



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

UPDATE

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visit the CVO website at
www.cvo.org

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Medical Record Workshops

Legalities, must-haves and time-savers



attendees at the North Bay workshop

This year’s medical record workshops offered something for everyone

Ontario practitioners learned ways to make medical record keeping easier for themselves and their staff at three interactive medical record workshops held by the CVO last month.

A total of 45 veterinarians and clinic staff attended the workshops, held in **Huntsville**, **Thunder Bay** and **North Bay** on April 20, 25 and 27, respectively. The legal rationale behind record keeping was outlined, and common weaknesses and concerns regarding the often time consuming task were addressed. Workshop facilitator Dr. **Marc Marin** of Chelmsford provided advice on how to better keep medical records complete.

“The biggest concern among practitioners is time,” he says. “They often just don’t have the extra minutes between appointments to spend filling in all the required details.” So he offered time-saving short-cuts that would allow them to keep adequate records without becoming slave to them.

Dr. **Nikolai Davis** attended the Huntsville workshop with two clinic staff, hoping to learn how to improve the records at the animal hospital where she is a full-time associate. She didn’t only learn from the workshops, but she also gathered ideas from other participants - such as using a scanner to upload hard files, completing her electronic records.

continued on next page...

Medical Record Workshops

“I was surprised at what I learned about myself,” says Davis, who has been practicing for 10 years. “I doubt anyone could have walked away from those workshops without having learned something new.”

Dr. **Alec Smith** of Thunder Bay agrees. After only two years in practice, he still picked up useful tips for keeping more thorough and time-efficient records. “The record-keeping methods taught in university are rather laborious and time-consuming,” he says. “The workshops showed us how to streamline our methods, save time and adapt to ever-increasing standards.”

The workshops - a component of the College’s Quality Assurance Program - are designed to assist practicing veterinarians in maintaining good records. According

to CVO Quality Assurance Director, Ms. **Susan Winter**, record keeping is a common source of practitioner questions to the College.

“Thorough medical records are an essential component of day to day practice,” says Winter. “The workshops show practitioners what is needed and how to efficiently meet these requirements.”

CVO Registrar, Dr. **Barbara Leslie**, says the workshops are an integral part of the whole quality assurance picture. “The College’s objective is to do more than just investigate complaints - it is to help practitioners prevent negative situations from arising in the first place.”



attendees at the Thunder Bay workshop

Workshop evaluations indicate that participants enjoyed and learned from the experience. Additional workshops will be held in the fall (dates and locations have not yet been confirmed). Please take advantage of the opportunity when CVO comes to a location near you.

Medical Records Made Easy

The daily stresses and hectic schedules of clinical work are more than enough for most veterinarians to handle. And then there are the medical records. Lengthy. Tedious. Exhausting. But they don’t have to be. Here are some time-saving tips compiled by medical record workshops facilitator, Dr. Marc Marin.

- *Use templates* - Just check off the procedures and treatments used instead of writing them all out.
- *Create protocols* - Creating and filing protocols for standard procedures allows you to simply refer, in your record, to an existing document instead of detailing the procedures each time they’re performed.
- *Delegate* - Your staff can help you to keep detailed medical records. Don’t forget to have staff initial entries as they are made.
- *Use abbreviations* - Using abbreviations can save you time when recording treatments and procedures, but be sure to define abbreviations in a central protocol location for reference.

For template and protocol examples contact Ms. **Anita Stephenson** at astephenon@cvo.org.



Art Sinclair

The College is pleased to welcome Mr. **Art Sinclair** and Ms. **Donna-Jean Vandongen**. Art has joined the College in the role of Policy Analyst/Writer and Donna-Jean as CVO's General Coordinator.

Art will provide research, analysis and recommendations for the drafting, ongoing maintenance and management of the College's regulatory policies. He will also assist some statutory committees write reasons for decision.

In addition, Art will prepare articles for the *Update* newsletter on a variety of relevant topics.

Art comes to the CVO with a strong background in research and policy development with experience formulating government relations and corporate communications strategies.



Donna-Jean Vandongen

Donna-Jean (or D-J as we have come to know her) provides general office support that includes back-up for program coordinators, set-up for meetings, issuing purchase orders, ordering all supplies and maintenance of the automated telephone system, to mention but a few of her duties.

D-J brings background experience in purchasing, reception, administrative assistance and customer service.

Welcome aboard!

Call for Nominations for CVO Public Award

Do you know someone who deserves the CVO Public Award?

This award may be given annually to recognize a citizen for his or her contribution to the veterinary profession and/or animal care or service.

This award is given in November 2005. Past recipients have included:

Mr. **Charles Gracey** (1999)

Mrs. **Peggy Knapp** (2000)

Mr. **Fred Milton** (2001)

Mr. **John Core** (2002)

Mr. **Stewart Cressman** (2003)

Mr. **Gus Lagerquist** (2004)

Submit Your Nomination

If you would like to nominate someone for this award, please contact Ms. **Christine Simpson** at the CVO, extension 2225 or email csimpson@cvo.org for a nomination form. The form can be downloaded off the CVO website at www.cvo.org.

Nominations are due **September 6, 2005**.

It's Election Time!

A Great Opportunity to Contribute

On **October 4th**, the College of Veterinarians of Ontario will hold elections in three constituencies.

Constituency 9:

(Members employed by the Crown in right of Canada or an agency of the Crown in right of Canada) Dr. **James Clark** is eligible for re-election, as he has served one three-year term.

