STEWARDSHIP
AB.VMA
Alberta Veterinary Medical Association
ANNUAL REPORT
2012
Serving society by regulating, enhancing and providing leadership in the practice of the profession of veterinary medicine.

Contact Us

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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, relieve animal suffering, protect the health of the public and environment, and advance comparative medical knowledge.

I will practice my profession conscientiously, with dignity, and in keeping with the principals 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.
AB.VMA 2012 COUNCIL

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- Dr. Ken Keeler Edmonton Region
- Dr. Duane Landals Secretary / Treasurer
- Dr. Troy Bourque Canadian Veterinary Medical Association Representative
- Dr. Egan Brockhoff Central Region
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- Ms. Nichole Boutilier Animal Health Technologist Representative — Non-Voting

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- Dr. James Marshall Vice-President, North Region
- Dr. Jennifer Willans President, Calgary Region
- Dr. Annabelle Denson Past-President, Central Region

Back Row, left to right:
- Dr. Alastair Cribb University of Calgary, Faculty of Veterinary Medicine Representative
- Mr. Brian Travers Public Member
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Dr. Jennifer Willans - President

2012 was a busy and productive year for the ABVMA Council. In April, Council held a strategic planning session in Edmonton. The Council priorities reviewed and established at this session served as a road map for the entire year. This report highlights the ABVMA Council strategic priorities, and the activities and accomplishments of the ABVMA in 2012.

STRATEGIC PRIORITY: ANIMAL WELFARE LEADERSHIP

Veterinarians and Animal Health Technologists are experts in animal welfare. Our profession has a responsibility to society to demonstrate leadership in animal welfare.

- A number of animal welfare initiatives were completed in 2012. These included the publication of the following: “A Good Death – ABVMA guidelines on euthanasia of compromised livestock”, A tail docking brochure, “My tail and I – tail docking for dogs”, and “Best Management Practices for Animal Shelter and Rescue in the Province of Alberta”.

- Veterinary professionals understand the benefits of animal companionship. Unfortunately, there are members of our society that cannot afford essential veterinary care for their animal companions. The ABVMA Council and staff have worked hard over the past year to establish an arms-length charitable foundation that will provide essential veterinary care to Albertans with financial need. This foundation is targeting an April 2013 launch.

STRATEGIC PRIORITY: GOOD GOVERNANCE

The ABVMA is a progressive Association that strives to continuously improve our governance structure and function.

- The Governance Task Force formed in 2011, successfully completed their mandate. The Task Force was asked to provide recommendations to Council regarding: criteria for bringing a member resolution forward to an AGM, whether it was necessary to realign the representation districts, and Animal Health Technologist (AHT) involvement in the governance structure of the ABVMA.

- AHTs have been members of the ABVMA since 2010. As members of the ABVMA, they should be entitled to have input into Association matters. A subcommittee of councillors, staff and AHTs worked hard over the past year to create the proposed bylaw amendments regarding the involvement of AHTs in the governance structure of the ABVMA.
• AHTs have been members of the ABVMA since 2010. As members of the ABVMA, they should be entitled to have input into Association matters. A subcommittee of councillors, staff and AHTs worked hard over the past year to create the proposed bylaw amendments regarding the involvement of AHTs in the governance structure of the ABVMA. The subcommittee researched the bylaws of several other professions that license technologists in Alberta in the preparation of these proposed bylaws. The Veterinary Profession Act limits what AHTs are permitted to vote on. The Act states that AHTs cannot be voting members of Council and that only Veterinarians can vote on changes to the General Regulations, Bylaws of the Association and Council Guidelines on Continuing Education and Marketing Activities. The proposed bylaws allow for AHTs to nominate AHTs and Veterinarians to Council, vote for the AHTs on Council, vote on Association matters that do not involve the above-mentioned areas, participate on legislative and non-legislative committees and it outlines the first steps towards a parallel discipline process for AHTs.

• In 2011, a motion was passed at the AGM to pursue the creation of a second category of technologists, namely Veterinary Para-Professionals. The Veterinary Profession Act and General Regulations holds that any medical service performed in regards to an animal must be performed by a registered member of the ABVMA and in accordance with the Regulations. The ABVMA is charged with the responsibility of ensuring the qualifications for entry into the field of veterinary medical practice are met and that the public interest regarding the delivery of veterinary medical services is protected. The current veterinary legislation makes it difficult to legitimately engage certain expertise for veterinary treatments by individuals not registered under the Veterinary Profession Act and General Regulations. In addition to this challenge, members of human medical professions practicing on animals are not currently regulated by their professional colleges when they are practicing on animals. Council is continuing to address this important and complex issue.

STRATEGIC PRIORITY: RESPONSIBLE PRESCRIBING AND DISPENSING

It is a privilege to have the legislative authority to prescribe and dispense medications to our veterinary patients. We must behave responsibly.

• A draft of The Alberta Best Practices Framework for the use of Antimicrobials in Food-Producing Animals (APRUMA) has been published. This framework is intended to provide information to consumers, producers, veterinarians, and other interested parties on the use of antimicrobial products in animal agriculture. Please see the APRUMA Blog (http://www.apruma.ca/) for more information.
• The theme of the highly successful 2012 Canwest Veterinary Conference was “Responsible Use of Medicine in Animals”. The John Waters Zoonotic Diseases workshop was held in conjunction with Canwest this year and the title of that workshop was “Antimicrobial Use and Abuse in Human and Animal Health”. This collaborative workshop was attended by medical practitioners, veterinary practitioners, public health officials, laboratory staff, University researchers, and representatives from the Canadian Food Inspection Agency, Alberta Agriculture and Rural development and Health Canada.

STRATEGIC PRIORITY: COMMUNICATION

The ABVMA is a progressive organization striving to continuously improve our communication with members, the public and our stakeholders utilizing a variety of modalities.

The annual ABVMA Council road trip to outreach with members was a success. Councillors and ABVMA staff visited approximately 15 veterinary practices in the southern part of the Province. This was an opportunity to meet in person with many veterinarians, AHTs and staff from that region. While in the area, Council hosted a regional meeting in Lethbridge.

• Council engaged a marketing firm to develop and maintain a communication strategy utilizing social media. The goals of an effective social media strategy are to educate the public on animal health and welfare, position ourselves as leaders in animal health and welfare, and to enhance communication between and with our members.

• The weekly “E-news” was changed to HTML format, allowing for a better user experience and enhanced communication with members.

• Electronic surveys were trialed for the first time in 2012 and were met with enthusiasm by members. Council intends to utilize electronic surveys in the future.

• The Vice President and President of the ABVMA attended numerous meetings of other veterinary organizations. Attending these meetings is not only educational, but it improves communication amongst members of our profession. Delegations included: the American Veterinary Medical Association Leadership Conference, The Canadian Veterinary Medical Association Leadership Summit, The Association of Veterinary State Boards Annual Meeting and Conference, and the Annual General Meetings of the Manitoba Veterinary Medical Association, the Saskatchewan Veterinary Medical Association, the College of Veterinarians of British Columbia, the Society of British Columbia Veterinarians and the Alberta Association of Registered Animal Health Technologists.
Numerous efforts are made to ensure ongoing and effective communication with the Western Canadian Veterinary Colleges. This represents an important investment in the future of our profession. The Deans of both veterinary schools are invited to sit as ex-officio on Council, one Council meeting is held at each veterinary school annually, and an annual social function is hosted by Council for Alberta student members at each veterinary school. Members of Council also sit as representatives on the Western College of Veterinary Medicine Dean’s Advisory Board, and The University of Calgary Faculty of Veterinary Medicine Admissions Committee and Stakeholder Advisory Council.

Improving the health and wellness of our members should result in better veterinary care for the public.

Work-life balance and member wellness are important and necessary topics of conversation right now in our profession. Veterinary medicine is a very rewarding profession, but it can also be a demanding one. Recent publications have indicated that veterinarians may be at higher risk than the general public for workplace associated conditions such as burnout, compassion fatigue and suicide.

Currently, there are two successful components to the ABVMA member wellness program. The first component provides three, 1 hour, free and anonymous counselling sessions for members dealing with personal mental health issues, relationship issues or professional problems. The second component is funded by voluntary member donations and provides help to members in crisis. This fund allows for members with a substance or psychological dependency that has rendered them incapacitated to practice veterinary medicine to attend a residential treatment program.

An ABVMA Council subcommittee was formed this year with the purpose of investigating the expansion of the current member wellness program. A series of regional focus groups were held in December 2012 to help identify some of the work-related stressors that affect quality of life and career development in the veterinary profession.

On a personal note, it has been an honour and a privilege to serve as the ABVMA president in 2012. I would like to thank my colleagues on Council, and the ABVMA staff for their tremendous support. It has been a very rewarding year!
It is with sincere and mixed emotions that I acknowledge that this will be the last annual report I submit as Registrar of the Alberta Veterinary Medical Association (ABVMA). I have requested that Council end my appointment as Registrar/Secretary Treasurer at the conclusion of the 2013 Annual General Meeting. This resignation has been accepted by Council and they have appointed Dr. Darrell Dalton as Interim Registrar until the end of October, 2013. At that time a new Registrar will be engaged. This will provide an appropriate amount of time to make the final decision on a long term situation. Council has decided that I will continue my contract with the ABVMA in the role of advisor/consultant until October 31, 2013 to facilitate a smooth transition period.

I feel privileged to have held the position of Registrar since the year 2000. Throughout the past 12 years I have been allowed to be the voice of and for the veterinary profession in Alberta, nationally, and internationally. I have held this position with great pride and hopefully have performed my duties to the satisfaction of the public and the members of the profession.

Through the wide range of connections this position provides, I can say with great confidence that the ABVMA is a veterinary professional and regulatory organization that is at the forefront of our profession. The public in Alberta has access to accountable and qualified veterinary services that are as good as any and better than most. The level of veterinary expertise available to provide animal care and public security is exceptional and the leadership of the profession and engagement of the membership in this leadership is something to be envied.

Through the years I have worked with numerous different presidents, uncountable councillors, committee members, members at large and a range of dedicated association staff. Each person, in their own way added to the excellence of our organization and reflected our diversity. At the same time, every individual demonstrated the commitment of the ABVMA to the protection of the public interest in the delivery of high quality veterinary health care. Saying that my term as Registrar has been an experience of a lifetime is an understatement. This has been life changing for me and has caused me to redefine myself. There is no way to say thank you enough to all the people who have made this journey so personally impactful and meaningful.
The evolution of the veterinary profession, association and community during the past decades is impossible to relate here. Certainly we are much different today than when I started with the ABVMA. Our history committee has been working hard to compile a history of the association covering the past twenty years. I encourage members to read this when it becomes available. Recognition of how far we have come is the first step in recognising how far we have yet to go. The field of veterinary medicine and the ABVMA is owned by the members. Knowing what I know of the integrity of our members, I believe the ABVMA will continue to be an industry leader into the future.

I think one of my first editorials spoke of change; “change is good, but change is hard”.

Believe me, it is a lot harder when this change is personal. I am challenged with the thought of letting go of something that means so much to me but at the same time, I am looking forward to a lot more personal time and other adventures.

Thank you sincerely.

Duane Landals
Dr. Duane Landals - Registrar  
Dr. Darrell Dalton - Deputy Registrar

As always, the Annual Report is an attempt to document the activities of the ABVMA over the past year. Most of the relevant information is included in the assortment of other reports within this document, although there are a few administrative items that are left to include here. We are always proud to say that the work of the ABVMA staff, Council and committees is all interconnected. This means there is always a risk of repetition in the report. Please read all the submissions and recognise that we could not accomplish everything we do without great team work and cooperation.

OFFICE ACTIVITIES

The past year has been a very stable year regarding ABVMA staff. There have been no changes to our staff, although we do have one member, Ms. Chris Galenza, away on maternity leave. A decision was made to not fill this position in Chris’s absence and the rest of the staff have cooperated in filling the void until Chris returns in June.

This year has seen the completion of the ABVMA Video Conferencing Center. We have successfully started using this for a range of association meetings. In partnership with the Alberta Association of Animal Health Technologists (AAAHT), we hosted our first regional CE event using this technology. With the cooperation of many volunteers, we were able to deliver a Radiation Quality Assurance Program to five locations simultaneously. Despite a few technical difficulties, feedback supported continued development of this delivery model. The ABVMA and AAAHT have agreed to work together to develop a series of events in the upcoming year. It is hoped that the frequency of these events and the number of delivery sites can increase as we become more knowledgeable with the process. It is an excellent means of providing cost effective education to our members, especially those who work beyond the limits of our major cities.

REPRESENTATION AND DELEGATION

One of the most important activities of the association is to interact with other organizations having similar objectives to those of the ABVMA and the veterinary profession. This activity is a valuable investment of time for the staff and volunteers of the association. It allows us to participate in policy development at a variety of levels and insures we have input into where the future will take us.
Educational Delegation

We formally make representation at the advisory bodies of Alberta’s four Animal Health Technology Diploma programs, the Western College of Veterinary Medicine, the University of Calgary, Faculty of Veterinary Medicine, as well as three Veterinary Medical Assistant/Receptionist Certificate Programs. Presentations are made to students regarding ethics and professional development at all these institutions as well as the Animal Health Science students at the University of Alberta. The ABVMA annually hosts a student dinner at each of the western Canadian veterinary colleges. In partnership with the Canadian Veterinary Medical Association and the other western provinces we participate in a White Coat Welcome Celebration for new first year students. Two veterinary students are chosen from each veterinary college as liaisons to the ABVMA, and they are invited to participate in the Leadership Weekend and Annual General Meeting.

Organizational Delegation

- **Local:** The ABVMA participates in a wide range of local and provincial organizations as observers or active board members. These include: Alberta Association of Animal Health Technologists, Alberta Farm Animal Care (including the Livestock Care Conference), Horse Industry Association of Alberta, Alberta Farmed Animal Health and Welfare Strategy Steering Committee (and their various priority action groups), Triplicate Prescription Program Steering Committee, the Biosecurity Champions of Alberta Agriculture and Rural Development, the Alberta Alliance for the Safety of Animals and People, and many others.

- Additionally we periodically attend specific meetings of many other organizations at their request. This year Dr. Landals had the opportunity to make a presentation at WCVM as the D.L.T. Smith Guest Lecturer and spoke of the evolving role of the veterinarian in animal welfare. He was also invited to present our “Best Management Practices for Animal Shelter and Rescue in the Province of Alberta” at the Alberta SPCA annual conference, and directly to the ASPCA Board of Directors. The project concerning responsible antimicrobial use (APRUMA) provided an opportunity for us to present at a variety of different producer groups. The responsible dispensing of pharmaceuticals was also a focus for the Council regional meeting with members in Lethbridge.

- **National:** On an annual basis, the ABVMA participates in the leadership activities of the Canadian Veterinary Medical Association (CVMA) Annual Convention. These include the Veterinary Summit, National Registrars Meeting, National Veterinary Association Presidents Meeting and the Meeting of National Communication Managers. Annually, the ABVMA president and staff meet with their counter parts from Manitoba, Saskatchewan and British Columbia at the Western Assembly of Veterinary Associations (WAVA). This years meeting was hosted by the Saskatchewan Veterinary Medical Association but was held in Winnipeg.
to coincide with the Manitoba Veterinary Medical Association annual general meeting. Our president or delegate is present at each of these organizations annual meetings. Dr. Dalton also sits on the executive of the National Farm Animal Care Council as the western representative.

