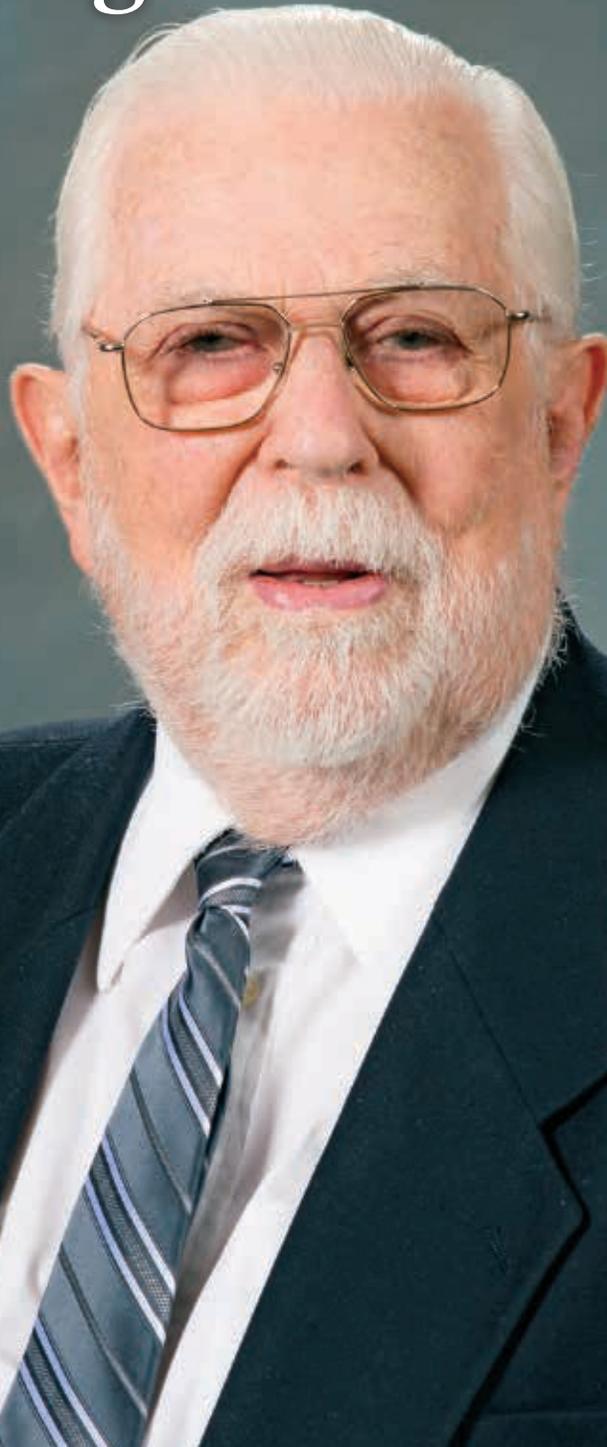


ABVMA MEMBERS' MAGAZINE

MAY-JUNE 2015

2014 Veterinarian of the Year
Dr. John Dugan
OVC '54



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CANINE ATOPY HAS MANY CAUSES.

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The ABVMA Members' Magazine is a bi-monthly publication of the Alberta Veterinary Medical Association and the Alberta Association of Animal Health Technologists delivered free of charge to members of the ABVMA.



Veterinary Hospitals run very efficiently

I HAVE RECENTLY HAD FIRSTHAND, unscheduled (read: reluctant) experience with our provincial medical system with different members of my family. I will not rant about all of the shortcomings and deficiencies that I perceive are present there. I will say that health care in Alberta is staffed by dedicated men and women doing a difficult job trying to cope within a behemoth system that does not lend itself to efficiencies. Health care workers are unfortunately victims of their own system. It does, however, give me occasion to reflect upon the delivery of veterinary medicine within Alberta.

Veterinary hospitals or clinics are miniscule by comparison and run very efficiently. If a client phones with a problem regarding their animal this morning, chances are very good that a veterinarian will see that animal within the next 24 hours during a scheduled appointment. If there is a medical emergency, the animal will most likely be seen that day, and immediately upon admission. There will be an accurate history recorded once, with that history being taken by or passed directly to the attending veterinarian. Examination, diagnostics, diagnosis and prescribed treatments occur in a logical and efficient manner. Most services

will take place right at the veterinary clinic. If not, referrals to specialists take days, not months. There is no waiting for one department to complete their task before the next department can begin theirs. It all appears to occur in a seamless flow within the veterinary practice, and is only possible because our teams are small, trim, well experienced and well educated with efficient delivery of high quality animal health and welfare our only goal. We are not bound by the mammoth bureaucracy that limits our human medical counterparts.

We should be proud of the services that we deliver in a timely and efficient manner. We operate as small businesses that hope to have a profit at the end of the day. We all became involved in the veterinary profession for different reasons, but ultimately it all comes down to the delivery of high quality animal health care. Good job!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

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EDITORIAL POLICY

The magazine welcomes letters to the editor on any topic related to the veterinary profession. All letters must include the author's name. The editor reserves the right to edit letters for clarity, length and correction of factual inaccuracies

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President's Report



“Setting an example is not the main means of influencing others; it is the only means.”

- Albert Einstein

AMONG PROFESSIONS, VETERINARIANS

have consistently had the distinction of being one of the most trusted professions—an enviable position! We are being told, however, that for a variety of societal reasons, our position is being undermined as of late.

Other groups have grappled with similar issues, investing time and money surveying public perception and mounting advertising campaigns to promote their professions. By the metrics used, such campaigns have proven successful. The ABVMA has engaged students from NAIT in a capstone project with the goal of determining public opinion in Alberta regarding perception of value for veterinary services, and the level of regard for and trust in veterinary professionals.

It might prove instructive to ascertain what characteristics of veterinarians led to our elevated standing in the past. After all, veterinarians in other cultures certainly do not all enjoy the same level of trust and esteem, and the profession per se has only existed in the western world for less than a few hundred years (though animals have always played an important role in people's lives, with people dedicated to helping animals for just as long).

That is a characteristic on which our reputation has been built, I contend: 'dedication'. Over the years, veterinarians have shown themselves dedicated to protecting the wellbeing of individuals (animals) who are dependent on help. Helping the helpless. That help was also

often given at a personal cost. We have been available when one might not think we would be. We have been able and willing to use our expertise for the benefit of the vulnerable. We have often done so at less cost than might be expected, and at reduced prices for those who cannot afford

...veterinarians have consistently had the distinction of being one of the most trusted professions—an enviable position!

the intervention they desired for much prized animals. Not ALL veterinarians should ALWAYS be expected to behave in that way; but historically, by and large, we have. It is true that veterinary care has become more expensive, and expectations of veterinary care have become greatly magnified. Meeting those expectations cost a lot in training, equipment and overhead. Some are concerned that veterinarians have become mercenary; I think not. However, though I do not believe veterinarians should be poorly paid, historically we have been, and that has bolstered the view that veterinary professionals are motivated more to benefit the weak and helpless than for personal gain.

Applying the values of hard work, integrity, and standing up for protection of animals in a way that is safe, environmentally sound and protective of public health is what will best preserve our reputation. Fortunately, there are hundreds of examples of how caring veterinarians give to others - through volunteering, pro-bono work, price reductions and much more. Maybe we need to be more vocal in telling our stories about animals and people that have benefited from the skills and generosity of veterinarians. Maybe a media campaign would be a good idea. But emphasizing the basics of being available when needed, acting with uncompromising integrity, and treating people and the animals they entrust to us with dignity and respect will go a long way to maintaining our reputation among the people with whom we deal. Because we will have earned it.

Our profession's reputation is important and I am not averse to searching that out. However, I feel uneasy about manipulation of public opinion by means of a media campaign, especially if that would come at a substantive financial cost. What do you think?

Louis Kwantes, DVM
President, Alberta Veterinary Medical Association

Annual general meeting attendance was strong with 133 members participating

ONCE AGAIN THE LEADERSHIP

Weekend held at the end of February in Calgary was a resounding success. There was solid attendance, with great energy and enthusiasm from all of the participants. The topics covered at this event ranged from media training, with active participation and demonstration from the delegates, to assessment of competence within our profession and how we can more accurately deal with issues of competence. We also had a presentation/participation event from a yoga instructor that stressed the importance of good health and good balance within our lives.

All of the advisory committees were able to hold productive meetings covering the issues that they each are facing, as well as issues that the profession is facing. The legislated committees met to discuss the regulatory and discipline process in a unique yet educational format. The Practice Inspection Practice Standards Committee held their regular meeting to discuss the round of practice inspections that were conducted last fall. It was a very busy two days, which ended in fine form with the 2015 Member Recognition Banquet. For the first time, the ABVMA recognized our 50 year active members, Dr. John Dugan and Dr. Harvey Cole. It is impressive to see members still actively engaged in practice after a half century! Dr. Dugan was also recognized as the Veterinarian of the Year. Other awards were given out, and a pleasant evening was had by all. We were later entertained by the Tim Hus Band.

The culmination of the weekend was the Annual General Meeting held on Sunday, March 1. Once again the attendance was strong, with 133 members attending and

participating. The meeting began with opening remarks from the Hon. Ric McIvor, Minister of Jobs, Skills, Training and Labour of the Government of Alberta. Minister McIvor spoke highly of the veterinary profession, and stressed the importance of our profession within Alberta. It was the first time in a long time that a Minister has been able to attend our AGM, and he remained for a large portion of the morning. We truly appreciate his efforts to come out and speak to us, and look forward to future positive interactions with the Minister.

We received greetings from the other Western Canadian veterinary associations and the College of Veterinarians of BC. It is always important to know what is occurring in other provinces. As we are such a large country, and such a relatively small profession, it is easy to get lost within our own silo. Many of the issues or difficulties that we face are also the same for our neighbouring provinces as well. We also received greeting from the Deans of our two western veterinary colleges, Drs. Cribb and Freeman, as well as our student representative from WCVMA. There were representations from the CVMA, the AAAHT, NAIT, Olds College and Grand Prairie Regional College, School of Trades, Agriculture & Environment.

The activities of the association and the financial report were delivered through the Annual Report that was presented in a new style and format this year. The hope was that it was easier to read, with more information delivered through visual means rather than straight text. At the meeting, new Council members and committee members were introduced, and current members were reappointed to their positions. The final business of the meeting was the



consideration of two resolutions:

The first resolution was to repeal the current ABVMA Bylaws and replace them with the version that was presented to the members in the AGM package. In the new Bylaws, the registration category of animal health technologist would be amended to be veterinary technologist. When registered by the ABVMA, a veterinary technologist would then be entitled to use the title Registered Veterinary Technologist (RVT). This change was supported by the membership of the AAAHT, and hopefully will be a move towards title consistency across the country. The resolution passed easily with little discussion.

The second resolution was a much-overdue amendment to the General Regulation of the Veterinary Profession Act, specifically Part 4. The proposed modifications to the Regulation were to remove the old and outdated categories of practices, and to instruct the government of Alberta to replace them with a new description that accurately reflects the intent of the new Practice Inspection Practice Standards Bylaw passed in November, 2014. This resolution also easily passed with little discussion.

The AGM remains an important opportunity for members to receive information and provide feedback to Council. Thank you to all that took the time to attend!

Darrell Dalton, DVM
Registrar, Alberta Veterinary Medical Association

Council Highlights

Margitta Dziwenka, DVM, DABT February 26, 2015 and March 1, 2015

Council of the ABVMA met in Calgary on Thursday, February 26 and Sunday, March 1. At this meeting, Council welcomed incoming councillors Drs. Kim Romanufa and Ty Perrett, as well as the new public member of Council, Mr. Jim Dobie. Councillors and staff reviewed plans for the Leadership Weekend, discussed upcoming meeting schedules, representation at various events throughout the next year and Council representation on ABVMA committees.



Back Row (Left to Right) Dr. Douglas Freeman, Mr. Alvin Kumlin, Dr. Gerald Hauer, Dr. Tye Perrett, Dr. Margitta Dziwenka, Dr. Gordon Strick, Dr. Cary Hashizume, Mr. Jim Dobie, Dr. Kevin MacAulay, Dr. Darrell Dalton. Front Row (left to right) Ms. Andrea Edwards, Ms. Nichole Boutilier, Dr. Egan Brockhoff, Dr. Louis Kwantes, Ms. Megan Fleming, Dr. Jan Bystrom. Missing from Photo Dr. Troy Bourque, Dr. Christa Coetser, Dr. Alastair Cribb, Dr. Kim Romanufa

Council also discussed a number of other items, including:

- Council was updated on progress with the current ABVMA strategic priorities
 - Ex-Officio Reports
 - Alberta Agriculture and Rural Development (ARD) – Dr. Gerald Hauer
 - a. Bovine Spongiform Encephalitis (BSE) – discussed the recent BSE case in Alberta. ARD has been receiving daily calls regarding this issue and have been contacting industry almost daily as well. CFIA was still investigating the birth and feed cohorts and conducting trace outs. The case was a downer cow and the sample was collected by a veterinarian. Dr. Hauer stated that there would likely be more information coming from the CFIA shortly.
 - b. Chronic Wasting Disease (CWD) – there was a recent diagnosis of CWD in a farmed elk in Alberta. The farm was depopulated which means the animals are now taken to slaughter rather than buried on the farm. The current process is that the animals are tested first and the carcass is condemned only if they are positive.
 - c. There are ongoing discussions between the ABVMA and ARD regarding the importation of dogs. Work is continuing with other provinces and there is discussion to possibly form a committee to deal with this issue.
 - d. Rabies – it has been approximately one year since rabies was moved into the provincial domain and ARD will likely do a “year in review” to analyze the process.
 - e. Authorized Medicine Sales Program (AMSP) is the new name for Production Animal Medicine (PAM) regulation. The manual for this course is completed and the new exam is finished so certification is again possible. More information can be found online at <http://www1.agric.gov.ab.ca/general/progserv.nsf/all/pgmsrv451>
 - The Deans of both UCVM and WCVM gave updates regarding all of the changes and ongoing activities at both colleges.
 - A Tails of Help update was presented to Council regarding all of the progress and plans for the upcoming year.
 - There are ongoing discussions between the City of Edmonton, the ABVMA, EASAV, ACCC and the Humane Society regarding Animal Care and Emergency Response Planning.
 - Council was updated regarding the ongoing work on *Echinococcus multilocularis* in urban coyotes and shown a copy of a review article published in the online Journal, “Parasite”, in December 2014.
- The Leadership Weekend was held on February 27 and 28 in Calgary and was a huge success. The legislated and advisory committees were able to meet and the speakers were very well received.

Council Highlights



Margitta Dziwenka, DVM, DABT WCVM '97

Dr. Dziwenka graduated from WCVM in 1997 and worked as a mixed animal practitioner in Vegreville, AB for almost three years. She began working at the Alberta Research Council (ARC) in 2000, conducting research on petroleum exposure in cattle and sheep. The Unit at ARC changed its focus a few years later and began performing Good Laboratory Practice (GLP) compliant regulatory studies for the Pharmaceutical and Biotech industries. Dr. Dziwenka became Board Certified in General Toxicology by the American Board of Toxicology in 2011 and now works at the University of Alberta as the Assistant Director for Health Sciences Laboratory Animal Services. In addition, she has a consulting company which serves clients in both Canada and the US who are submitting notifications to the US Food and Drug Administration (FDA) under the Generally Regarding As Safe (GRAS) Notification Program for substances to be added to both human food and animal feed. Dr. Dziwenka still lives in Vegreville, AB on the family farm with her husband and three children.

2015 ABVMA Staff

Back Row (left to right)

Mrs. Brenda Betnar
Dr. Duane Landals
Dr. Phil Buote
Dr. Darrell Dalton
Mrs. Midge Landals
Ms. Kathy Naum

Front Row (left to right)

Ms. Lisa Barry
Ms. Desiree Ho
Dr. Jocelyn Forseille
Mrs. Sandra Ward
Ms. Lacey Morris



The Alberta Animal Health Source Launched

Alberta Animal Health Source
www.albertaanimalhealthsource.ca

The Alberta Animal Health Source is the new ABVMA public website. It is intended to serve as an online resource for pet owners, equine enthusiasts, and livestock producers in Alberta and around the world.



The site will support and enhance the association's social media presence. ABVMA advisory committee members are encouraged to provide content for the site, which is continually expanding and evolving.

The primary objective of the Alberta Animal Health Source is to provide trusted, reliable, veterinarian-approved information for animal lovers. Featured topics include: Antimicrobial Resistance, Professional Animal Dentistry, Trans-border Rescues, Careers in Veterinary Medicine, Equine Infectious Anemia and Wild Horses.

To keep up with new information and materials as they are added, follow the ABVMA on Facebook and Twitter.

These social media platforms are already an essential component of our public messaging, and we will be using them to draw attention and direct our followers to all of the latest veterinary news and information.

By offering this comprehensive resource and unifying our online presence, we hope to empower animal owners everywhere to cut through the misinformation online and find reliable, veterinarian-approved information they can depend on to promote healthy animals, healthy people and a healthy environment. We hope veterinary clinics will link to our site. We are working on printable resources that we hope will help you in your day to day interactions with clients.

Between February 27 and March 31, the public website received 24, 483 total page views from 12,557 visitors. The antimicrobial resistance quiz was started 8,400 times and completed 1,510 times. Of the 8,400 who started the quiz, 45% identified themselves as general public, 38% as pet owners, 8% vet professionals and 8% food producers.



Acknowledgement for Dr. Robert (Bob) Hagan Crowchild Trail Veterinary Clinic, Calgary, AB

(In memory of our beloved pet dog – Bailey,
November 6, 1999 – March 18, 2015).

It is hard to find the right words, but it is important to me to express our sincere thanks to Dr. Bob Hagan (Dr. Bob) and his exceptional support staff for the committed, compassionate and knowledgeable care they gave to our beloved Bailey for 15 years.

Bailey was a medical challenge for many years and never presented with textbook symptoms. Dr. Bob persevered relentlessly with his scientific approach, leaving no stone unturned to arrive at the treatment best suited for our Bailey. You never left his office without him taking the time to share all details regarding treatment and/or medications. He unselfishly came in after hours or on holidays to treat Bailey for one thing or another.

Losing Bailey has been extremely difficult but knowing that she was in such good, caring and professional hands, even in the end, means so much to me and my family. We have been so blessed to have such a great veterinarian in our lives and words will never express how much we are grateful to him and his staff for the exceptional care given to our treasured Bailey.

Sincerely,

Sandi Bass (On behalf of the Bass Family)
Calgary, AB

Re: Losing a Friend

Dr. Hans Flatla. Published in the ABVMA March/April 2015 Members' Magazine.

Dear Dr. Landals,

I want to thank you very much for the heartfelt tribute you wrote about my father, Hans. The research you did on his life as a veterinarian was commendable. There are parts in your story that I did not know about and thanks to you, I know my dad a little better.

It feels so good to know that my dad was so highly respected by the ABVMA. He was a very loving and kind father and I will miss him dearly.

Thank you for being a friend to my father and for the wonderful words you wrote.

Yours truly,
Patricia

PIPS Tips

As more practices transition to computerized patient records, new processes may need to be identified to safeguard the principles of medical records.

Medical Records are legal documents and should be maintained accurately, with their updates and corrections indicated clearly as they occur. The PIPS Bylaw states: "Medical record entries shall not be altered. When a correction is necessary original detail must be retained and the correction noted as such." With paper records, this has been accomplished by crossing out the original entry, adding the new information and initialing the change, or adding an addendum to the end of the initial medical entry.

Computerized medical records must meet the same criteria as non-computerized records. Veterinary software programs support this principle differently. With some veterinary software, medical records can be set up to close immediately so that no changes can be made. Corrections or clarifications to an entry are only completed by adding an addendum to the patient record.

In other programs, this is not possible. In these cases the PIPS Committee recommends that you post the medical records manually and at least daily. Posting of medical records should be double-checked by running an 'unposted transactions' (or equivalent) report, at a minimum once weekly. Then edits or alterations will appear in an audit trail that can be reviewed. If you aren't sure about the information above, ask your veterinary software provider about:

1. closure of medical records after a user-specified period (usually 24 hours)
2. audit trail information

Knowing this information can help you develop the best internal processes to assure integrity and transparency of medical records.



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Keeping You Current

WVA/WMA Global Conference on 'One Health'

May 21 – 22, 2015, Madrid, Spain

The World Veterinary Association (WVA) and the World Medical Association (WMA), in collaboration with the Spanish Medical and Veterinary associations, are inviting you to participate at the Global Conference on 'One Health', to be held on May 21 and 22, 2015 in Madrid, Spain.

For more information, visit: www.worldvet.org, www.wma.net

WCVM 50 Year Anniversary & Homecoming Event

June 11 – 14, 2015, WCVM, Saskatchewan, SK

Several events will take place from June 11 – 14, 2015 in honour of the Western College of Veterinary Medicine's 50th anniversary. Some of the university's most distinguished alumni have been invited back to speak at the conference, which will be held from June 11 – 13 at WCVM. Homecoming: A cocktail welcome reception will be held on Friday, June 12 from 5:00 – 7:00 PM at the Delta Bessborough, with class reunions (as organized by class volunteers) to commence at 7 PM; WCVM lunch and tours will ensue at 11:30 AM on Saturday, June 13, with a welcoming Gala dinner to begin at 6:00 PM; guests are invited to a pancake breakfast at the Saskatoon Forestry Farm from 9:30 AM – 12 PM on Sunday, June 14.

For more information, visit www.usask.ca/wcvm/fifty-years/

ABVMA Cocktail Reception at WCVM 50 Year Anniversary Gala

Saturday, June 13, 2015, 5:00 p.m. to 6:00 p.m., Gallery 1 & 2, TCU Place – Saskatoon's Arts and Convention Centre, 35 – 22nd Street East, Saskatoon, SK
ABVMA members are invited to join Council at a Cocktail Reception that will be held in conjunction with the WCVM 50 Year Gala event to celebrate the longstanding relationship between the ABVMA and WCVM.

UCVM Beef Cattle Conference

June 17 – 19, 2015, Calgary, AB

The University of Calgary, Faculty of Veterinary Medicine's fifth annual Beef Cattle Conference kicks off on June 17, 2015 with a full day of workshops at UCVM's Spyhill Campus. The two-day conference takes place on June 18 & 19 at the Deerfoot Inn & Casino in Calgary, AB. This year's speaker roster includes beef industry experts from UCVM, University of Saskatchewan, Iowa State University, various veterinary practices and cattle production companies.

For more information, visit www.vet.ucalgary.ca/beef/

ABVMA Registration Day

June 16, 2015 - Edmonton, AB, Delta Edmonton South

Newly registered members that are required to attend will be sent an information package in the spring (via email and regular mail).

Vets without Borders Charity Golf Tournament

July 16, 2015 – 100 GlenEagles Drive, Cochrane, AB

Vets without Borders is hosting a charity golf tournament in association with the 2015 Canadian Veterinary Medical Association Convention, and we hope you can make it! Please encourage your friends, colleagues and family members to join us in Calgary for this fantastic event. All proceeds will go towards Vets without Borders' projects in Canada and around the world. In addition to golfers, we're also seeking sponsors for the tournament. Please proceed to the website for more details on how to get involved: <http://www.vetswithoutborders.ca/get-involved/golf-tournament>

2015 CVMA Convention

July 16 – 19, 2015, Hyatt Regency, Calgary, AB

The ABVMA is pleased to partner with the Canadian Veterinary Medical Association and the Canadian Association of Animal Health Technologists and Technicians (CAAHTT) for the upcoming 2015 CVMA Convention, to be held from July 16 – 19 at the Hyatt Regency, Calgary, AB. The convention boasts a vibrant roster of high-profile Canadian and international speakers as well as an array of CE opportunities. Attendees can earn up to 25 hours of CE credits. Session topics range from small animal, equine, bovine and ruminant medicine, animal welfare and business management. Table topics will be presented at UCVM's showcase.

For more information and to register, visit: www.canadianveterinarians.net

2015 CanWest Veterinary Conference

October 17 – 20, 2015, Fairmont Banff Springs Hotel and Conference Centre, Banff, AB

MARK YOUR CALENDARS! The CanWest Conference is renowned as the most engaging and informative veterinary event in Western Canada. We offer an extensive educational program designed for the entire animal health care team that is presented in an exquisitely beautiful environment with down home western hospitality.

Information coming soon: www.canwestconference.ca.

2015 CanWest Hockey Game

Sunday, October 18, 2015, Banff Recreation Centre

This year's hockey game is being planned as a charity fundraiser for Tails of Help. Interested in playing? Potential players should contact Dr. Cathy Kerr at: kerrcat@yahoo.com

2015 John Waters Zoonotic Diseases Workshop

November 20, 2015, Bernard Snell Hall, University of Alberta Hospital, Edmonton, AB

Join colleagues from both the human and animal health sciences community for a workshop and discussion on current issues in zoonotic diseases.

