (as detailed in Note 14).

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, 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.

Transfer from unappropriated members consists of \$3,474 to cover the deficit in program reserve and \$117,582 to the operating reserve as outlined in the Association's objective above.

Transfers to and from equity invested in property and equipment consist of additions funded through operations and depreciation. Additions of \$4,700 related to the purchases of property and equipment were transferred from the program reserve.

Allocated expenditures

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

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

3. Investments

| | 2018 | 2017 |
|---|--------------------|------------------|
| \$100,000, 1.70% Canadian Western Bank Guaranteed Investment Certificate due December 22, 2019 | \$ 101,458 | \$ 101,458 |
| \$40,000, 1.92% Pacific and Western Guaranteed Investment Certificates due March 31, 2019 | 42,826 | 42,019 |
| \$100,000, 1.86% General Bank of Canada Guaranteed Investment Certificate due August 2, 2019 | 100,459 | 100,459 |
| \$60,000, 1.70% Equitable Bank Guaranteed Investment Certificate due December 23, 2019 | 60,875 | 60,875 |
| \$60,000, 2.41% LBC Trust Guaranteed Investment Certificate due March 13, 2020 | 60,919 | - |
| \$60,000, 1.98% Canadian Western Trust Guaranteed Investment Certificate due July 5, 2020 | 60,378 | 60,378 |
| \$40,000, 2.05% Equitable Bank Guaranteed Investment Certificate due August 4, 2020 | 40,202 | 40,200 |
| \$40,000, 1.91% Home Trust Company Investment Certificate due December 22, 2020 | 40,655 | 40,655 |
| \$100,000, 1.80% Montreal Trust Company Guaranteed Investment Certificate due December 23, 2020 | 101,539 | 101,539 |
| \$40,000, 2.71% B2B Bank Guaranteed Investment Certificate due March 15, 2021 | 40,689 | - |
| \$100,000, 2.73% ICICI Bank Canada Guaranteed Investment Certificate due March 15, 2021 | 101,735 | - |
| \$100,000, 2.05% HomEquity Bank Guaranteed Investment Certificate due June 7, 2021 | 100,826 | 100,826 |
| \$60,000, 2.05% Home Trust Company Guaranteed Investment Certificate due July 5, 2021 | 60,398 | 60,398 |
| \$100,000, 2.50% Laurentian Bank Guaranteed Investment Certificate due January 4, 2022 | 102,062 | - |
| \$100,000, 3.05% SBI Canada Bank Guaranteed Investment Certificate due August 2, 2022 | 100,752 | - |
| \$50,000, 3.02% Versabank Guaranteed Investment Certificate due August 8, 2022 | 50,347 | - |
| \$50,000, 3.10% B2B Bank Guaranteed Investment Certificate due October 25, 2022 | 50,024 | - |
| \$100,000, 1.91% LBC Trust Guaranteed Investment Certificate redeemed during the year | - | 101,633 |
| \$100,000, 2.45% National Bank of Canada Guaranteed Investment Certificate redeemed during the year | - | 101,591 |
| \$100,000, 2.45% Natcan Trust Company Guaranteed Investment Certificate redeemed during the year | - | 101,591 |
| \$100,000, 1.40% Vancity Credit Union Guaranteed Investment Certificate redeemed during the year | - | 100,345 |
| | 1,216,144 | 1,113,967 |
| Investments maturing within one year | (143,284) | (405,160) |
| | \$1,072,860 | \$708,807 |

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

4. Other Receivables

| | 2018 | 2017 |
|-------------------------------|-------------------|-------------------|
| Discipline/complaints program | \$ 285,183 | \$ 256,572 |
| Professional wellness | 164,785 | 125,240 |
| | \$ 449,968 | \$ 381,812 |

Discipline and complaints program receivables are non interest bearing and have no fixed repayment terms. The Association has provided the members 1 to 3 years to repay. During the year, the company recorded bad debt expense of \$90,027 (2017 \$21,877) relating to uncollectible amounts.