- This year Dr. Landals was asked to participate in the CVMA Task Force on Collaboration. Through a series of meetings we have tried to refine a proposal that would provide a mechanism to have a single voice for the entire veterinary profession in Canada and a venue to facilitate collaboration between all the veterinary statutory (licensing) bodies in Canada. There are still a number of obstacles to be navigated, but the task force is confident that the value of this project outweighs the barriers, and that an effective compromise can be reached.

- **International:** The ABVMA vice president and our young veterinarian of the year recipient attend the American Veterinary Medical Association (AVMA) Leadership Weekend and the president and registrar attend the American Association of Veterinary State Boards (AAVSB) annual conference and meeting.

- As vice president of the World Veterinary Association, Dr. Landals has also had the opportunity to participate in a number of important policy development meetings in the past year, including the American Veterinary Medical Association Meeting and meetings with the International Federation of Animal Health discussing principals of good prescribing and dispensing.

- Veterinary medicine is a global profession with standards and values set at an international level. Recognising our responsibility to regulate the profession under provincial statute we cannot overlook the influences that impact us from beyond our borders. This wide range of connection of the AVBMA with the animal health and veterinary community generally helps ensure that we do our job as provincial regulators properly and in the best interest of the public of Alberta.

### PROJECTIONS

Projects have become a major vehicle for the ABVMA to advance and enhance veterinary medicine within Alberta. We have reported upon a number of projects or initiatives conducted in the past, and Council plans to continue pursuing projects in the future.

Last year, we concluded the bulk of the work on the Foreign Qualifications Recognition project, as documented in the 2011 Annual Report. There were plans to provide intensive courses, involving both didactic and clinical experience, by the University of Calgary, Faculty of Veterinary Medicine (UCVM) to enable candidates enrolled in the National Examining Board (NEB) Clinical Proficiency Exam to improve their knowledge and skill levels. In June, UCVM provided one week long sessions in Small Animal Anaesthesia, Equine Medicine, Small Animal Surgery and Small Animal Medicine.
The sessions were well subscribed to, and found to be very useful for all who attended. A similar set of sessions are planned for June of 2013. The Online Evaluation Tool for people looking to enter the NEB exam sequence that was previously described is now available on the website.

The last of the Biosecurity projects reported last year, involving unregulated poultry flocks, also completed in the fall of 2012. There was great interest in this project from the public, and serves as an indication of how extensive and important the small flock poultry industry has become in Alberta.

One of the largest projects that concluded in 2012 was the Euthanasia Project. The manual “A Good Death: ABVMA Guidelines on Euthanasia of Compromised Livestock” was introduced at a meeting held in conjunction with the CanWest Veterinary Conference. The document was written by Dr. Ron Clarke, and serves as a valuable resource for all veterinary health care professionals involved in the euthanasia of any animals, but particularly livestock. It includes a discussion regarding some of the moral and ethical concerns that face us, as well as comprehensive discussions of current available methods of euthanasia. We have received numerous compliments from across the continent regarding this document.

The Euthanasia Project also included the purchase of twenty-five Cash Dispatch Kits, which are a single step euthanasia system capable of euthanizing a large range of animal species of different sizes. These kits were distributed to rural practices around the province which included veterinarians and animal health technologists that also attended training in their proper use and maintenance. These practices have these units available for use by their veterinarians in their day to day practice, as well as having them available for situations in which a large number of animals may need to be euthanized for humane or disease control reasons. Our hope is that there will always be a reserve of trained and equipped veterinarians available to the provincial government to be able to call upon in times of emergency. This group of veterinarians, referred to as the Animal Welfare Veterinary Response Team (AWVRT), is similar to and includes some of the AFAC ALERT line veterinarians, and it is hoped that the two groups will evolve into a single group in the future. This project was possible through the generous funding of Growing Forward, a federal-provincial-territorial initiative.

The final large project that the ABVMA has embarked upon is the Alberta Pet Essential Treatment Foundation (ABPETF). This foundation will hopefully be established by the time of the 2013 Annual General Meeting, and has been the inspiration of some very compassionate and dedicated pet owners that approached Council. The purpose of the ABPETF is to provide funding for essential treatment to animals belonging to people of limited financial means. Clinics identifying eligible people will be able to apply to the foundation for funding to provide treatment that may not otherwise be delivered without some form of financial assistance. The foundation will be a non-profit charitable corporation established with the ABVMA having controlling interest, but managed at arms length from the ABVMA. No member’s fees will support this foundation. 2013 is expected to be a fund raising year for the foundation, with the disbursement of funds beginning in 2014. This foundation is expected to raise the profile of veterinary medicine within the province, and shed a very positive light on the profession.
MEMBER WELLNESS PROGRAM

The ABVMA Wellness Program continues to be a successful members’ service. There are a number of members that have utilized this valuable program. We have also been able to assist some members to receive more involved treatment. Remember that any member (veterinarian or RAHT) experiencing personal or professional problems is eligible for three, one hour sessions with a Wellness Program psychologist to aid in resolving these problems. This program is totally anonymous.

The Practice Review Board continues to deal with incapacitated members, and assisting them to receive treatment through the second portion of the wellness program. We must remember that veterinarians are not immune to addictions, and have a higher availability to controlled substances than other health care professionals. We must remain vigilant for proper medication use and protect our privilege to prescribe and dispense these medications. Member wellness, including addictions, and life balance has also become a focus of the Canadian Veterinary Medical Association.

LEGISLATION

A review of the ABVMA Bylaws has been made by Council, and presented to the membership for discussion. The plan is to receive and incorporate member’s comments into the Bylaw, and have the membership vote on these changes in the spring of 2013. There has also been a revision of the Practice Inspection Practice Standards Bylaw ongoing, and is expected to be presented to the membership for discussion in 2013 as well.

COMMUNICATION

The ABVMA website is constantly being improved and updated to facilitate communication with the membership. This year saw the addition of the ABVMA Resource Library, where documents can be more easily viewed and downloaded. In the future, major documents or publications will be available here for both the public, and for members only. The viewing platform is a “flip viewer” and intended to make the documents read more like a book. The public directory to locate a clinic or a member has been revamped, and we continue to improve it to make it more user friendly. The weekly e-news also continues as a source of information for members. This year it moved to a Wednesday distribution and an ‘html’ format. The ABVMA is also involved in social media, and is now also included on Facebook, Twitter, YouTube, Vimeo, and Pintrest.

CONCLUSION

The hard work of Council, committee members, and staff of the ABVMA has certainly been paying dividends as evidenced by the solid past and bright future we have for the ABVMA. Changes are coming, but we will neither avoid them nor fear them. We will meet change head on, and mould it to the benefits and needs of our members, and the public of Alberta.
Dr. Phil Buote – Complaints Director

The Alberta Veterinary Medical Association is the statutory body that regulates the practice of veterinary medicine in the province of Alberta. All veterinarians and animal health technologists in Alberta are registered members of the ABVMA. The ABVMA verifies the credentials of applicants, maintains a register of all members entitled to practice veterinary medicine, verifies that members complete annual hours of continuing education, conducts practice inspections and, if necessary, receives complaints from the public about registered members.

Informal Complaints

The Complaints Director receives many contacts from the public regarding veterinarians and veterinary practices. In many cases these concerns are regarding fees and communication. The resolution of these concerns is best achieved through increased communication between the parties. The Complaints Director encourages effective communication as a means of resolving client concerns and may provide assistance in reaching a resolution. This informal process is not legislated and there is no record or reporting of these contacts.

Formal Complaints

A written letter of complaint that is received by the ABVMA is considered a formal letter of complaint. The Complaints Director will normally contact the member by phone to inform them of the complaint and to discuss the discipline process in detail. A formal letter of notification, along with a copy of the letter of complaint, a copy of the Veterinary Profession Act and an information sheet for the investigated member is sent by registered mail.

In the calendar year 2012, and as of this writing, 23 formal letters of complaint were received. This compares with 25 and 24 in the years 2010 and 2011 respectively.

Section 28(2) of the Act describes the options available to the Complaints Director for dealing with a formal letter of complaint. The most common approach is through investigation and peer review by the Complaint Review Committee. There are other avenues by which a complaint may be addressed. The Complaints Director may encourage, or work with, the complainant and the investigated member to resolve the complaint. Sections 28(2)(a) and (b) are only applied with the consent and cooperation of all parties. The Complaints Director represents the interest of the ABVMA in these cases, which is to ensure that the public interest is protected.

In 2012, two (2) complaints were resolved under section 28(2)(b) of the Act.
Investigation

The Complaints Director may conduct, or appoint an investigator to conduct, an investigation. The investigator collects all pertinent information regarding the case and presents that information in an investigator’s report. The investigator submits a report that is factual and contains no expression of opinion or bias. Investigators are granted certain powers under the Act to conduct an investigation, including the ability to enter premises, request individuals to produce any documents that may be copied, or produce any ‘thing’ that may be taken away to have tests done on it.

There is a conscious effort made to have all investigations completed in a timely manner; however complete and thorough investigations are necessary. In all cases, the Complaint Review Committee (CRC) will assess the investigator’s report and determine that the investigation is complete and that there is sufficient evidence to proceed in making a decision. If this is not the case, the CRC will request further investigation.

In 2012, 21 of the 23 formal complaints received were investigated. As of this writing, 11 cases remain under investigation.

Member Wellness

ABVMA Council and the Complaints Director are mindful of the anxiety and apprehension that a formal complaint and the ensuing investigation may place on a member. Every effort is made by the Complaints Director to fully inform the investigated member of the complaints process in order to minimize this stress. The initial phone call that precedes the formal notification sent by registered mail is a very difficult call to make. Members are informed of the ABVMA Wellness Program, which provides three hours of anonymous professional counseling.

Complaint Review Committee

The investigator’s report is submitted to the Complaint Review Committee (CRC). The CRC is made up of six registered veterinarians, two members of the public appointed by the minister, and two registered animal health technologists (non-voting). This committee makes a preliminary, ‘threshold’ decision. The CRC may refer the case to the Hearings Director for a hearing, dismiss the case as it is frivolous and vexatious, or dismiss the case for a lack of, or no evidence of unprofessional conduct.

In other regulatory legislation such as in the Health Professions Act, the role of the CRC is performed by the Complaints Director. The ABVMA decided to provide for a second level of peer review rather than have this decision made by one individual.

The CRC meets on an as-needed basis once an investigator’s report is submitted. Complaint Review Committee members are dedicated to conducting a thorough, fair review of each complaint case. Thank you to the members of the CRC who committed to their important and often difficult role in the discipline process.
Dismissed Cases

In complaint cases that are dismissed by the CRC, a written decision, with reasons that describe how and why the committee reached their decision to dismiss, is provided to the complainant and the investigated member. The complainant is additionally informed of their right, under section 34.1 of the Act, to request a review of the CRC decision to dismiss. This review is undertaken by a Committee of Council.

- The Complaint Review Committee has undertaken the review of 17 cases in 2012. This includes nine complaints received in 2012 as well as eight complaints received in 2011.
- The CRC made a decision to dismiss due to a lack of or no evidence of unprofessional conduct in five of those cases. No request for review of the CRC decision to dismiss was received for any of those cases.
- The CRC referred seven cases to the Hearings Director for a hearing.
- The CRC has requested further investigation in two of the cases reviewed, and has not rendered a decision on three cases as of this writing.

Hearings

In cases where the CRC is unable to dismiss a complaint, the case is referred to the Hearings Director for a hearing. ABVMA professional conduct hearings are open to the public. A Notice of Hearing is drafted which details the specific allegations that will be brought forward against the investigated member.

The investigated member is strongly encouraged to retain legal counsel. ABVMA legal counsel acts in a prosecutorial role. This has been a point of confusion for members in the past. Members are responsible for their own legal defense. The names of lawyers with experience in professional regulatory proceedings may be provided to a member upon request. It is the member’s responsibility to select and retain their own legal counsel.

Hearings are serious, formal affairs and are normally held in a boardroom in Calgary or Edmonton. The Hearing Tribunal acts as the panel of judges and is normally composed of three registered veterinarians and one member of the public appointed by the minister.

The Hearing Tribunal will hear sworn testimony, receive evidence and may ask questions of the witnesses. The Hearing Tribunal will make a decision on whether or not there is a finding of unprofessional conduct pertaining to each allegation in the Notice of Hearing. If there is no finding of unprofessional conduct, then the matter is, generally speaking, concluded. If there is a finding of unprofessional conduct, the Hearing Tribunal has the authority to order sanctions against the member.
In 2012, there were four hearings held. Three of the hearings were held into complaints that were received in 2011, and one of those hearings addressed two complaints against the same veterinarian. The fourth hearing was regarding a complaint that arose in 2012. All four hearings resulted in findings of unprofessional conduct.

As of this writing there are two Hearings pending.

**Hearing Tribunal Members**

These volunteers step up to perform one of the most unpleasant tasks in a self regulating profession; that is sitting in judgment of one’s peers. The Hearing Tribunal members will often give up a full day or two of time in their practices to sit on a Tribunal. This is followed by writing their decisions and reasons. Some tribunal members have had to work late into the night or re-convene in early morning in order to complete a hearing. I would like to acknowledge the vital role these members play in our discipline process, and thank them for their dedication.

**Consent Orders**

Section 35.1 of the VPA provides that at any time after a complaint has been received but before the Hearing Tribunal has made a decision, an investigated member may submit a written admission of unprofessional conduct to the Hearings Director. The investigated member normally meets with a sub-committee of the CRC to hold without prejudice discussions regarding the allegations for which the member is willing to accept responsibility, and the corresponding acceptable sanctions. These consent discussions result in a Consent Order that is signed by the member. The member must still appear before the Hearing Tribunal, who will make a decision to accept the consent order.

In three of the four Hearings held in 2012, the investigated member signed a consent order that was accepted by the Hearing Tribunal.

**Ombudsman**

In March of 2009, a complainant made a complaint to the office of the Alberta Ombudsman that the Committee of Council (COC) unfairly upheld a decision of the CRC to dismiss their complaint. An investigation was conducted by the office of the Ombudsman which resulted in a protracted discourse and lengthy negotiations regarding the ABVMA complaints process and the process for COC review of CRC decisions to dismiss.

In the end, the ABVMA arrived at an agreement with the office of the Ombudsman that included undertaking a second COC review of the CRC decision to dismiss regarding the matter. The newly constituted COC confirmed the decision of the CRC to dismiss the complaint. The COC provided exemplary reasons of their decision to the complainant. The Ombudsman informed the office of the ABVMA by way of letter on December 5, 2011 that the file was being closed.
On February 28, 2012 the ABVMA was notified by the Ombudsman that the same complainant has once again complained to the Ombudsman regarding the fairness of the decision of the second COC to confirm the CRC decision to dismiss. The matter is, as of this writing, under investigation. The ABVMA is confident that the COC rendered a fair decision and that the ABVMA has upheld its legislated responsibility. The ABVMA has expressed concern to the investigator regarding the administrative fairness to the member involved in this complaint.

