



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2016

2016 CanWest Veterinary Conference





Because worms shouldn't be in the picture



Intestinal parasites often go untreated in dogs and cats. In fact, 1/2 of dogs and 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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Editor's Notebook

It will never happen to me!

We go about our daily life giving little thought to what could go wrong in our lives. We may drive a different route to the clinic to avoid construction or plan our shopping for when we anticipate the fewest people at the store. But do we really make any plans for the potentially big things in life?

We need only look back for a reality check. The first major disaster in Alberta's recent history was the fire in Slave Lake in 2011. This fire destroyed 374 properties and left another 52 damaged within the town itself, with another 81 properties destroyed or damaged in the municipality. The estimated insurable property damage was \$750 million, and was the second costliest insured disaster in Canada's history — at the time.

Fast forward two years to the flooding that occurred in Calgary and southern Alberta in 2013, and we see over 100,000 people displaced from their homes, with five people dead. Veterinary clinics in High River were affected, with one completely lost. This disaster had significant effect on animals as well as the people. The estimated cost of the total damages for this disaster was \$5 billion, with \$1.7 billion insurable, and this made it the costliest disaster in Canadian history — at the time.

Fast forward again to May 2016 and the wildfire in the Fort McMurray area. This fire destroyed 2,400 homes and buildings and consumed 590,000 hectares of forest before it became under control in July. Eighty-eight thousand people were evacuated, and approximately 1,200 animals were also evacuated after the owners had left. All local veterinary clinics were evacuated, and were unable to re-open for weeks afterwards. The bill is still being tallied for this disaster, but is expected to exceed \$9 billion. This is the most costly disaster in Canadian history — at this time.

Do you have a plan if your clinic is involved in the next big disaster? What would happen if your practice was involved in a fire or flood? How about an earthquake? What will you do with the animals? How will you ensure that you will have a business when the disaster ends? How will you pay your staff? These are questions that we should all consider, and at least have thought about what our response would be.

The PIPS Bylaw, Universal Standard 4, Safety/Emergency Preparedness says:

Each VPE should identify the hazards that have happened or could happen in their area and plan specific responses for each scenario. The plan will be different for each VPE. The purpose of an emergency plan is to control and respond to accidents or disasters when they occur. Planning for short-term and long-term interruptions within the VPE is recommended for the safety of workers, patients and the public, as well as ensuring ongoing patient care. Each VPE must meet their own regional requirements in addition to following these guidelines.

Never say, "It will never happen to me."

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



Kevin MacAulay, DVM
President, Alberta Veterinary
Medical Association

"HEY DOC, FROM THE LOOKS OF THIS INVOICE, I will be helping put your kids through university!" "The cost of this surgery is paying for your BMW payment, isn't it?" I suspect that these are statements many of us in practice have heard from our clients. It is certainly understandable to hear these sentiments, but it can be disappointing too, as you may wonder why our clients do not perceive the value in the services our veterinary health care team provides for their animals.

In 2015, the ABVMA sponsored a survey to better understand the public opinion of veterinarians through a Northern Alberta Institute of Technology Capstone project. The survey was not a scientific study, but more akin to a market research study. From this initiative, the ABVMA would review the results, consider exploring any problematic themes that arose, and how to potentially address them. The online digital survey gathered 323 responses from a good cross-section of the population in regards to age, income and residence location. When reviewing the results, it is important to note that 83% of respondents were companion animal owners. The objective was to investigate two topics:

- (1) 'Does a consumer feel they received value for service when using veterinarians?' and
- (2) 'Are veterinarians trusted and held in high regard?'

The results indicated that a small majority (57.5%) agree that there is value for veterinary services, while 42.5% of respondents do not agree. The survey also

looked to gauge if veterinarians are trusted based on what the public perceived are the veterinarian's priorities when providing their services. The perceived priorities the respondents were asked to rank from first to fourth were: the animal's well-being, the owner's financial/emotional well-being, profit/business considerations, and the owner's satisfaction. Overall, the study indicated that the public viewed veterinarians as having a reasonable order of priorities. The respondents felt that the veterinarian's first priority was the animal's well-being about 81% of the time, while profit was selected as the first priority about 15% of the time. The survey also asked "what profession do you hold veterinarians in a similar regard to?" By using two separate and independent public opinion surveys performed in the past few years as a baseline, the results indicated that 84% of the respondents viewed veterinarians in high regard.

From this survey, I feel like there are two important take-home messages. First, it appears that the overwhelming majority of the public feel that we have the animal's best interests in mind and that we can be trusted and held in high regard when providing our veterinary services. However, when it comes to the perceived value of the veterinary services provided, it was almost like flipping a coin. Why is it that almost half of the time the consumer feels they are gaining a benefit from our knowledge and skill, and half of the time they question its worth?

Council of the ABVMA has determined that one of our strategic priorities for the upcoming few years is to enhance the public perception of the veterinary profession. It is of the opinion of Council that if Albertans perceive high value for the services provided by the entire veterinary health team, and hold them in high regard and trust, then the health and welfare of the animals of Alberta are promoted and the safety and well-being of the public is advanced. This means we continue to achieve the ABVMA's vision statement of "healthy animals and people in a healthy environment."

One of the big questions is — how do we accomplish this? Council has discussed numerous tactics and ideas. One idea is to better educate the public as to the exceptional value provided by the veterinary health team. This may include sharing on our public website (Alberta Animal Health Source) and through our various social media feeds examples of the great work performed by veterinarians and veterinary health technologists. In addition, programs

designed for school-age children may help enlighten them from a young age about the important roles we play in society. Other ideas could include public campaigns. For example, consider conducting more advanced scientific studies or market research surveys to better understand the public perception, or even invest in media campaigns similar to those recently performed by the Alberta Chiropractic Association to spread the word that we should be Albertans' primary and dependable source on animal health.

If we interact in a positive and timely method with the public on animal-related issues that arise (i.e. cosmetic surgery; non-professional dental cleanings; welfare of feral horses; etc.), we can further enhance our image, and inform everyone that ABVMA-registered veterinary professionals are the leaders in animal health and welfare, and are the experts whom you can trust and value. We should better explain why certain veterinary services and products cost what they do, and not be afraid to remind our clients that most of us are small business owners with numerous operational expenses. It is fairly safe to say that many of us decided to become a veterinary professional for the love of the animals, and not just to get a paycheque (for if it was the latter, we certainly would have picked a different career that compensates much differently!).

What do you do to enhance the public perception of the veterinary profession? What tactics do you think the ABVMA should consider to accomplish this goal? We need to find ways to keep advancing our trustworthiness and high regard in society, while educating the public on the importance and usefulness of the veterinary professional and the services we provide. Hopefully then we can avoid more statements, such as: "I think you should rename the new wing of your clinic after me for the amount of money I spent at your clinic last year!"

The overwhelming majority of the public feel that we have the animal's best interests in mind and that we can be trusted and held in high regard when providing our veterinary services.

AUTUMN IS UPON US, and once again we find ourselves at election time. Not as significant or mesmerizing as the US presidential election occurring in November, but the ABVMA elections are correspondingly as important to us as veterinary professionals in the province of Alberta.

We enjoy the privilege of being a self-governing profession. Self-governance is a privilege delegated to a profession only when the public interest is served by doing so. When appropriate, the privileges, responsibilities and powers of self-governance are delegated by the government on behalf of the public through professional legislation. In Alberta, that legislation is the *Veterinary Profession Act (VPA)*.

Our mandate is protection of the public through regulating the practice of veterinary medicine and representing the veterinary profession in Alberta for both veterinarians and veterinary technologists. The ABVMA establishes standards, procedures and controls to promote the existing high quality of professional services available to the public. Through the discipline process, we also protect the public from incompetent or unethical providers of professional services. The process is meant to balance the rights and responsibilities of professionals with those of the public.

As self-governing professionals, we have the ability to elect our own representatives from the membership. Having highly qualified members of the profession interested and willing to serve a term on a governance board is the sign of a healthy and vibrant organization. Volunteerism exhibited by ABVMA members has been a strength, and this year is not an exception.

We have one seat available for the southern district Registered Veterinary Technologist position on Council and we have two RVT members that have put their nominations forward. In Calgary, there are two Council positions available for veterinarians, and there are four veterinary members that have let their names stand. Similarly, in the southern regions, one veterinary Council position will be contested by two members.

Council is a challenging and rewarding experience. Council governs the ABVMA by making policy that determines the long-term direction of the Association consistent with

the parameters set by the VPA, General Regulations and the Bylaws. Council gathers information from staff, the ABVMA advisory committees, and the membership at large to develop long-term strategic plans to set the path for the Association. Once the plan is developed, staff of the ABVMA implement the policies and plans to carry out Council wishes. There is a lot of high-level thinking and discussion that goes into Council decisions, and they are not taken lightly. If you would like to get involved in ABVMA Governance, contact the office to find out what committees are accepting new members beginning February 2017. If you are interested in a Council position, watch for the nominating forms to arrive in the next July/August members' magazine. As part of your involvement and obligation as a self-governing professional, be sure to vote in the election for your Council members this fall. Get involved!



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

Notice of the ABVMA Annual General Meeting

Leadership Weekend &
Member Recognition Banquet
February 24-26, 2017

The Delta Calgary South Hotel
135 Southland Drive SE, Calgary, AB

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on Sunday, February 26, 2017. 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 25, 2017, 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, 2017.

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

Council Highlights

August 31 & September 1, 2016 — Dr. Jan Bystrom

COUNCIL MET ON AUGUST 31 AND SEPTEMBER 1, 2016, at the UCVM

to conduct the business of the association.

- Dr. Baljit Singh, incoming Dean of UCVM, attended his first meeting as the ex-officio member from UCVM. He was officially welcomed and expressed interest in a continued collegial relationship with the ABVMA.
- Financial report
 - Profit-loss statement at 75% of the fiscal year indicates a good financial position
 - Increase in fees last year of \$60.00/member has been used in the first of a multi-year plan to restore depleted reserves to the level specified in the financial guidelines
- Veterinary Antimicrobial Stewardship remains an important topic.
 - The ABVMA is very active in several initiatives at federal, provincial and national CVMA levels
 - The ABVMA will host the Alberta One-Health Antimicrobial Workshop on November 23-24, 2016, in Edmonton with a grant provided by Alberta Agriculture and Forestry and support from Alberta Health. The event will be hosted as an interactive workshop to ensure the Alberta plan and policy is consistent with the Government of Canada plan.

- Two ABVMA social media projects, “Time is Running Out” and “Raised with Care,” have won Interactive Media Awards
- Council will direct communication regarding “increased veterinary oversight” of antimicrobial use and the implications to veterinarians and veterinary practices, clients and producers. Amendments to the Federal Food and Drugs regulations and new policy will impact veterinary practices. Key messaging will be important to ensure the veterinary profession is not criticized for changes that are being driven at national and international levels for the public good.
- New database implementation has been a massive project.
 - Database is “administratively live,” which means data migration has occurred and the focus now is on tweaking data that did not migrate optimally
 - There will be an email to members advising how to log in and begin using the database
- Response to position statements is an important Council activity.
 - CVMA: Partial Digital Amputation in Cats has been reviewed by the Animal Welfare Committee and Council with no suggested changes

- National Canine Importation Working Group Report was reviewed and supported by Council. A response to the report will be sent.
- Strategic Plan was reviewed and updated.
 - There are four major initiatives:
 1. Prepare Alberta Veterinarians, Registered Veterinary Technologists and Veterinary Teams for Increased Veterinary Oversight of Antimicrobials;
 2. Show Leadership in Animal Welfare Issues;
 3. Enhance the Public Perception of the Veterinary Profession; and
 4. Assist Veterinary Practices in Alberta in Sustainable Economics and Management
 - ABVMA staff will formulate action plans with short- and long-term goals for Council approval in November
 - Document to be reviewed annually and updated as needed
- Council was excited to welcome the UCVM Class of 2020 with presentation of the CVMA white coat and the ABVMA stethoscope to each incoming student the evening of September 1.



2016 ABVMA Council

Back Row (Left to Right) Dr. Gordon Strick, Mr. Alvin Kumlin, Dr. Kim Romanufa, Dr. Karen Allen, Ms. Andrea Edwards, Ms. Erin Livingstone, Dr. Douglas Freeman, Dr. Margitta Dziwenka, Dr. Tye Perrett, Mr. Jim Dobie, Dr. Alastair Cribb, Dr. Troy Bourque

Front Row (left to right) Dr. Gerald Hauer, Dr. Lisa Lomsnes, Dr. Darrell Dalton, Dr. Kevin MacAulay, Dr. Louis Kwantes, Dr. Jan Bystrom

Missing from Photo Ms. Megan Fleming

Jan Bystrom WCVM '79

Dr. Jan Bystrom 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 (WCVM). 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 WCVM. 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 2003-11

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.



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ABVMA Registration Day September 20, 2016 Calgary, AB

Calgary's Registration Day took place on September 20, 2016, at the Sheraton Cavalier in Calgary. This was our second run at our new format for Registration Day as we smoothed out the process further (goodbye clickers!). The day started with greetings from the Association's dignitaries, and the participants spent the day in group discussion of case scenarios that explored the various rules and regulations of the *Veterinary Profession Act and General Regulations*, Bylaws, Practice Standards and the complaints process. Once again the day was well received and feedback is being taken to continue to improve the format of Registration Day.

Registration Day attendance remained very strong with a grand total of 48 new veterinarians and 63 registered veterinary technologists. Welcome to the profession in Alberta!

Dave Eisenbart, DVM
Chair, ABVMA Registration Committee



VETERINARIANS

NAME	MEMBERSHIP	REG #/AFFILIATION
Dr. Barker, Emily	TEMPORARY	3330
Dr. Barnes, Sarah	GENERAL	3332
Dr. Bartolini, Michaela	GENERAL	3415
Dr. Bentley, Adam	GENERAL	3391
Dr. Bruce, LeeAnne	GENERAL	3395
Dr. Callfas, Michelle	GENERAL	3422
Dr. Chamberlain, Angela	GENERAL	3362
Dr. Coady, Michelle	TEMPORARY	3429
Dr. Cummings, Gayle	GENERAL	3359
Dr. Dillon, Steven	GENERAL	3335
Dr. Gaunt, Matthew	LIMITED (UNSUPERVISED)	3355
Dr. Geers, Lee	GENERAL	3435
Dr. Gill, Jagsir	GENERAL	3325
Dr. Godbout, Mireille	GENERAL	3419
Dr. Gray, Amanda	GENERAL	3438
Dr. Grewal, Satinder Pal	GENERAL	3205
Dr. Hallock, Maria	GENERAL	3433
Dr. Hampton, Robin	GENERAL	3418
Dr. Hart, Maarten	GENERAL	3336
Dr. Hung, Germaine	GENERAL	3427
Dr. Jakobsen, Peter	GENERAL	3424
Dr. Kelada-Antoun, Mira	GENERAL	3441
Dr. Koivu, Jordan	GENERAL	3439
Dr. Lindsay, Alexa	GENERAL	3444
Dr. Longmore, Matthew	GENERAL	3351
Dr. MacDonald, Tamara	GENERAL	2873
Dr. McAdie, Malcolm	TIME LIMITED	3343
Dr. McAleer, Colton	GENERAL	3442
Dr. McMillan, Amanda	GENERAL	3381
Dr. Milley, Ellen	GENERAL	3401
Dr. Misener, Lisa	GENERAL	3426
Dr. Morine, Lauren	GENERAL	3420
Dr. Nadeau, Susan	GENERAL	1948
Dr. O'Hanley, Katie	GENERAL	3425
Dr. Patel, Sandipkumar	TEMPORARY	3208
Dr. Ranaweera, Lalith	TEMPORARY	2951
Dr. Rangel, Martha	GENERAL	3417
Dr. Romero, Alfredo	GENERAL	3344
Dr. Sabzevari, Amin	GENERAL	3331
Dr. Safnuk, Haley	GENERAL	3436
Dr. Scanlan, Vanessa	GENERAL	3428
Dr. Sharpe, Samuel	LIMITED (UNSUPERVISED)	3369
Dr. Singh, Prabhjit	GENERAL	3440
Dr. Smith, Bailey	GENERAL	3407
Dr. Smith, Hannah	GENERAL	3437
Dr. Suzuki, Tomoko	GENERAL	3430
Dr. Tan, Jean-Yin	TIME LIMITED	3345
Dr. Tripp, Holt	GENERAL	3353

REGISTERED VETERINARY TECHNOLOGISTS

NAME	MEMBERSHIP	REG #/AFFILIATION
Ms. Baker, Justine	ACTIVE	3470
Ms. Barnes, Maggie	PROVISIONAL	3493
Ms. Barry, Britanya	PROVISIONAL	3579
Ms. Baschak, Laisha	PROVISIONAL	3580
Ms. Boyd, Amber	PROVISIONAL	3581
Ms. Brenner, Emra	ACTIVE	3567
Ms. Budgeon, Hilary	PROVISIONAL	3515
Ms. Buettner, Emily	ACTIVE	3569
Ms. Callahan, Katie	ACTIVE	3305
Ms. Carino, Alyssa	PROVISIONAL	3583
Ms. Chupik, Breanna	ACTIVE	3480
Ms. Cochran, Kaitlin	ACTIVE	3477
Ms. Cole, Ashlee	ACTIVE	3573
Ms. Demong, Isabella	PROVISIONAL	3584
Ms. Dillabough, Danielle	ACTIVE	3394
Ms. Dugdale, Alyssa	ACTIVE	3507
Ms. Dykslag, Louise	ACTIVE	1433
Ms. Fitzgerald, Courtney	ACTIVE	3566
Ms. Flegel, Caitlin	ACTIVE	3555
Ms. Fredriksen, Shantelle	PROVISIONAL	3585
Ms. Gendre, Angela	ACTIVE	3575
Ms. Gieringer, Amy	ACTIVE	3540
Ms. Gustafson, Katie	PROVISIONAL	3587
Ms. Hahmo, Sarah	ACTIVE	3561
Ms. Hanrahan, Krystle	PROVISIONAL	3571
Ms. Harkins, Callie	PROVISIONAL	3582
Ms. Harris, Krista	ACTIVE	3471
Ms. Haugen, Darryl	ACTIVE	3570
Ms. Heidrick, Kelly	PROVISIONAL	3588
Ms. Horkoff, Shaina	PROVISIONAL	3589
Ms. Jacobs, Keilah	PROVISIONAL	3568
Ms. Jalbert, Aleshia	ACTIVE	3463
Ms. Jessiman, Navada	ACTIVE	3600
Ms. Johnson, Holly	ACTIVE	3481
Ms. Kennedy, Rebecca	PROVISIONAL	3590
Ms. Kiewning, Gabrielle	PROVISIONAL	3591
Ms. Lea, Colleen	PROVISIONAL	3592
Ms. Leney, Romi	ACTIVE	3431
Ms. Lethbridge, Robyn	ACTIVE	3565
Ms. Lobreau, Sheila	ACTIVE	2353
Ms. Ludwig, Devon	PROVISIONAL	3550
Ms. Manns, Alison	PROVISIONAL	3593
Ms. Metzger, Brittany	ACTIVE	3560
Ms. Minchau, Veronica	ACTIVE	3488
Ms. Montoya, Mariela	ACTIVE	3436
Ms. Parker, Jennifer	ACTIVE	3542
Ms. Paul, Meghan	PROVISIONAL	3594
Ms. Perry, Candice	ACTIVE	3014
Ms. Porter, Lauren	PROVISIONAL	3564
Ms. Power, Taylor	PROVISIONAL	3595
Ms. Racette, Fallon	ACTIVE	3469
Ms. Rice, Fallon	PROVISIONAL	3596
Ms. Rogers, Kristen	ACTIVE	3472
Mr. Rozenhart, Joshua	ACTIVE	3458
Ms. Saboe, Jessica	ACTIVE	3492
Ms. Schultz, Lisa	ACTIVE	3599
Ms. Sehn, Delaina	ACTIVE	3538
Ms. Smith, Corinne	ACTIVE	3562
Ms. Smith, Shelby	ACTIVE	3546
Ms. Stevenson, Nicole	PROVISIONAL	3597
Ms. Stokowski, Kelsey	PROVISIONAL	3586
Ms. Taylor, Selina	PROVISIONAL	3598
Ms. White, Megan	ACTIVE	3473



Complaints Director's Report

Phil Buote, DVM

Complaints Director and Deputy
Registrar, Alberta Veterinary
Medical Association

Complaint Case #16-01

A letter of complaint was received regarding the conduct of Dr. Krystil Jones. The complaint was regarding Dr. Jones' deception and providing falsified documents pertaining to her credentials, her registration with the ABVMA and her employment with the Government of Alberta. The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee ("CRC"). The CRC made a decision to refer the matter to the Hearings Director for a hearing. Dr. Jones entered into consent discussions and signed an admission of unprofessional conduct in accordance with section 35.1 of the *Veterinary Profession Act*.

