



## I. General information about the Canadian Veterinary Reserve:

1. **What is the Canadian Veterinary Reserve (CVR)?** The CVR is a growing, national body of qualified Canadian veterinarians who are available to rapidly assist governments in responding to large-scale emergencies involving animals (livestock, pets and wildlife).
2. **Who is eligible to be a member of the CVR?** Membership in the CVR is currently open only to qualified veterinarians in Canada (for specific qualification requirements see Section II Q/A #s12, 13 & 14 below). **However**, the CVR has recently received approval to include Registered Veterinary Technologists and Technicians (VTs) as CVR members and is currently developing the standards and procedures to do so (VTs see Q/A Section III). Veterinary Students see Q/A Section IV.
3. **Why is the CVR needed?** In general, governments lead the response in large-scale emergencies and disasters. In Canada, as in most countries, the government (federal, provincial or territorial) may not have sufficient numbers of veterinarians on staff to deal with an animal health crisis of very large proportion. Governments maintain a base of resources that can respond to the most likely occurrences and look to other sources to assist on an "as and when needed" basis (referred to as *surge capacity*). The CVR has been established to provide this veterinary medical surge capacity in Canada and, at some point in the future, hopes to also be available to assist internationally.
4. **What types of animal health emergencies might the CVR respond to?** At the request of the federal government and/or provincial/territorial government(s), the CVR may respond to:
  - Foreign animal disease outbreaks (emergency response led by the federal government's Canadian Food Inspection Agency), and
  - Natural or man-made disasters, also referred to as civil emergencies, affecting the health and well-being of large numbers of animals (emergency response usually led by the affected province or territory).
5. **What is a foreign animal disease?**

In general, it is an animal disease that does not currently exist in Canada. Examples of animal diseases foreign to Canada would be Foot and Mouth disease and Newcastle disease.
6. **What duties might a Reservist perform if called to respond to a foreign animal disease outbreak?**

Duties may include field diagnoses; sample collection/submission; quarantine; disposal; bio-security; decontamination; expert witness in legal proceedings; etc.



## I. General information about the Canadian Veterinary Reserve (continued):

7. **What types of civil emergencies might the CVR be called upon to assist in?** The emergency or disaster must directly affect the health and welfare of animals. Past events such as the Eastern Canada Ice Storm and Hurricane Katrina are examples of natural disasters which had a significant impact on animals. Other types of natural disasters include earthquakes, floods, tornadoes, wildfires, etc. Man-made incidents such as accidents (nuclear, chemical or other) or terrorist incidents (biological agents, bomb blasts or other) are also possible events to which the CVR might respond.
8. **What duties would a Reservist perform if called to respond to a civil emergency (i.e. natural or man-made disaster) involving animals?** Duties would likely include clinical diagnoses; initial emergency treatment; minor surgical repair; referrals to appropriate specialists and/or local veterinary hospitals; etc.
9. **Where did the idea for the CVR come from?** Military and medical reserves were established many years ago. Veterinary reserves already exist in several other countries such as the US, UK, and Australia. In Canada there had been talk about the need for a veterinary reserve for some time and, in 2006, through the development of the Canadian Veterinary Medical Association's (CVMA) Emergency Plan there was recognition that the CVMA could play a lead role. With the support and partnership of the Canadian Food Inspection Agency (CFIA) the CVR became a reality in October 2006. Events such as the rapid and global spread of Avian Influenza and the hurricane disasters in the US in 2005 have spurred CFIA and CVMA veterinarians alike to take action.
10. **How does the establishment of the CVR change the way Canada deals with animal health on a country-wide scale?** It does not change the way Canada deals with animal health, but it does mean that Canada will be much better prepared to respond to an emergency in the future. Having the ability to mobilize a much larger veterinary force on an "as and when needed" basis provides the surge capacity to effectively combat and control the spread of animal disease and to treat animals in distress.
11. **How is the CVR connected to the Canadian Veterinary Medical Association (CVMA)?** The CVR is a program of the CVMA. The CVMA provides the oversight and operational expertise to maintain and grow the CVR. In the event of CVR assistance being required in an emergency, the CVMA would be contacted to mobilize the CVR team(s).