Constituency 10:

(York and Metro Toronto) Dr. **Mark Spiegle** is not eligible for re-election because he has served two three-year terms.

Constituency 12:

(Halton and Peel) Dr. **Nasim Gulamhusein** is eligible for re-election, as she has served one three-year term.

An election will not be held in Constituency 5 as Dr. **Alma Conn** has served on the Executive Committee for the year immediately preceding this election (By-law 4.-(4)).

CVO councillors have interesting and wide-ranging responsibilities. Serving on Council is an opportunity and challenge that can offer an immense amount of personal satisfaction and fulfillment. Some frequently asked questions are addressed below:

What is the Council of the College?

The Council is the governing body, or Board of Directors, for the CVO, and its composition and powers are established in the *Veterinarians Act*. The Council is composed of 13 veterinarians and three to five public (non-veterinarian) members. Veterinarian members of Council are elected by their peers and bring their understanding of the profession, from the perspective of the setting in which they practice, to the Council table. Public members are appointed by the Lieutenant Governor in Council and bring the public perspective to Council decisions.

What is the time commitment?

Councillors can expect to attend approximately six regular council meetings per year to make policy decisions affecting the practice of veterinary medicine,

Election Schedule:

July 2005

Nomination forms and the notice of election will be forwarded to every member in constituencies 9, 10 and 12 prior to July 29, 2005.

August 26, 2005

Nominations due and must be received by the college no later than 4:00 p.m.

September 19, 2005

Ballots mailed.

October 4, 2005

Election date. Ballots are due by 2:00p.m.

If you are interested in standing for election, or would like to have further information, please contact Ms. **Mary Wyness** at extension 2233 or by email at mwyness@cvo.org.

and discuss other matters as they pertain to the legislation of the profession. They will also be appointed to at least one other committee, with varying time commitments.

How are councillors compensated?

Councillors are paid a per diem, currently \$400/day, and reimbursed expenses for all meeting days.

How long is the term of office?

Councillors are elected for a three-year term. Two consecutive three-year terms may be served.

Can candidates send out campaign letters?

Yes. Those candidates wishing to send out a campaign letter should forward the correspondence for review by the CVO staff.

Visit our website at

www.cvo.org

- ⇒ downloadable forms and information under Member Services - CVO Forms
- ⇒ INFO SHEETS, CVO newsletter “*Update*”, sign-up for the CVO electronic newsletter “*CVO e-news*”, council bulletins, CVO legislation
- ⇒ practice/member directory
- ⇒ registration, accreditation, incorporation information
- ⇒ Provincial Veterinary Associations, Acts and Regulations, Veterinary Organizations, Canadian Colleges - available under Links
- ⇒ current news items available on the home page

New! Professional Corporations

A listing of all professional corporations that have been issued a certificate of authorization is new to the CVO website. The list of professional corporations can be viewed under Regulatory Services - Professional Corporation.

The CVO website, www.cvo.org, is a searchable resource center for members. The materials on the website are also available by contacting the office by phone, fax or email. In addition, staff is available to assist with any questions.

Steering - submissions invited

At its meeting of March 30, 2005, Council of the College approved the development of guidelines with respect to the regulation governing “**steering**”.

Sections 38 and 42(b) of Ontario Regulation 1093 state:

38. A member shall not participate directly or indirectly in a system in which another person steers or recommends clients to a member for a professional service or an ancillary service.

42.(2) A member has a conflict of interest where the member, or a related person, or an employee or employer of the member, directly or indirectly,

(b) receives, makes or confers a fee, credit or other benefit by reason of the referral or transfer of an animal or a specimen from or to any other person.

Members are invited to make submissions to the College prior to **September 1, 2005**.

Please direct any inquiries or responses to Mr. **Art Sinclair**, Policy Analyst, extension 2231 or asinclair@cvo.org.

Rabies Vaccination Programs

The Executive Committee recently reviewed information on vouchers/coupons for rabies vaccination programs. The following is a letter which was mailed to all regional veterinary associations updating them on this issue.

The Executive Committee of the College of Veterinarians recently considered a request to permit veterinarians to participate in a program whereby they redeem vouchers or coupons in exchange for a rabies vaccination. The Committee determined that it will not authorize such a program.

The College's position on the redemption of coupons or vouchers in exchange for professional services appears in the following policy passed by the CVO Council on June 4, 2003:

Coupon or Rebate Programs

The redemption (money, drugs, or services) or direct distribution of coupons used in the sale of veterinary pharmaceuticals, biologicals, or pesticides is considered to be professional misconduct.

Direct involvement of a veterinarian in providing a coupon or rebate (money, drugs, or services) constitutes a conflict of interest. Veterinarians must recommend products to their clients based on their own professional judgment and the best interests of the animal, not on a promotion offered by the manufacturer.

Veterinarians who are approached by their clients about coupon or rebate programs should advise their clients that their College has regulations prohibiting veterinarians from participating in the program.

Foods, and spay/neuter or adoption program coupons or vouchers that are for a set dollar amount and are redeemable by all veterinarians, are exempt from this policy.

This does not prevent individual veterinarians from providing low cost rabies vaccination to individuals they have determined to be in financial need.

The Executive Committee has elected to advise members that they should not participate in rabies vaccination programs that include the redemption of a coupon or voucher. The Committee would like to remind members of a veterinarian's obligation to have a veterinarian-client-patient relationship as outlined in section 33 of O.Reg. 1093 prior to vaccinating an animal. The only exemption to this is contained in section 45 of O.Reg. 1093 which describes a program for rabies vaccination for domestic animals.

