



THE COLLEGE OF  
VETERINARIANS  
OF ONTARIO

A young Black woman with her hair in braids is shown in a stable setting. She is wearing a light blue denim shirt and blue nitrile gloves. She holds a large wooden clipboard in front of her, with her left hand resting on it. She is looking towards a dark brown horse on the right side of the frame. The horse is wearing a black halter with silver buckles and a ring. The background is a warm, yellowish-brown wall, likely part of a stable.

**ANNUAL  
REPORT  
2021**

# Welcome to our 2021 Annual Report!

We are the College of Veterinarians of Ontario and we regulate the practice of veterinary medicine in Ontario. Veterinarians are required to be licensed by the College to practice veterinary medicine in Ontario. The role of the College and its authority and powers are set out in the Veterinarians Act.

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## WHAT WE DO

**WE ENSURE** Ontario's veterinarians practise competently and safely and meet the requirements for licensure in Ontario.

**WE SUPPORT** safety and quality in veterinary care through practice standards and public policy.

**WE INSPECT AND ACCREDIT** veterinary facilities so you know they provide a professional environment and contain the essential equipment for patient care.

**WE MANAGE** your concerns about the conduct of veterinarians.

**WE ENCOURAGE** veterinarians to engage in ongoing quality improvement and to demonstrate professionalism throughout their careers.



### MISSION

Governing the practice of veterinary medicine



### VISION

Instilling public confidence in veterinary regulation



### PRINCIPLES

Honest · Reliable  
Competent · Relevant  
Independent · Inclusive  
Accountable

# LEADERSHIP MESSAGE

## THE IMPORTANCE OF AGILITY AS A MAINSTAY FOR THE FUTURE



Dr. Tyrrel de Langley  
President



Jan Robinson  
Registrar and CEO

**T**he concept of change in any environment is not new. The phrase “change is the new normal” was really coined in the late 1990s as we approached the perceived apocalypse of Y2K and the technological disasters it was forecast to bring. With time, *change* has become an overused word and an expected part of daily living. That is until the COVID-19 pandemic hit and the word *pivot* was added. We respond to a fast-paced society that demands our response and our effectiveness at adaptation. This is really all about our “agility”—our ability to observe and respond, repeatedly, to a growing number of issues facing us daily. Agility is also linked to our resilience, which is a constant to survival and to shaping a future.

Agility is a key consideration in the world of regulation. Council’s ability to maintain the relevance of its work, within the broader spectrum of acting in the public interest, is a persistent focus. The College is relentlessly attentive to the current and emerging trends within veterinary medicine in Ontario, and in the broad, profession-based regulatory community, that can strengthen the profession’s overarching commitment to animal health and welfare. We consider and seek solutions to the risks in veterinary practice that are important to the public good.

This past year the work of Council and staff has focused on our agility in:

- Maintaining a responsive virtual environment as an organization
- Securing office space that will address the challenges of our operations for the future
- Seeking ways to introduce compassion to our regulatory work that can be reflected in processes and policies
- Turning a spotlight on diversity and inclusion and creating opportunities to assure equity of voice and access to service

**The College is relentlessly attentive to current and emerging trends within veterinary medicine in Ontario**

- Forging new relationships with stakeholders keen to share their perspectives on animal rehabilitation, standards of care in veterinary medicine, one health leadership, and veterinary care in the beef sector.
- Enriching Council decision-making with continued utilization of community reference panels—one for practice and one for the public.
- Continuing to champion modernization of the legislation, and
- Working provincially and nationally to consider options to achieve a more streamlined approach for access to after hours care for animals

Attending to the need for agility is accomplished across a backdrop of fulfilling our mandate and moving forward with an ambitious strategic plan—Strategy 2023.

The work of the College is not in a vacuum. We are pleased to acknowledge the strong and productive relationships that we have developed with our many stakeholders. We thank you for your collaboration—your perspectives only make our outcomes more useful and meaningful.

We urge you to read this report—it is a testament of the commitment of many to regulating the veterinary profession in Ontario with your earned trust.

# VETERINARY MEDICINE IN ONTARIO





# STRATEGY 2023

## YEAR TWO

At the College, our priority is always public protection. In this fiscal period, we marked the second year of the Council's strategic plan, Strategy 2023. The College is proud of the progress made on its five key objectives in Strategy 2023.

Promoting professionalism to assure quality care

Modernizing the oversight of the veterinary profession

Assuring impact through outcomes

Championing One Health

Regulating proactively to mitigate risk







Championing  
right-touch  
regulation is about  
applying the right  
regulatory force  
to manage risk.