## II. General Information for Veterinarians:

- 12. What are the qualification criteria for a Veterinarian to become a CVR member?** One must be a veterinarian with:
- a Doctor of Veterinary Medicine (DVM) or equivalent degree, and
  - a Certificate of Qualification or must have been previously recognized for general practice by the CVMA, and
  - a provincial general practice license (Note: retirees who do not maintain a provincial general practice license, but meet all other criteria, will also be considered).
- 13. Are veterinary graduates from abroad eligible to join the CVR?** Yes, if he/she has a Certificate of Qualification from CVMA and a provincial general practice license.
- 14. Are Canadian graduates with a Certificate of Qualification, but who are non-Canadian citizens, eligible for the CVR?** Yes, if he/she has landed immigrant status to work in Canada and has a provincial general practice license.
- 15. How do I get a Certificate of Qualification?** For graduates of Canadian veterinary colleges and international graduates from AVMA/CVMA-accredited schools, you must successfully complete the North American Veterinary Licensing Examination (NAVLE). Graduates of non-accredited veterinary schools must successfully complete three exams: **(1)** the Basic and Clinical Sciences Examination\* (BCSE); **(2)** the North American Veterinary Licensing Examination (NAVLE); and **(3)** the Clinical Proficiency Examination (CPE). *\*Note:* The BCSE must be completed first before being eligible to proceed to the NAVLE or the CPE. For further information contact the CVMA office at 1-800-567-CVMA.
- 16. I work for the CFIA (or other federal/provincial/territorial government department). Can I join the CVR?** Yes. Applications from government-employed veterinarians are welcomed in particular for the civil emergency response component of the CVR. In regard to the FAD response component, priority will be given to non-government employed veterinarians. In the event of a CFIA-led FAD emergency response, governments will automatically seek their own internal resources first and the CVR would be regarded as a surge capacity resource of non-government veterinarians in such a scenario.
- 17. I am a member of Veterinarians Without Borders-Canada. Can I also serve on the CVR?** Yes. See Q/A 19 below.
- 18. Must I be a CVMA member to join the CVR?** No. Membership in the CVR is open to all qualified veterinarians in Canada.
- 19. I am a veterinarian interested in joining the CVR. What do I need to do?** Apply to the CVR by completing the CVR Veterinary Application Form located online at <http://canadianveterinarians.net/veterinary-reserve.aspx> and fax or mail it to us. **Note:** If selected, you will be required to undertake security clearance checks for government purposes and you will also have to undertake a complete health check by a qualified physician. You will be notified of the detailed security and medical requirements when you are selected for training.



## II. General Information for Veterinarians (continued):

- 20. What is the time frame expected for service duty when a Reservist is called to respond in an emergency?** CVR members should be willing to commit to up to 5 days of training per year plus up to 3 weeks duty anywhere in Canada when a crisis occurs. CVR members accept that they may be called to service on very short notice and are expected to be available to serve promptly when called (i.e. within 24-72 hours). Depending on the nature and extent of the emergency, there may be staggered response levels that allow for first responders and subsequent relief teams. In prolonged emergencies, Reservists may be invited (but are not obligated) to return for an additional 3-week cycle of duty after having had a sufficient rest break to preserve their health and well-being.
- 21. If called up for duty where would I be deployed? Can family members come with me?** At present you could be deployed anywhere in Canada. In the future there may also be the opportunity to serve internationally. Family members **will not** be able to accompany you when you are deployed in an emergency response.
- 22. Will Reservists be paid for service duty?** Yes. Reservists who have completed all CFIA requirements for hiring (i.e. have completed CFIA-led training in FAD response and have appropriate health and security clearance) will be paid by the CFIA for the time served. A rate of pay for Reservists responding to civil emergencies has not yet been determined because the CVR is still in negotiations with governments on the civil response component. It is the CVR's intent to remunerate Reservists equally for both civil emergency and foreign animal disease response. See Section VI - Hiring and Payment Terms for further details.
- 23. Is there a deadline for applications?** Not at this time but we do encourage you to apply quickly if you are interested so that your application can be processed in time for pre-scheduled, critical training sessions.
- 24. How will I know if my application has been accepted and I have become a member of the CVR?** You will be notified by the CVR Administrator when your application has been accepted. You may also inquire about your application status at any time by e-mail to [reserve@cvma-acmv.org](mailto:reserve@cvma-acmv.org).
- 25. Once I have been accepted as a CVR member what happens?** Your name and contact information will be added to the CVR member general database. If your specialty or experience is in the area of food producing animals, you may be identified for specialized training in Foreign Animal Disease response (see Q/A #30 below). This specialized training will not be made available to all CVR members, but all CVR members are considered available to respond to natural and man-made disasters (see Q/A#s 33, 35, 36 below for details on training in this area).



