



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

UPDATE

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visit the CVO website at
www.cvo.org

March 2005

Inside...

CVO News	2
Student Soiree	3
AGM	4
Councillor Profiles	6
Council Bulletins	7
Council/Executive	9
Complaints Case	10
Quality Assurance	12
Letter to the Editor /	
CD Enclosed	13
CVO Staff	14
Reporting Unvaccinated	
Animals	16
PHP	17
Discipline Hearing	18
Open Exchange	19
In Memoriam	20

President's Message



by **Alma Conn, DVM**
President

It has been said that the only thing constant is change, and the veterinary profession is a fine example of that. From the classroom to the field, it is evolving to keep up with new technologies and new priorities. Virtual and simulated learning is improving training accessibility; more and more women are entering the field; and a greater work-life balance is allowing veterinarians to spend more time outside the office.

But through all this change, what remains constant is the CVO's mandate to protect the public's best interests and we must not lose sight of that. In order to fulfill its mandate the CVO must ensure that the importance and quality of education, practical training and professional service do not suffer. Growing expectations for the veterinary profession insist that the CVO works with veterinarians to provide assurance that the profession is meeting the public's needs.

Modern medicine includes the possibility of natural and holistic treatments and enables procedures such as lens transplants and medical resonance imaging for companion animals. Stricter food safety standards are demanding that veterinarians play a greater role in achieving a first class agri-food system.

With the increasing demand for newer and better-quality treatments and safer food, it is more important than ever that the CVO remain engaged and uphold its mandate to ensure not only the public's safety, but the profession's ability to meet the rising standards being set for it.



(Left) Dr. Alma Conn, President with Past President Dr. Melody Mason

New President

Following the election at the November 24, 2004 council meeting, Past President Dr. **Melody Mason** presented Dr. **Alma Conn**, President for 2004/2005 with the President's Chain of Office. Dr. Conn presented Dr. Mason with a certificate of recognition for her year as President.

Following graduation from OVC in 1974, Dr. Conn moved to Saskatchewan where she worked in a large animal practice and embryo transplant center. From 1976 to 1980, she worked part-time at the Kincardine Veterinary Clinic. From 1981 to April 2003, Dr. Conn

practiced at Blyth Veterinary Services. She served as a trustee for eight years and as chair for one year for the Bruce County Board of Education. Dr. Conn is a member of the Grey-Bruce Veterinary Association and is currently serving a three-year term on the board of the Agricultural Research Institute of Ontario.

CVO Welcomes QA Coordinator



CVO is pleased to announce that Ms. **Anita Stephenson** has joined the College as Quality Assurance Coordinator to work with Ms. **Susan Winter**, Director of Quality Assurance.

As Quality Assurance Coordinator, Anita assists in the research, development and implementation of various QA program components. She consults and communicates with committees and CVO members as it relates to QA and organizes and coordinates a variety of meetings and workshops.

In addition, Anita is also responsible for the development and maintenance of QA related databases and is the CVO Electronic Records Management Administrator.

Welcome aboard Anita!

CVO Hosts 2005 Student Soiree



Students of OVC 2005 were hosted by the CVO Councillors and staff at the annual Student Soiree held in the OVC cafeteria on January 19, 2005.

Those attending mixed and mingled as the students completed their “Soiree Passport” by identifying and meeting councillors and staff from the clues provided.



The evening was most enjoyable and allowed the graduating students and CVO councillors time to become acquainted. The evening concluded with a draw for prizes.



Prize winners pose for a picture with the CVO President. Pictured from left to right: Dr. **Alma Conn**, CVO President, **Elizabeth Layton** and **Erin Marley**. (Absent: **Kim Van Winckle**, **Adam Haight** and **Art Ceballos**)

Annual General Meeting



Twenty-two members attended the CVO Annual General Meeting held at the CVO office in Guelph, on January 19, 2005. Drs. **John Richardson** and **Stan Henderson** acted as scrutineers and recorded the votes.

New president welcomes members

Dr. **Alma Conn**, president of CVO, welcomed members in attendance, introduced the new council for 2004/2005 and explained the voting procedure.

The members reviewed and accepted the minutes from the 2002/2003 annual general meeting and the 2003/2004 Report of Council. This report was published in the annual report, which was distributed with the December 2004 edition of Update.

Dr. Conn also presented the audited financial statements for the fiscal year ending September 30, 2004. The members approved these statements and approved the firm of BDO Dunwoody LLP, as auditors for the CVO for the fiscal year 2004/2005.

Members ratify by-law

By-law number 12* was approved and ratified by the membership.

Question period

Dr. Conn opened the floor to members to present any new business. No issues were raised.

In memoriam

Dr. Conn read the names of those members of the College who passed away during 2003-2004, and asked members to pause for a moment of silence in remembrance.