# STRENGTHENING RIGHT-TOUCH REGULATION

## **REGULATORY EFFECTIVENESS**

Regulatory integrity inspires public trust. The College is deliberate about assuring its effectiveness as a profession-based regulator in Ontario. As part of its commitment to effectiveness, the College is committed to demonstrating to the public that its initiatives make a positive difference.

## **FOCUS ON RISK**

Council reviews risk activity at each meeting. Twice a year, Council reviews strategic risks, those which could impact the College's strategic plan, the regulatory environment or veterinary practice.

## **LEGISLATIVE REFORM**

The College continues its collaboration with the Ontario Association of Veterinary Technicians and the Ontario Veterinary Medical Association to modernize the Veterinarians Act.



## **COMMITMENT TO INCLUSION AND ACTION PLAN**

The College Council approved a diversity statement and action plan in 2021. The public statement reflects the College's commitment to embrace diversity, equity and inclusion while denouncing systemic discrimination on any grounds. The statement includes an action plan to foster partnerships and processes that reduce bias and racism and promote equity. An independent review of College processes and practices to identify and address bias and systemic racism is currently underway.

## **REMEDICATION AND THE JUST CULTURE APPROACH**

The College regularly engages in remedial undertakings ordered through the complaints and discipline processes to provide education when a veterinarian's practice is deficient in specific areas. As part of the College's commitment to ensure its effectiveness, the evaluation process includes an assessment which is followed by education and then a follow-up assessment. Of 11 completed assessments in the last year, 10 were deemed to be successful. The veterinarians involved demonstrated an improved understanding of the

issues and applied changes to correct the deficiencies. The case is returned to the Executive Committee for further action if the assessment is unsuccessful.

## **COMPETENCY-BASED APPOINTMENTS**

The College Council is attentive to the important role of competent governors, the need for a board size that permits robust decision-making, and the need for oversight to assure accountability. There have been examples globally of profession-based regulators succumbing to professional self-interest and a declining focus on public interest. The College is focused on competency expectations and governor selection. An external consultant is assisting with mapping possibilities for future Council and Committees.

## **COMPASSIONATE REGULATION**

The College seeks opportunities to enhance its relationship with the public and its licensed members. The College is in the early stages of exploring opportunities in compassionate regulation that help create a more positive experience for our customers, which would support our goal of inspiring trustworthiness with the public.



# FOCUSING ON OUTCOMES

The College  
is committed to  
demonstrating the impact  
of regulation on the  
delivery of safe, quality  
veterinary medicine  
in Ontario.



## **IMPACT STRATEGY UNIT**

The unit is responsible for developing a plan to implement new or revised Council policies. In measuring impact, the unit reviews the goal of the policy, identified methods for implementation, and sets an evaluation plan. In 2021, the following four areas began to move through the outcomes-focused regulation framework:

- **Clarifying the role of facility directors**
- **Improving drug management**
- **Examining outcomes of remedial undertakings**
- **Helping the public understand risks, benefits of animal care options**

## **FAIRNESS COMMISSION'S REPORT**

In April, 2021, the Office of the Fairness Commissioner launched its new Risk-informed Compliance Framework. The first year of the framework is serving as a transitional period during which the OFC will review the historical performance of each regulator. The College has received a “fully compliant” rating against the OFC’s new framework.

## **CRIMINAL RECORD CHECK**

Council approved a Criminal Record Check policy which comes into effect January 1, 2022.

## **RESTRICTED LICENSURE**

The College has issued a record number of restricted licences under supervision during the past year as internationally educated veterinarians have not been able to take the Preliminary Surgical Assessment (PSA) and the Clinical Proficiency Examination (CPE) as they are delivered in person. Further, the North American Veterinary Licensing Examination (NAVLE) and the Basic and Clinical Sciences Examination (BCSE) have been available with limited offerings.

## **KEY PERFORMANCE INDICATORS**

Council reviews its key performance indicator dashboard at each meeting to consider potential risks to the College and within the practice of veterinary medicine. The dashboard includes data on the disposition of complaints cases, budget alignment, councillor conduct, accreditation deficiencies, discipline referrals and findings, and staff absenteeism.