### III. General Information for Veterinary Technologists and Technicians:

- 26. Are Veterinary Technologists and Technicians eligible to join the CVR?** Not yet but soon. A CVMA decision, made in March 2008, directed the CVR development team to proceed in identifying the criteria for Veterinary Technologists and Technicians (VTs) to be a part of the CVR. Planning for future VT recruitment is currently underway.
- 27. How will VTs be notified when the CVR is ready to recruit them?** The CVR will work with the Canadian Association of Animal Health Technologists and Technicians (CAAHTT) to notify all Provincial AHT/VT Associations.

### IV. General Information for Veterinary Students:

- 28. Are veterinary students eligible to join the CVR?** Not yet. The CVR has hired two veterinary college summer students to undertake a number of research projects over the summer of 2008. Their research will include the role veterinary students might play in the CVR as well as ways in which veterinary students might receive training, while at college, that will enable them to become "reserve-ready" upon graduation and licensing. The students' report and recommendations will be presented to the CVR in late August 2008.

### V. Selection, Deployment and Training of Reservists:

- 29. On what basis will Reservists be assigned to respond to emergencies?** Assignment will depend on the specialty of the Reservist and his/her experience with, and training in, particular types of emergencies. Within the CVR membership, veterinary specialties include small and large animal veterinarians; food animal vets; specialists in exotics; specialists in epidemiology; etc. Also, as the Reserve grows and develops, members may be at different stages of training for emergencies and disasters. Selection and deployment decisions will take all of these things into account. See also Q/A #30 below.
- 30. What criteria are used to determine if a veterinarian will be called for training in Foreign Animal Disease response (CFIA-led training)?** In addition to the qualifications required to be a CVR member (see Q/A #12, 13 & 14 above), experience with food producing animals, in working with governments, previous training in emergency response, knowledge of foreign animal diseases and special diagnostic skills will be assets. Possession of a federal government security clearance certificate and a health certificate will also be required.
- 31. Why do I need to get a Security Clearance and a Health Certificate to help out in emergencies?** Reservists will be temporarily hired by a federal (or provincial) government as term employees on an "as and when needed" basis (see Q/A #38). Employment with the Government of Canada requires both a health and security certificate.
- 32. Must I cover any costs associated with getting these certificates?** No. If requested of you as a condition of employment (which it is for an FAD call-up), the government will pay these costs.



## V. Selection, Deployment and Training of Reservists (continued):

### 33. **If I am not selected for Foreign Animal Disease training (CFIA-led) what training can I expect?**

Those veterinarians not selected to be trained in Foreign Animal Disease response (CFIA-led training) can expect to be engaged in other forms of training, including self-study, web-based training, and participation in emergency simulations and exercises that will help prepare them to respond to natural and man-made disasters. Since the CVR is currently working with federal and provincial governments to develop the civil emergency response component of the CVR, training plans have not yet been finalized. Training opportunities are expected to grow over the course of 2008 as progress is made in negotiations with governments.

### 34. **What topics are covered in the Foreign Animal Disease (CFIA-led) training?** The training program is currently offered over a 5 day period and includes orientation sessions on working for the Government of Canada and the CFIA as well as training in emergency preparedness; specific foreign animal diseases; bio-security and bio-containment; the duties of veterinary inspectors in emergency response; etc. The training session closes with a tabletop exercise to practice lessons learned during the week.

### 35. **What types of training might be needed to prepare Reservists to respond in civil emergencies (man-made and natural disasters)?** Training may be offered in such areas as Incident Command System (ICS), Caring for Animals in Disasters, and Hazardous Materials management (HAZMAT). Also, emergency response organizations rely heavily on tabletop and live simulation practice exercises which require participants to play out the actual events in a simulated environment for learning and emergency plan improvement.