Professional wellness receivables are non interest bearing and have no fixed repayment terms. The Association has provided the members 5 years to repay. During the year, the company recorded bad debt expense of \$8,325 (2017 \$1,800) relating to uncollectible amounts.

Accordingly, the other receivables have been classified as long term receivables.

5. Property And Equipment

| | Cost | Accumulated amortization | 2018 Net book value | 2017 Net book value |
|------------------------|-------------------|--------------------------|---------------------|---------------------|
| Furniture and fixtures | \$ 149,502 | \$ 116,885 | \$ 32,617 | \$ 35,484 |
| Leasehold improvements | 44,812 | 40,428 | 4,384 | 13,150 |
| Computer hardware | 23,360 | 22,743 | 617 | 1,852 |
| Computer software | 12,757 | 12,757 | - | - |
| | \$ 230,431 | \$ 192,813 | \$ 37,618 | \$ 50,486 |

Amortization provided for in the current year totaled \$17,568; (2017 \$18,162).

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

6. Intangible Assets

| | Cost | Accumulated amortization | 2018 Net book value | 2017 Net book value |
|----------|-------------------|--------------------------|---------------------|---------------------|
| Database | \$ 126,216 | \$ 36,515 | \$ 89,701 | \$ 102,323 |
| Website | 67,551 | 67,551 | - | - |
| | \$ 193,767 | \$ 104,066 | \$ 89,701 | \$ 102,323 |

Amortization provided for in the current year totaled \$12,622; (2017 \$12,622).

7. Accounts Payable and Accrued Liabilities

| | 2018 | 2017 |
|----------------------------|-------------------|-------------------|
| Accounts payable | \$ 530,732 | \$ 497,147 |
| Wages payable | 21,977 | 19,570 |
| Payroll remittance payable | 8,939 | 7,628 |
| Credit card payable | 4,850 | (566) |
| | \$ 566,498 | \$ 523,779 |

Refer to Schedule 1 for Program Activity

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

8. Deferred Project Revenue

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

| | 2018 | 2017 |
|------------------------------|------------------|-------------------|
| Forensics CE Project | \$ 28,737 | \$ - |
| Radiation Protection Program | 27,569 | 26,599 |
| John Waters Workshop | 12,914 | 10,118 |
| Antimicrobial Use Project | - | 111,977 |
| | \$ 69,220 | \$ 148,694 |

9. Deferred Operating Revenue

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

| | 2018 | 2017 |
|---------------------------------------|-------------------|-------------------|
| Veterinary registration | \$ 390,347 | \$ 381,773 |
| Practice Inspection Renewals | 88,280 | 106,124 |
| Veterinary Technologists registration | 85,055 | 74,005 |
| Permit to Practice for a Corporation | 14,417 | 13,993 |
| | \$ 578,099 | \$ 575,895 |

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:

| | |
|------|---------------------|
| 2019 | \$ 260,896 |
| 2020 | 268,761 |
| 2021 | 268,761 |
| 2022 | 268,761 |
| | \$ 1,067,179 |

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

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

| | |
|------|------------|
| 2019 | \$ 109,540 |
| 2020 | 106,840 |
| 2021 | 92,078 |
| 2022 | 22,853 |
| | <hr/> |
| | \$ 331,311 |

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 this budget on October 13, 2017.

12. Canwest Veterinary Conference

The CanWest Veterinary Conference (the "conference") is hosted by the Association.

| | 2018 | 2017 |
|-------------------|------------|-------------|
| Revenue | \$ 289,672 | \$250,467 |
| Trade Fair Booths | 208,525 | 189,135 |
| Sponsorship | 28,617 | 55,959 |
| Expenses | (486,231) | (515,458) |
| | <hr/> | |
| | \$ 40,583 | \$ (19,897) |

Notes to Financial Statements

YEAR ENDED OCTOBER 31, 2018 (CONTINUED)

13. Financial Instruments

The company is exposed to various risks through its financial instruments. The following analysis provides information about the company's risk exposure and concentration as of October 31, 2018. Unless otherwise noted, the company'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 85% of the Discipline receivables, three members that account for 98% of the Wellness receivables and three customers that account for 42% of the trade accounts receivable balance as October 31, 2018.