Members who have been redeeming vouchers or coupons or who have been omitting an assessment of the animal prior to vaccination should refrain from doing so in the future.

Alma Conn, DVM
President

Council Meeting: March 30, 2005

- Received reports from Statutory Committees, NEB representative, PHP Advisory Committee representative, Quality Assurance Committee, the President and the Registrar. Also received Financial Reports.
- Discussed and amended the **Ministry of Training, Colleges and Universities Bridging Program** proposal.
- Held a second reading on draft guidelines on Medical Records and considered responses received from interested parties. This was returned to staff for further development.
- Held a second reading on **Animal Rehabilitation in Veterinary Practice** and approved the draft position statement in principle.
- Approved the development of guidelines on Steering (*see page 5*).
- Accepted a position statement on **Deficiencies Noted during the Inspection of New Facilities**. The position statement is posted on the website under Communications - Council Publications.
- Approved a proposed amendment to subsection 3.(1)(h) of Ontario Regulation 1093 related to submission of notarial copy of degrees (*see page 8*).
- Approved a proposed amendment to section 56 of Ontario Regulation 1093 related to disclosure of information (*see page 8*).
- Received an update from Ms. **Gwen McBride**, Director, Livestock Technology, as part of the regular CVO/OMAF liaison initiative.
- Appointed Dr. **Susan Warren** and Dr. **Nancy Miller** to the Complaints Committee.

Inserts with this issue of Update

You will find enclosed with this issue of Update two Position Statements which have been approved by Council. The Position Statements are also posted on the CVO website at www.cvo.org under Communications - Council Publications.

- **Granting Exemptions to the Self-Contained Requirement for Veterinary Facilities**
- **Deficiencies Noted During the Inspection of New Facilities**

Proposed Amendments

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

The Council of the College of Veterinarians of Ontario approved the following proposed amendments on March 30, 2005.

3.(1)(h) Original vs. Notarized Degrees (additions shown bolded)

(h) submits ~~in person~~ to the Registrar his or her original degree in veterinary medicine **or a notarial copy of the degree in veterinary medicine made by a notary public of any province in Canada or certified to be a true copy by a barrister or solicitor regulated by a law society in a jurisdiction in Canada** and documentation proving his or her identity.

56. Confidentiality Provision

Section 56. of Ontario Regulation 1093 is amended by renumbering clause (b) as clause (d) and by inserting the following underlined words as clauses (b) and (c):

56. Information in respect of matters referred to in subsection 38 (1) of the Act may be disclosed,

(a) upon the approval of the Executive Committee, to a law enforcement agency for an investigation with a view to law enforcement;

(b) to a body that regulates a profession inside or outside of Ontario, or to an umbrella organization for such bodies, where the College believes that such disclosure is in the public interest or such disclosure will promote reciprocal disclosure of regulatory information to the College;

(c) to the public where the College believes that the information would assist members of the public make informed decisions as to their choice of veterinarian or as to entering into a professional relationship with a veterinarian; or

(d) for publication in statistical form as long as individual confidentiality is preserved.

Clarification regarding Packaging of Pest Control Products

(This is a clarification of the article printed on page 5 of the March issue of Update)

Dispensing Prescription Drugs versus Pest Control Products

Members are permitted to dispense prescription drugs in other than the product's original packaging provided appropriately labelled containers are used. To differentiate prescription drugs from products registered under the Pest Control Products Act, members should look for the "Pr" symbol appearing either immediately before or immediately following the branded name of the drug. Regarding labelling, O. Reg. 1093 states:

27.(3) *A member who dispenses a drug shall mark the container in which the drug is dispensed with,*

- (a) the name, strength and quantity of the drug;*
- (b) the date the drug is dispensed;*
- (c) the name and address of the member;*

(d) the identity of the animal or group of animals for which it is dispensed;

(e) the name of the owner of the animal or animals; and

(f) the prescribed directions for use.

(4) Except for a drug marked C1, C2, C3, F1 or N in Schedule E, subsection (3) does not apply if the container in which a drug is dispensed is the original and unopened container in which the drug was packaged, the original label on the container has not been altered and the prescribed directions for use are the same as the directions for use on the original label.

However, pest control products, according to the Pest Management Regulatory Agency (PMRA), can only be dispensed according to the container type and size for which they are registered. To sell a portion of the original packaged amount would violate the Pest Control Products Act. It would, however, be acceptable for a member to apply a partial package (i.e. a single dose) to an individual patient.

Upcoming Survey



Keep an eye open this fall for the upcoming CVO practice survey. Every member will be receiving a copy in the mail.

Complaints Case

Anaesthetic Death Due to Auxiliary Error...Who is Responsible?

Mrs. Owner presented her six month old Golden Retriever, Tessa, to the ABC Animal Hospital for an ovariohysterectomy. Dr. X's technician placed an endotracheal tube and hooked Tessa up to the closed circuit of the dual system anaesthetic machine on isoflurane. Tessa began breathing rapidly, became cyanotic and then went into cardiorespiratory arrest. Dr. X immediately commenced resuscitation, but her efforts were unsuccessful and Tessa was pronounced dead.

Dr. X contacted Mrs. Owner immediately, and offered an independent post mortem, to which Mrs. Owner agreed. Dr. X also commenced her own investigation within the clinic, including checking the anaesthetic equipment and drugs administered to Tessa, the anaesthetic equipment, as well as making inquiries of clinic staff. She determined that the anaesthetic equipment was working properly, and that Tessa had been given the correct drugs at the proper doses.