The ABVMA was also informed on February 28, 2012 that a second complaint had been received by the Ombudsman. The ABVMA responded to this complaint on April 30, 2012 and as of this writing the matter is still pending.

Acknowledgement

I would like to acknowledge ABVMA Council for their role as the Appeal body in the discipline process. Council members dedicate a lot of time to the governance of the Association. I would like to personally thank Dr. Willans and all Council members for supporting me in the role of Complaints Director. I would like to also thank Ms Karen Smith, legal counsel to the ABVMA for her legal advice. Thanks also to Darrell Dalton, Midge Landals and the staff at the ABVMA, particularly Lisa Barry for her work as administrative Assistant to the Complaints Director which is often a difficult job.

Finally, I will take this opportunity to personally thank Dr. Duane Landals for the leadership and guidance he has provided to me. I consider Duane to have been a mentor, always available to discuss any issue in depth no matter how busy he may have been. Duane is truly benevolent and has a genuine concern for all members of the ABVMA. The veterinary profession has always been the focus of his work and his passion. Every member of the ABVMA is a beneficiary of his selfless commitment to the Association. I consider myself very fortunate to have worked for Duane, and wish him all the best in the future.
Mr. Alvin Kumlin and Mr. Brian Travers – Public Members on Council

As Public Members on Council we hope that our past experiences allow us to provide a perspective of value to the profession. Alvin is a Rancher and in his working life has had personal experience with the Client/Veterinarian relationship. Brian is a Chartered Accountant and most recently an Investment Advisor. The Legislation seems to define the role of the public member very narrowly relating to disciplinary matters. Your Public Members have chosen to be more vocal and express their opinions on matters before Council.

During the year we have had opportunities to meet and speak with some of the young people entering the profession. The conclusion we have come to is that the profession will be in good hands going forward. Meeting these young people has to be considered a highlight of our experience this past year.

Council has been asked to address many challenges during the period. Good communication between the administration and members is essential for the development of the full potential of the ABVMA. The focus on social media is an attempt to offer members more access to the administration. Social media also encourages communication between members. Medical records are another form of communication. They offer advantages within the office to ensure that treatments are not overlooked later during busy periods. They provide the staff and the Veterinarian with future references and discussion points for the Owner at subsequent visits. There has been discussion of how complaints are handled that has led to a better understanding by the Public Members of the policies and procedures of the association when dealing with an issue. The Complaints Director has the difficult task of being objective and balanced in dealing with Veterinarians and the Public.

The Staff of the Association have demonstrated a level of commitment and the consistent excellent performance that makes Public Member participation very rewarding. As Public Members we look forward to another year that we expect will be both challenging and gratifying.
Mrs. Midge Landals – Manager, Communications and Professional Enhancement

SOCIAL MEDIA

The ABVMA is now actively communicating on Facebook, Twitter, LinkedIn, YouTube, Vimeo and Pinterest with the assistance of a marketing firm. Analytics indicate an increase of visitors to our website from referral websites, new visitors and mobile traffic, but most notable is the increase in search traffic through Google.ca. There appears to be a potential high interest in scientific fact about hot-button issues like antimicrobials in animal food and career opportunities in veterinary medicine.

VIDEO CONFERENCE SYSTEM

The ABVMA has launched a state of the art videoconference (VC) system. The Radvision Scopia XT 1000 connects to conventional videoconference terminals as well as to webcam and microphone enabled laptop or desktop computers. The system can manage high definition video connections with up to eight other terminals. Any participant in the call may display documents or make a presentation, such as a power-point using the dual video mode. It also has a mobile device download which will connect an iPhone to a VC call.

The terminal consists of the XT 1000 codec, dual screens, a high definition camera, and an integrated audio teleconference system all mounted on a mobile cart. Any number of participants may call into a teleconference call that will integrate with a videoconference call. The ABVMA’s internet service has been upgraded in order to maintain high quality video and audio during VC calls.

The VC terminal is now fully functional and is currently used for continuing education (CE) events and teleconference calls.

ABVMA WEBSITE

The www.abvma.ca website revealed a new visual appearance in 2012 and new features were added to enhance its value to ABVMA members and the public. Of particular note is the calendar of Upcoming Events, the Important News section; and the Veterinary Resource Library and Biosecurity in Practice tabs displayed on the home page. The Veterinary Resource Library has been created through a flip viewer program which allows readers to view documents and turn pages in book format. It’s a very neat tool…I encourage you to check it out. The Biosecurity section provides valuable information about biosecurity in practice, related legislation, and tool kit including Antimicrobial Resistance / Prudent Use, Risk Assessment, Zoonotic Disease etc. Biosecurity manuals are also available for download here.
Other documents newly available on the member’s website include A Good Death Euthanasia Manual, the Economic Survey, Suggested fee Guides, Wages and Benefits Report. Best Management Practices for Animal Shelter and Rescue in the Province of Alberta and Alberta Platform for the Responsible Use of Medicines in Animals (APRUMA) have been made available on the ABVMA public site.

The website directory has been revamped to assist members of the public to find veterinary services. It is now searchable in various categories including: keyword, location, veterinarians name, AHT name, clinic or species/service. A downloadable directory is now available on the site, eliminating the need for hard copy distribution to all members and practices. Members without internet service will be accommodated with a downloaded copy from the ABVMA office upon request.

**BEST MANAGEMENT PRACTICES FOR ANIMAL SHELTER AND RESCUE IN THE PROVINCE OF ALBERTA**

The ABVMA, in collaboration with Alberta Agriculture and Rural Development has created “Best Management Practices for Animal Shelter and Rescue in the Province of Alberta”. This document is intended to be a foundation for the establishment of best management practices for organizations wishing to engage in shelter and rescue activities. It serves as a tool for interpretation of the Animal Protection Act in regards to acceptable standards for shelter and rescue operations in Alberta. The manual is partnered with a pamphlet intended to inform the public about the various types of organizations involved in the care of ownerless animals.

**APRUMA**

A working draft of the Alberta Best Practices Framework for the use of Antimicrobials in Food-Producing Animals has been published. The purpose of this document is to contribute to the continued effectiveness of antimicrobials by providing a framework describing best practice. The framework is intended to provide information to consumers, producers, veterinarians, and other interested parties on the use of antimicrobial products in animal agriculture. The ABVMA will continue to modify this document and is willing to distribute it to other organizations that wish to participate in this important discussion.

**TAIL DOCKING FOR DOGS**

An educational brochure on tail docking for dogs was published in 2012. This brochure is aimed at the public and it has been made available to other veterinary organizations who wish to adapt it for their own use.

**LEADERSHIP WEEKEND**

Over 169 participants attended the annual ABVMA Leadership Weekend hosted on February 10 – 12 at the Delta Edmonton South Hotel. Several informative speakers addressed the “Communication” themed event with safe and productive means of digital communication being the highlight. Training and meeting opportunities were provided for ABVMA committees to report on the previous year’s activities and conduct the first official business of the New Year.
The Member Recognition Banquet once again combined the presentation of awards by both the ABVMA and the Alberta Association of Animal Health Technologists. Over 200 members and invited guests attended the event.

The weekend concluded with the ABVMA Annual General Meeting (AGM) on Sunday, February 12th with over 150 people in attendance, including 117 in-person voting members carrying a number of registered proxy votes.

**CANWEST VETERINARY CONFERENCE**

The theme for the 2012 CanWest Conference was “Responsible Use of Medicines in Animals”. The conference welcomed approximately 780 registrants to the Fairmont Banff Springs Hotel between October 13th and 16th. The program consisted of a full compliment of CE sessions for the entire veterinary team, a student symposium, the Alberta Association of Animal Health Technologists - Annual General Meeting and CE Event, the University of Calgary faculty of Veterinary Medicine Distributed Veterinary Learning Community - Clinical Education Workshop and much more. The John Waters Zoonotic Diseases Workshop was organized in conjunction with Alberta Health Services and presented as part of the CanWest Food Animal track. Participant feedback overall was very positive this year.

The ABVMA actively increased our visibility by hosting a Trade Fair booth for the first time. ABVMA Social Media was highlighted, delegates were provided the opportunity to have their conference CE certificates printed, and announcements were made from the booth via PA system. New incentives such as passport to prizes and various other prize draws were included in the trade fair with final draws taking place at the ABVMA booth. These went over very well with the ABVMA receiving encouragement to continue doing this again in the future.

The CanWest Conference website took on a new visual appearance this past year. Significant upgrades were executed to streamline the registration process and expand the reporting capabilities. You can now view attendance numbers, print your CE certificate, print speaker proceedings and John Waters speaker abstracts at www.canwestconference.ca.

We hope to see you at next year’s CanWest Conference on October 19 - 22, 2013 at the Fairmont Banff Springs Hotel.

**COUNCIL OUTREACH PROGRAM**

The ABVMA Council and staff departed from the Weber Centre in Edmonton at 6:00 a.m. on Wednesday, June 19th for a three day of tour of a variety of veterinary facilities in Southern Alberta. Members were able to follow the tour and get engaged on the ABVMA Twitter and Facebook pages at https://www.twitter.com/abvma and https://www.facebook.com/abvma.
A Regional Meeting was hosted in Lethbridge for veterinarians, animal health technologists and hospital staff working in Lethbridge and the surrounding areas. ABVMA council and staff provided presentations and an open discussion was held on the topic of “Antimicrobial Stewardship – Maintaining our Access”.

LIVESTOCK CARE CONFERENCE
The Alberta Farm Animal Care (AFAC) Livestock Care Conference was held on March 21st and 22nd in Red Deer and was well attended with over 160 participants.

In addition to the regular sponsorship of the AFAC Livestock Care Conference, the ABVMA actively participated as a partner with AFAC in planning and coordinating this year’s conference, including managing the registration process and coordinating the facility requirements for the conference. A number of ALERT Line Veterinarians attended a pre-conference training session, with several staying on to attend the conference. The ABVMA values its working relationship with AFAC and we intend to continue our partnership in the same capacity for the upcoming 2013 event scheduled for March 21st and 22nd in Calgary.

CLASSROOM AGRICULTURE PROGRAM
This fall the Classroom Agriculture Program (CAP) launched its first website, www.classroomagriculture.com. The site has been well utilized by teachers for program registration and submitting online evaluations. Funding was received from Alberta Livestock and Meat Agency for a new classroom DVD. The project is now complete and the updated DVD will be used by volunteers in their classroom presentations.

The CAP continues to grow for a third year straight with the program being delivered to 690 classes 15,628 students, 422 schools by 246 volunteers in 2012. CAP continues its core effort of reaching out to grade four students across Alberta and sharing positive messages about agriculture. The CAP was created to enhance the understanding of agriculture and where food comes from, thereby fostering a greater respect for the industry and the individuals who make Alberta-based food production a reality. This purpose continues to drive CAP today.

ADDITIONAL COMMUNICATION AND PROFESSIONAL ENHANCEMENT ACTIVITIES
Such as the Biosecurity project, Euthanasia project, the ABVMA History book and Registration Days are summarised in the Registrar/Deputy Registrar and Registration Committee Reports.

Thank you to the many ABVMA members, Council and colleagues who have been instrumental in the many accomplishments of the past year. We took some major strides in the digital world in 2012 which constituted for an interesting year. It’s exciting times and I look forward to the year ahead.

On a personal note I’d like to sincerely thank Dr. Duane Landals for his guidance and support over the twelve years we have worked together. I wish Duane good health and happiness in his retirement.
Dr. Jarrett Ferrier - Chair

The Practice Review Board (PRB) is a legislated standing committee of Alberta veterinarians, one public member and one council member. In the Veterinary Profession Act, the objectives of the Practice Review Board are to inquire into:

1. “assessment of existing educational standards and experience requirements that are conditions to obtaining and continuing registration under the Veterinary Profession Act”
2. “the evaluation of desirable standards of competence of registered veterinarians and permit holders”
3. “the practice of veterinary medicine by registered veterinarians in general”
4. “any other matter that Council deems appropriate or necessary”

In general, the PRB is concerned with the standards of competency for practicing members and permit holders of the ABVMA. In doing so, we hope to ensure a high standard of veterinary medicine in Alberta.

During the last year, the PRB has been called upon when concerns were raised over veterinarians being incapacitated. These cases were reviewed and actions taken to protect the public and help the veterinarians involved. Cases from previous years were also reviewed to assess the outcome of PRB orders. We have seen both successes and failures. It is very rewarding to see clinics or individuals succeed in their improvements or treatments. Failures are re-examined and appropriate actions taken to encourage the individual or clinic while protecting the public.

The ABVMA is a very progressive and responsible association and needs to be aware of the increasing risks of stress and addiction. It is the responsibility of the ABVMA to continue with monitoring programs such as drug logs and triplicate forms to identify veterinarians with addictions and protect the public at risk.

Dr. Kate Kewish – Chair

The Practice Inspection and Practice Standards Committee has again been very active over the past twelve months. So far (in the Spring and Fall audit process) 152 active Veterinary Practice Entities (VPEs) across Alberta have been visited. The auditors have again been focusing on the processing of a prescription from start to finish and also the TPP. Four VPEs from the Spring audit and two VPEs from the Fall audit were found
to be either deficient or otherwise non-compliant with the existing PIPS bylaws and thus reviewed by the entire committee. Most inadequacies were fairly minor, and will be / were addressed with a request for proof of compliance, in the form of a registered “30 day letter”. Two VPEs were referred in 2012 to the Practice Review Board. We do not take these decisions lightly. These VPEs had come up for review numerous times and were found to be continually non-compliant with current practice standards.

The PIPS committee has been faced with challenges regarding clinic naming in the past few months. There have been many requests for the inclusion of “Spay/Neuter Clinic” into the names of new and existing VPEs. Between teleconference calls and formal PIPS committee meetings we have discussed this issue, but the committee remains somewhat divided in identifying a solution. We have struggled to achieve a format that we think is fair to all, and a basis from which we can move forward.

We have continued to focus on refinement of the Quality Assurance Self-Verification Guide for Veterinary Practices. This is an ongoing process; we continue to strive to adapt to our evolving profession and standards.

Again, it has been a pleasure to be the chair of the Practice Inspection Practice Standards committee over the last year; I look forward to the upcoming year.

REGISTRATION COMMITTEE REPORT

Dr. Margitta Dziwenka – Chair

The Registration Committee of the ABVMA met in February 2012 at the annual ABVMA Committee weekend in Edmonton. Dr. Murray Jelinski met informally with the committee to discuss mentorship in veterinary practice. In addition to this meeting, there were two Registration Days held, one in June in Edmonton and a second in August in Calgary. A total of 129 veterinarians and 141 AHT’s joined the ABVMA in 2012. The format for both registration days was the same and included an overview of the ABVMA followed by a presentation outlining the information which can be accessed through the ABVMA website. After lunch, there was a review of the discipline process which was followed by some case scenarios and group discussion. Presentations of the ABVMA Membership certificates by Dr. Jen Willans concluded both days.