Information coming soon: <http://conferences.abvma.ca/>

Animal Cancer Therapy Subsidization Society of Alberta Helping Alberta pet owners of animals with Cancer



The Animal Cancer Therapy Subsidization Society of Alberta (ACTSS) is a not-for-profit

society dedicated to bringing affordable modern cancer treatment to veterinary cancer patients. ACTSS began in 1997 at a time when many pets with cancer had to travel to the United States to receive radiation therapy and other types of advanced oncology treatments. Albertans are now extremely fortunate to have increased access to veterinary oncology treatment through the Western Veterinary Cancer Centre and Calgary Animal Referral and Emergency Centre in Calgary, as well as the Western College of Veterinary Medicine in Saskatoon.

Despite this increased availability, pet cancer treatments are still often prohibitively expensive, and many pet owners do not have enough money or awareness of available

therapies to access the care their pets need.

In order to preserve the human/animal bond, ACTSS now provides subsidies to dedicated pet owners, and educates animal owners and veterinarians on the availability, uses and benefits of advanced cancer therapies in the treatment of veterinary cancers.

As a subsidization society, ACTSS donates up to \$100,000 annually to support the cost of cancer therapies for 30-50 pets, with the majority of these funds being raised through donations. The subsidization process begins when a pet owner fills out and submits an application. Owners are also required to submit supporting medical documentation, an essay and veterinary report, filled out by their attending veterinarian and the treatment centre. Many ACTSS subsidized pet owners first learn about ACTSS through their veterinarians, and look to them for assistance throughout the application and treatment process.

ACTSS has recently launched Learn @ Lunch sessions at veterinary clinics throughout Alberta to educate health care professionals on their program, as well as to share industry updates on advanced cancer therapies in Alberta. If you are interested in having ACTSS come to your clinic, you can contact info@actssalberta.ca to find out more information.

TESTIMONIALS:

- Missy Kitty's pet parents: "We would not have been able to afford treatment without the help of ACTSS. They have saved Missy's life and we sincerely appreciate the help the organization has given us."
- Angel's pet parents: "With the help of Dr. Maudlin and the support of ACTSS, we have been successful in keeping the cancer under control."

Website: www.actssalberta.ca

Cherie Sawaryn and Meghan Trewin

EARLY BIRD RATES END JUNE 1

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JULY 16-19



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Leadership Weekend Recap

By Lacey Morris

The ABVMA's annual Leadership Weekend was held from Friday, February 27 to Sunday, March 1, 2015 at the Carriage House Inn, Calgary, AB.

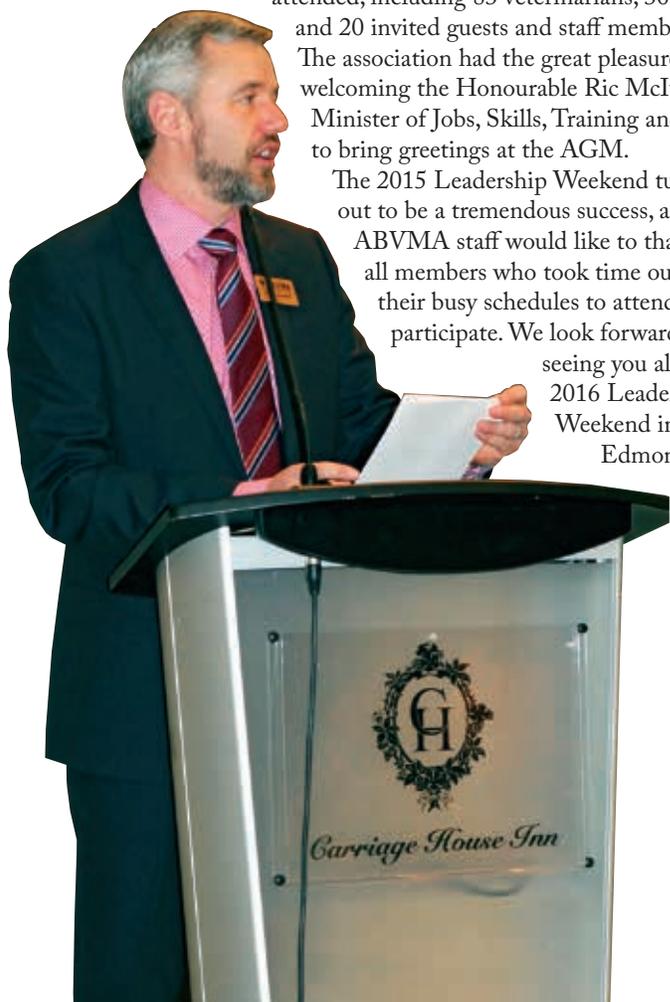
Approximately 124 people—including veterinarians, registered veterinary technologists (RVTs) and invited guests—attended the weekend. Special guest speakers Jeff Ansell, Zubin Austin, Jeff Mah and Eli Mina presented on a variety of topics including media relations, professional competence, wellness, self regulation and governance.

Friday night's dinner and social event featured "True Colors"®—a presentation on personality types by Ms. Freddie Dogteron, which was greeted with great enthusiasm and positive feedback from participants.

Members of the ABVMA's legislated and advisory committees met on Friday, February 27 to talk shop and discuss current issues in their particular areas of interest. The annual Member Recognition Banquet was held on Saturday evening, with entertainment by acclaimed Canadian country artist Tim Hus.

Leadership Weekend wrapped on Sunday, March 1 with the Annual General Meeting. A total of 133 ABVMA members attended, including 83 veterinarians, 30 RVTs, and 20 invited guests and staff members. The association had the great pleasure of welcoming the Honourable Ric McIver, Minister of Jobs, Skills, Training and Labour, to bring greetings at the AGM.

The 2015 Leadership Weekend turned out to be a tremendous success, and the ABVMA staff would like to thank all members who took time out of their busy schedules to attend and participate. We look forward to seeing you all at the 2016 Leadership Weekend in Edmonton!



AASAP Update



The Alberta SPCA's Pet Safekeeping (PSK) Program began in late 2013 with the hiring of a part-time coordinator. This program was a natural progression of the Alberta SPCA Cruelty Connection awareness-raising campaign about the links between animal cruelty, domestic violence and child

abuse. Part of that campaign included the SPCA study of Alberta women's shelters, which was published in 2012 (available at albertaspca.org/cruelty). The study found that 59% of animal-owning domestic violence victims in emergency shelters delayed leaving their abusive situation out of concern for their pets or livestock. The PSK pilot project was created to overcome this barrier by providing care for pets while their owners were in emergency shelters.

The program is overseen by the Alberta SPCA's Director of Education, and is guided by an advisory board known as the Alberta Alliance for the Safety of Animals and People (AASAP). The AASAP board consists of approximately 15 representatives from both animal-based organizations (representing the veterinary association, veterinary technologists, animal shelters and veterinary clinics) and human service agencies (including social work agencies, women's shelters, public legal education, crime prevention and police).

A fundamental goal of the program is to help relieve the burden of finding suitable pet accommodation without adding to the workload of agencies already helping domestic violence victims. Pets accepted into the program receive veterinary examinations and are offered complimentary spay/neuter procedures.

The first animal intake occurred in July 2014. To date, PSK has logged over a hundred calls and accepted 20 animals into the program. Each call involved extensive discussions with the referring agency or client. Many calls were preliminary inquiries about the program where the victim wasn't quite ready to take action but wanted assurance of a safe place for her pet when the time came. Each case in which the pet is accepted involves dozens of calls to obtain accurate information and coordinate suitable placement.

PSK now has 17 agency partners, and anticipates more in the future. The program currently has three veterinary partners, and requires more in various locations throughout the province. Because of the need for security, veterinary partner information is not disclosed.

FUTURE PLANS: PSK is currently reaching out to agencies beyond the greater Edmonton area; the ultimate goal is to provide a service that is accessible anywhere in Alberta. The Alberta SPCA research has shown that the rural areas are under-served, and victims in rural areas have additional difficulties to overcome. The PSK hopes to continue to grow and serve those needs.

To allow for consistency and to accommodate growth, the role of the pet safekeeping coordinator needs to be expanded. This position will become full-time in 2015. The Alberta SPCA needs to identify ongoing funding sources in order to make this program sustainable.

As awareness of the program grows, PSK expects more animals to enter the program. The data from the research and advice from other active programs support this conclusion. The complexity of operating such a program involving numerous agencies is both a weakness and strength. Logistically, coordination between agencies increases the difficulty, but that is more than compensated by the positive broad-based support. The tremendous support and goodwill shown by all members of the AASAP advisory board and veterinary partners has been invaluable. For more information, contact Tim Battle of the Alberta SPCA at 780-732-3739 or tbattle@albertaspca.org.



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One Profession. One Strong Voice.



CVMA strives to address issues of relevance to veterinarians across the country. We're pleased to provide you with an overview of what the CVMA has recently been working on for you, our valued members in Alberta.

Last month, CVMA president Dr. Jean Gauvin sent a letter to the Minister of Veterans Affairs Canada, weighing in on the government's decision to undertake the development of national standards for psychiatric service dogs under the Mental Health Services for Veterans Action Plan. While CVMA supports this initiative, it cautions against breed-specific limitations and calls for the use of humane training methods, favouring reward-based methods. CVMA has offered to provide veterinary input, should it be required during this process.

CVMA announced a new member service, the **CVMA WebStore**, to offer your clients the ultimate in customer service with your own web store—customized and branded to your practice. You can enhance and control your product offerings without the cost of carrying inventory, and also create and manage automated wellness plans that will greatly reduce your staff's administration. To learn more, consult the FAQs (member log-in required) on our website under the "Practice & Economics" tab.

CVMA recognizes the challenge of beginning a new career, especially the first years in practice. It has created a **CVMA Mentoring Program** to facilitate

the connections among members, and provide support to final-year DVM students, recently-graduated members and veterinarians in their early career. Visit the "CVMA Mentoring Program" section under the "Practice & Economics" tab on the CVMA website to learn more.

CVMA has revised its position statement on *Antimicrobial Use in Animals* to state that antimicrobials of high importance in human medicine (VDD Cat I-III) should only be used under veterinary oversight following a veterinary prescription. Antimicrobials approved by Health Canada should be used whenever possible. CVMA believes:

- veterinarians should promote antimicrobial stewardship practice that includes ongoing continuing education, following relevant practice guidelines, good infection control practices, etc.
- appropriate Extra Label Drug Use of antimicrobials is essential in certain circumstances, but should not be used unless there is evidence-based support for efficacy, dose, indication, withdrawal, etc.
- availability of medically important antimicrobials by prescription only will require extensive consultation with veterinary/livestock producer stakeholders, as it could mean changes to the current animal production business model

It's time to experience Canada's best CE for you and your team at the 2015 CVMA Convention in Calgary, from July 16 to 19! Presented in partnership with the ABVMA, and in collaboration with the Registered Veterinary Technologists and Technicians of Canada, the rich program offers more than 105 potential continuing education (CE) hours - earn up to 25 CE hours in four days! For more information, visit the "CVMA Convention" section under the "Science & Knowledge" tab of our website.

Questions or Suggestions?

Contact your CVMA National Office by telephone at 1-800-567-2862, by e-mail at admin@cvma-acmv.org or contact your Alberta Council Representative: Dr. Troy Bourque; 403- 938-6993, by e-mail at troy@sheeprivervet.com

Cancelled for Non-Payment

VETERINARIAN

Active General

Dr. Andy Guccione, #729
 Dr. Stephanie Osinchuk, #2870
 Dr. Daniel Petkov, #2530
 Dr. Jabina Martha Philio, #2927

Time Limited

Dr. Willian Prybysh, #466

Non-Practicing

Dr. Peter Gasper, #2195
 Dr. Kelly Herron, #2899
 Dr. Tamara MacDonald, #2873
 Dr. Carol Nyereyegona, #1481
 Dr. Gordon Wollenberg, #987

REGISTERED VETERINARY TECHNOLOGISTS

Active

Kimberly Cadieux, 849
 James Cazal, 3076
 Laurel Cowburn, 1895
 Jackie Davies, 1767
 Lynn Fleury, 3005
 Jamie Jensen, 1486
 Kelley Mellafont, 2237
 Carrie Michael, 2654
 Yvette Ouellette, 1325
 Alexandra Rennhack, 3257

Non-Practicing or Retired

Roxanne Franczak, 1938
 Don Johnston, 2676
 Jacquelynn Levy, 2593

PERMITS

<u>Cancel Permit to Practice for Non-Payment</u>	<u>Effective Date</u>
Advance Veterinary Health Corp.	December 31, 2014
Awin Veterinary Services Ltd.	December 31, 2014

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Register at: tailsofhelp.ca/golfevent



Proceeds from this event will support Albertans with qualified financial need to provide essential veterinary treatment for their companion animals. Our mission is to keep pets healthy and with their loving families. Tails of Help is approved by the ABVMA.

Friday, September 11, 2015

LOCATION: THE BEAUTIFUL QUARRY GOLF COURSE.

Featuring a brand new clubhouse and banquet facility in Edmonton's scenic river valley. The tournament will include sponsored hole prizes and a silent auction fundraiser. Registration fee covers golf, a shared power cart, water, and a first-class meal to top off the evening.

\$175 Including GST per registrant
 Registration at 11:30 am
 Shotgun start at 1:00 pm

Deadline for entry is Thursday, August 27.

Texas Scramble Style.
 All players are welcome!
 Register individually or as a team of 4.

Thank you to our 2015 Sponsors:



Complaint Director's Report

COMPLAINT CASE 13-08 & 13-20

IN THE MATTER OF THE VETERINARY PROFESSION ACT,
R.S.A. 2000, c. V-2, AS AMENDED;

AND IN THE MATTER OF A HEARING INTO THE CONDUCT
OF DR. ILIYA BELOSEVIC, A MEMBER OF THE ALBERTA
VETERINARY MEDICAL ASSOCIATION;

AND INTO THE MATTER OF A COMPLAINT BY MRS. J.O.
INTO THE CONDUCT OF DR. ILIYA BELOSEVIC WITH
RESPECT TO THE TREATMENT OF HER DOG "K".

AND INTO THE MATTER OF A COMPLAINT BY MR. D.E.
INTO THE CONDUCT OF DR. ILIYA BELOSEVIC WITH
RESPECT TO THE TREATMENT OF HIS DOG "S".

Two letters of complaint were received and investigated in accordance with Part V of the Veterinary Profession Act. The reports of the investigation into each case were submitted to the Complaint Review Committee (CRC) for review. The CRC made a decision in each case in accordance with section 33.1(3)(a) of the *Veterinary Profession Act* to refer the matter to the Hearings Director for a hearing.

Dr. Belosevic entered into consent discussions. The following agreed statement of facts, joint submission on findings of unprofessional conduct and joint submission on sanctions were presented to the Hearing Tribunal. The Hearing Tribunal accepted the agreed facts findings and sanctions jointly submitted by the ABVMA and Dr. Belosevic.

AGREED STATEMENT OF FACTS:

Dr. Belosevic has been a registered veterinarian with the ABVMA since May 27, 1998. Dr. Belosevic is the sole shareholder of the permit holder, Fawcett Veterinary Clinic ("Fawcett Clinic"). Dr. Belosevic is the sole shareholder of the permit holder, Barrhead Veterinary Clinic ("Barrhead Clinic"). Dr. Belosevic is the responsible veterinarian at both Fawcett and Barrhead Clinics.

WITH RESPECT TO THE MRS. O. COMPLAINT:

Mr. and Mrs. O. were the owners of two Yorkies, seven year old "K" and "R". On February 23, 2012, Mr. and Mrs. O. brought K and R to the Fawcett Clinic for dental procedures. K and R were left that morning in the care of the clinic staff. Mr. O. signed a consent form but did not read it and no information was provided with respect to the dental procedures being undertaken on K and R.

Dr. Belosevic did not establish an appropriate anaesthetic protocol with respect to K. Further, Dr. Belosevic masked down K without appropriate pre-anaesthetic medication. K was pre-oxygenated and isoflurane was started at "3". Immediately K stopped breathing. In response to K's medical distress, Dr. Belosevic undertook CPR while attempting to resuscitate K. However, this CPR protocol was deficient. There was no endotracheal tube placed in K. An IV catheter was not placed to provide intravenous access for drug and fluid in administration during CPR. Doxapram was the first drug administered. K was pronounced deceased at 2:19 p.m.

Dr. Belosevic continued with a successful dental procedure on R. Dr. Belosevic did not contact Mr. and Mrs. O. to advise them that K had passed away but waited until they arrived at the clinic. Mr. and Mrs. O. arrived to pick up their dogs and were then advised that K had passed away. Mr. and Mrs. O. left the clinic without K. In delivering the news of K's death, Dr. Belosevic did not demonstrate appropriate empathy to Mr. and Mrs. O. Thereafter, Dr. Belosevic attended to deliver the body of K to the owners. He instructed a young teen employee to give the animals to Mr. and Mrs. O. while Dr. Belosevic remained in the car observing.

Dr. Belosevic did not maintain complete, appropriate and/or accurate medical records with respect to K including maintaining an appropriate and complete anaesthetic record.

WITH RESPECT TO THE MR. D.E. COMPLAINT:

In September 2012, Mr. D.E. brought his six-month-old crossbreed named "S" for diagnosis of a limb problem. Dr. Belosevic diagnosed right patellar lateral dislocation and a right ACL tear. There was a positive cranial drawer sign in the same leg. Ms. M.M., upon being given a quote for the surgery, made an appointment for September 15, 2012 for the repair. Ms. M.M. attended at Barrhead Clinic on September 15 and signed a consent to surgery form.

On September 15, 2012, Dr. Belosevic proceeded to anaesthetize S and commenced the surgery. S was not provided with pre-anaesthetic medication. Dr. Belosevic did not establish an appropriate anaesthetic protocol. When Dr. Belosevic opened the stifle joint he realized and concluded that this was a severe abnormality of the lateral patella and lateral tibial crest and on the condyle, which was about 1/3 of the normal size. Further, the patella was dislocated to the lateral side. Dr. Belosevic realized he could not undertake a typical procedure to repair the patella luxation.

Upon opening the joint and determining there was a torn ligament, he cleaned out the ligament and decided to do the cartilage flip technique. It was only during this time Dr. Belosevic realized that given S was a young dog, he could not properly complete the surgery as a result of the growth plate. At that point, Dr. Belosevic made a decision to put a lateral fabella to tibial crest suture to stabilize the knee. This was contrary to appropriate surgical techniques given the age of the dog.

Dr. Belosevic did not undertake an appropriate orthopedic surgical procedure and/or surgical repair utilizing an extra capsular implant given the age of the dog with an open growth plate. Dr. Belosevic did not review any pre or post-surgical radiographs before undertaking these surgeries. Subsequent to the surgery, S was discharged with drugs, painkillers and antibiotics. However, Dr. Belosevic did not provide appropriate discharge instructions with respect to S, nor was the pain medication provided by Dr. Belosevic following the surgery on September 15, 2012 appropriate in the circumstances. Given the complexity of the orthopedic issues arising with respect to S' surgery, Dr. Belosevic was required to refer S or seek more specialized advice with respect to the treatment of S.

Subsequently, S was returned to Barrhead Clinic at which time another veterinarian performed a second surgery on February 4,

Complaint Director's Report

2013 to correct valgus deformity and instability of the right stifle. During the course of this surgery, S' temperature fell to 33.5 C, indicating there was inappropriate positive warming of her during this surgery. After the second surgery, S failed to recover and was ultimately referred to a specialty and referral practice by another veterinarian.

A surgeon at the specialty and referral practice discussed options for corrective surgery regarding the underlying deformities with M.M. Ultimately, to avoid further pain for S, a decision was made to have S' leg amputated. An amputation of S' leg was performed on April 24, 2013.

Dr. Belosevic did not maintain complete, appropriate and/or accurate medical records with respect to S. This included a failure to create medical records on a contemporaneous basis and to maintain an anaesthetic record arising out of the surgery of September 15, 2012. There were no surgical records with respect to S.

AGREED FINDINGS OF THE HEARING TRIBUNAL: WITH RESPECT TO THE MR. AND MRS. O. COMPLAINT:

Failure to Obtain Informed Consent

1. That on or about February 23, 2012, Dr. Belosevic failed to obtain informed consent from Mr. and Mrs. O. with respect to the dental procedures being undertaken on K and R.

Inappropriate Anaesthetic Protocols

2. That on February 23, 2012, Dr. Belosevic failed to establish an appropriate anaesthetic protocol with respect to K.
3. That on February 23, 2012, Dr. Belosevic failed to properly manage the anaesthetic protocol, including masking down an animal without appropriate pre-anaesthetic medication.

Inappropriate CPR and Resuscitation Protocols

4. That on February 23, 2012, in response to K's medical distress, Dr. Belosevic undertook an inappropriate CPR protocol while attempting to resuscitate K. Specifically:
 - i. There was no endotracheal tube placed in K.
 - ii. An IV catheter was not placed to provide intravenous access for drug and fluids administration during CPR.
 - iii. Doxapram was the first drug administered.

Professionalism

5. That in responding to the death of K, Dr. Belosevic failed to act in a professional manner as follows:
 - i. That the manner in which Dr. Belosevic advised Mr. and Mrs. O. that K had died was inappropriate.
 - ii. That Dr. Belosevic failed to provide the medical records with respect to K to the owners in a timely fashion.
 - iii. That Dr. Belosevic failed to demonstrate empathy with respect to K's death and/or to its owners.
 - iv. That in delivering the body of K to the owners, Dr. Belosevic specifically allowed an unknown third party to give the animal to Mr. and Mrs. O. while he observed.

Medical Records

6. That Dr. Belosevic failed to maintain complete, appropriate and/or accurate medical records with respect to K.
7. That Dr. Belosevic failed to maintain an appropriate and complete anaesthetic record.

WITH RESPECT TO THE MR. D.E. COMPLAINT:

Medical Management

1. In undertaking S' surgery, Dr. Belosevic failed to formulate an appropriate pre-operative plan to address the orthopedic issues.
2. That Dr. Belosevic failed to undertake an appropriate orthopedic surgical procedure with respect to S, particularly given her age.
3. That Dr. Belosevic undertook an inappropriate surgical repair technique particularly utilizing an extra-capsular implant that crossed an open growth plate in a young dog.
4. That Dr. Belosevic failed to have appropriate facilities for post-operative care of surgical patients.
5. That as the owner of Barrhead Clinic, Dr. Belosevic failed to ensure that animals were provided access to appropriate positive warming during and after surgeries.
6. That Dr. Belosevic failed to provide appropriate discharge instructions to the client following the surgery of S on September 15, 2012.

Inappropriate Anaesthetic Protocols

7. That on September 15, 2012, Dr. Belosevic failed to provide S with appropriate pre-anaesthetic medication.
8. That on or about September 15, 2012, Dr. Belosevic failed to have an appropriate anaesthetic protocol with respect to the surgery.

Post-Surgical Pain Control

9. That Dr. Belosevic failed to provide appropriate pain control medication to S following surgery on September 15, 2012.

Failure to Refer

10. That given the complexity of the orthopedic issues with regard to S' surgery, Dr. Belosevic failed to properly refer S or to seek more specialized advice with respect to the surgery.

Radiographs

11. That Dr. Belosevic failed to properly review pre and post-surgical radiographs with respect to S' surgery.
12. That Dr. Belosevic failed to review post-surgical radiographs to ensure the appropriate performance of this surgery.

Medical Records

13. That Dr. Belosevic failed to maintain complete, appropriate and/or accurate medical records with respect to S.
14. That Dr. Belosevic failed to create medical records with respect to S on a contemporaneous basis.
15. That Dr. Belosevic failed to maintain appropriate and complete medical records including an anaesthetic record with respect to S arising out of the surgery of September 15, 2012.
16. That Dr. Belosevic failed to create or maintain appropriate surgical records with respect to S.

Complaint Director's Report

ACKNOWLEDGMENT OF RESPONSIBILITY:

It is acknowledged by the ABVMA and Dr. Belosevic that his conduct as described above constitutes unprofessional conduct. Dr. Belosevic has accepted responsibility for his conduct pursuant to s. 35.1 of the *Veterinary Profession Act*. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by Dr. Belosevic.

NO RIGHT TO APPEAL:

The ABVMA and Dr. Belosevic agree that there shall be no right of appeal from this Consent Order.

ORDERS AS TO SANCTIONS:

The Hearing Tribunal orders that the appropriate sanctions in the circumstances of this matter are as follows:

1. Two reprimands shall issue against Dr. Belosevic with respect to each complaint (a letter of reprimand with respect to each complaint).
2. Dr. Belosevic shall be suspended from the practice of veterinary medicine for a period of six months commencing August 1, 2014.
3. Dr. Belosevic shall pay fines in the amount totalling \$30,000.00 within one year of the date of this order (\$10,000.00 fine with respect to the findings on medical management and anaesthetic protocols regarding S; \$10,000.00 fine with respect to the findings on the anaesthetic and CPR protocols regarding K; \$5,000.00 fine with respect to the findings regarding unprofessionalism and informed consent; and \$5,000.00 fine with respect to the findings relating to pain control and animal welfare).
4. Dr. Belosevic shall be required to complete, at his own cost, within six months of the date of this order, the following continuing education obligations:
 - i. Dr. Belosevic shall be required to successfully complete the Professional Ethics Course with ProBE Ethics Program.
 - ii. Dr. Belosevic shall undertake an additional 10 hours of continuing education with respect to pain management.
5. Dr. Belosevic shall be required to attend, at his own cost, within nine months of the date of this order, with a board-certified specialist in critical care approved by the ABVMA to receive instruction in dealing with emergencies and, specifically, CPR.
6. Dr. Belosevic shall pay the total costs of the investigation and Hearing with respect to this matter within 90 days of the date of this order.
7. If the Complaints Director deems there to be a violation of this order, including failure of practice inspections, he or she shall, upon notice to Dr. Belosevic, be entitled to suspend Dr. Belosevic from the practice of veterinary medicine pending a Hearing into further allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.