# LICENSURE

## LICENCES ISSUED



**5,247**

licences issued in Ontario  
(62% female, 38% male)

**1,291**

licences issued to veterinarians  
educated outside of Canada  
and the United States

## LICENCE TYPES



**4,997**

general

**163**

restricted

**45**

postgraduate  
and resident

**137**

veterinarians  
resigned

**16**

public  
service

**14**

academic

**12**

educational

**2.9%**

rate of attrition

**317**

## CERTIFIED SPECIALISTS—TOP 5 SPECIALTIES



**43**

pathologists

**37**

surgeons  
(small  
animal)

**31**

internal  
medicine  
(small animal)

**18**

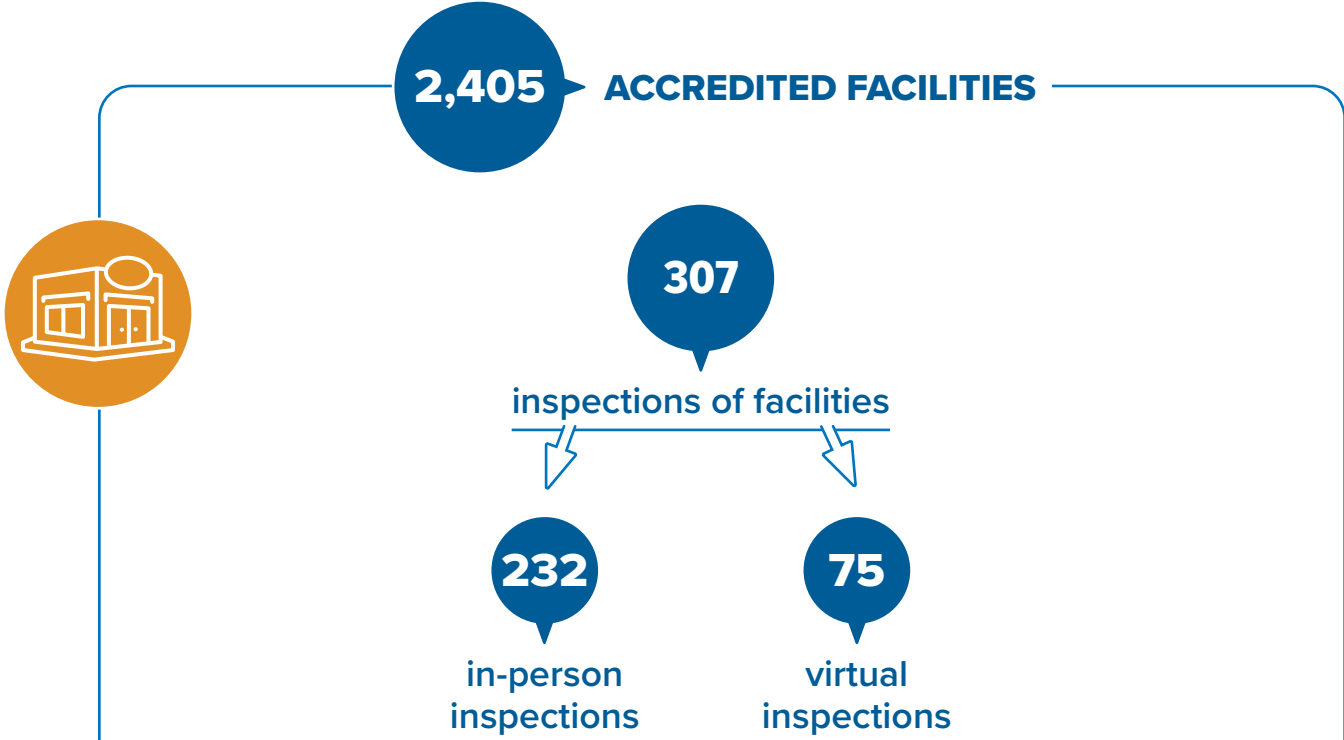
poultry

**16**

anesthesia  
and  
analgesia



# FACILITY ACCREDITATION



### Most common deficiencies identified during inspections in 2021

- Lack of evidence of a weekly audit of controlled drug inventory.
- Lack of proper labels on secondary drug storage containers containing the name, strength, lot number and expiry date of the drug.
- Lack of material in the facility for positive contrast gastrointestinal radiography.
- Not all controlled drugs and narcotics are kept in a locked, secure cabinet.
- Lack of indication that each X-ray source has been reviewed and accepted by an inspector, in accordance with the Occupational Health and Safety Act.