A hearing into the matter was held on September 8, 2016, at the office of the ABVMA. The Hearing Tribunal accepted the following consent order, which was provided as a joint submission of the ABVMA and Dr. Jones.

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
RSA 2000, c V-2, AS AMENDED;

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

AND INTO THE MATTER OF
A COMPLAINT BY DR. GERALD
HAUER, CHIEF PROVINCIAL
VETERINARIAN.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. In December 2012, Dr. Jones, a student at University of Calgary Faculty of Veterinary Medicine ("UCVM"), wrote the North American Veterinary Licensing Exam ("NAVLE").
2. Dr. Jones failed the NAVLE.
3. Dr. Jones was a graduate of UCVM in 2013.
4. In the Spring of 2014, Dr. Jones applied for the position of Assistant Chief Provincial Veterinarian with Alberta Agriculture and Rural Development ("AARD"). Dr. Jones was hired and commenced working in the fall of 2014.
5. At the time Dr. Jones represented to AARD that she was registered with the Alberta Veterinary Medical Association ("ABVMA").
6. In March 2015, Dr. Jones submitted a receipt for 2014 ABVMA registration fees in order to meet the March 31, 2015, AARD deadline for 2014 expense claims. An electronic claim form in the amount of \$775.17 for ABVMA fees was submitted. As proof of payment, Dr. Jones provided a VISA statement with the line item for the expense. No ABVMA receipt was provided.
7. In March 2015, Dr. Jones attended a Veterinary Reserve meeting in Ottawa and provided a falsified Certificate of Qualification ("C of Q") to Canadian Veterinary Medical Association ("CVMA") staff.
8. In August 2015, Dr. Jones is asked to attend an ABVMA Council meeting in place of Dr. Gerald Hauer, the Chief Provincial Veterinarian for Alberta. The ABVMA determined that Dr. Jones was not registered with the ABVMA and therefore ineligible to substitute for Dr. Hauer at Council.
9. In response to inquiries by Dr. Hauer with respect to the registration status, Dr. Jones represented that she was registered in 2014 and that there was a mix-up for 2015. Dr. Jones also advised that there is a mix-up with the NAVLE results in that she had received contradictory letters from the CVMA indicating that she had passed the NAVLE but thereafter received a subsequent letter indicating that she had not passed.
10. The ABVMA registers Dr. Jones as a Limited Practice Licensee – Supervised in October 2015. Dr. Jones indicates she is registering to rewrite the NAVLE.
11. Inquiries by the ABVMA with the CVMA determine that Dr. Jones' representation that she would be writing the NAVLE in 2016 could not be accurate as registration had not been initiated yet for 2016.
12. The ABVMA is also advised that Dr. Jones had never paid any CVMA dues.
13. Dr. Jones continues to represent to Dr. Hauer there are mix-ups with the CVMA regarding her NAVLE results and her C of Q.
14. Dr. Jones provides a letter with the NAVLE results to Dr. Hauer. The document provided is a falsified document. Dr. Jones also provided a document on CVMA letterhead indicating that she had passed the NAVLE. This document was also a fraudulent document. Dr. Jones provides a false C of Q to Dr. Hauer.
15. Through the course of October and November 2015, inquiries are made by AARD and the ABVMA with respect to the status of Dr. Jones' NAVLE, C of Q and payment to the ABVMA. Ultimately it is determined that the documents were falsified by Dr. Jones.
16. Throughout the discussions with AARD for 2014 fees in the fall of 2015, Dr. Jones continues to represent that matters are confused and provided explanations regarding her documentation, qualifications and background experience.
17. On December 1, 2015, Dr. Jones' employment with Alberta Agriculture and Forestry is terminated.
18. On December 9, 2015, Dr. Jones' registration as a Limited Practice Licensee – Supervised was cancelled.
19. Attached is a chronology of events with respect to Dr. Jones, marked as Schedule "A".

Complaints Director's Report

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Unethical Conduct

1. That Dr. Jones misrepresented her professional qualifications and experience in her CV that was provided to AARD.
2. That Dr. Jones misrepresented to AARD that she was eligible for licensure with the ABVMA when she knew that she had failed the NAVLE examination in December of 2012 and was, therefore, ineligible to register.
3. That after commencing employment with AARD in the position of the Assistant Chief Provincial Veterinarian, Dr. Jones misrepresented that she was registered with the ABVMA.
4. That following Dr. Jones' misrepresentation to AARD that she was registered as a member of the ABVMA, Dr. Jones submitted and accepted reimbursement for annual dues for 2014 when she did not pay those ABVMA dues.
5. Dr. Jones expressly represented to AARD during the summer and fall of 2015, there was a "mix up" with the NAVLE results at the CVMA and that she had passed the NAVLE when she knew that not to be true.
6. Dr. Jones continued to misrepresent to AARD for the period August 2015 through December 2015, various explanations with respect to her registration with the ABVMA which were untrue.
7. For the period September 2014 through to October 2015, Dr. Jones practiced veterinary medicine when she did not have a valid license to do so.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act*, R.S.A. 2000, c. V-2, as amended.

Fraudulent Documentation

8. Dr. Jones created falsified documents as follows:
 - (i) Canadian Veterinary Medical Association ("CVMA")/National Examining Board ("NEB") test results for the NAVLE-1201 undertaken on December 6, 2012.
 - (ii) A CIBC VISA statement indicating proof of payment of the AVBMA 2014 registration dues.
 - (iii) A Certificate of Qualification document from the CVMA.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act*, R.S.A. 2000, c. V-2, as amended.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A Reprimand shall be issued as against Dr. Jones.
2. Dr. Jones' registration with ABVMA shall remain cancelled (without the ability to apply for registration with the ABVMA) for a minimum period of five (5) years from the date of this Order.
3. Dr. Jones shall be required to successfully complete (at her cost) the Probe: Ethics and Boundaries Program (Professional / Problem Based Ethics Course) delivered by the Centre for Personalized Education for Physicians (CPEP) within two (2) years of the date of this Order and provide proof thereof to the ABVMA.
4. Dr. Jones shall pay fines in the amount of \$20,000.00 (a \$10,000.00 fine each with respect to unethical conduct and falsifying documents, respectively). Dr. Jones shall pay \$10,000.00 within one (1) year from the date of this Order and remaining \$10,000.00 within the following four (4) years thereafter in four (4) equal installments payable on September 15 of each year.
5. Dr. Jones shall pay full costs with respect to the investigation and hearing of this matter, which shall be invoiced to Dr. Jones. One-half of the costs shall be paid within one (1) year of the date of this Order and the remaining one-half of the costs shall be paid within the following

four (4) years thereafter in four (4) equal installments payable on September 15 of each year.

6. In the event that Dr. Jones is subsequently approved for registration with the ABVMA after the minimum period of five (5) years (and the decision as to registration shall remain solely within the discretion of the Registrar, Registration Committee and/or Council in accordance with the VPA), Dr. Jones' registration shall be on the condition that she is subject to professional oversight by a registered veterinarian with the ABVMA (the overseeing veterinarian to be approved by the Complaints Director) and with reporting to the Complaints Director by the overseeing veterinarian as required by the Complaints Director for a period of two (2) years from the time of Dr. Jones' registration.
7. There shall be publication of this Consent Order on a "with names" basis in the same manner as suspension notices are issued with respect to professional conduct matters.

Comment: The conduct of the veterinarian in this case represents a most egregious breach of professional ethics. In the tribunal's reasons for sanctions, the tribunal noted:

"This was not just "one" mistake. The dishonest actions of Dr. Jones continued for a significant length of time. Dr. Jones lied to multiple veterinary colleagues on multiple occasions. She lied to multiple veterinary organizations (CVMA, ABVMA and AARD).

The findings of unprofessional conduct in this case are very serious and represented repeatable dishonest actions and behaviour. This is not behaviour worthy of a member of the veterinary profession in Alberta.

The actions and behaviour of Dr. Jones was a serious breach of professional ethics. The fraudulent documents presented by Dr. Jones have demonstrated behaviour that is not at all trustworthy."

Veterinarians

Transfer Active General to Non-Practicing

	<u>Effective Date</u>
Dr. Kevin Cosford, #2619	June 1, 2016
Dr. Jessica Treen, #2848	July 1, 2016
Dr. Deanna White, #3256	June 30, 2016
Dr. Emma Vaasjo, #3192	June 29, 2016
Dr. Kristina Wicks, #2615	August 1, 2016
Dr. Heather Gordon, #3139	August 10, 2016
Dr. Christopher Sauve, #2836	August 13, 2016

Transfer Non-Practicing to Active General

	<u>Effective Date</u>
Dr. Robert Campbell, #2685	August 1, 2016
Dr. Kathleen Keil, #2020	July 13, 2016
Dr. Francine Chabot, #2747	July 14, 2016
Dr. Amanda Emery, #2237	August 3, 2016
Dr. Kristel Horvath, #2617	August 12, 2016
Dr. Fleur Bennet, #2061	September 8, 2016
Dr. Hannah Davis, #2473	August 22, 2016
Dr. Linda Ratcliff, #2537	September 7, 2016

Transfer Temporary to Active General

	<u>Effective Date</u>
Dr. Eileen Fernyhough, #3230	August 22, 2016
Dr. Ana Corral Alonso, #3242	August 22, 2016

Cancel Temporary

	<u>Effective Date</u>
Dr. Guriqbal Nayyar, #3365	June 4, 2016
Dr. Amir Aziz, #3367	June 8, 2016

Re-instate Temporary

	<u>Effective Date</u>
Dr. Glad Bejat, #3241	June 10, 2016
Dr. Rajan Kansal, #3311	June 20, 2016
Dr. Ana Corral Alonso, #3242	July 27, 2016

Re-instate Active General

Dr. Aimee Doyle, #2091	June 3, 2016
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Registered Veterinary Technologists

Reinstated to Active General

	<u>Effective Date</u>
Emmanuelle Jomphe, #2882	June 24, 2016
Jennifer Hasenhundl (nee Neilson), #2251	August 4, 2016
Karen Anderson, #142	August 22, 2016

Transfer Active General to Non-Practicing

	<u>Effective Date</u>
Nathalie Houle, #2960	June 24, 2016
Jeanine Lynch, #904	June 1, 2016
Sandra Rhodes, #82	November 1, 2016

Transfer Non-Practicing to Active General

	<u>Effective Date</u>
Erinn Sandul, #2955	July 1, 2016
Ruth Thomson, #2122	July 1, 2016
Laci Price, #2856	August 15, 2016
Sarah Sheets, #2254	August 13, 2016
Shantel Woods, #2212	August 8, 2016

Transfer Provisional to Active General

	<u>Effective Date</u>
Sarah Miller, #3475	August 9, 2016
Morgan Bender, #3476	August 9, 2016
Holly Johnson, #3481	August 9, 2016
Anika Dirk, #3482	August 9, 2016
Kelly Reynolds, #3487	August 9, 2016
Tara Miller, #3491	August 9, 2016
Teneil Ziegler, #3579	August 9, 2016
Abigail Ugalde, #3530	August 9, 2016
Alannah Coombs, #3536	August 9, 2016
Brooklyn Leduc, #3541	August 9, 2016
Jennifer Parker, #3542	August 9, 2016

Corinne Smith, #3562	August 9, 2016
Robyn Lethbridge, #3565	August 9, 2016
Alana Pay, #3572	August 9, 2016
Angela Gendre, #3575	August 9, 2016

Permits to Practice

Permit to Practice Approval

	<u>Effective Date</u>
1960778 Alberta Corp. (Dr. Charlotte MacFarlane, #2753)	April 4, 2016
Glenora Family Pet Clinic (Dr. Nicolae Barbaza, #2939)	April 12, 2016
1924085 Alberta Inc. (Dr. Dale Atkin, #2882)	April 9, 2016
Bosnyak Veterinary Services Inc. (Dr. Monica Bosnyak #2842)	April 11, 2016
Calgary Cat Clinic Ltd. (Dr. Vicki Whyte #1294, Lara Chan (RVT)#1574)	April 26, 2016
Alberta Animal Rescue Crew Society Veterinary Capital Partners Ltd. (Dr. Charles Andrew #639, Dr. Michael Jelinski #1108, Dr. Cody Creelman #2763, Dr. Renaud Leguillette #2292, Dr. Craig Dorin #1567)	June 15, 2016 June 23, 2016
Mosaic Veterinary Partners Ltd. (Dr. Charles Andrew #639, Dr. Michael Jelinski #1108, Dr. Cody Creelman #2763, Dr. Renaud Leguillette #2292, Dr. Craig Dorin #1567)	June 23, 2016
1908541 Alberta Ltd. (Dr. Maninder Mattu #2947, Dr. Jasbir Sandhu #2247)	July 4, 2016
1976284 Alberta Ltd. (Dr. Dagmar Schouten #2287)	July 8, 2016
Schouten Veterinary Services Inc. (Dr. Dagmar Schouten #2287)	July 8, 2016
North East Animal Clinic Ltd. (Dr. Jasbir Sandhu #2247)	July 16, 2016
Erin Ridge Veterinary Centre Ltd. (Stonehaven Holding's Ltd. – Dr. Brent Jackson #1035, 1903749 Alberta Ltd. – Dr. Allison Cox #2577)	July 22, 2016
Sankos Corporation (Dr. Palathumthalackel Koshy George #2307)	August 2, 2016
1903749 Alberta Ltd. (Dr. Allison Cox, #2577)	August 5, 2016

Provisional Approval of New Veterinary Practice Entities

The ABVMA has decided to publish the names of provisionally approved veterinary practice entities (VPEs) in the ABVMA magazine, as per the requests of members. Provisional approval is granted once a VPE has passed the pre-opening inspection.

Practice Name

Erin Ridge Veterinary Centre
Beckerton Veterinary Consulting

Location

St. Albert
Calgary



PIPS Tip

Here are the most frequently asked questions about the Triplicate Prescription Program (TPP):

Animals do not have an Alberta Health Care number. How do I ensure the prescription is for the correct animal to avoid drug diversion?

When a triplicate prescription is written by a veterinarian for an animal, the form should include the animal name followed by the owner's name in brackets. The Alberta Health Care number is left blank.

Can I sign another veterinarian's TPP form?

No. The veterinarian prescribing the medication must sign the Prescriber's Signature line and use only their own personalized TPP forms.

If I'm filling the prescription in the clinic, do I have to fill out the Pharmacy Licence Number line?

The pharmacy license number is used to identify the pharmacy in the CPSA database. This is the number that a pharmacist would put in here.

When the dispenser is a veterinary practice, the veterinary clinic identification number should be recorded here. This is a new feature of the ABVMA database, where each clinic has its own unique identification number.

Can I fax TPP forms?

Normally the dispenser (pharmacist or veterinary practice) must be presented with the top two copies of the TPP form. Faxed prescription forms are also acceptable and can be used. Once faxed the original copy of the TPP form must be destroyed or marked "VOID." Verbal orders for triplicate prescription medications are NOT permitted.

Where should I store the TPP pads, and can multiple veterinarian's TPP pads be stored together?

TPP pads must be kept in a locked cabinet with access only by the prescriber. Allowing anyone other than you to have access to your prescription pad may allow an unauthorized person to illegally access dangerous, life threatening products. The PIPS Bylaw states that the TPP pads can be locked with inventory: this only applies for single veterinarian practices where only the veterinarian has the key.

What do I do with my TPP pad when it is finished?

Completed TPP pads should be stored securely away. They form part of numerous medical records, and should be available for five years.

Please visit the ABVMA website for complete information about this topic (Login to member side > Member Resources > TPP Information & Forms), including an image of a TPP with comprehensive instructions on how to fill out the TPP form.

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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, educational programs, printing & promotional items & digital imaging, Staples Advantage, TD Merchant services, clinic insurance
- Human Resource education and support for members
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- 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

For further information on the above services contact Customer Service
Toll Free Phone 1-877-746-9332 • Toll Free Fax 1-800-329-9332 • mservice@wddc.com





Dr. Louis Kwantes

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.



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

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. Louis Kwantes at 780-417-1119 or drvetmed@aol.com.

One Profession. One Strong Voice.

2016-17 CVMA PRESIDENT

The new CVMA President is Dr. Troy Bourque [Alberta]. The CVMA extends its sincere thanks to the parting Immediate Past-President, Dr. Nicole Gallant, for her leadership, energy and enthusiasm throughout her time on Council.

The Canadian Veterinary Medical Association also welcomes three new members on the CVMA Executive and Committees.

- Dr. Melanie Hicks as the new Executive Member. She is also the New Brunswick representative on Council.
- Ms. Elizabeth Hartnett is the 2016-17 Students of the CVMA President.
- Dr. Jaspinder Komal is Ex-Officio on the National Issues Committee.

Visit the About CVMA section on canadianveterinarians.net to view the full list of CVMA Executive and Council members.

POLICY AND ADVOCACY

Response to Canada Gazette Part I — Regulations Amending the Food and Drug Regulations (Veterinary Drugs — Antimicrobial Resistance)

The CVMA President sent a response to The Honourable Jane Philpott, Minister of Health on August 31, 2016, in response to Canada Gazette's Part I publication on **Regulations Amending the Food and Drug Regulations (Veterinary Drugs — Antimicrobial Resistance)**. Overall, the CVMA supported the general direction being taken by the proposed regulations with respect to strengthening veterinary oversight of the use of antimicrobial drugs in animals; however it raised concerns regarding what appear to be gaps in the proposed regulation of Active Pharmaceutical Ingredients in Canada. In its response, the CVMA also encouraged the Veterinary Drugs Directorate of Health Canada to continue to work with stakeholders in the provinces/territories and industry to ensure all components of the complex system that defines antimicrobial production and use

have the controls and oversight necessary to mitigate the risks associated with antimicrobial resistance. The full letter to the Minister of Health can be read on the CVMA's website, under News & Events.

Importation of Dogs into Canada Discussed at First National Issues Forum

The first CVMA National Issues Forum in July discussed the importation of dogs into Canada. During the Forum, veterinarians were asked for their opinions on the "Importation of Dogs into Canada" draft CVMA position statement by participating in a question and answer session with panelists and engaging in a live poll. When asked how CVMA should use its finalized position statement, 95 per cent believed it should be used to engage the government on the matter of national leadership and to engage stakeholders on educational initiatives. The draft position statement is due to be presented to CVMA Council for approval by the end of 2016 or early 2017. The report of the Canine Importation working group can be found on the CVMA's website, under the Policy & Advocacy tab, National Issues section.

2016-2019 CVMA Animal Welfare Strategic Plan

CVMA's goal is "To be a strong, visible, active and leading advocate for animal welfare." Areas of focus will be animal abuse, farmed animal welfare, humane transportation of animals, stray and feral animals and medically unnecessary procedures.

The Latest Revised CVMA Position Statements

The following position statements have been approved and can be found on the CVMA's website, under the Policy & Advocacy tab:

- Castration of Piglets
- Disbudding and Dehorning of Cattle
- Induced Moulting of Poultry
- Tail Docking of Dairy Cattle
- Use of Thermocautery for the Treatment of Lameness in Horses

SCIENCE AND KNOWLEDGE

Call for Alberta veterinarians to Join the Canadian Veterinary Reserve

The Canadian Veterinary Reserve is a growing, national body of qualified Canadian veterinarians who are available to provide veterinary surge capacity to **first responders in large-scale emergencies and disasters** involving animals to address animal health and welfare issues. CVR members are volunteer veterinarians who may choose to serve or not, based on their availability, at the time of call up. All members who are deployed for service receive **appropriate training specific to the disaster response and are remunerated for their service**. You can learn more and join under the Science & Knowledge tab of the CVMA website, under the Canadian Veterinary Reserve.

First Annual One Health Day

The first annual **One Health Day** takes place on November 3, 2016. The goal of One Health Day is to raise awareness of the One Health approach for managing complex health problems involving people, animals and the environment. The CVMA strongly supports the involvement of veterinarians in “One Health” as they have a unique responsibility for improving the health and welfare of the animals they treat in a manner that also protects and supports human health and a healthy environment. The One Health approach is particularly relevant to the development of collaborative strategies for prudent antimicrobial use and its relation to the control of antimicrobial resistance. Visit the One Health Commission’s website at onehealthcommission.org for more information.

World Antibiotic Awareness Week

World Antibiotic Awareness Week, from November 16 to 22, aims to increase **awareness of global antibiotic resistance** and encourage best practices among the general public, health workers and policy-makers to avoid the further emergence and spread of antibiotic resistance. A global action plan to tackle the growing problem of resistance to

antibiotics and other antimicrobial medicines was endorsed at the 68th World Health Assembly in May 2015. The World Health Assembly is the supreme decision-making body of WHO (World Health Organization), attended by delegations from all Member States. One of the key objectives of the global action plan is to improve awareness and understanding of antimicrobial resistance through effective communication, education and training. Read more about World Antibiotic Awareness Week at who.int/antimicrobial-resistance/en.