Any Veterinarian or AHT member who is new to Alberta is required to attend a Registration Day and the ABVMA will continue to offer two Registration Days, one in Edmonton and one in Calgary to facilitate attendance by all new members. In the upcoming year the Registration Committee will again continue to review the registration/membership categories to ensure they are in line with the new dynamics seen in the Veterinary community. The Continuing Education audit and Non-compliance process was also discussed, and the audit process will start in the spring of 2013 as the committee members will be involved in this process.
The following report is submitted as a requirement of the Government of Alberta under the Foreign Qualification Recognition (FQR) Plan.

REPORTING PERIOD: NOVEMBER 1, 2011 TO OCTOBER 31, 2012

Total Veterinary Applications

<table>
<thead>
<tr>
<th>License Type</th>
<th>Accredited Veterinary Program</th>
<th>Non-Accredited Veterinary Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Practice License</td>
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<td>11</td>
</tr>
<tr>
<td>Limited License</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Limited Unsupervised License</td>
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<td>4</td>
</tr>
<tr>
<td>Temporary License</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>129</strong></td>
<td></td>
</tr>
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</table>

Educational Background

<table>
<thead>
<tr>
<th>License Type</th>
<th>Accredited Veterinary Program</th>
<th>Non-Accredited Veterinary Program</th>
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</thead>
<tbody>
<tr>
<td>General</td>
<td>97</td>
<td>11</td>
</tr>
<tr>
<td>Limited</td>
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<td>7</td>
</tr>
<tr>
<td>Limited Unsupervised</td>
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<td>4</td>
</tr>
<tr>
<td>Temporary</td>
<td>0</td>
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</tr>
</tbody>
</table>

Licensure Overview

- **General Licensure** – able to engage in the full scope of veterinary practice without restriction. Possesses a Certificate of Qualification from CVMA.

- **Limited Supervised Licensure** – non-accredited school graduate who has qualified to enter the National Examining Board process. May practice under immediate or direct supervision of a General Licensee.

- **Temporary Licensure** – non-accredited school graduate who has completed the NAVLE, and is eligible to sit the CPE (Clinical Proficiency Exam). May practice under indirect supervision of a General Licensee.

- **Limited Unsupervised Licensure** – recognized by Council as “Specialist” as per General Regulation, or having advanced credentials. Limited to his or her specialty and may practice only within scope and duties of employment (eg. academic or government).

The normal sequence for non-accredited program graduates is to progress from Limited License to Temporary License and then to General License once all examinations are completed. For individuals progressing from Temporary License to General License during this reporting period, the average time required was 12 months (from first receipt of a Temporary License to receipt of a General License). During this reporting period 12 members moved from Temporary Licensure to General Licensure.
• From the above 12 Temporary Licensees, 3 were previously Limited Supervised Licensees (average 11 months, range 8 – 22 months).

• During the reporting period, 2 Limited Supervised Licensees progressed to Temporary Licensure (average 15 months, range 6 – 24 months).

Not with standing the time for progression of licensure all of these individuals were eligible for employment as a veterinarian at all times.

Disposition of Foreign Qualified Applicants

<table>
<thead>
<tr>
<th># New Applicants</th>
<th># Processed to Licensing</th>
<th># Meeting All Requirements for General Licensure</th>
<th># Not Meeting All Requirements for General Licensure</th>
</tr>
</thead>
<tbody>
<tr>
<td>129</td>
<td>128</td>
<td>108</td>
<td>17</td>
</tr>
</tbody>
</table>

• There was 1 incomplete application received.

• One application received during the preceding reporting period (November 1, 2010 to October 31, 2011) was denied licensure on November 4, 2011, and again on February 9, 2012 through Council appeal.

• The 17 applicants who did not meet all licensing requirements were accommodated through an alternate licensing process (Limited Supervised or Temporary).

• No applications were held up because of language requirements as this standard is assessed by the National Examining Board before application is received by the ABVMA.

• The ABVMA does not require work or clinical experience for licensure and the pass-fail statistics on licensing exams are maintained by the National Examining Board.

• Generally, once a fully completed application for registration is received by the ABVMA it takes less than two weeks to process and receive approval into an appropriate license category.

• The ABVMA has no ability to assess the time it takes from the arrival into Canada by the foreign trained veterinarian until they submit a fully completed application to the ABVMA.
### Country of Origin for All Licensees

<table>
<thead>
<tr>
<th>Country</th>
<th>General License</th>
<th>Limited Supervised License</th>
<th>Limited Unsupervised License</th>
<th>Temporary License</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>4</td>
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<td>0</td>
</tr>
<tr>
<td>British West Indies</td>
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<td>Columbia</td>
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</tr>
<tr>
<td>Croatia</td>
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<td>0</td>
</tr>
<tr>
<td>France</td>
<td>0</td>
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<td>Hungary</td>
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</tr>
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<td>India</td>
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<tr>
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<td>Korea</td>
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<td>Mexico</td>
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<td>New Zealand</td>
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<td>Scotland</td>
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<td>Sri Lanka</td>
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<td>Sweden</td>
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<td>UK</td>
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<tr>
<td>Venezuela</td>
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<tr>
<td>Zimbabwe</td>
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<tr>
<td>USA</td>
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<tr>
<td>Canada</td>
<td>79</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>108</strong></td>
<td><strong>7</strong></td>
<td><strong>4</strong></td>
<td><strong>10</strong></td>
</tr>
</tbody>
</table>

### Registered Animal Health Technologists

From November 1, 2011 to October 31, 2012 a total of 141 Animal Health Technologists applied and were granted registration with the ABVMA.

Out of the 141 AHTs, 70 were initially granted Provisional registration.

Out of the 141 AHTs, 49 have completed the VTNE and been transferred from Provisional to Active. 21 currently remain as Provisional AHTs.
ANIMAL WELFARE COMMITTEE

Dr. R. Kent Fenton – Chair

It has been an active year for the Animal Welfare Committee. Teleconferences were held in February, May and September, and one is planned for December. Topics discussed included shelter standards, committee restructuring, the I-Watch newsletter, food animal producers’ use of local anaesthetics, reporting animal abuse and ABPETS. The committee asked council to take action on two issues: 1) forward members of this committee the I-Watch newsletter (animal welfare newsletter provided to the AB.VMA by AFAC), and 2) consider taking appropriate action that would encourage more alleviation of pain in food animals. Going forward the committee plans to discuss further some of the above issues, respond to any requests from council and also potentially bring welfare issues to council’s attention.

Have a great 2013!

CURRENT MEMBERSHIP STATISTICS

Current Membership Statistics as of October 31, 2012

Veterinarian

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Animal Health Technologists

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<td><strong>Total</strong></td>
<td><strong>1433</strong></td>
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</tbody>
</table>

Total Number of Members: 3037
Dr G. Neal Mauldin – Chair

The companion animal committee deliberated on a number of issues this year, both old and new.

Previous Business:

- The committee worked in association with the Animal Welfare and Food Animal committees to review and edit the “Keeping Alberta Small Flock’s Healthy” biosecurity guide.
- The committee continued to work towards a fund to subsidize veterinary care for families in need. The initial vision of a Farley Foundation equivalent in Alberta was seen as being difficult to implement, and perhaps not being a good fit for Alberta veterinarians and the pet owning public. Conversations are ongoing between the ABVMA and a Calgary based group (APETS) to see if an alternative, workable model can be found. A tentative model has been advanced to create the Alberta Pet Essential Treatment Foundation. Discussions are continuing.
- Safe Haven for Pets. The CAC discussed a voluntary program, sponsored by the Alberta SPCA, to temporarily provide boarding to pets belonging to victims of spousal abuse. This program is still in the discussion phase.
- PAL program: Prevent another litter. The program has been supplanted by the humane societies offering low cost spays and neuters, and the CAC will not pursue PAL as a province wide program.
- The CAC is investigating the problem of feline overpopulation. This is in the information gathering/discussion phase.

New Business:

- Discussed next steps for the Alberta Platform for the Responsible use of Medicine in Animals (APRUMA). Primarily geared towards large animal medicine, but also perceived as beneficial for companion animal practitioners due to the emergence of antibiotic resistant infections in these species as well.
- The committee discussed meeting in person to do a line by line review of the CA fee guide. This meeting was not scheduled for 2012, so will be re-visited in the New Year.
- The companion animal committee continues to explore both past and current issues that arise within the association. As always, member feedback is welcome and encouraged.
Dr. Egan Brockhoff - Chair

The ABVMA Food Animal Committee (FAC) has met and hosted discussion a number of times through the year to provide direction and feedback to the Council of the ABVMA. Within that context the committee has continued to focus on issues related to mixed and food animal practices, our members and the public at large as served by our profession. As we are all very aware issues of food safety, antimicrobial use in food animals and animal welfare has been at the forefront of Canadian news once again. Through all of this the importance of strong veterinary oversight, social engagement and leadership has continued to emerge. Society continues to place a great deal of trust in our profession and expects leadership from their veterinary community.

The CanWest Veterinary Conference showcased the challenges and opportunities surrounding antimicrobial usage in food animals. The food animal program focused our attention on sustainable antimicrobial stewardship and builds on previous discussion within our membership. Hand in Hand with the APRUMA document that was published earlier in 2012 the discussion will continue to move forward surrounding our role as veterinarians with respect to our role in stewardship and the maintenance of that stewardship through the proper maintenance of medical records and their relationship to responsible prescribing and dispensing. From this discussion the Food Animal Committee forwarded a recommendation to Council to provide a letter of support to Dr. Michele Anholt’s project at the UCVM on Antimicrobial Usage Surveillance among veterinary practices.

Also at CanWest this year was the release of the ABVMA Guidelines on Euthanasia of Compromised Livestock. This publication, titled “A Good Death” showcases the importance of humane and timely euthanasia when required in a livestock setting. This document is a solid resource for our membership and will provide a framework and centre for discussion with our clients and the industries themselves. It will be available as both a book and an online document. As an extension of this the ABVMA has purchased 25 CASH Special captive bolt stunner kits for our membership. This is in addition to the 25 that Alberta Agriculture purchased as well. Following a training course hosted around CanWest these kits were deployed around Alberta Veterinary Practices and are available to our membership in times of need and crisis.

This fall the FAC met to again review the Large Animal Fee Guide and at that time they discussed NAIT’s proposal to introduce a class on pregnancy detection in cattle to Registered Animal Health Technologists. Prior to this meeting the Council had requested that the Committee review this proposal and provide feedback on that proposal. From that the FAC hosted an online discussion amongst its members prior to our meeting in October to expand the dialogue. There was considerable and diverse conversation surrounding the topic that ultimately lead to the recommendation to Council. The FAC recommended that Council consider that the detection of pregnancy in production animals, excluding equine, be considered a task that may be delegated by a veterinarian to a properly trained registered animal health technologists, working in accordance with the Veterinary Profession Act and Regulations.
Dr. Lucas Yuricek – Acting Interim Chair

In 2012, the Vet Met 21 committee met in person over the two days of the Leadership Weekend. The ABVMA website committee discussion board was not heavily used following the meeting. This is an area that can be improved for 2013.

Discussed Agenda Items

1. Mentorship
2. CE – CanWest Conference
3. ABVMA communications – website and social media
4. Governance – BC
5. Title protection
6. Role of VetMed21

Mentorship

This has been an ongoing discussion topic within the ABVMA and Vet Med 21, however progress has been lacking. Dr. Yuricek presented summary of recent workshop with Bernard Vincent. Mr. Vincent has been working closely with ABVMA to provide a resource on mentorship training. The first pilot workshop was run in Edmonton in June 2011.

With much positive feedback from the workshop (in particular as it helped to highlight the multi-factorial nature of mentorship and the need to have well defined guidelines and better trained members), discussion followed on how to proceed with the offering of this service to our members and more specifically whether to make the program mandatory versus voluntary

Cost and accessibility barriers will likely prevent this particular program (in the face-to-face way) from becoming mandatory. Further discussions may be focused on how we allow ABVMA members to advertise being able to provide mentorship – whether we make SOME training mandatory (including this training program), or create better definitions so that members can still indicate that they provide mentorship, but can also specifically describe their experiences with a formal mentorship course.

Ms. Zabori also commented that AHT inclusion should be considered in future discussions and all on the committee agreed that this should be explored in further detail; also brought up were suggestions on funding/subsidizing these courses for our members in the future. Motion was made to have Mr. Vincent promote program at ABVMA registration days.
A group meeting followed, involving also Registration committee – shortcomings of providing in-person workshops were discussed and we were informed of new online program. Conclusion was that to move forward, committee members should sign up for workshop so that we can be seen as leaders. From there we can have more discussions on defining/certifying “mentorship” and how to best continue to offer training to our members.

In order to reach more ABVMA members, a webinar (telephone and PPT) format was added, to be provided in winter of 2012. At the time of writing 18 members from ABVMA have been “certified” along with several members of BC, Saskatchewan and other provinces. (See www.vet2vet.ca)

**CE Planning**

At the meeting we discussed the effectiveness of our CE, including CanWest. While CanWest is enjoyed by all, we lack the tools to assess how this is being received by our members. Dr. Person was to send out survey to members asking for more input. Ms Zabori brought up concern of high costs of attendance and lodging for certain members (AHTs).

This was only an initial discussion and we will likely be better served by having more discussions with those more directly involved in the planning of CanWest (help to determine whether VetMed21 committee has a role to serve in the process)

**Communication**

Topic was discussed at the meeting – looking at how we communicate with our members and how we may improve. Website was discussed and making it as user friendly as possible was agreed. Went over some other possibly modalities to explore such as Google, Facebook and linked in. Further discussions with communications directors at ABVMA would help discussion move forward.

**Governance**

Dr. Veenis was in attendance at the meeting and discussed the changing nature in B.C. He provided a summary of the changes (See minutes from 2011). Overall outcome from discussions was that ABVMA is keen to avoid the conflicts that arose in BC, so how can we best learn from the experience of the (former) BCVMA? Main areas to focus on seem to be public perception and member support, as these seem to be the areas that are most fragile and prone to fracture the organization.

**Title Protection**

During group discussions as meeting (with registration committee), we discussed title protection – specifically around AHTs. Concern was around the many different classification systems around the provinces and AHTs...
form other provinces/with other credentials that come to Alberta. There was agreement among the group that this should be brought to council so that those with the right credentials could be properly recognized.

**Role of VetMed21:**

Dr. Hunt (in previous report) recommended using committee discussion forums and this needs to be refocused for coming years to increase communication and awareness.

Following the 2012 AGM, Mr. Jim Brown gave a very timely presentation around the roles of committees. Where this seems to lead to much confusion for the VetMed21 (and likely others), is that a committee can serve one of two roles (at one time): serving the board (the ABVMA council) or serving the members. The former involves more broad discussions and ideas, while the latter is focused on the specific details around carrying out a particular objective. As this has not been clearly defined or understood in the past, it has likely led to frustrations in feeling like the committee is making progress or providing value, since discussions can easily bounce back and forth between the two roles during the meeting.