# INVESTIGATIONS AND HEARINGS

## COMPLAINTS COMMITTEE



**170**

complaints involving

**211**

veterinarians

were reviewed by the Complaints Committee



**4**

complaint cases referred to Discipline Committee

**63**

veterinarians received written or verbal advice or completed an undertaking proposed by the Complaints Committee

**109**

cases where the Complaints Committee had no concerns



## APPEALS OF COMPLAINTS COMMITTEE DECISIONS



**11**

new appeals

**6**

appealed cases confirmed

**1**

appealed case dismissed

Case decisions upheld by the Health Professions Appeal and Review Board



## INVESTIGATIONS AND HEARINGS

### DISCIPLINE COMMITTEE



**17** days of Discipline Committee hearings

**14** cases involving **10** veterinarians heard by the Discipline Committee



### CASE DECISIONS

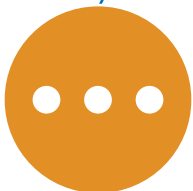


**4** cases reached agreement

**2** cases were adjourned indefinitely

**2** motion hearings

**3** penalty hearings (following contested hearings)



**4** open/active cases appealed to Divisional Court/Court of Appeal

**1** case seeking judicial review at court

### EXECUTIVE COMMITTEE



**17**

Registrar's Investigations

**6**

letters of advice or caution

## PROFESSIONAL CORPORATIONS



1,583

active professional corporations

141

new professional corporations

## REGISTRATION COMMITTEE POLICY

NEW

**Letter of Professional Standing Policy:** During the application process, an applicant is required to provide a letter of professional standing from any previous regulatory body where they have been licensed or registered. This year, the Registration Committee adopted a policy regarding submission requirements to allow for clarity and consistency across all applications.

## CVO JURISPRUDENCE EXAM

**New exam project:** Council accepted blueprint recommendations for the new exam and item writers wrote new questions. The new exam will be launched to applicants early in 2022.



**Remote proctoring:** The College began piloting remote proctoring for the exam this spring. Some technical issues arose and the pilot was paused to fix these issues. A new vendor has been identified to deliver the CVO Jurisprudence Exam. We accept declarations from applicants indicating they have reviewed exam materials to proceed with licensing. These licensed members have a condition on their licence to complete the exam once it is relaunched.





# SUPPORTING PROFESSIONAL PRACTICE

## **PEER ADVISORY CONVERSATION**

The College completed the final phase of the Peer Advisory Conversation Pilot in 2019. The full program was to launch as a voluntary Quality Assurance program in 2020, however, the launch was put on hold due to the COVID-19 pandemic. The PAC program launched in September 2021.

## **LEARNING MODULES**

The College has a learning module series available on medical record keeping for both companion animal and food producing animal, equine and poultry to help veterinarians stay current with expectations. Seven communication modules, adapted from the Institute for Healthcare Communication (IHC) Veterinary Communication Project, are also available as an educational resource for veterinarians and veterinary teams. The College approved 94 requests to view a communication learning module from 33 individuals in the past fiscal year.

## PRACTICE ADVISORY SERVICE



1,822

requests for  
practice advice

The College's Practice Advisory Service is available to anyone seeking information related to the regulations, policy and expectations associated with the practice of veterinary medicine in Ontario. This service offered by the College is free and confidential.

### PEER REVIEW OF MEDICAL RECORDS

The Peer Review of Medical Records program is a mandatory component of the College's Quality Assurance Program. The program was put on hold due to the pandemic and resumed in July 2021. To date, 76 reviews have been completed with 53% successful, 41% partially successful, and 7% not successful. The College uses data from the program to identify the areas requiring more attention in medical records. The College is committed to supporting the profession with continued improvement in record-keeping.

### ETHICS RESOURCE HUB

In April 2021, the College launched the Ethics Resource Hub. It is a collection of online resources on the College's website to assist veterinarians including an e-learning module, decision-making tools, a resource library, various case scenarios and recorded discussions. Since the launch in April, the Ethics E-learning Module has been viewed 41 times and the various pages in the hub have been viewed more than 1,500 times.

### VIRTUAL INSPECTIONS

Throughout the pandemic, the College conducted facility inspections via video, when appropriate to do so. Those facilities that had a video inspection completed an undertaking acknowledging that an in-person inspection would take place in the future. Onsite inspections resumed in July 2021.

### TOP 5 PRACTICE ADVISORY QUESTION TOPICS ASKED BY MEMBERS OF THE PUBLIC



- COVID-19
- Clinical practice/ standards of care
- Business and management practices
- Complaint
- Veterinarian-client-patient relationship (VCPR)

### TOP 5 PRACTICE ADVISORY QUESTION TOPICS ASKED BY VETERINARIANS AND CLINIC STAFF



- Veterinarian-client-patient relationship (VCPR)
- Medical records and information
- Dispensing
- Prescribing
- COVID-19

### NEW MODEL FOR FACILITY ACCREDITATION AND NEW INSPECTORS

The College looks forward to piloting the new inspection process and draft facility standards next year. The new standards will be piloted by 50 volunteer facilities over two years to permit “on the ground” feedback and potential revision. Three veterinarians, Dr. John Swatman, Dr. Danielle Jongkind and Dr. Wendy Wideman joined the accreditation team, as accreditation inspectors for the pilot of the new accreditation model and standard.