8. Dr. Belosevic is prohibited from undertaking any advanced surgical procedure until such time as all terms of all Consent Orders (including all practice audits) are complete.
9. There shall be publication of this order on a "with names" basis.

COMPLAINT CASE # 12-03

IN THE MATTER OF THE VETERINARY PROFESSION ACT,
R.S.A. 2000, c. V-2, AS AMENDED;

AND IN THE MATTER OF A HEARING INTO THE CONDUCT
OF DR. ANDY GUCCIONE, A MEMBER OF THE ALBERTA
VETERINARY MEDICAL ASSOCIATION;

AND INTO THE MATTER OF A COMPLAINT BY MS. C.H.
INTO THE CONDUCT OF DR. ANDY GUCCIONE WITH
RESPECT TO THE TREATMENT OF HER HORSES L AND "S"

A letter of complaint was received and investigated in accordance with Part V of the *Veterinary Profession Act*. The report of the investigation was submitted to the Complaint Review Committee (CRC) for review. The CRC made a decision in accordance with section 33.1(3)(a) of the *Veterinary Profession Act* to refer the matter to the Hearings Director for a hearing.

Dr. Guccione entered into consent discussions. The following agreed statement of facts, joint submission on findings of unprofessional conduct and joint submission on sanctions were submitted by the ABVMA and Dr. Guccione to the Hearing Tribunal.

AGREED STATEMENT OF FACTS:

Dr. Guccione has been a registered member with the Alberta Veterinary Medical Association ("ABVMA") since 1978. He is the sole shareholder and responsible veterinarian for Alberta Equine Hospital ("AEH") located in Nanton, Alberta. Dr. Guccione was the veterinarian to Ms. CH.

In the spring of 2010, three horses were transported by CH to the AEH on the instructions of Dr. Guccione for treatment by him. The three animals consisted of two mares and a foal of one of the mares. The mare with the foal had a puncture wound from a stick in her hock. This mare was known as "L". The second mare was known as "SB", most commonly referred to as "S".

L received veterinary medical care from Dr. Guccione, was healed and turned out to pasture on December 2, 2011. On December 24, 2011, CH's husband, TD, with the assistance of Dr. Guccione, loaded three horses for return transportation to the home of CH and TD. CH had not been able to secure the return of the horses prior to this date. The three horses that were ultimately transported were the mare, L, her foal, who was now a yearling, and an unknown horse that was not S. This third horse was taken in error.

That evening, CH advised Dr. Guccione that the wrong horse had been sent home. It was not S. Because TD and CH had been invited by Dr. Guccione to attend at his residence for Christmas

Complaint Director's Report

dinner the next day, CH made arrangements with Dr. Guccione to return the unknown mare on December 25 and pick up her own mare, S.

On December 25, 2011, while on route to Dr. Guccione's, CH received a telephone call from Dr. Guccione advising her that S was missing and suspected to be the victim of a cougar attack. CH and TD continued their journey to AEH where they met with Dr. Guccione and had Christmas dinner. Dr. Guccione specifically advised CH that S was missing as a result of a cougar attack. Dr. Guccione lied to CH and TD.

On December 25, 2011, S was in the barn at AEH. This was unknown to CH as she visited with Dr. Guccione at his personal residence during Christmas dinner. On December 26, 2011, Dr. Guccione called CH and advised her that he had located S cast in a ravine in an adjacent field. CH was told that S was in the AEH in a bad condition. Dr. Guccione told CH not to attend at the AEH until the situation was under control. Dr. Guccione was not properly candid with CH about the progression of S' lameness and S' ongoing deterioration.

Over the next two days, CH and Dr. Guccione had several conversations regarding the health and treatment of S. On December 28, 2011, CH and TD attended at AEH and observed S who had thin long hair and was extremely emaciated. A discussion took place between Dr. Guccione and CH regarding euthanizing S.

On January 7 and 24, 2012, CH again attended AEH and observed S. On February 3, 2012, CH returned to AEH to pick up S. At this time, the mare had swollen legs, bandage sores and was very thin. Furthermore, CH was told contradicting information by staff at AEH regarding a bone marrow transplant on S.

Through the course of treatment of S, Dr. Guccione did not fully diagnose the source of S' lameness other than identifying a hock issue. He did not identify the hind limb lameness as bilateral osteoarthritis of the stifles. Dr. Guccione did not appropriately treat S' injury in her front limb that occurred on February 4, 2012. As a result of Dr. Guccione's failure to diagnose the bilateral osteoarthritis of the stifles, he failed to recognize the degree of pain S was experiencing and accordingly did not use appropriate pain management. Dr. Guccione did not offer any referral to the owners of S for diagnosis and/or treatment of her conditions.

Notwithstanding the communications referenced above, Dr. Guccione did not properly communicate with CH regarding S' ongoing body and/or medical conditions. Unregistered auxiliary personnel performed veterinary medical tasks including medication management of S.

The SPCA attended at AEH with respect to the care of S by Dr. Guccione on February 16, 2012. On February 16, 2012, CH decided to move S to a referral and specialty equine practice for evaluation and treatment. On examination on February 17, 2012, veterinarians at the referral and specialty equine practice examined S and concluded that she was suffering from chronic pain and hind limb lameness with extreme pain despite pain medications. S was euthanized that day.

A necropsy was performed by a veterinary pathologist, who noted:

- a) severe chronic bilateral degenerative joint disease of the stifle joints was diagnosed
- b) post mortem changes were not observed in examination of both hocks

The horses arrived at AEH in or about June 2010. The first medical record entry in the records provided to the ABVMA is August 2, 2010. No invoices were ever issued with respect to the care and services provided by AEH to S. Dr. Guccione did not create, complete and maintain appropriate medical records regarding S and L. In addition, in some particulars, those records were not contemporaneous in manner and did not document all client communications. Dr. Guccione did not forward S' medical records to the referral equine practice, notwithstanding a request to do so. A synopsis of the medical treatment was prepared and forwarded by Dr. Guccione on February 17, 2012.

JOINT SUBMISSION ON FINDINGS OF UNPROFESSIONAL CONDUCT:

Informed Consent

1. That Dr. Guccione failed to obtain informed consent from the client with respect to the bone marrow procedure which Dr. Guccione recommended for S:

Diagnosis and Treatment

2. That Dr. Guccione failed to properly consider, recognize and/or diagnose sources of lameness in S other than identifying a "hock issue".
3. That Dr. Guccione failed to appropriately treat the injury to the right front limb that occurred February 4, 2012.
4. That Dr. Guccione failed to identify the source of S' hind limb lameness as bilateral osteoarthritis of the stifles.
5. As a result of the failure to diagnose, Dr. Guccione failed to recognize the degree of pain that S was experiencing.
6. That Dr. Guccione failed to use appropriate pain management in treating S.
7. That Dr. Guccione failed to offer referral to the owners of S for diagnosis and treatment of her conditions.
8. That Dr. Guccione failed to appropriately arrange for the discharge of S to the owners as requested.

Client Communication

9. That during the time S remained at Alberta Equine Hospital, Dr. Guccione failed to properly communicate with the client regarding S' ongoing body and/or medical conditions.
10. That Dr. Guccione failed to provide any appropriate invoices with respect to the veterinary medical services provided with regard to L and/or S.

Animal Welfare

11. That Dr. Guccione failed to take appropriate action regarding the ongoing deterioration of S' body condition which was an indication that she was experiencing significant pain and in distress.
12. That Dr. Guccione failed to take appropriate action regarding S' ongoing deteriorating physical condition (urine scalding,

Continued on page 24

KEEPING HER EYE ON THE TARGET

Dr. Julia Keenlside

- medal winner at the Canadian National Biathlon Championships



Imagine you are cross country skiing in a race with a seven-pound rifle on your back. Then imagine skiing into a shooting range, taking your rifle off your back, calming your breathing and shooting five metal targets the size of loonies, 50 metres away. Ideally you shoot them all in less than 30 seconds and get up and leave to ski another loop. For every target you miss, you have to ski an extra 150 metres, putting you further behind your competitors. In this race, you will repeat the cycle four times, forcing you to work harder at holding your focus as you grow tired. Even if you are not the fastest skier, if you shoot well you can still win. This is biathlon, a combination of the physical challenge of skiing and the focus of marksmanship.

This past March, the Canadian National Biathlon Championships were held in Hinton, AB, and two veterinarians were among the masters women competitors. Dr. Callie Lancaster of the Babine Animal Hospital in Smithers represented Team BC, while Dr. Julia Keenlside of Alberta Agriculture and Rural Development raced for Team Alberta.

Both women have busy careers and two children, but still make the time to train and race as part of their personal fitness and work-life balance.

For Julia, competing has helped her recover from a motor vehicle accident in March 2014 that resulted in a concussion and whiplash. Being part of a team with a coach and fellow athletes is motivating in a way that going for a workout on your own is not. Setting a goal of getting fit for the Nationals kept Julia motivated to train many cold dark winter evenings at the biathlon range on the eastern edge of Edmonton. She credits the coaches in the Edmonton Nordic Ski Club for their encouragement and expertise in helping her learn the sport, however, it was not all hard work. Many a joke was shared between athletes and coaches as her team mates and coaches made practices fun and social. Many masters' athletes actually looked forward to being pushed hard and ordered around in the evenings.

Both Julia and her husband Ray have been competing for three years, along with their two children. Long-time cross country skiers, they started biathlon when their children took up the sport. Neither had experience shooting before that. It was a steep learning curve, but fun as the entire family raced together. Biathlon has been called the "thinking man's endurance sport" because of the mental control required.

The key to biathlon is controlling your breathing and your mind, keeping yourself calm and relaxed under pressure. Your

competitors will be shooting beside you and people will be cheering you on. You also must have enough fitness and ski skill to stay in control while skiing hard. There is research to show that our IQ drops when we push at high level of aerobic output, and this is evident in biathlon racing. In practice, one can perform well, hitting all the targets rapidly and repeatedly, smoothly getting in and out of positions and adjusting. However,



in a race, mistakes happen, even to the most experienced and cool-headed athletes as they get caught up in the excitement of racing and pushing hard. Shots are missed, penalty laps are miscounted, wrong turns on the course are taken and rule violations are made. The leader suddenly falls to third or fourth place after an error and the race outcome is often a cliff-hanger, which makes for an exciting spectacle when you add in brightly coloured suits and snowy winter days. It's no wonder that in Europe, biathlon is the most watched winter sport on television. For a taste, just Google IBU (International Biathlon Union) and Eurovision Sports Live to see broadcasts of the races in Europe complete with thousands of cheering spectators.

The fun of biathlon is that families can do it together and no matter how old you are, you can still compare your shooting performance to others older or younger—in fact, older athletes and women are sometimes better shots. In Alberta races there is an added incentive: if you "shoot clean" (i.e. hit all five targets), you get a chocolate at the end of the race.

The Alberta Cup race circuit has athletes compete around the province at facilities in Edmonton, Hinton, Camrose, Grande Prairie and Canmore.

In the end, the reward was not the medals, but the people you met along the way and the experiences and friendships gained. We will forget who won which race, but not who our team mates and coaches were.

Dr. Julia Keenlside



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Complaint Director's Report

decubital ulcers and increasing recumbancy), which was an indication that she was in distress.

Failure to be Candid

13. That Dr. Guccione failed to be candid with the client with respect to the progression of S' lameness.
14. That Dr. Guccione failed to be candid with the client regarding S' physical location on December 23, 2011.
15. That Dr. Guccione was untruthful to the client on December 25, 2011 when he advised the client he suspected S was killed by a cougar.
16. That Dr. Guccione failed to be candid with the client about the ongoing deterioration of S over the time period after December 26, 2011.

Improper Delegation

17. That Dr. Guccione used unregistered auxiliary personnel for the purpose of performing veterinary medical tasks, specifically providing medication management to S.
18. Dr. Guccione did not create, complete and maintain appropriate medical records regarding S and L. Additionally, the medical records, in totality, were not contemporaneous in manner and did not document all client communications.

ACKNOWLEDGMENT OF RESPONSIBILITY:

It is acknowledged by the ABVMA and Dr. Guccione that his conduct as described above constitutes unprofessional conduct. Dr. Guccione has accepted responsibility for his conduct pursuant to s. 35.1 of the Veterinary Profession Act. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by Dr. Guccione.

NO RIGHT TO APPEAL:

The ABVMA and Dr. Guccione agree that there shall be no right of appeal from this consent order.

JOINT SUBMISSION ON SANCTIONS:

1. A Reprimand shall be issued as against Dr. Guccione.
2. Dr. Guccione shall be suspended from the practice of veterinary medicine for a period of six months.
3. Dr. Guccione shall pay fines in the amount totalling \$17,000.00 (\$10,000.00 fine with respect to the findings regarding animal welfare; \$5,000.00 fine with respect to the findings regarding client communication and failure to be candid; and \$2,000.00 fine with respect to the unauthorized use of unregistered auxiliary personnel).
4. Dr. Guccione shall be required to successfully complete, within 90 days of the date of this order, the veterinary medical records course offered online by Washington State University.
5. Dr. Guccione's practice shall be subject to practice audits by a practice auditor approved by the ABVMA twice yearly for a period of two years once Dr. Guccione resumes practice. There shall be two announced and two unannounced practice audits. These audits shall focus on but not be limited to medical records, anaesthesia protocols, pain management and office management. Dr. Guccione shall pay the costs of these practice audits and shall provide any and all information requested by and to the auditor. The result of the practice

audit shall be provided to the Complaints Director and PIPs Committee and subject to their approval.

6. Dr. Guccione shall attend for a physical mental health examination before a medical practitioner(s) for the purpose of confirming that he is fit to provide veterinary medical services to the public. A satisfactory exam shall be required before the suspension referred to herein is completed.
7. Dr. Guccione shall pay a portion of the costs of the investigation and Hearing with respect to this matter in the sum of \$35,000.00.
8. The costs and fines totalling \$52,000.00 shall be paid in equal installments over a period of three years.
9. If the Complaints Director reasonably, after giving Dr. Guccione a reasonable opportunity to respond, deems there to be a violation of this order, including but not limited to determination that there have been the practice of veterinary medicine during the period of suspension or failure of any of the practice audits, Dr. Guccione may, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied including the practice audits.
10. There shall be publication of this order on a "with names" basis.

ORDERS OF THE HEARING TRIBUNAL:

The Hearing Tribunal accepted the agreed statement of facts and the joint submission on findings of unprofessional conduct as submitted by the ABVMA and Dr. Guccione.

The Hearing Tribunal accepted the joint submission on sanctions, with the exception of the six month suspension from the practice of veterinary medicine. The Hearing Tribunal instead ordered that Dr. Guccione shall be suspended from the practice of veterinary medicine for a period of 12 months. The Hearing Tribunal also ordered that:

- a) Dr. Guccione shall pay the costs and fines totalling \$52,000 in three equal payments on July 1, 2014, July 1, 2015 and July 1, 2016.
- b) The suspension would commence July 1, 2014.
- c) The medical practitioner undertaking the physical mental health examination would be approved by the ABVMA.

Counsel for the ABVMA and Counsel for Dr. Guccione both argued that the joint submission should not be rejected unless it was shown to be unfit, unreasonable or contrary to the public interest. Both parties urged the hearing tribunal to adopt the terms of the consent order including the six month suspension. The hearing tribunal considered the arguments and provided a reasoned decision that the six month suspension was unreasonable in that it was too lenient and that a 12 month suspension was appropriate in the circumstances.

Complaint Director's Report

APPEAL TO COUNCIL:

The orders of the Hearing Tribunal that were not included in the joint submission and not agreed upon by the ABVMA and Dr. Guccione are subject to appeal. Dr. Guccione was entitled to appeal these orders of the Hearing Tribunal to Council. An Appeal to Council was received and heard by a Committee of Council ('COC').

The grounds for appeal submitted by Dr. Guccione were:

- a) That in making their decision, the Hearing Tribunal inappropriately relied on the Investigator's Report for the truth of its contents.
- b) That the Hearing Tribunal should not have rejected the joint submission unless "the Hearing Tribunal considered the joint submission to be contrary to the public interest and, if it was accepted, would bring the administration of justice in disrepute".

The remedy sought was:

- a) Quash the decision of the Hearing Tribunal
- b) Accept the joint submission

Accept the submissions made by Dr. Guccione on the points of difference on the start date of the suspension, the schedule of payments of the fines and costs and the selection of the medical practitioner

Direct that the costs of the appeal be paid to Dr. Guccione by the ABVMA, or that the costs set out in the joint submission be reduced by the amount of costs on the appeal.

In submissions to the COC, the ABVMA set out the law with respect to the matter and took no position on the appeal. The ABVMA submitted that there were factors that militated both for and against the COC staying the decision of the Hearing Tribunal and submitted that it is within COC's authority to either grant or deny the appeal.

The following issues were before the COC at the October 1, 2014 appeal:

- a) Did the Hearing Tribunal improperly rely on the Investigation Report for the truth of its contents in reaching its decision and rejecting the Consent Order?
- b) Was it reasonable for the Hearing Tribunal to reject the joint submission and direct that Dr. Guccione be suspended from the practice of veterinary medicine for one year?

Additionally, the COC was required to make orders regarding following three matters:

- a) The start date for Dr. Guccione's suspension
- b) The start date for Dr. Guccione to pay the costs and fines ordered by the Hearing Tribunal and whether time payment of those costs and fines can occur
- c) Whether the medical practitioner carrying out the assessment of Dr. Guccione must be approved by the ABVMA or not

DECISION OF COUNCIL ON APPEAL

The COC concluded that the Hearing Tribunal used certain materials in the Investigation Report for an improper purpose by relying on the contents of the Investigation Report as facts and evidence (and in those circumstances Dr. Guccione had no opportunity to defend or rebut the information in the Investigation Report relied upon by the Hearing Tribunal as fact). That in turn led the Hearing Tribunal to, in part, base its decision to vary the Consent Order and order a 12 month suspension based on facts and information in the Investigation Report which was not evidence in the hearing.

Although the COC has serious concerns about the actions of Dr. Guccione and believed that a lengthier suspension would likely have been appropriate having regard to all of the information properly before the Hearing Tribunal and despite the fact that the reasonableness standard requires significant deference to the Hearing Tribunal, the COC concluded that the reliance by the Hearing Tribunal on certain information in the Investigation Report for the truth of its contents improperly swayed the Hearing Tribunal and resulted in an unreasonable rejection of the 6month suspension set out in the consent order.

Accordingly, the decision of the Hearing Tribunal to vary the consent order did not meet the reasonableness standard and was overturned by the COC. With a measure of reluctance, but after carefully applying the reasonableness standard and considering the Hearing Tribunal's improper use of the Investigation Report, the COC concluded that the 1year suspension ordered by the Hearing Tribunal should be overturned and that a 6month suspension for Dr. Guccione should be ordered.

THE COC FURTHER ORDERED:

The suspension started on August 11, 2014.

That the medical practitioners carrying out the assessment of Dr. Guccione must be a licensed member of the College of Physicians and Surgeons of Alberta and must be independently selected and approved of by the ABVMA.

That the costs and fines orders made by the Hearing Tribunal are confirmed except the start time for Dr. Guccione to pay the outstanding costs and fines will commence on February 1, 2015 and may, at the request of Dr. Guccione, be paid in three (3) equal yearly installments on February 1, 2015, February 1, 2016 and February 1, 2017.

That Dr. Guccione shall not be responsible for payment of any costs associated with this appeal. The COC has no authority under the VPA to award costs in favour of Dr. Guccione and against the ABVMA.

Dr. Phil Buote, DVM

Deputy Registrar/Complaints Director



Dr. John Dugan (left) receives award from Dr. Bob Coppock.

Dr. John Dugan 2014 Veterinarian of the Year

surrounding community, slowly evolved into a companion animal practice and then a small animal practice.

Dr. Dugan has made numerous contributions to community and country. He has been exemplarily active in ensuring those who serve in the Canadian Forces are remembered for their duty to country and especially those who paid the ultimate price for preservation of the freedoms that we all enjoy. For his services as a civilian, Dr. Dugan has been awarded the Special Canada 125 Plaque (1 of 125 in Canada), the Canada 125 Medal, the Golden Jubilee Medal, the Diamond Jubilee Medal and the Alberta Centennial Medal.

He is a past Commander (Edmonton) of the Military and Hospitaller Order of St. Lazarus, which financially ensures the many functions of the Karos House (an Aides Hospice) and the Edmonton United Services Institute.

He is serving the Order of St. John as a member of the Alberta Council of St. Johns, he served nine years as member of the Alberta Provincial Board as well as being the initiator of the Central Alberta Advisory Board of St. John Ambulance. He is the National Veterinary Advisor and a member of the Professional and Medical Review Committee of Canadian St. John Ambulance.

He is a past President of the Naval Officers Association (Edmonton Branch), and served as a Director on the National

Board of the Naval Officers Association of Canada. He is a Life Trustee and National Councillor of the Canadian Naval Memorial Trust (maintains the last World War II Naval Corvette). He has represented Canada at numerous international military ceremonies. He has received many awards for his outstanding contributions to military and civilian organizations inside outside of Canada.

Dr. Dugan has served the city of Red Deer as a member of the Police Commission and Recreation Board. He has served as member of the Board for Westerner Exhibition and was Chair of the Finance Committee.

Over the years, Dr. Dugan has served on many committees of the ABVMA. These include being Chair of the Nominations Committee and Chair of the Equine Committee.

In summary, Dr. Dugan, a 60-year member of the ABVMA, is an exemplary ambassador of veterinary medicine. He has served his country, his community and his chosen profession with devotion and foresight in an exemplary and awardable manner. Numerous people in Canada and beyond have benefited because he makes good things happen.

It is with great pleasure, Dr. Dugan, on behalf of the ABVMA, to call you forward to be presented the 2015 Veterinarian of the Year Award.

Bob Coppock, DVM

President of the ABVMA, members of council, executive officers, support staff, fellow members and guests:

There are people that have awardable extraordinary devotion to their community, country and profession. To say it in a sentence: they make good things happen. Dr. John Dugan is one of these individuals. Briefly summarizing his Curriculum Vitae, he was born in Montreal, finished high school there and attended McGill University. At 20 years of age, he was commissioned an officer in the Royal Canadian Navy and served at sea and abroad. He was accepted by the Ontario Veterinary College, then part of the University of Toronto. As a student, he volunteered for work in Saskatchewan with the Health of Animals (now CFIA) because of the disastrous outbreak of foot and mouth disease. He was conferred his DVM Degree with First Class Honours. He is a member of the Omega Tau Sigma Veterinary Fraternity. He was attracted to land-locked Alberta. He was registered by ABVMA in 1954 and briefly practiced in Ryley, AB. He subsequently moved to Red Deer and established the Red Deer Veterinary Clinic and continued in mixed animal practice. His mixed animal practice, with changes in the

Meritorious Service Award

Dr. Colleen Pratt



I was very pleased to be asked by ABVMA Council to present the Meritorious Service Award to Dr. Colleen Pratt. This award recognizes a member of our association who has contributed significantly to the profession of veterinary medicine and the association, and who has helped the profession reach its goals of service to the public and excellence in veterinary practice.

Colleen graduated from the Western College of Veterinary Medicine in 1987. Leaving her home in Saskatchewan upon graduation, she moved to Alberta with her husband, Dr. Gerald Hauer, registered with the ABVMA and entered small animal practice. In 1999, Colleen and Gerald opened the now award-winning Calgary Trail Pet Hospital.

Colleen has been engaged in ABVMA activities, serving on the Practice Review Board and the Practice Inspection Practice Standards Committee, including a term as chair of that committee. In addition, she acted as Chair of the Practice Inspection Practice Standards (PIPS) Bylaw Review Task Force.

As you all know, the ABVMA has undergone a multi-year review of our PIPS standards and process with the new version of the Bylaw being accepted by our members in the fall of 2014. This new Bylaw provides us with a modern, flexible, proactive and accountable set of standards governing the practice of veterinary medicine in Alberta. I believe this Bylaw is one we can be very proud of but it

was not accomplished easily. Colleen both led and drove the Task Force through the process. This was a bottom-up review and not a simple revision. Over the years we were called upon to review what was currently in place and to recommend necessary changes and improvements. Our ever-watchful chairperson insured that every possible resource was explored, member input was received and expert opinion was obtained in regards to every item. She insisted that multiple draft versions were shared with members and that every comment, suggestion and criticism was examined and responded to. At her further insistence, we kept to a deadline, leaving nothing to chance.