Future meetings will likely be better served by clearly laying out our roles at the beginning of each meeting and also continually monitoring the discussions so that we are all working together within the right role. We can certainly still use the opportunities of meeting face to face to discuss member issues, but the discussion forums may be the best forum to set out as our “primary area” to formulate the specific plans of serving our members (while keeping the meetings around the AGM as primarily focused on serving the board).

Further discussions around this topic will continue at the leadership weekend in 2013.
Dr. Troy Bourque – AVBMA Representative to the CVMA

The Canadian Veterinary Medical Association (CVMA) proudly represents the profession nationally and internationally. The following are just a few examples of how the CVMA worked on behalf of the veterinary profession in 2012:

CVMA POSITION STATEMENTS – THEIR ROLE AND UTILITY EXPLAINED

The CVMA National Issues and Animal Welfare Committees develop position statements where there is adequate scientific basis and ethical concern to support the statements, and present them to the CVMA Council for approval and adoption. These positions are intended to guide the profession, educate the public on the veterinary viewpoint on select issues, and provide a “forward-thinking” viewpoint on issues based on what is happening not just in Canadian society and the veterinary profession but internationally. They are not intended to regulate the profession of veterinary medicine; however, it is recognized that provincial regulatory bodies may consider them when they update or amend veterinary bylaws. To read the full description of the roles and utility of CVMA position statements, visit the CVMA website.

ANIMAL WELFARE:

Animal Welfare Position Statements

The CVMA revised or approved the following Animal Welfare Position Statement this year:

- Trapping of Fur-Bearing Animals,
- Castration of Cattle, Sheep and Goats
- Neutering of Dogs and Cats (Spay and Castration)
- Breeding of Dogs

The Committee has begun the development of a position statement on Humane Slaughter, and it is currently gathering background information and scientific references, as well as consulting with experts in the field of humane slaughter practices. Once the draft position is developed, CVMA members will be consulted to help finalize.

SHIPPING EMBARGO OF NON-HUMAN PRIMATES

In November 2012, CVMA urged the Canadian Transportation Agency not to accept a recent petition filed by Air Canada, which would permit the company to refuse shipments of non-human primates intended for laboratory research and/or experimental purposes. Rather than transporting non-human primates by the most direct and appropriate route, this proposed shipping embargo would cause unnecessary rerouting, which will result in an increased risk of harm to these animals (e.g., cold exposure, frostbite, limb and appendage loss).
ANIMAL WELFARE COMMITTEE (AWC) ANNUAL FALL MEETING

The CVMA Animal Welfare Committee held its annual fall meeting at the Western College of Veterinary Medicine (WCVM). The Committee took some time to visit the Pound Maker beef feedlot in Lanigan, Saskatchewan. The beef operation has a 28,500 head capacity and is Canada's first integrated feedlot/fuel ethanol facility. The AWC meeting featured a noon-hour presentation to the WCVM students by Dr. Terry Whiting. A packed lecture theatre heard Dr. Whiting give a presentation titled “A Hobbit’s Tale – there and back again. How an animal welfare crisis can impact mental health wellness”.

CVMA CODE OF PRACTICE FOR CANADIAN KENNEL OPERATIONS

A review of the 2007 CVMA Code of Practice for Canadian Kennel Operations is currently underway. Among the issues that will be considered in this review are tethering of dogs, time spent out of confinement and kennel requirements for home breeding operations versus commercial kennel operations.

NATIONAL ISSUES POSITION STATEMENTS

The CVMA revised or approved the following general position statements this year:

- Vaccination Protocols for Dogs and Cats
- Raw Food Diets for Pets

The National Issues Committee will submit a revised Complementary and Alternative Veterinary Medicine position statement to CVMA Council for approval in November. The draft position was sent to CVMA members for consultation, as well as to practitioners with expertise in this field.

DRUG SHORTAGE AT SANDOZ CANADA

Earlier in 2012, Sandoz Canada had very limited availability of some human drugs used in veterinary practice, in particular some anesthetic and analgesic products. A number of key veterinary drugs were in short supply. At the request of Health Canada’s Veterinary Drugs Directorate (VDD), the CVMA helped identify the top three to four most critical drugs for veterinary use as VDD considered looking internationally for alternatives. The CVMA monitored the situation and communicated updated information to veterinarians as it became available.

PROPOSED AQUATIC SUBSTANCES REGULATIONS

The CVMA met with the Department of Fisheries and Oceans (DFO) in August to discuss the proposed release of aquaculture substances regulations. The purpose of this meeting was to ensure that the proposed regulations concerning the use of drugs, pesticides and other substances in aquaculture do not impinge on the practice of veterinary medicine. The CVMA reviewed and commented of the proposed regulations that were published in the Canada Gazette I in October 2012.
JERKY TREAT INVESTIGATION

The United States Food and Drug Administration expanded its investigation of jerky treats to include duck and sweet potato jerky treats. Until the root cause of these illness complaints can be identified, the CVMA continues to maintain a log of reported incidents and communicate updated information to veterinarians so that they may caution and educate their clients on this issue. If you have encountered a case that may be associated with the consumption of jerky products, please contact the CVMA Member Services at admin@cvma-acmv.org or 1-800-567-2862.

ANTIMICROBIAL PRESENTATIONS AT CANWEST CONFERENCE

The CVMA was involved in the recent CanWest Conference last October. Dr. Nigel Gumley gave a presentation for the companion animal stream on “Antimicrobial Decision Making for Companion Animal Practitioners – The CVMA Approach” with an overview of the CVMA antimicrobial decision-making tool that is under development, and specific focus on the urinary tract infection algorithm and treatment table. Dr. Warren Skippon gave a presentation for the food animal stream on “The Role of CVMA in Livestock Antimicrobial Stewardship – What have we been doing and what needs to be done” with an overview of the issues of antimicrobial resistance in food animal veterinary medicine was presented, along with discussion about the Canadian regulatory “Black Hole” for antimicrobials. The CVMA guidelines for prudent use of antimicrobials in livestock were featured in this presentation.

PET NUTRITION ALLIANCE

The Pet Nutrition Alliance (PNA) consists of a number of organizations working together to promote the importance of nutrition in the health of pets. The CVMA is the Canadian partner of PNA and contributes member expertise for the development of tools and resources to aid veterinarians with discussing the nutritional guidelines with clients. The CVMA will provide such tools to all of its members as soon as they become available.

2012 INTERNATIONAL SUMMIT FOR URBAN ANIMAL STRATEGIES

The CVMA participated in the 2012 International Summit for Urban Animal Strategies in Lake Louise, Alberta in October 2012. This year’s theme, “Sourcing Companion Animals,” provided a better understanding of how pets arrive in each of our communities and the opportunity to discuss strategies to bring these pets “into the system” so that they are licensed, housed in pro-active pet families and provided a lifetime wellness plan.

2012 CVMA CONVENTION

The CE program consisted of nine small animal streams, three bovine streams, three equine streams, two dry labs, six hours of animal welfare and six hours of business management sessions, delivered by some 46 speakers. Thirty veterinarians and student veterinarians participated in the Emerging Leaders Program, facilitated by Dr. Rick DeBowes. Approximately 120 individuals attended the Summit of Veterinary Leaders under the theme “Member Wellness – The Art of Maintaining Your Sanity.”. The CVMA undertook a study of
its members across the country to compile national data on the current situation of veterinarians. Highlights from this study were presented at the Summit and a summary report was published in the November issue of The Canadian Veterinary Journal.

2012 AGM MEETING

Dr. Jim Fairles (Guelph, Ontario) was sworn in as the CVMA’s 64th President and the following members were appointed to the Executive Committee:

- Dr. Jim Fairles, President
- Dr. Jim Berry, President-Elect
- Dr. Jean Gauvin, Vice-President
- Dr. Nicole Gallant, CVMA Executive Member (new on Executive)
- Dr. Lloyd Keddie, Immediate Past-President
- Dr. Barry Stemshorn, Treasurer
- Mr. Jost am Rhyn, Ex-officio member/Executive Director

CVMA COUNCIL MEETS WITH REGULATORY BODY PRESIDENTS AND REGISTRARS

After speaking to the councils of all provincial regulatory bodies individually earlier this year, the CVMA drafted a proposal for national collaboration with the regulatory bodies. A task force was formed with representatives from the regulatory bodies and the CVMA to analyze feedback and the outcome of the July 12, 2012 meeting and to suggest a next generation proposal.

2012 CVMA AWARDS

Several members were honoured and recognized for their extraordinary contributions to the veterinary profession and to animal health and welfare during the annual CVMA Awards Ceremony

- Dr. Hans Gelens, Small Animal Practitioner Award (Charlottetown, PEI)
- Dr. Todd Duffield, Merck Veterinary Award (Ariss, ON)
- Dr. Carol Morgan, CVMA Humane Award (Victoria, BC)
- Dr. R.J. (Bob) Sanderson, CVMA Industry Award (Grafton, ON)
- Dr. Duane Landals, CVMA President’s Award (Onoway, AB)
- Ms. Crystal Riczu, R.V.L. Walker Award (UCVM)

2012 AWARENESS CAMPAIGNS

“Preventive Veterinary Care…for the Health of it!” was the theme of the 2012 Animal Health Week Campaign. Findings from the 2011 Canada’s Pet Wellness Report suggested there was room to help pet owners better understand how to recognize the visible signs of health issues, while encouraging them to visit their veterinarian to evaluate those they are unable to recognize.
Care for Cats and the CVMA teamed up in 2012 to promote the message of preventive healthcare for cats. The CVMA helped support and promote a number of events and initiatives to the veterinary community, including a letter to Mrs. Laureen Harper in support of Care for Cats initiatives, the promotion of May as the Purrfect Month to Promote Preventive Healthcare for Cats, and National ID Week.

**STUDENTS OF THE CVMA (SCVMA) HOSTS SUCCESSFUL ANNUAL SYMPOSIUM**

Each January, student members of the Canadian Veterinary Medical Association (SCVMA) have the opportunity to attend the annual SCVMA Symposium. The three-day event allows students to build networks and learn about the many facets of veterinary medicine that are crucial to be a well-balanced veterinarian. In 2012, students from all five Canadian veterinary schools came together for the Symposium at the Ontario Veterinary College (OVC). With a total of 271 students, five attended from the University of Calgary Faculty of Veterinary Medicine (UCVM) and 43 from Western College of Veterinary Medicine (WCVM).

**CVMA’S BUSINESS MANAGEMENT PROGRAM**

Again this year, the CVMA’s Business Management Program conducted economic surveys across the country and produced for its members Provincial Suggested Fee Guides, Non-DVM Wage Reports, Reports on Compensation & Benefits for Associates and Provincial Economic Reports. CVMA also offered free one-on-one business consultations to practice owners during its Convention.

**CANADIAN VETERINARY RESERVE**

The Canadian Veterinary Reserve (CVR), in partnership with the Canadian Food Inspection Agency (CFIA) conducted an emergency preparedness exercise for all trained reservists (approx. 245) in February 2012. The exercise tested the preparedness of the CVMA and the CVR Secretariat to respond to a request for surge capacity from the CFIA. The exercise set the stage for the run through of analytical and administrative processes that would have to be undertaken in order to lead to a state of business and personal preparedness and to determine the state of readiness of the CVR to deploy to an FAD outbreak.

**NATIONAL EXAMINING BOARD**

CVMA continues to oversee the National Examining Board, which administers the three-part Canadian veterinary licensing examination process and works as a full joint partner of the veterinary accreditation program operated by the Code of Education (COE) of the AVMA.
Dr. Alastair Cribb - Dean

The most notable event in 2012 for the University of Calgary Faculty of Veterinary Medicine (UCVM) was the May 10th convocation of the first graduating class of thirty DVM students and the first PhD student in our Veterinary Medical Sciences graduate program. The other highly notable event was the granting of full accreditation for the maximum 7 years by the CVMA/AVMA Council on Education.

Dr. Ole Nielsen was inducted into the Order of the University of Calgary at convocation for his contributions to the establishment of UCVM. The former dean of the Western College of Veterinary Medicine and the Ontario Veterinary College used his extensive knowledge and diplomacy to engage practicing veterinarians and academics to support the creation of UCVM in 2004 and 2005.

The Class of 2012 students successfully completed the NAVLE on their first attempt and all have found employment. Twenty-six students are working in Alberta (with 60% serving rural Alberta and three in internships) and three are pursuing internships in the United States. All reports indicate that the students are doing very well in practice.

The fourth year of the DVM program was delivered for the first time in the 2011-12 academic year. The second iteration of the fourth year program will be almost completed by the time of the annual general meetings. All students complete 12 weeks of general veterinary practice (4 weeks each of food animal, equine, and small animal medicine and surgery) and 4 weeks in a rural community practice in rotations supervised by DVTH clinical instructors. The mandatory program also includes 4 weeks of laboratory diagnostics delivered on campus. Students select a 10 week program in one of four ‘areas of emphasis’ designed to give them advanced knowledge in production animal health, ecosystem and public health, equine health or investigative medicine. For the Classes of 2012 and 2013, approximately 20-25% of students followed production animal health, about 30% following ecosystem and public health; about 30% followed equine health; 15-25% followed investigative medicine. The students also pursue ten weeks of open electives, with many students using this opportunity to pursue small animal electives. Students spend 60-70% of their fourth program off-campus in the Distributed Veterinary Teaching Hospital (DVTH) and core faculty are engaged in about fifty percent of rotations. Coupled with the integration of extensive clinical and professional skills into the first three years of the program, the extensive primary care exposure achieved through the DVTH program ensured that the students graduated with excellent clinical reasoning and practical skills.
This past year, we held our DVTH clinical education workshop in conjunction with the CanWest Conference in October. This was a very successful event. We will continue these workshops because they are important to maximizing the educational experience for students in the DVTH.

On July 1, 2012, UCVM launched its Strategic Directions for 2012-2017. UCVM has identified key goals for the next five years in pursuit of its visions of bringing innovation and community together to advance animal and human health. UCVM has established goals in five key areas: DVM education; graduate education and advanced clinical training; research; community learning; and return to community. The complete document can be read at: http://vet.ucalgary.ca/system/files/VetMedStrategicDirMar2012.pdf.

As part of our strategy, we have committed to demonstrating the effectiveness of our educational practices. We have invested over $1 million dollars in veterinary education research, including developing and assessing the use of simulators, simulations and technology in education. In August, UCVM hosted over 100 international veterinary educators at the INVEST (International Veterinary Simulation in Teaching) 2012 Conference that showcased new simulators and how they help teach veterinary clinical skills. Recent models created by UCVM faculty, in conjunction with Calgary-based Veterinary Simulator Industries Ltd, include an equine palpation simulator, a horse distal limb model for teaching nerve and joint blocks, and a model for teaching dog ovariohysterectomies.

Our graduate education and research programs also continue to grow. UCVM faculty now supervise approximately 110 graduate students and bring in over $12 million a year in extra-mural funding. In the last 18 months, we have invested nearly $2.5 million to enhance our strategic research areas, support graduate education and encourage interdisciplinary research. Recently, Drs. John Gillear, Susan Kutz and James Wasmuth – along with four other U of C researchers – received $1.6 million for an NSERC Collaborative Research and Training Experience (CREATE) program in Host-Parasite Interactions. Many other faculty members have been successful in obtaining grants to expand our research activities.

