

ABVMA MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2015

Wellness

– Staying Resilient During the Holidays

In This Issue

Notice of the 2016 AGM pg 7

Registration Day,
September 22 – Calgary pg 8-9

PIPS TIPS – Informed Consent pg 11

From Mind Building to
Body Building Dr. Marissa Rodriguez pg 14

UCVM and WCVM – Classes of 2019 pg 21

On the Cover –

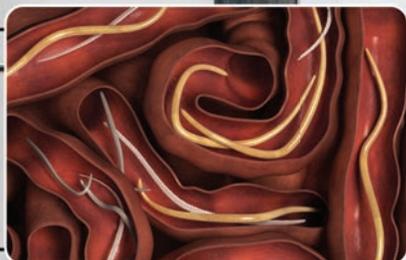
Wellness – Staying Resilient pg 22-23

Wellness Resources Inside Back Cover





Because worms shouldn't be in the picture



Intestinal parasites often go untreated in dogs and cats. In fact, $\frac{1}{2}$ of dogs and $\frac{2}{3}$ of cats seen within the past year by their veterinarian have not received a deworming treatment,* making zoonotic transmission a real threat to families. Recommending routine deworming with Drontal® protects pets against the most common types of intestinal worms—so families can stay close without unnecessary risk of disease.

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*VetRx, 2014.

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Notice of the 2016 AGM
and Leadership Weekend 7

Registration Day,
September 22 – Calgary 8-9

PIPS TIPS – Informed Consent 11

From Mind Building to
Body Building Dr. Marissa Rodriguez... 14

UCVM and WCVMA – Classes of 2019 ...21

On the Cover –
Wellness – Staying Resilient 22-23

Wellness Resources Inside Back Cover

REGULAR ARTICLES

Editor's Notebook 3

President's Report 4

Registrar's Report 5

Council Highlights 6-7

Membership Matters (August) 10

CVMA Report 12

Keeping You Current 15

Dean's Corner (UCVM & WCVMA) 16-17

Student's Corner
(UCVM & WCVMA) 18-19

AHT News 24-27

CE Opportunities 28-30

Classified Ads 31-38

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.



Editor's Notebook

Help a Colleague

THIS ISSUE OF THE ABVMA MEMBERS' MAGAZINE CONTAINS INFORMATION

pertaining to professional wellness. This has been identified by Council as an area of emphasis. The ABVMA's approach to professional wellness is ahead of many other provinces and states in North America, but that is not enough. We encounter mental health issues, depression, stress and acute distress on a daily basis; both within the clinic and in our private lives. We need to do more to gain an understanding of what is involved before we can begin to resolve the issues.

One of the outcomes of the ABVMA Member Wellness survey has been the creation of the Member Wellness Advisory Committee. This committee has begun to look at professional wellness within our membership, and to advance different approaches to help members maintain a healthy workplace. One of the outcomes from this committee was the delivery of the Mental Health Commission of Canada's Mental Health First Aid Certificate course held at the ABVMA office. I had the privilege to participate and felt that it was very worthy of the time spent. I think that all participants gained a better appreciation for the different aspects and degrees of mental health. This course will be repeated again in Calgary this fall. Watch for information in the E-news.

Another aspect of professional wellness that we continue to deal with is incapacitation of our members. At any given time, we are aiding one or two of our members that have come to the attention of the ABVMA with addiction issues, and it is gratifying to be able to help. However, the experts tell us that we are merely scratching the surface. We are told that we can expect that 10% of our membership may have an issue with alcohol or a chemical dependency, whether prescription or otherwise. If you know of someone struggling with addiction, please get them some help. You are contributing to their problem by ignoring or enabling it. If necessary, we are also here to help.

Professional Wellness Line: **780-435-5908 or 1-888-399-9876**

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



**“When the student is ready,
the teacher appears.”**

- Siddhārtha Gautama

Towards Confident Competence...

NOT MANY YEARS AGO, IT WAS common for newly minted veterinary graduates to find out on their first day of employment that all responsibilities of a clinic were theirs, as the owner finally had been able to hire some help and was going away for a month of much needed rest. Sink or swim, was the adage, and the new graduate, often brimming with confidence, would soon find out the hard way that a DVM degree and licensure put them in a position where practical learning was really only just beginning, as they entered the school of hard knocks. Fortunately, things have progressed beyond that point.

**the mentor-mentee relationship
is a relationship of trust, one
which is mutually beneficial.**

But it seems to me that new graduates used to be more confident than they are now, though not necessarily more competent. New graduates, as well as foreign trained veterinarians starting work in Alberta, express the desire for a mentored introduction into veterinary practice and the concept is now much more accepted. In a less formal way, mentorship has been a fact of veterinary medicine for decades. More recently, formal mentorship has been a topic of discussion

for educational institutions, veterinary associations, and regulatory bodies.

According to the Merriam-Webster Dictionary, a mentor is ‘someone who teaches or gives help and advice to a less experienced and often younger person’. In reality, the mentor-mentee relationship is a relationship of trust, one which is mutually beneficial. It involves a giving and receiving rather than a one-way dissemination of knowledge, though in most ways the mentee has more to gain from such a relationship. Mentors do not need to pretend they have it all together – many mentors feel they could use a mentor more than they can be one. But given the benefit of additional life and practice experience, mentors can advocate for mentees and help guide them to see the bigger picture rather than get caught up in minutia. Despite knowing deep down that it is better to give than to receive, mentors sometimes fear that such giving carries with it a significant cost or risk to themselves. In fact, there is also much to be gained from being a mentor.

In some ways, I think specialization has taken on the role that informal mentorship used to have. Positive aspects of that include increased competence for some practitioners and better quality of care for some patients. Negative aspects include a reduction of opportunities for more challenging and rewarding aspects of veterinary practice

that have been claimed by or relegated to specialities, and the promotion of the idea that unless one is a specialist, certain disciplines of practice should be avoided. Knowing the limits of one’s expertise and referring to specialists when appropriate is prudent. When fear-based referrals become a common aspect of practice, however, something of the joy and art of the practice of veterinary medicine can be lost.

Mentors challenge us to see a bigger picture and follow our calling, they guide us beyond our fears to discover how best to apply ourselves to our profession. Mentoring means modelling behaviour. It includes demonstrating how to deal with the challenges of work in a way that honours animals and the people who love and use them (including fellow colleagues).

It is said that we overflow with what we love. I believe that to be true. It is also true that we never know what influence our words and actions may have on the lives and practice of others.

We are all mentees and mentors in some aspect of our profession. The question is – are we good ones?

Louis Kwantes, DVM, MSc
President, Alberta Veterinary Medical Association

A Look Outside Our Province

I HAVE RECENTLY RETURNED FROM the Annual Convention of the American Association of Veterinary State Boards (AAVSB). The ABVMA has been a member of the AAVSB for a number of years, and I travel at their expense as a delegate from Alberta to be a voting member at their meeting.

The AAVSB is the service organization for all of the Veterinary Licensing Boards in the United States. There are also five Canadian provinces that are members. The state board registration system is similar to Alberta's in that they exist to license people to practice veterinary medicine, to regulate that practice, and to make new rules and

It is interesting each year to see the major issues facing the licensing boards in the USA. In general, they face many of the same issues that we do. In many instances, we have already dealt with the problem in the past, and already possess the solution.

regulations regarding minimum standards as required. Unauthorized practice is dealt with by the licensing boards and the boards have the ability to conduct practice inspections and to discipline licensees. Verification of

eligibility and previous discipline history of applicants for licensure in each state is also completed by the state boards.

Each board typically has an executive director, one or two public members appointed by the Governor of that state, and a number of volunteers that sit on the board. Typically the volunteers are veterinarians or veterinary technicians, but there are a number of states that have no veterinarians or technicians sitting on their boards. A board may look after only one profession, or may oversee many professions as an "umbrella" board. A state board could potentially oversee the practice of Undertakers, Veterinarians, Landscapers and Estheticians, and have no members of those professions on the Board! In addition, the discipline process in each state is closely associated with the State Attorney General's office, and is a very legal-type proceeding.

The AAVSB owns and administers the Veterinary Technician National Exam (VTNE). This is the final exam that all veterinary technologists must pass in order to become registered by the ABVMA as RVTs. In addition, the AAVSB provides the Program for the Assessment of Veterinary Education Equivalence (PAVE), which is similar to the CVMA's National Examining Board (NEB) evaluation process. The Registry of Approved Continuing Education (RACE) is delivered by the AAVSB, and this year was the first time that the CanWest Veterinary Conference has been approved by RACE. Finally, AAVSB manages the Veterinary Information Verification Agency (VIVA), which keeps track of discipline findings, verifies credentials for State Boards and manages the transfers of licensing information between boards. The ABVMA utilizes many of the services from the AAVSB.



It is interesting each year to see the major issues facing the licensing boards in the USA. In general, they face many of the same issues that we do. In many instances, we have already dealt with the problem in the past, and already possess the solution. However there are still unauthorized practices to deal with, practices not meeting minimum standards, and veterinarians or technologists that may be accused of unskilled or unethical practice. I am happy to note that the discipline cases that we see in Alberta pale by comparison to the worst of the cases that are reported by the AAVSB.

However we must remain aware of trends as they occur south of the border. Of greatest concern this year was the recent U.S. Supreme Court ruling that the North Carolina state dental board does not have the authority to regulate teeth-whitening services provided in a spa setting. They accepted the federal government's claim that the system is anti-competitive because dentists sit on the board. They are allowing this arguably unauthorized dental practice simply because members of the profession sit on the state board. This affects all state licensing boards for all professions in the US. If this is a trend that continues, it begs the question "what is the future direction of self-regulation?" We will continue to watch with great interest.

Darrell Dalton, DVM
Registrar, Alberta Veterinary Medical Association

Council Highlights

Dr. Jan Bystrom August 26 & 27, 2015



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 met on August 26 and 27, 2015 at the University of Calgary, Faculty of Veterinary Medicine (UCVM) in the Dean's Boardroom to conduct business of the association and to take part in the UCVM White Coat Ceremony. As in previous years, the ABVMA hosted a dinner before the ceremony to meet and interact with new students and their families. Council appreciates the opportunity to be part of the excitement as they begin their veterinary education.

Dr. Jack Wilson, Chair of the National Examining Board (NEB) reviewed the role and processes of the NEB. The most common component failed in the Clinical Proficiency Examination (CPE) is the surgery component. The NEB is adding a qualifying step for the surgery component of the CPE – a preliminary surgical assessment (PSA). This assessment will be completed on a cadaver and perhaps in the future a simulator. The National Board of Veterinary Medical Examiners is reviewing the NAVLE through a practice analysis survey which will be sent to all veterinarians in Canada.

A presentation by Olds College, Becky Taylor RVT and Deb Kamsteeg RVT, highlighted their Animal Health Technology (AHT), Veterinary Medical Receptionist (VMR) and Veterinary Technologist Assistant (VTA) programs to Council. Each technical college has been invited to inform Council about their programs.

Policy review continued at this meeting.

Policies are reviewed every three years. A sub-committee of Council is assigned for each guideline or policy to expedite discussions at Council meeting. The following were reviewed:

- **Financial Guidelines** – approved with minor amendments
- **Marketing Guideline** – more review is necessary and a membership vote is required
- **Temporary Veterinary Facilities** – approved with minor amendments
- **Incomplete applications for membership, new practice and permits to practice** – approved as presented
- **Limited Licensure Fee** – retired, now a part of the Financial Guidelines
- **Quality Assurance Self Verification Guide completion and return** – approved as presented
- **Animal Abuse Policy** – the Council sub-committee and the Animal Welfare Advisory Committee reviewed this

- policy. Both committees discussed mandatory reporting. After considerable discussion Council decided not to make changes to the policy. Clients are to be encouraged to seek medical treatment for their animals. Veterinarians should not be forced to report cases where clients demonstrated compliance with recommended treatment.
- **UCVM and WCVM Dean's Advisory Board representative policy** – approved with minor amendments
 - **Continuing Education Guidelines** – more review is necessary and a membership vote is required
 - **Council Guidelines regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals** – a section was added to guide veterinarians in teaching and research facilities
 - **Member Service Recognition** – approved as presented
 - **Council Guidelines on Alternative and**

Council Highlights

Complementary Modalities – more review is necessary

- **Guideline for the role of RVTs, Students and Unregistered Auxiliaries** – more review is necessary. Council will seek input from board certified practitioners in Alberta.
- **Advisory Committee Terms of Reference** – approved as presented
- A new document was approved after several drafts '**Recommendations for Identification and Ownership of Companion Animals**'. This document is meant to guide veterinary practices in pet identification specifically when ownership is questioned.
- **Social Media Guidelines** – more review is required. Review is referred to the fall in person Advisory Committee meetings.

Council strategic planning had directed staff to develop a communication plan. The communication plan was reviewed and will be considered for all new initiatives. Council also reviewed survey results from a survey completed by NAIT Capstone students as well as a survey done by the Ontario Veterinary Medical Association.

Drs. Buote, Landals and Bourque are part of an advisory group, Veterinary Pharmaceutical Stewardship Advisory Group, formed by the CVMA and Canadian Council of Veterinary Registrars to develop a draft national framework of standards for prescribing and dispensing of antimicrobials and stewardship.

Dr. MacAulay presented feedback that he received from several participants at the June 2015 Registration Day. For the September 2015 Registration Day, a 'burning question' was added to the application form so that a more customized Q & A will be part of the day. Also an evaluation will occur. Staff will consider using an electronic response system and other ways to make the day more interactive in the future.

After an incident of rabies in Southern Alberta where veterinary staff were put at risk, Council directed staff to initiate a meeting between Alberta Agriculture and Forestry, and Alberta Health Services regarding appropriate education of veterinary practices on handling and collecting rabies suspect samples.



Jan Bystrom
WCVN '79

Jan is a native Albertan, raised on a family mixed farm south of Sylvan Lake, AB. She received a BSc. (Honours) in 1975 from the University of Alberta and a DVM in 1979 from the Western College of Veterinary Medicine (WCVN). Jan has several years experience in mixed and equine practice in Alberta, including as a practice owner. She returned to graduate school and received a MSc. in Veterinary Anatomic Pathology

in 1989, also from the WCVN. Her thesis research was done at the Alberta Environmental Centre in Vegreville, AB, addressing a unique Alberta problem in a study of "Acute Toxicity of Crude Oil to Cattle". Jan worked in a full service veterinary diagnostic laboratory in Manitoba for 13 years before returning to Alberta to work with Alberta Agriculture from 2003 - 2011 delivering laboratory diagnostic services to support surveillance programs. She is currently Director of Anatomic Pathology Service with the University of Calgary, Faculty of Veterinary Medicine with responsibility to deliver pathology diagnostic services as well as support teaching and research programs. Jan has served on the Food Animal Committee of the ABVMA for two terms (six years), and looks forward to contributing to governance and enhancement of the veterinary profession in Alberta, and to the challenge of representing fellow veterinarians at the Council level. Leisure time finds Jan and her husband Phil building on their acreage at Dogpound, motorcycling, travelling in the southern US to amateur astronomy sites, hiking, downhill skiing and reading.

Notice of the ABVMA Annual General Meeting

Leadership Weekend and Member Recognition Banquet
February 26-28, 2016

The Delta
Edmonton South Hotel
4404 Calgary Trail,
Edmonton, Alberta

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on Sunday, February 28, 2016. Members are encouraged to participate in association affairs and are invited to attend the AGM. Breakfast will be served at 8:00 a.m. and the meeting will commence at 9:00 a.m.

The Membership Recognition Banquet will be held on Saturday, February 27, 2016 commencing at 6:00 p.m. Complimentary tickets for this event are available to ABVMA members who attend the AGM. Tickets for accompanying guests and members who do not attend the AGM may be purchased through the ABVMA office at a cost of \$60.00 each plus GST. All tickets must be pre-purchased through the ABVMA office no later than January 31, 2016.

If you would like a ticket for the Membership Recognition Banquet on Saturday evening and/or the AGM on Sunday, please contact Lacey Morris at the ABVMA office, Toll Free: 1-800-404-2862, Phone: (780) 489-5007 Ext. 231, Email: lacey.morris@abvma.ca.

Registration Day



New ABVMA members, RVTs—Mr. Clayton O'Drowsky, Ms. Julie Thureson, Ms. Katelyn Miller and Ms. Lauren Chell

September 22, 2015 Delta Calgary South Hotel

On September 22, 2015, the ABVMA hosted a Registration Day in Calgary for all new members entering the profession. The day involved presentations by ABVMA staff on valuable information regarding the *Veterinary Profession Act* and Regulations, Bylaws, Practice Standards, Council Guidelines and the complaints process. The event was very informative as well as ensuring that the new members understand the standard of professionalism all members of the ABVMA are held to.

The Registration Committee is pleased to announce the admittance of 48 new veterinarians and 73 new veterinary technologists into the ABVMA. Congratulations and Welcome to all!