I suspect keeping the multitude of participants in line with this deadline must have seemed like the famous “herding of cats”, but Colleen was up to the challenge. I think we might still be working on the project without her leadership and dedication. You can be assured that Colleen upheld that dedication with a sincere goal of doing our very best to deliver appropriate veterinary care with an understanding to the needs of the public and their animals, as well as our members and their employees. This was a complicated balance, accomplished through wisdom, empathy and compassion—three qualities that Colleen possesses in abundance.

I was proud to serve on the Task Force with Colleen, and I am even more proud to present the ABVMA Meritorious Service Award to her.

Duane Landals, BScAg, DVM

Young Veterinarian of the Year

Dr. Leslie-Anne Smith



Were we to believe her own self-assessment, you might think our ABVMA Young Veterinarian of the Year is a geek. But that would necessitate a redefinition of the term. Apparently though, a geek is someone more of us can relate to than I thought at first. Apparently a geek is one who can spend a lot of time wrapped up in nostalgia and excitement, watching all installments of Star Wars in one sitting, or

lose track of time focused on playing internet games that are more complicated than a good many of the multi-factorial disease entities we try to tease apart in our diagnostic conundrums at work.

Make no mistake though, this young veterinarian has showed a breath of interest and a depth of character far more than one might expect of a geek. She demonstrates strength of character and commitment and passion that our profession, and indeed our world, needs. She is one of whom we can say “She bloomed where she was planted”. She practices today at the same veterinary clinic she was first employed at coming out of veterinary school—the same clinic she volunteered at as a child. Speaking of volunteering, she was

active in 4-H, has worked with the Spay and Neuter Task Force, and has been an active participant on ABVMA committees for the past six years, among other things.

When one of the veterinarians she was working for became ill and passed away, she stepped up in a big way and shouldered more of the responsibility and workload than one might expect of an associate. She became a de-facto leader in her clinic when other choices she could have made might have been easier for her but led to a lot more difficulties for others. That says a lot, I’ll tell you.

Hmmm... this is something: she has a degree in archeology, and is a history buff, too. When she is able to get someone else to look after her dogs, she loves to go travelling with her husband. You could have found her over the last number of years in Peru, in Jordan, in Europe and other places, and she always has plans for the next adventure. I wonder where she finds the time?

Oh, and another thing: she has a great sense of humor... she is indeed, quite a geek!

Please join me in congratulating Dr. Leslie Anne Smith on her award as ABVMA 2014 Young Veterinarian of the Year.

Louis Kwantes, DVM, MSc

Awards

Communications Award

Dr. Jayne Takahashi



It is my honour and a distinct privilege to introduce the recipient of this year's ABVMA Communications Award, Dr. Jayne Takahashi. When asked if I could speak about Jayne's accomplishments, my first reaction was amazement at the fact that Jayne, in many of our minds the Queen of Communication, had not been honoured previously with this award. I think that everyone assumed that Jayne had likely received the award previously.

Jayne has worked both in general practice and in industry, but her true passion from early in her career has been the art of communication. I am sure that over the years most of us in this room have attended one of Jayne's talks, discussions, workshops or more recently, her communications rounds that she happily offers to the veterinary community.

Jayne has spent hundreds of hours offering courses locally, nationally and internationally. Whether it be "communicating with the difficult client", "communicating around end of life decisions", "compassion fatigue", "communication to enhance interactions among the clinic team", or any of the multitude of topics that she can offer help and guidance on, Jayne loves to share her message, her skills and her enthusiasm. Her sessions are always helpful and insightful. She

makes even the most difficult communication scenarios—the ones we all lie awake at night dreading or rehashing—look easy and seamless. It is truly a skill, and Jayne has spent much time and effort endeavouring to impart some of those skills upon us all, but she is the master.

In the last few years, I have been privileged to work alongside Jayne at Associate Veterinary Clinics where she was our Vice President of Communications. She has recently stepped away from that role but still works for our group as a consultant, as she really wanted to spend more time in the clinical setting watching communication of the clinic team "on the floor" in "real time" and then offer the team practical advice and solutions to enhance the entire groups' communication skills. Working closely with Jayne has only enhanced my image of her and what she does.

Jayne is not here tonight to receive this honour—fittingly, she is facilitating a communication skills workshop at the Ontario Association of Veterinary Technicians Conference. It is my distinct honour to present the Communications Award to Jayne Takahashi.

Danny Joffe, DVM

AHT of the Year

Ms. Lori Rogers



It is my distinct pleasure to present the 2014 ABVMA AHT of the Year Award to a truly wonderful, dedicated and inspirational colleague, Lori Rogers.

Lori is the longest-serving zoo veterinary technologist in Canada, serving as a technologist at the Calgary Zoo for almost 31 years. She began her career in small animal practice before starting at the zoo.

Her dedication to animal health and welfare is undeniable: consistently advocating for what is best for the animals under her care. Her technical skills, intuition, ability to anticipate the unexpected and her attention to detail are some of her greatest strengths.

Lori has been instrumental in the training of other veterinary technologists and seven zoological medicine interns. She has been actively involved with the University of Calgary's Faculty of Veterinary Medicine Distributed Learning Community, has given education lectures to staff at the zoo, and has been a speaker at conferences and events both locally and across North America.

Lori was actively involved with the AAAHT during its early years, and served as a board member for many years with the Association of Zoo Veterinary Technicians (AZVT). But perhaps her greatest contribution to animal welfare and society has been her involvement with the "Dogs with No Names" project. Together with

Dr. Judith Samson French, they founded the project. They began to schedule clinics on First Nations reserves in Alberta to place contraceptive implants and microchips in female dogs, vaccinate dogs and cats against rabies, and provide dog food for those in need of assistance. Over the past three decades, Lori has contributed to numerous conservation and wildlife rehabilitation projects including: captive breeding for release programs for Przewalskii's horses, Vancouver Island marmots and Whooping Cranes, as well as projects with free-ranging wildlife such as health assessments in iguanas in Belize, caribou translocations in Northern British Columbia and health assessment in mountain bluebirds.

In her free time, Lori is a dog obedience trainer, and over the years has conducted numerous training classes for beginner students and puppies.

She is one of the shining stars in our veterinary profession, and a proud representation to the public of the dedication and professionalism that exists amongst members of the AAAHT and ABVMA.

Please join me in congratulating Lori on this well-deserved accolade.

Doug Whiteside, DVM, DVSc, Dipl. ACZM, Dipl. ECZM
Senior Staff Veterinarian, Calgary Zoo

VBP Program

Verified Beef Production[™] program is moving ahead with new modules!

The Verified Beef Production[™] program, Canada's Beef On-Farm Food Safety program, is forging ahead with the implementation of the new modules in Animal Care, Biosecurity and Environmental Stewardship, known as VBP Plus in the interim. With new directives and motions passed at the last Canadian Cattlemen's Association Annual General Meeting, the implementation of these modules has progressed immeasurably.

With the implementation of these new modules, the VBP program will envelop and provide structure to the demand for a sustainable, safe and wholesome beef supply. The resulting program will dovetail in with the works of Canada's Roundtable

for Sustainable Beef and BIXS (Beef InfoExchange System). The modules are based on science and developed by producers.

The technical committees have started a risk assessment process dedicated to a particular module. Applying this process consistently in the development of each module will ensure alignment across the entire suite of modules. Each risk assessment will identify auditable indicators or specific practices for that particular module. Once those indicators are identified, they will be pilot tested to verify that they can in fact be audited and that they are indicators of the specific practice. A couple of the modules have progressed to the pre-pilot stage and it is anticipated that they may be completed in 2015.

The implementation of these modules and increased uptake in the program will affect you, as food animal veterinarians (specifically bovine practitioners), in a few ways. As more people are trained and the program is implemented on a wider scale, there will be increased demand for prescriptions for any product used extra-label, and more emphasis on a clear veterinary-client relationship. It is our hope that our continued collaboration will ensure that producers have all the tools they need to employ the best practices that are available, in the best interests of their own operations and the industry as a whole.

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UCVM Student Article

GREETINGS ALL, AND HAPPY SCHOOL YEARS' END.

As this is the last edition involving the regular activities of the school year, let's touch base with our student clubs to see how they ended the year.

The Investigative Medicine Club will be continuing its integrative lecture series with a presentation and discussion lead by Dr. Daniel Pang. Dr. Pang is an assistant professor of anaesthesiology at UCVM, as well as an active clinical and laboratory-based researcher in Calgary. His clinical work involves the use of composite measure pain scales and the provision of appropriate analgesia in promoting optimal recovery time of surgical patients. The Pang lab also investigates the development and application of novel tools for the assessment of behaviors associated with pain in laboratory animals, with the goal of improving laboratory animal welfare. Overall, this event will effectively combine graduate and undergraduate students of varied experiences in both clinical and research-based backgrounds, for what is sure to be a great discussion and learning opportunity. The development and assessment of multispecies pain management and animal welfare are two ever present themes in veterinary medicine, and a great thought to end the year on as students move into clinical and investigative rotations, or summer experiences.

Another event that will mix students, instructors and professionals of various faculties at the U of C is the Ecosystems and Public Health Club's second Hot Topics event; "Assisted Suicide and Euthanasia – What does it mean for medicine?" There has been a lot of activity in the media following the Supreme Court's ruling that physician-assisted suicide should be available to competent adults who clearly consent to physician assisted suicide. The EPH club along with the medical students' bioethics interest group has assembled an expert panel of veterinarians, medical doctors and a lawyer to discuss euthanasia and assisted suicide in the respective patient populations. The event will take place on April 13 and provides another opportunity for students and staff of assorted interests to gain insight into the events that shape both the perception and practice of medicine in multiple fields.

After greatly successful Dairy and Beef animal based events this season, the Production Animal Health Club is moving on to the world of small ruminants in the Calgary area. Small Ruminant Day means an awesome field trip to a large goat breeding facility for some kidding around (eh? eh?), and then a tour-based experience at a large lamb and goat feedlot. It sounds like a nice "spring"-themed field trip, and I'm sure a live animal or two never hurt a student about to write a couple of year-end exams. Just something to ruminate on.

With that, I would like to extend the invitation to any Student Corner readers out there to contact me with any questions they have, or topics that interest them regarding student activities at the UCVM. My email is jdduval@ucalgary.ca, and I would be happy to hear from you.

Mr. Justin Duval

UCVM Class of 2016

ABVMA Student Representative, 2014/2015



Livestock Care Conference March 26 & 27, 2015, Calgary, AB

A wealth of fresh insights, ideas and calls to action on farm animal care were showcased at the 2015 Livestock Care Conference (held from March 26 – 27, in Calgary, AB), helping to set a new pathway for industry-driven progress.

The conference, featuring leading speakers and over 200 participants from across the livestock industry, was hosted by Alberta Farm Animal Care (AFAC) and the Alberta Veterinary Medical Association (ABVMA).

WCVM Student Article

THE WARM WEATHER IS HERE!

And with that comes the venturing of the class of 2015 out into the “real world”, to start their careers or other adventures. With the stress of the fourth year draft behind us, my class is looking forward to summer rotations and all of our other summer plans. In the last few months, our school has come alive with non-stop events, labs and talks! I couldn't include everything, but here are some highlights:

Saskatoon had a celebrity visit in March when Temple Grandin gave an inspiring presentation at the TCU place. The Animal Welfare Club hosted a movie night prior to this where they showed the HBO movie based off her life. Students were also privileged to have her give us our own private lunch talk before her presentation that night. As someone who attended, it was inspiring to hear her opinions on both animal welfare and different ways humans can see the world. Everywhere you looked you saw vet students and professors from all classes, and none of us were disappointed.

While some people workout and others binge on cookies to deal with exam stress, a growing group of students are finding stress relief through music. A group was started by Jessica Semper (class of 2017) where musically inclined students could play their instruments in the buffeteria around Christmas. This has since grown to 14 members, including individuals from the classes of 2015, 2017, 2018 and some graduate students, who get together Thursday nights. Since exams are normally on Thursday mornings, they use the time to get over their exam blues in a beautiful and expressive way. The group had its third performance at school with a spring concert in April to end off the year, but they say they intend to continue the group with more performances planned starting next fall.

Some interesting labs were put on by various clubs towards the end of the semester. The Production Animal Club hosted a fetotomy lab in March, which was very messy but a lot of fun. The Emergency and Critical Care Club put on a skills lab where we got to practice placing esophagostomy, tracheostomy and thoracostomy tubes, as well as other procedures on cadavers. There was also an equine dental lab put on by the Equine Club where we got to practice floating the palpation mare's teeth.

Of course we had the yearly VIP day at the WCVM on March 25. It was once again attended by numerous company representatives and also included a paraffin hand wax treatment, which was very lovely.

The year also ended with many dinners, barbeques and the Iam's Hockey Tournament. So needless to say, there were lots of things to do to distract students from exams.

I wanted to end with another huge “Thank you” to the ABVMA for having me at the annual Leadership Weekend in Calgary. It was nice to get to visit my family but I also got to learn a lot about myself and the idea of competency.

Wishing everyone a wonderful start to their summer!

Ms. Hilary Whiting

WCVM, Class of 2016, ABVMA Student Representative 2014/2015

Much of the debate on farm animal welfare changes has centered on major infrastructure shifts such as facilities improvements and housing approaches. However, arguably the greatest challenge—and also opportunity—facing animal agriculture may lie not in the physical environment, but rather the mindset of producers, says Dr. David Fraser of the University of British Columbia.

He called for the continued “professionalization of animal agriculture” as the most impactful way to effect strong and sustainable welfare advancement.

More highlights and reports from the 2015 Livestock Care Conference are featured in a special edition of *Newstream Farm Animal Care*, available at www.meristem.com, and through links at www.afac.ab.ca.



Dean's Corner - UCVM Dean's Report



IN JUNE OF THIS YEAR, IT WILL BE 10 YEARS SINCE THE UNIVERSITY OF Calgary, Board of Governor's approved the establishment of the Faculty of Veterinary Medicine, and the first faculty members were hired. Driven by a desire for more veterinarians to serve rural Alberta and its food animal industries, and the shock of BSE and SARS, the new faculty became a reality through the vision and commitment of many people. Key to the program's development was a commitment to community-based learning and a focus on general veterinary practice in rural communities. All this within the setting of a research-intensive faculty closely associated with the Faculty of Medicine and addressing the animal-human health interface.

Looking back over the past decade, it has been quite an exciting and eventful ride. There have been many changes from the original operational plan, but the spirit of the initial vision has remained. The support and engagement of the ABVMA and the veterinary community have been essential to the success of the program.

We are extremely proud of our students and alumni and our faculty and staff. While the majority of our graduates remain in Alberta, with about half serving rural communities and industries, many are pursuing advanced training or working abroad. Three of four graduating classes have had 100% initial pass rates on the NAVLE (with an over-all first time pass rate of over 98%).

We have achieved success in the DVM program through the contributions of our highly accomplished core faculty members and our partners in the Distributed Veterinary Learning Community.

We have successfully established ourselves as a research-intensive faculty, doing research that will benefit both animal and human health, and supporting nearly 100 graduate students a year. We have established six research chairs with community support and are looking to establish more.

Our clinical programs continue to expand and the school has brought new levels of veterinary care to Alberta, including advanced diagnostic and therapeutic interventions. We have re-established an anatomic pathology service. Clinical programs are important because the training of specialists and advancing clinical knowledge are key to a veterinary college. UCVM faculty now supervise over a dozen advanced clinical trainees in partnership with community practices, including four residencies or fellowships. Our partnership internship program (delivered with the C.A.R.E. Centre, Western Veterinary Specialist and Emergency Centre, Moore Equine Veterinary Centre, TD Equine Group and West Wind Veterinary Hospital) is well established and typically hosts 10 interns a year.

We are really just beginning and certainly have not fully achieved our goals or those of the community. We are proud of our partnership with the veterinary community in creating and delivering our program. We take great pride in our achievements and we look forward to building on our accomplishments to date.

Happy Anniversary, UCVM!

Alastair Cribb, DVM, PhD
Dean, University of Calgary,
Faculty of Veterinary Medicine

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Dean's Corner - WCVM Dean's Update

ANIMAL WELFARE IS AN INTEGRAL PART OF THE WESTERN COLLEGE OF Veterinary Medicine's (WCVM) makeup, but over the past five decades, it's been one area of research and education that hasn't involved the general public and has kept a relatively low profile.

That profile received a major boost on March 11 when Dr. Temple Grandin helped the WCVM launch its new animal welfare fund at a sold-out evening presentation in Saskatoon, SK.

Dr. Grandin, a professor of animal science at Colorado State University, is considered the most accomplished and well-known person with autism in the world. Besides supporting the fund's debut, the international expert on livestock handling and design shared her vision of animal behaviour, animal welfare and autism with the 2,000 people who came for her evening talk.

While Dr. Grandin's presentation was the evening's highlight, a wonderful addition to the event was retired Canadian astronaut Colonel Chris Hadfield who introduced Dr. Grandin to the audience in a pre-taped video message. The surprise introduction was arranged by Dr. Joe Stookey, a professor of animal behaviour at our veterinary college and one of Dr. Grandin's long-time friends.

Earlier in the day, Dr. Grandin also spoke to nearly 200 veterinary students at the WCVM about animal welfare and emerging issues. One of her key messages was about the extremely fragile nature of "big agriculture." As one example, Temple pointed to how entire barns of piglets can be wiped out by an infectious disease such as porcine epidemic diarrhea virus (PEDV).

Dr. Grandin also talked about how there are still a number of animal welfare issues that need to be addressed at the farm level—and that's where our new Animal Welfare Fund will be a wonderful support. This new fund's focus includes food animals as well as horses, pets and wildlife. Its activities will help to focus more attention on critical issues in animal welfare and contribute potential solutions through research.

It will also help to advance the field of animal welfare among the WCVM community and the general public through educational materials and events that would bring in speakers such as Dr. Grandin to address this important topic.

Donors—including Boehringer Ingelheim, one of the fund's first supporters—may support research on anything from wound healing and pain control to animal management, housing and protocols for veterinary care.

"So many of the research studies conducted at the WCVM already touch on different aspects of animal welfare," explained Dr. Stookey, whose own research addresses questions such as measuring the levels of pain and stress associated with common management practices such as castration and dehorning in the cattle industry.

"This fund will only help us to raise the profile of a very important field and connect with other researchers and organizations that are working to enhance animal welfare."

You're welcome to visit the WCVM Animal Welfare Fund (www.usask.ca/wcvm/animalwelfare) for more details about this initiative as well as examples of current and published WCVM research projects that target animal welfare-related questions and issues.

Finally, I want to point out that we're only a few months away from the college's 50th anniversary celebrations in June. If you haven't done so already, visit www.usask.ca/wcvm/fifty-years to register for the June Conference (June 11-13) and for our homecoming activities (June 12-14).

For more WCVM news, visit www.wcvmtoday.com or follow @WCVMToday on Twitter. You can always contact me (306-966-7448; douglas.freeman@usask.ca) anytime if you have questions.

Douglas Freeman, DVM, PhD
Dean, Western College of Veterinary Medicine





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AAAHT Board of Directors



Back Row (Left to Right)

Ms. Elly Paslawsky
 Ms. Erin Young
 Ms. Nicole Olivier
 Ms. Theresa McDermott
 Ms. Linda Glasier

Front Row (left to right)

Ms. Tracey Ruzicka
 Ms. Andree-Ann Thivierge
 Ms. Erin Conly
 Ms. Karen Lesnick
 Ms. Sujata Clark
 Dr. Cary Hashizume
 Ms. Andrea Edwards

Missing from Photo

Ms. Vanessa Christensen
 Ms. Penny Radostits

WOW, WHAT AN AMAZING YEAR 2015 IS SHAPING UP TO BE!

The AAAHT has been working hard with our strategic plan. To start the year off, we met with AHTs at the Annual AHT Breakfast during the ABVMA Leadership Weekend in Calgary. Many topics were discussed and brought up at this meeting, which were then carried over to be discussed in March during our Discovery Session. Thank you to all those AHTs who participated in the sessions thus far! Next up, we're meeting for a two-part session in June, focusing more on the planning of the direction of the AAAHT along with a stakeholder review.

In February, we also heard some exciting news from the ABVMA AGM as well as from our national association. Registered AHTs with the ABVMA are now able to use the designation, RVT (Registered Veterinary Technologist) and our national association underwent a dramatic name change. Now known as the Registered Veterinary Technologists and Technicians of Canada (RVTTTC), our profession is now united under one title for registered professionals (RVT) throughout Canada; what a great accomplishment!

One question that has been brought to my attention from several members throughout my time as a director with the AAAHT has been this: in what ways does the AAAHT represent AHTs in Alberta? This is something that perhaps we don't talk about enough, though it's incredibly important and impactful for not only our association, but all of our members as well. The AAAHT is so fortunate to have such widespread representation both here in Alberta and nationally in these capacities:

- AHT College Advisory Boards
- VOA/VMR College Advisory Boards
- CVMA Accreditation Committee
- Alberta Alliance for the Safety of Animals and People (AASAP)
- Alberta Farmed Animal Health and Welfare Steering Committee (AFAHWSC)
- ABVMA Registration Day
- AAAHT visits to AHT Colleges
- ABVMA Task Forces
- Registered Veterinary Technologists and Technicians of Canada (RVTTTC)

The AAAHT is very fortunate to be able to represent the AHT across Alberta and throughout Canada; because of our volunteers and our positions on these advisory groups and committees, we are able to not only promote our wonderful profession, but also have a direct hand in influencing our own futures. If you know of a need to represent the AHT on a committee, board or advisory group, please feel free to let us know!

Even though 2015 has already gotten off to a great start, we do have a lot more to look forward to:

- **AAAHT CE Events**- Pain Management with Dr. Nigel Caulket in May and June, The Beat Goes On with Dr. Etienne Cote in June and August; see the website for more details or to register!
- **CVMA Conference July 16-19, Calgary**- come visit us on July 16 for a luncheon! We'll enjoy some great food and great entertainment by Banff's own, the Wardens!
- **CanWest in October 17-20, Banff**- Like hockey? Think about supporting the annual CanWest Hockey Game! We're looking for AAAHT players, helpers in the stands and a cheering squad (for more info email us at admin.aaaht@abvma.ca).
- **Don't forget**, nominations for the AAAHT committees and the Board will open this summer as well!

Please also join the AAAHT in congratulating Dr. Jayne Takahashi, recipient of the AAAHT Meritorious Service Award and Ms. Sophia David, recipient of the AAAHT Appreciation Award. Both of these amazing women have contributed immensely to both the AHT profession and the AAAHT. Thank you so very much.

Vanessa Christensen, RVT

President, Alberta Association of Animal Health Technologists



AAAHT MERITORIOUS SERVICE AWARD

Dr. Jayne Takahashi has been an active participant and has regularly provided articles for the AAAHT news magazine section in the ABVMA Members' Magazine. She has also volunteered her time and energy at ABVMA and AAAHT functions and events.

Dr. Takahashi has been dedicated and engaged in furthering the growth and development of the AHT in Alberta and the AAAHT. She is known for her consistent regard to the value of the AHT in veterinary practice and her positive, energetic enthusiasm for life long learning for the AHT and for veterinary medicine in general.

Dr. Takahashi has contributed significantly through her promotion and contribution to the AHT profession through her conduct at work and in public situations. She is a role model and promotes and enhances the image of the AAAHT.

Her contributions to the AAAHT through projects and activities while volunteering her time and energy are significant and we thank her for her willingness to share her time, energy and vision.

I am very pleased to present the AAAHT 2014 Meritorious Service Award to Dr. Jayne Takahashi.

Theresa McDermott, RVT
Board Member, AAAHT

Unfortunately, Dr. Takahashi is unable to be present to accept this award. It will be sent to her following this meeting. She has provided the following comments:

AAAHT 2014 MERITORIOUS SERVICE AWARD

I have always had the deepest respect and appreciation for the talent, hard work, dedication and practical approach that our AHTs bring to our practices.

Throughout my career, I have had the privilege to work with AHTs in many capacities – as working colleagues in practice, as industry representatives, fellow teachers/instructors and volunteers in various organizations. I am struck by the wide range of talents, interests, perspectives and experience that the AAAHT members bring to veterinary medicine and animal welfare.

As an association, the AAAHT exemplifies the progressive vision of its members to continually enhance the professionalism of the technologist's role. For these reasons, I take great pleasure in supporting and contributing to the work of the AAAHT and its members wherever I can.

So to receive the Meritorius Service Award from an association that I so greatly admire is especially meaningful. I thank the AAAHT and its members for inviting me to support your association's work in a variety of ways, and I am most grateful for this special honor.



I am deeply disappointed that I am unable to party with you tonight in celebration and to thank you personally for this award. I will be thinking of you as I facilitate a communication skills workshop with your RVT colleagues in Ontario this same weekend.

Thank You,
Dr. Jayne Takahashi

AAAHT APPRECIATION AWARD

Sophia joined the AAAHT CE Committee in 2010, became Chair in 2011 and has enjoyed working with the other committee members to organize various lectures and wet-labs in Alberta in response to members' topic suggestions.