2017 CVMA Award Nominations

The CVMA is pleased to announce the opening of our **2017 Award Nominations** on November 1, 2016. Each year, we proudly recognize individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Nominations for 2017 CVMA Awards are being accepted until January 31, 2017. 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.

PRACTICE AND ECONOMICS

CVMA Annual Source Guide — Did You Check Your Listing?

Copies of the 2016–2017 print edition of the CVMA Source Guide has been distributed to CVMA members. This annual publication is exclusive to members of the CVMA. We have made efforts to ensure the contact information in the alphabetical listing of veterinarians section was current on the day the data was sent to the publisher. Please review your listing to ensure your contact information is correct; if it is not, please advise us by calling 1-800-567-2862 or visit our

website (canadianveterinarians.net) to update your profile directly online. The updated information will be instantly reflected in the CVMA national database of veterinarians and in the online version of the CVMA Directory of Veterinarians and Veterinary Hospitals. You can also use the Update Your Profile form in the Source Guide and return it to us by fax or scanned email attachment.

The 2016 CVMA National Practice Owners Economic Survey Report is Now Available

Each year, the CVMA, in partnership with the various provincial veterinary medical associations, conducts a **Practice Owners Economic Survey**. The purpose of this survey is to gather data on revenue, expenses, income, numbers of current and new clients, fees, and DVM and non-DVM staff compensation. Visit the Business Management Program section of the CVMA website and log-in using your first name, last name and password to view this report.

Keeping You Current

The WCABP 26th Annual Conference will be held in January 2017

Western Canadian Association of Bovine Practitioners
Thursday, January 19 to Saturday, January 21, 2017, Saskatoon, SK
Contact: Phyllis Mierau phone: 1-866-269-8387; email: info@wcabp.com; website: www.wcabp.com

2017 ABVMA Leadership Weekend, Member Recognition Banquet and Annual General Meeting

February 24-26, 2017, Delta Calgary South Hotel, 135 Southland DR, SE, Calgary, AB

The Annual General Meeting (AGM) will take place on Sunday, February 26, 2017. For full details on the weekend, banquet and AGM, please view the announcement on page 5.



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. Kathy Naum, Ms. Lisa Barry,
Ms. Brenda Betnar,
Ms. Margaret Massey, Ms. Sarah Munn,
Ms. Desiree Sieben,
Ms. Sandra Ward

Public Recognition Corner

I WISH TO ACKNOWLEDGE DR. AMANDA HOTKE, SARAH, LISA AND GRETA (THE OFFICE MASCOT).

I was fortunate enough to find Dr. Hotke a few months ago, and must say I am so happy to have found her. She is truly thorough, up to date and most of all really cares for the well-being of my Rosie, a 12 year old English Lab. Need I say that I would do anything for my Rosie.

Recently, Rosie went into see Dr. Hotke for an examination and was given a gift, a pair of comfy socks to ease her arthritis. Dr. Hotke, Sarah, Lisa and Greta truly care for Rosie and show it through professional care, compassion and love. To receive a gift goes a long way and it tugs at my heart.

As Rosie ages I know I get honest answers for Rosie from Dr. Hotke and Sarah. For example, yesterday blood work was done on Rosie and it was detected her liver rates were high. Dr. Hotke, Sarah and I had long discussion of the proper way to handle this, and even though my appointment overlapped into their lunch hour, they never said anything.

Dr. Hotke really cares for Rosie, as does Sarah, who has made house visits to give Rosie injections for her arthritis. You don't find that often, and this is why I wish to compliment everyone at the clinic. Dr. Hotke is thorough, compassionate and goes above and beyond; she always returns my calls the same day.

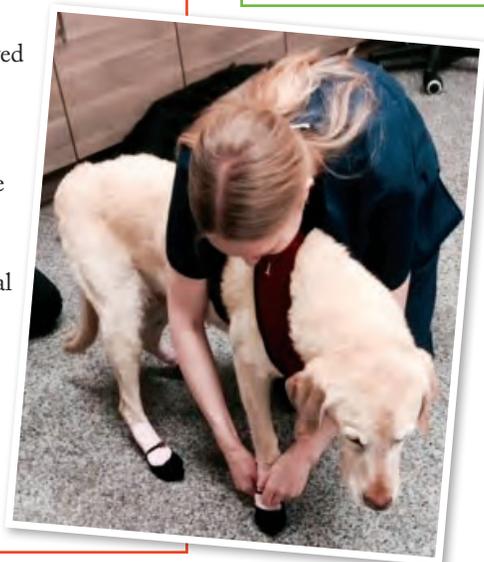
I had ovarian cancer surgery and a few days after my surgery I received flowers from Dr. Hotke, Sarah, Lisa and Greta — that certainly says something.

In the end I put my faith, love and trust Dr. Hotke with my Rosie, and I am grateful as well blessed to have found everyone at Granville Vet Clinic.

Dr. Amanda Hotke's work ethic as well as her veterinary knowledge deserves to be recognized and most of all her love and care for animal s certainly is deserving of thanks.

Dr. Hotke, Sarah, Lisa and Greta are a great team at Granville Vet Clinic and could set a loving example for others veterinarians!

Kind Regards,
Donna Phillips



Is "Some" Enough?

By Bradley Roy



What if I told you not to worry about your bills because you have “some money” in the bank? I presume you would tell me that it’s ridiculous to expect that you could pay all your bills with an undefined sum of money and the amount must, at minimum, cover your expenses...and you would be right.

If I had a dime for every time a client told me that they didn’t need additional insurance because they have group benefits, I’d retire tomorrow and you wouldn’t be reading this article. Don’t get me wrong, I appreciate the reasoning behind this statement. It’s hard to want to allocate money to something that could potentially never pay you anything, especially when you know that you already have some coverage. But what does “some coverage” mean? There are a large number of Canadians who are already working with advisors and planners to get the answer; however, the majority are not.

Group benefits provide “some coverage,” but a solid insurance portfolio typically needs to have a balance of both group and personal coverage. Ask your benefits provider and they will tell you the same thing. In some cases, group benefits are nothing more than health and dental coverage and that might not be sufficient for a client’s needs.

I’m going to break down some of the different types of coverage that are offered through group benefits and their potential shortfalls. First, let’s start with life insurance. If your plan offers some life coverage, odds are that it’s a multiple of your salary. I most commonly see one to three times a person’s salary. Sometimes this is only accidental death coverage and sometimes it’s both

life and accidental death. It’s important to note that this coverage can change at the discretion of your employer, your association or your insurance company. If you move to a different company or change occupations, your group benefits will change. If you retire, in most cases you will lose all of your group coverage. If you are married or have children, having adequate life coverage is even more important. Let’s pretend you make \$75,000 a year, and your coverage provides double that. After dealing with funeral expenses and any estate or legal fees, how much will remain for your family? And how long will that amount last? One of the primary functions of life insurance is to ensure that your family still has your income even if you’re not there to earn it. Two years of income is only a drop in the bucket.

Now let’s take a look at disability coverage. If you’re lucky enough to have disability coverage through work (and many people don’t), several rules apply. First, if you have both short-term and long-term disability, there will be a limit to the amount of disability benefits you could receive. If you regularly require \$5000/month as a family, how will you cover your expenses if your plan limits you to \$3000/month? Second, you will receive the disability benefits only if you have satisfied the definition of disability. If your disability falls outside the range of what’s covered, you could receive nothing. I’ve seen many cases in which an individual has received an indemnity from their personal coverage but not from their work coverage. Without the personal coverage, many of those individuals would have faced a devastating financial situation.

Lastly, let’s take a look at critical illness coverage. This insurance pays out a one-time lump sum if the insured is diagnosed with a covered critical illness (the three most common are cancer, stroke and heart attack). It’s not intended to be a replacement for disability insurance; rather, it can help cover the additional costs of living with a life-altering critical illness and it’s a very important addition to a well-balanced insurance portfolio. In most cases, group benefits will not include this type of coverage or will provide only a small amount.

When I first started in the insurance and investment industry, I remember learning about a powerful concept called The Age of Entitlement. The idea behind it is that we’re living in an age where people have become so used to the idea that their government and employer will take care of them in all situations that they view financial products and programs like insurance, benefits and pensions as rights, not privileges. Much to the dismay of the unknowing claimant, this line of thinking can result in financial ruin. Group benefits play an important role in any insurance portfolio. That said, it’s not your employer’s responsibility to make sure you have everything you need when it comes to insurance. What they owe you is an income while you are able to work. What you owe yourself and your family is an income even if you are unable to work.

Conducting a review with a qualified advisor or planner is not only a good idea, it’s essential. When it comes to your family, your income, and your future, “some coverage” most often is simply not enough.

Dean's Corner – UCVM Dean's Report



Baljit Singh, DVM, PhD

Dean, University of Calgary – Faculty
of Veterinary Medicine



I WANT TO BEGIN MY FIRST REPORT

by thanking Dr. Alastair Cribb for setting up an outstanding faculty and guiding it for the past ten years. His dedicated leadership piloted the creation of a unique program, one that I am honoured and excited to now lead.

I have a number of plans for my first six months as dean, however my first task is to listen closely to our faculty and staff. Every veterinary faculty has its own unique culture, and I need to understand and immerse myself in the culture at UCVM. My style of working is collegial and collaborative; I believe the support and guidance of the UCVM community are critical to preparing me to be a dedicated advocate of UCVM. I have told faculty, staff, and students to consider this the start of 'the education of the new dean.'

My plans for the coming months also include travelling the province, meeting with our supporters and colleagues in the DVTH. Our veterinary program thrives because of the collaborative arrangement within the faculty and with the communities outside of the university. This unique partnership with DVTH practices and the ongoing support of the veterinary community are critical to the success of our students. I look forward to meeting with these important partners and hearing their ideas.

In addition, during this introductory period we will be starting the process of developing a new strategic plan for the faculty. Our current strategic plan has served us well but is expiring in 2017.

We celebrated the achievements of the UCVM students and faculty at the 8th UCVM Awards and Recognition Night on September 29, 2016. It was a wonderful evening where I had an opportunity to meet with many supporters of the UCVM who have created many awards and scholarships.

Before closing, I would like to acknowledge the continued and tremendous support of our faculty by the ABVMA. I value our close relationship and look forward to working with ABMA members and leadership in the coming months and years.

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Dean's Corner – WCVM Dean's Update



BJ Hughes Centre for Learning

By Jeanette Neufeld



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

VETERINARY MEDICAL EDUCATION

has relied on models for decades – but a new learning centre at the Western College of Veterinary Medicine (WCVM) will use the latest technology to make those models more realistic than ever.

Workers recently completed construction on the new BJ Hughes Centre for Clinical Learning at the veterinary college. This customized clinical laboratory was made possible by a major donation from Bev Hughes, a Calgary-based businesswoman and philanthropist who saw a need for the facility when she toured the human medicine-focused Clinical Learning Resource Centre in the University of Saskatchewan's Health Sciences building.

“It is advanced learning. I think any advanced learning is good. More importantly, it is 21st century learning and 21st century technology. I want our vet college in Saskatoon to be the most progressive in North America,” says Hughes, who along with the BJ Hughes Foundation, contributed \$340,000 toward the centre that cost nearly \$500,000 to build and equip.

During the official opening of the centre on September 22, Hughes announced an additional \$250,000 donation, which will be used to ensure sustainability of the clinical learning centre.

Hughes, who has supported the college for more than 10 years through a scholarship, says her dedication stems from her passion for animals and her love for the WCVM and the work done at the college.

The new clinical laboratory will give students a chance to practise clinical techniques and hone their skills in a safe learning environment. The lab's flexible learning space will offer the college's faculty the opportunity to teach various levels of simulation — from running through client scenarios with actors to practising surgical techniques on computerized models.

“The use of clinical simulation has exploded in human medicine, and veterinary medicine has really been following this trend. The development of this new centre will place the WCVM at the forefront of these developing technologies and give our students the best learning experience possible,” says Dr. Douglas Freeman, WCVM dean.

“We are so thankful for the vision and drive of Bev Hughes, whose gift has put ideas into action at the WCVM.”

In the past, current faculty learned on simple models, such as suturing straight lines on plaid tea towels. While this is still an effective way of practicing stitching skills, today's models and task trainers are

much more realistic and advanced. Using models, students can practise skills and learn techniques such as placing IV catheters or administration of fluids and general anesthesia. These new tools allow students to repeat important skills until they become proficient.

“Repetition is really what drives confidence and competence. You can't practise multiple times on an animal — that would be inhumane. But on the models, you can practise as many times as it takes,” says Dr. Chris Clark, the WCVM's associate dean, academic.

Students eventually complete procedures on live animals, but the chance to break down and fine tune skills allows them to build confidence as they move through their training. Clark says students will have 24-hour access to the facility so they can practise skills on their own, outside of class time.

“We are incredibly grateful,” says Clark of Hughes' gift. “It was her vision that really drove this along.”



Ms. Claudia Koch

WCVM Class of 2017
Senior Student Representative
2016/2017



WCVM Student Article

FALL GOT OFF TO A BUSY START

for the students of the WCVM! The school year began on August 22 for first, second, and third year students. There has been a lot going on since then, so I will share a few highlights.

Firstly, welcome to the Class of 2020! It has been great getting to know the new members of our college and see them settle into the program. They were officially welcomed into the profession at their White Coat Ceremony on September 23. This is always a great celebration, and a very proud moment for the friends and family who attend. On that evening, we also celebrated the accomplishments of students and faculty at the Fall Awards Night. Congratulations to all award recipients!

The One Health Leadership Experience took place on August 26-28. There were incredible speakers, cross-disciplinary networking sessions, problem-solving activities, and case studies. A variety of topics were discussed, involving human, animal and environmental health, and how people of all disciplines can work together. There were people in attendance from faculties both within and outside of the health sciences. This made for great discussions, with many perspectives brought to the table. I really enjoyed this event and learned a lot.

The BJ Hughes Centre for Clinical Learning just had its grand opening! This is really exciting for students, as it provides opportunities for us to practise clinical skills using advanced and realistic models. We are looking forward to using this facility, which will be open to students 24 hours a day.

We have enjoyed the great fall weather at our social events! Roundup, an annual tradition, took place at Windy Acres just outside of Saskatoon. This event was a huge success, with a softball tournament, supper and dance. The second and third year classes also organized events with the first year class, and everyone is getting to know each other. This time of year is a lot of fun.

Our student clubs have started up for the year, and events are already happening. For example, I went on a tour of a local fish farm with the Production Animal Club, and members of the Wildlife and Disease Association were out the other night Owl Banding. We are also kicking off Mare Care with the Equine Club, and Dog Training with Animal Behavior Club. Spending some time with the teaching animals is a nice study break. Every club plans meetings, speakers and labs so there will be many more fun and informative extra-curricular activities happening all year.

Second year is very exam heavy, and the class of 2019 is already in the swing of things. We wish them luck, and we will see you guys in the library! My class is looking forward to picking our electives, and starting to think about fourth year rotations. Some of my classmates have already performed their first live surgeries, and others have them coming up. We are really enjoying that concepts are starting to come together when we attend rounds, and our labs are becoming very clinical. This is fun and challenging, and I think it will be a great year. The fourth year class is busy in their rotations both at the college and afar, and it is always great checking in with them about their experiences so far. Thanks for reading about what has been going on with the students of the WCVM!

UCVM Student Article

IT HAS BEEN A BUSY AND FUN-FILLED start to the school year, as we quickly settle back into the routine of life as veterinary students. Not only have we all been working hard to get back into the swing of classes, but we have also been attending many extra-curricular events, including club meetings, mentorship events, awards night and, of course, Vet-U-Can.

Vet-U-Can is certainly one of the most important events held at our school. The weekend was a huge success thanks to the hard work of all the students at UCVM, and nearly 1,300 members of the public were welcomed through our doors over the two days. Now, with Vet-U-Can behind us, students are setting their sights on the next exciting dates in the calendar.

On November 5 we are having our first annual "UCVM Student Wellness Weekend," which will take place at Heritage Park. This event is being organized by a group of ten students, and it is the first of what we hope will become an annual event at UCVM. The goals of this weekend are to strengthen the relationships between students across different years, rejuvenate students in the middle of the first semester back at school, learn about techniques for maintaining a happy and healthy career, and further develop leadership skills. Students have been making a real effort to gather sponsorship, organize guest speakers, develop leadership and team building activities, and fundraise for this event. It is going to be a wonderful weekend for students, and I look forward to sharing the outcomes of our first "UCVM Student Wellness Weekend."

Students are also focused on the forthcoming annual SCVMA Student Symposium, which is taking place at UCVM January 20-21, 2017. Students are excited about this great opportunity to showcase our wonderful school and are busy organizing fun and exciting social events, wet labs, lectures, tours and demonstrations for visiting veterinary students from across Canada.

As well as the school-wide events, there are certain activities that take place in each school year. The first years are, of course, preparing for their first round of midterms and their infamous first OSCE (which they will all pass with flying colours, I'm sure!). Second years are looking forward to their "Outbreak Investigation Week." This is a week-long course in which students work in several large groups to tackle a simulated disease outbreak. The third years are preparing for the onset of their Integrated Research Project (IRP). The subject of this project is equine reproduction, so students are working intently to refresh themselves on this topic and are mastering their reproductive palpation skills. Finally, the fourth year students are still working hard out on their rotations in the Distributed Veterinary Learning Community. In late September the fourth year students returned to campus to present interesting cases to all of the veterinary students and faculty. This was the first time rounds had been presented on campus and not via online streaming, and it was definitely a successful day that was enjoyed by all.

There are many other activities happening at UCVM this winter, including our annual Foosball Tournament, Horse Health Day (which is an equine club event), the UCVM Alumni Hockey Tournament, and the DVLC Leadership Weekend. Additionally, there are various sports teams, including soccer, hockey and volleyball, that are playing throughout the semester. There is certainly no shortage of opportunities for students to be involved in the UCVM community.

I hope everyone has a wonderful holiday season, and I look forward to giving you an update from UCVM in 2017.



Ms. Amelia Whitelaw

UCVM Class of 2017
ABVMA Student Representative
2016/2017



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE

2016 CANWEST VETERINARY CONFERENCE



The 2016 CanWest Veterinary Conference was held October 15 – 18, 2016 at the stunning Fairmont Banff Springs Hotel. **997 participants** attended the conference over three days. The 2016 program offered an extensive roster of speakers from across North America speaking on a wide variety of topics.