She then offered congratulations to the members of the College who were granted Emeritus Status in 2003-2004.

The meeting was declared adjourned.

*** Section 15 of the By-laws is amended by adding the following:**

(13) Council shall conduct its meetings so that they are open to the public.

(14) Despite subsection (13), the council may exclude the public from any meeting or part of a meeting if it is satisfied that,

(a) matters involving public security may be discussed;

(b) financial, personal or other information that may be disclosed at the meeting is of such a nature that the desirability of avoiding public disclosure of such information in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that meetings be open to the public;

Annual General Meeting

(c) a person involved in a criminal proceeding, civil suit or another proceeding may be prejudiced;

(d) personnel matters or property acquisitions will be discussed;

(e) instructions will be given to or opinions received from the solicitors for the college; or

(f) the council will deliberate whether to exclude the public from a meeting.

Section 33 of the By-laws is amended by repealing subsection (2) and replacing it with the following:

(2) The amount payable to councillors and members of a committee is \$250 per half-day for the president and \$200 per half-day for the other members for attendance at, travel to, and preparation for, meetings to transact college business, subject to subsections (2.1), (3) and (4). A councillor and a member of a committee may be paid not more than one per diem per calendar day.

(2.1) For electronic meetings, the amount payable to councillors and members of a committee is \$125 per quarter day for the president and \$100 per quarter day for the other members for attendance at, and preparation for, meetings to transact college business. A councillor and a member of a committee may be paid not more than one per diem per calendar day.

Section 33.(4) of the By-laws is amended (amendment bolded)

33.(4) The amount payable for expenses incurred by councillors and members of committees in the conduct of the council's or committee's business is,

(b) for travel by automobile, **40 cents** per kilometre actually travelled, but payment may be made only once for each trip regardless of the number of passengers and the payment may not exceed the amount which would have been payable if the driver had reasonably been able to travel by common air carrier and had done so.

Reminders

Packaging of Pest Control Products

All pest control products must be registered with the Pest Management Regulatory Agency. When an applicant wishes to apply for the registration of a pest control product he/she must state on the application form the container type and size. Upon the issuance of a certificate of registration, the product can only be sold according to the container type and size for which it was registered.

An example: Advantage Plus is a registered pest control product with a registration number of 27581. The label reads: 'Net contents: Six 0.4 mL tubes.' This product can only be sold as a package containing the six tubes. To sell the tubes individually would be illegal.

Prescribing

The CVO receives several calls from pharmacies asking for a veterinarian's licence number. CVO staff does not provide this information - they will, however, confirm a licence number that has been supplied by the member to a third party.

When providing a prescription to be filled by a pharmacist, a veterinarian must remember to supply their licence number.

Councillor Profiles

Dr. Lois Valli - (Constituency #6)



Dr. Valli completed a B.Sc. in Pharmacology/Toxicology at the University of Western Ontario in 1979. She completed a Masters degree in Pharmacology at the University of Guelph in 1984 and graduated from the Ontario Veterinary College in 1991. Dr. Valli worked in a mixed practice in Southern Ontario for three years after graduation. She then joined a pet food company as a Veterinary Consultant for one year. Dr. Valli joined a pharmaceutical company in 1995 as a Professional Services Veterinarian and has managed the Technical Services Team since 1996.

Dr. Grant Maxie - (Constituency #4)



After completing his DVM at WCVM in 1969, Dr. Maxie continued his studies in Small Animal Medicine and Veterinary Clinical Pathology at the University of Guelph. After obtaining his PhD in 1973, Dr. Maxie worked in Kenya for three years investigating the pathology of trypanosomiasis and theileriosis. He has worked as an Assistant/Associate Professor of Pathology at the OVC and as a Veterinary Pathologist, and then as Guelph Laboratory Head, for Veterinary Laboratory Services of OMAFRA. His primary diagnostic expertise is with domestic mammals, with special emphasis in the areas of cardiovascular and urinary pathology, and he became board-certified in anatomic pathology in 1984. Since 1997, he has been the Manager of the Animal Health Laboratory, a unit of the Laboratory Services Division at the University of Guelph.