### SUPERVISION CONDITIONS

The Registration Committee discussed supervision for restricted licence holders. The College provides eligible applicants with the opportunity to acquire practical experience working under supervision before they have passed the National Examination Boards’ Clinical Proficiency Exam. The Committee supports allowing supervisors to determine the level of supervision after the restricted licence holder completes 480 hours under direct supervision.





# PROMOTING COLLABORATIVE PARTNERSHIPS AND MEANINGFUL ENGAGEMENT

## **COOPERATION WITH PARTNERS**

The College welcomes opportunities to work with its partners in the veterinary industry. The College regularly collaborates with the Ontario Veterinary Medical Association (OVMA), the Ontario Veterinary College (OVC), and the Ontario Association of Veterinary Technicians.

## **YEAR TWO OF THE ANIMAL WELFARE AGENDA**

Animal welfare, inclusive of harm reduction and the prevention and relief of suffering, is central to the practice of veterinary medicine. As part of Strategy 2023 the College Council has identified specific welfare areas as priorities. In its second year, the College continued work on its animal welfare agenda including publishing a revised policy statement on complementary and alternative veterinary medicine after extensive consultation with key stakeholders, and exploring the One Welfare movement and the potential role of veterinarians and the College.

## **SHORTAGE OF VETERINARIANS**

The College, the OVC, and the OVMA are working together on measures to help address the shortage of veterinarians and to help the public and veterinary healthcare teams adapt to the mismatch in demand and capacity for veterinary services. Demand for veterinary services has been growing for several years. Veterinary healthcare teams have been stretched to the breaking point, and the added pressures of changing care delivery during the pandemic has further reinforced the importance of robust veterinary healthcare services. Results of a 2020 study by the Canadian Veterinary Medical Association confirmed that demand for veterinary services has or will soon exceed capacity across Canada.

## **INTERNATIONAL VETERINARY REGULATORS NETWORK**

As a member of the new International Veterinary Regulators Network, the College increases its understanding of veterinary regulation worldwide, shares experiences, thinks about common topics and considers opportunities for a consistent approach on topics that transcend borders.

## **AMBITIONS AND TACTICS FROM THE VETERINARY SYMPOSIUM**

The College, the OVC, and the OVMA hosted the Future of Veterinary Medicine in Ontario Symposium in November 2019. The Symposium summary report includes commitments in four key areas—enabling sustainable veterinary practice; leveraging innovation; facilitating equitable consumer access to veterinary care; and instilling confidence in the standard of care.

## **WORKING GROUPS**

The College welcomes the input and perspective of members of the veterinary profession and the public through various sources, including several working groups. Working groups include veterinarians and members of the public with considerable knowledge on a specific topic of relevance to Council's work. The group provides guidance and recommendations to Council. There are currently four working groups: public health and veterinary medicine; standard of care; veterinary care and the beef sector in northern and rural Ontario; and shared care and animal rehabilitation.

# PROMOTING COLLABORATIVE PARTNERSHIPS AND MEANINGFUL ENGAGEMENT

## ENGAGING THE PUBLIC AND THE PROFESSION

228,000

visits to [cvo.org](http://cvo.org)

149,000

online visits to the College's Public Register through the Find A Veterinarian search feature

1,000+

subscribers to the College's newsletter for the public

70%

of veterinarians on average read newsletters and e-mails from the College

4,400

views and listens to the College's videos and podcasts

141

days of policy consultation with the public and the profession

### VETERINARIAN AND PUBLIC COMMUNITY REFERENCE PANELS

In 2018, College Council established two panels to support Council by providing ideas and feedback from the general public and the veterinary profession over a three-year term. The input of the panels has been valuable to Council. As well, panel members indicated an enthusiasm for the opportunity to discuss trends in veterinary

medicine and regulation. The panels were reestablished as community reference panels in 2021.

### CANADIAN COUNCIL OF VETERINARY REGULATORS

The College engages with its partners across Canada regularly on topics of mutual interest, including the development of a competency profile, limited licensure, and telemedicine.





# POLICY DEVELOPMENT

All standards and policy documents undergo extensive consultation prior to approval by Council. Council reviews all feedback to make informed decisions. Consultation summaries are available on the CVO website.

The following policy topics were reviewed by Council between October 1, 2020 and September 30, 2021.