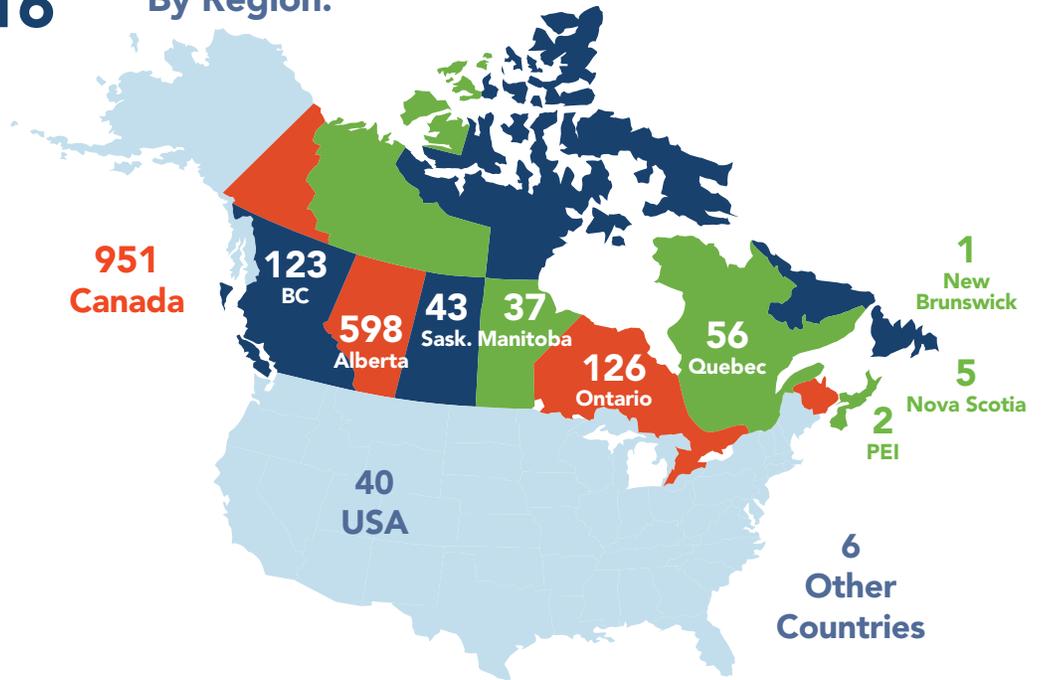
SOME CONFERENCE HIGHLIGHTS INCLUDED:

- four successful pre-conference wet labs were held on Friday, October 14 in partnership with the University of Calgary, Faculty of Veterinary Medicine
- the Alberta Association of Animal Health Technologists (AAAHT) hosted their annual CE session and Annual General Meeting
- the CVMA hosted a breakfast meeting with ABVMA Council on Sunday, October 16
- the Western Assembly of Veterinary Associations hosted a meeting on Sunday, October 16
- the Western College of Veterinary Medicine (WCVM) hosted an alumni reception event on Sunday evening
- the CanWest Shiny hockey game was a great success and featured a silent auction in support of Tails of Help for the second year in a row



CanWest 2016 Attendance Numbers

By Region:



By Registration Type:

- 335** Veterinarians
- 155** Veterinary Technologists
- 41** Students
- 33** Speakers
- 202** Industry Representatives
- 16** Practice Staff
- 34** Others

By Session:

Companion Animal Program:

- 218** Sunday: Track 1
- 44** Sunday: Track 2
- 218** Monday
- 221** Tuesday

Vet Team Program:

- 67** Sunday
- 31** Monday
- 36** Tuesday

Food Animal Program:

- 51** Sunday
- 46** Monday
- 61** Tuesday

Veterinary Technologist Program:

- 74** Sunday
- 69** Monday

Equine Program:

- 30** Sunday: Equine Breakfast Topic
- 47** Sunday
- 47** Monday
- 34** Tuesday



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THANK YOU TO DR. CATHY KERR for coordinating the shinny hockey game that took place on Sunday, October 16, 2016. Congratulations on raising approximately \$6,000 from the silent auction for Tails of Help. Thank you to our sponsors:

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ANNUAL CANWEST SHINNY HOCKEY GAME

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2ND STAR

3RD STAR

Winners

CONGRATULATIONS TO A NUMBER OF PRIZE WINNERS:

- Dr. Richard Wood - Sunday Daily Cash Prize Winner of \$1000
- Dr. Heather Pineo - Monday Daily Cash Prize Winner of \$1000
- Ms. Helene Neale and Ms. Melissa Aspenlieder – Winners of Welcome Prize Reception Draws
- Dr. Stefanie Hilker – Winner of the \$3,000 Travel Voucher in the Passport to Prizes Draw
- Ms. Tracey Ruzicka – Winner of a Full Single Delegate Registration Package for the 2017 CanWest Veterinary Conference

Alberta Student's Veterinary Career Takes Flight



Ms. Alice Liboiron



SASKATOON, SK. — THANKS TO

her father's allergies to cats and dogs, Alice Liboiron grew up with an unconventional array of family pets that may have sparked her enduring interest in wildlife — particularly birds.

"I was only allowed small caged animals, so we kept finches, guinea pigs, hamsters, anoles, salamanders and mice," says Liboiron. "Before the existence of rescue societies like the Calgary Wildlife Rehabilitation Society (CWRS), it was also common for us to raise one or two wild songbirds every year after they'd fallen out of their nests in our yard."

Although animals were a huge part of Liboiron's young life, she didn't consider a career in veterinary medicine until she was 21 and working at an administrative job in her hometown of Calgary, AB.

That's when Liboiron realized that she'd never truly enjoy a career unless it involved animals. After that moment of clarity, she began taking classes to upgrade her math and science skills — her first step toward a veterinary career.

Once she became a full-time student, Liboiron signed up for research jobs to help pay the bills and provide experience with ecological and wildlife sciences.

"One of my research mentors was an ornithologist, and many of the classes that I took and projects that I developed with her had a strong focus on wildlife monitoring, particularly of passerine species," she says.

Liboiron joined a research team that designed wildlife monitoring applications. She was one of the prime testers for the applications and went on to design a monitoring application called Birdbox — a system for monitoring bluebird trails using a Geographic Information System (GIS).

She also participated in research aimed at increasing citizen engagement with natural areas by using GIS applications to create maps that would help direct trail development and would be useful for assessing the ecosystem health of Calgary's urban natural areas.

Liboiron was inspired by those experiences along with her volunteer work for the CWRS and for other agencies aimed at wildlife conservation and environmental education. She resolved to make wildlife medicine, ecosystem health and stewardship an important focus in her career.

Now that she's a first-year student in the four-year Doctor of Veterinary Medicine (DVM) program, Liboiron is a step closer to achieving her goals. She and her 77 classmates received an official welcome to the WCVM and to the veterinary profession on Friday, Sept. 23, during a White Coat Ceremony in Saskatoon, SK.

Liboiron is grateful for her background experiences that have given her a well-rounded understanding of the factors that affect humans and animals, whether they're in a bonded, companion relationship or separated by a fence in a park.

"The concept of One Health is one that I understand quite well because I've worked with scientists, veterinarians, wildlife advocates and pet owners," she says. "All of these groups of people contribute to the interactions between human health, animal welfare and robust environments."

Once she completes her degree, Liboiron is hoping to become involved in work at the University of Saskatchewan's Facility for Applied Avian Research. She would also like to continue working with groups such as the CWRS.

"I'd like to practise medicine that can contribute to healthier, intact ecosystems either through wildlife care or research that could impact management practices or public health."

Class of 2020

Welcome to the UCVM Class of 2020

ON SEPTEMBER 1, 2016, the UCVM Class of 2020 was welcomed into the profession during a White Coat and Stethoscope Ceremony hosted by the Canadian and Alberta Veterinary Medical Associations (CVMA and ABVMA).

Mr. Nurmukhammet Atabayev
Ms. Jenna Brandon
Ms. Julia Case
Ms. Megan Dick
Ms. Alexandra Dooley
Ms Brenna Forde
Ms. Evany Forrest
Ms Kirsten Frayne
Ms. Jennifer Girard
Ms. Jill Girgulis
Ms. Andrea Gohm
Mr. Jordan Greenfield
Ms. Sarah Haefliger

Ms. Olivia Hee
Ms. Stacey Henderson
Mr. Brendan Hilgartner
Ms. Emma Jerome-Smith
Ms. Amanda Kuzyk
Ms. Justine Maybee
Mr. Ryan Morgan
Ms. Cheyenne Nadbrzezna
Mr. Jesse Pawlak
Ms. Rae-Leigh Pederzoli
Ms. Hannah Pope
Ms. Jillian Rankin
Ms. Rebecca Ricard
Ms. Elizabeth Riddett
Ms. Naomi Robak
Ms. Olivia Schmitz
Ms. Marian Trudeau
Ms. Lauren Vankuppeveld
Ms. Erica Ward
Ms. Joanne Yi



Alberta-based students and their hometowns, WCVM Class of 2020



Hailey Basler, Calgary
Marina Matthies, Calgary
Mila Bassil, Edmonton
Tessa Maysenholder, Calgary
Gillian Davies, Calgary
Erin Murphy, Edmonton
Tiarra Friskie, Edmonton
Seanna Pashulka, St. Paul
Maren Goos, Sherwood Park
Nicole Sereda, Calgary
Justin Greep, Lethbridge
Marguerite Speelman, Calgary
Alyson Guy, Calgary
Cassandra Van Engelen, Ardrossan
Allison Hay, Calgary
Alyssa Walthers, Calgary
Justin Hodgson, Wetaskiwin
Alexandra Warren, Calgary
Alice Liboiron, Calgary
Morgan Wiese, Ponoka
William Lilloco, Peace River
Emily Zhang, Calgary



Linda Glasier, RVT, BEd, MEd
President, Alberta Association of
Animal Health Technologists



**Staying informed,
inspired, and connected!
Strategic planning for
our future!**

TIME SURE DOES FLY BY especially when you are busy and having fun! The current AAAHT Board and Committees are winding down their whirlwind year and would like to thank those who participated in the AGM CE event at CanWest with Drs. Mark Joffe and Danny Joffe, as well as the Board and Committee members themselves who volunteered for the events and the Meet and Greet in the trade fair area.

A lot was accomplished this year, with a team of dedicated AAAHT Board and Committee members working hard to review and update our strategic plan. We made some adjustments to the goals of the strategic plan and organized how we would continue moving forward. We continue to enhance our professional visibility with the launch of our new logo, promotional banners and website. We are currently finalizing an information poster for clinics and hospitals as well as videos focusing on both what the AAAHT does as well as showcasing the various RVT roles in practice and industry. We continue to use Facebook, Instagram and Tech Connect to connect with our members on a regular basis.

Two highly notable events occurred this year. The tragic wildfires in Fort McMurray saw the veterinary community come together to help people and animals alike. The last report was well over 1100 animals were checked in, examined and reunited with their owners. The other significant event was the tabling and amendment of the *Veterinary Profession Act*. On Tuesday, May 10, 2016, Bill 13, the Veterinary Profession Amendment Act, was tabled for first reading in the Alberta Legislature. Representatives from ABVMA Council and the AAAHT Board of Directors were present for the reading. This amendment has now passed and will enable

technologists to participate and vote on the ABVMAs governing council and disciplinary committees to ensure that veterinarians and technologists comply with the highest professional standards

The AAAHT also participated in:

- The 2016 ABVMA Leadership Weekend
- Supporting activities of the Communications and Continuing Education Committees and their various events
 - The Horse Breeders Conference in Red Deer
 - The NACA Dog Show in Edmonton
 - The AVC Conference in Calgary
 - Meow Mania in Edmonton
 - CE Sessions: Exotics, Rehabilitation, Behaviour, Dentistry, Zoonoses
- Edmonton and Calgary Registration Days
- CanWest Meet and Greet Social

As this year draws to an end, please join me in extending a very heartfelt thank you to these individuals for their hard work and commitment over the past years of service with the AAAHT:

- Vanessa George, Past President 2009-2016, (Newsletter Editor, CE Liaison, Communications Liaison, Secretary, Vice President, President, Past President)
- Tracey Ruzicka, Secretary 2015-2016, Communications Board Liaison 2014, Communications Committee 2013
- Sujata Clark, Director at Large 2016, Board Liaison Communications Committee 2015, Chair Communications Committee 2014, Communications Committee 2013
- Penny Isaak, Communications Committee 2015-2016
- Alana Gomez, Communications Committee 2015-2016
- Vanessa George, Communications Committee 2013-2016
- Nicole Olivier, Communications Committee 2013-2016

CONTINUED ON NEXT PAGE



2016 AAAHT Board of Directors:

Back Row (Left to Right)

Dr. Kim Romanufa,
Ms. Ivana Novosel,
Ms. Karen Lesnick,
Ms. Andree-Ann Thivierge,
Ms. Theresa McDermott,
Ms. Karen Melnyk,
Ms. Erin Livingstone

Front Row (left to right)

Ms. Nicole Olivier,
Ms. Vanessa George,
Ms. Linda Glasier,
Ms. Tracey Ruzicka

Missing from Photo

Ms. Penny Steffen,
Ms. Sujata Clark,
Ms. Erin Young

- Alice Boshier, Communications Committee (appointed March 2016)
- Connie Varnhagen, CE Committee 2013-2016

The current Board members and I also would like to welcome new members to our committees and Board. With these remarkable volunteers, I know that 2017 is shaping up to be an incredible year!

I would also like to extend my sincere thanks to the AAAHT Board, committees and especially to our new Administrative Assistant, Ms. Vanessa George. At times, family commitments prevented me from being on top of things and Vanessa helped me to keep activities moving forward. I would also like to thank Lucille Landals, our developmental contractor for the Administrative Assistant position for her hard work and dedication these past few years as well as her many dedicated years as a volunteer for the AAAHT. In conclusion, it gives me great pleasure to welcome Erin Livingstone, your 2017 AAAHT President. She is an experienced AAAHT volunteer and brings her industry experience to the Board. She will also continue to maintain her representation role for the AAAHT Board and members on the ABVMA Council.

Happy holidays to you and your family and cheers to a bright 2017!

Lakeland Link

LAKELAND COLLEGE IS EXCITED to welcome another intake of 42 eager students to our AHT program. It is always fun to watch them gain confidence as they learn to use those new stethoscopes they so proudly own! Second years have quickly stepped back into the swing of things as they have jumped right into their surgery, dentistry, radiology, and laboratory procedures labs — putting into practice all that theory they studied last year. Second years are excited to be attending the SAVT conference in November with everyone already registered for the Epidural/Paravertebral and Laboratory Animal Handling wet labs.

We have a few changes in our teaching program this year. We would like to welcome Dr. Pam Barmentloo, who comes to us with several years experience in mixed animal practice. Dr. Barmentloo has come on board to fill the vacancy left by Dr. Terri Rowat

who over the past 27 years filled many roles ranging from AHT instructor and program head to being the Chair and Dean of the Ag Sciences Department. We wish Terri well in her retirement.

Program head, Dr. Robyn Rodgers, also has a busy year ahead of her. She has elected to teach part time and remain as program head while she pursues a post-grad diploma in One Health through Edinburgh University

Amy Cusack, RVT, will be teaching part time this year as well with Tracy Allen, RVT, filling in for her Ed Lab Tech duties.

This past May we were fortunate to be able to host the WCAHVTE Meeting. This is always a great two days of collaboration and camaraderie amongst all the western Canadian AHT programs and we came away newly invigorated with lots of ideas to incorporate into our curriculum.



Greetings from Olds College

AND WE'RE BACK! WITH A NEW GROUP OF FIRST YEAR

AHTs, VMRs, and VTAs, and welcoming back the second year AHTs; Olds College Animal Sciences are very thrilled to begin this new academic year. The newest addition to our college curriculum is VMR Online program; for more details please see our website www.oldscollege.ca. Olds College is also excited to welcome in dogs and cats from surrounding rescues and shelters in the Olds area to participate in animal care education, diagnostic labs and surgical demos.

Speaking of animal care, after last year's success with the subject, our AHT teachers have brought back Dr. Sophia Yin's Low Stress Handling techniques for instruction to the students for a second year.

The second year AHTs and select VMR and VTA students attended the CanWest Veterinary Conference in October and could not have been more excited to participate in this amazing weekend and take advantage of the many networking opportunities. In terms of Animal Health Club and fundraising for next year's conference, we welcome our new executives and thank them for their time and dedication to the college. We trust that they will be bringing many new exciting fundraising ideas and events to the table!

Here's to the start of a great year!

Submitted by: Lauren Stefaniuk, 2nd year AHT student



NAIT

I LOVE THE BUZZ IN THE AIR WHEN SCHOOL STARTS

BACK UP! Students are excited to learn and eager to share summer experiences; the energy is truly contagious. This fall at NAIT is particularly exciting with the grand opening of the new Centre for Applied Technology (CAT) building. This state-of-the-art building includes classrooms that foster interactive learning and collaboration as well as the School of Health and Life Sciences Simulation Centre. We are looking forward to the experiences our students will gain from their time spent there.

NAIT has been doing some restructuring and with it came our name change.

The School of Health is now the School of Health and Life Sciences. Congratulations to Nichole Boutilier who was the successful candidate to receive the position of Chair of the Veterinary Medical Assistant (VMA) program. This is a new position and it is designed to insure quality course development and delivery.

In keeping with the theme of change, the Animal Clinic radiology room has been upgraded. Over the summer the new AGFA DR Imaging system was installed and staff took part in training. This new system will allow our students to learn hands on digital and has the added benefit of viewing images in multiple locations. The 2016/17 school year is looking to be shiny and new.



Communications Committee

OUR COMMUNICATIONS COMMITTEE has been busy attending events to help educate individuals in and out of our profession on the AAAHT.

On September 17, 2016, we were invited to host a booth at the Animal Medical Centre's open house in Edmonton. The open house was a success and we would like to thank this wonderful facility for allowing us to be part of it.

We also had the opportunity to host a booth at Meow Mania, an event in Edmonton by the Edmonton Cat Fancier's Club. It was a fantastic day where we were able to socialize and network with many people, allowing us the opportunity to discuss our association with everyone that stopped by our booth. We look forward to attending in years to come.



AHTs get Rehabilitation Tips from One of Their Own

THE AAAHT CE COMMITTEE put on a Rehabilitation workshop with Penny Radostits in two locations. The Edmonton session was held at WDDC on September 24 and had 11 participants join Penny for an interactive hands on lab. The Calgary location was held at the CARE Center and hosted 18 members. Penny did a great job and she said that participants stayed late to ask more questions. She was very pleased with their interest and enthusiasm. Although the locations could have hosted 40 participants, the ones that attended came away with a great deal of information and ideas of how to do a better job of helping patients.



Press the "PAUSE" Button

ANOTHER IMPORTANT SKILL TO ADD to your communication toolbox is the thoughtful insertion of a pause into your conversation. While it sounds like a simple thing to do, we tend to have an inherent discomfort with periods of silence in our interactions. While you are likely using brief pauses already as part of your normal speech pattern to mark changes in topics and during your examination of your patient, there are additional uses of the pause that can enrich your message and strengthen the rapport with your clients and colleagues.

At the most basic level, a pause acts like the punctuation on a page of written text to create interest and give the listener clues as to when a thought or paragraph ends and the next one begins. Here are additional applications of a pause to enhance your communication:

1. Pause when you want to divide up a lengthy explanation or long list of instructions into manageable chunks for the listener. After presenting a piece of information, pause briefly to allow the listener to catch up with your thoughts. During the pause, check the non-verbal cues of the listener to gauge the reaction to your information so that you can respond appropriately with additional information, questions or assurances.
2. Gain comfort with brief pauses during your conversation as this can help to eliminate filler words such as "um", "er" or "ah" that tend to suggest a lack of preparation or knowledge. An intentional pause gives you time to think before speaking and enables you to formulate a more confident message.
3. In an emotional situation like a euthanasia appointment, silence is often preferable. Resist the urge to fill the silence with words. Non-verbal cues such as gently stroking the deceased pet or offering a box of tissues to the client can be equally effective to convey your compassion and care.
4. Be sure to pause after asking a question. Give your listener time to think about their answer instead of jumping in with more verbal prompts. While it can seem like an eternity, a three to five second pause enables the listener to reflect on your question and relate it to their world. This allows for greater information sharing and clarification of points at a more understandable and comfortable pace. Asking a question and not allowing enough time for an answer creates anxiety, frustration and may shut down further information sharing by your client.
5. Pause and listen to the full response from the listener without interruption. This is not only respectful, it also signals that you value their comments and are taking their concerns seriously. Pausing briefly after listening to the complete response indicates that you are giving careful consideration to their comments. If you think there is even more that needs to be told, pause briefly after your client has answered your question because, like you, your client is often uncomfortable with silence and will quickly fill it with more thoughts and at times, deeper information.
6. When delivering a significant piece of information, especially if it is difficult news, be sure to pause for at least three to five seconds. Often, we immediately jump into the treatment plan or further explanations while the client is still trying to come to terms with your news about the condition of their pet. Share your information, pause for three to five seconds, respond to your client's reaction with an empathy statement and then continue with your conversation.
7. Pauses within a sentence can emphasize your point much like an exclamation point. Try pausing immediately before and after your key word or phrase. Example: "What will make the most significant difference to Muffin's recovery (pause) is your careful monitoring of her wound (pause)."

So how long and how often should I pause? This will depend on your own speech pattern. Initially, take note of your natural tendency to pause or not during your conversations. Look for opportunities to try one new strategic use of a pause and start



Jayne Takahashi DVM, MBA
Communication Leads

"The right word may be effective, but no word was ever as effective as a rightly timed pause."
(Mark Twain)

with three seconds (which will likely feel like 30 seconds). As with every communication skill, you need to adapt your approach to the social style of your listener and to be aware of the reaction that the listener has to your communication style. Inserting too many pauses in a conversation with an action-focused individual who prefers to move things along will only create frustration. If you are uncomfortable initially with the silence of a pause, you can use utterances like "hmmm" or "I see", however, I encourage you to work towards the silent pause that allows your listener to absorb your information and formulate their thoughts without distraction.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Feline Environmental Needs – Sponsored by Royal Canin Canada, Online and ongoing E-Learning Module, 1 CE credit. For more information contact your Regional Sales Representative.

Inventory, A Vital Organ In Your Practice – Sponsored by CDMV, Lunch & Learns, 1.5 CE Credits. Topics include but are not limited to; Inventory data reports, Marketing Tools. To learn more or to book a session with your Strategic Advisor, call 1-800-668-2368.

DOUXO Restore the Skin Barrier, Restore Togetherness, Restore the Bond – CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVT's only. Speaker is Andrea Wasko, RVT. To register your clinic, contact your representative Andrea.