The CVR is committed to identifying currently available training as well as developing new training. The CVR has assigned two summer students (summer 2008) to research training courses and options (with a focus on availability in North America). With this information in hand, the CVR development team will consider annual training programs for Reservists.

## VI. Hiring and Payment Terms:

### 36. **While the CVR is developing its civil emergency training plan, how might I learn more about the skills and knowledge needed to respond in civil emergencies?** Reservists can engage in self-study by accessing courses and information currently available from various sources on the Internet (examples: conduct a general search under "animal health emergency preparedness"; or visit websites such as: Public Safety Canada; American Veterinary Medical Association; US Department of Health and Human Services; US Department of Homeland Security). Reservists can also increase their knowledge of disaster response by looking into what the Emergency Measures Organizations and first responder organizations in their province/territory are doing.

### 37. **What is the call-up process for Reservists requested to serve in a Foreign Animal Disease (FAD) response?** Since response to FAD in Canada is led by the CFIA, the CFIA would make an official request to the CVMA to mobilize the CVR indicating the number of Reservists they require and the areas of expertise they are looking for (i.e. food producing animals beef, cattle, pork, poultry etc.). The CVMA/CVR searches the CVR database for the criteria selected and produces a list of Reservists to be contacted. The CVMA/CVR proceeds to contact the Reservists based on number required and geographic location needed, etc.



## VI. Hiring and Payment Terms (continued):

- 38. How do Reservists work with the CFIA?** In fact, Reservists who are called to serve in an FAD response **become temporary employees of the CFIA** and are paid by the CFIA for their service.
- 39. What is the rate of pay for Reservists serving in a CFIA-led FAD response?** At present, the rate is \$285 per day based upon the rates of pay (basic salary plus applicable overtime) for the federal Veterinary Medicine Group.
- 40. Are members of the Reserve covered for liability insurance?** A Reservist who is hired as a temporary employee of the CFIA will be covered for liability insurance for the period of official training and any authorized duty.
- 41. What is the call-up process for Reservists responding to a civil emergency?** Since the civil emergency response program is still in development and negotiations with governments are underway, the details have not yet been nailed down. It is fair to expect that the call-up process will be similar to the FAD call-up process.
- 42. What is the rate of pay for Reservists responding to a civil emergency?** Program and operations details for the civil emergency response component of the CVR are in the early stages of development, including all issues of remuneration and insurance. It is the CVR's intention that remuneration and insurance for veterinarians responding to civil emergencies would be the same as for those in an FAD response, but this is yet to be determined.
- 43. I am a practice/business owner concerned about what happens to my practice while I am, or one of my staff is, serving on the Reserve. Are there programs or funding arrangements available to assist me in looking after my practice?** Yes. Practice/Business Continuity Compensation has been put in place for this purpose and is available to non-government employers that provide staff for CFIA-led FAD emergencies. A rate of \$285 per day has been established to offset replacement costs and other fixed costs the practice/business would incur during the Reservist's absence.
- 44. Who can apply for Practice/Business Continuity Compensation and how does one apply?** Practice/business owners can apply for this compensation by completing the appropriate form and sending it to the CVR Administrator at FAX 613-236-9681. A copy of the form is included in the CFIA training binder that Reservists receive at their first CFIA training session and is available on request from the CVMA by phone 613-236-1162 (ext. 130) or by e-mailing [reserve@cvma-acmv.org](mailto:reserve@cvma-acmv.org).
- 45. Can Reservists be dismissed from the Reserve? If so, on what grounds?** Yes, Reservists can be dismissed from the CVR for breaching provincial licensing requirements, professional misconduct or inappropriate behaviour. Additionally, such matters will also be referred back to the appropriate provincial licensing authority.
- 46. Will there be an appeal/review process for Reservists who are dismissed, or subjected to any penalties, or disciplinary measures?** Yes. Upon receipt of a formal (written) appeal by a Reservist who has been dismissed or disciplined for activities related to the CVR, the CVR will initiate a review.