Council Meeting: November 24, 2004

- Attended a CVO Privacy Policy training session presented by CVO legal counsel, **Richard Steinecke**.
 - Amended the CVO Privacy Policy and approved drafting an amendment to Ontario Regulation 1093 that will set out access rights to information about veterinarians.
 - Elected the Executive Committee for 2004/05 (*see page 9*).
 - Appointed members to statutory committees, and to represent the College on non-CVO committees and boards for 2004/05.
 - Accepted the audited financial statements for the fiscal year 2003/2004.
 - Held a second reading of a draft position statement - **Animal Physiotherapy in Veterinary Practice**. This was returned to staff for further research.
 - Approved in principle a draft position statement on **Deficiencies Noted during Inspection of New Facilities** and directed staff to circulate the draft to stakeholders and interested parties for consultation.
 - Approved a position statement - **Granting Exemptions to the Self-Contained Requirements for Veterinary Facilities** (*see CVO website under Communications - Council Publications*).
 - Appointed a Working Group of Councillors in accordance with the Council Board Governance Policies.
 - Accepted the report of the Quality Assurance Advisory Committee and the recommendations contained therein.
 - Approved, in principle, a proposal to the Ministry of Training, Colleges and Universities: **“A Framework for a Bridging Program for Veterinarians: Access, Education, Retraining and Remediation”**.
 - Approved a draft letter to **Minister Mary Ann Chambers**, Ministry of Training, Colleges and Universities.
 - Agreed to hold an additional Council meeting on October 26, 2005.
 - Received an update from Dr. **Deb Stark**, Assistant Deputy Minister, OMAF, as part of the regular CVO/OMAF liaison initiative.
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Council Meeting: January 19, 2005

- Amended the 2004/05 budget.
- Held a second reading on **Quality Assurance of Veterinary Laboratories** and considered responses received from interested parties. This was returned to staff for further research.
- Reviewed privacy considerations and authorized reimbursement to Council and Committee members for the purchase of filing cabinets that are capable of being locked for the purpose of safe storage of CVO materials, to a \$200 limit.
- Approved an amendment to Sections 52 and 55 of Ontario Regulation 1093 (*see page 8*).
- Received monitoring reports of Council appointed Working Groups in accordance with Council Board Governance Policies.
- Considered a recommendation regarding the formation of a Board Governance Committee and returned the matter to the Executive Committee for further discussion.

continued on next page

Council Bulletin / Proposed Amendments

- Approved a letter to the CVMA stating the College's positions on the CVMA Dispensing Manual for Veterinarians, the CVMA Statement on Specialization and the CVMA Statement on Compounding.
- Authorized the formation of a Working Group with the Ontario College of Pharmacists with regard to establishing compounding guidelines.
- Reviewed the Report of the Joint Task Force - Examining Self-Regulation of Registered Veterinary Technicians and agreed that the Council is in support of Option 1 as set out in the Report which reads:
- Approved drafting an amendment to Ontario Regulation 1093 that will permit the acceptance of either the original or a notarized copy of a veterinary degree.
- Received an update from Dr. **Deb Stark**, Assistant Deputy Minister, OMAF, as part of the regular CVO/OMAF liaison initiative.
- Appointed Dr. **Blair Simonson** and Dr. **Garry Balsdon** to the Complaints Committee.

“(Part A) Develop By-laws under the current OAVT Act with amendments to CVO Regulations and policies, and eventually (Part B) revise OAVT legislation under a Public Bill (OMAF).”

Proposed Regulation Amendments (these will be forwarded to Cabinet for approval)

Section 52. of Ontario Regulation 1093, as amended, is further amended by revoking s. 52. and substituting the following:

52. The Registrar shall enter in the register the following information for each member:
- (a) University of graduation and year of graduation,
 - (b) year joined College,
 - (c) principal place of practice or residence,
 - (d) the address of the principal place of practice or, if none, a current address for contacting the member,
 - (e) business telephone number, if there is one,
 - (f) professional activity,
 - (g) employment function and type of employment,
 - (h) language proficiency,
 - (i) licence type,
 - (j) conditions or limitations on a licence, and
 - (k) any decision or sanctions imposed on a member's licence.

Section 55. of Ontario Regulation 1093, as amended, by adding the following subsection:

- (5) The Registrar is permitted to confirm the licence number of a member that has apparently been provided to a third party at the request of the third party.

Council and Executive



Executive Committee for 2004/2005

(Front row, from left): Dr. Alma Conn, Dr. Melody Mason (Back row, from left): Mr. Doug Walper, Dr. Ed Doering and Dr. Harry Vreugdenhil.

CVO Council for 2004/2005



(Front row, from left): Dr. Nasim Gulamhusein, Dr. Harry Vreugdenhil, Dr. Ed Doering, Dr. Alma Conn, Dr. Melody Mason, Mr. Doug Walper, Dr. Michele Dutnall. (Back row, from left): Dr. Tim Arthur; Dr. Sheila Etue, Dr. Mark Spiegle, Dr. Richard Liddell, Dr. James Clark, Mr. Don Stobo, Dr. Grant Maxie, Dr. Lois Valli and Mr. James Williams.

Complaints Case

Equine Case: Consent from a trainer

Mr. Owner had a 4 year old Welsh Cob pony named “Princess”. He arranged to have Princess transported to the farm of Mr. Trainer to undergo some training, including driving.