Sincerely,

Dr. Lisa Lomsnes
Chair ABVMA Registration Committee



Dr. Andres Sancheq-Teran Veterinarian receiving his certificate from Dr. Kevin MacAulay, ABVMA Vice President

Title	Last	First	Reg #	Membership Type
<u>Veterinarians</u>				
Dr.	Becher	Kathleen	3219	General
Dr.	Bell	Carmen	3320	General
Dr.	Bieleny	Skylar	3304	General
Dr.	Blommaert	Jesse	3303	General
Dr.	Bond	Stephanie	3209	General
Dr.	Cantafo	Brianne	3314	General
Dr.	Cobo	Eduardo	3213	Limited (Unsupervised)
Dr.	Cook	Jordan	2674	General
Dr.	Corral Alonso	Ana	3242	Temporary
Dr.	Cumyn	Elizabeth	3322	General
Dr.	Decubellis	Julie	3201	General
Dr.	Depenbrock	Sarah	3312	General
Dr.	Ferneyhough	Eileen	3230	Limited(Supervised)
Dr.	Flemming	Hailey	3299	General
Dr.	Glasier	Alicia	3308	General
Dr.	Gupta	Shivani	2923	General
Dr.	Hansen-Jones	Christian	3227	General
Dr.	Hassanzad	Mohammad	3074	General
Dr.	Jackson Jokubauskas	Daniel	3226	General
Dr.	Kelly	Dana	3307	General
Dr.	Kimmel	Katherine	2149	General
Dr.	Lee	Samuel	3313	General
Dr.	Lohat	Satwant	3234	General
Dr.	Mackenzie	Kenneth	3315	General
Dr.	Malaguti	Lorenza	3295	General
Dr.	Markey	Marisa	3323	General
Dr.	Mcdonald	Katherine	3260	General
Dr.	Mclagan	Caitlin	3281	General
Dr.	Moggy	Melissa	3239	Non-Practicing
Dr.	Montgomery	James	3252	General
Dr.	Montgomery	Madison	3238	General
Dr.	Mortier	Rienske	3215	Temporary
Dr.	Rajotte	Sophie	3305	General
Dr.	Ricer	Lauren	3298	General
Dr.	Roth	Keliesha	3317	General
Dr.	Sakals	Sherisse	3309	General
Dr.	Samra	Purnoor	3101	General
Dr.	Sanchez Teran	Andres	3318	Limited (Supervised)
Dr.	Sandhu	Shahbaz	3228	Limited (Supervised)
Dr.	Sobti	Vijay	3225	General
Dr.	Strobiki	Sarah	3220	General
Dr.	Thompson	Devan	3324	General
Dr.	Varga	Kaitlyn	3283	General
Dr.	Watson	Jared	3316	General
Dr.	Wenzel	Candace	3301	General
Dr.	Westling	Melissa	3294	General
Dr.	Wilson	Devon	3250	General
Dr.	Wrigglesworth	Jackie	3196	General

Veterinary Technologists

Ms.	Adams	Madison	3337	Active
Ms.	Bayer	Laura	3316	Active
Ms.	Bengtson	Amanda	2360	Active
Ms.	Breton	Cariann	3304	Active
Ms.	Bryks	Brittany	3450	Active
Ms.	Burke	Megan	3354	Active
Ms.	Calla	Teresa	3308	Active
Ms.	Castruita Vargas	Lia	3417	Active
Ms.	Chell	Lauren	3422	Provisional
Ms.	Curley	Kimberly	3423	Provisional
Ms.	Dallen	Katharine	3424	Provisional
Ms.	Davidson	Kari	3425	Provisional

Title	Last	First	Reg #	Membership Type
Ms.	De Marco	Athena	3285	Active
Ms.	Derouin	Lauranda	3418	Provisional
Ms.	Easthom	Amanda	3347	Provisional
Ms.	Essex	Stephanie	3457	Active
Ms.	Eustace	Jessica	3426	Provisional
Ms.	Forshner	Annette	3453	Active
Ms.	Fung	Juliet	3427	Provisional
Ms.	Furness	Rachael	3448	Provisional
Ms.	Gabriel	Jessica	3428	Provisional
Ms.	Gal	Annamaria	3446	Active
Ms.	Gauthier	Danielle L	3291	Active
Ms.	Gigian	Nicole	3284	Active
Ms.	Hayward	Chelsea	3429	Provisional
Ms.	Hearnden	Alyssa	3410	Active
Ms.	Hendrick	Jennifer	3307	Active
Ms.	Hennessey	Erin	1982	Active
Ms.	Hinkel	Laura	3319	Active
Ms.	Hughes	Lisa	2591	Active
Ms.	Junker-Andersen	Kaela	3393	Active
Ms.	Kasinec	Sky	3447	Provisional
Ms.	Kitzul	Miranda	3414	Provisional
Ms.	Klakowich	Holly	3430	Provisional
Ms.	Konynenbelt	Taryn	3406	Active
Ms.	Korth	Roxy	3444	Active
Ms.	Krysko	Sarah	3349	Active
Ms.	Leblanc-Delorey	Shyloe	3301	Active
Ms.	Leier	Marissa	3451	Active
Ms.	Lepp	Krista	3149	Active
Ms.	Lindsey	Patricia	646	Active
Ms.	Macfarlane	Nicole	3322	Active
Ms.	Macpherson	Jessica	3421	Active
Ms.	Mcalary	Tina	3432	Provisional
Ms.	Mcewen	Dakota	3355	Active
Ms.	Mcfarland	Jennifer	3433	Provisional
Ms.	Mckay	Shaunacee	3434	Provisional
Ms.	Mcknight	Erica	3435	Provisional
Ms.	Meier	Julie	3310	Active
Ms.	Miller	Katelyn	3314	Active
Ms.	Oddson	Melissa	3335	Active
Mr.	O'drowsky	Clayton	3323	Active
Ms.	Peeters	Lisa	3437	Provisional
Ms.	Pilgrim	Tracey	3405	Active
Ms.	Ransome	Amanda	3295	Active
Ms.	Rashley	Paige	3415	Active
Ms.	Rasmussen	Sarah	3413	Active
Ms.	Rempel	Heather	3412	Active
Ms.	Rideout	Denise	3455	Active
Ms.	Ross	Melissa	3439	Provisional
Ms.	Sailer	Yvonne	3440	Provisional
Ms.	Sallenbach	Haley	3441	Provisional
Ms.	Senger	Kristin	3449	Active
Ms.	Stolz	Tegan	3416	Provisional
Ms.	These	Miranda	837	Active
Ms.	Thureson	Julie	3454	Active
Ms.	Tschechne	Stefanie	3400	Active
Ms.	Wakefield	Maria	3442	Provisional
Ms.	Wells-Phelps	Shannon	3443	Provisional
Mr.	Wightman	Ian	3385	Active
Ms.	Wilson	Sophie-Beatrice	3445	Active
Ms.	Yanosik	Sarah-Lynn	3452	Active
Ms.	Young	Kendall	3303	Active

August 2015 ABVMA Membership Matters

VETERINARIANS

Transfer from Non-Practicing to Active General

	<u>Effective Date</u>
Dr. Mary Mackie, #1866	June 1, 2015
Dr. Amritpal Mundi, #2856	July 1, 2015
Dr. Tamer Mahmoud, #3031	June 5, 2015
Dr. Holly Sparks, #3042	June 18, 2015
Dr. Sara Wick, #2587	July 1, 2015
Dr. Alisha Janzen, #2780	September 16, 2015
Dr. Jonathan Leicht, #2559	July 14, 2015
Dr. Gurjinder Nangal, #3072	August 6, 2015
Dr. Berdeen Ross, #2011	August 15, 2015

Transfer Active General to Non-Practicing

	<u>Effective Date</u>
Dr. Gillian Mackie, #1925	May 31, 2015
Dr. Micheal O'Cathasaigh, #2949	July 1, 2015
Dr. David Rubenstein, #2495	June 9, 2015
Dr. Jodi Kendrew, #1805	July 31, 2015
Dr. Benjamin Lobb, #3142	August 4, 2015
Dr. Daniel Bobu, #2990	August 5, 2015

Transfer Time Limited to Active General

	<u>Effective Date</u>
Dr. Shivani Gupta, #2923	August 4, 2015

Transfer Limited Supervised to Temporary

	<u>Effective Date</u>
Dr. Rienske Mortier, #3215	June 2, 2015
Dr. Amber Johanson, #3237	June 3, 2015

Transfer Temporary to Active General

	<u>Effective Date</u>
Dr. Pimprapar Wongsrikeao, #3202	June 1, 2015
Dr. Krzysztof Kiepal, #2916	June 3, 2015
Dr. Medhat Hanna, #3173	June 15, 2015
Dr. Martin Kaatz, #2729	June 19, 2015
Dr. Poornoor Samra, #3101	July 27, 2017

Cancel Active General

	<u>Effective Date</u>
Dr. Ema Thigpin, #3194	June 15, 2015
Dr. Kylie Dudley, #3144	March 18, 2015

Re-instate Active General

	<u>Effective Date</u>
Dr. Lindsey Kurach, #2775	July 27, 2015

Cancel Limited Supervised

	<u>Effective Date</u>
Dr. Ossama Saifeldin, #3114	October 25, 2014
Dr. Jorge Alberto Corredor Diaz, #2812	January 29, 2015
Dr. Sandipkumar Patel, #3208	April 17, 2015

Cancel Temporary

	<u>Effective Date</u>
Dr. Satinderpal Grewal, #3205	June 30, 2015

Cancel Suspended/General for Non-Payment

	<u>Effective Date</u>
Dr. Sonia Legendre, #1408	December 31, 2014
Dr. Sartaj Wazir, #2342	December 31, 2014

Cancel Non-Practicing

	<u>Effective Date</u>
Dr. Martin Darrow, #2640	December 31, 2014
Dr. Jasmine Wolcott, #3085	December 31, 2014

Cancel Non-Practicing for Non-Payment

	<u>Effective Date</u>
Dr. Gary Kruger, #1535	December 31, 2014

Cancel Active General for Non-Payment

	<u>Effective Date</u>
Dr. Stephen Chandler, #1199	December 31, 2014

REGISTERED VETERINARY TECHNOLOGISTS

Cancel Provisional

	<u>Effective Date</u>
Noemie Mallet, #3024	May 15, 2015

Reinstated to Active

	<u>Effective Date</u>
Samantha Simpson, #1643	June 1, 2015

Transfer Non-Practicing to Active

	<u>Effective Date</u>
Carla Edwards, #1617	June 19, 2019
Jaclyn Fuhr, #2657	July 2, 2015
Lyndsay Laing, #2320	August 3, 2015
Marsha Hein, #888	August 6, 2015

Transfer Active to Non-Practicing

	<u>Effective Date</u>
Madison Dahl, #2259	June 29, 2015
Jodi Heisz, #2105	July 31, 2015
Victoria Spalding, #3125	August 10, 2015

Cancel Non-Practicing

	<u>Effective Date</u>
Janice Miller, #1688	December 31, 2014

Transfer Provisional to Active

	<u>Effective Date</u>
Chelsea Anderson, #3317	August 10, 2015
Paula Wade, #3329	August 10, 2015
Kelly Sears, #3330	August 10, 2015
Janelle Charette, #3331	August 10, 2015
Jade Connor, #3332	August 10, 2015
Melissa Block, #3333	August 10, 2015
Alanah Tayler, #3334	August 10, 2015
Melissa Oddson, #3335	August 10, 2015
Marissa Worthington, #3336	August 10, 2015
Madison Adams, #3337	August 10, 2015
Kareena Johansen, #3348	August 10, 2015
Tiffany Millan, #3351	August 10, 2015
Megan Kolk, #3352	August 10, 2015
Brittany Plettl, #3353	August 10, 2015
Megan Burke, #3354	August 10, 2015
Dakota McEwen, #3355	August 10, 2015
Holli Duffy, #3390	August 10, 2015
Meghan Niekamp, #3392	August 10, 2015
Kaela Junker-Andersen, #3393	August 10, 2015
Kendra Welk, #3398	August 10, 2015
Stefanie Tschechne, #3400	August 10, 2015
Amanda Casey, #3404	August 10, 2015
Tracey Pilgrim, #3405	August 10, 2015
Jessica MacPherson, #3421	August 10, 2015
Roxy Korth, #3444	August 10, 2015

PERMITS

Permit to Practice Approval

	<u>Effective Date</u>
Calgary Housecall Vet Services Ltd.	June 1, 2015
Taber Pet Clinic Ltd.	June 15, 2015
Happy Paws Veterinary Clinic Ltd.	June 22, 2015
Brindle Vet Inc.	July 22, 2015

PIPS Tips

Informed Consent

New in the PIPS 2014 Bylaw (Service Category Anaesthesia, page 47, 3.e) is the requirement for informed consent prior to surgery if there is not a dedicated anaesthetist:

"A designated anaesthetist (separate from the veterinarian or veterinary technologist performing the procedure) must be available for each procedure. The anaesthetist must be a registered veterinarian or a registered veterinary technologist (RVT) under the supervision of a veterinarian. In the circumstance where the veterinarian or technologist performing the procedure is also the person monitoring the anaesthetic, informed consent (verbal or written) acknowledging the absence of a dedicated anaesthetist must be obtained from the owner and appropriately documented."

Anaesthesia during surgery must be monitored. It can be monitored via a dedicated RVT or another veterinarian. It can in some cases also be "self-monitored" by the veterinarian performing surgery via electronic monitoring means. Anaesthesia cannot be monitored by anyone else. This requirement impacts clinics that do not employ RVTs to monitor anesthesia and do not have another veterinarian monitoring anaesthesia. With respect to non-emergency procedures (spay/neuter/cystotomy etc.) if a clinic does not have an RVT or another veterinarian to monitor anaesthesia the animal owner must be informed in writing that "no dedicated anaesthetist" will be present during this surgical procedure. Special allowances may be made for emergency procedures

when no one else is available (i.e. the 3 AM emergency dog caesarean etc.). Some veterinarians have commented that having to inform the owner that "no one will be specifically monitoring the anaesthesia" would imply a lower standard of care. It would be hard to argue that in the year 2015 not having anaesthetized patients actively monitored by a dedicated trained individual would be an appropriate standard of care. If you are in a practice that does not employ RVTs or veterinarians to monitor anaesthesia, you would need to either change that practice, or make sure that all your clients are fully informed and the consent is documented in writing before anaesthesia occurs.

Dr. Ian Giebelhaus
Chair – PIPS Committee

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- Member Affinity Programs such as long distance, discounted courier rates fuel discounts, waste disposal, office & janitorial supplies, instrument sharpening & equipment repair, office equipment, insurance and payroll services, LifeLearn Inc., educational programs, printing & promotional items and digital imaging
- CCIA (Canadian Cattle Identification Agency Program) supplying RFID tags, producer information uploads to CCIA free of charge and clinic customer support
- Vantage suite of programs CattleVantage™ (Herd Management Program), Advantage™ (informational media tool) PracticeVantage™ (complete practice management suite), EVantage™ (electronic educational tool)
- Veterinary apparel including clothing, footwear and coveralls
- Practice management CE (continuing education) for AHT's and Veterinarians
- Human Resource education and support for members

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The 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.

The CVMA is pleased to announce the opening of our **2016 Award Nominations** on November 1, 2015. Each year, we proudly recognize individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Nominations for 2016 CVMA Awards are being accepted until **January 31, 2016**. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members to be eligible for nomination; however, they can be nominated by non-CVMA members. We invite you to consider nominating a deserving colleague for one of our prestigious awards. Please visit the CVMA Awards section of canadianveterinarians.net for more information.

The CVMA will hold the seventh annual **Emerging Leaders Program (ELP)** as part of our **68th Convention in Niagara Falls, July 7 to 10, 2016**. The objectives of the ELP are to help identify and develop leadership skills within Canadian veterinarians, technicians and technologists while building a leadership network within the veterinary profession. Please visit the Science & Knowledge section of our website to see how you can participate.

The CVMA is pleased to have celebrated its 30th annual **Animal Health Week** with nearly 200 veterinary practices participating across Canada in October. This year's theme, **"The Perfect Pair: Partners in preventive**

One Profession. One Strong Voice.



veterinary care," reminded animal owners that they and their entire veterinary team are important partners in ensuring optimal health for their animal. Visit canadianveterinarians.net for highlights of the event held from October 4 to 10.

The CVMA celebrated **National Veterinary Technician Week** with the Registered Veterinary Technologists and Technicians of Canada (RVTTTC) in October. The week, October 11 to 17, celebrated the vital role veterinary technicians play in the day-to-day function of veterinary practices. CVMA and RVTTTC signed a collaboration agreement in 2014 to strengthen ties between veterinarians, registered veterinary technicians/technologists and registered animal health technicians/technologists (RVT/RAHT). Both of our associations believe working together will benefit veterinary healthcare teams and animal patients across Canada.

CVMA, in partnership with Brief Media, is pleased to offer members a **free global edition of Clinician's Brief™**. The monthly digital subscription provides practical clinical information to companion animal practitioners and is available at no cost to all CVMA members. To request your free subscription, visit the CVMA Member Benefits & Services section of our website and click the Clinician's Brief link.

The CVMA is currently addressing a number of issues regarding best practices and the humane treatment of animals. In late September, the **Animal Welfare Committee (AWC)** held a teleconference to discuss progress and plan next steps in the current process to revise the **Kennel Code of Practice**. The AWC is also busy drafting or revising **various position statements**, which are expected to be circulated for member comment or finalized by the end of the year, including: Devocalization of Dogs, Humane Training Methods for Dogs, Cutting Canine Teeth in Adult Dogs, Humane Slaughter, Mass Depopulation, Forced Moulting of Poultry, Seal Hunt in Atlantic Canada, Use of Animals in Entertainment and Recreation, and Use of Animals for Scientific Purposes. The committee will also be reviewing and updating a number

of position statements in the new year, including: Animal Abuse, Keeping of Native or Exotic Wild Pets, Ownership and Selection of a Pet, Disbudding and Dehorning of Cattle, Firing of Horses, Tail Docking of Dairy Cattle, Castration of Piglets, and Electroimmobilization. Given the recent attention declawing of cats has received in the media, the AWC will also be updating the **Onychectomy (Declaw) of the Domestic Felid** position statement on a priority basis before the end of 2015.

The **National Issues Committee (NIC)** is currently reviewing CVMA general position statements. The following are expected to be completed before the new year: Legislation Concerning Vicious Dogs, Importation of Rescue Dogs, and Aquatic Animal Veterinary Medicine, with Veterinary Dentistry being reviewed in 2016. Importation of Rescue Dogs is also scheduled to be the topic of the NIC forum at the upcoming **CVMA Convention in Niagara Falls, July 7 to 10, 2016**. We hope to see you there!

2015-2016 print editions of the **CVMA Source Guide** were distributed to members in late summer and there is a digital version available on our website by visiting "My Profile" under the login link. This annual publication is distributed exclusively to members of the CVMA. Our objective is to make this publication an all-encompassing reference document – one that members consider useful and a valuable benefit of their membership.

The CVMA is proud to welcome the **2015-16 Executive Committee** into their new roles: Dr. Nicole Gallant, President; Dr. Troy Bourque, President-Elect; Dr. Troye McPherson, Vice-President; Dr. Terri Chotowetz, Executive Member; Dr. Jean Gauvin, Immediate Past-President; and Dr. Barry Stemshorn, Treasurer.

Questions or Suggestions?
Contact your CVMA National Office by telephone at 1-800-567-2862, by email at admin@cvma-acmv.org, or contact your Alberta Council Representative: Dr. Troy Bourque; 403-938-6993; tcbourque@yahoo.ca.

Public Recognition Corner

2015 ABVMA Student Member Leadership Awards

The ABVMA congratulates Mr. Justin Duval (UCVM) and Ms. Serena Caunce (WCVN) for receiving the 2015 ABVMA Student Member Leadership Award!