Meeting our ambitious targets over the next five years will require more faculty members. We are continuing to recruit faculty members to achieve the 70 FTE faculty. Over the last year, we have recruited twelve new faculty members: Dr. Cameron Knight (anatomic pathology), Mark Ungrin, PhD (tissue bioengineering); Dr. Serge Chalhoub (small animal internal medicine); Tuan Trang, PhD (pharmacology of pain); Dr. Matt Read (anesthesiology & therapeutics); Dr. Heidi Banse (therapeutics & equine internal medicine); Dr. John Kastelic (cattle reproductive health); Dr. Claudia Klein (equine & small animal theriogenology); Hermann Schatzl, PhD (immunology; prion disease); Lorraine Doepel, PhD (production animal nutrition) and Dr. Edouard Timsit (cattle health). Recruitment of additional faculty members is on-going and we expect to recruit another 9 faculty in 2013-14, including two Canada Research Chairs.
Two other aspects of our Strategic Directions include Community Learning and Return to the Community. One example of community engaged research were projects conducted over the summer at the Calgary Stampede. Dr. Renaud Leguillette used remote electrocardiogram equipment to monitor horses participating in chuckwagon races in order to assess their stress and fitness levels. Dr. Ed Pajor led a study to examine the stress and welfare of animals engaged in bucking and other performance events. Engaging and generating scientific evidence to address the health and welfare of performance animals is a way of supporting and leading changes in practice.

To support Community Learning, UCVM, in partnership with the ABVMA, delivered four hands-on clinical reasoning and skills courses in small animal anesthesia, small animal surgery, equine medicine and small animal medicine. The courses were designed for veterinarians changing practice fields, veterinarians wanting to upgrade skills in specific areas, or for foreign-trained veterinarians who had passed the NAVLE and were preparing for the clinical proficiency exam. The week-long courses were highly successful. In 2013, we will offer the small animal anesthesia and surgery courses, along with a course on large animal emergency rescue.

We continue to offer summer camps for junior high school students. The summer camps are very popular. We offer 4 week-long camps, which is far below the demand for the camps.

For the next year, important initiatives will include new clinical training programs, continued development of our diagnostic services, creation of new post-graduate education programs, and continued enhancements to the DVTH and the DVM program.

We are proud of our progress over the last year. We look forward to continued growth and developing collaborative programs with our colleagues that further veterinary education and the veterinary profession in Canada. We look forward to the continuation of our excellent relationship with the ABVMA.
Dr. Douglas Freeman - Dean

Here’s a brief overview of the year’s highlights at the Western College of Veterinary Medicine (WCVM):

Construction Updates: Construction on the newly expanded Ryan/Dubé Equine Performance Centre was completed in August, and workers installed the facility’s new standing MRI and the equine treadmill in November 2012. The centre’s resources are now available to the Veterinary Medical Centre’s equine clients, and it’s an essential part of the college’s teaching and research programs.

An additional construction project at the WCVM is the installation of a new MRI unit and a 6MV linear accelerator in the pet radiation therapy centre. Commissioning of the equipment will be completed in early 2013. Besides its importance for our radiation oncology program, the linear accelerator will reinforce our partnerships with human health researchers. It will also enhance education and training for students enrolled in veterinary, biomedical and medical programs.

During the summer break, workers upgraded the ventilation system in the college’s anatomy laboratory, installed ventilated anatomy tables and replaced the lab’s older coolers and freezers. These upgrades, which were completed in time for our students’ return, have dramatically enhanced the lab’s teaching environment. Another summer project was an extensive “facelift” of the WCVM’s buffeteria and the D.L.T. Smith Room — a lounge that has been used by generations of veterinary students.

Students: On June 7, 76 new WCVM graduates celebrated Spring Convocation at the University of Saskatchewan with their families. Overall, the Class of 2012 maintained the WCVM’s above-average performance record on the North American Veterinary Licensing Examinations (NAVLEs). The newest recipient of the WCVM Faculty Gold Medal was Dr. James Kirkham of Squamish, B.C., who graduated with Great Distinction from the U of S. James will practise in a small animal veterinary clinic in Nanaimo, B.C., before enrolling in graduate work.

A few months later in September, the college joined representatives from the national and provincial veterinary medical associations to officially welcome 80 new first-year students during the WCVM’s annual White Coat Ceremony. The Class of 2016, which includes 21 Alberta-based students, brings an interesting variety of backgrounds and accomplishments to the veterinary college. The Class of 2016 also caps off an above-average year for the WCVM admissions team. In 2012, 340 students from across Western Canada applied for the college’s DVM program. Specifically, the number of Alberta student applications rose from 100 in 2011 to 130 in 2012. We hope our admission numbers continue to rise each year.

Curriculum Advances: The Class of 2012 was the second class to experience our new curriculum throughout their four years, and their feedback has been valuable in assessing and improving the DVM program. We continue to enhance core courses and have added three more elective courses (communication, veterinary cytology and regulatory veterinary pharmacology) to the students’ list of choices.
This spring, 20 third-year students took the WCVM’s new communication elective, and that number has doubled in the 2012-13 school year. The course involves the use of simulated clients to help students develop their clinical communication skills before their final year of clinical rotations. The communication course is taught by 10 faculty members who have completed training through the Institute for Healthcare Communication, a program sponsored by Bayer Animal Health. Over the next few years, the WCVM plans to broaden its communication base further.

**U of S Third Integrated Plan:** In March, the U of S Board of Governors endorsed the university’s third integrated plan. It charts the university’s course for the next four years and includes our college’s plan for the same time frame. While previous WCVM plans have focused on construction and renovation, we’re excited to shift our focus to building and enhancing our programs.

One new program initiative is a wellness program that will give our senior students more focused experience with preventive and wellness care for small animals. Based in the WCVM Veterinary Medical Centre, the program will include a wellness rotation for fourth-year students along with a dedicated clinician, veterinary technologist and examination area. By providing our students with additional experience in client interaction and patient care, we’re ensuring that our veterinary graduates leave the WCVM “practice ready.”

**Continuing Education and Extension:** Faculty, staff and students of the WCVM were involved in two successful conferences in June. The Third International Symposium on Beef Cattle Welfare drew more than 450 onsite and online participants. This was the first time that Canada played host to the three-day symposium whose speakers continue to shed an international spotlight on beef cattle welfare. Chaired by the WCVM’s Dr. Joe Stookey, the event garnered positive feedback from many of its participants.

On the same day that the symposium wrapped up, the WCVM kicked off its June Conference. More than 120 veterinarians from Western Canada and further afield attended the event that offered three days of concurrent sessions covering companion animal and equine/food animal topics for participants.

**One Health Initiatives:** In late June, a new U of S training program that will produce future leaders in food safety, infectious disease control and public policy was awarded $1.65 million over six years through the Natural Sciences and Engineering Research Council’s Collaborative Research and Training Experience (CREATE) program. The U of S will top up the NSERC contribution with $2.76 million in matching funds to create the program.

Over the next six years, this program will prepare more than 55 graduates for diverse careers in government, industry and academia. Dr. Baljit Singh, the WCVM’s associate dean of research, is leading the project’s multidisciplinary team that includes several of the college’s faculty members. The initiative specifically targets the private and public sectors’ urgent need for highly qualified professionals to manage complex public health threats.

In August, about 60 first-year health science students gathered at the U of S for Canada’s first One Health Leadership Experience. Initiated by the WCVM and supported by Pfizer Animal Health, the three-day program featured five
high-profile One Health leaders. They helped students recognize linkages between human, animal and environmental health. The program also included leadership development and provided students with tools to become change agents for One Health.

In November, the U of S was among eight Canadian universities that were awarded $10-million Canada Excellence Research Chairs (CERCs). The university’s newest research chair will focus on infectious disease mitigation — a vital addition to the U of S and the WCVM. The university’s aim is to recruit a research chair whose leadership will transform the way we approach infectious diseases: improving prevention, diagnosis and control of priority diseases such as tuberculosis, HIV, West Nile virus, and food-borne and water-related diseases.

The university’s multidisciplinary proposal team, which included WCVM faculty members Drs. Hugh Townsend, Andrew Potter, Volker Gerdts and me, distinguished itself from the submitted proposals for several reasons. For one, the U of S is home to a unique cluster of infectious diseases research capabilities in humans and animals. As well, the U of S has the broadest diversity of colleges relevant to infectious disease on one campus in Canada. Another key reason: One Health is a signature research area at the U of S where nearly 100 faculty in more than 20 disciplines and 200 graduate students and postdoctoral scientists are actively conducting research in this area.

Vetavision: Warm weather, animals, interactive displays and enthusiastic veterinary students combined to make the 2012 Vetavision a memorable experience for 4,000-plus people who visited the WCVM open house from September 20 to 23. Vetavision organizers also hosted more than 100 high school and university students from across Western Canada who registered for a pre-veterinary information evening that included a Q and A session with current students and a tour of the Veterinary Medical Centre.

Awards: Here are some of the prestigious awards that were earned by WCVM faculty and students in the past 12 months:

- **Dr. Chris Clark** of the WCVM’s Department of Large Animal Clinical Sciences received the U of S Provost’s College Award for Outstanding Teaching.
- **Dr. John Giesy** Canada Research Chair in Environmental Toxicology and a professor in the WCVM’s Department of Veterinary Biomedical Sciences, received the 2012 Lifetime Achievement Award from the Scientific Committee on Problems of the Environment (SCOPE) and China’s Zhongyu Environmental Technologies Corporation.
- WCVM professor **Dr. Reuben Mapleton** is one of three individuals who have been selected as U of S Distinguished Chairs in 2012.
- **Dr. Baljit Singh** Associate Dean of research at the WCVM, received the 2012 Award for Innovative Excellence in Teaching, Learning and Technology which is sponsored by CafeScribe.
- **Dr. Casey Gaunt** of the WCVM’s Department of Small Animal Clinical Sciences received the Merial Award of Excellence in Clinical Teaching while his colleague,
• Dr. Karen Sheehan received the Stan Olson Clinical Teaching Professor of the Year Award.
• Dr. Lynn Weber of the WCVM’s Department of Veterinary Biomedical Sciences received the Pfizer Animal Health Award for Research Excellence.
• Dr. Bruce Wobeser assistant professor in the WCVM Department of Veterinary Pathology, received the Pfizer Carl J. Norden Distinguished Teacher Award.
• PhD student Jennifer Adolphe received the Pfizer Animal Health Graduate Student Research Award.

If you would like to learn more about what’s happening at the WCVM, keep in touch with us through WCVM Today (www.wcvmtoday.com), Twitter (@WCVMToday) or by contacting me (306-966-7448; douglas.freeman@usask.ca) anytime.

HISTORICAL ADVISORY GROUP

Dr. Don W. MacDonald

Most of the efforts for 2012 were concentrated on the completion of the ABVMA History Book. The group is in the process of completing the final proofing of the book. Dr. Ron Clarke has provided much valuable editorial assistance in the writing and proofing of this book.

The Historical Advisory Group continues to publish autobiographies in the ABVMA Members Magazine. We are asking any members who have not yet submitted their biography to do so now. Submissions can be sent to Dr. Don MacDonald (contact information available in the 2012 Member’s Directory). Submissions should be accompanied by a small passport sized photograph.

NOTICE

The following committees do not have a submission for this year’s annual report

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chairperson</th>
<th>Reason for no submission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equine Committee</td>
<td>Dr. Brian Heide</td>
<td>No Report Provided</td>
</tr>
<tr>
<td>Alternative Livestock and Wildlife Committee</td>
<td>Dr. Milton Ness</td>
<td>No Activity to Report</td>
</tr>
</tbody>
</table>
### Unaudited INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>2012 Performance</th>
<th>2012 Budget</th>
<th>Performance as % of Budget</th>
<th>2013 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>4600 · Total ABVMA registration</td>
<td>1,820,204.26</td>
<td>1,825,762.00</td>
<td>99.7%</td>
<td>1,845,681.00</td>
</tr>
<tr>
<td>4200 · Communications revenue</td>
<td>188,856.45</td>
<td>150,000.00</td>
<td>125.9%</td>
<td>193,750.00</td>
</tr>
<tr>
<td>4400 · Regulatory</td>
<td>74,853.59</td>
<td>50,000.00</td>
<td>149.71%</td>
<td>65,000.00</td>
</tr>
<tr>
<td>4352 · Practice Inspection Fees</td>
<td>92,918.66</td>
<td>92,000.00</td>
<td>101.0%</td>
<td>94,300.00</td>
</tr>
<tr>
<td>4010 · Interest income on investments</td>
<td>47,228.00</td>
<td>41,000.00</td>
<td>115.19%</td>
<td>41,000.00</td>
</tr>
<tr>
<td>4610 · Programs revenue</td>
<td>48,905.52</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Total Income** | **2,272,966.48** | **2,158,762.00** | **105.29%** | **2,239,731.00**

### WHAT’S INCLUDED:

- **ABVMA Registration**: Administration Fee, Permits to Practice/Incorp Perm, Other Income, Student Members, AHT Registration, DVM Registration
- **Communications**: Magazine and Directory Advertising
- **Regulatory**: Practice Review Board; Discipline/Complaints Program
- **Practice Inspection fees**: Practice Fee
- **Interest income on investment**: Interest
- **Programs Revenue**: Member Wellness, General Donations,

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![Diagram showing the distribution of income categories]

- 4600 · Total ABVMA registration: 80%
- 4200 · Communications revenue: 9%
- 4400 · Regulatory: 3%
- 4352 · Practice Inspection Fees: 4%
- 4010 · Interest income on investments: 2%
- 4610 · Programs revenue: 2%
## Unaudited EXPENSE

<table>
<thead>
<tr>
<th></th>
<th>2012 Performance</th>
<th>2012 Budget</th>
<th>Performance as % of Budget</th>
<th>2013 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>6000 · Administration</td>
<td>1,425,790.00</td>
<td>1,432,381.00</td>
<td>99.54%</td>
<td>1,490,510.00</td>
</tr>
<tr>
<td>6225 · Communications</td>
<td>262,795.00</td>
<td>199,427.00</td>
<td>131.78%</td>
<td>209,912.00</td>
</tr>
<tr>
<td>6456 · Regulatory Expenses</td>
<td>156,632.74</td>
<td>100,000.00</td>
<td>156.63%</td>
<td>102,500.00</td>
</tr>
<tr>
<td>6300 · Governance &amp; Delegation</td>
<td>344,585.29</td>
<td>333,227.00</td>
<td>103.41%</td>
<td>326,325.00</td>
</tr>
<tr>
<td>6301 · Programs Expenses</td>
<td>154,739.00</td>
<td>102,000.00</td>
<td>151.71%</td>
<td>124,050.00</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$ 2,344,542.03</strong></td>
<td><strong>$ 2,167,035.00</strong></td>
<td><strong>$ 108.19%</strong></td>
<td><strong>$ 2,253,297.00</strong></td>
</tr>
</tbody>
</table>

### WHAT’S INCLUDED:

- **Administration**: Office supplies, Copy charges, Travel expenses, Repairs and maintenance, Telephone, Insurance, Depreciation, Postage and courier, Office rent and upkeeping, Wages and benefits, Legal fees, Bank and credit card charges, Professional fees
- **Governance and Delegation**: Council meetings, Legislated and professional development committees, Annual General Meeting, Council and committee training, Representation/delegation
- **Communications**: Public relations and awards, Student Programs, Publications and website
- **Regulatory Expenses**: Discipline and Complaints program (legal hearings and investigation), Practice review board
- **Programs Expenses**: PIPS inspection, Professional wellness expense, Radio campaign expenses, Conventions and seminars, PIPS other expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>6000 - Administration</td>
<td>61%</td>
</tr>
<tr>
<td>6300 - Governance &amp; Delegation</td>
<td>11%</td>
</tr>
<tr>
<td>6225 - Communications</td>
<td>7%</td>
</tr>
<tr>
<td>6456 - Regulatory Expenses</td>
<td>15%</td>
</tr>
<tr>
<td>6301 - Programs Expenses</td>
<td>6%</td>
</tr>
</tbody>
</table>
AUDITOR’S REPORT

Deloitte.