Sophia's organizational skill in her role as CE Chair, her leadership of the CE committee and her commitment to the provision of regional local CE for AAAHT members has been exemplary. During her term on the committee, Sophia has been dedicated and engaged in furthering the growth and development of the AHT in Alberta and the AAAHT. Sophia is known for her consistent attention to detail, organizational skills, and positive energy and enthusiasm for the AAAHT and for veterinary medicine. Not to mention her contagious laugh and beautiful smile.

Sophia has contributed significantly through her promotion and contribution to the AHT profession through her conduct at work and in public situations. She is a role model, and promotes and enhances the image of the AAAHT. Her contributions to the AAAHT through projects and activities while volunteering as a CE committee member are significant, and we thank her for her willingness to share her time, energy and vision.

It is my great honour to present the AAAHT Appreciation Award to Ms. Sophia David.



Sophia David (right) receiving award from Ms. Tracey Ruzicka.



Greetings from Olds College

Summer is almost here and our Olds College students have been busy!

Olds College Preview Day in February was a huge success this year. We had over 175 people interested in our amazing programs—including AHT, VMR and VTA.

Students were very fortunate to spend an evening with Dr. Jayne Takahashi who spoke on communication skills, team dynamics and conflict resolution. Students really enjoyed hearing her real life stories, and her use of relevant and specific examples which made the learning fun and engaging. We are grateful to associate veterinary clinics for sponsoring this seminar.

The Veterinary Technical Assistant Program at Olds College will be offered



to high school students in the Calgary Catholic School Division beginning fall 2015. Amie Seidle and Becky Taylor participated in a student information night

at the Calgary Campus that had over 70 people in attendance. Students showed great enthusiasm and interest in this dual credit offering, and there will be a long list of applicants for this first class. Olds College is proud to be part of dual credit programs and is really looking forward to working with these keen, young people. This program is designed as an entry level program and introduction to the veterinary profession.

Our Animal Health Club's Annual Dog Wash brought in a lot of appointments in March. With \$1,100 raised, it was our largest turnout to date. The club also supported National Cupcake Day for the Alberta SPCA. Way to go, ladies and gents!



News at NAIT



"School's out for summer!" We had a great year! This is the time of year for celebration. Many of the students attended convocation, the AHT class held their grad party in April and the Edmonton Valley Zoo was the location for the VMA class graduation. We would like to recognize a few of our second-year students. Their hard work over the last two years showing compassion, determination and knowledge has paid off. Jen Ludorf was the recipient of the ABVMA award, Leanne Worsdall was given the Dana Richardson Award, Brooke Ohlhauser was earned the EASAV

award and Amanda McDonald received the Fiona Cameron memorial award. Great work! We are very proud of a job well done! A nail trim clinic was held at our NAIT clinic and the donations went to Tails of Help. Our second-year AHTs and VMA students collaborated with a bake sale and raised more than \$300; donations went to ACTSS. First-years hand crafted cat toys that were sold in the clinic, with 100% of proceeds going to Toys for Tails. We are so proud of the fundraising efforts of our students. What a great way to start their careers.



Lakeland Link March 2015

The sun is shining, the snow is melting, and it's time for the annual second-year AHT class picture on the steps of our Alumni building—all sure signs that spring is here. The semester has flown by so quickly, it's hard to believe the end of term is so close. A cohort of 16 second-years and three staff attended the Western Vet Conference in Las Vegas during Reading Week, and really enjoyed this fantastic educational event.

First-year students are enjoying their anaesthesia and clinical practices labs this

semester, and we are happy with the way our new curriculum is rolling out.

Second-years are counting down the days until they begin their practicums on March 30t, and we look forward to hearing about their adventures! A huge thank you in advance to all of the practices who are hosting our students for this incredibly important part of their education. We appreciate the time and patience that each one of you puts into our students as they are given the opportunity to put into practice what they have learned at College.



“You Only Care About the Money”

Presenting the Value of Your Care and Services

Jayne Takahashi DVM, MBA

It is difficult not to get upset when a pet owner makes the comment: “You only care about the money.” We know this view of our professional intentions and medical recommendations could not be further from the truth. In some instances, this remark is an emotional outburst without a genuine belief in this statement. In other instances, our clients do believe that this statement accurately describes your care based on your actions and client communication.

Clients do expect to pay for your services; however, they will be unhappy if they feel the price they paid is not a fair exchange for the information, services, attention and care you have provided. Value is the perceived worth of a service or product that is considered a reasonable exchange for what you have delivered to your client and the care you have provided for their pet. Remember: value is determined by your client’s perception of the quality of your care and services. For this reason, it is crucial that your actions, words, clinic environment and protocols clearly exemplify your compassion and professional knowledge in terms that are important to your client.

How do clients typically assess the level of your medical expertise, technical acumen and level of care? Why do they choose to stay or leave your practice? These decisions are based on HOW YOUR CLIENTS FEEL about their experiences with you. In most cases, they do not have an alternative means to assess surgical skills, technical competencies or medical wisdom. All that you do and say need to relate to your client’s expectations. If not, your client may feel shortchanged in their perception of the value received for the price they paid. Common expectations for a satisfied client include feeling valued as a client; you sincerely care for their pet; consideration is given for their specific individual circumstances; you recognize the importance of the pet in their life; and that you deliver current, beneficial medical recommendations.

To make your discussions relevant to your client’s needs, start with the WHY before the WHAT! Explain WHY your recommendation, discharge instructions, vaccination protocols, etc. are beneficial for the patient from your client’s perspective before explaining the technical details of what you are going to do. Explain WHY your recommendation is beneficial for the client as well – this may be for peace of mind, providing solutions to a problem, reducing the risk of future expenses, minimizing the level of home care required, or most importantly, extending the time they will be able to share with their pet.

Imagine that you are having your puppy spayed at a hospital that is new to you. As a pet owner, how do you want your pet to be cared for while hospitalized? I am sure that you would want her to experience minimal stress, lots of comforting hugs, walks to empty her bladder, considerable measures to ensure her safety and survival during anaesthesia and surgery, pain management, attentive monitoring during recovery, kind nursing care throughout the day, measures to ensure that your pet and you will have an uneventful first

night at home, as well as continued comfort during the recovery period. Your clients want the same level of care for their pets! So avoid strictly technical explanations of what you are doing and link what you are doing to client’s concerns for their pet while under your care.

“Pre-anaesthetic blood work is our best way to detect any hidden surprises about Barclay’s organ function. Having these blood results will allow us to adjust her anaesthetic medications, if needed, in order to keep her as safe as possible during her surgery.”

“Our primary concern with every surgical patient in our hospital is her comfort before, during and after the procedure. For this reason, we will be giving Barclay pain medication to keep her comfortable following surgery. We will also send Barclay home with pain management medication so that you can be sure she is comfortable at home during her recovery period. We want to be sure that both you and Barclay have a stress free week!”

“I hear your reluctance to change Barclay’s food to the veterinary diet that I am recommending. I know that it is difficult for you to see Barclay struggling to get up and limping on her back legs which is why I am recommending this diet that is specifically formulated to ease the pain associated with early arthritic changes in her hips. By feeding her these medical diet, we may be able to delay additional medication for Barclay and to reduce the financial expense for you.”

As a profession, we are also guilty of de-valuing some of our most common services like deworming and vaccines. We fail to explain the WHY for these preventive care measures:

“In addition to receiving a full physical examination today, Barclay is now protected against canine distemper, hepatitis, parainfluenza, parvovirus and rabies” versus “Barclay received her vaccines today.”

“The deworming medication will not only ensure that Barclay is protected from the most common canine intestinal parasites like roundworm, hookworm and whipworm, it also protects your family from potential infection as some of these parasites can be transmitted to people” versus “Barclay was also dewormed today.”

If you want your client to know that you do provide great value with your professional care, start with the WHY before the WHAT!





2015 JOHN WATERS ZOOONOTIC DISEASES WORKSHOP

Friday, November 20, 2015

Bernard Snell Hall

University of Alberta Hospital

8440 - 112 Street NW, Edmonton, AB



- ◇ registration fee: \$100.00 + GST (where applicable)
- ◇ lunch and refreshments included
- ◇ Registration opens Sept. 25, 2015
- * For more information, visit <http://conferences.abvma.ca>.

Discussion Topics to Include:

- Changes to Alberta Rabies Control Program
- Lyme Diseases/Tick Surveillance
- Transboundary Control of Animal Movement
- Q Fever/Sheep Related Zoonoses in Alberta

Continuing Education Opportunities

CONTINUING EDUCATION OPPORTUNITIES ONGOING/WEB OFFERINGS

Pets and Parasites - Bayer Online CE Modules: Related modules include: Fleas and Ticks, Heartworm, Intestinal Parasites and Mites. One Hour of CE credit for each Topic. Please see www.learnwithbayer.ca for more info and to register. Located under Pets and Parasites CE.

Parasite Scene Investigation - Bayer Online CE Modules: Related modules include Intestinal Parasites (1 CE Credit), Heartworm (1 CE Credit) and Fleas & Ticks (2 CE Credits). Please see www.learnwithbayer.ca for more info and to register. Located under Parasite Scene Investigation CE.

Equine Health - Bayer Online CE Modules: Related modules include Equine Joint Disease (1 CE Credit), Equine Protozoal Myeloencephalitis (1 CE Credit) and Sedation & Anaesthesia (2 CE Credits). Please see www.learnwithbayer.ca for more info and to register.

Perception of Value - 1 CE Credit offered. Please see www.learnwithbayer.ca for more info and to register.

Webinar - "Doc, does my pet really need all these medications to treat his liver disease?" Lisa Carioto, DVM, DVSc, Diplomate ACVIM. Dogs and cats can suffer from a number of different diseases, which can be treated with a variety of medications. The 90 minute webinar will address a number of these hepatic diseases in both species, as well as the medications and nutraceuticals available. Clinical cases will be used to present the information. Please go to www.vetoquinol.ca for more info on this webinar. Sponsored by Vetoquinol Canada.

Royal Canin Veterinary Diets Online Modules - Various modules available through Royal Canin include; Nutrition Fundamentals (pre-requisite for all other courses), Feline Life Stage Nutrition, Nutrients vs. Ingredients, Maturity in Motion and Dental Difference. Please contact your local Royal Canin technical sales representative for more information on how to access these modules, or contact Melanie Zanuttig at counsellors@royalcanin.ca.

Online Ultrasound Education - Scil Vet Novations has developed online ultrasound education packages that work with your busy schedule to help you learn the benefits of ultrasound as a valuable diagnostic tool in your clinic. You can learn from the comfort of your own practice or home. Two courses, Basic Ultrasound and Advanced Ultrasound, have been developed that can be combined with an in-person scan-only course where you can practise your knowledge with a skilled veterinary sonographer. CE credits available. Visit the online CE page at www.scilvet.com to register online or call 1-866-382-6937 for more information.

Master of Veterinary Medicine, Massey University 2014 - Online continuing education for practising veterinarians worldwide through the Master of Veterinary Medicine program

at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. Enrolments are open for the following courses starting in February 2014: Companion Animal: Avian Medicine, Oncology and Soft Tissue Surgery. Courses also starting in July 2014: Companion Animal: Gastroenterology, Diagnostic Imaging, Clinical Pathology and Cardiorespiratory. For more info about the Master of Veterinary Medicine Program and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

Webinars - Canine and Feline Cardiovascular Health, Feline CKD: Top Tips for early Diagnosis and Proteinuria in Feline Renal Disease: Why Should You Worry? These on-demand webinars can be accessed any time and watched as many times as necessary to learn the content. Registered users may choose to take a test to receive CE credit for watching one of the webinars. Successful participants may print off a certificate of completion for their records. These webinars are also RACE approved. Please go to <http://fortekor.ca> to register for these webinars. Sponsored by Fortekor and Novartis.

Excess Weight & Obesity: An Ounce of Prevention is Worth a Pound of Cure Webinar - This one hour webinar will discuss weight loss programs for the overweight pet and developing communication strategies to help the pet owner commit to avoiding weight gain and obesity in dogs and cats. Please go to www.royalcanin.ca to sign in or register. Sponsored by Royal Canin.

The Social Side of Practice: Module 1: Veterinary Wellness - Debbie Stoewen, DVM, MSW, RSW, PHD. This unique, fully accredited veterinary continuing professional development program reflects our commitment to you, your practice and the profession. It's designed to help you and your team do what you do even better by providing insight, guidance and strategies on the non-medical aspects of practice so you can offer the very best to your patients, clients and each other. Choose from Lunch & Learns or Interactive Workshop Formats offered on the following topics: Facilitating Euthanasia Conversations, Compassion Fatigue - What it is, What it isn't and What can be Done, Compassion Satisfaction - Flourishing in Practice, and This is Your Life - Let's Talk About It. For more information and to register please call 1-800-700-3391, or e-mail care@petsplusus.com. Sponsored by Pets Plus Us.

Increase Feline Preventive Healthcare in Your Clinic - Webinar - Elizabeth O'Brien, DVM, DABVP (Feline), Heather Lowe, AHT, MBA. Sponsored by Novartis and LifeLearn. To view the recorded webinar, visit www.novartisfelinece.ca. The course includes a quiz to receive a CE certificate. 1.5 CE credits for both DVMs and AHTs. Presentation available at <http://ow.ly/EGfkN>

Optimizing Outcomes in Veterinary Dentistry - Webinar available until February 3, 2015 - Lee Jane Huffman, DVM, DAVDA; Jason Coe, DVM, PhD. A systematic approach to comprehensive orofacial

exams, and effective dental care recommendations are discussed. 1 CE credit for both DVMs and AHTs. Sponsored by Royal Canin.

Preceptor Training - Both in person workshops and online formats are offered. Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@nait.ca. 6 credits CE.

MONTHLY OFFERINGS

MAY 2015

May 3, 2015 - F.A.S.T. Ultrasound Workshop - G. R Lisciandro, DVM, DABVP, DACVECC. Workshop to be held in Calgary. For more information and to register, please go to www.scilvet.com or call 1-866-382-6937.

May 4 - 6, 2015 - Bovine Ultrasound workshop at WCVM - Drs. Gregg Adams, Jaswant Singh. Principles of ultrasonography, equipment operation and imaging, imaging of the reproductive tract in large animals and ultrasound guided ovum pick-up. Immediately followed by Embryo Transfer Workshop May 6-9. Workshop includes lectures and hands-on sessions. To register contact Jackie Bahnmann at jackie.bahnmann@usask.ca or 306-966-7108.

May 6 - 9, 2015 - Bovine Embryo Transfer workshop at WCVM - Drs. Reuben Mapletoft, Marcos Colazo, Gregg Adams & Jaswant Singh. This four day course covers all aspects of embryo transfer technology in cattle. Immediately preceded by Ultrasonography Workshop May 4-6. Workshop includes lectures and hands-on sessions. To register contact Jackie Bahnmann at jackie.bahnmann@usask.ca or 306-966-7108.

May 13, 2015 - Avoiding ABVMA Complaints - Dr. Phil Buote, DVM, Deputy Registrar and Complaints Director; 7 - 8:30 pm. Location Health Sciences Centre, U of C, Heritage Medical Research Building (adjacent to Foothills Hospital) 3330 Hospital Drive NW Calgary. For more info and to register, please go to www.cavm.ab.ca, or contact Liz Sawatzky at 403-863-7160 or via e-mail at info@cavm.ab.ca.

May 14, 2015 - Compassionate and Caring Conversations; Grief and Pet Loss Support - Jayne Takahashi, DVM, MBA, 7 - 9 pm. Location: Shaw Theatre, NAIT, 11762 - 106 Street. Registration and light dinner at 6:30 pm. For more info and to register, please go to www.edmontonveterinfo.com or contact Smokey Walters at 780-970-3728.

May 14- 17, 2015 - International College of Equine Veterinary Odontologists (ICEVO) Advanced Equine Dentistry Workshop - Drs. Rucker, Rach, Wilson and Caldwell. Location: Moore Equine Veterinary Services, Calgary, 7 pm Thursday May 14 to 6 pm Sunday, May 17. For more information and to register contact Jane at jane@bellvet.ca or 780-352-8483.

May 30, 2015 - Pain Management seminar and wet lab - Dr. Nigel Caulkett, DVM, DACVAA. Pain management for both large and small animals will be discussed. In the wet lab regional anaesthesia for the dog, cat and horses will be practiced.

Continuing Education Opportunities

Location: UCVM, Calgary. Sponsored by the AAAHT. Registration opening soon at <http://conferences.abvma.ca>

May 31, 2015 - Small Animal Musculoskeletal Ultrasound Workshop - D.A. Canapp, DVM, DACVSMR, CCRT, CVA. Workshop will be held in Victoria. For more information and to register, please go to www.scilvet.com or call 1-866-382-6937.

May 31, 2015 - Respiratory Diseases in the Dog and Cat - John Ellis, DVM, PhD, DACVP, DACVM (Immunology and Virology) and Liz Ruelle, DVM, DABVP (Feline) - NAIT Main Campus, Fresh Express Cafe, 11762 - 106 Street, Edmonton, 9 AM - 4 PM, lunch included. Registration and breakfast begins at 8:15 AM. To register go to www.edmontonvetinfo.com. EASAV seminar with sponsorship by Zoetis and RBC Insurance.

June, 2015

June 6, 2015 - Pain Management seminar and wet lab - Dr. Nigel Caulkett, DVM, DACVAA. Pain management for both large and small animals will be discussed. In the wet lab regional anaesthesia for the dog, cat and horses will be practiced. Location: NAIT, Edmonton. Sponsored by the AAAHT. Registration opening soon at <http://conferences.abvma.ca>

June 8 - 12, 2015 - Clinical Proficiency Course in Small Animal Surgery - Audrey Remedios, DVM, BSc, MVetSc, DACVS. Location: UCVM Clinical Skills Building, Calgary. This course will review the latest foundation principles in small animal surgery, including a review of sterile technique, surgical approaches, tissue handling and other principles. Live animals are not used. This course is designed for foreign-trained veterinarians who have passed the BCSE or NAVLE and are preparing for the CPE as well as veterinarians returning to small animal practice after a leave or veterinarians wanting to improve their skills in small animal surgery. Register at <http://vet.ucalgary.ca/home/continuing-education-courses>.

June 13, 2015 - Annual Communications Summit for Veterinary Professionals - Becky Taylor RVT; Serge Chalhoub BSc, DVM, DACVIM (SAIM); Jayne Takahashi DVM, MBA. Olds College, 8:30 AM - 4:30 PM. Register at www.oldscollge.ca/vetsummit.

June 11 - 13, 2015 - WCVM June Conference - Large and small animal tracks at WCVM Saskatoon, SK. Check out the program as well as speaker biographies at <http://www.usask.ca/wcvm/fifty-years/june-conference/index.php>. WCVM Homecoming in honour of 50th anniversary follows June 13 & 14.

June 13 & 14, 2015 - New web-lab: Repairs of Common Orthopedic Conditions of the Hind Limb - Audrey Remedios, DVM, MVetSc, DACVS; Colin Sereda, DVM, DACVS; Sat 8:30 am - 5 pm and Sun 8:30 am - 4 pm. Location: Room X202, NAIT, 11762 - 106 Street. For more info and to register, please go to www.edmontonvetinfo.com or contact Smokey Walters at 780-970-3728. Sponsored by scil Vet Novations and Ethicon.

June 15 - 19, 2015 - Clinical Proficiency Course in Small Internal Medicine - Serge Chalhoub, DVM, BSc, DACVIM (SAIM). Location: UCVM Clinical Skills Building, Calgary. Using a problem-based approach and the SOAP format, this course will review the most common medical conditions in small animals. This course is designed for foreign-trained veterinarians who have passed the BCSE or NAVLE and are preparing for the CPE as well as veterinarians returning to small animal practice after a leave, or veterinarians wanting to improve their skills in small animal medicine. Register at <http://vet.ucalgary.ca/home/continuing-education-courses>.

June 17-19, 2015 - 2015 UCVM Beef Cattle Conference, Pushing the Frontiers of Beef Cattle Health - 22 expert speakers. Preconference workshops at Clinical Skills Building, Spyhill Campus, University of Calgary followed by conference on June 18 and 19 at Deerfoot Inn & Casino. Visit www.vet.ucalgary.ca/beef for more information and to register.

June 20 & 21, 2015 - Nicole Wilde Seminar: Helping Fearful Dogs June 20 and Separation Anxiety and Dog-Dog Play June 21. Both days 9 AM - 4:30 PM. Radisson Hotel and Conference Center, 4520 - 76 Avenue NW, Edmonton. Register at www.dogspaw.ca. CE credits for RVTs only.

June 25 & 26, 2015 - First International Symposium on Bison Health - Presentations by veterinary experts and scientists from across North America. Location: Radisson Hotel, Saskatoon, SK. This symposium will focus on health and disease issues impacting the commercial bison industry with additional information on the health of public herds. Discounted registration until May 15, 2015. Sponsored by WCVM. Register at www.bisonhealth.ca.

SEPTEMBER 2015

September 9, 2015 - Critical Care - Dr. Marie Holowaychuk, DVM, DACVECC; 7 - 8:30 pm. Location Health Sciences Centre, U of C, Heritage Medical Research Building (adjacent to Foothills Hospital) 3330 Hospital Drive NW Calgary. For more info and to register, please go to www.cavm.ab.ca, or contact Liz Sawatzky at 403-863-7160 or via e-mail at info@cavm.ab.ca.

September 24, 2015 - Hiring and Retaining Talented people for your Team - Jayne Takahashi, DVM, MBA, 7 - 9 pm. Location: Fresh Express Cafe, NAIT, 11762 - 106 Street. Registration and light dinner at 6:30 pm. For more info and to register, please go to www.edmontonvetinfo.com or contact Smokey Walters at 780-970-3728. Sponsored by WDDC, RBC and MNP Consulting.

September 27, 2015 - Clinic Management/ Team Building - Shawn McVey, MA, MSW of Veterinary Management Solutions; 8:30 am - 4:30 pm. Location Health Sciences Centre, U of C, Heritage Medical Research Building (adjacent to Foothills Hospital) 3330 Hospital Drive NW Calgary. Sponsored by WDDC, Boehringer Ingelheim and Virbac Canada. For more info and

to register, please go to www.cavm.ab.ca, or contact Liz Sawatzky at 403-863-7160 or via e-mail at info@cavm.ab.ca.

OCTOBER 2015

October 4, 2015 - Practical Veterinary Radiology - Anthony Pease, DVM, DACVR, 9 am - 4 pm. Topics: abdominal and thoracic radiology. Location: NAIT, 11762 - 106 Street. Registration and breakfast at 8:15 am. For more info and to register, please go to www.edmontonvetinfo.com or contact Smokey Walters at 780-970-3728. Sponsored by IDEXX.

NOVEMBER 2015

November 15, 2015 - Veterinary Endocrinology - Anthony Abrams-Ogg, DVM, DVSc, DACVIM (SAIM). Topics: feline pancreatitis and hyperthyroidism; canine Cushing's, Addison's disease and hypothyroidism. Registration and breakfast at 8:15 am. Location: Fresh Express Cafe, NAIT, 11762 - 106 Street, 9 am - 4 pm. For more info and to register, please go to www.edmontonvetinfo.com or contact Smokey Walters at 780-970-3728.

November 16 & 17, 2015 - Practical Ophthalmology for Equine Practitioners - A 2-Day Practical Course - B. Gilger, DVM, MS, DACVO; A. Matthews BVM&S, PhD, DEDEIM, Hon Member ACVO, FRCVS; D. Brooks DVM, PhD, DACVO. This course is intended to help equine clinicians learn more about the important and common problems in the equine eye, as well as associated medical/surgical treatment and medications. Includes work with live horses and cadaver specimens. Will be held at Moore Equine Veterinary Centre, Calgary. Go to <http://www.vetpd.com/courses-detail.php?event=183> for more detail and to register.

November 18, 2015 - Thoracic Radiology - Dr. Nic Rousset, BVSc, BSc, DECVDI; 7 - 8:30 pm. Location Health Sciences Centre, U of C, Heritage Medical Research Building (adjacent to Foothills Hospital) 3330 Hospital Drive NW Calgary. Sponsored by WVSC. For more info and to register, please go to www.cavm.ab.ca, or contact Liz Sawatzky at 403-863-7160 or via e-mail at info@cavm.ab.ca.

November 20, 2015 - John Waters Zoonotic Diseases Workshop - Bernard Snell Hall, Walter Mackenzie Hospital, University of Alberta, 8440 - 112 Street NW, Edmonton.

November 26, 2015 - Periodontal Surgery - Martin Schiebel, DVM. Location: Shaw Theatre, NAIT, 11762 - 106 Street, 7 - 9 pm. For more info and to register, please go to www.edmontonvetinfo.com or contact Smokey Walters at 780-970-3728.

DECEMBER 2015

December 6, 2015 - Euthanasia, Palliative Care & Communication - Dr. Dani McVety, Lap of Love Veterinary Hospice; 8:30 am - 4:30 pm. Location Health Sciences Centre, U of C, Heritage Medical Research Building (adjacent to Foothills Hospital) 3330 Hospital Drive NW Calgary. For more info and to register, please go to www.cavm.ab.ca, or contact Liz Sawatzky at 403-863-7160 or via e-mail at info@cavm.ab.ca.