Mr. Trainer regularly used the services of Dr. Equine. After Princess had been in training for about one month, Mr. Trainer called Dr. Equine to check her because she was experiencing some difficulty with the driving bit. Dr. Equine examined Princess and advised a dental procedure, to which Mr. Trainer consented. Princess’s teeth were floated and wolf teeth extracted.

One week later, Mr. Owner removed Princess from the stable of Mr. Trainer.

Mr. Owner was dissatisfied with the services of Dr. Equine, and submitted a complaint with the College, raising two issues.

Issue #1

Dr. Equine failed to obtain oral or written consent from Mr. Owner and, therefore, performed an elective surgical procedure on a horse without permission.

Mr. Owner indicated that Princess’s temperament was a problem since he acquired her from Wales a few years previously, possibly due to prior abuse. In particular, she was difficult to catch, aggressive and head shy. He had worked diligently with her, and she improved. For

these reasons, he claimed he would “never” have consented to the dental procedure, which he believed “traumatized” Princess further.

Dr. Equine submitted Mr. Trainer called him to attend Princess because despite training well, she was acting “a bit fussy” with the driving bit. Dr. Equine performed a brief physical examination, followed by an examination of the oral cavity. He identified the presence of two “wolf teeth” in the upper arcade and the presence of “points” on the buccal surface of the upper premolars and molars and on

“...a veterinarian’s professional obligations in the context of his/her relationship [are] with the client, and not the owner...”

the lingual surface of the lower premolars and molars. The wolf teeth were not particularly well anchored in the alveolar bone, as slight pressure elicited movement of the teeth.

Dr. Equine suggested to Mr. Trainer that the problems with the driving bit may have been caused by the presence of the wolf teeth and that

extraction could benefit the pony. In addition, it was suggested to float the points on the premolars and molars.

Dr. Equine submitted that he obtained verbal consent from Mr. Trainer to perform the procedure. The Committee obtained a submission from Mr. Trainer, which was corroborative.

In its deliberations, the Committee considered that it is common that a horse stabled at a facility for training purposes is under the direct care of a trainer/manager or related third party, rather than the owner who is usually absent. In these circumstances, it is often the trainer/manager who calls the veterinarian when necessary, enters into a professional relationship with him/her in respect of the animal, and makes decisions regarding the animal’s medical care. Establishing the degree of owner involvement in the animal’s medical care and the financial responsibility is often a matter determined between the animal’s owner and its custodian (trainer/manager).

The Committee considered that in this case, Mr. Owner placed his pony under the care of Mr. Trainer. It was Mr. Trainer who engaged Dr. Equine to assess Princess. Dr. Equine accepted responsibility for making medical judgments in regard to Princess. Mr. Trainer indicated his willingness to follow the advice of Dr. Equine.

Complaints Case

On review of the medical records, the Committee also noted that the client name in respect of Princess was Mr. Trainer. In addition, it was Mr. Trainer who was invoiced for and paid for the procedure. Mr. Trainer subsequently billed Mr. Owner.

This information supports the view that a professional relationship existed between Mr. Trainer and Dr. Equine in respect of Princess; that is, Mr. Trainer was Dr. Equine's client. Ontario Regulation 1093 under the *Veterinarians Act* describes a veterinarian's professional obligations in the context of his/her relationship with the *client*, and not the *owner*.

The Committee concluded that it was reasonable for Dr. Equine to perform the dental procedure when Mr. Trainer provided his consent, and there appeared to be no professional obligation for him to also seek the authorization of Mr. Owner.

Issue #2

The dental procedure performed by Dr. Equine traumatized Princess, who had been previously abused, and was rehabilitated and tying successfully.

Mr. Owner submitted that after the "trauma" inflicted by the dental procedure, Princess's temperament "regressed", and he has had difficulty working with her since removing her from Mr. Trainer's facility.

Dr. Equine submitted he had no difficulty handling Princess, who appeared to be a "pleasant pony mare in good physical condition." Princess was sedated intravenously with 4mg of detomidine. Subsequently, the wolf teeth were loosened by elevating the gingiva at the base of the tooth and then extracted. There was very little bleeding and Princess was cooperative. The points on the molars and premolars were floated. Princess was led back to her stall for recovery. Subsequent to the visit, Mr. Trainer did not report any problems with Princess.

The Committee reviewed the medical records documenting the dental procedure, which consisted of a manual entry on a day sheet, a computerized "history print-out", and an entry in the anaesthetic/surgery log. These records are supportive of Dr. Equine's account of the dental procedure.

The Committee noted the submission of Mr. Trainer, who stated: "The animal in question was cared for by Dr. Equine (as all animals he has treated for me) with absolute competency and professionalism. The routine, noninvasive surgery was no different than any other Dr. Equine has completed for me in the past."