This award is presented to a student member in recognition for demonstrating interest and leadership in the professional organization of veterinary medicine through involvement with the ABVMA or other professional associations.



2015 Metacam[®] 20 Bovine Welfare Award

Dr. Ed Pajor (centre of photo to the left) was named the 2015 Metacam[®] 20 Bovine Welfare Award on September 17, 2015. The Metacam[®] 20 Bovine Welfare Award is given annually to a DVM or animal scientist working in Canada, a faculty member or a graduate student of a Canadian University to recognize his/her achievements in advancing the welfare of animals via leadership, public service, education, research/product development, and/or advocacy. Dr. Pajor holds a PhD in Animal Welfare and is the Anderson Chisholm Chair in Animal Care and Welfare, and Professor of Animal Welfare at the University of Calgary, Faculty of Veterinary Medicine, Department of Production Animal Health.



2015 American Association of Bovine Practitioners Bovine Veterinary Student Recognition Award

Ms. Crystal Clark (pictured left), UCVN Class of 2016, is the first UCVN student to be chosen for an American Association of Bovine Practitioners Bovine Veterinary Student Recognition Award. Clark receives a \$5,000 scholarship, as well as an all-expenses-paid trip to attend the conference in New Orleans.

“Since there were only 16 of these awards given throughout North America and only two other Canadian recipients, this is a very special recognition for Crystal, and all of us at UCVN are proud of the honour she has brought to our school,” said Dr. Gordon Atkins, senior instructor, clinical skills, Department of Production Animal Health. Clark, in the final year of the DVM program, already holds a Bachelor of Science in neuroscience from the University of Lethbridge, with an honours thesis in animal behavior, as well as a doctorate in neuroscience from McGill University.

SEASONS GREETINGS

THE ABVMA STAFF EXTENDS BEST WISHES TO YOU ALL FOR A SAFE AND HAPPY HOLIDAY SEASON.



Seasons greetings from Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forseille, Dr. Duane Landals, Ms. Midge Landals, Ms. Lisa Barry, Ms. Brenda Betnar, Ms. Margaret Massey, Ms. Lacey Morris, Ms. Kathy Naum, Ms. Desiree Sieben, Ms. Sandra Ward

Life Outside the Vet Clinic

– From Mind Building to Body Building



When we think of fellow colleagues, regardless of whether they are seasoned or new graduates, there tends to be a general stereotype of the everyday veterinarian – intelligent, compassionate, meticulous... muscular? Perhaps not entirely, but I am here to tell you a little about my hobby outside veterinary life which you will soon find out, the more muscle the better!

My fitness journey started out shortly after being hired as a full time veterinarian. I must have figured that after completing a gruelling internship, I might actually have extra time that needed to be filled up with mindless activity. Little did I know that this would bring me into the world of bodybuilding, which by the way is actually just as mind stimulating and challenging as veterinary medicine, if not more.

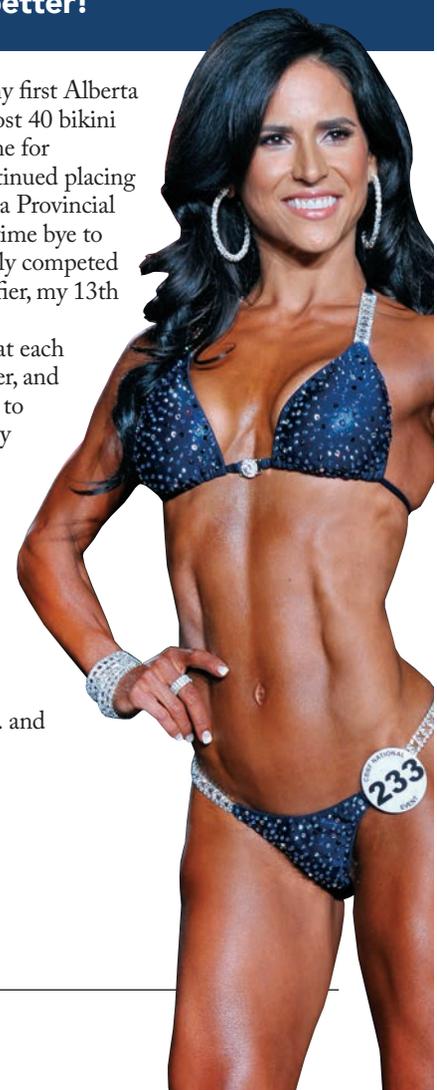
For those not familiar with bodybuilding competitions I'll give you a quick Cliff's notes version of what is involved. The competitions are comprised of different divisions including bodybuilding, physique, fitness, figure, and bikini. The main difference comes in the size of the athletes and their muscularity, with bodybuilding being the most muscular and bikini being the least. I compete in the bikini division.

There are many ways to prepare for a fitness competition – some healthy and some downright ridiculous. My first 'contest prep' consisted of 12 weeks of dieting and training. Since this was all new to me I hired a coach, Nadine Dumas, to prepare me for my first bodybuilding show. This was probably the best decision I ever made on this journey, much like when pet owners decide to hire us over Dr. Google for help with their animal companions. Training consisted of 5-6 days of gym sessions. I trained a different muscle group each day along with some type of cardiovascular activity, usually running intervals. The goal was to build muscle and lose fat, much easier said than done especially for females. Then there was the dieting part. I quickly realized that it is true what they say when it comes to fat loss – 80% diet, 20% training. I was no stranger to dieting; however, this kind of dieting was a bit different. It was very specific and calculated. For the first time ever I was measuring out every meal to meet my macronutrient requirements. My body composition was changing on a weekly basis and it was fascinating! I quickly fell in love with the sport and the lifestyle.

I ended with a 5th place win at my first Alberta Bodybuilding show in a class of almost 40 bikini girls, which is huge! This qualified me for Provincials the following year. I continued placing well and even won the overall Alberta Provincial title in 2014, qualifying me for a lifetime bye to compete at a National level. I recently competed at the IFBB Natural National Qualifier, my 13th show, and placed 2nd in my class!

This experience has taught me that each competition is a challenge to be better, and by better I mean a better ME. I aim to bring a better package both physically and mentally every year! Mind building and body building, they keep me going, and it is what I challenge you all to do as well. Find your passion(s) and see them as a positive, strengthening tool despite the challenges they bring. In anything and everything you do – work to do better, be better. Now let's get back to saving animal lives... and building veterinary muscles!

Marissa Rodriquez, DVM
Park Veterinary Centre



Keeping You Current

UCVM – Community Spay Neuter Program (CUSP)

The Clinical Skills Program at UCVM requests support from the veterinary community in their Spay Neuter Program. We are asking veterinarians in Calgary and the surrounding areas to participate in this program by identifying those clients in need of low-cost spay and neuter services. The spay and neuter surgeries will be performed under our ABVMA practice permit at the UCVM Clinical Skills Building, Spy Hill Campus. The client must be referred by you, the family practice veterinarian. The client would pay the referring veterinarian an optional non-refundable fee of \$100. The veterinarian would retain that fee for providing the referral and commit to provide any necessary follow-up service to that client following the surgical procedure. Spay neuter clinics are held in November, January and March.

For more information please contact: Dr. Ashley Whitehead (Chair of the Clinical Skills Courses) at 403-210-7830 or ae.whitehead@ucalgary.ca, Nicole O'Brien (Manager, Clinical Teaching Technicians) at 403-210-3874 or nobrien@ucalgary.ca or Dr. Aylin Atilla (Assistant Professor, Small Animal Surgery) at 403-210-8566 or aatilla@ucalgary.ca

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. This course has been approved by the ABVMA for 6 CE hours. **Register now at:** <http://conferences.abvma.ca/>

ABVMA Mental Health First Aid Course November 25 & 26, 2015, CARE Centre Calgary, 7140-12 Street SE, Calgary, AB

As members of the veterinary healthcare field, we have all been impacted by mental health problems, whether it be clients, team members or loved ones. Working with people who have mental health issues is probably one of the challenges you did not plan on when choosing a career as a veterinary health professional. It can feel intimidating, even overwhelming, not knowing how to deal with people who have issues ranging from situational distress to long-term mental illness. In the Mental Health First Aid course, you will learn a basic understanding of many mental illnesses and tools to help support someone to connect with professional help. Knowing what to say will decrease your personal stress level and increase your confidence. Just as the goal of first aid is to help an injured person before professional medical treatment can be obtained, mental health first aid is the help provided to a person developing a mental health problem or in a mental health crisis. This course has been approved by the ABVMA for 12 continuing education hours for veterinarians and technologists.

Register now at: <http://conferences.abvma.ca/>

2016 Western Canadian Association of Bovine Practitioners 25th Annual Conference

Thursday, January 14 - Saturday, January 16, 2016
Calgary, AB, Location: TBD
Contact: Phyllis Mierau, 1-866-269-8387;
Email: info@wcabp.com; Website: www.wcabp.com.

2016 ABVMA Leadership Weekend, Member Recognition Banquet and Annual General Meeting February 26-28, 2016, Delta Edmonton South Hotel, 4404 Gateway Boulevard, Edmonton, AB.

See page 7 for the announcement.

ABVMA Veterinary Forensics Workshop

**April 1-3, 2016, Delta Calgary South Hotel, 135 Southland
Drive SE, Calgary, AB.**

The ABVMA with participation from the Animal Welfare Committee are planning a Veterinary Forensics Workshop for members of the veterinary community, welfare organizations and law enforcement. Join keynote speaker Dr. Melinda Merck, veterinary forensic consultant along with other speakers as they cover a variety of topics including: Considerations for Animals' Crime Scene Investigation; Animal Cruelty; Writing the Forensic Report, Pathology, Poisoning and more. This workshop has been approved by the ABVMA for 13 hour of continuing education for veterinarians and technologists. Registration and full workshop outline coming in January 2016 to: <http://conferences.abvma.ca/>.



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Dean's Corner - UCVM Dean's Report



IN RECENT MONTHS WE HAVE MADE A FEW ADMINISTRATIVE CHANGES

within the Faculty of Veterinary Medicine, and have said goodbye to some valued faculty members and welcomed new ones aboard.

Drs. Jerry Bailey and Eugene Janzen have completed their five-year terms as Academic and Clinical Practice deans respectively. Dr. Bailey has retired to Kelowna. Dr. Janzen is staying on as a faculty member in the department of Production Animal Health and managing some research projects. Both have been essential in building and delivering our DVM program and we could not have accomplished so much without their input.

Dr. Emma Read took over the role of Associate Dean, Academic (DVM program) on July 1, 2015. One of the changes that has accompanied this appointment has been to move responsibilities for the Distributed Veterinary Learning Community (DVLC) activities that support the DVM program under this portfolio.

For a little background, Dr. Read graduated with highest general proficiency from the Western College of Veterinary Medicine at the University of Saskatchewan in 1998. Since that time, she's completed a surgical internship, a master's of veterinary science, and a surgical residency program at the University of Georgia. She joined the faculty at the Ontario Veterinary College in 2003, completed her ACVS board certification in 2004, and in late 2005, Dr. Read returned to Alberta and private referral equine practice. She joined the faculty at UCVM in 2007 as a clinical instructor in large animal surgery. Dr. Read is the recipient of the Pfizer – Carl J. Norden Distinguished Teaching Award and the Student Union's Teaching Excellence Award.

We have three new faculty members who have joined us:

- Dr. Sarah Depenbrock, Production Animal Health, instructor in bovine clinical skills. Dr. Depenbrock graduated from UC-Davis and after a three-year stint in large animal practice, completed a food animal medicine and surgery residency at Ohio State University.
- Dr. Jean-Yin Tan, Veterinary Clinical and Diagnostic Sciences, instructor in equine clinical sciences. Dr. Tan graduated from Cornell University. She completed an internship in private practice and then an equine internal medicine residency at Minnesota. After a one year primary care fellowship at UC-Davis, she worked for six years in private practice, including operating her own practice for five years in New York State.
- Dr. Alfredo Romero, Veterinary Clinical and Diagnostic Science, instructor in imaging and large animal surgery. Dr. Romero graduated from Cornell University. He completed an internship in private practice and then a residency in large animal surgery at UC-Davis that included a large component in imaging. He worked in private practice for over six years, including running his own practice for five years in New York State.

In June 2016, my second five-year term as Dean, Faculty of Veterinary Medicine at the University of Calgary, will come to an end. In accordance with our university practice, deans normally serve only two terms and the process that will lead to the selection of the next dean is currently underway.

Dr. Dru Marshall, Provost and Vice-President (Academic), is chairing the Advisory Decanal Selection Committee. It's expected the announcement of the new dean will take place in March 2016.

Alastair Cribb, DVM, PhD

Dean, University of Calgary,
Faculty of Veterinary Medicine

Dean's Corner - WCVM Dean's Update

Veterinary social work comes to WCVM

In-lieu of a Dean's Report this issue I am pleased to share an article from Jeanette Stewart about WCVM's new social worker, Erin Wasson.

Douglas Freeman, DVM, PhD

Dean, Western College of Veterinary Medicine

ON A RECENT VETERINARY CALL TO A NEARBY FARM, SOCIAL WORKER ERIN

Wasson found herself pushing a sheep through a chute.

"Part of the job is to actually help," says Wasson, the Western College of Veterinary Medicine's (WCVM) first social worker.

Wasson is part of the Veterinary Social Work Initiative — the first of its kind in Canada. The ground-breaking program provides social work support to animal owners, clinical faculty and staff, and veterinary students at the WCVM.

"As we're learning, veterinarians work in a world that is high stress," says Dr. Darlene Chalmers, assistant professor with the Faculty of Social Work at the University of Regina (U of R). She supervised Wasson for the academic portion of her master's degree and co-chairs a committee formed between the WCVM, the University of Saskatchewan Department of Sociology and U of R.

The Veterinary Social Work Initiative began two years ago when leaders of both institutions — U of R Faculty of Social Work Dean Judy White and WCVM Dean Doug Freeman — met to discuss the potential for partnering to develop a veterinary social work program at the WCVM.

"Based on that first conversation, we struck a joint committee whose members represented both of our faculties and asked them to explore the possibilities of working together," says Freeman.

Wasson helped build the program while completing practicum requirements as a U of R graduate student. She was hired as a clinical associate and the WCVM's first social worker in June 2015.

Her days vary from counselling an overworked clinician or helping a family deal with the death of a pet. She's helped manage cases that include incidences of traumatic grief, end-of-life decision-making and even domestic violence.

A registered social worker since 2009, Wasson has worked in various human service areas. This is the first time she's applied her skills to help improve the welfare of animals and those who care for them.

She's frank about the need to support veterinarians, who take on a lot of stress.

"Vets hold themselves to impossibly high standards," Wasson says. Part of her goal is to provide self-care tools for veterinarians dealing with these undue levels of anxiety and stress.

For veterinary students, interns and residents in training, this partnership will teach them how to incorporate social workers into their practice. It will also give them access to the services they need to deal with issues outside of traditional veterinary training.

When veterinarians face crises such as a herd of starving cattle, many struggle to cope with the situation.

"When we go out there, we're dealing with the animals. We don't have a clue how to deal with the mental health issues that brought this to happen. [Social workers] know what to do. They know who to call. They know how to help us debrief," says Dr. Trisha Dowling, a professor of veterinary clinical pharmacology at the WCVM and co-chair of the joint committee alongside Chalmers.

The program's ultimate goal is to create a permanent veterinary social work service offering research opportunities and practicum placements for social work students.

"After two years of work, the result is a hands-on training program that expands educational opportunities for the U of R Faculty of Social Work and provides significant support to our WCVM clients, students, faculty and staff. It has been an exciting and successful partnership with more to come," says Freeman.

Visit www.usask.ca/vmc/services/social-work.php or contact Erin Wasson (306-966-2852).

Jeanette Stewart





UCVM Student Article

AS SEPTEMBER COMES TO AN END, WE ARE ALL SETTling BACK INTO THE routines of student life. Classes quickly got going full swing, and luckily for those trying to achieve the elusive ‘work-life balance’ we hear so much about, so did extra-curriculars!

The faculty mentorship event took place in early September and was a fun start to the year, as students and their faculty mentors got together to chat over a tasty potluck. Awards night was also another successful night as faculty, undergraduate, and graduate students were recognized for their outstanding achievements in the past year.

This week, students and faculty got to show our more competitive sides, as Vetoquinol and Purina sponsored UCVM’s second annual foosball tournament. There was a great turnout of teams and spectators, so much so that we had to rent an additional table! It was an adrenaline-filled evening and the competition was fierce, both at the tables and for best costumes! Students needing to expend more energy than foosball allows for have also had numerous opportunities to do so. This past month has seen many soccer, hockey, volleyball, and polo matches, with more coming up!

Student clubs are also keeping everyone busy as they recruit members and start planning events for the year. On October 6, the Production Animal Health Club held their annual Farmers Breakfast. This is not only a delicious way to start the day, but also allows the club to fundraise for activities including Dairy Day and talks with practitioners.

On October 24, the Equine Club hosted the 4th annual Horse Health Day, where members of the public learned about horse health through equine-related seminars, demonstrations, and fun hands-on learning. Some of the events this year included showcasing demonstrations on first-aid care, equine acupuncture, endoscopy, and deworming. This is a great opportunity for students to get involved in the equine community and share their knowledge and skills with equine enthusiasts of all ages!

On the academic side of things, my class (2017) has been busy with our Integrated Research Project, which is evaluating the use of portable technology in assessing lameness in dogs. Data collection is going well, and there is no doubt that it is an incredible chance for us to learn about some of the trials and tribulations of research!

After kicking off the year with a week of field trips and lectures on some of the roles and opportunities that this amazing career offers, the new class of 2019, the “Hummingbirds”, is learning the ropes and busy preparing for their upcoming midterms and the infamous OSCE.

The Class of 2018 has a reprieve from the frenzy of second year on the horizon, as their “Outbreak Week” approaches. During this weeklong course, they’ll get to work through replications of actual cases encountered by local veterinarians. From the initial presentation to the final “town hall meeting”, this is great chance to practice communication skills, diagnostic tests, critical thinking, and some clinical skills in real-life situations!

Finally, fourth year students are busy with rotations near and far in UCVM’s Distributed Veterinary Learning Community. It’s always nice to see those with rotations on campus and hear their stories about the awesome things the rest of us have to look forward to!