**7:45 PM | SUNDAY, OCTOBER 18
BANFF RECREATION CENTRE**

ENTRANCE FEE: \$5.00 DONATION TO TAILS OF HELP

Transportation will be provided to and from the game.
Food and beverages will be available for purchase on-site.

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**CHARITY HOCKEY GAME
IN SUPPORT OF**

Interested in playing?
Email: Dr. Cathy Kerr at: kerrcat@yahoo.com



Classified Ads

Veterinarian Required

Associate Veterinarian(s)

Location: Cold Lake and/or Bonnyville, AB.

We have 2 full time veterinary positions to fill! The position offer generous compensation, salary above 6 figures for experienced candidates. Position suitable for new grads as there ample opportunity for mentorship and growth. We have 6 Doctors across two practices. One position is for a small animal practitioner, wanting to practice a broad scope medicine and surgery. Second position is very flexible with significant interest in Equine or Bovine medicine desirable. Both facilities have either been renovated or build within the last 5 years. They are fully equipped with all the current diagnostic modalities and equipped for performing most soft tissue and orthopaedic surgeries in both large and small animals. In addition to the above average salary, we offer benefits such as; moving allowances, medical plan, CE and paid dues. We were one of the final 5 companies for the Provincial Premiers Award in 2014 and were nominated and won the Customer Service Business of the Year Award in our area! To learn more, go to: Centre Animal Hospital: www.animalhealthproviders.com Bonnyville Veterinary Clinic: www.bonnyvillevetclinic.com Email your resume to Allison Benoit at: animalhealthproviders@gmail.com

Are you looking for flexibility of work hours in a small animal veterinary practise? This well-established mobile veterinary practise is seeking a part-time veterinarian with potential for future full time hours. You possess a strong work ethic, have the ability to work independently yet be part of a growing and dedicated team serving Calgary and surrounding area; with an emphasis on compassionate care and personalized service. Interest and/or expertise in holistic veterinary medicine an asset. Please contact: Dr Dirk Dekens, DVM Email: ddekens@shaw.ca Website: www.dekensvet.ca

We are looking for a full time veterinarian for our busy mixed animal practice in Brooks, AB.

Approximately 70% small animal and 25% beef and 5% equine. Brooks is a vibrant community of about 15000 about 2 hours east of Calgary. Located close to both Lake Newell and Dinosaur National Park, it is a haven for outdoor enthusiasts offering canoeing/kayaking, boating/fishing, camping and hiking. The clinic is fully equipped with digital x-ray, diagnostic and reproductive ultrasound, in house CBC/Chemistry and endoscopy. We offer a competitive wage that is negotiable dependent on experience, health plan, paid CE, paid ABVMA and CVMA annual dues, and paid vacation. New grads are welcome and mentorship is something we believe to be very important in our practice. If you are interested in providing compassionate high quality veterinary care in an enthusiastic work environment with excellent support staff look no further! Contact: Dr. Kirby Finkbeiner, Newell Veterinary Clinic, 1103 2nd St West, Brooks AB T1R 1B4. Ph. (403) 362-3273 Email: kirbydvm@gmail.com

We are looking for a FT Veterinarian for a busy 5 vet mixed animal practice in Fort Macleod, AB.

Fort Macleod is located 30 min west of Lethbridge, 1 1/2 hr south of Calgary and 50 min from Waterton Lake and the Rocky Mountains. We are a busy mixed practice with equal components of bovine, equine, and small animal. The clinic is fully equipped with in house chemistry/CBC, diagnostic and reproductive ultrasound machines, endoscopy, DR digital x-ray and dental x-ray, and laser therapy. We offer competitive wages, benefits and CE package. On call is shared equally between 5 vets. Come join an enthusiastic work environment with excellent support staff! Please contact Dr. Bruce Kostelansky at: Fort Macleod Veterinary Clinic Box 1390 Fort Macleod, AB T0L 0Z0 Ph. (403) 553-4887, Fax:(403) 553-2924, email: ftmacvet@shockware.com

The 404 Veterinary Emergency and Referral Hospital, located in Newmarket, Ontario, is looking for an experienced, preferably internship trained emergency veterinarian to join our amazing team of specialists in surgery, internal medicine, anaesthesiology, dermatology, and solid core of emergency veterinarians.

We are extensively equipped, including digital radiography, ultrasound, endoscopy, many multi-parameter monitors, in house lab, on-site 64-slice CT (operational 24/7). We also have our own community based blood bank and one of Canada's most well-equipped rehabilitation facilities. Our ACVS surgeons are on-call for all surgical emergencies. At the 404VERH you will find a workplace culture that values giving back to the community, work-life balance, a fun, collegial work environment and supports continuing education initiatives for all staff members. Outdoor enthusiasts, equestrians, foodies and shopaholics alike will be right at home in Newmarket, as well as those with the travelling bug, with Toronto's Pearson airport, a major international hub, just 40min away. We offer highly competitive compensation packages with an excellent benefits program. For more information check us out at www.404vet.com. Interested applicants please submit your cover letter and resumes to jfagnouDVM@404vet.com

Edmonton South Animal hospital, an AAHA accredited facility, is growing and in need of Veterinarians.

Do you like to practice good medicine and have a balanced life? We recognize our employees as individuals and are committed to nurturing their individual capabilities. We uplift the dignity of labor by encouraging our people to be the best in their fields. We believe their growth and the growth of the organization go hand in hand. We are committed to creating a work environment that encourages open communication, camaraderie and professional growth. If this is something you want and we are the place for you. Please send your application to careers@edmontonanimalhospital.com address to Dr. Ignacio Tan.

Variety is the spice of life! We are looking for both mixed and small animal, fully licensed veterinarians to join our family of 3 clinics in the Grande Prairie, Alberta area.

We have 2 mixed animal clinics, and 1 small animal clinic. Overall, we do about 70% small animal and 30% large animal. You will get the opportunity to see all kinds of different cases in a fast paced environment! We have a staff of 24, including 5 veterinarians. All 3 clinics are outfitted with new CR digital radiograph machines and new in clinic Abaxis labs. We also have a therapeutic laser, and a brand new ultrasound. We offer group health benefits, CE allowance, competitive wage, paid vacation and attractive on-call incentives. The right candidate will be a fabulous team player, have superior communication skills and a passion for veterinary medicine. Please send resume and cover letter to Loni Boychuk at bearcreekanimalclinic@hotmail.com www.bearcreekanimalclinic.ca

Are you looking to work in a small animal hospital with a great team of positive, experienced, dedicated support staff?

Do you prefer a team approach to healthcare? Are you interested in a variety of cases, from emergency medicine and surgery to preventative healthcare? Are you looking for a balanced work/life schedule in a friendly, ocean side community? We are looking for an exceptional veterinarian to help our progressive practice continue to grow. We offer a flexible work schedule with above average compensation, paid CE, dues and an extended healthcare plan. Our 2 practices are located Gibsons and Sechelt on the beautiful Sunshine Coast, British Columbia www.sunshinecoastvet.com Please contact Dr. Don French ervh@dccnet.com

Crestwood Veterinary Centre is looking for a dynamic and confident small animal veterinarian to join our already exceptional team of 28 veterinary professionals. The full time position can be available immediately for the right individual.

We are a busy and thriving practice located in west Edmonton, close to the world famous West Edmonton Mall and just blocks away from the scenic river valley. All candidates including new graduates are welcome to apply for the position and must be willing to become dedicated to providing excellent client and patient care. Our clinic has extensive surgical capabilities and offers services such as advanced orthopedics as well as canine rehabilitation. We are fully equipped with digital radiography, ultrasound, in house laboratory, EKG, endoscopes, laparoscopes, therapeutic laser and more. Our clinic offers above average salaries, professional dues, health spending accounts, generous CE allowances and the opportunity for you to use all of your skills and training in a fun and challenging work environment. Our large staff also allows for the development of professional interests. Interested applicants can visit our website at www.edmontonveterinary.com and can forward resumes with cover letter to jbest.crestwoodvets@gmail.com

Mixed animal veterinarian required in Vermilion, Alberta. Duties would include all aspects of mixed practice with the opportunity to develop special interests. Good support from two other experienced veterinarians and technical staff. New graduates welcome to apply. Clinic is well equipped and comfortable to work in. Nearly all individual large animal work is done in clinic and over 70% of semen testing is done in clinic as well. Have a look at the website for clinic pictures. Vermilion Veterinary Clinic -Tim Goodbrand, DVM tdgdvm@hotmail.com (780) 853-5904 work, (780) 853-7148 cell anytime. Website: www.vermilionvet.com

Bilingual Technical Services Veterinarian Western Region

Works with external and internal customers through veterinary clinic visits; provides technical support; answers client inquiries; attends and work at veterinary conferences; develops and gives seminars, presentations, and lectures at veterinary clinics, schools, and associations.

RESPONSIBILITIES: Provides telephone and email communication to veterinarians, veterinary team members, pet owners, and producers requiring information on products.

Pharmacovigilance activities associated with support for the Bayer Inc. Animal Health product lines. Suspect Adverse Events will be investigated and recorded in the computerized Bayer Animal Health PHARAO database. Helps develop technical bulletins, presentations, and detail tools for sales team use; develops continuing education presentations and tools for sales team training; works with marketing to develop and evaluate sales, advertising, and website tools.

Develops relationships within Bayer AG, Bayer Corp., veterinary schools, veterinary associations, and opinion leaders in veterinary medicine. Monitors clinical field trials to support registration of new products or post-registrations claims

QUALIFICATIONS: DVM (Doctor of Veterinary Medicine). Licensed to practice veterinary medicine in Canada. 3-5 years Technical Services, clinical or teaching experience. Bilingual (English and French) required. All resumes must be submitted online. Please go to the HR Portal Career Opportunities section at www.bayer.ca

Burnaby, BC: Hastings Veterinary Hospital is looking for a full time veterinarian to join our progressive SA practice.

With a large, committed client base; it is the ideal setting for a new graduate or experienced veterinarian to enhance their skills in a beautiful city. Our services include orthopaedic surgeries, ultrasound, digital radiographs, dentistry and dermatology consults within our facility; working with experienced and specialist veterinarians. We would like to hear from interested veterinarians, including how you could add to our excellent team. Please contact Dr Amardeep Bajwa by email: wagpurr@gmail.com or by Fax: (604) 291-6602

Fish Creek 24 Hour Pet Hospital is a busy 24 hour practice in south Calgary. We currently have a great multi-doctor team and we are looking for another experienced veterinarian to join us! We offer a competitive salary, great benefits and an enjoyable work environment. Daily hospital rounds and multiple doctors on shift at a time facilitate an environment of ongoing learning. Team work and great interpersonal skills are essential in our busy environment. Are you interested in a full or part time position that allows you to enjoy the excitement of emergency medicine mixed with the consistency of general practice? If so please contact Natasha Mutlow, DVM Email: nmutlow@shaw.ca

Cremona, Alberta: Part-time, experienced, fully qualified and registered mixed animal veterinarian needed to make my "dream-team" of three part-time vets complete. 75% Small Animal, 15% Cow/Calf, and 10% Equine (mainly pleasure horses). Must be fully qualified and registered with the ABVMA. Must have excellent record keeping skills, and be comfortable and confident working as the solo vet at any given time. Supportive and cooperative environment. Looking for someone to do 2-3 days per week, with very occasional on-call (negotiable). Excellent opportunity for someone that enjoys the mixed animal clinic variety and clientele, but not the full-time stress, workload or call schedule. Cremona is located 45 min NW of Calgary, just off beautiful Highway 22. Please contact Dr. Heather Van Esch at the Cremona Veterinary Clinic (403) 637-3928 for more details. Email CV to heather@cremonavet.com, or Fax: (403) 637-0026.

Experienced small animal practitioner required immediately for busy progressive mixed animal hospital in Cowichan Valley (Canada's Provence) on Vancouver Island, BC. We employ 5 veterinarians and 5 RAHTs as well as numerous support staff. We practice high quality medicine and surgery including ultrasound, laser therapy, and CR radiology in our recently renovated facility. Sharing on call is expected. The surrounding mountains and ocean provide opportunities for hiking and kayaking as well as other athletic pursuits. We are minutes away from three internationally recognized prep schools and close to the capital city of Victoria for spousal employment options. Please send letter, resume and references to Dr Clare Tompkins, Mill Bay Veterinary Hospital, c/o clarify4me@hotmail.com

We are looking for an experienced PART TIME / FULL TIME small animal veterinarian to work in our new fully equipped clinic in Dawson Creek BC.

There is potential for partnership or ownership. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community based practice that values quality of life. Our clinic is a modern, high quality, fully computerized, progressive mixed animal practice, currently with six veterinarians and a great support team. We have an excellent large animal handling facility and a brand new state of the art small

animal facility. All veterinarians have specific areas of special interest; dentistry for both large and small animal, as well as orthopedic surgery. Our enthusiastic and fun team members are awaiting your arrival. We offer competitive wages, with the opportunity to make six figures, as well as a benefit package. To learn more about our clinic, check out our brand new website at www.dcvet.ca If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca or Fax (250)782-2426

Bellis Veterinary Services is looking for a full-time mixed animal practitioner. We are located in a small friendly community between Smoky Lake, and Vilna in the Lakeland District, 1.5 hours northeast of Edmonton. There will be sharing of on call emergency duties in our practice that has been built on over 20 years of quality service with excellent support staff. Our clinic offers in-house lab, small animal dental unit, x-ray, large animal ultra sound, equine power float etc. A true mixed animal practice of 40% beef cattle, 50% small animal and 10% equine. Please send resume by email bvsruss@telus.net or by Fax: (780) 636-3388

Are you looking for a career with an exciting specialty and emergency practice?

The Guardian Veterinary Centre is hiring an Emergency Veterinarian to join our team. Work with an amazing group of emergency veterinarians as well as specialists in the fields of Emergency and Critical Care, Internal Medicine, Ophthalmology, Cardiology and Surgery. Our Veterinarians have access to cutting edge diagnostic tools such as digital DR radiography, portable ultrasound, full in house laboratory, and endoscopy. Our Emergency Veterinarians enjoy a flexible work schedule and a challenging but fulfilling work environment. Preference will be given to applicants who have an internship or a minimum of two years of emergency experience. As a member of our team, you will receive competitive wages, generous CE allowance and extended medical benefits. Interested candidates, please forward your resume and cover letter to: Email: esimmonds@guardianvetcentre.com Fax: (780) 436-6222

Guardian Veterinary Centre 5620 - 99 Street, Edmonton, AB.T6E 1V2

The General Veterinary Hospital requires a fifth Full-Time Veterinarian starting June or July 2015.

We are a full-service, AAHA Certified Small Animal Hospital located in West Central Edmonton. Practice includes Internal Medicine, Dental, Orthopedic, Oncology, Surgery, In-House Lab, Digital X-ray, Endoscopy and Referral Services. Excellent client communication and team skills required. ABVMA and AAHA dues, a yearly uniform, and CE allowance are provided. Small animal and surgical experience is an asset. All inquiries will be kept strictly confidential. Contact Edith Dubois, Hospital Administrator, General Veterinary Hospital Ltd. 11403 - 143 Street, Edmonton AB T5M 1V7. Phone (780) 454-8691 or email edithgvh@telus.net

Classified Ads

We are searching for a 5th vet for our fun & busy mixed animal practice! (75%small, 25%large) This job offers a wide variety of experiences & opportunities to expand and develop your skills & interests. We have fantastic long term staff, a collaborative work environment, and all the current tools & toys. Edson offers a wide variety of recreational opportunities, as well as great proximity to Edmonton and Jasper. We welcome all applications, but must be eligible for full licensure. Please email or fax your resume edsövet1@telus.net Fax: (780) 723-5992

Elizabeth Street Pet Hospital is seeking part time Veterinarian wanted to join our fun, friendly team in our well established facility here in Okotoks. We offer a competitive salary and health/dental benefits. We are looking for someone who has good communication skills, a positive attitude and most importantly compassion and quality care when dealing with clients and their pets. Our clinic is well equipped with digital radiology, ultrasonic imaging, dentistry, laser surgery, endoscopy and in house laboratory services. If you would like to join our team please send resumes with a cover letter via email to vet@vetokotoks.ca

Are you looking for a great Associate DVM opportunity in Canada's mildest climate? Look no more!

Central Saanich Animal Hospital and Burnside Veterinary Clinic are primary care clinics. They are committed to exceptional medicine, surgery, and compassionate pet care. We are currently seeking full time, experienced, primary care veterinarians to join our practices on Vancouver Island.

The ideal candidate will possess above average surgical skills, orthopedic experience, and an exceptional work ethic, a desire to mentor colleagues and be part of a family-oriented group of health care professionals who hold client service at the highest possible level. We offer continuing education, comprehensive health benefits, and competitive incentive based compensation. These full time positions include regular daytime hours, some evenings and weekend shifts. Interested candidates reply with a cover letter and resume or CV to: princek@cvvh.ca

Mixed Animal Super-Vet Wanted!

DO YOU want to C-section everything for a 3kg Chihuahuas to a 1000kg Charolais? Can you translate Latin into farmers-ese? Can you talk the talk with horse people? Sew up any wound? If so then we want you! We have what you need to practice GREAT medicine—digital rads and records, ultrasonic dental unit, in-house lab, power float, in-house squeezes etc. Our amazing team of AHT's and front of house staff is committed to delivering excellent client and patient care. We are seeking the right person who will be a good fit for our family, and take great care of our clients and patients. Extensive compensation package including mileage, CE, License, health/dental/disability plan, generous vacation time and more. Salary negotiable based on experience, new grads guaranteed 75K+ package. Mentorship is strong with

our practice group. Shared call with backup for new grads. Please contact Dr. John Pegg (780) 523-3826 High Prairie Veterinary Clinic.

Are you looking for a career with an exciting ER practice? Are you a team player with excellent communication and interpersonal skills, strong diagnostic and surgical skills and compassion for both pets and their owners? Edmonton Veterinary Emergency Clinic is looking for Emergency Veterinarians to join our team. Work with a dynamic group of emergency veterinarians and support staff along with access to specialists in the fields of Cardiology, Emergency and Critical Care, Internal Medicine, Ophthalmology and Surgery. Our Veterinarians have access to cutting edge diagnostic tools such as digital DR radiography, portable ultrasound, full in house laboratory, and endoscopy. Our Emergency Veterinarians enjoy a flexible work schedule and a challenging fulfilling work environment. Preference will be given to applicants who have an internship or a minimum of two years of emergency experience. Strong surgical skills and ultrasound experience is an asset. We provide competitive wages, generous CE allowance, and extended health benefits. Interested applicants, please send your CV to: Petra Warnock Email: pwarnock@guardianvetcentre.com Fax: (780) 436-6222

Highview Animal Clinic is looking for a compassionate, dedicated mixed-animal veterinarian to join our team. We are a 4 vet, 4 tech practice located in scenic High River Alberta. Our practice is split 60% small animal, 30% beef, 10 % equine, and boasts in-clinic DR, portable DR, dental DR, 3 ultrasounds, surgical laser, in house blood machines, and some of the best clients you could ask for. Shared on call, competitive salary, and CE and clothing allowance, health benefits. Our ideal candidate will have an interest in all species and be fully licensed in the province of Alberta. Enjoy small town living and rural charm within a short drive of the mountains and the city of Calgary. If this sounds like the career for you, please send your CV and cover letter to dr.gavel@telus.net

Looking for F/T vet who can first cover mat leave and then possible long term traditional/ mobile or rehab position. We are a privately owned two practice (Calgary and Airdrie) and mobile vet (fully equipped) unit working to meet all the needs of our patients. (Except emer. we have enough in Calgary). Five F/T vets, talented long time staff, great service, leadership and appreciation is what we have as a team. Digital, ultrasound, laser and lab is what we have for toys. Competitive wage and benefits of course. Think on it and have a great day! Please email your resume to jdandaac@gmail.com

Poplar Grove Veterinary Services in Innisfail, AB, is looking for a 3rd full-time mixed practice (or a SA veterinarian interested in LA practice) to join our team. Poplar Grove is a well-established clinic serving 60% SA/40% LA. We are looking for an associate who practices quality medicine, likes to have

fun while doing it and enjoys the work/life balance. We offer a competitive salary, health benefits, and CE allowance, shared paid on-call duties, and encourage pursuit of personal interests in veterinary medicine. Any inquiries please send resume to: pgvets@telus.net

Foot hills Veterinary Clinic is looking for an awesome people person who happens to be a great veterinarian. We love being vets in a friendly small town atmosphere and we have the tools to do a good job (DR, ultrasound etc.). Applicant must enjoy variety in work, beautiful scenery, southern Alberta weather, good compensation, and fantastic team members. We are a mixed practice with predominance of large animal cases being beef cow/calf. Cardston is a little corner of Alberta paradise located 1/2 hour from Waterton National Park. Contact Dr. Todd Griffiths dr.tgriffiths@gmail.com Cell: (403) 593-1096

Are you a veterinarian who loves wildlife? The Calgary Wildlife Rehabilitation Society is looking for veterinarians who are keen to expand their horizons by being a part of a busy wildlife-only veterinary clinic. We are looking for several, casual, fee-for-service vets to join our team of AHTs, zoologists and wildlife biologists. Our facility is equipped with a full surgical suite, brand new digital radiology equipment and much more! If this seems like the opportunity for you, please send your resume and cover letter to Executive Director Andrea Hunt at admin@calgarywildlife.org. For more information about our organization and the work that we do, please visit www.calgarywildlife.org

St. Paul Veterinary Clinic is currently seeking a 3rd veterinarian to join our mixed animal practice. Our work load is presently 70% SA and 30% LA. We recently moved to a spacious new facility, with most LA work done in clinic. St. Paul is a vibrant stable community with all the necessary amenities and only 1 ½ hrs from Edmonton. We strive to maintain an enjoyable working environment, with mentorship and support available. Check out our website at stpaulvetclinic.ca or read our practice profile in the Sept/Oct 2012 ABVMA newsletter. If interested please contact Dr. Craig Hellquist by phone (780) 645-3921(w) (780) 645-2970 (h) or email spvetclinic@mcsnet.ca

Veterinarian required for a mixed practice in rural Manitoba and Saskatchewan. The clinic boasts an excellent staff of 2 AHTs and 2 receptionists. The working atmosphere is friendly and cooperative. We are equipped with a new Idexx blood machine and digital radiography. We also have a bovine ultrasound for pregnancy checking and a second ultrasound for small animals and horses. There is a Power float for equine dentals and an ultrasonic scaler for small animals. The town of Russell is a population of 1800 and growing. It is situated close to Riding Mountain National Park and Asessippi Ski and Winter Park. The town has many churches, a K-12 school, and access to a Community college, a hospital and multiple other businesses. There is potential of a partnership or purchase of the business, to the right person, as the current owner is tired. New graduates are welcome, as

we really enjoy mentoring. Wages are negotiable with experience, but the practice is still growing and funds are not endless. If you might be interested in working in the Parkland area of Manitoba contact Dr. Cathy Clemence Ph. (204) 773-3777 or rdvc@mymts.net

The Clearwater Veterinary Centre in Rocky Mountain House is currently accepting applications for a full-time veterinarian. The caseload consists of small animal medicine and surgery (including orthopedics), cow-calf, dairy, equine and exotics. We are equipped with a complete in-house lab, digital radiology, ultrasounds, large animal handling facilities, and updated small animal and equine dentistry units. Our five veterinarian practice allows for strong mentorship, flexible scheduling, and the opportunity for specialization. Interested applicants may forward a resume or questions to drmeayers@hotmail.com

Move to scenic and affordable Cranbrook in southeastern BC. We are looking for an experienced veterinarian (full or part-time) to join our progressive, well-equipped small animal hospital that utilises our in house lab, ultrasound, digital radiography and digital dental radiography. We have skilled and dedicated support staff serving a loyal clientele. Our hospital focuses on excellent medicine and client education. Our established practice requires a competent, motivated and enthusiastic veterinarian with an appreciation for a small city lifestyle. Contact: Dr. Jamie Levine, Cranbrook Veterinary Hospital, 106 - 5th Ave. South, Cranbrook, British Columbia V1C 2G2; e-mail: jamielevine2@gmail.com our website www.cranbrookveterinary.com features a virtual tour of our practice and a lifestyles page for Cranbrook, BC between the Purcell and Rocky Mountains.