- **Position Statement— Use of Forms of Energy in the Treatment and/or Care of Animals**
- **Policy Statement— Use of Forms of Energy in the Treatment and/or Care of Animals**
- **Professional Practice Standard: Conflict of Interest**
- **Position Statement— Use of Non-Conventional Therapies in the Practice of Veterinary Medicine**
- **Professional Practice Standard: Veterinary Euthanasia**
- **Professional Practice Standard: Telemedicine**

A close-up photograph of a female veterinarian with dark hair, wearing a light purple lab coat and blue nitrile gloves. She is leaning over a white examination table, gently holding the mouth of a light-colored cat. The cat's mouth is open, and the veterinarian is looking down at it with a focused expression. The background is softly blurred, showing a clean, clinical setting.

# **ENSURING AN EFFECTIVE ORGANIZATION**

## PANDEMIC RESPONSE

The College has continued to manage its operations and meet its mandate in a virtual environment. Multiple communications have been circulated and the practice advisory service has been and continues to be available to assist veterinarians with delivering services and being attentive to public health measures during the pandemic. The College Council relaxed the rules concerning telemedicine to enable veterinarians to deliver additional services virtually.

## SECURITY OF COLLEGE COMMUNICATIONS SYSTEMS

The College is attentive to measures to support cybersecurity. The College engages in best practices for the protection of its computer systems and its data from harm, theft, and unauthorized use.

## COLLEGE RELOCATION

The College's Guelph office will be relocating in 2022. Council has sold the College's current building and will be leasing office space in the Hanlon Creek Business Park, conveniently located in the south-end of Guelph. Moving to the business park provides the College with a more practical location that is more accessible for staff, the profession and the public. As well, the new building supports the College's commitment to energy efficiency and conducting our activities in an eco-friendly manner. The College values its history in the building at 2106 Gordon Street, Guelph, and has enjoyed almost 30 years at this location. However, the College has evolved to a point where the current facility on Gordon Street in Guelph is not able to be renovated to meet the needs of the organization.









# WHAT'S AHEAD IN 2022

Moving into 2022, the College remains attentive to the impact of the pandemic on veterinary medicine and the public's access to veterinary services in Ontario.

We will continue to strengthen an outcomes-focused approach to fully demonstrate the impact of regulation on the delivery of safe, quality veterinary medicine. The work of the College is centralized around managing risks. We seek to understand risk patterns and trends in the practice of veterinary medicine and develop programs and policies to reduce potential harm.

The College Council and staff value their partnerships with the public, industry, government, associations, and veterinarians in assuring the effective regulation of veterinary medicine in Ontario. We look forward to a productive future of effective profession-based regulation on behalf of the people of Ontario.

## **INITIATIVES IN THE COMING YEAR**

- Development of a new strategic plan
- Continuing work on the modernization of the Veterinarians Act
- Launch of the pilot project to review the model and standards for the accreditation of veterinary facilities
- Research into expanding the College's role in veterinary wellness









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## **APPRECIATION TO PARTNERS AND VOLUNTEERS**

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The College acknowledges with gratitude the commitment and dedication of the many licensed members, members of the public, and stakeholders who volunteer their time and expertise to support the College initiatives throughout the year. Thank you for your involvement in profession-based regulation in the public interest.

# COUNCIL, COMMITTEES AND STAFF

## COUNCIL

Dr. Tyrrel de Langley, *President*  
Dr. Lorie Gold,  
*1st Vice-President*  
Dr. Alana Parisi,  
*2nd Vice-President*  
Dr. Patricia Alderson  
Dr. Annatasha Bartel,  
*since December 2020*  
Dr. Peter Borgs,  
*until December 2020*  
Ms. Gayle Ecker  
Dr. Christine Hickman  
Dr. Shannah Kavonic,  
*until December 2020*  
Dr. Harold Kloeze,  
*since December 2020*  
Ms. Catherine Knipe  
Dr. Patricia Lechten,  
*until December 2020*  
Ms. Joy Levison  
Dr. Kerry Lissemore  
Dr. Paula Menzies  
Dr. Jessica Peatling,  
*since December 2020*  
Dr. Jessica Retterath  
Mr. Amanpreet Sidhu,  
*since December 2020*  
Ms. Rena Spevack  
Dr. Susan Warren  
Dr. Wade Wright

## COMMITTEES

### Executive Committee

Dr. Tyrrel de Langley, *President, since December 2020*  
Dr. Lorie Gold,  
*1st Vice President*  
Dr. Alana Parisi,  
*2nd Vice President*  
Mr. Don Mayne,  
*Public Member until December 2020*  
Ms. Catherine Knipe,  
*Public Member since December 2020*  
Dr. Susan Warren,  
*Past President and Chair until December 2020*  
Dr. Patricia Lechten,  
*Past President until December 2020*