Thanks for reading and I hope you had a great autumn!

Ms. Maggie Grover
UCVM Class of 2017
ABVMA Student Representative 2015/2016

WCVM Student Article

THE SEMESTER IS FLYING BY AND STUDENT LIFE AND CLASSES AT THE WCVM ARE BUSY!

Students who participated in summer research projects at the WCVM had the opportunity to showcase their hard work at the undergraduate poster competition. A total of 41 students shared their summer research projects with fellow students and faculty, and were evaluated by a team of judges. Bursaries were awarded to the top three students based on how well their poster portrayed their research as well as how well the students answered questions from the judges. This event is a great way for students to share the knowledge they gained over the summer with their peers. For many WCVM students, summer research positions ignite a passion in a certain field of veterinary medicine.

“Round Up”, one of the first social events of the year, was a great success. Round Up is traditionally hosted by the third year class, at Circle H Ranch just south of Saskatoon. The afternoon hosts a slow pitch tournament, followed by a student and staff supper. The evening is nothing short of a good time with a campfire, dance, and showcasing of skits performed by the hosting class. There is also a silent auction with donated items up for sale, which is always a crowd pleaser with students. Round Up is a fundraiser with all proceeds going toward the Class of 2017 graduation.

The first happy hour of the year is hosted by the second year class and was Halloween themed. The second year class provided a potluck supper for students and staff and provided an evening for communications and time to unwind from the stresses of veterinary medicine. Happy hours occur throughout the year with each class hosting and the Western Canadian Veterinary Students' Association (WCVSA) hosting an event to follow the happy hour.

I would like to mention an amazing club at the WCVM that has big plans for the upcoming year. The Pawsitive Practice program is geared toward supporting the physical and mental health of veterinary students at the WCVM. The club aims to tackle several aspects of wellness including: community, stress reduction and management, physical activity, and healthy nutrition. The Pawsitive Practice Program is run under the umbrella of the Western Canadian Veterinary Students' Association (WCVSA) and is directly funded in large part by the WCVSA. Some events/programs that the club organizes are: lunch-hour run club where students and faculty are invited to run, lunch time yoga sessions, and encouraging healthy eating habits by making free, fresh fruit and vegetables readily accessible to students.

Another very successful Pawsitive Practice event that has been held in previous years is Women of the Round Table. This is an event that provides answers to those burning questions female students have about professionalism, as well as their career and family life. A group of female veterinarians form a volunteer panel with significant diversity in age and background. Fourth year students are invited to submit questions to the panel, which are answered at a dinner event. Previously, the generosity of the panel volunteers in sharing their personal challenges and triumphs has made this event incredibly memorable and influential for students.

Some new events the club is looking to organize include putting together access to an art class off campus, a mindfulness workshop and a suicide prevention workshop.

With all of these events (and exams), the first academic semester of the year is almost over. Students will be heavy into the books in December for Christmas exams but then some much-needed down time with family awaits. Best of luck to my future colleagues on their final exams, and Merry Christmas to the members of the ABVMA.

Jessica Mewis
WCVM Class of 2017
Sr. ABVMA Student Representative



WCVM Introduces Alberta Student Kevin Smith

Alberta Vet Student Realizes Kindergarten Dream

SASKATOON -- KEVYN SMITH DECLARED IN HIS KINDERGARTEN

yearbook that he wanted to work with animals when he grew up, and since then, the Calgary student hasn't strayed too far from his original career path.

"I idolized our veterinarian," said Smith. "I've had pets for as long as I can remember, and I think they really balanced my life and taught me responsibility. They're what really spurred me on to become a veterinarian."

Smith's plans came to fruition in August when he became one of 80 first-year students at the Western College of Veterinary Medicine (WCVM).

He and his classmates received an official welcome to the college and to the veterinary profession on Sept. 18 during a white coat ceremony in Saskatoon, Sask. Representatives from national and provincial veterinary medical associations handed out personalized white lab coats and stethoscopes to the first-year students.

"This year's white coat ceremony is particularly exciting because members of the Class of 2019 are joining the college exactly 50 years after our first students began their veterinary education in 1965," said WCVM Dean Douglas Freeman.

The new students, who will graduate in 2019, come from communities across Western Canada and the northern territories. The regional veterinary college has produced about 3,000 veterinarians — most of whom live and work in western Canadian communities.

While Smith's undergraduate program in zoology from the University of Calgary has helped to prepare him for a veterinary career, he appreciates the valuable skills he learned through his involvement with Scouts Canada.

"Scouts taught me lifelong skills such as co-operation with my peers as well as people outside my peer group," said Smith. "It helped me to develop leadership abilities, confidence and adaptability, and it exposed me to new activities, new people and new places."

Smith is also grateful that he had the chance to work at a Calgary-area mobile large animal clinic — an experience that ignited his passion for large animal medicine and led to his employment at a mixed animal clinic in Strathmore, Alta.

The clinic's supportive staff encouraged Smith to suit up and get hands-on experience as he assisted with calving, caesarean sections and other surgeries.

Smith added research experience to his list of accomplishments when he assisted with a study investigating feral horses near Sundre, Alta. He also spent this past summer researching the impact of oil sands processed water on zebrafish.

After graduation, Smith is leaning toward practising in a mixed animal clinic that will offer him a variety of patients. In the meantime, he's grateful for past experiences that will continue to help him as he navigates his way through veterinary school.

"I've had four years of undergraduate studies that enabled me to develop learning strategies that work well for me, even when I'm under stress. My experiences with Scouts taught me to remain adaptable in all situations, and my clinical experiences have trained me to remain calm under pressure."



Alberta-based students in WCVM Class of 2019



Michael (Storm) Bartsoff, Raymond, Alta.
Rita Baumann, Thorsby, Alta.
Nolan Chalifoux, St. Albert, Alta.
Lauren Edwards, Calgary, Alta.
Garrett Fraess, Sherwood Park, Alta.
Shauna Gleasure, Calgary, Alta.
Zoë Gould, Consort, Alta.
Fiona Hooch-Antink, Sundre, Alta.
Jason Johnson, Sherwood Park, Alta.
Deanna Larsen, Edmonton, Alta.
Sarah Latimer, Medicine Hat, Alta.
Kirklin MacIise, Edmonton, Alta.
Moniek Okkema, Vermilion, Alta.
Laci Schmidt, Wetaskiwin, Alta.
Kevyn Smith, Calgary, Alta.
Tara Snow, Calgary, Alta.
Nellissa Stalenhoef, Red Deer, Alta.
Mirjam Stigter, Lacombe, Alta.
Jasmin Teske, Calgary, Alta.
Kristina Vuong, Calgary, Alta.
Joel Watts, St. Albert, Alta.
Shannon Wesley, Claresholm, Alta.

Welcome to the Profession! UCVM Class of 2019

On August 27, 2015 the UCVM Class of 2019, consisting of thirty students, was welcomed into the profession during a White Coat and Stethoscope Ceremony hosted by the Canadian and Alberta Veterinary Medical Associations (CVMA and ABVMA).

ABVMA President Dr. Louis Kwantes, CVMA Representative Dr. Troy Bourque, and UCVM Dean Dr. Alastair Cribb brought greetings to the new students and guests following a dinner that was hosted by the ABVMA. Each new student was presented with a lab coat, name badge, and stethoscope as welcome gifts from the two associations.

Dr. Kwantes led the recitation of the Veterinary Oath. The Calgary Association of Veterinary Students President Ms. Lindsey Ackert, ABVMA Student Representatives, Ms. Maggie Grover (Sr. Rep) and Ms. Amelia Whitelaw (Jr. Rep) had the pleasure of leading the Class of 2019 in the recitation of the newly established UCVM Honour Code.

Honour Code

I promise I will act with integrity and honesty in both academic and non academic matters, as befits a student of UCVM and a member of the veterinary profession.



Class of 2019

Sarah-Lynn Beukema
Lauren Bradshaw
Erika Brandson
Erik Burow
Kyle Dubreuil
India Fay
John Folsom
Teryn Gilment
Aoife Hogan
Lane Hudson
Manon Hynes
Alycia Ivarson
Robyn Kennedy
Jeffrey Lees
Kira Moser
Jessica Newman
Emily Pellatt
Hailey Puznak
Kayla Ross
Elizabeth Sargeant
Chelsea Schuster
Leah Sparrow
Jesse Tong
Shannon Toy
Megan Verbeek
Yasmine Voegeli
Ian Warrington
Katharine White
Marthe Wildsmith
Rohanna Wong

Wellness

– Staying Resilient During the Holidays



The holiday season can bring a lot of different emotions. For some, it's their favourite time of year. For others, it brings feelings of sadness and loss. Many of us have an idealized version of what the holidays should be like and become disappointed and even angry when they don't live up to those expectations. It might surprise you to know that no one has a perfect holiday or perfect family. One mental health professional recognizes that "Sometimes, when we see family members we revert to old childhood patterns which may hurt us and remind us of difficult times. Even though we think we've worked through these patterns, they just seem to crop right back up." For those of us who suffer from anxiety or depression,

The ABVMA Wellness Committee offers tips to stay resilient this holiday season. This information has been compiled from experts including psychologists, staff at the Mayo Clinic and mental health professionals from the Mayo Clinic and the Canadian Mental Health Association.

the holiday season can prove especially challenging. The juxtaposition of unhappy thoughts alongside the cheery Christmas music, nostalgic movies dripping with holiday sentimentality, and advertisements displaying jubilant people celebrating the season can make us feel even worse.

The American Psychological Association lists financial concerns, unrealistic expectations, and the inability to be with certain family members and friends as contributing factors to holiday anxiety. Mix in the stressors of shopping, family reunions, travel, office parties, and dealing with houseguests, and no wonder this seasonal "cheer" can be a landmine.

HERE ARE SOME TIPS ON HOW TO GET THROUGH THE HOLIDAY SEASON IF YOUR MOOD CHANGES AND YOU FEEL ANXIOUS OR STRESSED OUT:

- 1. Keep your regular routine and your schedule sane.** The Anxiety and Depression Association of America suggests that it's a helpful idea not to overschedule during the holidays. A change in routine can lead to additional stress. Try to exercise at your usual time, go to meetings that you normally go to, and stick to as normal a diet as you possibly can. Remember that you can control the seasonal overload instead of letting it control you. You do not have to attend every function, and when you do, it may help to arrive late and leave early. And if some traditions cause you more stress and unhappiness than joy, consider changing them or even letting them go altogether.
- 2. Maintain realistic expectations.** Remember that no one has the perfect family, so toss out the unrealistic wishes and expectations that whatever family function you attend will be as pumpkin-pie sweet as that Hallmark movie you've just watched. Instead, realize that, yes, you will probably have to deal with some of the same old family dynamics that push your buttons. Remember that this isn't the time to air past resentments. Stay calm, change the subject, and then steer clear. You can always wait to sort through your feelings over the phone with an understanding friend after you get home, or even to the blissfully nonjudgmental ear of your dog or cat.
- 3. Stay connected.** Don't be alone, if you don't want to. Make sure to leave time to spend with friends and/or family who value you. And if they don't live close by, call them for a "reality check", for some "grounding", support and companionship. It's OK to ask for support if you need it, people like to help others and they can't read our minds and know when we need help. If you anticipate spending the holidays alone, seek out community, religious or other social events. Try to volunteer somewhere, in a soup kitchen, with children in group homes, or the elderly in various facilities. People will so appreciate you, you may feel better about yourself, but most of all, you'll have company. Volunteering your time is a good way to lift your spirits and broaden your friendships.
- 4. Stay within budget.** Keep it simple. Finances are a huge source of stress for many people. Again, eliminate the unnecessary. Set a budget, and stay within it. A call, a visit or a note to tell someone how important they are to you can be as touching as and more meaningful than a gift. You can also enjoy free activities like walking or driving around to look at holiday decorations, going window shopping without buying, or making your own decorations or presents. Kijiji, Craigslist and swap events are great places to find inexpensive brand-new items, and excellent-condition used items.
- 5. Focus on healthy habits and think moderation.** While it may be easy to drink and eat too much at parties and special dinners, we should try not to overindulge with food and/or



alcohol. Remember, eating and drinking may feel like they temporarily "ease the pain" of the holidays blues, but they can also lead to feelings of guilt. Overdrinking has been shown to exacerbate both depression and anxiety. Although the holiday season can throw us off schedule, it's important to maintain healthy habits. Do your regular physical activity and engage in any mental wellness routines. Jogging, yoga, spiritual practices and long walks can calm one's mind and provide a better perspective on what's really important.

- 6. Create a comfort zone.** Make some time for yourself. Spending just 15 minutes alone, without distractions, may refresh you enough to handle everything you need to do. Find something that you look forward to doing. One of the ABVMA wellness members notes that her personal favourite is riding her horse and spending time in the barn. Plan these "feel-good" activities ahead of a stressful social event. It helps you feel a lot less anxious both during and after that event.
- 7. Just say no.** It's OK to say no when you're asked to do more than you can. It's fine to say no to some invitations and fine to say no to those asking for favors. And saying no does not mean that others will write you off, people get that we cannot do it all, and they have likely just said no to another invite or request. Remember, this is your holiday too!
- 8. Seek professional help if you need it.** Despite your best efforts, you may find yourself feeling persistently sad or anxious, plagued by physical complaints, unable to sleep, irritable and hopeless, and unable to face routine chores. If these feelings last for a while, talk to your doctor or a mental health professional. There is a list of provincial resources at the end of this article.

If your stress or change in moods, like a consistent low mood, carries on into the New Year and starts to affect your daily life, you should see your family doctor. Good luck this holiday season and we hope these tips help you find this year less stressful and a bit more joyous.

For references and additional resources, please see the inside back cover.





AAAHT Board of Directors



Back Row (Left to Right)
 Ms. Elly Paslawsky
 Ms. Andree-Ann Thivierge
 Ms. Erin Young
 Ms. Nicole Olivier
 Dr. Cary Hashizume
 Ms. Theresa McDermott
 Ms. Linda Glasier

Front Row (left to right)
 Ms. Tracey Ruzicka
 Ms. Erin Conly
 Ms. Karen Lesnick
 Ms. Sujata Clark
 Ms. Andrea Edwards

Missing from Photo
 Ms. Vanessa Christensen

WOW, WHAT A YEAR 2015 HAS BEEN. IT HAS FLOWN BY AS BUSY YEARS USUALLY DO.

A lot was accomplished this year, with our big ticket item being our focus on strategic planning for the next five years. With the help of Ms. Maryann Urbanowski, our facilitator as well as our Board, committee members and significant stakeholders, the AAAHT now has a renewed vision and mission as well as an outline of goals and upcoming activities of the AAAHT. I would like to ask for your support as our new projects start to roll out in the new year...let's get engaged! Help make your association as strong as possible by participating in online surveys, visit us on Facebook and Twitter, volunteer your time at a trade fair booth, or better yet, attend a committee or board meeting, they're always open to the membership.

Strategic planning was a big item for us this year, but not our only one. The AAAHT also participated in:

- The 2015 ABVMA Leadership Weekend
- Creating and updated a Terms of Reference document for the Board and Committees
- Updating our bylaws to include the changes with the ABVMA bylaws to enhance the membership and title of veterinary technologist
- The 2015 CVMA Conference in Calgary by hosting a lunch event for AHTs and VTs from across Canada
- Supporting activities of the Communications and Continuing Education Committees and their various events

We have some exciting projects starting for 2016 including some amazing speakers and wet-labs for CE events, a new Association driven website as well as continuing to enhance our professional visibility at upcoming trade shows and events.

As this year draws to a close, please join me in extending a very grateful thank you to these individuals for their service and dedication over the past years of service with the AAAHT:

Ms. Lucille Landals, Communications Committee

Ms. Heike Herman, Communications Committee/AHT News Editor

Ms. Sophia David, CE Chairperson

Ms. Tracey Lawrence, CE Committee

Ms. Brigitta Smith, CE Committee

Ms. Karlee Worobetz, CE Committee

The current Board and myself also would like to welcome new members to our committees and Board. With these amazing volunteers, I know that 2016 is shaping up to be an amazing year.

I would also like to extend my sincere thanks to the AAAHT Board, committees and especially to our Administrative Assistant, Ms. Lucille Landals. Unfortunately, family commitments prevented me from full participation throughout parts of the year, however, all of the functions and activities went off as planned because of these amazing people. I truly thank you all from the bottom of my heart for all of your support this past year. In conclusion, it gives me great pleasure to hand over the proverbial reins to your new President, Ms. Linda Glasier. I am excited to watch our association and profession continue to flourish and grow.

Vanessa Christensen, RVT

President, Alberta Association of Animal Health Technologists



Lakeland **Lakeland Link**

HAPPY FALL GREETINGS FROM LAKELAND COLLEGE!

We hope everyone enjoyed a relaxing summer- here at Lakeland College the energy is once again high as students fill the hallways. The enrollments in all of our Agricultural programs have never been so high, and students are busy everywhere in the classrooms, on the farm, and in the clinic. We have 41 new excited faces in first year AHT, and 25 in the VMA program. The returning second year AHT students are already busy with clinical pathology, surgery and clinics labs. First year students are settling into the College routine, and excited for the year ahead. We also welcome Tamara Martin RVT back from maternity leave into her busy job as AHT Educational Lab Tech, and Elaine Van Waas RVT has joined our faculty from Edmonton.

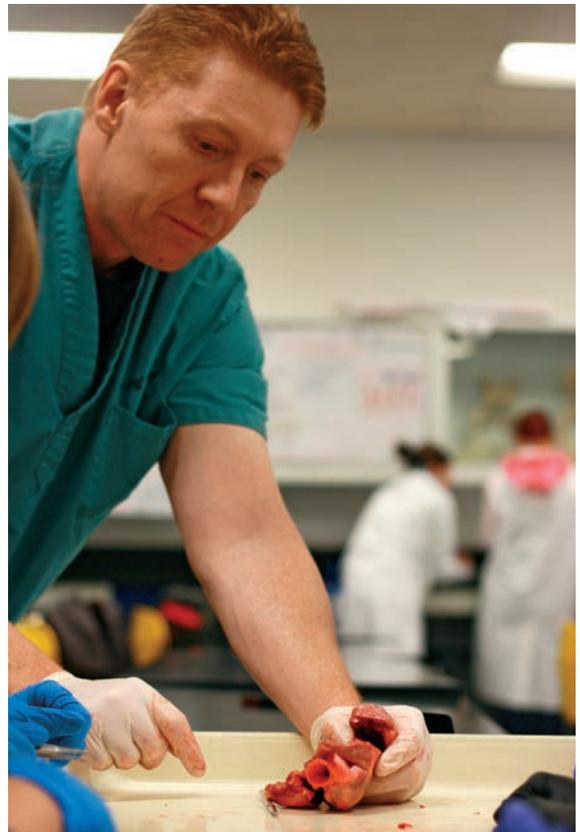


News at NAIT

SUCCESS IS KEY!