The medical records and the submission of Mr. Trainer are supportive that a routine dental procedure was performed with no

apparent complications, or difficulties handling Princess. Mr. Owner's contention that the dental procedure "traumatized" Princess and exacerbated problems with her temperament was unfortunate; however, the Committee was presented with insufficient evidence to support the allegation that further problems Princess may have experienced after leaving Mr. Trainer's facility were attributable to the dental procedure performed by Dr. Equine.

The Committee concluded that there was insufficient evidence upon which to take further action.

Note:

It may be prudent, in some circumstances, for a veterinarian to ensure that an owner has truly given authority to the trainer or other agent, such as a boarding facility owner, to engage the veterinarian's services for their horses. To facilitate this, the veterinarian may wish to supply the trainer or other agents with consent forms for all the owners to use indicating their consent for the veterinarian to provide services and under what circumstances. This may help to ensure there is no misunderstanding.

Quality Assurance



by **Susan Winter**
Director of Quality Assurance

The CVO Quality Assurance (QA) Program has been approved by CVO Council and a Quality Assurance Committee established. Members of the Quality Assurance Committee are: Dr. **Rich Liddell**, Dr. **Nasim Gulamhusein**, Dr. **Lois Valli**, Dr. **Michele Dutnall** and Mr. **Jim Williams**. The first QA Committee meeting was held on February 28, 2005.

The Quality Assurance Program - *Pride in the Profession* - is part of the CVO Strategic Plan, focuses on quality care and comprises three main areas:

Translating Competencies into Practice

- *The Reflective Practitioner*
Using a learning portfolio: an online resource (under development)
- *The Continuously Learning Practitioner*
Participating in professional development and continuing education opportunities
- *The Leader Practitioner*
Participating in the Medical Records Workshops and in the Peer Review of Medical Records Program

- *The Supportive Practitioner*
Being a mentor and coach and learning from mentors and coaches

Establishing Quality Care and Excellence

- Patient Care and Quality Care

Recognizing and Rewarding Quality and Excellence

- Awards and recognition for contribution and leadership

Focus Groups

CVO contracted with a consultant to conduct a series of focus groups around the province. Veterinarians were invited by random selection to participate in the focus groups held in Toronto, Ottawa, Thunder Bay, Guelph and Windsor. CVO appreciates and thanks veterinarians for their interest and participation at the focus groups.

Look for an executive summary of the focus group report to be posted on the CVO website by early March.

Open Exchange

An Open Exchange is being planned for **April 11, 2005** in **Sudbury**, Ontario (*see page 19 for further details*).

Mentors and Coaches

Are you interested in contributing your skills and expertise? Are you a practitioner who is interested in mentoring and coaching others? For more information about the Mentorship and Coaching Initiative, please contact:

Ms. Anita Stephenson
Quality Assurance Co-ordinator
email: astephenson@cvo.org
Phone: 519-824-5600 ext. 2237
Toll free: 800-424-2856

Letter to the Editor / CD Enclosed

Update welcomes and encourages letters from members, signed by the author. The CVO reserves the right to edit letters for style, clarity, and length, and may decline to publish letters. Please write to the editor, *Update*, College of Veterinarians of Ontario, 2106 Gordon Street, Guelph, Ontario N1L 1G6 or fax (519) 824-6497, toll free fax in Ontario (888) 662-9479.

 Dear CVO:

This is concerning Dr. Ehab Abdelmalik's letter in the past issue. I find that there is value to his suggestion of establishing a communication committee in CVO to solve misunderstandings among veterinarians, and to provide education on ethics to members of the profession.

In my opinion, Dr. Abdelmalik's approach is positive and proactive, and it merits consideration.

(Member asked that her name not be published)

Enclosed with this issue of Update

College of Veterinarians of Ontario members will find enclosed with this issue of Update a CD containing the following CVO legislation.

- Veterinarians Act*
- Ontario Regulation 1093*
- Minimum Standards for Veterinary Facilities in Ontario
- By-laws

The enclosed CD can be maintained in a facility to fulfil the requirement that a copy of the Act, Regulations, Minimum Standards and By-laws be kept on hand.

Non-members can review the CVO legislation on the CVO website at www.cvo.org.

Anyone wishing a paper copy of the legislation can contact the office at (519) 824-5600 / (800) 424-2856 (Ontario only) or email a request to inquiries@cvo.org.

* © Queen's Printer for Ontario, 2005. This is an unofficial version of Government of Ontario legal materials.