### Governance, Audit and Risk Committee

Ms. Catherine Knipe, *Chair*  
Dr. Lorie Gold  
Dr. Harold Kloeze,  
*since December 2020*  
Dr. Tyrrel de Langley  
Dr. Susan Warren

### Registration Committee

Dr. Paula Menzies, *Chair*  
Dr. Harold Kloeze  
Dr. Hamid Rezaei Koupaei  
Dr. Kerry Lissemore  
Dr. Alana Parisi,  
*until December 2020*  
Ms. Rena Spevack,  
*until December 2020*  
Mr. Amanpreet Sidhu,  
*since December 2020*

### Complaints Committee

Ms. Joy Levison, *Chair*  
Dr. Roselyn Allen  
Dr. Kristin Baird,  
*until November 2020*  
Dr. Ehab Hanna  
Dr. Moyra Horner  
Dr. Lisa Jones  
Dr. Louise Kelly,  
*until April 2021*  
Dr. Lisa Schwarz,  
*until November 2020*  
Dr. Naomi Scromeda  
Dr. LeeAnn Sealey  
Dr. Anne Watson  
Dr. Jennifer Whitehead  
Dr. Wade Wright

### Discipline Committee

Dr. Susan Warren, *Chair*  
Dr. Patricia Alderson  
Dr. Martin Appelt  
Dr. Annatasha Bartel  
Ms. Gayle Ecker  
Dr. Angela Forsyth  
Dr. Meredith Geldart  
Dr. Lorie Gold  
Dr. Christine Hickman  
Dr. Enna Hughes  
Dr. Steven Jacobs  
Dr. Davinder Jassal  
Dr. Shannah Kavonic,  
*until December 2020*  
Dr. Harold Kloeze,  
*since December 2020*  
Ms. Catherine Knipe  
Dr. Tyrrel de Langley,  
*until December 2020*  
Dr. Lena Levison  
Ms. Joy Levison

Dr. Kerry Lissemore  
Dr. Arif Memon  
Dr. Paula Menzies  
Dr. Atul Pakhawala  
Dr. Alana Parisi  
Dr. Jessica Peatling  
Dr. Ilya Rasheed  
Dr. Jessica Retterath,  
*since December 2020*  
Dr. Ravi Sankar  
Mr. Amanpreet Sidhu  
Ms. Rena Spevack  
Dr. Sarah Thompson  
Dr. Ines Walther  
Dr. Steve Watts  
Dr. Wade Wright

#### **Accreditation Committee**

Dr. Patricia Alderson,  
*Chair until December 2020*  
Dr. Christine Hickman,  
*Chair since December 2020*  
Ms. Gayle Ecker  
Dr. Jessica Peatling  
Dr. Jessica Retterath  
Dr. Sara Untch

#### **Quality Assurance Committee**

Dr. Patricia Alderson,  
*Chair since December 2020*  
Dr. Shannah Kavonic,  
*Chair until December 2020*  
Dr. Annatasha Bartel,  
*since December 2020*  
Dr. Robert Berger  
Dr. Peter Borgs,  
*until December 2020*  
Dr. Sue Burlatschenko  
Ms. Rena Spevack

#### **National Examining Board**

Dr. Suminder Sawhney

## **STAFF**

### **Registrar's Office**

Jan Robinson,  
*Registrar and CEO*  
Sarah Kirby,  
*Senior Policy and Projects  
Specialist*  
Kim Huson,  
*Executive Partner,  
Communications*  
Krithika Jeyaraman,  
*Community Engagement  
Coordinator*

### **Corporate Services**

Beth Ready,  
*Executive Partner,  
Corporate Services*  
Sarah Ellery,  
*Records and Risk Officer*  
Ashley Coles,  
*Data and Technology  
Specialist*  
Louise Brown, *Administrative  
Support*

### **Licensure**

Shilo Tooze,  
*Associate Registrar,  
Licensure*  
Lindsay Sproule,  
*Principal, Licensure and  
Professional Corporations*  
Sarah Adams,  
*Associate, Licensure and  
Professional Corporations*

Rose Robinson,  
*Principal, Investigations  
and Hearings*  
Martin Fischer, *Investigations  
and Inspections Specialist*  
Cindy Rose, Associate,  
*Investigations and  
Hearings*  
Phillip Evanitski,  
*Associate, Investigations*  
Gabriella Klosak, Associate,  
*Licensure and  
Investigations*