This year as we settled into our first term we wanted to set our students up for success. As a result, we arranged a meet and greet for all Animal Studies students to form inter-professional student success groups. Each small group included first and second year animal health technologist (AHT) students and a veterinary medical assistant (VMA) student. Our goal was to foster student driven collaboration and problem solving. It also created leadership opportunities for our second year AHT students. Students felt this event was a great way to meet each other and make important first contacts.

Every year there are instructors at NAIT who are nominated for excellence. We would like to announce that Dr. Greg Woodard is the recipient of this year's School of Health Sciences' Instructional Excellence Award. Dr. Woodard teaches our students Anatomic Pathophysiology, Anesthesiology and works with them one on one in the clinic. This is a student nominated award and is an indication of the dedication and hard work Dr. Woodard has to not only his subjects but to our program as a whole. Congratulations!



Greetings from Olds College

WINTER IS ALMOST HERE!! OUR OLDS COLLEGE STUDENTS HAVE BEEN BUSY STUDYING AND KEEPING WARM!



The Veterinary Technical Assistant Program at Olds College will be offered to high school students in the Calgary Catholic School Division which began in the fall. Amie Seidle and Becky Taylor participated in a student information night at the Calgary Campus that had over seventy 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 very own, Dr. Dave Bjolin, travelled to Goa, India this past September for two weeks of vaccinating dogs. He joined up with the Mission Rabies team to help decrease the amount of rabies spread in that country year to year. We are all so proud of our Dr. Dave....great job!!

Congratulations to our AHT staff as well for completing the Sophia Yin Low Stress Handling Silver Certification. Our very own - Becky Taylor, Dr. Dave Bjolin, Jackie Lind, Misty Clouston, Hailey Kaiser, Deb Kamsteeg,

Kyna Kozak, Amie Seidle and Roberta Rouse completed the course. This was an extensive 10-week online course that had great behavioural sessions, quizzes, information and more. We have now incorporated Dr. Yin's textbook into our program curriculum.

Our second year AHT students and a selected number of VMR and VTA students attended the CanWest Conference back in October and had a great time. They enjoyed all the amazing CE sessions as well as the evening social events!! Thank you ABVMA for such a wonderful experience!!

Tips to Avoid Common Communication Errors

Jayne Takahashi DVM, MBA
Communication Leads

Your success as an effective communicator with clients and colleagues depends on sound communication strategies and avoiding communication errors. Here are a few tips to avoid the communication shortcomings that I have observed most commonly in veterinary practices.

1. Using a "one-size-fits-all" approach to communication

In veterinary practice, there are many sets of instructions, protocols and explanations that we deliver several times a week, if not every day. It does take an effort to make your presentation of this information fresh and relevant for each individual. Without personalizing your approach to meet the different personalities, learning styles, expectations and needs of your clients or team members, you may come across as uncaring, lacking in compassion, disinterested and insincere.

TIP: Adopt a "be curious" attitude to learn something about each person and his/her perspective, then tailor your conversation accordingly.

2. Assuming that your message has been understood

How often do you check for understanding after you have shared a piece of information? Probably less often than you think. There is a tendency to dump your entire presentation and to check for understanding once at the end of your delivery. Your clients will appreciate small breaks in your conversation that will allow them to process what you have presented and to address concerns about specific pieces of information.

TIP: Make it a habit to incorporate the "chunk and check" technique into your explanations. Deliver a chunk of information then pause and ask an open ended question to check for understanding such as "What questions do you have about this?" or "How are you feeling about what I have presented so far?"

3. Assuming that others learn the same way you do

We tend to present information in a manner that suits our own learning style (visual, auditory, kinesthetic) without checking how the other person would prefer to receive the information. Similarly, if we are training a colleague, we will teach in a manner that tends to suit our learning style.

TIP: Ask clients how they would prefer to receive information: "How would you like to access more information about this procedure – a handout, a website, watching a video or can I answer other questions that you have?" When training a colleague, ask about his/her learning style: "Would you prefer to read about the steps first, or watch me do the task and you follow or would you like to actually be hands on while I explain the steps?"

4. Launching into an explanation before checking the other person's perspective, past experience or knowledge of the medical condition or situation

If you obtain your client's perspective about the severity, impact or nature of the pet's condition as well as any past knowledge of a medical condition, you are in a better position to provide relevant information or obtain an accurate assessment of the situation. Discussions are often more efficient and satisfying for both you and your client if a mutual understanding of the situation or condition has been established.

TIP: Use open-ended inquiry to determine this background information BEFORE presenting your explanations: "Based on what you have noticed at home, how much discomfort do you think Muffin is experiencing?"

5. Reacting, rather than responding

Reacting is the kneejerk response that we express and is based on emotions



"It was not the price of care that prevented most clients from undertaking recommended treatments... the real problem with owner "compliance" was confusion, uncertainty, and misunderstanding."
—JAVMA 232(4) 2/15/08

and not reason. While this can be a positive expression (enthusiasm, joyful), it can be negative and hurtful when it stems from defensiveness. In contrast, responding is thoughtful and is based on logic rather than emotion.

TIP: Learn to recognize when you are having a negative internal reaction to a conversation and consciously PAUSE for 5 seconds before speaking. Occasionally, it may be necessary to remove yourself politely from the situation to cool down before responding. Be prepared with a statement for this situation: "I need some time to think about what you have told me and I will get back to you later today with my thoughts."

We all make mistakes with our communication from time to time however, being mindful to avoid the common ones can enhance your professional reputation, working relationships, and overall job satisfaction.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

What's New in Dermatology for 2015 - A Fresh Look at Allergic Skin Disease in Dogs & Cats - Lifelearn Inc. Online & Ongoing CE Module. 1 Hour CE Credit. Keith Hnilica DVM, MS, DACVD Please see: <http://atopicace.ca/> for more info and to register.

Increase Preventive Feline Healthcare In Your Practice - Lifelearn Inc. Online & Ongoing CE Module. 1.5 hours CE Credit. Elizabeth O'Brien DVM, DABVP, Board Certified in Feline Practice, Heather Lowe AHT, MBA Please see <http://elancofelinece.ca> for more info and to register.

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.com> 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@petsplus.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;

Continuing Education Opportunities

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.

Merck complimentary on-line education (each approved for 1 hr ABVMA CE):

1. Are Ticks invading Canada? - Scott Stevenson, DVM. Register at <http://w.on24.com/r.htm?e=825897&s=1&k=82012A21344AA18E14BAE330F22B6711>

2. Understanding the transmission of tick-borne pathogens-Rick Alleman, DVM, PhD. Register at <http://w.on24.com/r.htm?e=807878&s=1&k=BAAC-5C0A2E83DD7121228B45533BB4BE>

3. How Ticks are bringing business opportunities to your clinic's doorstep - Scott Stevenson, DVM. Register at <http://w.on24.com/r.htm?e=959345&s=1&k=9B7FF-3F163EACA534D2FAA949AC3474F>

Webinar: Diagnosing, Treating and Preventing Leptospirosis in Dogs: An Update - Catherine Lapointe, DMV, MSc, DACVIM. A review of the epidemiology and clinical presentation in dogs and cats. Sign up at: www.navrg.com 1 credit CE For Veterinarians only.

MONTHLY OFFERINGS NOVEMBER 2015

October 31 & November 1, 2015 - Conditions of Hind Limb - 14 Hours ABVMA CE Credits - Audrey Remedios, B.Sc, DVM, DACVS. Course in Calgary AB; location TBA. Sponsored by SCIL Animal Care Company. To register and for further details call 1-866-382-6937 or visit: www.scilvet.com

November 2, 2015 & November 3, 2015 - Management & Treatment of Canine Hyperadrenocorticism - 1.5 Hours ABVMA CE Credits - Audrey Davies DVM.

Two separate sessions: **Monday November 2, 2015 in Edmonton** @ Ruth's Chris Steak House 9990 Jasper Ave NW Edmonton, **Tuesday November 3, 2015 in Calgary** @ Ruth's Chris Steak House 294, 115 9th Ave SE 2nd Floor at the Calgary Tower, Calgary. Sponsored by Dechra Veterinary Products. Please RSVP by Oct 26/15 to: nicole.dievert@dechra.com or call 403-598-7321

November 2 & 3, 2015 - Technical Large Animal Emergency Rescue - 12 Hours ABVMA CE Credits - R. Gimenez, PhD. Alberta Farm and Animal Care (AFAC) is sponsoring a two-day Technical Large Animal Emergency Rescue Awareness course on November 2 & 3, 2015 at Executive Royal Inn, 8450 Sparrow Drive Leduc, AB. Instructed by Dr. Rebecca Gimenez, the author of *Technical Large Animal Emergency Rescue*. Register at: <https://www.eventbrite.com/e/technical-large-animal-emergency-rescue-awareness-level-course-2-days-tickets-17937793423>

November 8, 2015 - FAST Ultrasound - 7.5 Hours ABVMA CE Credits - Greg Lisciandro, DABVP, DACVECC, developer of the AFAST target organ approach, thoracic FAST or TFAST exam and recently added Vet BLUE - Veterinary bedside lung ultrasound exam. Location TBA in Victoria, BC. Sponsored by SCIL Animal Care Company. To register and for further details call 1-866-382-6937 or visit: www.scilvet.com

November 13 & 14, 2015 - Medical Practice Management - 2 Hours ABVMA CE Credits - Blair E. Maxston B.A., LL.B. 'Legal Issues in a Medical Practice' from 5:00 PM to 7:00 PM Location is the Fairmont Banff Springs Hotel. Sponsored by the University of Alberta - Faculty of Medicine & Dentistry. To register and for further details, visit: dentce@ualberta.ca

November 13 & 14, 2015 - Practical Ophthalmology for Equine Practitioners - A 2-Day Practical Course - 13.5 Hours ABVMA CE Credits - 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 14, 2015 - The Changing Landscape of Antimicrobial Use in Veterinary Medicine - 1 Hour ABVMA CE Credit - Dr. Simon Otto DVM, Ph.D - Veterinarian and Veterinary Epidemiologist for the Government of Alberta. Health Canada has proposed a series of regulatory changes that will impact how veterinarians prescribe and dispense antimicrobials in their practice. Location 185 Scenic Acres Dr NW Calgary from 1:30 pm - 2:30 pm, on November 14, 2015. Sponsored by Merck Animal Health. This is a part of the Veterinary Graduates of Western Canada (VGWC) Alumni and Student hockey tournament held on November 13 & 14, 2015. For more information and to register please contact: robert_mccorkell@hotmail.com

November 15, 2015 - Veterinary Endocrinology - 6 Hours ABVMA CE Credits - 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 Café, 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 18, 2015 - Thoracic Radiology - 1.5 Hours ABVMA CE Credits - 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.

Continuing Education Opportunities

November 19, 2015 - Accounting & Tax Practices – 2 Hours ABVMA CE Credits - Calvin T. Carpenter, CA, Tim Dawson, CA. 6:00 - 8:00 pm. Location: University of Alberta, Edmonton Clinic Health Academy, 11405 - 87 Ave Edmonton, AB. Sponsored by University of Alberta - Faculty of Medicine & Dentistry. To register and for further details call 780-492-5391 or visit: dentc@ualberta.ca

November 20, 2015 - Bullying in the Veterinary Profession – 1 Hour ABVMA CE Credit – the ABVMA Member Wellness Committee is hosting a 1 hour Webinar in recognition of National Bullying Awareness Week. The webinar will describe what workplace bullying looks like in veterinary clinics, the effects, and what we can do about it. Webinar takes place from 12-1 pm MST on Friday, November 20, 2015. For more information and to register, please contact jocelyn.forseille@abvma.ca

November 20, 2015 – John Waters Zoonotic Diseases Workshop – 6 Hours ABVMA CE Credits – Bernard Snell Hall, Walter Mackenzie Hospital, University of Alberta, 8440 – 112 Street NW, Edmonton. Information at <http://conference.abvma.ca/>

November 21 & 22, 2015 – Veterinary Anesthesia & Pain Control – 14 Hours ABVMA CE Credits – Nancy Brock DVM, DACVAA, Heidi Shafford DVM, PhD, DACVAA, Kristine Torske DVM, DVSc, Kris Kruse DVM, PhD, DACVAA, Alex Hawley DVM, MS, DACVAA. This is an in-depth two day hands-on workshop and wet lab that will enhance your anesthesia skills and help you gain confidence. Location is Red River College in Winnipeg MB. For details and registration please go to: www.nancybrockvet.com/education

November 21 & 22, 2015 (one full day and one half day) - Intro to TPLO – 11.5 Hours ABVMA CE Credits - Audrey Remedios, B.Sc, DVM, DACVS. Course in Calgary AB; location TBA. Sponsored by SCIL Animal Care Company. To register and for further details call 1-866-382-6937 or visit: www.scilvet.com

November 28 & 29, 2015 - Intro to TTA – 12 Hours ABVMA CE Credits - Lorne Carroll, DVM. Dr. Carroll has been performing TPLO and TTA cruciate repair since 2005 and is responsible for bringing the first TPLO and Interlocking Nail Orthopedic Fixation courses to Canada. Course is a day and a half in Edmonton at NAIT, 11762 106 St NW Edmonton, AB. 780-471-6248. Sponsored by SCIL Animal Care Company. To register and for further details call 1-866-382-6937 or visit: www.scilvet.com

DECEMBER 2015

December 3, 2015 - Periodontal Surgery – 2 Hours ABVMA CE Credits - 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 6, 2015 - Euthanasia, Palliative Care & Communication – 6 Hours ABVMA CE Credits - 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.

December 10, 2015 - Comparing Your Financial Plan to Your Business Plan – 2 Hours ABVMA CE Credits - Pierre Fourni-

er, B.Eng., Raymond James. 6:00 - 8:00 pm. Location: University of Alberta, Edmonton Clinic Health Academy, 11405 - 87 Ave Edmonton, AB. Sponsored by University of Alberta - Faculty of Medicine & Dentistry. To register and for further details call 780-492-5391 or visit: dentc@ualberta.ca

APRIL 2016

April 1 – 3, 2016 – Veterinary Forensics Workshop – 17 Hours ABVMA CE Credits - The study of Veterinary Forensics is relatively new. The ABVMA's Animal Welfare Committee has developed a weekend workshop for veterinarians, veterinary technologists and law enforcement professionals to develop knowledge in the investigation and prosecution of animal cruelty cases. The workshop will include information on all species and will focus on site investigation, sample collection and pathology with case studies. The lead speaker is Dr. Melinda Merck, author of the textbook *Veterinary Forensics: Animal Cruelty Investigations*, and consultant for many animal cruelty cases in North America. Location in Calgary TBA. Registration opening soon.

MAY 2016

May 11 & 12, 2016 – Technical Large Animal Emergency Rescue – 12 Hours ABVMA CE Credits – R.Gimenez, PhD. Alberta Farm and Animal Care (AFAC) is sponsoring a two-day Technical Large Animal Emergency Rescue Awareness course at Pomeroy Inn & Suites, 11633 100 St Grande Prairie, AB. Instructed by Dr. Rebecca Gimenez, the author of *Technical Large Animal Emergency Rescue*. Register at: <https://www.eventbrite.com/e/technical-large-animal-emergency-rescue-awareness-level-course-2-days-tickets-17937931837>

Veterinarian Required

Does the idea of practicing in a quaint farm town, where your career is focused upon building relationships with pet owners appeal to you? Do you enjoy making a sincere difference in pet owner's lives? Do you vision yourself living amongst an amazing abundance of year round activities such as world class fishing, skiing, hiking, and kayaking to name only a few? If you answered yes to any of the above then we invite you to come and meet us in the beautiful Comox Valley! We are a mixed animal practice with a dedicated, and talented staff looking for a PT or FT experienced small animal associate to lead our team while serving our clientele in the small farm community of Merville. The right candidate will possess strong surgical and medical skills, be a positive team player, and strive to provide outstanding service to our wonderful clients and their companion pets in our growing practice. The position does not require large animal experience, however it is an asset. Competitive wage, profit sharing, dues, and CE. Permanent locum arrangement option can also be available. Start date early November. Please send your CV: sarahcaton@shaw.ca Website: www.tsolummobilevet.com

Centre Animal Hospital, located in Cold Lake, Alberta, is looking for an energetic and experienced veterinarian to join our well-established and progressive small animal practice. Salary to range between \$85,000 - \$100,000 (+)/year, based on experience and interview. One (+) year contracts available, including; paid membership dues, 3 weeks paid holidays, health benefits, moving/start up bonus. We have a newly renovated and well equipped practice that takes on a wide variety of small animal medical and surgical cases. We are looking for an Associate who is comfortable working in a fast paced work environment, while doing a broad variety of medicine. Experience in small animal medicine & dentistry is considered an asset, but are willing to mentor new associates, as we have 7 Doctors across 2 practices. Applicant must be licenced with the CVMA & ABVMA and be an effective communicator and self-motivated. We strive for a TEAM orientated environment with a focus on quality medicine and patient care. We offer a full complement of services from digital x-ray (including dental x-ray), ultrasound, orthopaedic sx and in-house lab. Websites; www.animalhealthproviders.com Submit resumes; Attn: Greg Benoit; animalhealthproviders@gmail.com

WE ARE EXPANDING. VetEmerg North Edmonton is ADDING SPECIALTY SERVICES and expanding into an 8000 sq. well-equipped stat of the art facility. We are adding CT, underwater treadmill, three surgical suites, chemotherapy room, and much more. VetEmerg is a high paced emergency hospital, since opened we have earned the trust of our veterinary community giving us a steady heavy influx referral load from the greater Edmonton area. We are well known as a referral center for Ultrasound, ultrasound guided procedure and echocardiogram as well as referral orthopedic and major soft tissue surgeries. We are looking for DIRECTOR OF EMERGENCY SERVICES who will oversee the emergency department and work closely with

specialists and management. We are also looking for great team members (VETERINARIANS and AHTs) to continue growing together. Experience preferred but we are willing to train the right candidates. Upcoming rotating shift work expected by December 2015. Full/Part time are welcome. Come join our family of veterinarians and technicians and become part of our dynamic team. Excellent compensation package, health and dental benefits, profit sharing and staff discounts at cost. Please call/email Mohamed Latif at (780) 200-4572 mrkassem@yahoo.com Inquires are strictly confidential

We are looking for a FT Veterinarian for a busy 4 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. We are looking for someone with a particular interest in small animal. The clinic is fully equipped with in house chemistry/CBC, pulse oximetry/ECG/blood pressure monitors, diagnostic and reproductive ultrasound machines, endoscopy, dental and DR digital x-ray. We offer competitive wages, benefits and CE package. On call is shared equally between the 4 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

We are a fun, progressive clinic with a new 10,000 sq. ft. facility located just east of Calgary in Strathmore, AB. Our staff includes 4.5 Vets and 4 RAHT's along with many amazing support staff! We are looking for a full time Veterinarian with an interest in large animal and 3 years' experience to join our mixed animal practice (small animal, beef, equine and some small ruminants). We have in-house lab equipment, digital x-ray, portable digital equine x-ray, dental station, in-house bovine and equine facilities, ultrasound, double surgery suite, and in-house pharmacy. We offer benefits, competitive wages, uniform allowance, CE allowance, and much much more! If you are interested in joining our outstanding team, and like to laugh and have fun at work then you're at the right place! We would love to hear from you. Please contact Megan at megan@animalcarecentre.ca Website: www.animalcarecentre.ca

The Faculty of Agricultural, Life & Environmental Sciences (ALES) is where global challenges are met with innovative solutions and we are looking for a veterinarian to join our team as Director of Animal Care. Every day, world-class research is conducted by the finest minds in the natural sciences, social sciences and business. The Director of Animal Care for the Faculty of ALES applies the science and art of veterinary medicine in all its facets to support the research and teaching programs of the Department of Agricultural, Food and Nutritional Science (AFNS), the Faculty of Agricultural, Life and Environmental Sciences (ALES), and the broader University of Alberta research community who use livestock species in research. The successful candidate will have a doctoral degree in veterinary medicine and be fully

licensed with experience in a wide variety of species, particularly livestock. In accordance with the Contract Academic Staff: Teaching agreement, this three-year term position offers a comprehensive benefits package which can be viewed at www.hrs.ualberta.ca and an annual salary commensurate with education and experience. To learn more about the position and to apply for the position, please visit <http://www.careers.ualberta.ca/Competition/A108427214/>.