The following day, a staff member informed Dr. X that when resuscitative procedures were initiated and Dr. X had directed her technician to start bagging the dog, she observed the technician flip a switch on the dual circuit anaesthetic machine which changed the flow of gas from the non-rebreathing or "Bain" circuit, to the rebreathing or "closed" circuit. Dr. X immediately summoned her technician who admitted that he had failed to properly set the anaesthetic

machine switch to the closed system prior to Tessa's procedure, and realized his error when Dr. X asked him to start bagging, and the rebreathing bag would not fill with gas. Consequently, essentially no oxygen reached the dog from the time she was hooked up to the machine until emergency procedures were initiated. Tragically, by that point, it was too late to save Tessa. The technician was immediately dismissed.

Dr. X then contacted Mrs. Owner and asked her to attend the clinic to discuss the case. Dr. X met with Mrs. Owner and informed her that the post mortem results, which had been received, indicated no

“...Tessa died due to oxygen deprivation...”

abnormality which could have been a factor in Tessa's death. She then informed Mrs. Owner that Tessa most likely died as a result of oxygen deprivation due to technician error. She extended her deepest regrets, advised her she had dismissed the technician, and offered to purchase a replacement puppy.

Mrs. Owner, already distraught with the sudden loss of her dog, was extremely upset at the turn of events. She filed a complaint with the College, alleging that:

Dr. X failed to adequately monitor her auxiliary while performing a spay on Tessa. As a result, Tessa died due to oxygen deprivation.

Dr. X knew the true cause of Tessa's death at the time it occurred; however, encouraged Mrs. Owner to subject Tessa to an unnecessary autopsy.

In its investigation of these allegations, the Committee reviewed the medical records and written submissions from Mrs. Owner, Dr. X, the technician and the staff.

In her submission, Dr. X acknowledged that Tessa died while under her care, literally "in front of her". She also stated that while she "hated to put the blame on somebody else", it was in fact her auxiliary who had failed to set the anaesthetic machine properly. The technician had 10 years experience and had been employed at Dr. X's facility for six months. He had shown proficiency in the operation and maintenance of anaesthetic machines. Dr. X commented that she "trusted" her technician to do his job, and further stated: "Don't we as veterinarians all trust that a technician would set up and monitor anaesthesia properly for all surgeries, routine or other?"

In its deliberations, the Committee considered a veterinarian's obligation to adequately direct and supervise an auxiliary, which is described in subsection 17. (1) (30) of O.Reg. 1093 under the *Veterinarians Act*:

“17. (1) For the purposes of the Act, professional misconduct includes the following:

30. Failing to direct or supervise, or inadequately directing or supervising, an auxiliary.”

It is further described in subsections 19. (1) and (2):

“19. (1) A member is responsible for the conduct of his or her auxiliaries and for the suitability and quality of the performance of their acts. R.R.O. 1990, Reg. 1093, s. 19 (1).

(2) A member is guilty of professional misconduct if an auxiliary of the member does or omits to do anything that, if done or omitted by a member, would constitute professional misconduct. R.R.O. 1990, Reg. 1093, s. 19 (2).”

Failing to set an anaesthetic machine properly resulting in inadequate delivery of oxygen to the patient is regarded as below accepted standards of practice. It is undisputed that Dr. X was the attending clinician during Tessa’s anaesthesia, and also undisputed that the technician failed to set the anaesthetic machine properly, causing inadequate oxygen delivery to Tessa. The above-noted legislation is clear that the veterinarian is required to adequately supervise his/her auxiliaries, and is responsible for their conduct and actions.

The Committee concluded that the evidence supported Mrs. Owner’s allegation that Dr. X failed to adequately monitor her auxiliary in

the administration of Tessa’s anaesthesia, which most likely lead to her death from oxygen deprivation.

The Committee had concerns with the conduct of Dr. X in this regard, and strongly cautioned her to ensure that she adequately supervises the tasks performed by her auxiliaries, particularly those related to general anaesthesia. While it is reasonable to have a level of “trust” in auxiliaries to conduct certain delegated tasks commensurate with their training and experience, veterinarians must keep in mind that any general anaesthetic carries the risk of catastrophic complications for the patient. It is therefore essential that the veterinarian is

“...Dr. X failed to adequately monitor her auxiliary...”

closely attentive to the auxiliary’s actions and the ongoing condition of the patient when he/she directs an auxiliary to assist with or administer general anaesthesia.

The Committee considered Mrs. Owner’s further allegation that Dr. X knew at the time it occurred that Tessa’s death resulted from technician error, but encouraged Mrs. Owner to subject Tessa to an unnecessary autopsy. Mrs. Owner contended that when Dr. X called her to inform her of Tessa’s death, she made misleading comments, suggesting that an allergic reaction or an underlying congenital problem

may have caused Tessa’s death, which an autopsy could verify.

The Committee noted that submissions of Dr. X and her auxiliaries were consistent that the technician’s error did not become known until the day following Tessa’s death. By that time, Tessa’s remains had already been transferred to the diagnostic laboratory and the post mortem examination had commenced. Dr. X had appropriately offered Mrs. Owner an independent post mortem when she called to report Tessa’s death, in accordance with her professional obligations described in O.Reg. 1093, 17. (1) (23):

“17. (1) For the purposes of the Act, professional misconduct includes the following:

23. If an animal has died unexpectedly or from an anaesthetic, failing to promptly inform the client about the availability of a necropsy through a veterinarian independent of the attending veterinarian but, having provided the information, the attending veterinarian or an associate, upon the client’s request, may perform the necropsy.”