### **Quality Practice**

Dr. Kim Lambert,  
*Associate Registrar,  
Quality Practice*  
Dr. Colette Larocque, *Practice  
Advisor*  
Dr. Susan Sabatini,  
*Practice Advisor*  
Emily Ewles,  
*Principal, Quality  
Assurance and  
Improvement*  
Aneeta Bharij,  
*Principal, Accreditation*  
Cindy Janakovic,  
*Associate, Quality Practice*

### **Accreditation Inspectors**

Wilf Muller  
Adrian Darmon  
Dr. Danielle Jongkind  
Dr. John Swatman  
Dr. Wendy Wideman



# SUMMARY FINANCIAL STATEMENTS 2021



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# REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

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To the Members,  
College of Veterinarians of Ontario

## Opinion

The summary financial statements, which comprise the summary statement of financial position as at September 30, 2021, and the summary statement of operations for the year then ended, are derived from the audited financial statements of the College of Veterinarians of Ontario as at September 30, 2021 and for the year then ended.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in the summary financial statements.

## Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College of Veterinarians of Ontario and the auditor's report thereon.

## The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated December 1, 2021.

## Management's Responsibility for the Summary Financial Statements

Management is responsible for the fair summarization of the audited financial statements in accordance with the criteria disclosed in the summary financial statements.

## Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810 "Engagements to Report on Summary Financial Statements."

Chartered Professional Accountants  
Authorized to practice public accounting  
by the Chartered Professional  
Accountants of Ontario

December 1, 2021  
Toronto, Ontario

# SUMMARY FINANCIAL STATEMENTS 2021

## SUMMARY STATEMENT OF FINANCIAL POSITION AS AT SEPTEMBER 30, 2021

ASSETS	2021	2020
<b>Current assets</b>		
Cash	\$ 463,469	\$ 292,177
Accounts receivable	74,527	89,019
Investments	973,352	1,128,127
Prepaid expenses	145,898	103,186
	1,657,246	1,612,509
<b>Other assets</b>		
Investments — long term	2,562,000	1,818,000
<b>Capital assets</b>		
Tangible	774,328	785,064
Intangible	60,018	158,346
	834,346	943,410
	<b>\$ 5,053,592</b>	<b>\$ 4,373,919</b>

LIABILITIES AND NET ASSETS	2021	2020
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	\$ 356,054	\$ 315,345
<b>Net assets</b>		
Invested in capital assets	834,346	943,410
Unrestricted	3,863,192	3,115,164
	4,697,538	4,058,574
	<b>\$ 5,053,592</b>	<b>\$ 4,373,919</b>





## SUMMARY STATEMENT OF OPERATIONS FOR THE YEAR ENDED SEPTEMBER 30, 2021

REVENUE	2021	2020
Registration fees	\$ 5,173,594	\$ 5,056,783
Corporate registration fees	177,000	105,900
Penalties and other	149,443	102,589
Application and examination fees	85,325	74,688
Interest	66,587	91,121
Premises inspection fees	41,324	140,531
	<b>5,693,273</b>	<b>5,571,612</b>

EXPENSES	2021	2020
Staffing and related	2,400,506	2,299,760
Legal	888,250	1,083,462
Information management system	337,058	328,347
Council and committees	256,403	289,730
Bank and credit card charges	173,727	158,897
Office facilities	126,120	140,977
Exam administration	112,197	12,932
Policy development	105,647	65,314
Insurance	85,735	83,371
Investigations and hearings	76,249	95,890
Office and general	66,593	85,654
Professional health program	58,056	78,248
Communication	52,161	63,951
Accounting and audit	44,845	46,785
Quality assurance	27,007	42,044
Premises inspections	25,043	40,302
Special projects	21,624	77,219
Networking and representation	6,996	28,031
Amortization	190,092	264,888
	<b>5,054,309</b>	<b>5,285,802</b>
<b>Excess of revenue over expenses for the year</b>	<b>\$ 638,964</b>	<b>\$ 285,810</b>

### Criteria Applied in the Preparation of the Summary Financial Statements

The criteria applied by management in the preparation of these summary financial statements are as follows:

- a) the information in the summarized financial statements is in agreement with the related information in the complete financial statements; and
- b) the summarized financial statements contain all the information necessary to avoid distorting or obscuring matters disclosed in the complete financial statements, including the notes therein.

Management determined that the statement of changes in net assets and the statement of cash flows do not provide additional useful information, and as such has not included them as part of the summary financial statements.

The College's complete audited financial statements are available at [cvo.org](http://cvo.org).



THE COLLEGE OF  
VETERINARIANS  
OF ONTARIO

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