Live and practice on beautiful Vancouver Island! *SIGNING BONUS AND RELOCATION ALLOWANCE FOR THE RIGHT CANDIDATE* Van Isle Veterinary Hospital, one of Vancouver Island's premier hospitals, has an opening for an experienced veterinarian. This is a large multi-vet practice offering a wide variety of services in support of the nearby communities. Located in the sunny Comox valley, Van Isle is within view of outstanding ski facilities yet only minutes away from sprawling sandy beaches, world class golf, and endless recreational opportunities. A top notch staff and management team are here to welcome you and help make the Comox Valley and Van Isle Veterinary Hospital your new home. Make a move to a new and exciting location, one you will never want to leave. www.vanislevet.com Contact info@vanislevet.com

Are you looking for flexibility to set your own work hours while seeking variety with a small animal Calgary-based mobile veterinary practice? Would you like to build meaningful relationships built on mutual respect and understanding with not only your clients and their pets but also your team? Do you enjoy interacting with people and their pets and have a natural ability to put all at ease? If so, this well-established mobile veterinary practice is seeking an experienced veterinarian to join our small but growing family-like team. We strive to provide care with compassion in all that we do, offering exceptional veterinary service in the comfort of the home and have been doing so for over 16 years. We offer competitive compensation, education and other benefits. All inquiries will be kept strictly confidential. If you are interested in joining our team and growing with us, please provide a cover letter and resume to: Dr. Dirk Dekens at drdekens@dekensvet.ca Ph. (403) 978-2273 Website: www.dekensvet.ca

Veterinarian required in Vermilion, Alberta. This is a very well-equipped mixed animal clinic with majority of work done in clinic facilities. I am seeking a veterinarian to do small, large, or mixed. Full time, part time, contract, hourly, call or no call -I will consider all options. Well above average compensation. \$120,000 or better, plus benefits for the right candidate. Check out our website to see our facility. Email: Tim Goodbrand, DVM tdgdvm@hotmail.com Website: www.vermilionvet.com

Variety is the spice of life! We are looking for both mixed and small animal, fully licensed veterinarians too 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,

Classified Ads

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

Get out of town! Airdrie Animal Clinic is looking for a part-time DVM for Saturdays and 1-2 days during the week. We are a busy 3 doctor practice with a solid team and all the equipment you need to practice quality medicine including ultrasound and a surgical laser. We are open to more than one person filling this position or offering additional hours to the right candidate. Please apply in confidence with your ideal work schedule and salary expectations to terriann@springbankpethospital.ca

Blue Sky Veterinary Services is seeking a mixed animal veterinarian. As a member of our team you will provide exceptional customer service through evidence-based medicine, education, and experience thus providing quality preventive care, diagnoses and treatment services for every animal you see. Your job is about more than the job description, it's about contributing your skills and expertise to your team while developing your veterinary career. We accomplish this by practicing ethical veterinary medicine according to all applicable laws and codes, At Blue Sky Veterinary Services we are looking to hire a passionate Veterinarian with a commitment to provide compassionate, high-quality care to animals, and our clients and community alike. We offer personal development plans designed to help you define and achieve veterinary career goals, practice-paid continuing education opportunities, membership discounts and other Veterinary networking opportunities as well as opportunities to lend your skills to the communities you serve and live in. We are just about ready to open our brand new facility! You could have the opportunity to customize your workspace as you like it! Successful applicant must have ABVMA license or ability to achieve it. Email resume to admin@blueskyveterinaryservices.com

Green Acres Animal Hospital in Lethbridge is looking for a veterinarian to join our team. We are a well-established small animal practice with a great support staff. We have in house lab, digital r/g and dental r/g, u/s and do some orthopedic work. We offer a competitive salary based on experience along with benefits, CE and uniform allowance. Lethbridge is a city with about 85-90000 people located close to the mountains, Calgary and US border. If you're interested or for more information please feel free to email a resume Email: gaah2004@telus.net to Dr. Felicia Lloyd or Mr. Brent Lloyd or call (403) 327-8660 Website: www.greenacresanimalhospital.com

Sifton Park Veterinary Clinic in Edmonton is seeking part time veterinarian, hours are negotiable and flexible, but will include some evenings and some Saturdays. We offer competitive wages, health

benefits, paid dues and vacation, staff discounts, CE and uniform allowance. Please email Dr. Eva Braze at braze@shaw.ca

Evanston Pet Hospital is a growing small animal practice in a rapidly expanding community of Evanston, NW Calgary. We are looking for a PT veterinarian to join our team. The ideal candidate will have excellent communication skills, providing compassionate care for the pets and excellent service for the clients. Must have strong medical and surgical skills. Interest in exotic will be an asset. Salary commensurate with experience. Please send your resume and cover letter by email: calgaryvet@live.ca

Our full service animal hospital has an immediate opening for a full time or part time veterinarian. We are a well-established hospital with excellent support staff, a loyal clientele and no on call duty. Our hospital is fully equipped with an in house chemistry/CBC, DR digital X-ray and dental X-ray, ultrasound, full orthopaedic equipment and new dental equipment. Our goal is to provide the highest quality medicine and surgery with compassion and a strong emphasis on client education. If you are looking for a clinic that will expand your skills and knowledge we are exactly what you are looking for. We offer a very competitive salary and benefit package and a great mentor experience. Stony Plain and area is a wonderful place to call home. There are lots of extra-curricular activities in a quiet community yet close enough to the city for cultural events. Please contact us by email or fax. Email: spvet@telusplanet.net Fax: (780) 963-3633

Just north of Calgary we have grown to require a small animal veterinarian for full or part time position. No on call required. Health spending account, dues and CE coverage. Our clinic services a town of families, baby-boomers and retirees. From working dogs to pampered cats there is a wide range. Diagnostics in-house: CBC, Chem, clotting, CR X-ray, therapeutic laser. Please stop by or email tompicherack@gmail.com. Website: Is under renovation.

Veterinarian and Vet Tech Required: Bellis Veterinary Services is looking for a full-time mixed animal practitioner and also a technician. 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: bvrsuss@telus.net or by Fax: (780) 636-3388

Edmonton West Animal Hospital, an AAHA accredited facility, is looking for limited or temporary license (or should be eligible to apply) veterinarian. Experience is preferred, however, mentorship will be provided. We encourage new and international graduates to apply. Please email your resume to edmhospital@gmail.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. If this is something you are looking for, we are the place for you. Partnership is available for the suitable applicant. Salary is negotiable, experience is preferred. Send your application to dr.tan@edmontonanimalhospital.com

Would you like to practice veterinary medicine in the beautiful Okanagan Valley in B.C.? Tri Lake Animal Hospital has just the opportunity in this natural paradise, often referred to as Canada's "four season's playground" - skiing, golf, biking, hiking, lakes, wineries & orchards. Our progressive, full service animal hospital has an immediate opening for a full time Veterinarian. We have an excellent facility with in house IDEXX Lab, ultrasonography, endoscopy, orthopedic surgeries, laparoscopy, dentistry, 4-slice CT, digital dental radiology, digital radiology, and acupuncture, rehabilitation therapy with underwater treadmill, ICU and 24 hour staffing. We are looking for a team-oriented professional with at least five years of experience and exceptional client/patient skills. The ideal candidate will have experience in performing general surgery and dentals. An interest in scoping, CT scans, ultrasounds, chemotherapy or exotic and pocket pets would be a great asset. We offer a competitive salary including on-call compensation, group benefits, a CE allowance of \$2000 per year and a great work-life balance. If you would like to be part of our team, submit your resume and cover letter to Cara Reed by Email: mgr@trilake.ca

Fully licensed full-time veterinarian needed for our Hanna, Alberta mixed animal practice. The ideal candidate should have a strong interest in large and small animal medicine and surgery. Our modern clinic offers a shared call schedule, in house lab, digital x-ray and ultrasound. Our large animal facilities include 2 cattle chutes, equine stock, holding pens and equine power float. Hanna offers a new recreation building, various sports and community groups. Hanna also has schools, doctor's clinic and hospital within its town borders. Our benefits include continuing education, paid dues and staff discounts. Email resume to mlehmann@telusplanet.net

We have an exciting opportunity for an experienced veterinarian that wants to practice excellent small animal medicine in a friendly, vibrant and growing community just outside of Edmonton, Alberta. The Morinville Veterinary Clinic is a beautifully appointed facility with associated boarding and grooming facilities and wonderful support staff. We see a broad range of cases including routine preventative care for rural and urban pets, complicated ongoing medical cases, dentistry, routine and advanced surgical cases, and day time emergencies of all types. This is an exciting practice to work at with tremendous potential for the right veterinarian to advance their skills and take their career to the next level. Our full time positions are 40 hours a week with rotating evenings and Saturdays. There are no after hour's

duties. We offer all our veterinarians a generous CE package, VIN membership, a comprehensive benefits package and competitive salaries. If you are interested in joining our medical team, we would love to talk to you. Please contact Email: denise@morinvillevet.com

Enthusiastic, fully licensed veterinarian required for multi-vet practice in Lethbridge, AB. This is a full time permanent position. We are AAHA accredited and fully-equipped with CO2 laser, video endoscopy, ultrasound, digital dental x-ray and in-house IDEXX lab. Our progressive clinic has excellent support staff and client base, which allow us to put an emphasis on preventive medicine and client education. Besides a competitive salary, this position includes a health benefit package and CE benefits. Lethbridge has many recreational opportunities with the Rocky Mountains to the west, Cypress Hills to the east, Calgary to the north and Montana to the south, all within a few hour's drive. For additional information, visit our website: www.northsidevet.ca Please send resumes to Northside Veterinary Clinic, 210F - 12 A Street N, Lethbridge, AB T1H 2J1 or email resume to northsidevet@shaw.ca Ph. (403) 327-3352

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 drmeyers@hotmail.com

The Castledowns Animal Hospital is looking for an experienced Part or Full time Veterinarian to join our team. We are looking for someone with great leadership, medical, surgical and communication skills. We are a small animal practice consisting of 2 full time veterinarians, 3.5 RVT, and 1 receptionist, the clinic is fully equipped with in house chemistry/CBC and digital x-ray. Wage is competitive and you will receive paid CE and dues, uniform allowance, staff discounts and health benefits. Please fax or email resumes Attn: Mandy Fax: (780) 456-3698 E-mail: info@castledownsvet.ca

Equus Veterinary Services located in beautiful Okotoks, AB is seeking a part/full time Veterinarian for our large animal (Equine and Bovine) 24 hour Ambulatory Clinic. We are a fun, professional and friendly team. 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 animals. Relocation allowance available to the right candidate. Our clinic is well equipped with digital radiology, ultrasonic imaging and dentistry. Please fax or email resume to jgodwin@agrifarm.ca

At Due South Animal Hospital, we dedicate ourselves to providing highly skilled and expert care to our patients. We are currently seeking a full time DVM to join our dynamic team for a maternity leave contract starting late January 2016 until January 2017. The successful candidate will be a DVM who will lead their team working well with others, have excellent communication skills, and demonstrate great interpersonal skill. They must also have strong surgical and diagnostic skills to be comfortable and efficient performing surgeries on their own. Our candidate must provide excellent client and patient care with superior customer service skills to ensure our clients receive the highest quality of veterinary care. An interest in exotics would be an asset. This full time position (40 hours per week) requires some evening and weekend shifts. Benefits include competitive salary, health and dental benefits and a great working environment. Interested candidates, please forward your cover letter and resume to: manager@duesouthah.com

Locum Required

The Jasper Vet Clinic is looking for a locum April to October 2016. We are very well equipped with laser surgery, digital x-ray, blood analyzer, dental x-ray and 3 AHTs. The town is friendly, the clients are great and there is unlimited outdoor recreation. Private accommodation is included. If you want to practice high quality medicine in a fun and supportive environment with time off to enjoy the mountains then this is the job for you. Contact Janet Jones DVM at jaspervetclinic@telus.net or Ph. (780) 852-5551 to discuss the job that could change your life!

Veterinarian Available

Warm, enthusiastic, friendly, companion-animal vet from out east, with over 14 years combined experience in both Toronto and New York City, looking to practice one day/week (prefer Saturday to start) while I'm studying in Lethbridge, AB. Excellent communication skills & bedside manners. Very good medical, dental, & soft-tissue skills. Certified in canine rehabilitation therapy. Kindly be in close proximity to Lethbridge, AB. Please contact Dr. Cliff via Email: cliffmardinger@gmail.com or call (646) 512-4455. Thank you!

AHT Required

Guildford Animal Hospital is growing and we are looking for a registered animal health technician to join our 3 DVM practice in Surrey, BC. Our practice provides care 7 days a week. Our goal is always to provide a great quality of life for our team members while providing the best standards of care for our clients and their pets. We offer above-average compensation and benefits for the right AHTs who are committed to a long-term position with us. Continuing education is very important to us and special interests and ongoing development are strongly encouraged. We provide high-quality medical and surgical care to a very large and continually growing client base. New graduates and experienced AHTs are encouraged to apply. We offer an enjoyable and supportive work environment and are a privately-owned practice. This is a great

opportunity to be part of the growth of an already very successful practice. If you are interested then contact us at bcpetvet@hotmail.com with a brief introduction and a CV.

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 to 780-963-3633 or email spvet@telusplanet.net

McCarthy & Sons Service is looking for an experienced outside sales person to grow the business in Southern Alberta. We are a veterinary distribution and representation company that has been in business for over 40 years. This territory is not new and therefore strong relational skills will help to develop and expand the business. Knowledge of the large and small animal veterinary field is a strong asset. Experience as an AHT is a strong asset. Sales training will be provided.

Small Percentage of overnight travel - All expenses paid. Must have valid driver's licence and own vehicle (car allowance provided.) Guaranteed base salary Bonus structure and spiff programs based on success. Please submit resume and cover letter Email: jowens@rafter8.ca Website: www.mcandson.com

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 Osioy. E-mail: julie@killarneycat.com Website: www.killarneycat.com

Albany Veterinary Clinic is growing!!! Are you looking to branch into management? We are looking for an experienced RAHT/RVT to fill our newly created position of head tech. While still utilizing your exceptional technical and communication skills, the successful candidate will be highly organized, have the ability to multitask and hold themselves to the highest standard of patient and client care. If you are a self-motivated, compassionate, reliable and team-oriented individual and are looking to work with like-minded individuals, we want to hear from you! This is a full

Classified Ads

time position, with the ability to work at least one evening a week and with rotating weekends on. We offer very competitive wages, ABVMA dues, paid CE, staff discounts, and uniform allowance. Please forward your resume by email to cecilia@albanyvet.ca

Central Veterinary Clinic in Ponoka, Alberta is looking for an Animal Health Technologist who can keep a sense of humor in a fast paced environment.