The Committee concluded that there was insufficient evidence to support Mrs. Owner’s allegation that Dr. X was attempting to mislead her regarding the cause of her dog’s death and subjected Tessa to an unnecessary post mortem examination.

Registration Up-Dates (January 1 - May 11, 2005)

New! Watch for this new series in *Update* featuring new registrants, members emeritus, and members no longer registered. Watch for upcoming lists of changes in facilities and incorporations.

The College welcomes the following new registrants between January 1, 2005 and May 11, 2005. The list also indicates licence type as follows:

G = General E = Educational GCL = General with Conditions and Limitations

Dr. Jia Asianova	G	Dr. Heather Gunn-McQuillan	G	Dr. David McLelland	E
Dr. Rajinder Aujla	G	Dr. Ehab Hanna	G	Dr. Melissa McPhee	G
Dr. Kelly Barratt	G	Dr. Kathryn Harding Smith	G	Dr. Jenny McSpadden	G
Dr. Melanie Beaulne	G	Dr. Jayme Harvey-Micay	G	Dr. Randa Mekhail	G
Dr. Maria Bellei	E	Dr. Felicia Hayes	G	Dr. Karen Nasir	G
Dr. Sarah Bishop	G	Dr. Julia Hodgins	G	Dr. Hanadie Nur	G
Dr. Bassem Boctor	G	Dr. Douglas Hopwood	G	Dr. Laura Palumbo	G
Dr. Hillary Butler	G	Dr. Debbie Hrynkiw	G	Dr. Emily Parr	G
Dr. Amrit Chahal	G	Dr. Brenna Jarvie	G	Dr. Meital Privorozky	G
Dr. Ariane Chaput-Milette	G	Dr. Magnolia Jucan	G	Dr. Dariya Radchuk	G
Dr. Jessica Chong	G	Dr. Shiwani Kausal	G	Dr. Stewart Ritchie	G
Dr. Donna Chui	G	Dr. Simrat Keer	G	Dr. Tracy Ross	G
Dr. Melissa Cogswell	G	Dr. Sasha Kotzeff	G	Dr. Jessica Scott	G
Dr. Rex Crawford	G	Dr. Lotje Kouwenberg	G	Dr. Bipanjeet Sekhon	G
Dr. Sherri Dennett	G	Dr. Branislav Kukic	G	Dr. Anne-Emmanuelle	
Dr. Farouk Elgabalawi	G	Dr. Jonathan Lamarre	G	Sellier	G
Dr. Christopher Enright	G	Dr. Kelly Latendresse	G	Dr. Durda Slavic	GCL
Dr. Michael Faessen	G	Dr. Elizabeth Layton	G	Dr. Heather Steede	G
Dr. Babak Faramarzi	E	Dr. Loretta Lee	G	Dr. Lyndsey Steele	G
Dr. William Fleury	G	Dr. Christopher Lesbines	G	Dr. Graham Thatcher	G
Dr. Rachel Geisel	E	Dr. Lynsey Makkreel	G	Dr. Michelle Tome	G
Dr. Aimee Gilbert	G	Dr. Rebecca Manley	G	Dr. Laura Van Helten	G
Dr. Kirsten Graham	G	Dr. Heather McClinchey	G	Dr. Kevin Waddell	G
Dr. Jessica Graham	G	Dr. Jennifer McConnell	G	Dr. Eldad Weiner	G
Dr. Timothy Grainger	G	Dr. Mathew McKee	G	Dr. Henry White	G
		Dr. Karen McKenzie	G	Dr. Erin Wilson	G

The following veterinarians have been granted Emeritus Status as of January 1, 2005. Emeritus Status is granted to a veterinarian who has held a licence in Ontario continuously for 25 years or more, has had no finding of professional misconduct or gross neglect entered in the register, is in good standing and is fully retired from the practice of veterinary medicine.

Dr. George Alexander	Dr. Guy Giddings	Dr. Dan Loncke	Dr. James M. Robertson
Dr. Daniel Butler	Dr. Alexander Gough	Dr. James Lott	Dr. Wayne Senior
Dr. Bert Carswell	Dr. Harvey Grenn	Dr. Gerd Lutte	Dr. Russell Thompson
Dr. Robert Clapp	Dr. Lynda Harris	Dr. Alton MacKay	Dr. John Thomson
Dr. John Cote	Dr. John Higginson	Dr. Denis Menard	Dr. Ralph Topp
Dr. Kenneth Currie	Dr. Glenn Kolb	Dr. Carleton Misener	Dr. Ronald Wilson
Dr. Kenneth Easton	Dr. Teresa Liem	Dr. John Morton	Dr. David Yates