(b) Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting its financial obligations as they become due. 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.

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 (2017 \$6,000) for providing administrative support services to Tails of Help.

Schedule of Restricted Program Activity

YEAR ENDED OCTOBER 31, 2018

Schedule 1

| | CanWest | Antimicrobial Use Project | Traceability Training Project | Radiation Protection Program | John Waters Workshop | Total 2018 | Total 2017 |
|-------------------------------|-------------------|---------------------------|-------------------------------|------------------------------|----------------------|-------------------|-------------------|
| Opening deferred revenue | \$ - | \$ 111,977 | \$ - | \$ 26,599 | \$ 10,118 | \$ 148,694 | \$ 270,956 |
| Add: Program funding received | 526,814 | - | 28,737 | 47,261 | 8,099 | 610,911 | 541,160 |
| Less: Revenue recognized | (526,814) | (111,977) | - | (46,291) | (5,303) | (690,385) | (663,422) |
| Ending deferred revenue | \$ - | \$ - | \$ 28,737 | \$ 27,569 | \$ 12,914 | \$ 69,220 | \$ 148,694 |
| EXPENSES | \$ 486,231 | \$ 111,977 | \$ - | \$ 44,980 | \$ 5,303 | \$ 648,491 | \$ 687,764 |

Schedule of Non-Restricted Revenues and Expenditures

YEAR ENDED OCTOBER 31, 2018

Schedule 2

| | 2018 Performance | 2018 Budget (Unaudited) | Performance as % of Budget | 2019 Budget (Unaudited) |
|--|---------------------|----------------------------|-------------------------------|----------------------------|
| REVENUE | | | | |
| Registration | 2,684,612 | 2,732,800 | 98.24% | 2,783,257 |
| Communication | 173,297 | 155,500 | 111.44% | 165,000 |
| Practice inspection | 220,036 | 189,000 | 116.42% | 204,725 |
| Professional wellness | 20,569 | 5,000 | 411.37% | - |
| Discipline/complaints program | 228,323 | 148,500 | 153.75% | 110,000 |
| Investment interest | 32,708 | 23,500 | 139.18% | 34,500 |
| Alberta Veterinary Surveillance Network Program | 8,762 | - | 0.00% | - |
| TOTAL REVENUE | 3,368,307 | 3,254,300 | 103.50% | 3,297,482 |
| EXPENDITURES | | | | |
| Governance | 417,844 | 383,250 | 109.03% | 440,000 |
| Communications | 298,205 | 262,500 | 113.60% | 269,250 |
| Administration | 1,851,225 | 1,735,090 | 106.69% | 1,782,290 |
| Practice inspection | 170,055 | 185,000 | 91.92% | 215,250 |
| Professional wellness | 59,578 | 45,000 | 132.40% | 50,000 |
| Discipline/complaints program | 310,063 | 319,500 | 97.05% | 305,000 |
| Triplicate prescription program | 33,075 | 34,750 | 95.18% | 34,000 |
| Alberta Veterinary Surveillance Network Program | 8,088 | - | 0.00% | - |
| Affinity Market Research Survey Project | 49,995 | - | 0.00% | - |
| Other | (2,177) | - | 0.00% | - |
| TOTAL EXPENDITURES | 3,195,951 | 2,965,090 | 107.79% | 3,095,790 |

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.





Healthy animals
and people in a
healthy environment.

Alberta Veterinary Medical Association
Building #3, Elm Business Park
Suite 104, 9452 – 51 Ave NW
Edmonton, AB T6E 5A6

Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

www.abvma.ca
www.albertaanimalhealthsource.ca

Connect with Us

 [@ABVMA](https://twitter.com/ABVMA)

 facebook.com/abvma

 [@abvma_official](https://instagram.com/abvma_official)

 [Alberta Veterinary Medical Association](https://www.linkedin.com/company/alberta-veterinary-medical-association)