Hermitage Veterinary Hospital is looking for a Part-time / Casual Veterinarian (Locum Vets welcomed to apply) with experience, to join our large dynamic companion animal focused team. We have a strong focus on preventive care, wellness, and emergency medicine with a high volume of routine procedures, dentals and emergency cases. We are a busy, 10 veterinarian hospital. You will have access to a large support staff, in-house lab/x-ray and modern facility/ equipment, allowing you to provide quality medicine and superior standards of care. We offer above average compensation with additional compensation incentives, CE allowance up to \$2500, annual uniform allowance, pet health care plan at cost), health benefits covered 100% by employer with an extra \$1000 wellness allowance , vacation allotment above industry average and more. Please email your resume to hermitagehospitalmanager@gmail.com Website: www.hermitagevet.com

Sadly, our husband/wife veterinarians duo are moving back home to the East coast, so Tudor Glen Veterinary Hospital is looking for 2 dynamic and confident small animal veterinarians to join our experienced team. We are a busy and progressive hospital located in beautiful St. Albert (ranked as one of the best small cities to live in Canada), that takes on a wide variety of medical and surgical cases. We are

fully equipped with in house lab, digital radiography, digital dental radiography, ultrasound, ECG, therapeutic laser and much more. We are looking for a team player with strong verbal communication skills, comfortable working in a fast paced environment while providing high quality customer service and medicine. We offer a salary of \$_____ (intentionally left blank), you fill this in based on your experience and productivity. Our pay structure can offer a guaranteed salary plus performance pay that has the potential to be in the above average pay scale. CE allowance, paid memberships, health benefits and the ability to bring your dog to work with you are some extras we offer as well. References from our departing Veterinarians are available if requested. Email resume in confidence to nathan.schenn@tudorglenvethospital.ca

Looking for a DVM job where you can enjoy your summers? Looking to live closer to civilization while working with large animals? We are offering a unique opportunity in bovine/small ruminant practice in the Okotoks area. This is an established, ambulatory practice with lots of mentoring available. Adept professional skills and compassion required. Applicants must be licensed to practice veterinary medicine in Alberta. Please apply to vetjobokotoks@gmail.com

Blue Sky Veterinary Services in Medicine Hat is looking for an enthusiastic applicant to work in both beef cattle practice and small animal practice. Our clinic is growing rapidly, and the opportunity to partner will be available for the right person. We are putting up new facilities this spring to make practice with us even more enjoyable! The successful applicant will be self-motivated, hard-working, and have above average client care skills. Good communication skills and a willingness to support the community is an asset. Benefits include association fees, and CE allowance. Must have a minimum of one year experience and be licensed to work in Alberta. Medicine Hat is a community of 62,000 people and is also the sunniest city in Canada. Work in a place with a rural feel but all the amenities of the city. Only short listed applicants will be contacted. Please send your resume to admin@blueskyveterinaryservices.com

CHS is seeking a full-time Veterinarian for our clinic; 4 days/30 hrs/week. Duties include but are not limited to surgery, diagnostics, communicating with adoptive families on health concerns/post-operative care, conducting rounds, and forensic services for our Investigations department. Please submit resumes to careers@calgaryhumane.ca Check out our website: www.calgaryhumane.ca

Full time Small Animal Veterinarian (fully licensed) required for a new Spay, Neuter and Wellness Clinic in Calgary. Interested candidates with good surgical, medical, dentistry and communication skills may please send resume by email to deerfootspayneuter@gmail.com Website: www.spayneutercalgary.ca

Looking to include an additional veterinarian to our community. We unite traditional benefits and equipment, with an incredible team. (For further details see the preceding and/or subsequent ads.) We are looking to cultivate specialty pursuits. Please visit us to see what CCVC is all about. Please forward your resume to chinookcountryvetclinic@gmail.com

Westlock Veterinary Center is looking for an 8th full time veterinarian with a special interest in bovine work but, still willing to share in the variety of mixed animal work. Our clientele include two auction markets, progressive beef and dairy operations, pleasure and competition horse owners and steadily growing small animal medicine and orthopedic work. Westlock is a growing town with many amenities and is located about an hour north of Edmonton. Mentorship and teamwork is a vital component in this practice. Please contact Dr. Robert Lawrence preferably Ph. (780) 206-7025 or rw@westlockvet.com

Head for the Hills is seeking a fourth veterinarian. Our three clinics provide both a rural and an urban feel, with a wide variety of species exposure (large, small, exotic, and game farm animals). We offer benefit packages, association fees, CE allowance, and new grads are welcome to apply. Located near the Moose Mountain Provincial Park, our area offers exciting outdoor recreational opportunities (fishing, horseback riding, boating, cross country skiing, golfing, snowmobile riding). Our area has a strong musical and visual arts community. If you enjoy sports or prefer a relaxing café (with the most delicious cinnamon buns ever), this is the place for you! Check us out at www.headforthehillsvhs.com. You'll be glad you did! Contact: Dr. Christine Ewert Hill, Head for the Hills Veterinary Health Services, Box 1388, Carlyle, Saskatchewan S0C 0R0; (306) 452-7867; email: head4thehillscarlyle@hotmail.com

Feedlot practice in southern Alberta (Picture Butte) looking for an additional veterinarian to provide herd health, emergency, regulatory, and research services to several large yards in the area. Business is close to Lethbridge, Alberta, which has all the amenities, including good housing, university, college, hospital, and airport. Qualifications include ability to get ABVMA unrestricted general practice licensure (must have passed NAVLE), accreditation with CFIA for regulatory work, and approval by Alberta Agriculture to do provincial meat inspections. Interested individual must be organized, flexible, hard-working, and personable, speak and write English, experience working with beef cattle, computer literate, and have a valid driver's license. Office, work vehicle, cell phone, and veterinary equipment provided. Salary based on qualifications and experience. Benefit package and CE provided. Please email your resume along with the names/contact for 3 references to donkersg@telus.net. Alberta Beef Health Solutions, Box 307, Picture Butte, Alberta T0K 1V0.

Classified Ads

Veterinarian Available

New graduate available for part-time or full time work in a small animal medicine practice. Very enthusiastic, excellent client communication, friendly and eager to learn. Please contact Dr. Mark either by phone (403) 617-4312 or by Email: petsvet2@gmail.com

AHT Required

Dedicated AHT required for our progressive companion animal practice located in Stony Plain, AB. If you love working with people and animals, you will love working with us. Our team based environment includes 4 veterinarians, 5 AHT's, 4 receptionists, 1 technician assistant, 4 kennel assistants and an office manager. This position requires shift flexibility which includes rotating Saturdays. Our hospital is a fully integrated IDEXX facility with laboratory, digital X-ray and Cornerstone software. We offer competitive wage, health benefits, uniform allowance and staff discounts. New grads welcome. If you would like to join our dynamic team, send resume by Fax: (780) 963-3633 or Email: spvet@telusplanet.net

***\$1,500 Signing Bonus!!!** Do you love Cats?

Killarney Cat Hospital located in central Calgary is seeking a full time RAHT. We offer a competitive salary, a health care spending account, uniform allowance, paid dues, above average staff discount, vacation, a generous CE package, no overnight shifts and a great group of people and felines to work with! We are looking for a positive team player who will demonstrate competency in handling all aspects of patient care including surgical, dental and medical (but we are willing to work with a new grad). The ideal candidate will know the importance of developing a strong bond with our clients and community. They will be comfortable going above and beyond to do so. If this sounds like a fit for you, please send your resume in confidence by email to clinic manager Julie Osiowy Email julie@killarneycat.com

Enthusiastic, proactive RAHT needed for our busy, small animal, family orientated clinic in NW Calgary.

If you want to provide the best medicine and exceptional client service please apply. Awesome team, competitive wages and benefits as standard. Email: admin@edgemontvet.ca

Granada Veterinary Clinic in Sherwood Park is looking for a registered Animal Health Technologist to cover a maternity leave with the potential to become full time.

We are a busy progressive practice and expect our AHT's to fully utilize their technical and patient care skills. We are looking for a mature team player who excels at patient and client care to work Monday to Friday with no evening or weekend shifts. Benefits include uniforms, CE allowance, staff discounts, and a health and dental plan. Applications must be AHT'S or RVT's that are registered or eligible to register with the AAAHT. If you are interested please submit a cover letter and resume by fax or email to Dr. Jared Lawrence. Fax: (780) 464-2534 Email: granadavet@shaw.ca

Upscale, family oriented mixed animal, five doctor vet practice looking for team players who are hard-working, motivated self-starters to work with us in delivering top quality service to our clients.

If you are high energy, love working with animals and people too, you may be a match for us! Experience with all labs, diagnostics, and treatments- including assisting in surgery and delivering dentals a must. You will manage the care of hospitalized animals, manage the follow-up with our clients, assist with inventory & ordering, handle our controlled drug logs, assist with semen testing, pregnancy testing, herd health, large animal surgery and be responsible for training Vet Assistants to advance their skills. If this sounds like a place for you, send us your resume along with a phone number we can reach you at for a phone interview. Fax: (403) 742-1170 or Email: StettlerVeterinaryClinic@stetvet.com Website: www.stettlervetclinic.com

Are you interested in focusing on small animal internal medicine?

Dr. Sheri Clarkson, who is boarded in Small Animal internal medicine, is looking for a full time technician to work with her at Fish Creek 24Hour Pet Hospital. FCPH is a busy 24 hour practice in south Calgary. Dr. Clarkson is looking for a motivated AHT with a special interest or specialty in small animal internal medicine to join our team. Successful applicants will work closely with Dr. Clarkson and our clients and patients from admission, through their appointment and/or hospitalization up to discharge and follow up care. We offer a competitive salary, great benefits and an enjoyable work environment. If you are interested please contact Dr. Sheri Clarkson at shericlarkson@shaw.ca

Edmonton West Animal Hospital & Spay/Neuter Centre is currently looking for a full-time RVT/AHT.

We offer competitive wages, staff discounts, AAAHT dues, CE allowance, uniform allowance and many more benefits. Experience is an asset; new grads welcome! Please email your resume Ph. (780) 802-5467 Email: edmhospital@gmail.com

We are looking for an experienced Animal Health Technologist to join our close professional team.

This position is presently for a one year term to cover maternity leave. There is potential for the term to be extended. The time commitment is flexible in that it can be full time or a part time position. We have an amazing team that will make a suitable candidate feel both at home and supported during your tenure with us. Send us your resume and we will set up an onsite interview to give both parties a chance to meet and decide on compatibility. Please email or fax your resume petsdoc@shaw.ca Website: www.highlandspethospital.ca or Fax: (403) 327-0351

Edmonton South Animal hospital, an AAHA accredited facility, is growing and in need of RAHT.

We recognize our employees as individuals and are committed to nurturing their individual capabilities. We uplift the dignity of labor by encouraging our people to be the best in their fields. We believe their growth and the growth of the organization go hand in hand. We are committed to creating a work environment that encourages open communication, camaraderie and professional growth. If this is something you want and we are the place for you. Please send your application to careers@edmontonanimalhospital.com address to Dr. Ignacio Tan.

At Due South Animal Hospital, we dedicate ourselves to providing highly skilled and expert care to our patients with both compassion and gentleness.

We are currently seeking a full time AHT to join our dynamic team! The successful candidate will have a positive attitude, excellent client service, demonstrate great interpersonal and communication skills and work well with others. The successful candidate must also have strong technical skills in areas such as anaesthesiology, dentistry, and laboratory procedures. Applicants must be a registered AHT and be registered with or eligible to register with AAAHT. This full time position (30 hours per week) includes one weekend a month (Fri, Sat, Sun) and some evening shifts. In addition to on-going training, we offer a competitive salary, medical and dental benefits, uniform allowance, and a generous continuing education allowance. If you are a dedicated team player and interested in applying for this position, please submit a cover letter and resume to: manager@duesouthah.com

Hermitage Veterinary Hospital is looking for 2-3 RAHT (Full-time & Part-time) for our companion animal practice.

If you are interested in providing a high standard of veterinary care, are dedicated to compassion & care, and are ready to get started in a high paced working environment, Hermitage Veterinary Hospital is looking for you. We provide competitive compensation, 100% employer paid benefits, a \$1000 health wellness allowance, paid continuing education of \$2500 every 2 years and \$500 annually, uniform allowances, pet health care "cost" policy, unique benefits such as your birthday off with pay, extra flex days and holidays & more. New AHT grads and students welcomed. Please email your resume only to hermitagehospitalmanager@gmail.com Website: www.hermitagevet.com

Ardrossan Veterinary Clinic is ready to add another member to our team.

We promote a positive work environment and enjoy working with caring clients. Full time position with no weekend shifts. Email your resumes/letters to ardrossanvet@shaw.ca We look forward to meeting with you!

Cranston Veterinary Hospital is seeking a new full time Registered Animal Health Technologist.

Our team members must be energetic, have a positive attitude, self-motivated and have a love for animals. This role will include some reception duties and

client care duties. The successful candidate must have excellent customer service skills, superior communication and organization skills. Previous experience is required and knowledge of AVIMARK would be considered an asset. Health and uniform benefits included. If you are interested in joining our team, please send a resume and cover letter. Ph. (403) 288-7299 Email: cranstonvethospital@gmail.com

Heritage Hills Veterinary Clinic is seeking a FT/PT RAHT who is dedicated to providing excellent patient and client care. We are looking for a self-motivated team player with a positive attitude. We offer competitive wages, CE, dues, as well as a uniform allowance. Please e-mail your resume admin@heritagehillsveterinaryclinic.com

If you have a passion for people and their four-legged companions, can "keep calm and carry on" and want to work with a team of fun and dedicated people, then we want to hear from you! Join our team in the beautiful West Kootenay region of BC. Check out our beautiful facility, fun toys and "spy" on our team profiles at www.wkanimalhospital.com. But the real reason you want to work for us is because we get it! You want to be part of a team where everyone's strengths are celebrated, there are no big egos or drama and you are encouraged to grow and learn. You are expected to build a great life outside your career and are given the support to do so. Must be a registered AHT with a positive outlook and great communication skills. Competitive salary, great benefits package, 32 to 40 hours per week (no evenings or weekends). Send resume and references to West Kootenay Animal Hospital Fax: (250) 364-1038 or Email wkah@shawbiz.ca Please include a short answer to the following question with your application: Outside of your career, what inspires, motivates or fuels your passion as an individual?

Come live in the beautiful Okanagan BC! Skiing, wineries, a big lake! Tri Lake Animal Hospital is a busy small animal/exotic practice - tour us at www.trilake.ca! We are looking for fabulous RVTs who enjoy a fast-paced environment and a positive work/life balance with the opportunity to work alongside board-certified specialists at Lake Country Veterinary Specialist Hospital. We offer generous benefits package including CE allowance and health benefits. FT/PT positions available. New grads welcome! Please send a covering letter and resume to Cara Reed at mgr@trilake.ca

Enthusiastic Registered Animal Health Technologist wanted for our small animal, avian and exotics clinic practicing general medicine, surgery, and behaviour management. Full time hours, CE allowance and benefits package offered. If you are energetic, client oriented and excited about working in our progressive practice in Saanichton, BC and living on beautiful Vancouver Island, please submit your resume and cover letter to Breadner Veterinary Services. Email: admin@breadnervet.com or Fax:

(250) 652-9707 Check us out at www.breadnervet.com or find us on Facebook at Breadner Veterinary Services.

Do you love working with a team? Our busy 6 veterinarian, 3 AHT practice in the heart of Calgary is looking for a full-time hardworking, enthusiastic AHT. We offer competitive wages, a CE allowance, standard benefits package, and membership dues. If you're looking to provide a high level of care and medicine within a family environment, email your resume to us today! If this sounds like the career for you, contact Taylor at office@mactrailvet.com to apply.

Bellis Veterinary Services is looking for a full-time enthusiastic and passionate AHT to join our busy mixed animal practice. We are located in a small friendly community between Smoky Lake, and Vilna in the Lakeland District, 1.5 hours Northeast of Edmonton. Our practice has been built on over 20 years of quality service with excellent support staff. Our clinic offers in-house lab, small animal dental unit, x-ray, large animal ultra sound, equine power float etc. A true mixed animal practice of 40% beef cattle, 50% small animal and 10% equine. Please send resume by email bvsruss@telus.net or by fax: (780) 636-3388

Are you an Animal Health Technologist who is looking for a challenge? Does the idea of utilizing all of your current skills and learning new advanced skills intrigue you? Do you have at least one year experience as an AHT, Guardian Veterinary Centre is seeking an AHT for our Emergency and ICU environment. Guardian is a specialty and emergency care practice equipped with the latest technology. This is a temporary contract to cover a Maternity Leave of Absence starting May 1, 2015.

The successful candidate has excellent client service skills, strong interpersonal and communication skills and a compassionate nature. This shift is on a rotation of days, nights and weekends which allows for flexibility. We provide a competitive salary, generous benefit package, staff discounts, a continuing education allowance and the opportunity to join a skilled and innovative team.

Interested candidates, please forward your resume and cover letter to: Email: shauna@guardianvetcentre.com Fax: (780) 436-6222 Guardian Veterinary Centre 5620 - 99 Street Edmonton, AB T6E 1V2

Are you an Animal Health Technologist who is looking to return to veterinary medicine or has a special interest in client education? Guardian Veterinary Centre is seeking a part time AHT in our discharge and client education department. The right candidate is client service oriented, has attention to detail, organized, and confident. The part time position averages 20 - 30 hours per week. Guardian is a specialty and emergency care practice and we are equipped with the latest technology. If you are passionate about animals and want to join our skilled and innovative team, please submit your resume to: Guardian Veterinary Centre 5620 - 99 Street, Edmonton, AB. T6E 1V2 FAX: (780) 436-6222

Email: shauna@guardianvetcentre.com

Mill Creek Animal Hospital located just off Whyte Avenue in Edmonton is seeking a full time RAHT. We offer a competitive salary, a health care spending account, a uniform allowance, paid dues, an above average staff discount and no night shifts. We are looking for a positive team player with skills in surgery, dental, and all routine medical procedures (but willing to work with a recent grad). If you recognize the value of offering our clients a superior veterinary experience and truly enjoy doing so please send your resume in confidence. jill@millcreekvet.com Fax: (780) 433-6890

Elizabeth Street Pet Hospital, in Okotoks, seeks full time AHT to join our fun, friendly team in a fast paced environment. Never a dull moment! Our practice is well-equipped with in-house laboratory, ultrasound, digital & dental radiology. Our doctors have special interests in reproduction, orthopedics & dentistry. We offer a competitive salary, retention bonus, AHT dues, medical/dental benefits, and a uniform allowance is provided. New graduates are welcome. The ideal candidate will be motivated, have a positive attitude and a great sense of humour. Please send resume via email or fax at: aht@vetokotoks.ca Fax: (403) 982-8389

Calgary North Veterinary Hospital & Emergency Service is looking for a full-time Registered Animal Health Technologist/Veterinary Technologist to join our hospital. New Grads are encouraged to apply! We are a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. Working closely with the Veterinarian, the AHT/RVT is responsible for ensuring patients and their owners are provided with optimum care and excellent service. The position averages 37.5 hours on a compressed work week including some weekends. The successful candidate will be an AHT/RVT and be registered with, or eligible to register with the AAAHT. We are looking for technologists who are excited to grow in their profession with a positive attitude, excellent client service, interpersonal and communication skills and a compassionate, courteous nature. We offer competitive wages, uniform allowances and discounted veterinary services and pet food. We are dedicated to the ongoing development of our employees and offer many in house continuing education seminars and learning opportunities. If you are interested in becoming part of a dynamic team, please send your resume and cover letter to: Email: careers@cnvet.com Fax: (403) 277-0136

Rutherford Veterinary Clinic is looking for a full time RAHT. The suitable candidate should have positive attitude, excellent customer service, and technical skills in anaesthesiology, inventory, radiography, dentistry, secretarial and lab procedures. We offers competitive wages, generous benefits package, staff discounts, and ABVMA dues. Please send your resume to Practice Manager Mrs. Mary Abdel Malak 11464 - 17 Avenue, Edmonton, AB T6W 2S5 or E-mail: mm_samuel@yahoo.ca

Classified Ads

An immediate FT position is available for a qualified AHT looking for an opportunity in a busy mixed animal practice (75% SA), to apply their medical knowledge in all aspects of veterinary medicine in a family orientated, community based practice located an hour and a half north of Edmonton, AB. This opportunity is ready for your take charge personality and keen interest to expand your knowledge and skills, all the while fostering professional and community relationships with patients, clients and practice friends. We look forward to discussing market level compensation rates, benefits, CE allowance, and signing bonus in conjunction with a work schedule recognizing life balance to enjoy the country style recreation filled surroundings. Please phone Liz@ (780) 689-3800, fax resume to (780) 689-3976 or email to boylevet@telus.net

A rare opportunity in the spectacular Pentiction, BC where summers are hot and winters are mild! An amazing 2 Vet small animal hospital with fun staff & lots of bonuses & perks. For more information: [LVH@shaw.ca](mailto:Lvh@shaw.ca), Fax: (250) 492- 6233, Ph. (250) 492-8113 ask for Sam, www.lindseyvet.com

Fredericton Animal Hospital needs a full-time veterinary technician. We have 2 veterinarians and a staff of 8 and our facility is brand new and is AAHA accredited. For full details visit www.fah.ca/careers

Animal Emergency Hospital in Red Deer is a progressive clinic that provides after hours and specialty services for pets throughout Central Alberta. We are equipped with two surgery suites, an extensive in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. Our team is passionate about veterinary medicine and helping both clients and patients through difficult times. We enjoy the excitement of emergency care and hope to find Registered Veterinary Technologists who share that interest. A suitable candidate would be comfortable in a fast-paced environment, be confident in their technical skills and have a positive attitude. Please submit a cover letter and resume by email to hospital@animalemergencyhospital.ca, Fax (403) 340-8418 or in person at 7644 Gaetz Ave.

Evanston Pet Hospital is a brand new practice opened up in NW Calgary. We are looking for a PT RAHT with potential to become full time. The successful candidate must be compassionate, self-motivated, experienced, and able to work independently. As well as a team player and with excellent communication skills. We will encourage our RAHT to fully utilize their skills including assisting with anaesthesia, surgeries, dentistry and client education. Please forward your resume and cover letter to us by email: calgaryvet@live.ca

The General Veterinary Hospital is currently seeking a part-time RAHT to join our busy, small animal practice. We are an AAHA Accredited, fully integrated IDEXX facility with Laboratory, Digital Radiography and Cornerstone Practice Management Software. Competitive wages offered in an interesting

and fast-paced environment where you can utilize all of your AHT skills. Apply in strict confidence to Edith Dubois, Hospital Administrator, 11403 - 143 Street Edmonton AB T5M 1V7, by Fax (780) 452-4856, or Email: edithgvh@telus.net

We are looking for an enthusiastic, outgoing registered Animal Health Technologist. We are a growing, progressive small animal practice in Slave Lake, Alberta; a growing community of 6500 people. Enjoy weekends off with lots to do - we are right on Slave Lake, well known for its beautiful beaches, excellent fishing, camping and water sports. Slave Lake is 3 hours northwest of Edmonton. We offer paid continuing education, uniform allowance, AAAHT dues, medical/dental insurance and a wellness benefit plan. Currently we have 1 full time veterinarian, 1 part time veterinarian, 1 part time AHT, 3 receptionists and 1 kennel staff. Our clinic is equipped with Idexx in house lab, an ultrasonic dental unit, digital radiography and dental radiography, Avimark software and a Spectravet therapeutic laser. New grads are welcome. Please email or fax your resume to Dr. Aimee Green. Email: slvc1@telus.net Fax: (780) 849-2375

Millwoods East Veterinary Clinic is seeking a FT AHT to join our team. We are a well-equipped, progressive, busy small animal practice in SE Edmonton. We are committed to high quality patient care and service. The successful candidate will be a motivated, energetic, team player who is passionate about using their technical skills. We offer a competitive salary, paid license fees, scrub allowance, continued education, health/dental benefits and fantastic staff discounts. If you are interested in joining our team we would love to hear from you! Please forward your resume, Attention: Jennifer to millwoodseastvet@shaw.ca

*** \$1000.00 signing bonus for the right candidate.*** Ellerslie Pet Hospital is seeking an AHT to join the team of exceptional technologists and veterinarians. This is a PT/FT position and new grads are welcome. We are a client driven practice so interpersonal skills are a must. We offer competitive wages, group benefits, CE allowances, monthly incentive bonuses and many other perks. Please submit your resume to doug@ellersliepet.ca

Roslyn Veterinary Clinic is looking for a part time AHT locum to cover for Saturdays as well as vacation leave on March/April and more. This is a flexible position that can be very lucrative for both parts. Please call us (780) 475-9912. Check out our website: www.rosslynvet.com

Are you looking to balance your professional life with your lifestyle? Big Horn Veterinary Services is looking for an AHT/RVT 30 hours per week. We are a family oriented, mixed animal practice and pride ourselves in providing high quality medicine and patient care, with a welcoming team-based atmosphere. The successful candidate will have strong interpersonal and organizational skills, where clear

client communication and support are our primary goals. We offer competitive wages, CE and uniform allowance as well as a personal pet care policy. ABVMA dues will be paid by the principal. Our practice is located in the Town of Hinton, next to Jasper National Park. If you are interested in joining our team, please forward your resume and cover letter to nada_marshall40@gmail.com

Stoney Trail Veterinary Clinic requires a full-time registered AHT, with strong technical skills in anaesthesiology, dentistry, and excellent customer service skills. Our practice includes digital x-ray and in house laboratory. We offer a competitive wage, uniform and CE allowance, medical and dental benefits, AAAHT dues. Email: info@stvc.ca

GOOD THINGS TAKE TIME! We are still looking for & accepting applications for RAHT to join our small team on an F/T basis. Our well established & progressive clinic is excellently equipped to handle routine medical, surgical & dental cases (surgical laser, therapeutic laser, in house laboratory, digital x-ray equipment, digital dental x-ray, ultrasound & more). Successful candidate must be honest, confident & experienced in their technical knowledge, nutrition & AVImark. Great soft skills & emotional intelligence are a must!!!! Visit our web site & social media for further insight on our philosophy and services. Wages & benefits negotiable for the right candidate! E-mail your CV or inquires to tgolbeck@westmountanimalclinic.com Website: www.westmountanimalclinic.com

Looking for a happy, positive person with lots of energy who isn't afraid of fresh air and adventure! Starting a new practise 25 mins east of Sherwood Park catering to companion animals and farm pets and looking for a F/T registered AHT to join in the fun. I respect my AHTs as valuable members of the medical team and encourage them to continuously broaden and refine their skills. I believe in outstanding client service, unparalleled veterinary care and a healthy life-work balance. No evening or weekend shifts; some afterhours community events work. We have renovated a farm house into a warm, friendly clinic with lots of sunshine pouring in. Hastings Lake Animal Hospital is situated on a peaceful 60 acres, home to a variety of spoiled farm animals lovingly cared for each day by our family. When we aren't busy in the hospital we will spend our time out on the farm and in the community. New and exp. grads alike will be considered. You need only bring to your interview a great attitude and an open mind. May 1. \$20/hr plus benefits. drkaren.j.allen@gmail.com

The Forestburg Veterinary Clinic is seeking a Full Time RAHT to join our team. We are a busy mixed animal practice located in a rural community, approximately 2 hours from Edmonton, Alberta. The successful candidate should be a compassionate, enthusiastic, driven, and reliable individual who is able to work independently as well as with a team. A passion for learning, effective communication and customer service skills and the ability to perform in

a fast-paced, progressive environment are also an asset. We encourage our RAHT's to fully utilize their skills including surgical assistance, anaesthesia, digital radiology, dentistry, up keep of log books and client education. If you have a professional attitude, are self-motivated, and enjoy a friendly work environment that provides a wide variety of daily experiences then this is the place for you! Salary negotiable. New graduates will be considered. Please email resumes and cover letters to drjeff5@hotmail.ca or Fax: (780) 582-4155.