Renal Disease Diagnosis – Nutrition to Treat CKD – Nutritional Solutions – Royal Canin Canada. Online and ongoing 3 CE Modules; 1 CE credit available per module completed. For more information contact your Technical Sales Representative.

Veterinary Nutritional Advocate Program – Hill's Pet Nutrition Canada. Online and ongoing CE Module; 15 CE credits available for completing all three levels. Topics include; basic nutrition, wellness nutrition, therapeutic nutrition. For more information and to register, visit: www.vna.hillsvet.ca

Canine Infectious Respiratory Disease Complex (CIRDC) An Overview/ What's New - Results of a Canadian Pathogen Study – Merck Animal Health – Online and Ongoing video presentation. 1 Hour CE Credit. Danny Joffe, DVM,

Dip, ABVP (Canine/Feline Specialty)
This two-part video presentation reviews data from a new peer-reviewed Canadian pathogen-prevalence study and current best practices regarding the approach to CIRDC. Log in to view this two-part presentation at: www.vetlearningchannel.ca

Veterinary Technologist correspondence courses for CE credits – University of Guelph Ridgetown. Several courses including Medical Emergencies, Advanced Anesthesia and Surgical Pain Management Techniques, Small Animal Behaviour, Introduction to Small Animal Dentistry, Canine and Feline Nutrition, Pharmacology. Visit: http://www.ridgetownc.uoguelph.ca/bdt/docs/vt_correspondence.pdf for more detail.

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.

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 practice 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 2017 – Online continuing education for practicing 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 companion animal RACE approved courses starting in February 2017: Canine and Feline Endocrinology; Dermatology; Emergency Medicine; Veterinary Clinical Reproduction. Courses also starting in July 2017 (enrolments are now open): Canine and



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Continuing Education Opportunities

Feline Neurology; Ophthalmology; Orthopedic Surgery. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

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

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

The Social Side of Practice: Module 1: Veterinary Wellness - Debbie Stoewen, DVM, MSW, RSW, PHD. This unique, fully accredited veterinary continuing professional development program reflects our commitment to you, your practice and the profession. It's designed to help you and your team do what you do even better by providing insight, guidance and strategies on

the non-medical aspects of practice so you can offer the very best to your patients, clients and each other. Choose from Lunch & Learns or Interactive Workshop Formats offered on the following topics: Facilitating Euthanasia Conversations, Compassion Fatigue - What it is, What it isn't and What can be Done, Compassion Satisfaction – Flourishing in Practice, and This is Your Life – Let's Talk About It. For more information and to register please call 1-800-700-3391, or e-mail care@petsplusus.com. Sponsored by Pets Plus Us.

Feline Pain Management webinar. Please see <http://elancofelinece.ca> for more info and to register. 1.5 CE credits.

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 (approved for 1 hr ABVMA CE): How Ticks are bringing business opportunities to your clinic's doorstep – Scott Stevenson, DVM. Register at <http://w.on24.com/r.htm?e=959345&xs=1&k=9B7FF3F163EA CA534D2FAA949AC3474F>

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 2016

November 9, 2016 – Radiology – 1.5 Hours ABVMA CE Credits – Tim Spotswood, BVSc, MMedVet (Diag Im), Diplomate of the European College of Veterinary Diagnostic Imaging, C.A.R.E. Centre. Sponsored by CAVM & CARE. Location Lben Theatre, Health Sciences Centre, University of Calgary. For more info and to register visit: www.cavm.ab.ca/ce_calendar.html or email: info@cavm.ab.ca

November 14, 2016 – Practice Management – Nuts 'n Bolts – 6 Hours ABVMA CE Credits – Darren Osborne, MA, OVMA Director of Economic Research. Topics to be covered: What do Clients Want?, Accounting, Budgeting, Wellness Plans and the Top 20 Metrics for Maintaining Your Bottom Line. Open to all WDDC members. Location: WDDC facility, 17611-109A Ave. Edmonton, AB. Sponsored by WDDC. For more information and to register email mSERVICE@wddc.com

November 15, 2016 – Practice Management – Nuts 'n Bolts – 6 Hours ABVMA CE Credits – Darren Osborne, MA, OVMA Director of Economic Research. Topics to be covered: What do Clients Want?, Accounting, Budgeting, Wellness Plans and the Top 20 Metrics for Maintaining Your Bottom Line. Open to all WDDC members. Location: Hampton Inn Calgary Airport, 2000, 2021-100 Ave NE. Calgary, AB. Sponsored by WDDC. For more information and to register email mSERVICE@wddc.com

November 17, 2016 – How Well Do You Know Your Practice: – 2 Hours ABVMA CE Credits – Bruce Baker President of HR ALL-IN, Mitch Cammidge Vice President-Business Strategic Services with HR ALL-IN. Do you know how to grow your business, how to find and keep the right people, how much time you are spending in your business, on your business and for your business? Location; Edmonton Clinic Health Academy (Room TBA). Sponsored by UofA Faculty of Medicine and Dentistry. For more info and/or to register, visit: <http://www.dentistry.ualberta.ca/ContinuingDentalEducation.aspx>



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Continuing Education Opportunities

November 19 & 20, 2016 – Conditions of the Stifle & Orthozip – 11.5 Hours ABVMA CE Credits – Audrey Remedios DVM, MVetSc, DACVS. This 2 day combination lecture and wet lab will cover the management of common conditions of the hind limb such as traditional cruciate repair, including Orthozip and stabilization of Medial Patellar luxation. Location is: The City of Calgary Animal Services, 2201 Portland St SE. Calgary, AB. Sponsored by SCIL Animal Care Company. For more info and/or to register, visit: www.scilvet.com

November 20, 2016 – Wet-lab: Healing Hands; Basic Hands-on Rehabilitation Techniques – 3 Hours ABVMA CE Credits – Sandy Valverde DVM, CRPP & Rehab Associates. Location TBA, NAIT Main Campus, Edmonton AB. First Session runs 9 am-12:15pm & Second Session runs 1-4:15pm. Sessions are the same. Registration deadline October 28, 2016. Put on by EASAV, sponsored by Rayne Clinical Nutrition & Vetoquinol. For more info and/or to register, visit: www.edmontonvetinfo.com

DECEMBER 2016

December 1, 2016 – Sudden Onset Blindness – 2 Hours ABVMA CE Credits – Penelope Wooff DVM. Location: Shaw Theatre, NAIT Main Campus. Time: 7-9:00 pm, Registration at 6:30 pm. Registration deadline November 25, 2016. Put on by EASAV, sponsored by Ethicon. For more info and/or to register visit: www.edmontonvetinfo.com

December 8, 2016 – Business and Practice Management – 2 Hours ABVMA CE Credits – Henry Doyle, President and Owner of Al Heaps & Associates Inc. Sponsored by the University of Alberta Faculty of Dentistry. Seminar focuses on practice evaluation & sales. Location is the Edmonton Clinic Health Academy – Room TBA. For more info and/or to register, visit: www.dentistry.ualberta.ca/CDE

December 11, 2016 – Dermatology – 6 Hours ABVMA CE Credits – Anthony Yu, BSc. DVM, MS, ACVD. University of Guelph Veterinary Dermatology, Guelph Veterinary Specialty Hospital. Sponsored by CAVM, Mars PetCare and Merck Animal Health. Location Theatre 4 and HMRB Atrium, Health Sciences Centre, University of Calgary. For more info and to register visit: www.cavm.ab.ca/ce_calendar.html or email: info@cavm.ab.ca

MAY 2017

May 15, 2017 – Technical Large Animal Emergency Rescue - Awareness Level Workshop – 6 Hours ABVMA Credits – Rebecca Gimenez, BS, PhD. (animal physiology), is the primary instructor and President of Technical Large Animal Emergency Rescue. Her first book, Technical Large Animal Emergency Rescue, was published in 2008. She is an internationally sought instructor in technical rescue techniques, procedures, and methodologies, and she has published numerous critiques, articles and journal submissions on horse safety, technical large animal rescue and horse handling issues. This condensed one day course takes place at Olds College from 8:30am-4:30pm. Sponsored by Alberta Farm Animal Care. For more info and to register, contact Kristen Hall at: kristen@afac.ab.ca

May 16 to 18, 2017 – Technical Large Animal Emergency Rescue Workshop – Operations Level – 22 Hours ABVMA CE Credits – Rebecca Gimenez, BS, PhD. (animal physiology), is the primary instructor and President of Technical Large Animal Emergency Rescue. Her first book, Technical Large Animal Emergency Rescue, was published in 2008. She is an internationally sought instructor in technical rescue techniques, procedures, and methodologies, and she has published numerous critiques, articles and journal submissions on horse safety, technical large animal rescue and horse handling issues. This three day course takes place at Olds College from 8:30am-4:30pm. Sponsored by Alberta Farm Animal Care. For more info and to register, contact Kristen Hall at: kristen@afac.ab.ca

VETERINARIAN REQUIRED

GULL LAKE VETERINARY SERVICES, a large animal practice located in central Alberta, is seeking a full time veterinarian. We are a 4 veterinarian practice within close proximity to Red Deer, Lacombe, Ponoka, and Sylvan Lake. Our workload consists of 70% dairy, 25% cow/calf and 5% small ruminant and equine. We are a growing, progressive practice providing both individual animal and herd based medicine with an emphasis on consultative and preventative medicine. The clinic is equipped with an in-house milk lab, numerous ultrasounds, and a new bovine handling facility. We offer competitive wages, CE allowance, professional dues, a fully equipped ambulatory vehicle, and shared on-call duties with after-hours fees going to the veterinarian on call. Please submit resume or for more information please contact us. Contact: Dr. Laverne Seib or Dr. Dennis Klugkist, Gull Lake Veterinary Services Ltd., RR#3 Site 3 Box 12, Lacombe, Alberta T4L 2N3 Ph. (403) 782-0354 Fax: (403) 782-0355: email: clinic@gulllakevet.com Website: www.gulllakevet.com

COUNTRY HILLS VETERINARY CLINIC is hiring a fulltime Veterinarian (35-40 hours/week) to join their team in a unique, collaborative environment where medicine and pets come first. As our ideal Candidate, you have, a valid Doctor of Veterinary Medicine (DVM) degree, enabling practice in Canada. Strong leadership skills combined with a positive team player attitude. Excellent diagnostic and surgical skills. Exemplary customer service that builds loyalty and trust with your clients. Strong organizational skills which allow you to stay focused. As member clinic of Associate Veterinary Clinics, we can offer: Career growth opportunities to hold key leadership positions. CE opportunities and generous CE Allowance with access to annual AVC conferences, seminars. Networking and knowledge exchange with other veterinarians within our practices. A commitment to give back through initiatives such as Paw it Forward and Pet Pantry. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Please email your resume. Email: avccareers@associatevets.com

WE ARE ACCEPTING APPLICATIONS for a small animal veterinarian to join our team. By providing our veterinarians with state of the art tools, in-house diagnostic capabilities, and a great support team, we are able to offer our patients the gold-standard in veterinary care at our AAHA accredited practice. Our veterinarians work approximately 14-16 shifts (12 hour) per month. Compensation is very competitive and includes an hourly wage in addition to production bonuses, medical benefits

and CE. A signing bonus of \$5,000-\$10,000 (some conditions apply) is offered! Take a virtual tour at www.24hracc.ca We look forward to hearing from YOU! Email: 24hrhr@accesscomm.ca

TABER PET CLINIC IS LOOKING FOR a third veterinarian to join our small animal practice. We are comprised of a fun, supportive and established staff, looking for another team player. We have an excellent clientele, with a constant variety of small animal cases – perfect experience for a new grad or experienced veterinarian. We are located in Taber, a commutable drive from Lethbridge. The clinic is recently renovated and expanded, with in-house laboratory equipment. We are equipped with dental station, digital dental x-ray, ultrasound, digital x-ray, endoscopy, Avimark. We offer competitive wages, with CE and uniform allowance, group health and dental benefits as well for the successful candidate, a signing bonus and relocation assistance if needed! To apply, or for more information, please contact Dr. Lima. Email: taberpetchin@gmail.com Website: www.taberpetchin.ca

NANAIMO VETERINARY HOSPITAL requires another full-time veterinarian to join our happy team. We enjoy a bright and efficient hospital environment, with lots of equipment to work with. This is a two-DVM practice, open Monday to Friday, no on-call duties. We love living here – you can buy a nice house for \$400K, and the weather's the best in Canada. Generous wages, plus five paid days CE. Contact: Dr. Brett Hayward, Nanaimo Veterinary Hospital, 4508 Wellington Road, Nanaimo, British Columbia V9T 2H3; Ph. (250) 758-3985; Fax: (250) 758-8207; Email: brett.hayward@shaw.ca Website: <http://www.nanamiovet.com>

LANGLEY ANIMAL CLINIC IS LOOKING for a large animal (dairy) veterinarian. We are a busy, mixed animal practice with more than 30 staff members. Our practice growth has been dramatic and we have openings for full time or part time veterinarians. Candidates should be proficient at rectal palpation and ultrasonic reproductive examinations of dairy cattle. For highly enthusiastic and capable, but less experienced, individuals we offer on the job training (including ET with embryo biopsy and sex determination and dairy nutrition ration balancing). Remuneration will be commensurate with experience and we are willing to pay a handsome premium for highly suitable candidates. For more information on our practice, please visit our website at www.langleyanimalclinic.ca Interested candidates should contact us by email at: sandramcdonald@telus.net

WE ARE A WELL-ESTABLISHED

growing small animal practice looking to hire a new veterinarian. TO JOIN OUR 2 VETERINARIAN-TEAM: Experience with orthopedic and soft tissue surgeries is preferred, but new grads are welcomed too. This is a great opportunity for an individual looking for flexible P/T OR F/T hours. Our clinic is a full service practice including Conventional and LASER surgery, LASER therapy, Full Dental unit, Digital x-rays and in house lab. FULL PACKAGE payment including extending health care and dental, CE, ABVMA dues, bonuses, and staff discount. We pay competitive wages. Please email your resume to m.summersidevet@gmail.com Website: <http://www.summersidevet.com>

CARSTAIRS VETERINARY SERVICES

is looking for the right veterinarian to support a temporary small animal position. Our clinic is open Monday thru Saturday, 8:00 am to 6:00 pm. The hours and days are flexible. Communication and people skills are a huge asset. Please forward resumes and enquiries by email. Email: tompicherack@gmail.com Website: www.carstairsveterinaryclinic.com

AURORA VETERINARY CLINIC, situated in Fort McMurray, Alberta is currently seeking a qualified and enthusiastic Veterinarian to join our team. Fort McMurray is located within the beautiful boreal forest of northern Alberta. It is a vibrant family-oriented community with many opportunities. The clinic is fully-equipped, computerized and modern, including a MyLab50 ultrasound machine, Premium Vet CCR digital radiography machine, Patient Advisor and other anesthetic monitoring equipment and the complete Idexx in-house laboratory station. We offer competitive wages and we provide a full benefits package. The clinic is located in scenic Wood Buffalo Village. For more information please visit our website at www.auroravetclinic.ca Phone, fax or email. Ph. (780) 715-1127 Fax: (780) 715-1126 E-mail: info@auroravetclinic.ca

**WANTED EMERGENCY

VETERINARIANS** Animal Emergency Hospital in Red Deer, AB has an opportunity for veterinarians to join our wonderful team of experienced doctors, highly skilled technicians and support staff. Our emergency hospital is open Monday to Friday from 5:30pm until 8:00am, and all weekends and holidays. Animal Emergency Hospital provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. We are looking to add additional veterinarians to our team to work casual shifts at AEH. We offer a blend of a base salary with a percentage of production. Red Deer is a city conveniently located 1½ hours north of Calgary and 1½ hours south of Edmonton. If interested please contact Dr. Dagmar Schouten

Classified Ads

by email, phone or fax. Ph. (403) 347-3277 Fax: (403) 346-9925 E-mail: dschouten72@gmail.com or hospital@animalemergencyhospital.ca Website: www.animalemergencyhospital.ca

ANIMAL EMERGENCY HOSPITAL IN

Red Deer, AB has an opportunity for an emergency veterinarian to join our team. Animal Emergency Hospital provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta, and shares the building with Cedarwood Veterinary Hospital, a day practice. We are a well-established Veterinary Hospital group that constantly strives for excellence in pet health care, is very well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon as well as General Practitioner Veterinarians with advanced training in small animal surgery, canine reproduction, dermatology and rehabilitation. We would like to add an Emergency Veterinarian to our Animal Emergency Team. New graduates are welcome to apply! If you are interested, please contact Dr. Dagmar Schouten by email, fax or phone. Ph. (403) 347-2676 Fax: (403) 346-9925 E-mail: dschouten72@gmail.com or rpalmer@cedarwoodvet.ca Website: <http://www.animalemergencyhospital.ca>

FULL-TIME MIXED PRACTITIONER

position for January 2017 (one year maternity position with the potential to become permanent.) We are looking for an enthusiastic veterinarian who is looking to further their career in rural practice. Must be efficient and value high quality medicine while developing strong client bonds in a fun and supportive team environment. We allow and encourage our employees to pursue their interests and develop specialties. We offer competitive salary (based on experience) and many staff benefits. Please send resumes or direct inquiries to Holly Trytten. Ph. (306) 946-3657 Fax: (306) 946-3605 E-mail: watrousanimalhospital@gmail.com www.watrousanimalhospital.com

A FULL-TIME VETERINARIAN IS WANTED

for a rural large/small animal practice in Leader, Saskatchewan, Canada. The clinic is owned by five Rural Municipalities and is operated by the Leader Vet. Services District Board and is located 1 1/2 hours from Swift Current, Medicine Hat and Cypress Hills Provincial Park. Leader is a friendly town of 900 people, offering K-12 school, a hospital, care home, ambulance services and plenty of recreational activities such as skating and curling rinks, 9 hole grass green golf course, swimming pool, nature trails, the Great Sandhills and beautiful South Saskatchewan River with fishing, hunting and sightseeing. Send Resume to Leader Veterinary Services District by email or Contact Tim. Ph. (306) 628-3800 Email: rm231@sasktel.net

LOOKING FOR A POSITION A LITTLE

less than full-time in the Edmonton Area? Morinville Vet Clinic is seeking an experienced veterinarian to join their very busy team. 20-24 hours a week available, preferably on Thursday, Friday Saturday but we can be flexible with scheduling. We are a small animal practice that takes pride in offering our clients the best in service and our patients the very highest standards of medical care. The successful candidate will value the importance of building great client relationships, in turn, we will supply a competitive salary and the opportunity to earn a production bonus. Email: elyse@morinvillevet.com Website: www.morinvillevet.com

WESTHILLS VETERINARY CLINIC,

located in southwest Calgary, is seeking to fill a full time veterinary position within our dynamic and expanding primary care small animal clinic. We are a client and patient focused practice, with client communication, internal medicine, oral health, and soft tissue surgery interests. We have a wonderful team of experienced staff, including 5 RVTs. The successful candidate must be enthusiastic, compassionate, a team player, and eligible for full Alberta licensure. Small animal experience of 3 to 5 years is an asset. Remuneration is competitive, with a generous CE component. There is no overnight or emergency call. If you are looking for a fulfilling long term position, please email your cover letter and resume to Human Resources at whvc1995@gmail.com

PART-TIME VETERINARIAN REQUIRED

for well-established AAHA-accredited small animal practice in Grande Prairie to join three veterinarians working a combination of full and part-time hours. An ideal regional center in which to practice a wide variety of medicine and surgery, the city offers a busy airport, regional college, regional hospital, large aquatic center, new library and art gallery, minutes away from skiing and other outdoor pursuits. Well-equipped; full Idexx lab, digital radiography, digital dental radiography, both surgical and therapeutic laser, some flexibility in work hours, paid CE and AVMA dues, basic health and dental plan, competitive salary, sharing of emergencies (with compensation), strong mentoring with an experienced team. Successful applicant must be a highly effective communicator and eligible for full licensure in Alberta. Check out our website at www.grandeprairieanimalhosp.com Clinic: (780) 532-4638 Home: (780) 539-3273 Fax: (780) 538-4522 Email: davecook@telusplanet.net

CALGARY NORTH VETERINARY Hospital & 24 Hour Emergency Service is now hiring for a Doctor of Veterinary Medicine to lead one of our two overnight teams. Are you ready for an opportunity to gain mentorship from a

tremendously talented group of 18 experienced doctors? Are you a team player who wants to grow in your career, while opening up an opportunity to align yourself for future daytime roles? If you've answered yes, we want you! We're offering the right candidate a competitive salary, great in-house training, a large CE allowance and extended medical and dental benefits. Please forward your cover letter and resume to Dr. Jonathan Leicht at leichtj@cnvet.com Email: avccareers@associatevets.com