Registration Up-dates

The following veterinarians are no longer licensed in Ontario

Dr. Marie Archambault	Dr. Mike Gagea-Iurascu	Dr. Cathy McDougall
Dr. Carolee Bair	Dr. Alison Hamilton	Dr. Melissa McLaws
Dr. Christy Barlund	Dr. Yossi Haroush	Dr. Craig Mosley
Dr. Louise Bauck	Dr. Jennifer Heyland	Dr. Deborah Nunn
Dr. Sarah Boston	Dr. Ramandeep Jowandha	Dr. Christopher Pirie
Dr. Cynthia Brunelle	Dr. Jennifer Kerr	Dr. Tjeerdo Polderman
Dr. Manprit Buttar	Dr. Roy Kirkwood	Dr. Nancy Rinkardt
Dr. Christopher Cannon	Dr. Peter Lawson	Dr. Jagpreet Sadheora
Dr. Marco Cervi	Dr. Amelie Leclerc	Dr. Lynne Sandmeyer
Dr. Johanna Cooper	Dr. Stephen Lee	Dr. Wendy Schumann
Dr. Arvind Da Costa	Dr. Jose Lesperance	Dr. Clarissa Snyder
Dr. Sumit Durongphongtorn	Dr. Andrew Lowe	Dr. Brian Taylor
Dr. Pamela Emdin	Dr. Sharmila Makhan	Dr. Francisco Teixeira Neto
Dr. Susan Foster	Dr. Shawn Mattson	Dr. Stephanie Thompson
Dr. Joe Fuduric	Dr. Sima Mattson	Dr. Douglas Whiteside

*If you note any errors in the above lists or believe someone may be practising without a licence, please contact Ms. **Karen Gamble** at extension 2228 or e-mail kgamble@cvo.org.*

Hiring a New Graduate or Someone New to Ontario?

To ensure that the veterinarian you plan to hire is licensed with the CVO, please check with the CVO office at:

(519) 824-5600 ext. 2228 / toll free (Ontario) (800) 424-2856

or e-mail Ms. **Karen Gamble**
registration co-ordinator, at kgamble@cvo.org

The PHP Helps

For one veterinarian it was a stepping stone on the road to recovery

For confidentiality purposes, the name of the featured veterinarian has been changed.

For Dr. Jane Smith, the path to success has been riddled with detours and roadblocks. Now, as she sits fireside in the small cafeteria at an addiction treatment facility, the 30-year-old veterinarian recalls a six-year-long struggle with substance abuse.

“It finally gave me a sense of normalcy” she says of her first time injecting hydromorphone. The normalcy was long sought-after for the veterinary student, who had faced a violent and abusive childhood.

Smith got her first taste of the drug after a major dental surgery following an assault by a previous boyfriend. But for her it offered much more than pain relief. Soon, Smith was stealing hydromorphone to feed her craving.

After suffering withdrawal on a graduation trip with her class, Smith locked herself in her apartment to try to rid the drug from her system. But a few weeks later a pharmacist turned her in after she showed up sweating with a prescription in-hand for 50 vials of the strong, morphine-like drug. Smith was convinced by the CVO to check into an addiction treatment facility and to relinquish her licence to practice.

The next three years were a roller coaster ride of detoxing and relapsing, says Smith. “I could do what I was told, but I never felt normal,” she says.

After finally achieving a year of abstinence, Smith resumed veterinary clinical work. For the first time she was enjoying her job, despite struggling with a constant “uneasiness” and physical withdrawal symptoms. But her history of addiction soon became the talk of the clinic and the subject of frequent jokes, and Smith turned to the medicine closet for comfort.

After finishing a box of fentanyl patches one evening, she searched the dim room for another. What she thought was an extra helping of another opiate agonist turned out to be butorphanol.

“...Smith is adamant that the PHP is the route to take...”

“I went from being relaxed to being immersed in the worst pain imaginable,” Smith recalls. “Every pore on my body opened. Every nerve fibre screamed. I staggered in my front door and could smell the cat litter in the basement. When my heart rate reached three hundred, I called an ambulance.”

It wasn’t long after that she hit her “rock bottom”. She overdosed and fell. Four hours later she awoke, bleeding from her ears and nose. The head injury she sustained left her paralyzed on one side for three weeks. She lost her job, her

reputation and was going to lose her partner if she didn’t get help - and fast.

In July, 2003, the CVO and the OVMA joined the Professionals Health Program (PHP), making it available to veterinarians. The program - a confidential counselling service for health professionals - provides support to individuals suffering from, among other things, drug addiction.

PHP counsellors offered to make advocacy reports on Smith’s behalf, provided that she fulfilled program requirements, including weekly group sessions at an addiction medicine facility and 36 random urine screens annually. Smith agreed and kept up her end of the bargain, and so did the counsellors.

In December, 2004, after years of being unable to practice as a veterinarian, Smith’s license was reinstated on the recommendation of PHP officials and her doctors.

Under the supervision of the PHP program, Smith now works at a clinic full-time. “The PHP has allowed me to get back into the profession,” she says. “Its supportive approach means less punitive consequences than if dealing directly with the CVO.”

Having been down both roads, Smith is adamant that the PHP is the route to take. Her advice to any health professional with even the slightest suspicion that they may

continued on next page...

have a problem is to be proactive and contact the PHP before the problem escalates.

“Things are different now, the help is available,” she says. “Don’t wait to deal with the consequences - if you do it before the CVO becomes aware of your problem, and you follow the recommended treatment, the college need not ever find out.”

“It’s been a long road and a hard lesson in humility and swallowing one’s pride,” says Smith. But in the long run, she says, her experiences have made her a more understanding, compassionate doctor.

Smith is now in good health. She has a full and happy life, balancing work and leisure, and still sharing her new life with her partner, who has helped her through it

all. She says she looks forward to going to work every morning to do what she loves to do, having finally found the normalcy she’s searched for most of her life. “Meeting and relating to others with substance abuse problems has been paramount to my recovery,” says Smith. With issues such as access to mood-altering drugs, licensing and fitness to practice, Smith says it’s important that health professionals seek the right kind of help.