We are a multi-veterinarian, progressive mixed practice looking for a full time Animal Health Technologist to join our dedicated and professional team. We are looking for an individual with a strong work ethic, excellent technical and communication skills, and a willingness to continually improve themselves. This position would involve all aspects of our hospital including assisting with large animal calls, lab work for large and small animal, digital x-rays, dental cleaning and digital dental x-rays, anesthetic induction and monitoring, as well as caring for and treating in house patients. An ability to work independently, but also as part of a team is essential. Strong organizational and multitasking skills would definitely be an asset. We offer an hourly wage commensurate with experience, group benefit plan, continuing education allowance, ABVMA dues paid, clothing allowance, employee discounts and a fun, enjoyable work environment. To apply, please email your resume and cover letter to centralvetclinic@hotmail.com Attention Laura. Website: www.centralveterinaryclinic.ca

Deer Park Pet Hospital is seeking a RAHT to join our fast paced companion animal practice. This will be a maternity leave position with the potential to become full-time. We provide high quality medicine and surgery to dogs, cats, birds and exotics. Applicants must have a positive attitude, excellent client service, communication skills and be compassionate, and punctual. Our hours include some evenings and weekends but no after hour on-call necessary. The candidate must be willing to equally share a rotational schedule. Previous experience is preferred. We offer CE allowance, discounted veterinary services as well as discounted pet food and products. Please email your resume Email: hospital@deerparkpet.ca Website: www.hospital@deerparkpet.ca

Rutherford Veterinary Clinic is a state-of-the-art small animal hospital in southwest Edmonton committed to the highest standards in patient and client care. We are looking for an enthusiastic full/part-time AHT. The ideal applicants will be self-motivated, have great communication skills and a positive attitude. Experience is an asset. We offer competitive salary, a benefits package, and CE allowance. Interested candidates, please send your resume and cover letter by email or fax: Fax: (780) 761-0349 Email: mary@rutherfordvetclinic.com

We are seeking another awesome AHT to join our fun loving team. We need an experienced, reliable, confident tech that excels at patient and client care, has exceptional communication skills and is as passionate about patient care as we are. We want a tech that can fully utilize all of their skills. We provide superior care in a well-equipped clinic where your enthusiasm is valued and your opinions matter. We are a busy, but organised clinic with great clientele. Our fast-paced,

proactive, family clinic is an awesome place to be part of a team. Benefits include member dues, CE, health and dental, uniform allowance, staff discounts. Wage based on experience. Experience, leadership and skills will be appropriately compensated. Check out our website for more clinic info and client testimonials. Please email your resume to Kerrie at admin@edgemontvet.ca

Cochrane Animal Clinic is looking for an energetic, self-motivated and reliable full time RVT/AHT to join our mixed animal practice. This is a Maternity leave position with the possibility of a permanent position in the future. We are a dynamic and progressive team of animal care enthusiasts with 3 full time vets, great support staff, and a state of the art modern facility. The duties associated with this position include, but are not limited to, patient care, general veterinary assistance, radiology, laboratory work, large animal farm calls and invoicing. We offer competitive wages, paid dues, CE, health/dental benefits, and more. Please email or fax your resumes to the attention of Samantha Larson: Email: samantha.larson@cochraneanimalclinic.com Fax: (403) 932-5800

\$1000 signing bonus available for the right candidate. Ellerslie Pet Hospital looking to add another FT AHT to our rapidly expanding practice. New grads are welcome. We are a client driven facility so good interpersonal skills are a must. We offer competitive wages, monthly incentive bonuses, CE allowances, group benefits and many other perks. Please forward your resume to Email: doug@ellersliepet.ca

****WANTED**energetic, self-starter, that is detail orientated with laboratory interest or background.** Antech Diagnostics is located in SE Calgary. We offer a benefit package, AAAHT dues, competitive salary, and VCA hospital discount. This position is for the late afternoon shift (4- midnight). Extensive in-house training is provided. Please submit your resume to susan.herbert@antechmail.com, ATTN: Lab Manager

Didsbury Veterinary Services is looking for a full time AHT for a busy mixed animal practice located in Didsbury. This position is starting immediately. Our clinic is fully equipped with in-house lab, digital x-ray, ultra-sound and laser therapy. Generous benefits including member dues, CE, health and dental benefits. Please email resume to dennise@didsburyvet.ca, Fax: (403) 335-3572 or Ph. (403) 335-3519 Website: www.info@didsburyvet.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

Full time AHT required for a busy MA practice. We are looking for an enthusiastic individual who believes in providing high quality customer service and animal care. We are a fun loving team working in a well-equipped clinic. We offer competitive wages, paid dues, CE, and lots of variety in a casual environment. Good People skills an asset. Drayton Valley is 130 km SW of Edmonton. Great community with all amenities and excellent recreational opportunities. Contact Dr. Wayne Thiessen or Dr. Sharon Oakey Ph. (780) 542-2144 Fax: (780) 542-6772 Email: rocvet@telusplanet.net

Elizabeth Street Pet Hospital is located in Okotoks, just 15 minutes south of Calgary. We are looking for a full time or part time AHT to join our fun, friendly team in a fast paced environment. Our practice is well-equipped with in-house laboratory, ultrasound and digital & dental radiology. Our doctors have special interests in reproduction, orthopedics, and dentistry. We offer an above average 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 forward resume via Email: aht@vetokotoks.ca or Fax: (403) 982-8389

Progressive SA general practice; client service and patient care focused, in SE Calgary looking for mature, enthusiastic AHT immediately. Our team is happy, energetic, and inviting that has an emphasis on CE; experience an asset, entry level accepted. FT or PT hrs, competitive wage, health and dental benefits, CE package, uniform allowance, staff discounts offered. Contact Amanda at (403) 393-6398 or maclal@shaw.ca

Taber Pet Clinic is seeking a motivated, enthusiastic AHT to join our team of 2 veterinarians and 2.5 technicians. Our progressive small animal clinic is located in Taber, a commutable drive from Lethbridge. A suitable applicant enjoys working as part of a team, providing high-end patient care, and comfortable communicating with clients. We use Avimark software, have in-house Idexx laboratory analyzers, digital radiography, endoscopy, and a newly renovated treatment room and surgery room. We offer a comprehensive health plan, paid ABVMA dues, CE and uniform allowance. Please send any inquiries and resumes to Dr. Lima. Email: taberpetclinic@gmail.com

Have you ever thought about working in animal welfare? The Edmonton Humane Society is looking for a F/T RVT. We offer a fun, energetic, high variety, teamwork oriented workplace with open, ethical management and communication. We offer a chance to help homeless and abused animals. This is a job where you can really make a difference! Join the exciting field of shelter medicine.

Opportunities include surgery, dentistry, digital X-ray, and experience working in many different capacities. Duties rotate between working with the shelter animals and assisting with shelter surgeries. Paid RVT dues and dental/medical benefits included. Please email your resume to: mcrawford@edmontonhumanesociety.com

Come to sunny Tsawwassen in beautiful BC! Full time RAHT opportunity with Tsawwassen Animal Hospital. Our fast paced, progressive practice is committed to delivering quality patient care and developing positive relationships with our clients. We are passionate about the work we do with homeless animals. If you are looking to utilize your technical skills, be part of a great team and work in a wonderful community, please talk to us. Shifts will include Saturdays. We offer competitive wage, benefits, CE, & uniform allowance. Please email: juliebelltah@gmail.com Website: www.tsawwassenanimalhospital.com

If you are a friendly, compassionate, enthusiastic and reliable RAHT then we would like to add you to our team. P/T - F/T AHT position has become available in our small animal practice in southeast Edmonton (Millwoods). Meadowbrook Animal Clinic is a modern, fast paced practice with an in-house IDEXX lab, digital radiography and digital dental X-ray. Benefits include staff discounts, health and dental benefits, scrubs allowance, CE allowance, paid union dues and more. Please email your resume to: meadowbrookanimalclinic@gmail.com

Technician/RVT required for a full-time position at a busy small animal practice in Thunder Bay, Ontario. A maternity/locum position will also be considered. We are a full service clinic providing orthopedic surgeries, chiropractic care, rehabilitation services, laser therapy, endoscopy, and ultrasound, as well as all general aspects of veterinary care. We are looking for an enthusiastic team member who has exceptional technical and customer service skills. Continued education and health benefits are offered. Contact us at Northwestern Veterinary Hospital, 1160 Oliver Rd., Thunder Bay ON P7B 7A4, Ph. (807) 345-3353, Fax: (807) 344-8210, Email: jean_nvnh@hotmail.com Website: www.northwesternvet.com

Nanaimo Veterinary Hospital is looking for full time RVT/AHT. We are a busy hospital with a fun and supportive team atmosphere. CE and uniform allowances provided. Nearby emergency hospital, no evenings or weekends. Send email resume to nveth@shaw.ca Fax: (250) 758-8207 Website: <http://www.nanaimovet.com/>

The Calgary Animal Referral and Emergency Centre (C.A.R.E.) is currently recruiting for an ER Animal Health Technologist. This is an exceptional opportunity for a motivated technician to expand their knowledge and experience practicing high quality emergency medicine. The philosophy of the C.A.R.E. Centre is to provide exceptional patient care in a progressive and cooperative teaching environment. The successful candidate will have a positive attitude, excellent client service, interpersonal and communication skills. If work/life balance is

important to you, this schedule may suit your lifestyle - work 2 days on, 2 days off, 5 days on, 5 days off, and every other weekend off (and those weekends off are 5 days in a row!). Applicants must be a registered AHT and be registered with or eligible to register with AAAHT. In addition to on-going training and advancement opportunities, we offer a competitive salary, medical and dental benefits, uniform allowance, and a generous CE allowance. Interested in applying, please submit a cover letter and resume to: Leilani Saad - ER RAHT Team leader Email: saad@carecentre.ca Fax: (403) 692-4350

Full and Part Time Registered Animal Health Technician (RAHT) Wanted. Signing Bonus Offered. Family Pet Hospital & 24 Hour Pet Emergency Centre in Lethbridge, Alberta, is looking for full and part time RAHTs who are available for weekends and weekday shifts. We are a fun-loving, friendly, enthusiastic and organized family practicing high-quality medicine in a beautiful spacious and modern facility. We have 8 full time vets and amazing support staff. We offer a signing bonus and premium weekend pay. Continuing education funds available.

Requirements:

Diploma in Animal Health Technology. Experience preferred, willing to train suitable candidate.

Duties include:

- . All duties of VMR & VMA
- . Perform laboratory procedures
- . Prepare & administer medications
- . Regular & specialized nursing care
- . Prepare animals, instruments and equipment for surgery. Monitor anesthetized patients.

Please email or drop off resume. Only qualified candidates will be contacted.

Thank you for your interest in Family Pet Hospital & 24 Hour Pet Emergency Center

Wage: \$18.50- \$21.75 based on experience, weekend premiums applied where possible, signing bonus, health spending account, scrub allowance, association dues, and more! Please email or fax your resume. Email: virginia@familypethospital.ca Fax: (403) 320-5200

The University of Victoria is one of Victoria's largest employers and one of Canada's best diversity employers. Together we are more than 5,000 dedicated faculty, librarians and staff supporting the University of Victoria's diverse academic programs, world-class research and commitment to civic engagement. Within the Office of Research Services, the Animal Care and Use Program is comprised of Animal Care Services as well as the regulatory functions under responsibility of the Vice President Research through the work of the Animal Care Committee (ACC) and Animal Use Protocols. The Office of Research Services is seeking a Post-Approval Support Coordinator who works collaboratively and strategically with stakeholders to provide ongoing review of animal use protocols and research projects from the time of ACC approval until their completion. Salary Range: \$54,726.00 - \$61,595.00.

For more information about this exciting position please visit: <https://uvic.mua.hrdepartment.com/hr/ats/Posting/view/1012> and apply via UVic Careers through the Human Resources Department (<http://www.uvic.ca/hr/careers/home/apply/index.php>). Posting End Date: September 29, 2015.

Mission Creek Animal Hospital is a 2 person client centered small animal hospital located in the lovely city of Kelowna. Two of our long term technicians have retired to raise families and we are now seeking a new technician that would enjoy full time work in a relaxed supportive environment. We have the usual array of toys to practice high quality medicine and surgery. Our staff play an active role in client communication and education. We offer competitive salary and benefit packages, including CE and are able to provide mentoring to new graduates. If you are interested in joining our team, please send a resume to missioncreekah@gmail.com

West Springs Veterinary Hospital is seeking a FT RAHT dedicated to providing excellent patient and client care. We offer competitive wages, AHT dues, as well as a uniform allowance and staff discount. If this sounds like this place is for you please email resume: oprikova@yahoo.ca

Green Acres Animal Hospital in Lethbridge is looking for full and part time RVTs to join our team. We are searching for people passionate about client care and strong technical skills. We are a newly renovated facility equipped with Cornerstone software, digital x-ray, laser therapy and IDEXX in-house laboratory. Uniform allowance, paid CE as well as health and dental are a few of the benefits you can expect when you come and work with us. Please send your resume by Email: admin@greenacresanimalhospital.com Website: www.greenacresanimalhospital.com If you find yourself in Lethbridge, please come for a tour and a visit.

VetEmerg North Edmonton Emergency Veterinary Hospital is looking for a RVT/RAHT! We are expanding to a brand new facility soon, equipped with new innovative diagnostics and therapeutic features. Come join our excellent team of technicians and veterinarians who practice high quality medicine with new up to date equipment and become part of our dynamic and supportive team. The position provides shift flexibility, part time or full time hours. We offer competitive wages, health/dental benefits, staff discounts, bonuses, CE allowance and uniforms. If you are interested in joining our team please email resumes to kelly@vetemerg.com

Seeking part time AHT for Thursdays 8:30-5:30. Additional hours offered if preferred by the right candidate are Fridays 8:30 - 5:30, and some Saturdays 9 - 1. The MacTaggart Veterinary Clinic is a small animal practice in southwest Edmonton committed to the highest standards in patient/client care. If you would like to join our fantastic team, please submit your resume by email: Email: mactaggartvet@outlook.com

Classified Ads

Busy south Edmonton veterinary hospital looking for full-time (number of hours negotiable) RAHT/RVT to start immediately. We are looking for a motivated and upbeat team member with a desire to provide exceptional patient care and client service. Both conventional and alternative services are offered at our hospital, offering a wide range of experience, with lots of opportunity to work independently and use technical skills. Benefits include health/dental plan, profit-sharing, uniform and CE allowance. Come join our amazing team! Email resume to pet.care@towncentrevet.ca, Attn: Kari Hogan. Website: www.towncentrevet.ca

Riverside Kennels and Alberta Animal Services is looking for a hardworking, positive, reliable, Registered Veterinary Technician, in Red Deer, to fill a full time maternity position. Successful candidate will show competency in performing basic exams, administering vaccines/medication, triaging and consulting with off-site veterinarian. Must be comfortable with emergency situations and euthanasia. Candidate must also be able to perform daily cleaning duties, answer phones, maintain composure in stressful situations, have good decision making skills, can work alone with little supervision, and have own transportation. Starting wage is \$17/hour dependent on experience. Please drop off a resume in person at 4640-61st, Red Deer Alberta, or email to djenkins@riversidekennels.ca Training will begin October 1, 2015 with position to commence in January 2016. Website: www.riversidekennels.ca

"Utilize all your training and skills at Park Veterinary Centre in our expanding full service companion (small and exotic) practice in Sherwood Park, Alberta. We take pride in providing competent, compassionate, client-focused animal care; you will join our team of animal health care providers and practice in our modern, fully equipped 8200 sq. ft. facility in a friendly, supportive atmosphere. We are looking for a full time experienced AHT/RVT with above average people skills and an enthusiasm for positive client and animal interactions (P/T will be considered for the right candidate). We offer above average salary compensation, flexible shifts, association dues, medical/dental plan, CE allowance, other benefits and discounts. Two positions are available - one clinical oriented and one client service oriented. Check out our Website: www.parkveterinarycentre.com and phone Tony Wilson, Hospital Administrator at (780) 417-1119 for more information."

MacTaggart Veterinary Clinic is a small animal practice in southwest Edmonton committed to the highest standards in patient and client care. We are seeking an enthusiastic full-time AHT for a growing small animal practice in Southwest Edmonton. The ideal candidate will be self-motivated with excellent communication skills. The position comes with competitive pay, a benefits package, CE allowance, and clothing allowance. The position also comes with the opportunity to take on responsibilities such as inventory management. If you would like to join our fantastic team, please submit your resume and references to: E-mail: mactaggartvet@outlook.com

Horizon Veterinary Group is a primary care companion animal network of four clinics committed to providing customer service excellence along with the most progressive medical care available. We have a dedicated, compassionate team that is committed to the health and welfare of companion animals in our community. We are hiring a full time experienced Animal Health Technologist to join our Marlborough Veterinary Hospital team. The role will be challenging and diverse, utilizing all of your skills and training. We provide our technologists the opportunity to maximize their growth potential and have an experienced team to provide exceptional mentorship. The successful candidate will be an AHT or RVT and be registered with, or be eligible to register with the AAAHT. Applicants must have a positive attitude, excellent client service, interpersonal and communication skills. Experience with DVMax is an asset. We offer a competitive salary, in-house training, uniform allowance, a generous continuing education allowance and extended medical and dental benefits. If you are interested in applying, please send a cover letter and resume including wage expectation to: Tammy Hort, Business Manager Email: Tammy.hort@horizonvet.ca

We are looking for a FT/PT RVT to join our team at the Edmonton West Animal Hospital starting right away. We are an AAHA accredited clinic and utilize modern technology. We provide competitive wage, continuing education, license fee and staff discount. Submit resume by email Email: edmhospital@gmail.com

Castledowns Animal Hospital is expanding our team with another RVT! We are a compassionate group of people who are dedicated to providing quality medicine and client service. Our AAHA accredited hospital has a fully equipped in-house laboratory and a new digital radiography system. The ideal candidate will be self-motivated, have great communication skills and a positive attitude. This position includes flexible hours and a negotiable shift. Our clinic provides a great benefit package, AAAHT dues, paid CE, uniform allowance and competitive salary. If interested in this great opportunity, please email or drop off your resume to us today! Email: info@castledownsvet.ca

Properties Animal Clinic in Calgary is a growing small animal clinic seeking another AHT. We are a full service clinic open Monday to Friday. Check our reviews on vet ratings and google! Please e-mail your resume and references to kmorley@propertiesanimalclinic.com Attn: Dr. Kent Morley.

Calgary North Veterinary Hospital & Emergency Service is looking for fulltime Registered Animal Health Technician to join our hospital. We are a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. New Grads are encouraged to apply! Come and utilize your skills and grow in your profession! We are dedicated to the ongoing development of our technicians and offer many in house continuing education seminars and learning opportunities. 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. If you have a positive attitude, excellent client service, interpersonal and communication skills and a compassionate, courteous nature, we invite you to join our team of dedicated technicians. We offer competitive wages, health & dental benefits, uniform allowances and discounted veterinary services and pet food. Interested candidates, please send your resume and cover letter to: Email: careers@cnavet.com Fax: (403) 277-0136

We are a small 1 veterinarian practice near downtown Edmonton looking to add a second F/T or P/T AHT to our team. We offer great hours, a benefits package which includes medical and dental, veterinary services, CE opportunities and uniform allowance. We use Winvet veterinary software, and digital x-ray equipment including dental. Although small, we practice high quality medicine and take great care of our clients and patients. Please feel free to contact us by email at bluecrossanimalhospital@shaw.ca, Fax: (780) 424-0026 or you can drop off a resume to Kelly at 11051 - 97 Street in Edmonton.