CAPITAL CITY ANIMAL HOSPITAL & 24

Hour Emergency Service in Edmonton offers an in-house laboratory, state of the art monitoring equipment, ultrasound, endoscopy and professional staff. We are looking for a full time Veterinarian to share their passion for providing excellent pet health care with us. Our hospital offers a challenging, quick-paced, work environment where team work and high quality care is at the heart of what we do. As a member of Associate Veterinary Clinics, we can offer career growth and opportunities, generous CE allowances, and annual AVC conferences. We invest in new technologies, advanced diagnostics, and modern facilities. We have a commitment of giving back to the community. Our team based approach to veterinary medicine to enable our teams to flourish. Join Us! Our mission is Helping People Make Pets Lives Better! Come join us for a culture of professional development, freedom to practice, compassionate care and an exceptional client experience. Please forward your cover letter and resume to Ruth Siddoway, Regional Operations Director. E-mail: siddowayr@associatevets.com

FEEDLOT VETERINARIAN REQUIRED

immediately for large progressive consulting practice in southern Alberta (Picture Butte) with 2 other veterinarians. Work includes herd health consulting, emergencies, regulatory work and research in both cattle and sheep. Office, vehicle, equipment, phone, and CE provided. Wages competitive and based on experience and expertise. Must be physically fit, speak and write English, and have a valid passport and driver's license. Must be eligible for Canadian and ABVMA veterinary license, CFIA accreditation and AAFRD Meat Inspection licensures. Close to Lethbridge with all the amenities including good housing, university, college, airport and mountains for recreation. Contact Dr. Joyce Van Donkersgoed, Alberta Beef Health Solutions. Please submit resume with 3 references by email. Email: joyce@abhs.ca or donkersg@telus.net Alberta Beef Health Solutions, PO Box 307, Picture Butte, AB T0K 1V0 Ph. (403) 894-8997 Fax: (403) 732-4069

OTTEWELL ANIMAL CLINIC LOCATED IN East Edmonton is seeking a F/T or P/T Veterinarian to join our caring, dedicated and enthusiastic team. We are a well-established

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clinic that has recently moved into a new location, providing room to expand our team. The Ottewell Animal Clinic is a progressive small animal practice that is equipped with a full Idexx in house lab, digital radiography and dental equipment. Current areas of interest include dermatology and exotics, but we welcome new avenues of medicine or surgery. We offer a competitive salary commensurate with experience and benefits which include health/dental, paid CE, paid dues, staff discounts and quarterly profit sharing. If you think we might be a good fit, please email your resume to tshewchuk.ottewell@shawbiz.ca
Website: www.ottewellanimalclinic.com

OUR EDMONTON-BASED SMALL ANIMAL house call practice is looking for a 3rd veterinarian to join our team. Are you a great vet who enjoys spending time with pets and their people? We want to meet you! We offer great work-life balance and competitive compensation. Send resumes to wellnesshomevet@gmail.com

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 Xray, dental Xray, ultrasound, full orthopedic 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, dues paid and much more. Great mentor experience as well. 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 by fax: (780) 963-3633
E-mail: spvet@telusplanet.net

OUR VETERINARY HOSPITAL GROUP consisting of two Veterinary Hospitals has an opportunity for an experienced Veterinarian to join our team in Red Deer. We are a well-established group that constantly strives for excellence in pet health care, is very well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon, and several General Practitioner Veterinarians with special interest in small animal surgery, canine reproduction, dermatology, ultrasound and rehabilitation. We would like to add a veterinarian who has an interest in ultrasound, emergency medicine or small animal reproduction. Cedarwood Veterinary Hospital is a successful day practice, while Animal Emergency Hospital is located in

the same building as Cedarwood Veterinary Hospital and provides after hours and emergency veterinary care for most Veterinary Hospitals in Central Alberta. Red Deer is located in Central Alberta, midway between the major cities of Edmonton and Calgary. It is Alberta's third largest city, with many amenities of the big cities with a small town feel. If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten by email, phone or fax. Ph. (403) 347-2676, Fax: (403) 346-9925
Email: dschouten72@gmail.com
Website: www.cedarwoodvet.ca

LANGLEY ANIMAL CLINIC IS LOOKING for a large animal (dairy) veterinarian. We are a busy, mixed animal practice with more than 30 staff members. Our practice growth has been dramatic and we have openings for full time or part time veterinarians. Candidates should be proficient at rectal palpation and ultrasonic reproductive examinations of dairy cattle. For highly enthusiastic and capable, but less experienced, individuals we offer on the job training (including ET with embryo biopsy and sex determination and dairy nutrition ration balancing). Remuneration will be commensurate with experience and we are willing to pay a handsome premium for highly suitable candidates. For more information on our practice, please visit our website: www.langleyanimalclinic.ca

WE ARE LOOKING FOR AN ENTHUSIASTIC veterinarian who values high quality medicine, strong client bonds, and working in a fun, friendly and supportive team environment. Outlook Veterinary Clinic is a mixed animal practice located in Outlook, SK, 85 km from Saskatoon, and serves the Lake Diefenbaker region. Duties of the associate can be adjusted according to their expertise and desires. The newly expanded clinic furnishes many modern equipment and technologies.
Email: ovc@sasktel.net

ARE YOU LOOKING FOR A DEDICATED, professional, fun and passionate team to work with? Are you interested in sharing your skillset, learning more and mentoring others? Why not share your passion and enthusiasm at 17th Avenue Animal Hospital? We are looking for a full time experienced Veterinarian to join us in a friendly environment where pets and medicine come first! We are a long established practice in Calgary, Alberta equipped with the technology to provide the best medical, dental and surgical care Monday through Saturday. Our dedicated team consists of 10 professional staff members including (2) other Veterinarians to support you. We are located in the bustling revitalized Beltline area that offers a vibrant lifestyle. It's perfect for those who enjoy outdoor activities in the city or mountains and the community night life. As a member clinic of Associate Veterinary

clinics, we offer a generous CE allowance, a competitive salary based on production and group benefits package. Join us for a culture of professional development, freedom to practice, compassionate care and an exceptional client experience. Email: Jodene.Mills@vca.com

BOW VALLEY VETERINARY CLINIC IN Brooks, Alberta is seeking an out going full time associate to join our team. This is primarily a companion animal position, with the potential opportunity to do mixed animal practice if desired. If you are passionate about veterinary medicine and enjoy having fun at work, then this may be the position for you! The clinic is a 9600 square foot wonderfully designed hospital with a superb support staff. We offer above average compensation, membership dues, a comprehensive health and disability package, and paid CE and vacation time. We are devoted to client and patient care and are looking for someone who shares these values and an enthusiasm for veterinary medicine. It is essential that the individual we are looking for has great communication skills which can help us maintain our positive team environment.
Email: candy@bowvalleyvet.ca

ARE YOU LOOKING FOR FLEXIBILITY to set your own work hours and have variety in your work with a small animal veterinary practice? Would you like to build meaningful relationships based on respect and understanding with not only your clients and their pets but also with your team? Do you enjoy interacting with people and their pets and have a natural ability to put all at ease? This may be the position for you! This Calgary mobile veterinary practice is seeking a veterinarian to join our 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 environment. We offer competitive compensation, education and other benefits. All inquiries will be kept strictly confidential. We want to hear from you! Check out our website and Facebook page to find out what makes us unique. Email: drdekens@dekensvet.ca
Website: www.denkensvet.ca

START YOUR CAREER IN THE SUNNIEST city in Canada, Medicine Hat, Alberta. Nominated 2016 Small Business of the Year, our practice is filled with a team of awesome vets and staff who deliver high quality, cutting edge medicine in a friendly and caring environment. We're no longer bursting at the seams in our newly renovated practice and we need you to pitch in the same caring way we live by and help continue our expansion. No corporate factory-we build our team with competent and bright people who can grow with us. You're invited! Full benefits and great pay. Oh, if you're an experienced vet looking for a new situation, you're welcome too! You'll be amazed at how

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smoothly we run!

Email: tammy.duggan@cypressviewvet.ca

Website: www.cypressviewvet.ca

ELIZABETH STREET PET HOSPITAL SEEKS

a full time or part time veterinarian for our well-established, busy, primary care facility. Elizabeth Street is a full service primary care clinic featuring in-house blood work, pharmacy, x-ray, ultrasound, excellent RVT support staff and much more. Candidates need to provide excellent client service, high quality veterinary medicine, and compassionate care to our clients and patients. We are a close knit group, love to laugh & have fun while providing exceptional care to our patients. You will be joining two other veterinarians that collaborate and cooperate. For recent graduate veterinarians, we are happy to provide mentoring as well as share a 'second opinion' on aspects of a complicated case. Elizabeth Street provides competitive wages, benefits, professional fees and CE allowance. We are located in beautiful Okotoks, Alberta which is a short drive away from Calgary. Email: aht@vetokotoks.ca

PRIME VET CORPORATION IS LOOKING

for a FT small animal DVM to join our forward thinking AAHA accredited veterinary operations in Edmonton. Prime Vet Corporation operates 4 clinics in Edmonton, Edmonton South Animal Hospital, Lakeview Animal Hospital, Mercy Animal Hospital and Terra Losa Animal Clinic and we are growing quickly! If you are a self-starter, eager to learn new skills and are passionate about patient and client care we need you. We offer flexible schedules, a fast paced environment, full benefits and RRSP package. We are a young vibrant group so if you are looking for a challenge as well as an emphasis on teamwork and continuing education we may be the group for you!

Email: lisa.r@primevetcorporation.com

LIVESTOCK VETERINARY SERVICES

and Coaldale Pet Clinic are looking for a full-time mixed animal veterinarian to join our team. We are a busy 2-clinic, 6 veterinarian practice comprised of 40% small animal, 50% dairy and 10% cow/calf. We are equipped with an Idexx lab suite, digital xray, dental xray and provide a fully stocked vehicle for large animal ambulatory work. We offer competitive wages, CE allowance, benefits package, professional dues and 1 in 6 weekend large animal only on-call rotation.

Email: mwallace_dvm@yahoo.ca

THE CREMONA VETERINARY CLINIC

is looking for a fully licensed, FT or PT mixed animal veterinarian that would enjoy working in a bit of a slower paced clinic where they can provide a great level of communication and service to a friendly client base. The owner wishes to spend a bit more time with her family, but intends to provide friendship, support, and mentorship where needed. This clinic is located 50min NW of Calgary just off Hwy 22, and our caseload is 80% companion animal, with our 20% large animal made up of cow-calf, equine, and small ruminants. On-call is shared between four area clinics. Would prefer a vet with at least a year of mixed animal clinical experience, but will consider new grads as well. This is a fun place to work, where you will experience a huge amount of variety, and will also be introduced to something called a "lunch break". Quality of life is important here for my patients, clients, and my staff. Please email resumes.

Email: heather@cremonavet.com

WESTERN VETERINARY SPECIALIST

and Emergency Centre is seeking a Board Certified Veterinary Cardiologist to join our small animal specialty, referral and 24-hour emergency practice in Calgary, Alberta. Founded in 2001, we are dedicated to serving the needs of veterinarians and pet owners, offering state-of-the-art specialty and emergency veterinary services at one of the largest, most comprehensive facilities of its kind in Canada. Our team includes specialists in Critical Care, Ophthalmology, Oncology, Nutrition, Radiology, Surgery, Internal Medicine and Anesthesia, along with 24-hour emergency care and rehabilitation services. Our hospital culture fosters teamwork and camaraderie that naturally leads to delivering exceptional care to our patients, and service to our clients, referring veterinarians and our community. The hospital is well equipped with digital radiography, ultrasound, endoscopy, fluoroscopy, CT scanner, linear accelerator, mechanical ventilator, a complete on-site diagnostic laboratory and monitoring equipment. The ideal candidate must possess a positive and collegial personality, strong communication skills, and enjoy interacting with other specialists and emergency doctors. We offer competitive compensation along with a generous benefits package including continuing education and provincial licensure.

Email: cgaviller@westernvet.ca

AGRIFARM HEALTH CENTRE, LOCATED

in beautiful Okotoks, AB is seeking 2 full time Veterinarians to join our mobile large animal clinic. We are seeking reliable, enthusiastic and self-motivated individuals who want to work with bovine and equine clients. We have state of the art equipment (Digital Radiograph, Bovine Reproductive Ultrasound, Equine Ultrasound, Endoscope, and truck with Bowie box). We are located in a fantastic office and have amazing staff. Our clientele consists of new and very loyal.

We offer competitive salary, CE & uniform allowance, and so much more. We would love to hear from you. Email: jgodwin@agrifarm.ca

WEIR VETERINARY SERVICES IS SEEKING

a full-time mixed-animal practitioner to join our team. We are in need of an energetic, enthusiastic individual who works well in a team environment and who is passionate about veterinary-client relationships. We are a 7 veterinarian practice with plenty of support staff. The practice is 60% companion animal, and 40% large animal. We take pride in providing both in-clinic and on-farm services and have a fully equipped small animal hospital. We have experienced staff willing to help a newer graduate. Remuneration will depend on motivation, experience and commitment.

Email: infojobs81@gmail.com

Website: www.weirvet.com

WESTERN COLLEGE OF VETERINARY

Medicine Graduate Training in the Department of Veterinary Pathology, The Department of Veterinary Pathology at the Western College of Veterinary Medicine invites applications from academically qualified veterinarians for graduate study in anatomic, clinical, poultry, or wildlife pathology. The Department offers two different 3 year MSc programs, a traditional research based program and a new program designed to teach students diagnostic skills in addition to a research component. Diagnostic training may be in anatomic pathology with an emphasis in domestic animals, wildlife or poultry and in diagnostic clinical pathology. PhD degrees are also available. Scholarship support, beginning at approximately \$33,000 per year, is available on a competitive basis to veterinarians who are Canadian citizens. The application deadline is December 1, 2016 for receipt of all application documents. Programs begin August 15, 2017. Individuals wishing to apply should contact: Dr. Elemir Simko, Graduate Chair, Department of Veterinary Pathology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 5B4 E-mail: elemir.simko@usask.ca (Graduate chair) or angela.turner@usask.ca (Program Coordinator) Website: www.usask.ca/wcvm/graduate_programs/pathology/application_procedures.php

ASSOCIATE VET REQUIRED FOR A BUSY

Mixed Animal Clinic. Bellis Veterinary Services is looking for a full time mixed animal practitioner. We are located in a small friendly community between Smoky Lake and Vilna in the Lakeland District, 1.5 hours northeast of Edmonton. There will be sharing of on call emergency duties in our practice that has been built on over 20 years of quality service with excellent support staff. Our clinic offers in house lab, small animal dental unit, x-ray, large animal ultra sound, equine power float etc. A true mixed

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animal practice of 40% beef cattle, 50% small animal and 10% equine.

Email: bvsruss@telus.net

BOW VALLEY GENETICS LTD. IS LOOKING

for a passionate and energetic veterinarian to join our growing reproductive practice. We provide bovine embryo transfer and in vitro fertilization services and have an export qualified semen collection center. No prior experience is necessary but would be a benefit. All training is provided on the job. Responsibilities would include palpations, embryo collections, searching freezing and transferring of embryos, managing donor health, and performing dominant follicle reductions and oocyte recoveries by ultrasound. On the sire side responsibilities would include health testing and management of health records, and the collection of bulls. There would also be involvement with research trials. We have an excellent support team who love their jobs and are committed to client service. We are located near Brooks, AB just 1.5 hrs. from Calgary, Lethbridge and Medicine Hat. If you enjoy working with great people and cattle from the top breeders in Canada and like the challenge of being on the forefront of reproductive technology this is the place for you. Applicants must be eligible for full ABVMA licensure. Email: embryos@bowvalleygenetics.com

MONTROSE PET CLINIC AT BEAUMONT

is looking for an experienced small animal veterinarian. It is a well-staffed, well-equipped clinic with lot of growth potential. We treat our veterinarian with respect and support their professional development. We offer industry standard pay, Paid licensing fees and CE allowances. Email: montrosetpet@gmail.com

FEEDLOT VETERINARIAN REQUIRED

immediately for large progressive consulting practice in southern Alberta (Picture Butte) with 2 other veterinarians. Work includes herd health consulting, emergencies, regulatory work, and research in both cattle/sheep. Post-graduate degree an asset. Office, vehicle, equipment, phone, and CE provided. Wages competitive and based on experience and expertise. Must be physically fit, speak and write English, and have a valid passport and driver's license. Must be eligible for Canadian and ABVMA veterinary license, CFIA accreditation and AAFRD meat inspection licensures. Close to Lethbridge with all the amenities including good housing, university, college, airport, and mountains for recreation. Email: donkersg@telus.net

LOCUM AVAILABLE

EXPERIENCED SMALL ANIMAL

VETERINARIAN available for locum or part time work. Available at short notice. Efficient in spay and neuter and other routine surgical and clinical cases. Trained in canine rehabilitation. Please contact by phone or email. Email: drgrkvet@yahoo.ca

RVT REQUIRED

VETS TO GO IS HIRING AN EXPERIENCED

RVT in Calgary! The Client Service Tech helps clients get info about their pet's health, is the main medical problem-solver, and helps the public get info about services & schedules appointments. Must be able to work evenings/weekends & have strong knowledge of computers. Competitive compensation package plus we offer various fringe benefits and extras. Read the full job description at <http://vetstogo.com/client-services/> and apply via email.

SAVE — SOUTHERN ALBERTA

Veterinary Emergency is seeking an energetic and enthusiastic veterinary technician for full time hours including some weekends and overnights. We offer competitive wages, medical/dental benefits, uniform allowance and CE allowance. SAVE is a new emergency/urgent care animal hospital located in beautiful Okotoks, just 15 minutes outside of Calgary. Featuring the most up to date technology with our in-house laboratory, in-house pharmacy, digital radiographs, ultrasound, surgery suite, isolation unit, and full canine reproduction facilities by appointment or referral. As part of our team you will be involved with providing quality emergency medicine which includes (but is not limited to) patient care, hospitalization, isolation, prep and patient monitoring during surgery, lab work, radiography, client education and administering medications. Please forward your resume and cover letter to Dr. Amber via Email: admin@saveveterinary.com or Fax: (403) 995-1419 Website: www.saveveterinary.com

ALBANY VETERINARY CLINIC IS

looking for a motivated, enthusiastic full time RVT, to provide great patient care and customer service. The appropriate candidate will possess excellent communication skills, and be able to work in a fast paced environment. We offer attractive wages, wonderful staff discounts, paid dues, health benefits, CE and scrub allowance. Please email your resume to cecilia@albanyvet.ca

PANORAMA HILLS ANIMAL HOSPITAL

is expanding and opening up a new facility in NE Calgary, dealing 80% with dogs. We are looking for an experienced RVT to join our

growing family, accepting both full time and part time positions to work at one or both facilities. Applicant must be able to work alone and also as a team member. Position will offer 2-3 days of surgery, laser therapy experience, client education and routine medical care. Wage pending on experience level, and includes 50% health care plan, RVT dues, uniform allowance, CE and pet discounts. Email: panohillvet@shaw.ca Website: www.laservetcalgary.ca

STURGEON ANIMAL HOSPITAL IS

looking for a fun, laid back individual that also wants to challenge themselves in a growing, well-equipped practice. Email: sturgeonvet@yahoo.ca Website: www.sturgeonanimalhospital.ca

BAYER REQUIRES VETERINARY

technologist for remote sales representative. This individual must be bilingual. This is a remote role that can be performed by candidates located in any province. Click here for complete posting. To apply, please send resume and cover letter by email. Email: shannon.cavanagh@bayer.com

BC'S OKANAGAN VALLEY IS WORLD

renowned for beaches, local food, skiing and wine. Come find your balanced lifestyle in our holistic Kelowna clinic! Follow the link to learn more... Website: www.pandosyvet.com/blogs/news/wanted-cheerful-efficient-vet-tech

OXFORD ANIMAL HOSPITAL ARE

looking for an enthusiastic RVT who believes in providing high quality customer service and animal care for immediate hiring. We are a fun loving team working in a well-equipped clinic located north of Edmonton. We offer competitive wages, paid dues, CE, uniform, previous experience is a bonus, new graduate welcome. Email: conact@oxfordanimalvet.com Website: www.oxfordanimalvet.com

THE TOP DOG STORE IN CALGARY

(www.thetopdogstore.com) is seeking an experienced AHT to actively manage our comprehensive puppy pediatric care program. Working under the supervision of our consulting veterinarian and the store's managing partner, the successful applicant will ensure that The Top Dog Store's animal husbandry protocols are maintained at the highest levels for the optimum health and happiness of the puppies in our care. Competitive wage based on experience. Schedule expectation Tuesday to Saturday daytime, with some flexibility, 36 to 40 hours per week. Please submit resume to thetopdogstore@gmail.com Website: www.thetopdogstore.com