Smith hopes that sharing her struggles and her triumphs will help other professionals struggling with drug or alcohol addiction to reach out and contact the PHP. “It’s a confidential service and the first step in a fresh start.”

How do I recognize a problem?

Signs and symptoms that you or a friend may need help, include:

- Personality change
- Loss of efficiency and reliability
- Client and staff complaints about changing attitude or behaviour
- Increased sick time and time away from work
- Excessive time at work
- Mood swings, anxiety, depression, suicidal thoughts or gestures
- Indecision
- Increasing personal and professional isolation
- Physical deterioration
- Unpredictable work habits and patterns
- Memory loss
- Heavy “wastage” of drugs
- Alcohol on the breath
- Inappropriate clinical judgement

What kinds of problems can the PHP help with?

- Emotional Distress
- Anxiety
- Drug and Alcohol Abuse
- Depression
- Family Problems
- Gambling
- Burnout
- Personal and Professional Isolation
- Relationship Problems
- Stress

Untreated, veterinarians may suffer needlessly and may put themselves, their families and the animals they treat at risk.

Help is available.

PHP 1-800-851-6606

Website to contain the Official Public Register

According to the *Veterinarians Act*, the College is required to maintain a register of members. This register must be accessible to the public and the information it must contain is described in the Act.

For a number of years, the College has maintained a list of members on the website. This list is not a complete register since it does not contain all of the members of the College and it does not contain all of the information regarding all of the members. This has caused some confusion to members of the public and of the profession.

The CVO believes that in order for it to properly administer its legislation and achieve its public interest mandate, the public needs to have access to certain information about veterinarians. This will enable the public to choose a veterinarian for services, make employment decisions and to contact a veterinarian for professional purposes. Ready public access to this information fosters professional accountability (e.g., if a veterinarian changes practices or closes a practice and a question arises). It also enhances the ability of the public to access veterinary services that are appropriate for them.

In 2006, the list of members on the website will be expanded and will become the official public register of the College. This means it will include a complete list of all members and all the required information regarding members.

The 2006 Annual Licence Renewal forms, which will be mailed the beginning of October 2005, will reflect this change. Members will no longer have a choice as to whether their name and other information are included on the website. Please note that if you do not have a business address and do not wish the public register to contain your home address, you may wish to purchase a post office box or other reliable mailing address which would then be included in the register.

The following information will be included in the public register as per sections 19 and 38 of the *Veterinarians Act*. Proposed amendments to section 52. of Ontario Regulation 1093 further specify this disclosure.

Member Information:

- name
- business address or home address (or box #) if there is no business address
- business telephone number (if available)
- year joined CVO
- university of graduation
- year of graduation
- professional activity
- employment function
- type of employment
- licence type
- language proficiency
- conditions or limitations on a licence imposed by a committee
- specialist status and any withdrawal of recognition of the member's specialist status
- any revocation, suspension, cancellation or termination of a licence
- any decision or sanctions imposed on a member's licence
- the fact and amount of a fine imposed by the Discipline Committee, fact of a reprimand by the Discipline Committee (unless the discipline committee directs that no entry be made)
- where an entry results from a decision of a committee - the name of the committee that made the decision and any finding of the committee
- the date of the decision or order that results in the entry in the register

The website currently contains a directory of all accredited facilities and corporations.

If you have any questions or comments on these proposed changes, please contact the Registrar.

Unlawful Practice / Undertaking

GUILTY PLEA IN HORSE CASTRATION

In May, 2004, the College received information about a horse castration which had been performed by an unlicensed individual. The horse was subsequently euthanized when it developed complications from the castration. No sedation or anaesthesia was used for the castration.

An investigation was conducted by the College and the results of the investigation were shared with the Ontario SPCA. **Levi Miller** of Norwich, was charged with practicing veterinary medicine without a license, under the *Veterinarians Act* and with causing unnecessary pain and suffering to an animal under the *Criminal Code of Canada*.

On March 29, 2005, Miller plead guilty to both charges. He was fined \$500 and placed on one year's probation for the criminal charge, and was fined an additional \$500 for practicing veterinary medicine without a license and ordered to comply with Section 11 of the *Veterinarians Act*.

The following Mutual Acknowledgement and Undertaking was made between the College of Veterinarians of Ontario and a member of the College. An abbreviated version of the agreement follows.

I, DR. X,

(1) acknowledge that I have fully disclosed to the Executive Committee of the College of Veterinarians of Ontario my conduct in failing to maintain adequate records.

(2) acknowledge that my conduct contravened subsection 17.(1), clause 27. of Ontario Regulation 1093 under the *Veterinarians Act, 1989* which states:

17.(1) For the purposes of the Act, professional misconduct includes the following:

27. Failing to make or retain the records required by this Regulation.

(3) undertake that, within 30 days, I will fully participate in the CVO Peer Review of Medical Records program.

(4) undertake that I will attend a CVO Medical Record Workshop within one year.

(5) undertake that I will fully participate in the CVO Peer Review of Medical Records within six months of my attendance at the workshop, and thereafter every six months, until my records are deemed acceptable by the Registrar.

(6) agree to pay all costs associated with the above.

Discipline Hearings

Summary of Recent Discipline Hearings

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 extension 2227 or email robinson@cvo.org.

Dr. Fred Cotie (*Uxbridge, Ontario*)

On January 26, 2005 the Discipline Committee met to hear and consider allegations of professional misconduct against Dr. Fred Cotie.