Meet the CVO Staff



CVO Staff: Front row, seated (from left): Anita Stephenson, Barbara Leslie. Second row, standing (from left): Mary Wyness, Christine Simpson, Karen Gamble, Susan Winter, Beth Ready, Rose Robinson. Back row, standing (from left): Alec Martin, Martin Fischer. Absent from group photo: Louise Hamilton, Don Huston, Brian Redpath.

Mr. Martin Fischer (Investigator)

- conducts all investigations related to Registrar's Investigations and cases of alleged unlawful practice
 - answers inquiries from members concerning College policies and regulations
 - reviews member advertising and assists in finance and building management
-

Ms. Karen Gamble (Registration and Incorporation Coordinator)

- answers inquiries regarding licence requirements and the registration process
- manages the registration database
- collects and records annual licence form information and fee revenues
- prepares material for registration appeals to the Health Professions Appeal and Review Board
- processes applications for professional corporation names, prepares the certificates of authorization and maintains the professional corporation database

Ms. Louise Hamilton (Accreditation Coordinator)

- handles the premise inspection process and is the contact person for the premise inspectors
 - processes inspection forms, name applications and prepares certificates of accreditation
 - co-ordinates all information for the accreditation committee and also prepares material for the Health Professions Appeal and Review Board
 - maintains the accreditation database
-

Mr. Don Huston and Mr. Brian Redpath (Premise Inspectors)

- responsible for scheduling and inspecting veterinary facilities in Ontario to ensure that the Minimum Standards are met
- prepare and submit reports to the accreditation coordinator
- attend committee meetings and provide information the committee may require regarding their inspections

Dr. Barbara Leslie (Registrar and Privacy Officer)

- responsible for planning, coordinating and directing the overall management and administration of the CVO including financial, complaints, registration, accreditation, communications and discipline proceedings
 - provides support to the council, executive, discipline and registration committees
-

Dr. Alec Martin (Deputy Registrar)

- provides support to the complaints, discipline and accreditation committees
 - conducts complaints investigations, oversees preparation materials for the lawyers regarding discipline cases and acts as a resource for information pertaining to all three committees
 - mediates resolutions to suitable complaints cases
-

Ms. Beth Ready (Communications and Executive Committee Coordinator)

- produces the College newsletter Update and provides support to the editor
 - maintains and updates the website
 - co-ordinates the executive committee activities and meetings
-

Ms. Rose Robinson (Coordinator for Complaints & Discipline & the Deputy Registrar's Office)

- manages complaints inquiries, processes written complaints from the public and veterinarians and prepares all related information for the complaints committee
- provides administrative support to the deputy registrar, discipline hearings and prepares material for the Health Professions Appeal and Review Board

Ms. Christine Simpson (Executive Assistant to the Registrar)

- provides support to the registrar in her daily responsibilities and assists with correspondence and research
 - manages the human resources of the CVO, and co-ordinates policy and council meetings
 - oversees the operations of the office
-

Ms. Anita Stephenson (Quality Assurance Coordinator)

- assists in the research, development and implementation of various QA program components
 - consults and communicates with committees and CVO members as it relates to QA and organizes and coordinates a variety of meetings and workshops
 - responsible for the development and maintenance of QA related databases and is the CVO Electronic Records Management Administrator
-

Ms. Susan Winter (Quality Assurance Director)

- implements and monitors the College's Quality Assurance Program by enunciating the standards of quality for the practice of veterinary medicine in Ontario
-

Ms. Mary Wyness (Assistant Coordinator)

- assists the executive assistant to the registrar with meeting preparations, special projects and events
- coordinates travel arrangements for the registrar, president and vice-president
- maintains the CVO administration files and library
- assists coordinators

Reporting

Are Veterinarians Obligated to Report Unvaccinated Animals?

What Constitutes a Pre-bite event

A veterinarian contacted the CVO for advice, after receiving a request from their local health unit to report unvaccinated dogs and cats to the unit. Staff at the health unit reminded the veterinarian of a section under the *Health Protection and Promotions Act*, which states:

“A physician, veterinarian, police officer or any other person who has information concerning any animal bite or other animal contact that may result in rabies in persons shall as soon as possible, notify the medical officer of health and provide the medical officer of health with the information. (Reg. 557, s. 2(1).”

The CVO feels that this section of the *Health Act* is more likely intended to mean cases where an animal has bitten or scratched someone. The veterinarian is not obligated to report situations simply where the owner refuses to maintain rabies vaccinations.