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, 2012, and the statements of unappropriated members’ deficit, revenues and expenditures 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 generally accepted accounting principles, 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 qualified 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, 2012, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

“Original signed Deloitte & Touche LLP”

Chartered Accountants

December 4, 2012
## STATEMENT OF FINANCIAL POSITION

October 31, 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$ 153,100</td>
<td>$ 179,469</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>248,058</td>
<td>184,470</td>
</tr>
<tr>
<td>(Note 3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments due within one year (Note 4)</td>
<td>195,607</td>
<td>301,226</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>9,925</td>
<td>14,899</td>
</tr>
<tr>
<td></td>
<td>$ 606,690</td>
<td>$ 680,104</td>
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<tr>
<td><strong>INVESTMENTS</strong> (Note 4)</td>
<td>1,098,958</td>
<td>1,197,811</td>
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<tr>
<td><strong>CAPITAL ASSETS</strong> (Note 5)</td>
<td>90,810</td>
<td>59,314</td>
</tr>
<tr>
<td><strong>INTANGIBLE ASSET</strong> (Note 6)</td>
<td>5,312</td>
<td>14,012</td>
</tr>
<tr>
<td></td>
<td>$ 1,801,770</td>
<td>$ 1,951,241</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$ 189,895</td>
<td>$ 122,192</td>
</tr>
<tr>
<td>Deferred revenue (Note 7)</td>
<td>491,075</td>
<td>637,311</td>
</tr>
<tr>
<td></td>
<td>$ 680,970</td>
<td>759,503</td>
</tr>
<tr>
<td><strong>COMMITMENTS</strong> (Note 9)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MEMBERS’ EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unappropriated members’ deficit</td>
<td>(262,174)</td>
<td>(190,640)</td>
</tr>
<tr>
<td>Operating reserve</td>
<td>1,050,937</td>
<td>994,850</td>
</tr>
<tr>
<td>Program reserve</td>
<td>134,025</td>
<td>221,078</td>
</tr>
<tr>
<td>Professional wellness reserve</td>
<td>101,890</td>
<td>93,124</td>
</tr>
<tr>
<td>Investment in capital assets</td>
<td>90,810</td>
<td>59,314</td>
</tr>
<tr>
<td>Investment in intangible asset</td>
<td>5,312</td>
<td>14,012</td>
</tr>
<tr>
<td></td>
<td>$ 1,120,800</td>
<td>$ 1,191,738</td>
</tr>
<tr>
<td></td>
<td>$ 1,801,770</td>
<td>$ 1,951,241</td>
</tr>
</tbody>
</table>

APPROVED BY THE BOARD

Signed Dr. Jennifer Willans, Director  
Signed Dr. Duane Landals, Director

The accompanying notes and schedule are an integral part of the financial statements.
<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAPPROPRIATED MEMBERS’ DEFICIT, BEGINNING OF YEAR</td>
<td>$(190,640)</td>
<td>$(112,223)</td>
</tr>
<tr>
<td>TRANSFER (TO) FROM EQUITY IN CAPITAL ASSETS AND INTANGIBLE ASSETS*</td>
<td>(22,796)</td>
<td>978</td>
</tr>
<tr>
<td>TRANSFER TO OPERATING RESERVE</td>
<td>(56,087)</td>
<td>(35,579)</td>
</tr>
<tr>
<td>ADJUSTMENT TO MARKET VALUE OF INVESTMENTS, END OF YEAR</td>
<td>(3,577)</td>
<td>(15,319)</td>
</tr>
<tr>
<td>TRANSFER TO PROGRAM RESERVE</td>
<td>-</td>
<td>(52,907)</td>
</tr>
<tr>
<td>TRANSFER FROM PROGRAM RESERVE</td>
<td>87,053</td>
<td>-</td>
</tr>
<tr>
<td>TRANSFER FROM (TO) FROM PROFESSIONAL WELLNESS RESERVE</td>
<td>(8,766)</td>
<td>828</td>
</tr>
<tr>
<td>(DEFICIENCY) EXCESS OF REVENUES OVER EXPENDITURES</td>
<td>(67,361)</td>
<td>23,582</td>
</tr>
<tr>
<td>UNAPPROPRIATED MEMBERS’ DEFICIT, END OF YEAR</td>
<td>$(262,174)</td>
<td>$(190,640)</td>
</tr>
</tbody>
</table>

*COMPRISED OF:
- Depreciation and amortization: $34,259 $28,984
- Purchase of capital and intangible assets: $(57,055) $(28,006)

$22,796 $978

The accompanying notes and schedule are an integral part of the financial statements.
### Statement of Revenues and Expenditures

**Year ended October 31, 2012**

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>2012 Budget</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>(unaudited - Note 10)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Registration</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABVMA memberships</td>
<td>$1,530,762</td>
<td>$1,532,195</td>
<td>$1,480,736</td>
</tr>
<tr>
<td>Incorporation permits</td>
<td>50,000</td>
<td>44,188</td>
<td>104,602</td>
</tr>
<tr>
<td>Licensing fees</td>
<td>110,000</td>
<td>91,246</td>
<td>114,496</td>
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<tr>
<td>AHT memberships</td>
<td>135,000</td>
<td>152,576</td>
<td>111,867</td>
</tr>
<tr>
<td>Communications - newsletter/magazine/roster</td>
<td>150,000</td>
<td>188,856</td>
<td>156,981</td>
</tr>
<tr>
<td>Programs - Schedule</td>
<td>-</td>
<td>761,534</td>
<td>878,349</td>
</tr>
<tr>
<td>Practice inspections</td>
<td>92,000</td>
<td>92,919</td>
<td>28,461</td>
</tr>
<tr>
<td>Professional wellness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General</td>
<td>-</td>
<td>24,361</td>
<td>20,452</td>
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<tr>
<td>Recovery</td>
<td>-</td>
<td>24,545</td>
<td>6,722</td>
</tr>
<tr>
<td>Investment interest</td>
<td>41,000</td>
<td>47,228</td>
<td>46,335</td>
</tr>
<tr>
<td>Regulatory</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discipline/complaints program</td>
<td>50,000</td>
<td>74,854</td>
<td>93,757</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$2,158,762</td>
<td>$3,034,502</td>
<td>$3,042,758</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>2012 Budget</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership weekend</td>
<td>157,227</td>
<td>135,251</td>
<td>150,161</td>
</tr>
<tr>
<td>Council and other committee meetings</td>
<td>103,000</td>
<td>132,742</td>
<td>99,764</td>
</tr>
<tr>
<td>Representation/delegation</td>
<td>73,000</td>
<td>76,592</td>
<td>70,003</td>
</tr>
<tr>
<td><strong>Communications</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publication and website</td>
<td>137,627</td>
<td>175,519</td>
<td>126,639</td>
</tr>
<tr>
<td>Public relations and awards</td>
<td>41,800</td>
<td>65,368</td>
<td>44,643</td>
</tr>
<tr>
<td>Student programs</td>
<td>20,000</td>
<td>20,908</td>
<td>19,883</td>
</tr>
<tr>
<td>Programs - Schedule</td>
<td>-</td>
<td>757,322</td>
<td>809,266</td>
</tr>
<tr>
<td>Practice Inspections</td>
<td>86,000</td>
<td>87,135</td>
<td>101,191</td>
</tr>
<tr>
<td>Professional wellness</td>
<td>16,000</td>
<td>40,140</td>
<td>28,002</td>
</tr>
</tbody>
</table>
Career development video | - | 24,000 | 16,244
Economic survey | - | 3,066 | 4,169
Radio winter campaign | - | 398 | 37

<table>
<thead>
<tr>
<th>Administration</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and benefits</td>
<td>847,481</td>
</tr>
<tr>
<td>Office rent</td>
<td>250,000</td>
</tr>
<tr>
<td>Office operations</td>
<td>105,900</td>
</tr>
<tr>
<td>Professional services</td>
<td>90,000</td>
</tr>
<tr>
<td>Credit Cards</td>
<td>49,000</td>
</tr>
<tr>
<td>General legal fees</td>
<td>70,000</td>
</tr>
<tr>
<td>Postage and courier</td>
<td>20,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Regulatory</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Discipline/complaints program</td>
<td>100,000</td>
</tr>
</tbody>
</table>

|  |
|----------------|----------------|
|  | 2,167,035 | 3,101,863 | 3,019,176 |

(DEFICIENCY) EXCESS OF REVENUES OVER EXPENDITURES $ (8,273) (67,361) 23,582

MEMBERS’ EQUITY, BEGINNING OF YEAR 1,191,738 1,183,475

FAIR VALUE ADJUSTMENTS (3,577) (15,319)

MEMBERS’ EQUITY, END OF YEAR $ 1,120,800 $ 1,191,738

The accompanying notes and schedule are an integral part of the financial statements.
**STATEMENT OF CASH FLOW**

<table>
<thead>
<tr>
<th>Year ended October 31, 2012</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET INFLOW (OUTFLOW) OF CASH RELATED TO THE FOLLOWING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>OPERATING</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Deficiency) Excess of revenues over expenditures</td>
<td>$ (67,361)</td>
<td>$ 23,582</td>
</tr>
<tr>
<td>Item not affecting cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>34,259</td>
<td>28,984</td>
</tr>
<tr>
<td><strong>(33,102)</strong></td>
<td>52,566</td>
<td></td>
</tr>
<tr>
<td><strong>Changes in non-cash working capital items</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(63,588)</td>
<td>45,449</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>4,974</td>
<td>18,322</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>67,703</td>
<td>(42,411)</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(146,236)</td>
<td>(40,066)</td>
</tr>
<tr>
<td><strong>(170,249)</strong></td>
<td>33,860</td>
<td></td>
</tr>
<tr>
<td><strong>INVESTING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of capital and intangible assets</td>
<td>(57,055)</td>
<td>(28,006)</td>
</tr>
<tr>
<td>Redemption of investments</td>
<td>300,935</td>
<td>710,101</td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>(100,000)</td>
<td>(727,000)</td>
</tr>
<tr>
<td><strong>143,880</strong></td>
<td>(44,905)</td>
<td></td>
</tr>
<tr>
<td><strong>NET CASH OUTFLOW</strong></td>
<td>(26,369)</td>
<td>(11,045)</td>
</tr>
</tbody>
</table>

| CASH POSITION, BEGINNING OF YEAR | 179,469 | 190,514 |
| CASH POSITION, END OF YEAR | $ 153,100 | $ 179,469 |

The accompanying notes and schedule are an integral part of the financial statements.
NOTES TO THE FINANCIAL STATEMENTS

Year ended October 31, 2012

1. PURPOSE OF ASSOCIATION

The Alberta Veterinary Medical Association (the “Association”) is the official body in which all veterinarians practicing their profession in Alberta must maintain membership. The Association serves the public through self-governance in accordance with the Veterinary Profession Act. This includes licensing, discipline 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. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles ("GAAP") using the deferral method of recognizing revenues and they reflect the following significant accounting policies:

**Cash**
Cash consists of cash on hand and cash on deposit in bank accounts. Included in cash is $30,866 (2011 - $31,635) related to the Radiation Protection Program.

**Capital assets**
Capital assets are stated at cost and depreciated at rates disclosed in Note 5.

**Intangible assets**
Intangible assets are assets that lack physical substance. Intangible assets with a definite useful life are amortized over their estimated useful life in accordance with the rates disclosed in Note 6.

**Long-lived assets**
When a long-lived asset no longer has any service potential to the Association, an impairment loss is recognized. The amount of the impairment loss is determined as the excess of the carrying value of the asset over its residual value.

**Revenue recognition**
Membership fees are levied 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.

**Financial instruments**
The Association’s financial instruments consist of cash, accounts receivable, investments and accounts payable and accrued liabilities.
The Association has classified cash as held-for-trading. The Association has classified its accounts receivable as loans and receivables and classified its accounts payable and accrued liabilities as other financial liabilities. The Association has classified all of its investments as available-for-sale. These investments are subject to a regular review for losses that are other than temporary. Available-for-sale investments are written down to fair value through the statement of revenues over expenditures whenever it is necessary to reflect an other-than-temporary impairment. The fair value of investments is determined from quoted market prices.

The Association accounts for the purchase and sale of investments using settlement date accounting. Transaction costs related to the Association’s available-for-sale investments are included in their carrying values, and are then recognized over the life of the instrument using the effective interest method.


**Fair value of financial instruments**
The fair value of cash, accounts receivable and accounts payable and accrued liabilities is approximately equal to their carrying value due to their short-term maturity. Fair value of investments is disclosed in Note 4.

**Credit risk**
Credit risk arises from the potential that a counterparty will fail to perform its obligations. The Association is exposed to credit risk through the many sources of revenue which is mitigated by the large number of members and other customers.

**Market price and interest rate risk**
The Association is exposed to fluctuations in the market prices of its investments. This risk is managed by the Association’s investment policies which prescribe limitations regarding the type of investments. In addition, the Association is exposed to interest rate risk with respect to the amount of interest earned on term deposits.

**Use of estimates**
The preparation of financial statements, in conformity with Canadian GAAP, 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 include the collectible amounts of accounts receivable, the useful lives of
capital assets and intangible assets and the corresponding rates of amortization, the amount of accrued liabilities and the fair value of financial instruments.

**Members’ equity**

The Association relies mainly on the members subscriptions 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 annual income as reserve for operations and up to 10% of annual income as reserve for programs.

The members’ equity of the Association consists of the unappropriated members’ deficit, equity in capital assets and intangible assets and operating, program and professional wellness reserves.

Transfers from equity in capital and intangible assets consist of additions funded through operations and depreciation.