Dr. Cotie pleaded guilty to the following allegations:

- Prior to conducting a public rabies vaccination clinic in the community of Echo Bay, Dr. Cotie advertised the location, date and time of the clinic, his name and the cost of the vaccination, without:
 - inviting all members practicing in the area to participate in the program, and/or,
 - inviting all members practicing in the area to participate in the program at least two weeks before the vaccinations were carried out.
- Dr. Cotie provided inaccurate information to the College thereby engaging in professional misconduct as defined by paragraphs 35 (signing or issuing a veterinary certificate, report or similar document without ascertaining, or taking reasonable measures to determine, the accuracy of its contents), 38.1 (providing false or misleading information to the College), 44 (an act or omission that would be regarded by members as disgraceful, dishonourable or unprofessional), and 45 (conduct unbecoming a veterinarian) of Ontario Regulation 1093.

Decision:

The Discipline Committee accepted Dr. Cotie’s guilty plea and the following joint submission as to penalty was imposed.

- Dr. Cotie be reprimanded by the Discipline Committee
- Dr. Cotie shall pay a fine in the amount of \$2,000
- A summary of the matter is to be published in *Update* which will include Dr. Cotie’s name

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Discipline Hearings

Dr. Barbara Chidiac (*Hillsdale, Ontario*)

On January 26, 2005 the Discipline Committee met to hear and consider allegations of professional misconduct against Dr. Barbara Chidiac.

Dr. Chidiac pleaded guilty to the following allegations:

- Dr. Chidiac failed to comply with an Undertaking she entered into with the College and, after numerous assurances that she would comply, failed to do so.
- Dr. Chidiac thereby violated paragraphs 1 (an act or omission inconsistent with Regulation 1093 - sections 34, 35, 36(1), 38, 39 and 40(1)(b) of Ontario Regulation 1093 under the Veterinarians Act), 2 (failing to maintain the standard of practice of the profession), 38 (failing to reply appropriately or within a reasonable time to a written enquiry received from the College), 43 (touting or, except as permitted by the Regulation, soliciting professional business), and 44 (an act or omission relevant to the practice of veterinary medicine that, having regard to the circumstances, would be regarded by members as disgraceful, dishonourable or unprofessional).

Decision:

The Discipline Committee accepted Dr. Chidiac's guilty plea and the following joint submission as to penalty was imposed.

- Dr. Chidiac be reprimanded by the Discipline Committee
- Dr. Chidiac's licence to practice veterinary medicine shall be suspended for a period of one month. The suspension shall be suspended if Dr. Chidiac provides evidence satisfactory to the Registrar, when requested by the Registrar from time to time, that she has complied and is continuing to comply with all of the terms of her Undertaking to the College. More specifically, Dr. Chidiac will:
 - comply with paragraphs 1, 2, 38 and 44 of subsection 17(1) and sections 34, 35, 36, 38, 39 and 40 of Ontario Regulation 1093
 - submit all proposed advertising to the College for approval, and obtain the College's approval, before it is made public, for a period of five (5) years
 - make a donation of \$5,000 to the Ontario Veterinary College Dean's Greatest Needs Fund
 - rescind immediately all advertising that does not comply with Ontario Regulation 1093
- A condition and limitation will be placed on Dr. Chidiac's licence to practice veterinary medicine requiring Dr. Chidiac to submit all proposed advertising to the College for approval, and obtain the College's approval, before it is made public
- Dr. Chidiac shall pay costs to the College in the amount of \$5,000
- A summary of this matter is to be published in the *CVO Update* which will include Dr. Chidiac's name

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.

Holler, Peter Danny (OVC 1983) - Dr. Holler passed away April 7, 2005. Dr. Holler owned the Essa Veterinary Services in Barrie, Ontario. He is survived by his wife Janice.

Holmes, E.R. (Clare) (OVC 1976) - Dr. Holmes passed away April 3, 2005. Dr. Holmes was an equine practitioner and owned Holmes Veterinary Clinic in Alliston, Ontario. Dr. Holmes is survived by his life partner Sheryl, three children, his brother and his mother.

Houston, Barry James John (OVC 1980) - Dr. Houston passed away in January 2005. Dr. Houston worked for several years at a research institute and later practiced in Quebec.

Kalow, Barbara Irene (OVC 1984) - Dr. Kalow passed away April 5, 2005. Dr. Kalow joined Agriculture & Agri-food Canada in 1992 and later transferred to the Canadian Food Inspection Agency in 1997. A year later, Dr. Kalow joined the Bureau of Veterinary Biologics in Ottawa as an evaluator and later worked for the Science Branch as a veterinary advisor. She is survived by her mother, father and brother.

Lindo, Donald Edward (OVC 1967) - Dr. Lindo passed away in March 2005. Dr. Lindo owned the Downsview Veterinary Hospital in Toronto, Ontario. Dr. Lindo served on the CVO Council in 1988. He is survived by his daughter Christine.

Pitt, Allan Milton (OVC 1951) - Dr. Pitt passed away in July 2004. Dr. Pitt owned the Blue Cross Animal Hospital in London, Ontario. He held Emeritus Status with the College.

Szczepanski, Marek Michal (Warsaw 1967) - Dr. Szczepanski passed away July 9, 2004. Dr. Szczepanski joined the CVO in 1973. He worked with the United States Department of Agriculture at the Canada/US border. Dr. Szczepanski is survived by his wife, Evelyn.

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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