Voluntary Disclosure

However, if the veterinarian believes that this refusal places other people at genuine risk, he/she may choose to *voluntarily* report such cases, after considering all of the circumstances. Some of the factors influencing his/her decision would include:

- The degree and prevalence of rabies risk in the area
- The lifestyle of the client and patient (house pet versus farm animal)
- Whether declining the vaccination is temporary or long-term
- Awareness of the client of the risk and the willingness to take protective measures (e.g. leashing and monitoring the animal while it is outdoors)

- Whether the animal has exposure to children
- The veterinarian’s assessment of whether the owner would respond appropriately to a biting incident
- The utility of making a report (will nothing effective be done and the owner will simply avoid any veterinary contact in the future)
- The good faith of the veterinarian (e.g. the report is made on a consistent basis for similar cases)

Legal Permission to Disclose

Both the *Veterinarians Act* and the *Personal Information Protection and Electronic Documents Act* (PIPEDA) make similar allowances permitting veterinarians to make a report without prior consent, in cases of an emergency that threatens life, health or security of an individual. However, PIPEDA does require that the veterinarian inform the client in writing that the report has been made. (*Subsection 7(3)(e), PIPEDA*)

Summary

It is not mandatory for veterinarians to report cases of unvaccinated animals to their local health units. But in the interest of public safety, both the *Veterinarians Act* and PIPEDA make provisions for the disclosure of information without the client’s consent in cases where the veterinarian believes other’s health and safety may be at risk. It is up to the veterinarian to gauge whether or not a client’s action or inaction (i.e., non-vaccination) puts the public at such risk. In cases where the veterinarian decides to make a voluntary report to the local health unit, he/she should also remember to provide written notice to the client, informing them that a report has been made.

Professionals Health Program

Health program promotes cooperation and well-being...and veterinarians aren't the only ones benefiting...

Promoting the well-being of Ontario's veterinarians is a common goal for the profession's medical association and regulatory college, and it is being achieved through a partnership that is having a ripple effect in the health professions.

Since the Professionals Health Program (PHP) began in 2003, 45 veterinarians have sought the support services offered to those experiencing substance abuse or psychological problems such as anxiety, depression and stress. The veterinary profession was the first non-physician profession to join the Physicians Health Program (which subsequently became the Professionals Health Program) but it is not the last - the Ontario College of Pharmacists (OCP) signed on last summer and the Ontario Pharmacy Association (OPA) will be joining as of April 1st, 2005.

"Professional associations are linking with their regulatory colleges to work towards a common goal - to take care of the caretakers," says **Sarah Hutchison**, PHP Associate Director. "The program works, and other health professions want to reap the benefits of these services."

The PHP resulted from a partnership between the OVMA, the CVO and the Ontario Medical Association (OMA), adding veterinarians to the existing health program. The PHP offers confidential support services including clinical case managers

who, having initial contact with callers, discuss the individual's issues and potential solutions and provide local resources appropriate to his/her situation. For some professionals experiencing more serious substance dependence or mental health conditions, they may choose to enter into contracts with the PHP, which provides monitoring, ongoing support and advocacy reports as they progress. Dr. **Barbara Leslie**, CVO Registrar, says the program's arm's-length management is a real benefit for veterinarians.

"...the program's arm's-length management is a real benefit for veterinarians..."

"Veterinarians needing to reach out may be reluctant to approach the college because of its regulatory nature," says Leslie. "The PHP offers the services they need without, at the same time, initiating a legal process which could result in the loss of their license."

Leslie adds that the CVO's philosophy is one that would prefer veterinarians suffering from these types of illnesses to take advantage of the PHP's professional, confidential services rather than taking the legal route through the college. "We recognize that these problems are the result of illness,"

she says. "The CVO takes a rehabilitative stance, not a punitive one. Our only interest is that the public be protected."

The OCP took the same stance when it entered into the partnership in 2004. **Connie Campbell**, OCP's Director of Finance and Administration, says that the veterinary profession's involvement in the PHP spoke to the OMA's capacity to extend its services beyond physicians to other health professions. "This program recognizes the unique access challenges faced by health professionals in need of these support services," says Campbell. Currently, pharmacists enter the PHP by referral through the OCP, but discussions are underway with the OPA to initiate the program's self-referral stage.

A goal of all health professions, regulatory colleges and self-interest groups alike, is to keep their professionals healthy by engaging in early prevention strategies, promoting health and wellness and providing better services to meet the needs of those at risk, says Hutchison. "We're all in it together, and the sooner we open the lines of communication, the sooner we can reduce the stigma associated with these illnesses and get these professionals the help they need."

Watch for the re-launch of the PHP website on April 1, and for new developments and upcoming events at www.phpoma.org.

Discipline Hearing

Summary of Recent Discipline Committee Hearing

Discipline Hearings

The *Veterinarians Act*, section 31.-(1) “Where the Discipline Committee finds a member or former member of the College guilty of professional misconduct or serious neglect, the registrar shall publish the finding...” the name of the member who is subject of the hearing may, or may not, be included depending on the decision of the Discipline Committee panel. Information revealing the names of the witnesses and clients has been removed.