Interested in utilizing and expanding ALL of your AHT skills in a client oriented, team driven and fun environment? Then you will want to join our teams at the Heartland and Chestermere Veterinary Clinics. We are fast paced small animal practices located in Airdrie and Chestermere. Look to utilize and grow your skills in our beautiful facilities with a full range of current medical equipment (Surgical laser, in-house laboratory, digital x-ray, ultrasound, dental suite, etc.). This is a full time position that requires rotating Saturdays (NO overnights or on call shifts). We offer competitive wages, generous benefits package including health and dental coverage, staff discounts, AAAHT dues, yearly CE allowance, and uniform allowance. Experienced and NEW grads are welcome! Email your resume to MEAGENL.HEARTLAND@GMAIL.COM, Fax: (403) 912-8885 or visit us in person. Visit our website for more information about our wonderful clinic. www.laservet.ca

Do you love working with people and animals? Are you organized, meticulous, and bubbling over with excellent customer service? Would you like to live near beautiful mountains in Cranbrook, BC, with endless outdoor activities? Steeples Veterinary Clinic is seeking to hire a full time Animal Health Technologist. The candidate must hold a valid diploma. Experience in a veterinary setting is desired but not required. Duties will include being part of a veterinary team in a mixed animal practice (mostly small animal), using your technical skills fully and providing top notch animal and customer care. The hours will vary and will include weekend work. If this is for you, apply by e-mail with a resume and contact information. Do not apply in person. Only those applications considered will be contacted. Contact: Hayley Moldenhauer, Office Manager, steeplesvetclinic@gmail.com Website: www.steeplesvetclinic.com

Buffalo Head Vet clinic is currently looking for an energetic outgoing individual to join us in providing excellent quality Veterinary Medicine in a Well Equipped Rural Mixed Animal Practice. We have a busy practice centered on companion animals (dogs and cats) with a significant portion devoted to Equine and Cow/Calf. Although the majority of your skills will be utilized in the companion animal portion of the practice, we are looking for someone who will be comfortable also working on horses and cattle. We are located in Taber, a town of 7,500, just 50 km East of Lethbridge. Very Competitive starting salary and uniform allowance. Continuing education

and Professional Membership Dues covered after 6 months employ. Please e-mail resume to drsmith@Telusplanet.net or Fax: (403) 223-0315

Vegreville Veterinary Clinic is seeking an energetic AHT to join our busy 3 vet mixed animal practice. We offer full time hours, CE allowance and health benefits. Our fully equipped facility includes digital radiographs including dental, Idexx lab, Surgivet monitoring system, ultrasound, Laser. New graduates encouraged to apply. Please send cover letter and resumes to vegvet@vegvetclinic.ca, attention Dr. Ken Lawrence.

We are in a family pet, behavior oriented clinic in the Comox Valley, Vancouver Island. We are looking for an AHT who wants to work with a real happy crew. Must have are: ability to give direction to your assistants, ability to organize treatment floor to run smoothly, good technical skills in all areas of medicine surgery and patient care. And interest in behavior medicine in teaching low stress handling to your assistants. If this sounds like the place for you, e-mail us your resume along with the phone number we can reach you at for a phone interview. receptionad@shaw.ca

AHT Available

Veterinary Student Required

Hermitage Veterinary Hospital is looking for a Part-time / Casual Veterinarian (students welcome), to join our large dynamic companion animal focused team. We have a strong focus on preventive care, wellness, and emergency medicine with a high volume of routine procedures, dentals and emergency cases. We are a busy, 10 veterinarian hospital. You will have access to a large support staff, in-house lab/x-ray and modern facility/ equipment, allowing you to provide quality medicine and superior standards of care. We offer above average compensation with additional compensation incentives, CE allowance up to \$2500, annual uniform allowance, pet health care plan at cost, health benefits covered 100% by employer with an extra \$1000 wellness allowance, vacation allotment above industry average and more. Please email your resume to hermitagehospitalmanager@gmail.com

South Side Animal Hospital is looking for a friendly and outgoing individual to join our team as a full-time summer veterinary student. If you are willing to work hard with a fun and dedicated team of veterinary professionals, we would love to hear from you! Our AAHA accredited clinic strives to practice high quality medicine while encouraging a family friendly feel for our clients as well as our staff. We are located in south Edmonton and primarily see cats, dogs, rabbits, rodents, and some wildlife. We offer competitive wages and employee discounts for all employees. If this opportunity appeals to you please contact Marnie or Heather at (780) 434-6462 or send a cover letter and resume through fax (780)434-7033 or email to southsideanimalhosp@gmail.com Website: www.southsidevet.ca

Veterinary Student Seeking Employment

Hermitage Veterinary Hospital is looking for a Part-time / Casual Veterinarian (Students welcomed), to join our large dynamic companion animal focused team. We have a strong focus on preventive care, wellness, and emergency medicine with a high volume of routine procedures, dentals and emergency cases. We are a busy, 10 veterinarian hospital. You will have access to a large support staff, in-house lab/x-ray and modern facility/ equipment, allowing you to provide quality medicine and superior standards of care. We offer above average compensation with additional compensation incentives, CE allowance up to \$2500, annual uniform allowance, pet health care plan at cost, health benefits covered 100% by employer with an extra \$1000 wellness allowance, vacation allotment above industry average and more. Please email your resume to hermitagehospitalmanager@gmail.com

AHT Student Required

Centre Street Veterinary Clinic is looking for a F/T AHT Student, who is team oriented and hard working. We are a well-established small animal practice in northwest Calgary. New graduates/ students welcome. Please fax or email your resume to: (403) 295-1562 or centrestreetvet@gmail.com

Would you enjoy working within a team environment that is supportive, encouraging and fun?

How about a place that not only rewards you with four-legged kisses but also allows for a healthy work/life balance? Edmonton West Animal Hospital & Spay/Neuter Centre is currently looking for an AHT student. Pick any morning, evening, and weekend shifts that work well with your school. The successful candidate will have a positive attitude, excellent client service, and demonstrate great interpersonal skills. In addition to on-going training, we offer competitive wages, staff discounts, professional dues, CE allowance, uniform allowance and many more benefits. If you are a dedicated team player and interested in applying for this position, please submit a cover letter and resume. Ph. (780) 802-5467 Email: edmhospital@gmail.com

Buffalo Head Vet clinic is currently looking for an energetic outgoing individual to join us in providing excellent quality Veterinary Medicine in a Well Equipped Rural Mixed Animal Practice. We have a busy practice centered on companion animals (dogs and cats) with a significant portion devoted to Equine and Cow/Calf. We are encouraging AHT students to consider our practice for their practicum and look forward to hearing from you. Permanent employment is a possibility after your graduation. We are located in Taber, a town of 7,500, just 50 km East of Lethbridge. We have a CR digital radiology system, automated in-house lab and anaesthetic monitoring system. If you want to gain abundant mixed animal experience please provide us with a resume; we look forward to meeting with you. Please contact Amanda Wright at Buffaloheadvet@gmail.com or Fax: (403) 223-0315

Classified Ads

AHT Student Seeking Employment

Other Employment

Montrose Pet Clinic located in Beaumont, AB is looking for experienced, energetic, self-motivated support staffs including AHTs for their fast growing, well equipped clinic. Our team member should have a positive attitude and have a love for animals. Successful candidate must have superior people skills and organization skills. We offer industry high pay, family atmosphere, flexible schedule and other perks. Knowledge of AVIMARK software would be an asset. Please send your resume by e mail if you are interested to be part of an excellent team. Email: montrosepet@gmail.com Website: www.montrosepetclinic.com

We are looking for an enthusiastic, mature, multi-tasker to help us organize our front desk (and rest of staff). You will be responsible for answering phones, booking appointments, invoicing, emailing, filing and call backs. If you are looking for a fast paced, horsey experience, and full time career, we are the "team" for you. The position is full-time, Mon-Fri 7:30 am -4:30 pm, with some options for overtime. We require a minimum 1 year reception experience; horse experience and medical background would be a huge asset. If you are serious and committed please email your resume and references to delaney@delaneyvetservices.com Website: www.delaneyvetservices.com

One full time Veterinary Medical Receptionist/ Assistant required for the Cremona Veterinary Clinic, located 45 min NW of Calgary on beautiful Hwy 22. Small clinic with 1.5 vets, one VMA, and one RVT. 75% SA, 15% cow calf, and 10% equine. The ideal candidate(s) would have a college diploma (VMA/VOA/VMR/VPM/AHT), some basic knowledge of large animal vaccines/products, excellent communication and computer skills, a good sense of humor, and an interest in practice management. Starting date: June or July 2015. Willing to hire/train new graduates. Contact/send resumes to Dr. Heather Van Esch at heather@cremonavet.com, or Fax: (403) 637-0026.

Heritage Hills Veterinary Clinic is currently seeking a FT/PT receptionist who is dedicated to providing excellent patient and client care. We are looking for a self-motivated team player with a positive attitude. We offer competitive wages as well as a uniform allowance. Please e-mail your resume admin@heritagehillsveterinaryclinic.com

Albany Veterinary Clinic in NW Edmonton is looking for a full-time/part-time Veterinary Tech Assistant. We offer very competitive wages, uniform allowance and staff discounts. The position requires phone answering, booking appointments, and directing clients to exam rooms, helping the vet and technicians with restraint, lab samples, x-rays and cleaning as required. You must have a good work ethic

and be a team player. Knowing AviMark is an asset. You can start immediately. Visit us at: www.albanyvet.ca Please send your resume at: cecilia@albanyvet.ca

Calgary North Veterinary Hospital and Emergency Service is hiring a full time Animal Health Tech Assistant for our dedicated and dynamic team. The primary role of the position is to assist the AHTs and Veterinarians with daily tasks and patient care as directed. They are caregivers to the patients in the hospital including feeding, walking and general cleanliness of patient's kennels and pet patients to make their stay most comfortable. The successful candidate will demonstrate excellent communication, interpersonal and problem solving skills. They work well within a team environment with minimal supervision. Applicants must also be compassionate, flexible in attitude and work habits and be willing to learn. Previous veterinary experience is considered an asset. The position averages 37.5 hours per week on a compressed work schedule including weekends. Possible overnight position available, shift is 8:30 pm - 7:30 am, 5 nights on/5 off. We offer competitive wages, medical/dental benefits, continuing education allowance and veterinary discounts. If you are interested in applying, please submit a resume: careers@cnvet.com Fax: (403) 277-0136. We thank you for your application and interest in our organization. Only those candidates selected for an interview will be contacted.

Companion Veterinary Clinic in south Edmonton has a position available for a part-time Veterinary Administrative Assistant to join our team. We require an individual able to work Saturdays, as well as two weekday shifts. We are looking for a mature individual with a positive attitude, and excellent communication skills. Benefits include uniform allowance, health care coverage and CE opportunities. If you would like to share your skills and personality with us, please send your resume to info@companionvet.ca with the subject: "Jessica VAA position". Visit www.companionvet.ca

The Animal Care Centre in Okotoks is currently looking to fill a full time position as tech assistant/receptionist for 100% small animal clinic. VOA preferred or prior experience in this area. Position would entail helping clean, day to day care in the treatment area and in surgery as well as reception duties. Must be able to do some Saturdays and occasional evenings. Self-motivated, team player that is reliable, and energetic with strong people skills is a must for this position. Employee discounts, uniform, sick days, continuing education opportunities, competitive wage and health benefits offered. Please contact Dr. Dianne Genereux by e-mail if interested. carectr@telus.net

A career opportunity is now available at the Marda Loop Veterinary Centre as part of our front end support team. Each day you will provide administrative support to our veterinarians, clients and team members with a positive attitude. This

salaried position will be scheduled Monday-Friday (no weekends), group health benefits, continuing education opportunities, and more. If you are: Friendly, Reliable, Team Player and have a passion for animals and people, this is the position for you.

Veterinary clinic experience / or training will advance you to the head of the line. Please submit your resume to darrell@mardaloopvet.ca

Edmonton West Animal Hospital & Spay/Neuter Centre is currently seeking a full time Receptionist/Tech Assistant. The primary role includes all reception duties with some assistance in the treatment area when needed. Previous veterinary experience is preferred. Please submit resumes by email. Ph. (780) 802-5467 Email: edmhospital@gmail.com

Vétoquinol is a pharmaceutical company devoted exclusively to animal health. We offer a competitive compensation package (group insurance, retirement savings plan, etc.) It also provides its employees with a dynamic and friendly work environment as well as career opportunities. Vétoquinol is currently looking for a Territory Manager for the Production Animal Division, covering the Southern Alberta territory. If you are interested by this job opportunity, please send your resume at rh@vetoquinol.ca

Full Time Veterinary Receptionist Needed!

South Side Animal Hospital is looking for a friendly and outgoing individual to join our team. If you are willing to work hard with a fun and dedicated team of veterinary professionals, we would love to hear from you! Our AAHA accredited clinic strives to practice high quality medicine while encouraging a family friendly feel for our clients as well as our staff. We are located in south Edmonton and primarily see cats, dogs, rabbits, rodents, and some wildlife. We offer competitive wages, employee discounts, and a health spending plan, CE allowance, uniform allowance and personal days. Previous experience is an asset but not mandatory. If this opportunity appeals to you please contact Marnie at (780) 434-6462 or send a cover letter and resume through fax (780) 434-7033 or email to southsideanimalhosp@gmail.com Website: www.southsidevet.ca

RECEPTIONIST required. Southpointe Pet Hospital is seeking a mature individual for a receptionist position as well as some assistant duties. Positive attitude, excellent communication skills and flexibility are required. This is a potential full time position that will include evenings. Salary is dependent on experience. Health and uniform benefits are included. If you are interested in working with a great team please send a resume and cover letter to info@southpointepethospital.com

Practice for Sale

Long established, high net, economically stable, single veterinarian, small animal practice available within 100 km of Edmonton. Long term clientele. Offering full array of medical and surgical services with excellent long term staff. Full array of surgical and diagnostic equipment. Large community with diverse economic base. Owner selling due to family issues. Contact borderland839@telus.net

Beautiful Clinic Building: For Lease-Vernon, BC. 2700 – 30 Avenue, downtown. Active clinic for 20 years. Instant start-up. Clients already families with location, Rare opportunity to start your own practice. \$3000 per month triple net. Can assist with start-up. Please email drtudenberg@msn.com or Call (250) 308-9699

COMPANION ANIMAL PRACTICE: Unique purchase opportunity becomes available for this companion animal practice located in 10,000 pop. Community orientated Alberta city and generating a million dollars PLUS a year from veterinary hosp. designed, single detached building. Fully computerized practice with all the latest in medical toys, tenured / trained support staff and a client base of 5,000 await you and your energy. Owner retiring and / or willing to assist. Real estate purchase an option. For an information package please contact: VetAdvise.com Jackson & Associates, C.G.A. tjackson@vetadvise.com (604) 939 - 2323

Small animal clinic in NE Edmonton for sale. Over 2000 clients on the roll. Located in busy strip mall and equipped with two exam rooms, office, staff room, treatment area, surgery suite, laboratory, radiology, dentistry and heated kennels. Motivated seller. Please email at clinicsale15@gmail.com

Progressive small animal practice in excellent locality in Calgary is for sale. Immediate possession is available. Please contact by email: vetcliniccalgary@gmail.com

Thriving, well - established 2 veterinarian mixed animal practice in southwest Saskatchewan, near the Cypress Hills. Fully equipped large & small

animal service offered in a modern clinic (built in 2003) with well-maintained equipment. A loyal client base, plus a steady influx of new clients from Medicine Hat and Swift Current permits continued growth. Owner willing to work during the transitional period. For serious inquiries please contact Dr. Lawrence Heinrich, grasslands.animal.health@sasktel.net, Box 1616 Maple Creek, Sask. S0N 1N0 or Ph. (306) 662-7625 or (306) 558-2004

REDUCED TO SELL. Well-established Mixed Animal Veterinary Practice for Sale. In the foothills of Jasper National Park, this opportunity is perfect for the individual or family who enjoy an outdoor lifestyle. Fully equipped small animal clinic and large animal ambulatory service. A loyal, longstanding client base plus steady new client influx, offers the veterinarian a flexible work schedule and balanced personal /professional life. With a young enthusiastic staff, this veterinary practice is ready to expand in whatever direction one chooses to take it. \$249,000. Please direct inquiries to Dr. James Marshall, Big Horn Veterinary Services, P.O. Box 6535, Hinton, Alberta T7V 1X7 or Email bhvs@outlook.com

Well-established 2 veterinarian small animal practice in southwestern Alberta (1969) for sale including building and land. Equipment includes new x-ray machine and digital x-ray, S/A ultrasound, surgical laser, dental unit and digital dental x-ray, separate surgery and monitors, Idexx in-house lab, 2 treatment tables and monitors in treatment room, 3 anaesthetic machines, Doppler, 2 exam rooms, pharmacy, 2 offices and computerized reception (Impromed 5.0), excellent staff, recent evaluation. Owner will to assist with transition. Contact Faith Zachar Box 1269, Pincher Creek, AB T0W 1W0 or Ph. (403) 627-3900 or (403) 627-7751 Email. pcveter@hotmail.com

Practice Wanted

Equipment for Sale/Wanted

2010 Ford F-150 XLT with mounted 1991 Bowie Ultra 6 vet box. Box equipped with hot/cold water hoses, lights, power locks, and 12V & 120V heaters.

Truck has most power options including SYNC. Good tires. \$24,500. Contact Mike (780) 689-0453 mike.cheshire1@gmail.com Will negotiate price.

Equine portable X-ray for sale. Purchased a veterinary hospital and do not need unit.

Ralco Beam Limiting Device Collimator type R72/170A Sedecal portable x-ray # SP-VET-3.2 Sedecal High Voltage tank model # A6544-02 Price is negotiable, contact Nathan for pictures and more information. Ph. (780) 446-8049

NEW Assorted Surgical Instruments for Sale \$450.00- 40% off of the original price

3 Backhaus Towel Clamps 13cm, 8 Kelly curved forceps, 3 Mayo Scissors Curved 17cm, 3 Metzenbaum Scissors 18cm, 1 Mayo Curved 17cm, 3 Mosquito Forceps Curved, 2 Mayo Scissors 17cm, 4 Reduction clamps, Email cs@equusveterinaryservices.com or Ph. (403) 800-9012

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*Hill's Prescription Diet – Metabolic & Mobility www.HillsVet.ca	11	*Tails of Help Inaugural Golf Tournament tailsofhelp.ca/golfevent	17	*2015 CanWest Preliminary Program www.canwestconference.ca	OBC
*WDDC – BJ Desjardins, Tanya Kushneryk, Brenda Samletzki www.wddc.com	32-33	*Iams Vet Formula – Skin & Coat Plus www.IamsVetFormula.com	23		
*CVMA Convention www.canadianveterinarians.net	13	*WDDC – Member owned, Service Driven www.wddc.ca	29		



CANWEST VETERINARY CONFERENCE

OCTOBER 17 - 20, 2015

Hosted by the Alberta Veterinary Medical Association
at the Fairmont Banff Springs Hotel

One of the most distinguished, enlightening and lively events of its kind, the ABVMA's exclusive annual CanWest Veterinary Conference offers a vibrant smorgasbord of continuing education opportunities that run the gamut of the ever-evolving profession of animal health care. CanWest has much to offer for animal health care professionals and their teams.

Join us for this year's CanWest Conference at the historic Fairmont Banff Springs Hotel, deep in the heart of the majestic mountains of Western Canada, for a captivating educational experience and good old-fashioned hearty hospitality.

PRELIMINARY PROGRAM

Companion Animal

- Emerging Infectious Diseases - Dr. Richard Goldstein, Animal Medical Center, New York, NY
- Clinical Pathology, Case Based Approach - Dr. Lesley Sharkey, University of Minnesota, Minneapolis-Saint Paul, MN
- Veterinary Dentistry - everything you wanted to know but were too afraid to ask - Dr. Graham Thatcher, Alta Vista Animal Hospital, Ottawa, ON
- Anesthesia in Challenging Patients - Dr. Andre Shih, Newberry, FL

Equine

- Dentistry - Dr. Bayard Rucker, Lebanon, VA, USA
- Diagnosis and Medical Management of Colic and Colitis - Dr. Sarah Reuss, University of Florida, Gainesville, FL, USA
- Case Based Diagnosis and Treatment of Lameness - Dr. Brent Hague, Oakridge Equine, OK, USA

Food Animal

- Small Ruminant Reproduction and herd health; Progressive Dairy Practice- Dr. Kelly Barratt, Heartland Veterinary Services, Listowel, ON
- Practical Beef Cow-Calf Nutrition for Veterinarians - Dr. Mark Hilton, Purdue University, West Lafayette, IN, USA
- Increasing Production Efficiency Through Reproductive Management in beef cows and heifers - Dr. Rick Funston, University of Nebraska, North Platte, NE, USA
- Measuring Welfare in Beef Cattle, Cattle Transport, Castration and Pain Mitigation, Lameness in the Feedlot and Beef Codes - Dr. Karen Schwartzkopf-Genswein, Lethbridge, AB

- Leading Discussions on Animal Welfare from a Livestock Veterinarian's Perspective - Dr. Tim Blackwell, Ontario Ministry of Agriculture, Food and Rural Affairs, Fergus, ON

Veterinary Team

- A Strategy for Effective Generational Communication for Veterinary Professionals - Dr. Betsy Charles, Western University of Health Sciences, Pomona, CA, USA
- How to get what you want in practice; handling angry clients, poo on the carpet...common landmines in practices, tails from the digital trenches and more... - Dr. Andy Roark, Greenville, SC, USA
- Communication Skills for Veterinary Teams (Be a Clinic Superstar, Secrets to Effective Scheduling, Creating a Comforting Euthanasia Experience and The Team's Role in Promoting Dentistry) - Mrs. Wendy Myers, Communication Solutions for Veterinarians Inc., Highlands Ranch, CO, USA

Veterinary Technologist

- Anaesthetic Protocols - Ms. Nancy Shaffran, Erwinna, PA, USA
- Back to the Box...solving litter box problems in cats - Ms. Pam Johnson-Bennett, Cat Behaviour Associates, Nashville, TN USA
- Critical Thinking Skills: Shock and Trauma, Coping with Anesthetic Emergencies, Communication Horror Stories, Client Care Beyond the Front Desk - Ms. Megan Brashear, DoveLewis Emergency Animal Hospital, Portland, OR, USA

Wet Labs

Several wet labs will be held prior to the conference on Friday, October 16, 2015 at the Clinical Skills Building, University of Calgary Faculty of Veterinary Medicine in Calgary, AB. Topics and speakers to be announced.

**PROFESSIONALISM
MEDICAL KNOWLEDGE
PRACTICE MANAGEMENT SKILLS
TAKEN TO NEW ALTITUDES!**

Registration Opens in June. Visit: www.canwestconference.ca

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