In 2012, the Association’s Council approved the use of $50,000 from the program reserve to finance the Social Media Program for each of the next two years. The maximum fund to be drawn is $50,000 per year. An amount of $50,000 was transferred to the unappropriated members’ deficit in the current year. Expenses of $107,576 were incurred in the year. In 2011, the Association’s Council approved the use of $50,000 from the program reserve to fund the development of a video conferencing system. The cost of the video conferencing system occurred in 2012, and a transfer of $37,053 was made in current year.

**Contributed services**

Volunteers contribute time each year to ensure certain programs are delivered. Because of the difficulty of compiling these hours and the fact that these services are not otherwise purchased, contributed services are not recognized in the financial statements.

**Future accounting changes**

On December 1, 2010, the CICA released the new accounting framework applicable to Canadian not-for-profit organizations, which is effective for fiscal years beginning January 1, 2012. Not-for-profit organizations will have to choose between International Financial Reporting Standards (IFRSs) and Canadian accounting standards for not-for-profit organizations (NFPOs), whichever suits them best. The Association has determined that it will adopt NFPOs for the year ending October 31, 2013.
3. **ACCOUNTS RECEIVABLE**

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued interest</td>
<td>$ 17,201</td>
<td>$ 10,057</td>
</tr>
<tr>
<td>Goods and services tax</td>
<td>8,930</td>
<td>20,548</td>
</tr>
<tr>
<td>Other receivables, including dues</td>
<td>221,927</td>
<td>153,865</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 248,058</td>
<td>$ 184,470</td>
</tr>
</tbody>
</table>

4. **INVESTMENTS**

<table>
<thead>
<tr>
<th>Description</th>
<th>2012 Fair Value</th>
<th>2012 Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$139,000, 4.9% Canada Mortgage and Housing Corporation due December 1, 2013</td>
<td>$ 147,477</td>
<td>$ 147,328</td>
</tr>
<tr>
<td>$81,000, 5% Province of Ontario series non-callable due March 8, 2014</td>
<td>85,685</td>
<td>89,130</td>
</tr>
<tr>
<td>$188,000, 4.75% Province of Ontario Note due June 2, 2013</td>
<td>195,607</td>
<td>195,631</td>
</tr>
<tr>
<td>$25,000, 3.3% Alberta Capital Bonds due March 15, 2015</td>
<td>25,520</td>
<td>25,000</td>
</tr>
<tr>
<td>$200,000, 2.35% Bank of Nova Scotia Guaranteed Investment Certificates due June 30, 2014</td>
<td>206,322</td>
<td>200,000</td>
</tr>
<tr>
<td>$227,000, 1.75% BMO Advisors Advan. Guaranteed Investment Certificates compounded due September 15, 2014</td>
<td>231,489</td>
<td>227,000</td>
</tr>
<tr>
<td>$300,000, 2.5% BMO Advisors Advan. Guaranteed Investment Certificates compounded due October 28, 2015</td>
<td>300,063</td>
<td>300,000</td>
</tr>
<tr>
<td>$100,000, 2.68% Bank of Canada Guaranteed Investment Certificates due December 9, 2016</td>
<td>102,402</td>
<td>100,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,294,565</td>
<td>1,284,089</td>
</tr>
</tbody>
</table>

Investments due within one year

<table>
<thead>
<tr>
<th>Description</th>
<th>2011 Fair Value</th>
<th>2011 Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$139,000, 4.9% Canada Mortgage and Housing Corporation due December 1, 2013</td>
<td>$ 152,503</td>
<td>$ 147,328</td>
</tr>
<tr>
<td>$81,000, 5% Province of Ontario series non-callable due March 8, 2014</td>
<td>88,432</td>
<td>89,130</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 1,098,958</td>
<td>$ 1,088,458</td>
</tr>
</tbody>
</table>
5. CAPITAL ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>Net Book Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated Depreciation</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>$159,106</td>
<td>$78,232</td>
</tr>
<tr>
<td>Computer hardware</td>
<td>3 years</td>
<td>36,585</td>
</tr>
<tr>
<td>Computer software</td>
<td>100%</td>
<td>12,757</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>5 years</td>
<td>980</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$209,428</strong></td>
<td><strong>$118,618</strong></td>
</tr>
</tbody>
</table>

6. INTANGIBLE ASSET

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>Net Book Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated Amortization</td>
</tr>
<tr>
<td>Website</td>
<td>5 years</td>
<td>$51,125</td>
</tr>
</tbody>
</table>
7. DEFERRED REVENUE

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

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memberships</td>
<td>$257,012</td>
<td>$240,242</td>
</tr>
<tr>
<td>Practice inspection renewals</td>
<td>67,384</td>
<td>60,066</td>
</tr>
<tr>
<td>Euthanasia program</td>
<td>51,538</td>
<td>120,062</td>
</tr>
<tr>
<td>Radiation Protection Program</td>
<td>30,217</td>
<td>27,966</td>
</tr>
<tr>
<td>AAAHT</td>
<td>26,563</td>
<td>-</td>
</tr>
<tr>
<td>Alberta Veterinary Practice Manual</td>
<td>23,082</td>
<td>-</td>
</tr>
<tr>
<td>John Waters workshop</td>
<td>6,340</td>
<td>9,494</td>
</tr>
<tr>
<td>Permit to practice</td>
<td>8,852</td>
<td>-</td>
</tr>
<tr>
<td>Foreign Qualification Recognition</td>
<td>7,884</td>
<td>85,804</td>
</tr>
<tr>
<td>Biosecurity</td>
<td>7,833</td>
<td>49,233</td>
</tr>
<tr>
<td>Alberta Surveillance Program</td>
<td>3,348</td>
<td>-</td>
</tr>
<tr>
<td>AFAC Conference fees</td>
<td>1,022</td>
<td>-</td>
</tr>
<tr>
<td>Biosecurity Awareness Initiative</td>
<td>-</td>
<td>34,234</td>
</tr>
<tr>
<td>Biosecurity Standards Guide</td>
<td>-</td>
<td>10,210</td>
</tr>
<tr>
<td></td>
<td><strong>$491,075</strong></td>
<td><strong>$637,311</strong></td>
</tr>
</tbody>
</table>

8. CANWEST VETERINARY CONFERENCE

The CanWest Veterinary Conference (the “Conference”) was hosted by the Association. In 2012, revenues of $399,028 (2011 - $404,811) and expenses of $394,816 (2011 - $331,732) were recorded.

Additional expenses of $24,485 (2011 - $45,765) were incurred and reimbursed through eligible funding.

9. COMMITMENTS

The Association is committed to aggregate minimum annual rentals in the next three years for office premises and equipment rental as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>$245,366</td>
</tr>
<tr>
<td>2014</td>
<td>184,025</td>
</tr>
</tbody>
</table>
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.

10. BUDGET
The Council approved this budget on November 17, 2011.

11. CAPITAL MANAGEMENT
The Association defines capital as the sum of unappropriated members’ deficit, internally restricted reserves: operating, program and professional wellness, and investment in capital and intangible assets. The Association is not subject to external restrictions. Internal restrictions are disclosed in Note 2.

Policies have been established to preserve the financial condition of the Association and financial reports are reviewed regularly by management and the Council members.

There have been no changes to the capital management objectives, policies and procedures since the preceding year.
## Schedule of Restricted Program Activity

### Year ended October 31, 2011

<table>
<thead>
<tr>
<th></th>
<th>CanWest</th>
<th>Foreign Qualification Recognition</th>
<th>Biosecurity Standards Guide</th>
<th>Biosecurity Awareness Initiative</th>
<th>Biosecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening deferred revenue</td>
<td>$ -</td>
<td>$ 85,804</td>
<td>$ 10,210</td>
<td>$ 34,234</td>
<td>$ 49,233</td>
</tr>
<tr>
<td>Add: Program funding received</td>
<td>399,028</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>56,700</td>
</tr>
<tr>
<td>Less: Revenue recognized</td>
<td>399,028</td>
<td>77,920</td>
<td>-</td>
<td>34,234</td>
<td>98,100</td>
</tr>
<tr>
<td>Ending deferred revenue</td>
<td>$ -</td>
<td>$ 7,884</td>
<td>$ 10,210</td>
<td>$ -</td>
<td>$ 7,833</td>
</tr>
<tr>
<td>Expenses</td>
<td>$ 394,816</td>
<td>$ 77,920</td>
<td>$ 10,210</td>
<td>$ 34,234</td>
<td>$ 98,100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>CanWest</th>
<th>Foreign Qualification Recognition</th>
<th>Biosecurity Standards Guide</th>
<th>Biosecurity Awareness Initiative</th>
<th>Biosecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening deferred revenue</td>
<td>$ -</td>
<td>$ 109,379</td>
<td>$ 125,001</td>
<td>$ 114,344</td>
<td>$ -</td>
</tr>
<tr>
<td>Add: Program funding received</td>
<td>404,811</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>158,000</td>
</tr>
<tr>
<td>Less: Revenue recognized</td>
<td>404,811</td>
<td>23,575</td>
<td>-</td>
<td>80,110</td>
<td>108,767</td>
</tr>
<tr>
<td>Ending deferred revenue</td>
<td>$ -</td>
<td>$ 85,804</td>
<td>$ 10,210</td>
<td>$ 34,234</td>
<td>$ 49,233</td>
</tr>
<tr>
<td>Expenses</td>
<td>$ 331,732</td>
<td>$ 23,575</td>
<td>$ 114,791</td>
<td>$ 80,110</td>
<td>$ 108,767</td>
</tr>
</tbody>
</table>
### 2012

<table>
<thead>
<tr>
<th>Radiation Program Protection</th>
<th>John Waters Workshop</th>
<th>Euthanasia Program</th>
<th>Alberta Surveillance Program</th>
<th>Alberta Veterinary Practice Manual</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 27,966</td>
<td>$ 9,494</td>
<td>$ 120,062</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 337,003</td>
</tr>
<tr>
<td>44,237</td>
<td>6,400</td>
<td>-</td>
<td>23,808</td>
<td>24,600</td>
<td>554,773</td>
</tr>
<tr>
<td>41,986</td>
<td>9,554</td>
<td>68,524</td>
<td>20,460</td>
<td>1,518</td>
<td>761,534</td>
</tr>
<tr>
<td>$ 30,217</td>
<td>$ 6,340</td>
<td>$ 51,538</td>
<td>$ 3,348</td>
<td>$ 23,082</td>
<td>$ 130,242</td>
</tr>
<tr>
<td>$ 41,986</td>
<td>$ 9,554</td>
<td>$ 68,524</td>
<td>$ 20,460</td>
<td>$ 1,518</td>
<td>$ 757,322</td>
</tr>
</tbody>
</table>

### 2011

<table>
<thead>
<tr>
<th>Radiation Program Protection</th>
<th>John Waters Workshop</th>
<th>Euthanasia Program</th>
<th>Alberta Surveillance Euthanasia</th>
<th>Alberta Veterinary Practice Manual</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 27,647</td>
<td>$ 18,402</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 394,773</td>
</tr>
<tr>
<td>30,343</td>
<td>3,581</td>
<td>207,500</td>
<td>16,344</td>
<td>-</td>
<td>820,579</td>
</tr>
<tr>
<td>30,024</td>
<td>12,489</td>
<td>87,438</td>
<td>16,344</td>
<td>-</td>
<td>878,349</td>
</tr>
<tr>
<td>$ 27,966</td>
<td>$ 9,494</td>
<td>$ 120,062</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 337,003</td>
</tr>
<tr>
<td>$ 30,024</td>
<td>$ 12,489</td>
<td>$ 87,438</td>
<td>$ 20,340</td>
<td>$ -</td>
<td>$ 809,266</td>
</tr>
</tbody>
</table>
2012 ABVMA STAFF

Management:

Dr. Duane Landals, Registrar / Secretary-Treasurer
duane.landals@abvma.ca

Dr. Darrell Dalton, Deputy Registrar
darrell.dalton@abvma.ca

Dr. Phil Buote, Complaints Director
phil.buote@abvma.ca

Mrs. Midge Landals, Manager Communications and Member Services
midge.landals@abvma.ca

Support:

Ms. Lisa Barry, Administrative Assistant
lisa.barry@abvma.ca

Mrs. Brenda Betnar, Receptionist / Administrative Assistant
brenda.betnar@abvma.ca

Mrs. Carmen Luca, Accounts Administrator
carmen.luca@abvma.ca

Ms. Margaret Massey, Administrator – Member Registration
carmen.luca@abvma.ca

Ms. Janeen McPhee, Administrator – PIPS & Radiation Programs
janeen.mcphee@abvma.ca

Mrs. Kathy Mosmann, Executive Assistant – Member Services
kathy.mosmann@abvma.ca
2012 EX–OFFICIO MEMBERS OF COUNCIL

AAAHT Board Member Delegate
Alberta Association of Animal Health Technologists

Dr. Alastair Cribb
University of Calgary, Faculty of Veterinary Medicine

Dr. Gerald Hauer
Alberta Agriculture and Rural Development

Dr. Krista Howden
Canadian Food Inspection Agency

Dr. Troy Bourque
Canadian Veterinary Medical Association

Dr. Douglas Freeman
Western College of Veterinary Medicine
DISCIPLINE

Hearing Tribunal

Dr. Danny Joffe
Dr. Lloyd Keddie
Dr. Jim Lawrence
Dr. Calvin Booker
Dr. Brian McBride
Dr. Troy Bourque
Dr. Robert Jones
Dr. Dave Harris
Dr. Dave Sandwith
Dr. Bob Ruckman
Dr. Brent Jackson
Dr. Dan Schlesinger
Dr. Carol Poland
Dr. Tim Keogan
Dr. Sylvia Checkley
Dr. Nick Nation

Complaint Review

Chair
Dr. Robert Coppock

Vice Chair
Dr. Randy Killeen

Public Member
Mr. John DeJong

Public Member
Mr. Dwayne Rawson

Public Member
Mr. David Graham

Ex-Officio, AHT
Ms. Stacey Buium

Ex-Officio, AHT
Mrs. Cindy Beecher

Hearings Director
Dr. Nick Nation

Public Member
Mr. John Delong

Public Member
Mr. Dwayne Rawson

Public Member
Mr. David Graham

Ex-Officio, AHT
Ms. Stacey Buium

Ex-Officio, AHT
Mrs. Cindy Beecher

Ex-Officio, AHT
Alahna Hunter, RAHT

Ex-Officio, AHT
Jodene Sekura, RAHT

Ex-Officio, AHT
Smokey Walters, RAHT

Chair
Dr. Kate Kewish

Vice Chair
Dr. Colleen Pratt

Ex-Officio, AHT
Alahna Hunter, RAHT

Ex-Officio, AHT
Jodene Sekura, RAHT

Ex-Officio, AHT
Smokey Walters, RAHT

Chair
Dr. Kate Kewish

Vice Chair
Dr. Colleen Pratt

Ex-Officio, AHT
Alahna Hunter, RAHT

Ex-Officio, AHT
Jodene Sekura, RAHT

Ex-Officio, AHT
Smokey Walters, RAHT

Chair
Dr. Kate Kewish

Vice Chair
Dr. Colleen Pratt

Ex-Officio, AHT
Alahna Hunter, RAHT

Ex-Officio, AHT
Jodene Sekura, RAHT

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