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BLUERIDGE-COVE ANIMAL HOSPITAL in beautiful North Vancouver is hiring a full time RVT to join our team-based hospital. We provide complete pet care and boarding facilities. We are looking for a compassionate and motivated RVT to join our team. The successful candidate will have excellent client service skills, strong interpersonal and communications skills and a compassionate nature. If you are a reliable team player who is enthusiastic to learn and grow in your profession and thrives in a fast paced environment, we are interested in hearing from you. Applicants may be a registered RVT or experienced, non-registered RVT. Previous experience in a veterinary clinic is required. New Grads are welcome! This shift schedule averages 32 - 40 hours per week with flexibility required to work days, evenings and weekends. We offer competitive wages to commensurate with experience, continuing education opportunities, health & dental benefits, uniform allowance and a positive, unique work environment. Interested candidates please submit resume and cover letter to Paula Mendoza at mendozaap@associatevets.com

HORIZON VETERINARY GROUP IS HIRING an energetic full time Registered Veterinary Technologist in a hybrid role to join our dedicated teams where medicine and pets come first! This position also includes Client Care Specialist shifts which will rotate between our (4) four clinics - Forest Lawn Veterinary Hospital, Marlborough Veterinary Hospital, McKenzie Towne Animal clinic and Riverbend Animal Clinic. This RVT position is (40 hours per week) and the shift schedule is rotating vacation coverage between all of our clinics for both roles. As our ideal candidate you will have: Experience providing excellent customer service and making a good first impression. Strong communication and interpersonal skills to build trusting relationships. Ability to work well with others. Motivation to develop your knowledge and skills and become an "A" team player. Flexibility to cover both roles. Here's what you can expect from us: Professional development through annual AVC conferences and annual CE allowances. Industry leading customer service training through AVC's Client Experience Program. A commitment to giving back to the community. We also offer competitive wages, group benefits and pet and veterinary discounts. Email: avccareers@associatevets.com

MONTEREY VETERINARY CLINIC located in NE Calgary is looking Full Time RVT. We are well-established small animal practice, Tuesday to Friday with rotating Saturdays. We offer competitive wages commensurate with experience, benefits and uniform allowance. Please send your resume to Dr. Andriy Prykhodko by email: savet88@hotmail.com or myveterinaryclinic@shaw.ca Website: www.montereyvetclinic.ca

SANGUDO VETERINARY CLINIC IS looking for a full time registered veterinary technologist to join our mixed small and large animal clinic. We are a one veterinarian and one RVT clinic with support staff. CE dues paid and health benefits. Sangudo is a rural small town 140 km northwest of Edmonton. Please contact Michele at (780) 305-3542. Email: sangudovet@gmail.com Website: www.sangudoveterinaryclinic.com

MAYFIELD VETERINARY HOSPITAL IN Edmonton is recruiting a Registered Veterinary Technologist to join our team! We are looking for an energetic, confident and positive individual who is interested in sharing their passion for veterinary medicine with us. This is a temporary full time position averaging 40 hours per week anticipated to end December 31, 2016. The successful candidate will be an AHT/RVT and be registered with, or eligible to register with the AAAHT. Avimark experience is an asset. Come join us! As a member of Associate Veterinary Clinics, we are also actively involved in giving back to the communities in which we operate through participation in a number of charitable programs and initiatives! We are committed to helping our teams grow their skills and flourish by offering exclusive access to trade shows, in-house speakers and seminars at our Annual AVC conferences. To top it all, we reward high performing team members! Our technologists have the opportunity to progress into roles as Team Leads, Practice Administrators and Regional Directors. Come join us! Please forward a copy of your resume and cover letter or LinkedIn profile to Lyndsay Laing at lilaing@mayfieldvet.ab.ca

CAPITAL CITY ANIMAL HOSPITAL IN Edmonton is hiring a full time Registered Veterinary Technologist with superior client service focus, excellent communication and interpersonal skills. We are looking for a candidate who enjoys a fast paced, collaborative and dynamic environment in a progressive primary care and emergency hospital. You will be utilizing your current skills and will have the ability to develop and acquire new advanced skills. Our new team member is adaptable, compassionate, confident and enthusiastic. Come join us if you are passionate about what you do!

This position is 40 hours per week on a 24 hour rotation. As a member clinic of Associate Veterinary Clinics, we offer excellent continuing education opportunities, including seminars, and annual regional AVC conferences. Our staff also receives competitive wages and discounted veterinary services and pet food. Come join us Helping People Make Pets' Lives Better! Interested applicants, please send your resume and cover letters to Ruth Siddoway at siddowayr@associatevets.com

THE PET HOSPITAL (A DIVISION OF Leduc Veterinary Hospital) requires a full time RVT to join our team. The successful candidate will be enthusiastic and outgoing with a strong work ethic and excellent client/team skills. We are a well-established and fully equipped companion animal practice in a new facility located 10 minutes south of Edmonton in Leduc. We offer a competitive remuneration package which includes uniform allowance, health/dental benefits, and health spending account, CE allowance, paid dues, pet insurance and pet health spending account. Please send resume and cover letter to Dana Somers at info@thepethospital.ca Website: www.thepethospital.ca

ARE YOU INTERESTED IN MOVING TO the heart of the Rockies? The Bow River Veterinary Centre is looking for another registered technologist to join our team. We offer a competitive salary, CE and benefits. Live where other people go to vacation! Minutes away from world class skiing, camping hiking and biking. Modern clinic equipped with ultrasound, digital radiography and digital dental radiography. Varied case load. Interest in dentistry is an asset. New graduates welcome. Interested candidates please apply to John at john.williamson@gmail.com or john.dvm@gmail.com

EDGEMONT VETERINARY CLINIC IS looking for a full time, registered vet tech to join our awesome, progressive, expanding team. Must be focused on exceptional patient and client care, be able to work at a fast pace and have great communication skills. We are a full service small animal clinic with all the modern toys available to enhance your day's work, also offering alternate therapies. Excellent CE opportunities, remuneration based on experience, health benefits and uniform allowance. Position available due to current tech going to work with large animals. Please send your resume in confidence to Kerrie at admin@edgemontvet.ca

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PONOKA VETERINARY CLINIC IS A progressive mixed animal practice located in Central, Alberta. We are looking for a full-time Registered Veterinary Technician to complement our dynamic team. Equipment includes digital x-ray, equine and bovine ultrasound, in-house lab, SA dental unit, equine power float. Ponoka is a vibrant town with a strong sense of community. Amenities include close proximity to Edmonton/Red Deer, aquatic complex, arena, agricultural and rodeo facilities, beautiful parks and golf courses. We are offering competitive wages, professional dues, CE and uniform allowance. If you have a professional attitude, good communication skills, are self-motivated and enjoy a wide variety of daily experiences, then this is the place for you. Please call, fax or email your resume.
Ph. (403) 783-4348
Fax: (403) 783-5166
E-mail: info@ponokaveterinaryclinic.ca

TEAMS AT FEEDLOT HEALTH Management Services in Okotoks provide health and production services to beef feedlots in Canada and internationally. We have an opening for a RVT, in a position that supports our consultants. Field work includes digital necropsies, pick-ups and deliveries, and assistance with research trials. Office work includes regulatory duties, special projects and data monitoring/reporting. We will train you as needed, and opportunities for learning never stop coming. Equipment, truck, competitive wages, CE, AHT dues, boot allowance, etc. provided. Please send cover letter and resume to Dr. Kent Fenton by email if interested.
Email: kentf@feedlothealth.com
Website: www.feedlothealth.com

PLEASE SKIP THIS AD IF YOU DON'T have a sense of humor and aren't fun to work with. The Rimbey Veterinary Clinic is seeking a Full Time Permanent RVT to start sometime in December 16 or January 17. We are a mixed animal clinic but >80% small animal. Very progressive clinic with too many toys to list for anesthetic monitoring and digital radiography. We offer a fantastic fun work environment with lots of orthopedic surgery and dentistry. We offer above average salary and multiple benefit programs. Contact Ian or Grady, by phone or email: Ph. (403) 843-2234
Email: rimvet@telusplanet.net
Website: www.rimbeyvet.ca

WE'RE LOOKING TO HIRE AN ADDITIONAL RVT. Experienced candidates are preferred, but new grads are welcomed too. Flexible P/T OR F/T hours. Our clinic is a full service practice including Conventional and LASER surgery, Full Dental unit, Digital X-rays and In-house lab. We provide a FULL PACKAGE benefit and COMPETITIVE wage. Please email your resume to m.summersidevet@gmail.com
Website: www.summersidevet.com

LANGLEY ANIMAL CLINIC IS LOOKING for Registered Veterinary Technicians. We are a busy seven day per week, large facility practice with more than 30 staff members. Our practice growth has been dramatic and we have openings for F/T and P/T technicians. Remuneration will be commensurate with experience and we are willing to pay a premium for highly suitable candidates. For more information on our practice, please visit our website.
Website: www.langleyanimalclinic.ca
Interested candidates should contact us by email at sandramcdonald@telus.net

WHITECOURT VETERINARY CLINIC IS looking to add a Fulltime Registered Veterinary Technologist for our energetic and caring team. New Grads welcome to apply. Whitecourt Veterinary Clinic is located 90 minutes northwest of Edmonton on Highway 43. We are a vibrant community which offers something for everyone; our close proximity to Edmonton makes it convenient for day trips. Our rural practice is well equipped with Digital x-ray, Surgical and Therapy Laser, dental units, in house lab and Ultrasound. We are a computer based business that is always looking to improve and expand our client care. Our perfect team member would boast being a drama-free team player, who is a great communicator, would have a quirky sense of humor and works together for an environment that supports one another. Compensation for this position would include a moving allowance, residential compensation for 3 months, highly competitive salary (experience would be considered), paid AAAHT dues, group benefits, scrub allowance just to name a few. Our clinic website is www.whitecourtvet.com
Inquiries and to learn more about the position or our clinic, please contact Charlene Sisson for more details phone or email. Ph. (780) 778-5767
Email: csisson@whitecourtvet.com
Website: www.whitecourtvet.com

DAVIS-RAIRDAN EMBRYO TRANSPLANTS requires full time AHT. We operate a full service donor and recipient care facility near Crossfield, AB. Position will involve assisting vets both in clinic and in a mobile lab on client's farms in AB, SK and Man. If you have good communication skills, an interest in cattle and want to be part of a great team, this could be for you. Complete training is provided. Excellent salary and benefits. Email or fax resumes.
Fax: (403) 946-5093
E-mail: embryos@davis-rairdan.com
Website: www.davis-rairdan.com

ARE YOU LOOKING FOR THE RIGHT FIT? Would you like to be a part of a highly functional team who has fun while providing great patient care and superb customer service? Companion Veterinary Clinic in South Edmonton is looking for a part-time Registered Veterinary Technologist to join our team. We are busy, but organized and enjoy a wonderful, friendly clientele who are always appreciative of our service. You'll enjoy competitive pay, uniform allowance and CE allowance. Please email jessica@companionvet.ca with subject line RVT Resume. Please visit our website.
Website: www.companionvet.ca

STONY PLAIN VETERINARY CLINIC IS A progressive small animal hospital located minutes from Edmonton. We are looking for an outgoing full time or part time Registered Veterinary Technician to join our team. Hospital is well equipped with digital Xray and dental Xray, SA dental unit, ultrasound, in house lab (just upgraded to the best available) and busy surgery suite. Stony Plain is a friendly community and the clinic has exceptional clientele. We are offering above average wages, professional dues, uniform allowance, benefit package, CE and opportunities for advancement. New grads are welcome. If you enjoy a wide variety of daily experiences this is the place for you. Please forward your resume to Dr. Wawryk by email or fax. Fax: (780) 963-3633
E-mail: spvet@telusplanet.net

WE ARE CURRENTLY LOOKING FOR A motivated, enthusiastic full time RVT. We are a mixed practice located in Barrhead, AB, approx. 1 hour NW of Edmonton. New clinic in 2015, in house blood machines, ultrasound, digital x-ray including dentistry, acupuncture & chiropractic services. Generous benefit package including health, dental & CE. If you enjoy a wide range of experiences, chance of advancement then look no further. Please fax or e-mail resume & cover letter,
ATTN: Lisa Fax: (780) 674-2157
E-mail: barnovet@telus.net
Website: www.barnnorthvet.com

Classified Ads

VETEMERG VETERINARY EMERGENCY

and Referral Hospital is looking for RVT's and VMA's to join our ever growing family and become a part of our great team. We look to continue in providing high quality patient care and excellent client relations. Our brand new state of the art 24hr facility includes in house diagnostics, ultrasonography, cardiology, rehabilitation and many more. The appropriate candidate will possess excellent communication skills, be able to multi-task, be a team player, and be able to work in a fast paced environment. Please forward resume to Isabel Chavez: Email: headtech@vetemerg.com Website: www.vetemerg.com

TABER PET CLINIC IS SEEKING A

motivated, enthusiastic RVT to join our team. 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, ultrasound 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. E-mail: taberpetclinic@gmail.com Website: www.taberpetclinic.ca

WESTERN VETERINARY SPECIALIST

and Emergency Center is looking for a registered RVT to join their team. The applicant will enjoy working in a busy, fast paced emergency and specialist practice and will be an integral part of a team of emergency doctors, board certified specialists, technologists and support staff that work closely together to ensure the best possible care for our patients. Primary responsibilities include but are not limited to: admitting and discharging surgical patients, client patient communications, assist scheduling for surgeries, assisting in surgical procedures including orthopedics, neurosurgery, specialized imaging (CT, radiography, MRI) endoscopy, specialized surgical procedures i.e. thoracic, abdominal, oncological and ophthalmic surgeries. All tech skills will be utilized to their fullest with opportunity for growth and development in an environment which provides "in house CE" and encourages certification in chosen areas of specialty; i.e. critical care and emergency, anesthesia, internal medicine, rehab and oncology. For more details on the role please visit our website. Website: www.associatevets.com Interested candidates can send a cover letter and resume to Cathy Gaviller, General Manager at cgaviller@westernvet.ca

WEST SPRINGS VETERINARY HOSPITAL

in Calgary is a fun workplace and looking for a full time RVT. 32-40 hour/week, working on Saturdays is required. Experience is necessary. \$21.00+/hour, depending on experience as well as generous benefits package. Forward a resume to oprilova@yahoo.ca

WESTBROOK VETERINARY CLINIC,

a small animal clinic in South Edmonton is looking for a part-time/full-time Registered Veterinary Technician for our progressive practice to start in late October to mid-November. We are a well-established practice since 1976 striving to enhance the well-being of our patients through high quality medical and surgical care. We offer competitive wages and holiday pay, continuing education, uniforms and a group benefits package. Our clinic has regular hours 8:00 to 6:00 Monday to Friday and 8:00 to 12:00 on Saturdays (with the exception of holiday weekends when we are closed). Interested applicants can e-mail their resume to westjessie@telus.net or fax it to our practice at (780) 437-0577. Email: westjessie@telus.net Website: www.westbrookvet.ca

THE CALGARY ANIMAL REFERRAL AND

Emergency (C.A.R.E.) Centre is seeking a FT maternity leave contract candidate for an Oncology AHT to join our team. The successful candidate will possess excellent interpersonal skills and be compassionate with the ability to adapt to the needs of their clients who can be going through emotionally difficult situations with their pets. Excellent verbal and written communication skills are essential, as is the ability to work well within a highly functioning team. Responsibilities include (but are not limited to): client communication, starting appointments, chemotherapy administration, taking radiographs, anesthesia, collection and submission of blood and other lab samples, as well as maintaining timely and accurate patient records. The schedule for this position is Monday to Thursday from 7:30am-6pm. Applicants must be a registered AHT and be eligible for registration with AAAHT in Alberta. More details available at www.associatevets.com. In addition to on-going training and advancement opportunities, we offer competitive wages, medical/dental benefits, uniform allowance, pet discounts and a generous CE allowance. Email: goodridgek@carecentre.ca

WEST SPRINGS VETERINARY HOSPITAL

in Calgary is a fun workplace and looking for a full time RVT. 32-40 hour/week, working on Saturdays is required. Experience is necessary. \$21.00+/hour, depending on experience as well as generous benefits package. Email: oprikova@yahoo.ca

COME JOIN US! SOUTH TRAIL PET

Hospital is recruiting a full time Registered Veterinary Technologist to be part of our dedicated team of professionals! We are looking for an energetic, confident and client service oriented individual who is passionate about veterinary medicine. This position averages 28-30 hours per week with some weekends. Experience with Avimark is an asset. We offer generous CE allowances and access to trade-shows, in-house speakers and seminars at our Annual AVC conferences. We reward high performing team members and support your career goals! Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Email: Glynnis@duesouthhah.com

WESTERN VETERINARY SPECIALIST and

Emergency Center is looking for a Surgery RVT. The applicant will enjoy working in a busy, fast paced emergency and specialist practice and will be an integral part of a team of emergency doctors, board certified specialists, technologists and support staff that work closely together to ensure the best possible care for our patients. Primary Responsibilities include admitting and discharging surgical patients; client patient communications; assist scheduling for surgeries; assisting in surgical procedures including orthopedics, neurosurgery, specialized imaging, endoscopy, specialized surgical procedures (thoracic, abdominal, oncological and ophthalmic surgeries); assist with anesthetic monitoring, assessing and treating hospitalized patients requiring all levels of care from surgical orthopedics to critical ICU patients. Good communication skills are required for client admitting/discharging, invoicing, medical records and hospital team collaboration. Shift work and rotating schedules may be part of the team experience. All tech skills will be utilized to their fullest with opportunity for growth and development in an environment which provides "in house CE" and encourages certification in chosen areas of specialty (i.e.: critical care and emergency, anesthesia, internal medicine, rehab and oncology). Email: CGaviller@westernvet.ca

MEADOWBROOK ANIMAL CLINIC IS

looking for FT or PT RVT. We are a small animal clinic, proud of "family" like bond with our patients and their owners. Experience in the field is an asset. Please contact us if interested, we offer competitive wages and a great benefit package waiting for a successful candidate. Meadowbrook Animal Clinic 3903-34 St. Edmonton, AB, T6T 1L5 Email: meadowbrookanimalclini@gmail.com

Classified Ads

NORTHGATE VETERINARY HOSPITAL IS looking for a fulltime technician to cover a maternity leave. Position is Monday to Friday and starts ASAP. No experience is required, but RVT schooling must have been completed to apply. Email: ngvhosp@telus.net

FULL TIME REGISTERED VETERINARY TECHNICIAN POSITION AVAILABLE. Avalon Animal Hospital, located on the outskirts of St. John's, NL. Is looking for a RVT to join our team. We are a long established practice, and we are equipped with the technology needed to provide the best care possible – IDEXX laboratory, digital radiography, dental radiography and therapeutic laser are some examples of what we offer. We work together as a team, we have a passion for animal care and our goal is to provide our patients and clients with the highest standard of care. Personally, you will receive a competitive salary and benefits package, annual licensing fees, uniform allowance, staff discounts and continuing education. Graduation from an accredited RVT program is required. New graduates are welcome. Being the most eastern point in North America, our location is perfect for those who enjoy outdoor activities or for those who prefer the peacefulness of the ocean and scenic views; we offer the best of both worlds. Email: sandra@avalonanimalhospital.ca

WEST EDMONTON SPAY & NEUTER /Animal Hospital (Located in The Hamptons) is looking for a part-time RVT to work on every other Saturday. New grads are welcome. Email: sebastiananton555@gmail.com Website: www.westedspayneuter.com

SOUTH SIDE ANIMAL HOSPITAL IS A well-established Edmonton small animal practice looking for a highly motivated and organized individual to join us as a Registered Veterinary Technologist. If you are a team player with good communication and interpersonal skills, we would love to meet you! We are an AAHA accredited hospital that treats dogs, cats, rabbits, pocket pets, wildlife, and some poultry. Our professional team includes 3 DVMs, RVTs, Receptionists, and Veterinary Assistants working together to provide high quality care and excellent customer service in a friendly and fun working environment. This exciting position includes surgical, treatment, and reception duties. Previous experience working as a RVT is an asset. Hours of work will include up to 5 shifts per week including one to two Saturday shifts per month. Our hospital is closed evenings and holiday weekends. We offer competitive wages based on experience and our benefits package includes pet health benefits, health spending

account, continuing education allowance, paid personal days, and a uniform allowance. Check out our website www.southsidevet.ca for more details about us! Email: southsideanimalhosp@gmail.com Website: www.southsidevet.ca