Due to positive growth in our practice, TMz Veterinary clinic is seeking a highly motivated, full time, RVT/RAHT to join our team. We offer a competitive salary, comprehensive benefits package, paid SAVT dues, CE allowance, uniform allowance, staff discounts and a mentorship program. New Grads are welcome! We're located in Lumsden, SK, in the beautiful Qu'Appelle Valley, only 20 minutes from Regina. Check us out on Facebook! To apply email your resume to jobs@tmzvvetclinic.ca

We are seeking a RAHT to cover maternity leave with potential for long-term employment. The individual must have a positive attitude, good communication skills and strong technical skills. Please fax (780) 922-6527 or email (staff@uncasvet.com) your resume to Uncas Veterinary clinic. Qualified candidates will be contacted.

We are looking for a full time AHT to join our team at the Bow River Veterinary Centre starting right away. We are a busy and dynamic small animal clinic in the beautiful mountains of Canmore, AB. We are seeking a responsible, enthusiastic technician with a passion for this industry. This would be a great learning experience for any candidate. Please send resume to brvc@shaw.ca or call Tamara at (403) 678-9595. You can also apply in person at 1510 Railway Ave. Canmore, AB.

We are currently seeking a PT/FT RAHT/RVT for a new, fast-growing clinic in West Edmonton. We offer flexible hours and competitive wages. The ideal candidate must be able to use Avimark software, digital radiography, and Abaxis. Please email your resume to: sandylanepetclinic@gmail.com

The Lloydminster Animal Hospital is looking to add a RVT to our existing 6 technician practice. Applicants will need to be able to work in all aspects of a mixed practice. We offer competitive wages, health benefits, group RRSP and a scrub allowance, CE allowance and well as ABVMA/AAAHT

dues paid. A positive, enjoyable, team approach environment while providing high quality patient care are our priorities. Please forward your CV to Dr. Sonia Kollassa by email skollassa@lah.ca

Seeking a full time registered AHT for a seven veterinarian mixed animal practice located in Provost, Alberta. Practice is mainly cow/calf and feedlot with a busy small animal component as well as a growing equine component. Equipped with indoor LA facility, equine stock, ultrasound, power float, in-house CBC/chemistry analyzer, digital x-ray, dental x-ray and more. Position would be either S/A or L/A duties or a rotation between S/A & L/A duties depending upon applicant, with a huge emphasis on exemplary customer service and patient care. We offer an excellent wage, ABVMA/AAAHT/CAAHT dues paid, CE allowance, health/medical benefits, staff discount, company sponsored childcare and a friendly supportive working environment with no evening or weekend work involved. If you are a reliable, ambitious and responsible individual possessing great interpersonal and communication skills, why not give us a try! Submit resume by email to jobvc@telus.net, Fax: (780) 753-6191 or mail to Border Veterinary Clinic, Box 810, Provost, AB T0B 3S0 Attention: Joanne Friedrich, Manager/RAHT

We are looking for a Full time AHT for a busy 4 vet practice in Fort Macleod, Alberta. The clinic is a mixed animal practice with equal components of equine bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in house chemistry/cbc analyzer, surgivet monitor, ultrasounds, class 4 laser and digital DR x-ray. We offer competitive wages, benefits and a CE package. 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

AHT Student Required

Currents Veterinary Centre is looking for a part time AHT student to provide excellent client and patient care, and assist the RVTs. This position is for Wednesday evenings and Saturdays, with the potential to increase hours in the future. We are a new, AAHA accredited small animal and exotics clinic in SW Edmonton. Build on your skills and knowledge working with an experienced staff in a friendly environment. For more information, or to apply, please contact: Email: info@currentsvet.com Ph. (780) 439-0126 or Fax: (780) 439-9393 Website: www.currentsvet.com

ASSISTANT TRAINER/RANCH MANAGER \$20/hr. Year round / Full time / Accommodations / Remote Mountain Wilderness Lifestyle/ Extended Vacations / Travel Allowance / Health Plan / Continuing Education / Seasonal Grats. Routine feeding & daily care, breeding, training & showing Arabian/Saddle bred/Friesian horses, trail guide & coaching, farm & cattle management, routine &

emergency health care. Please Email your resume to gm@terracana.com or Check out our Website: www.terracana.com

Other Employment

Whitemud Creek Veterinary Clinic is currently seeking a full-time 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, uniform expense, continuing education, as well as health and pet insurance allowance. Knowledge of Avimark and experience preferred, but will train the right person with the right attitude. Please e-mail your resume to: wvcv@telus.net Website: www.wvcv.com

Is ultrasound your expertise? If so, and sharing your knowledge with others is up your alley, we would love to speak with you! PetTech Solutions is looking for veterinary ultrasound practitioners to offer small animal ultrasound education throughout Alberta. If an added opportunity, flexible schedule/compensation and confidence sharing ultrasound technique/interpretation is of interest, let's talk. Email: karen@pettechsolutions.com Ph. (800) 672-9182

Companion Veterinary Clinic is seeking a Veterinary Administrative Assistant to fill a full-time, maternity leave position with the possibility of a permanent position in the future. We are looking for a mature individual with a positive attitude and excellent communication skills. Experience in a veterinary setting is an asset but not required. We offer health and uniform benefits and a great working environment. If you would like to be part of an exceptional client service team, please send your cover letter and resume to info@companionvet.ca with the subject "VAA Position". Website: www.companionvet.ca

Summerside Vet Hospital is Growing! We are looking for a full-time or part-time Veterinary Tech and Veterinary Assistants. Some experience is required. Candidates must be willing to work evenings and weekends. We pay competitive wages for experienced candidates. We provide staff discount, bonuses and more. Email: m.summersidevet@gmail.com

Coach Hill Veterinary Hospital is an established, dynamic clinic in NW Calgary with client-centered, compassionate and communicative team members who focus on providing excellent medical care. We are hiring a full time Receptionist to join our team. Are you the right fit? Do you have the ability to provide a warm welcome when greeting our clients and pet patients, display exceptional customer service and strong communication skills whether in person or by telephone? Do you thrive in a busy environment with strong organizational and computer skills and have the ability to multi-task while performing various clerical duties? If your personality is professional, courteous and compassionate towards pets, you may be the person we are looking for! Previous experience in a veterinary office assistant role is an asset. This is a full time position (40 hours per week) with shifts Monday - Wednesday 7:30 am - 6 pm and Thursdays 12:00 pm - 8:00 pm. We offer a competitive salary,

uniform allowance, extended health and dental benefits and a great working environment. Interested candidates, please submit a cover letter and resume: blackburns@associatevets.com

Edmonton West Animal Hospital is AAHA accredited facility looking for an experienced Vet Receptionist/ Assistant. Candidate must be available Monday to Sunday including evenings. We provide competitive wages, uniform allowances, staff discount and more. Previous experience in the veterinary industry is preferred. Interested candidates email resume to edmhospital@gmail.com

Seeking: Fulltime Office Manager ~ Hermitage Veterinary Hospital is seeking a Hospital Manager who would be responsible for the overall management and organization of the veterinary hospital. Experience in human resource or management is required with some education or equivalency. Veterinary experience is not required but considered an asset. He/she will be responsible for the production, review, and streamlining of hospital policies and procedures to ensure the hospital is run in an efficient and proactive manner. The hospital must operate in accordance with the core values and mission statement of the hospital. Achieve and maintaining an efficient hospital environment that meets or exceeds set expectations. The successful candidate will have excellent customer service skills, the ability to communicate effectively, and have exceptional interpersonal and organizational skills. We offer many health benefits and a great benefit package, including above average compensation. Start date: TBA (open/ negotiable). Please email your resume to hermitagehospitalmanager@gmail.com

Western Veterinary Specialist & Emergency Centre seeks a mature full-time TA for our ER service. We offer a dynamic team environment encompassing specialty and emergency services in a state of the art facility. Excellent communication and time management skills are absolutely essential. The ideal candidate would be a self-starter, have an incredible attention to detail and be able to work with minimal supervision. Previous veterinary experience is an asset, but not required. Emergency Tech Assistants must be able to take direction and handle animals in situations that may be less than ideal. They are the helping hand, to make sure the AHT's can work quickly and safely. The full-time position is 38- 42 hours per week with varying shifts that include evenings and weekends. Our employees are offered competitive wages, a generous benefits package including health & dental coverage and staff veterinary discounts. Interested candidates, please email your resumes and cover letter to Melanie Bull: Email: mbull@westernvet.ca Fax: (403) 770-1344

FT Office Manager ~ Hermitage Veterinary Hospital is a large Veterinary hospital in north east Edmonton that is dedicated to compassionate and care to our clients, patients and staff members. We are seeking a Full-time Office Manager (Maternity leave, 1 year position) who is positive, friendly, and courteous, provide superior communication skills and is able to manager a team of 34 plus staff members. The successful candidate must have excellent customer

Classified Ads

service skills, the ability to communicate effectively, and have exceptional interpersonal and organizational skills. Veterinary clinic- related experience is an asset, Cornerstone program knowledge is an asset and must have some post-secondary education or related education/ courses. Open to VMA or AHT or DVM Qualifications. We offer great health care benefits, education allowance, and flexible schedule, pet "cost on inventory and services and much more including above average compensation. Start date: TBA (open/ negotiable). Please email your resume to hermitagehospitalmanager@gmail.com

Heritage Hills Veterinary Clinic is currently seeking a FT Veterinary Medical Assistant who is dedicated to providing excellent patient and client care. We are looking for a self-motivated team player with a positive attitude. Please e-mail your resume to admin@heritagehillsveterinaryclinic.com

Calgary North Veterinary Hospital and Emergency Service is looking for a dynamic full time Client Care Specialist/Receptionist for the evening/overnight shift. Are you the right fit for our team? Do you have the ability to provide a welcoming environment when greeting our clients and pet patients, display exceptional customer service and strong communication skills whether in person or by telephone? Do you thrive in a fast paced environment with strong organizational and computer skills, the ability to multi-task and demonstrate initiative performing various clerical duties? If your personality is friendly, courteous and compassionate towards pets, you may be our newest team member! A Veterinary Office Assistant Certificate or previous veterinary experience is preferred. This is a full time position 20 - 30 hours per week, availability must include evenings/overnights and weekends. In addition to on-going training opportunities, we offer competitive wages, group benefits and discounts on veterinary services and food. Interested candidates, please send your resume and cover letter to: Email: careers@cnvet.com

Hermitage Veterinary Hospital (Located 5050-130 Ave NE) Seeking: Receptionists / Veterinary Medical Assistant / Pet Care Specialist (Casual & Part-time) Hermitage Veterinary Hospital (NE) is seeking a casual and part-time Receptionists / Veterinary Medical Assistant / Pet Care Specialist. Must be passionate about companion pets, have some veterinary experience, knowledge or education. If you are interested in providing a high standard of veterinary care, are dedicated to compassion and care, and are ready to get started in a high paced working environment, Hermitage Veterinary Hospital is looking for you. Must be flexible, availability (Monday to Sunday), has previous veterinary experience, knowledge of Cornerstone is an asset but not required and ready to join a high energy, fun , dynamic environment focused on compassion and care for all patients. Compensation ranges between \$13.00 - \$15.00 to start with a great benefit plan and

employee perks. Please email your resume to Email: hermitagehospitalmanager@gmail.com No faxes please. Website: www.hermitagevet.com

Practice for Sale

Urgent Sale of Veterinary Hospital in suburb of Vancouver. Owner wants to move on due to personal reasons. Make an offer. Property also available. Genuine Offer only would be honoured. Please contact via phone for more info 1 (866) 988-7272 leaving detailed message.

Small Animal Practice available in Red Deer, AB. Please email any inquiries to Email: 50.ave@telus.net

EDMONTON- A fast growing, modern small animal practice well equipped with Abaxis lab, Sedecal Digital Flat panel x-ray is for sale in Edmonton, Alberta. It is located in a very busy plaza, directly on the main intersection and is grossing about 600k with one veterinarian. It is a great opportunity to establish quickly and effectively. Contact via email at vetedmonton@gmail.com. Serious inquiries only.

Looking to start a practice that belongs to you and a lifestyle that does too? It's what most veterinary professionals want: the opportunity to open a practice, run it your way and be able to enjoy a healthy work life balance. We are offering a route to co-owning a nice modern practice that is achievable and doesn't involve the large-scale capital outlay or lifestyle sacrifices that you might expect from doing it all on your own. Prime Vet Corporation is looking for a Full time Veterinary Partner, like you, who wants to focus on running the medical side of the practice, yet also wants help with the day-to-day administrative and team management tasks. When we partner as co-owners, we handle things like payroll, accounting, human resources, staff leadership, and marketing, while you can focus on the medical side. Are you interested in an extremely rewarding opportunity? For more information, call Jim McEwan at (780) 989-5595 or Email: jim.mcewan@primevetcorporation.com

Established small animal clinic in Edmonton for sale. Practice is rapidly growing with huge potential. Great clientele and staff. Well equipped with full in-house lab, DR system, Avimark and all the tools. Prime location and high traffic area. Owner is motivated to sell. Please contact: veterinarypractice2014@gmail.com

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, long standing 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. \$229,000.00 Please direct inquiries to Dr. James Marshall, Big Horn Veterinary Services, P.O. Box 6535, Hinton, Alberta T7V 1X7 Email: bhvs@outlook.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, Email: grasslands.animal.health@sasktel.net, Box 1616 Maple Creek, Sask. S0N 1N0 or Ph. (306) 662-7625 or (306) 558-2004

Equipment for Sale/Wanted

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 (780) 446-8049

Sonosite Micromaxx Portable Ultrasound System in almost new condition for sale. Only selling as focus of life has changed to my small family and have left mixed veterinary practice for academia.

3 transducers; micro convex, macro convex & linear with standoff Colour Doppler & more asking \$22000 csb272@mail.usask.ca for serious inquiries

Equipment for sale: dental table, wall mount exam tables, scale, Doppler, ton open, kennels, mayo stands etc. Also, equine portable X-ray, Dental X-Ray, blood analyzer and Sidecar DX9 x-ray unit available for lease take over or buyout. Contact Troy Bourque at (403) 660-4572 or tcbourque@yahoo.ca

List of Advertisers

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etservicescanada@bayer.com

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*WDDC – BJ Desjardins, Tanya Kushneryk, 15
Brenda Samletzki
www.wddc.com

*ABVMA Wellness Program
www.abvma.ca

OBC

*WDDC – Member Owned, Service Driven 11
www.wddc.ca

Wellness

– Staying Resilient during the Holidays

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Canadian Mental Health Association Offers 10 Tips for Holiday Peace of Mind and Holiday Grief.

<http://sos.cmha.bc.ca/get-informed/e-news/article-141210-canadian-mental-health-association-offers-10-tips-holiday-peace-m>.

Retrieved September 22, 2015

Resources

The Canadian Mental Health Association (CMHA) offers free skills and coaching to help overcome low mood through the Bounce Back program. To learn more visit www.bouncebackbc.ca. Learn stress-busting skills you can use year-round. If the holidays often get you down, you may struggle with stress, low mood and worry at other times of year. CMHA's Living Life to the Full course can help you develop skills to better manage problems, practice healthy thinking, and build confidence. To sign up or gift this fun and helpful course to a friend, visit www.livinglifetothefull.ca. There are also fun and helpful booklets in the Living Life to the Full store to give your loved ones on—or after—the holidays.

Guided breathing, meditation, walking mindfulness, body scan exercises <http://www.freemindfulness.org/download>

Mental Health Help Line Toll Free at 1.877.303.2642

My Health Alberta. <https://myhealth.alberta.ca/>

Many tools on suicide awareness and prevention such as Warning Signs of Suicide, Suicide Threats: What to Do, Suicide Prevention. Alberta Health Services. Suicide Prevention Resources & Links.

Centre for Suicide Prevention <http://www.suicideinfo.ca/Training/WorkshopDescriptions.aspx>

Depression and Suicide Prevention Toolkit

https://suicideinfo.ca/LinkClick.aspx?fileticket=BNWiRj1E_uo%3D&tabid=563

Crisis Centres across Canada <http://suicideprevention.ca/thinking-about-suicide/find-a-crisis-centre/>

Suicide Prevention Resource Centre <http://www.sp-rc.ca/friend.html>

International Association of Suicide Prevention https://www.iasp.info/wspd/2015_wspd_activities.php

Mental Health First Aid Canada <http://www.mentalhealthfirstaid.ca/EN/Pages/default.aspx>

Simplify your Christmas shopping – consider donating to these groups and support other ABVMA members

Here are a list of local animal charities heavily supported by DVMs, RVTs and veterinary clinics in Alberta. If you have a friend or family member who is hard to buy for, you can't go wrong with a charitable donation. If we missed the animal charity you volunteer with, let us know and we will add them to the list next time.

- ACTSS – Animal Cancer Therapy Subsidization Society (www.actssalberta.ca)
- AHAS - Alberta Helping Animals Society (www.ahas.ca)
- Alberta Spay/Neuter Task Force (www.abtaskforce.org)
- Christian Veterinary Mission Canada (www.cvmcanada.org)
- Silent Heroes (www.thesilentheroes.org)
- Tails of Help (www.tailsofhelp.org)
- Vets Without Borders (www.vetswithoutborders.ca)
- Your local SPCA or humane society (see list at http://www.albertaspca.org/welfare-care/SPCAs_and_shelters.html)
- Your local wildlife rehabilitation society (see list at <http://www.albertawildliferhab.org/>)

WELLNESS

FOR THE VETERINARY TEAM



The responsibilities of caring for patients, clients and our families can sometimes lead to burnout, compassion fatigue, and suicidal thoughts.

IF YOU ARE FEELING SAD OR DEPRESSED PLEASE REACH OUT

ABVMA Member Wellness Program

(for Veterinarians and AHTs):

780-435-5908 or 1-888-399-9876

For all members of the Veterinary Team (24 hour):

HealthLink: 1-866-408-5465

Urgent Services: 780-342-7777

Crisis/Distress Line:

Edmonton and area: 780-342-7600

Calgary and area: 403-266-1605

PROFESSIONALS HELPING PROFESSIONALS