Decisions may be obtained, in full, by contacting **Rose Robinson**, coordinator for Complaints and Discipline, at 519-824-5600 or toll free at 1-800-424-2856, or email robinson@cvo.org.

Dr. Lorence Rubin (*London, Ontario*)

On November 9, 2004 the Discipline Committee met to hear and consider allegations of professional misconduct against Dr. Lorence Rubin.

Dr. Rubin pleaded guilty to the following allegations:

- Dr. Rubin performed declaw surgeries at the London Veterinary Spay/Neuter Clinic, however, declaw surgery is not one of the services that may be offered from a spay/neuter clinic.
- Dr. Rubin allowed staff to sign his name on a rabies certificate and a microchip certificate.
- Dr. Rubin inappropriately maintained a surgical log at his London, Ontario spay/neuter clinic entitled “King Surgeries”. This log suggested to the College’s investigator that Dr. Rubin performed surgeries recorded in that log at a King Animal Clinic, London, Ontario when they were, in fact, performed at the London Veterinary Spay/Neuter Clinic.
- At both his London and Mississauga clinics, Dr. Rubin allowed his technical staff to administer Acepromazine to animals when he was not physically present in the clinics and permitted his staff to dispense and administer Acepromazine in the absence of an assessment by him. As well, under a protocol established by Dr. Rubin, Acepromazine was administered by his staff in doses that the College considered to be excessive.
- At both his London and Mississauga clinics, Dr. Rubin conducted physical examinations of animals in preparation for major surgery while the animals were under the influence of Acepromazine.

Decision:

The Discipline Committee accepted Dr. Rubin’s guilty plea and the following joint submission as to penalty:

- Dr. Rubin be reprimanded by the Discipline Committee.
- Dr. Rubin successfully complete the CVO Jurisprudence Examination, at his own expense.
- Dr. Rubin prepare and submit a paper addressing the appropriate use and administration of Acepromazine in companion animals.
- The College will conduct two announced inspections of documentation associated with Dr. Rubin’s practice within a period of one year.
- A permanent condition and limitation be placed on Dr. Rubin’s licence to practice veterinary medicine that he comply with an undertaking proposed by the College regarding the appropriate administration (i.e., proper VCPR, supervision of staff and appropriate dosage) of any drug/medication, including Acepromazine.
- Dr. Rubin pay costs to the College in the amount of \$3,000 towards the College’s costs in this matter.

Open Exchange

You are invited to attend the next **CVO Open Exchange**, the fifth in an ongoing series of member sessions being held throughout the province.

Our Goals are to:

- Improve accessibility of CVO to the membership
- Enhance member communications
- Enhance the understanding of the self regulatory responsibilities of CVO



Location	Date	Time
Sudbury	April 11, 2005	5:00 - 10:00 p.m.

The session and light dinner buffet are **free of charge**.
Pre-registration is required for catering purposes.

We will ensure that the topics most important to the group attending will be covered. The session will include abundant opportunity for comments and discussion of current and future issues facing the profession.

How to Register:

Pre-register for the session by completing the form which can be downloaded from the CVO website at www.cvo.org or call the office for a form to be mailed or faxed.

Should you require any additional information feel free to call **Anita Stephenson**, Quality Assurance Coordinator at (519) 824-5600 ext. 2237 or toll free at (800) 424-2856 or email: astephenson@cvo.org.

Do not be disappointed. Sign up early as registration is limited.

In Memoriam

The council and staff of the CVO were saddened to learn of the following deaths. We extend our sincere sympathy to their families and friends. In memory of deceased members, the CVO contributes an annual grant to the Ontario Veterinary College Alumni Trust.

Archibald, James (OVC 1949) - Dr. Archibald passed away December 11, 2004. Dr. Archibald joined the faculty of the Ontario Veterinary College in 1950, later undertaking further studies at the University of Giessen and the University of Glasgow. Jim remained at OVC as Head of the Department of Clinical Studies as well as a term as Director of Animal Care Services until his retirement. He held Emeritus Status with the College. Dr. Archibald is survived by his three sons, several grandchildren and one great-grandson.

Steeves, David Robert Leslie (OVC 1993) - Dr. Steeves passed away January 8, 2005. Dr. Steeves was the owner of The Cat Doctor hospital in Toronto. Dr. Steeves is survived by his partner Malcolm, mother and father and sister.

Professionals Health Program

Confidential toll-free line:

1-800-851-6606

CVO e-news

Have you signed up for the CVO electronic newsletter? To sign up go to the CVO website (www.cvo.org).

Update, the official publication of the College of Veterinarians of Ontario, is the principle means of communication between the College and its members. It is the primary means of informing the membership on regulatory issues, with the expectation that members will govern themselves accordingly. *Update* is charged with the responsibility of providing comprehensive, accurate and defensible information.

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