VANCOUVER ANIMAL EMERGENCY and Referral Centre is looking for Rock Star Vet Techs to join our team. **WHY YOU ROCK:** You're someone who can stand the pressure of working in a fast-paced environment in sometimes highly emotional situations. Your skills allow you to anticipate the needs of your co-workers and stay on top of monitoring your patients, all while displaying confidence when taking the stage! **YOUR STAGE:** As a proud member clinic of Associate Veterinary Clinics, our hospital is dedicated in providing "Skill, Care, Knowledge and Compassion" when the pet owning public need it. **WHY WE ROCK:** Practice Administrators, Medical Directors and Regional Directors make up our hospital leadership teams and they're all dedicated to helping you rock! Want to learn more? Check out our full posting on our website. Come steal the show! Email: Employment@animalER.com

LAKELAND ANIMAL CARE GROUP, located in beautiful Lac La Biche, AB surrounded by lakes and wildlife, is a busy mixed animal practice(30% large animal,70% small animal) looking for an experienced RVT to join our 1 vet/1 T.A/1 receptionist team. If you are a positive, enthusiastic individual who possesses excellent communication / computer skills with Avimark and are looking for a new challenge – look no more! We offer routine medical services for large and small animals, ambulatory services, 24/7 emergency services, orthopedic surgeries, and dental surgeries. We have in clinic Abraxas lab equipment, digital xrays and ultrasound equipment. We encourage a friendly, flexible, team work environment that wants to utilize all your technical skills to the fullest. The candidate should be a self-motivated, long term team player with an open mind! We are open Monday-Saturday, some weekend/on call work will be required. The position will be full time and requires someone to do routine RVT duties, as well as reception and general cleaning of the clinic. We offer paid RVT dues, discounted veterinary services and CE allowance. Competitive salary commensurate with experience. (18-22\$/hr.). Email: llbvetclinic@gmail.com Website: www.laclabichevet.com

GREENBANK VETERINARY SERVICES in Edmonton is seeking a Full Time RVT to join our friendly small animal practice. The position is 40 hours a week with needed flexibility for occasional evening and Saturday shifts. The ideal candidate will be a team player, highly organized with excellent communication, customer service and technical skills. We offer competitive wages, wonderful staff discounts, paid dues, signing bonus, medical benefits and CE/scrub allowance. We are a busy full service clinic serving the area for over 20 years. Please email resumes. Email: greenbankvet@hotmail.com

LOOKING FOR A FUN AND FRIENDLY work environment? Slave Lake Veterinary Services is looking for one or two enthusiastic, outgoing Registered Veterinary Technologists. We are a growing, progressive small animal practice in Slave Lake, Alberta; a community of around 6500 people. Enjoy weekends off with lots to do – we are right on Slave Lake, well known for its beautiful sandy beaches, excellent fishing, camping, golf course and water sports. Slave Lake is 3 hours northwest of Edmonton and the Edmonton International Airport. We offer competitive wages, a signing bonus, paid continuing education, uniform allowance, AAAHT dues, medical/dental/disability group insurance plan and wellness benefit. Work hours are Monday to Friday, 8:30 am to 5:00 pm. This is a great opportunity to utilize your AHT skills working with a dynamic, supportive team. Currently we have 3 full time veterinarians, 1 part time RVT, 2 full time receptionists and 1 part time receptionist. Our clinic is well-equipped with an in-house lab, ultrasonic dental unit, digital radiography (including dental radiography) and Avimark software. New grads are welcome. Email: slvc1@telus.net

LANDING ANIMAL CLINIC IN SOUTHWEST Calgary is looking for a positive, experienced RVT to work Saturday mornings. Knowledge of Avimark software is an asset. If you are interested or would like to learn more about this position, please contact Danielle. Email: landingac.supervisor@gmail.com

Classified Ads

UTILIZE ALL YOUR TRAINING AND SKILLS

in our expanding full service companion (small and exotic) animal veterinary center in Sherwood Park, Alberta. We take pride in providing competent, compassionate, client-focused animal care; you will join our team of 28 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 RVT (will consider P/T and newer grads) with above average people skills and an enthusiasm for positive client and animal interactions. We offer above average salary compensation, flexible shifts, association dues, medical/dental plan, CE allowance, and other benefits and discounts. Have a look at our Website: www.parkveterinarycentre.com Only qualified candidates selected for interview will be contacted, starting in late August. Please email your resume. Email: vetmed11@telus.net

THE WOOD BUFFALO SMALL ANIMAL

Hospital located in beautiful Fort McMurray, Alberta is currently seeking a full time Registered Veterinary Tech to join our very busy hospital. We currently employ 7 DVM, 9 RVT and 15 support staff. Equipped with all the modern equipment including digital x-ray, digital dental x-ray, ultrasound and much more. Expansion/renovations of clinic completed two years ago. We are open 7 days a week, work 4 ten hour shifts per week. Shared emergency on call with other clinics in Fort McMurray. Competitive wages, benefits, CE and all dues paid. Email: dogs.wbsah@hotmail.ca Website: www.wbsah.com

EVANSTON PET HOSPITAL IS LOOKING

for F/T RVT to join our team. Ideal candidate will be compassionate, self-motivated, highly organized, with excellent communication skills. We place great emphasis on high quality customer service and patient care. This position averages 30-35 hours per week with some flexibility required to work for the evenings and Saturdays. We offer competitive wages commensurate with experience, excellent staff discounts, CE allowance, and dues paid. Please email your cover letter and resume Email: calgaryvet@live.ca

THE CALGARY ANIMAL REFERRAL AND

Emergency Centre (C.A.R.E.) is currently recruiting an ER RVT to join our team. The C.A.R.E. Centre is much more than an emergency clinic. We are a fully functioning referral hospital, with board certified specialists in a wide range of referral services. Our ER RVTs have extensive exposure and involvement in patient care for specialty patients, providing a rich variety of cases. The successful candidate will have a positive attitude, excellent interpersonal and communication skills, and a strong desire to provide exceptional client experience. The schedule provides great balance,

with two days on/two days off/five days on/five days off (including every other weekend off). This schedule rotates monthly between days and overnights (including an overnight premium). Flexibility is an asset but we work to promote great work/life balance. Applicants must be a registered RVT. In addition to on-going training and advancement opportunities, we offer a competitive salary, medical and dental benefits, uniform allowance, and a generous continuing education allowance.

Email: dunkleyv@carecentre.ca

AHT STUDENT REQUIRED

STONY PLAIN VETERINARY CLINIC IS

looking for an Animal Health Technology student for the current school year. We are open 6 days a week but have 2 evening shifts and Saturdays to work into your school schedule. You will be working alongside a Registered Veterinary Technologist at all times. If you want to get ahead of the steep learning curve coming your way please email or fax your resume to Natasha Fax: (780) 963-3633 E-mail: spvet@telusplanet.net

AHT STUDENT WANTED

WHITEMUD CREEK VETERINARY CLINIC

is now hiring positions for Creek Side Boarding & Daycare. This brand new facility is located on the southwest edge of the city and is scheduled to open soon. We will be filling full time and part time positions. Fulltime shifts will be from 7am-4 pm and 1pm-9pm Monday - Friday. Part time shifts will be from 7am-4pm and 1pm-9pm Saturday and Sunday. Please indicate on your application which shifts you prefer, however applicants need to be flexible as far as weekdays, holidays, evenings and weekends as this facility will be open 365 days a year. Successful candidates must have own transportation, be over 18 years of age, can lift 50 pounds, and are able to stand for long periods of time. Starting wages will be reflective of experience. Previous kennel/veterinary experience will be considered an asset. Successful applicants will be trained on our computer software as well as made familiar with the duties involved at Whitemud Creek Veterinary Clinic prior to the opening of the boarding facility. All resumes can be emailed to wvcv@telus.net or faxed to (780) 430-0002 Attention Brenda McKay.

OTHER EMPLOYMENT

CROWFOOT VETERINARY HOSPITAL

is hiring a full time Tech Assistant (40 hours per week) to join our friendly team of pet health care professionals! We are a small-animal hospital that provides the best possible medical, surgical and dental care. We're AAHA Accredited and have been approved as a Cat Friendly Practice

through AAFP. Your role will be: Assisting Veterinarians and Technicians with various tasks and treatment of pet patients. Providing compassionate care duties including feeding and walking patients. General hospital maintenance including cleaning kennel. We are looking for the right candidate who has excellent client service skills, who is compassionate and nurturing when providing care to clients and patients and who remains calm and efficient in stressful situations. Our ideal candidate will have previous veterinary experience or education. Please email your resume.

avccareers@associatevets.com

THE KILLARNEY CAT HOSPITAL IS

currently seeking a Clinic Manager who is a cat lover and understands the empathy required to serve other cat lovers. We are looking for a strong leader who can influence people to follow good policies and procedures. You must be a client service professional, who can motivate a staff to put the client first at all times and an experienced people manager, who has hired, trained, and held people accountable for their performance. You are a professional who understands the needs of the business and gets excited about growing revenues and controlling expenses. This role is about people leadership and client service rather than administration. You will lead by example and spend a minimum of 50% of your time in clinic working alongside your staff. The successful candidate will receive a competitive salary and incentive bonus, an excellent staff discount, a continuing education allowance, a health benefits package and most of all the opportunity to go to work each day knowing that you are making a difference. If this sounds like an opportunity for you, please email your resume in strict confidence to Email: dgallant@vetstrategy.com Website: www.killarneycat.com

THE ARDOSSAN VETERINARY CLINIC

is looking to expand our team. The right fit for us would be a candidate with natural energy and positivity. If you like working in a fast paced environment and enjoy multi-tasking then email us your resume. We are looking for someone who is comfortable working independently but able to contribute and flow with the team dynamic. At this team we are considering someone to assist with reception tasks but may have a role for a Veterinary Assistant or even an RVT. The position is currently part time but may develop into a full time position. There are no weekend or late hours to manage. We look forward to hearing from you.

Email: ardrossanvet@shaw.ca

HERE WE GROW AGAIN! THE CALGARY

Animal Referral and Emergency (C.A.R.E.) Centre is seeking a full time ER Animal Health Tech Assistant to join our dedicated and dynamic pet health care team. The C.A.R.E. Centre is a 24-hour emergency and referral specialty hospital. We are committed to supporting pet owners and the veterinary community by providing the highest level of emergency and referral care. The primary role of the ER Animal Health Tech Assistant is to assist the AHTs and veterinarians with daily tasks and patient care. They are also the hands-on caregivers for our patients in hospital including feeding, walking and general cleanliness of patient and their housing to make their stay most comfortable. Some of the responsibilities include: Perform proper restraint techniques when assisting RVT's and veterinarians assess and treat patients. Assist veterinarians and RVT's while they collect samples, take radiographs and perform ultrasounds. Provide physical and emotional support for patients. Help to maintain the hospital treatment areas and ensure general cleanliness. Other duties as needed for general maintenance of the ICU and hospital. Our team members are passionate about pets and their people. The ideal candidate will be energetic, self-motivated, outgoing and possess strong organizational skills. The C.A.R.E. Centre is a fast-paced environment so the ability to multi-task is essential. Strong interpersonal skills are necessary to thrive in our strongly team-based environment, as well as to provide the exceptional client experience the C.A.R.E. Centre is known to offer. An interest in continual learning is supported with continuing education allowance. Previous or equivalent veterinary experience is preferred. In this role, candidates must be available to work 30-40 hours per week on 12 hour rotating shifts 7 days of the week (including weekdays/weekends and overnights) to accommodate the C.A.R.E. Centre's 24 hour hospital. At the C.A.R.E. Centre, we believe in exceptional patient care within a progressive and cooperative teaching environment that allows for both professional growth and a balanced lifestyle. In addition to on-going training and advancement opportunities, we offer competitive wages, medical and dental benefits, uniform allowance and a continuing education allowance. If you are interested in applying, please forward your resume and cover letter to Nicole Barton: Email: bartonn@carecentre.ca
Fax: (403) 692-4350

RIVERBEND VETERINARY CLINIC IN

southwest Edmonton is hiring a full time Client Care Specialist (40 hours per week) who is passionate about pets and people. We are a full-service animal hospital. We take routine examination and vaccination appointments, as well as emergency cases and less urgent medical, surgical, and dental appointments. We're looking for a Receptionist who comes to work with a

smile on their face and makes a great first impression. You know how to build relationships making our clients feel important and provide them with an exceptional client experience. Previous veterinary related experience is required. Shift schedule is Monday to Friday and occasional Saturdays. As a member clinic of Associate Veterinary Clinics, we offer annual CE allowances, exclusive access to our client service training program and annual AVC conferences. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Please forward a copy of your resume and cover letter or LinkedIn profile to Nichole Steinhubl at nicrvc@telus.net
Website: www.associatevets.com

CALGARY NORTH VETERINARY

HOSPITAL and 24-hour Emergency Service is seeking a Patient Care Coordinator to lead a talented group of Technologists and Tech Assistants.

You have proven leadership, organizational and interpersonal skills. You have the ability and desire to lead a team in a fast paced environment. You pride yourself on your positive attitude and professional image, while contributing to your hospital's atmosphere and culture. Your compassionate nature lends support to both clients and team. If you fit this description, this is the opportunity for you! Responsibilities include, but not limited to: recruitment, training, scheduling, and patient/client care services for approximately 35 team members. Strong computer and telephone skills are required. Preference will be given to experienced technologists, but is not mandatory for the role. As Calgary North Veterinary Hospital is a 24-hour emergency facility, this position requires flexibility to work a variety of shifts (days, evenings, and weekends) and holidays. In addition to on-going training and advancement opportunities, we offer a generous wage, CE allowance above industry norm, medical/dental benefits, and discounts on veterinary services. Please send us a copy of your resume with cover letter to Dr. Jonathan Leicht at leichtj@cnvet.com

DALHOUSIE STATION VETERINARY

Clinic is hiring for a Full Time Tech Assistant who is passionate about pets and people. The hours for this position are Monday to Friday 9 am to 5 pm. We're looking for someone who is devoted to caring for their pet patients. If you have an energetic attitude, a willingness to lend a hand to your team and can juggle many tasks but stay calm and positive - we want you on our team! Dalhousie Station Veterinary Clinic is a small animal clinic with 3 veterinarians and a professional support team committed to providing the best in veterinary care and a superior client experience. We offer a wide range of veterinary services and also have an in-clinic surgical suite and an in-clinic dental facility. We strive to be the best at what we do because

we are passionate about what we do. As a member clinic of Associate Veterinary Clinics, we offer annual CE allowances, exclusive access to our client service training program, annual AVC conferences, interactive learning through our in-house online university Woof U and group benefits! Please forward a copy of your resume and cover letter to Stefanie Blackburn by email. Email: blackburns@associatevets.com

WOODLANDS VETERINARY HOSPITAL

and Animal Dental Centre is looking for a Receptionist. The hours are Thursday 9-6, Friday 9-6, Saturday 9-4. We are a state of the art, busy, small animal practice located in SW Calgary. Applicant should demonstrate excellent communication skills and be customer service focused. We offer competitive wages, benefits and a friendly environment. Please email your resume. Email: admin@woodlandsvet.com

EDMONTON WEST ANIMAL HOSPITAL

is looking for an experienced receptionist and Tech Assistant to join our team. We offer competitive wages, excellent staff discount, uniform allowance, and above all a positive and excellent learning work environment. Please forward resume by email. Email: edmhospital@gmail.com

BE AN ADVOCATE AND KEY

contributor in the advancement of animal welfare. The Edmonton Humane Society is seeking a Director, Animal Health to lead the development of new and best practices and policies, develop approaches for issues impacting the industry and build productive relationships with strategic stakeholders. The suitable candidate will possess a minimum of 5 years' management experience (preferably in shelter medicine), a doctor's degree in veterinary medicine or graduate degree in a relevant field (i.e. science, administration, shelter medicine). EHS offers a competitive salary, time off, and benefits. For the complete posting, please visit Website: www.edmontonhumanesociety.com

MEADOWBROOK ANIMAL CLINIC IS

looking for a Full Time PRACTICE MANAGER. We are a small animal clinic with 2 Veterinarians, 3 RVTs, a Receptionist and a Vet Assistant. The Practice Manager would be responsible for many different aspects of practice management including human resources, marketing, law and ethics, finance as well as organization of the practice. The successful candidate would be resourceful, excellent with time management, able to mediate conflicts with clients as well as support team members, have initiative and excellent sense of customer service. We offer competitive wages, extended health and dental benefits, veterinary discounts and much more. Please email your cover letters and

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resumes to Ursula. meadowbrookanimalclinic.com or mail to Meadowbrook Animal Clinic 3903-34 Street, Edmonton, AB T6T 1L5

RECEPTIONIST CALGARY FULL TIME

(Glamorgan Animal Clinic). We are looking for a motivated receptionist with a great work ethic and previous experience to work in our energetic and friendly atmosphere. With 3 vets, 2 RVTs and 1 other receptionist, we are a progressive small animal practice (no on call) that includes in-clinic lab diagnostics, and digital dental and table-top radiography. We offer a competitive wage, uniform allowance, 100% paid health and dental benefits, etc. Contact Brenda at gac3@shaw.ca or Ph. (403) 246-1774. Fax your resume to Fax: (403) 246-5725 Check out our website: www.glamorgananimalclinic.com

WESTERN VETERINARY SPECIALIST &

Emergency Centre is dedicated to serving the needs of veterinarians and pet owners, offering state-of-the-art specialty and emergency veterinary services. We are currently looking to hire a Client Care Specialist/Receptionist. Our ideal candidate will provide exceptional customer service to our clients, support a professional and welcoming environment, greet clients and pet patients, be able to maintain composure in a high stress situation and perform various clerical duties. Your personality is positive, friendly, courteous, enthusiastic and compassionate towards pets. Your skill set includes excellent customer service, the ability to communicate effectively, being a team player, interpersonal and organizational skills. Previous veterinary experience or VOA Certificate and supervisory experience is an asset. Strong computer and telephone skills are required; experience with Cornerstone is a definite asset. This is a part time position (10 - 20 hours per week) consisting of 10 hour shifts working primarily on weekends with occasional shifts during the week and evenings. Our staff enjoy competitive wages which commensurate with experience, a generous benefits package including health & dental coverage, staff discounts and CE allowance. Email: MHearn@westernvet.ca

CALGARY NORTH VETERINARY

Hospital and Emergency Service is looking for a full time Receptionist/ Client Care Specialist to join our amazing team. Can you provide a warm welcome and lasting impression when greeting our clients? Do you pride yourself on your great memory, being able to address our clients by name the next time they come to visit? If you thrive in a fast paced environment and are comfortable juggling clerical duties and answering phone calls, while providing the best possible client service, you may be our newest team member! Previous veterinary industry experience is preferred, but not required. Being a 24-7 emergency hospital, your availability must include days, evenings, weekends, holidays and possibly overnights. This is a full time position 37.5 hours per week. In addition to on-going training opportunities, we offer competitive wages, group benefits and discounts on veterinary services and food. Email: careers@cnvet.com

PRACTICE FOR SALE

PURCHASE/LEASE OPPORTUNITY FOR

commercial space to operate Veterinary Hospital in highly visible 98,000 square foot Aspen Plaza in Sherwood Park, AB. It is located at busy intersection of Sherwood & Lakeland Drive surrounded on 3 sides by medium and high density neighborhoods. The Plaza already has complementary usages secured space including: day care, medical practice, dental practice, bank, physiotherapist, chiropractor, restaurants, offices and other businesses. The developer will give protective usage for all animal related businesses and services to buyer. The expected date of possession is June 2017. Contact Ravi Thakur by phone or email. Ph. (780) 994-1646 Email: ravi.thakur@commercialyeg.ca

VERY BUSY ONE VETERINARIAN SMALL

animal practice for sale in a wealthy Calgary neighborhood. Busy enough to hire another vet. Very well equipped and staffed. Generating \$700,000 revenue. Asking \$780,000. Motivated owner. Email: vetclichsale@shaw.ca

EQUIPMENT FOR SALE/ WANTED

HAVE ANY EQUIPMENT LAYING

around collecting dust? Looking to buy variety of equipment for a new mixed animal practice. Please email. Email: t.copland@usask.ca

FOR SALE: LARGE 5' LONG, 3' WIDE

dental sink table/ prep table. 18" deep full ss sink with wire grate top AND solid ss top. 2 door cupboard. All plumbing attachments including sprayer nozzle. Beige melamine exterior. No knee cutout provides a full sink suitable for hydrotherapy/ bathing. For pick up only. \$1500 OBO. Email: drsylvia@canmorevet.com Website: www.canmorevet.com

FOR SALE: IDEXX CR XRA SYSTEM:

includes two 14 x 17 plates and two 10 x 12 plates. Very well maintained and in perfect working order. \$11,000.00 obo. Please call, text or e-mail for a demo. Ph. (403) 586-1140 E-mail: andy@didsburyvet.ca Website: www.didsburyvet.ca

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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 & RVTs):**

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

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