



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JULY-AUGUST 2016

Dr. Merle Olson - solvet



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Editor's Notebook

A Modest Profession

I love veterinary medicine! It is not just for the animals, it is for the people in the profession. The unique feature of veterinary professionals is that they do so many things extraordinarily well, but they are too reserved and modest to tell anybody what they have done. I have been told that at some professional meetings, during the social gatherings the discussions centre around who has the largest annual gross salary, or who has the latest and most expensive car, or who just bought a vacation home in Maui. Fortunately, when we get together we talk about 'unexciting' things like family and friends, what the kids are doing, and of course, the never ending "interesting case." We are not boring, we are a very humble and down-to-earth group.

Alberta's veterinary professionals have demonstrated they deserve mountains of praise for their response to the request for aid during the largest natural disaster that has ever affected Alberta—"the beast" in Fort McMurray. This is a disaster of historic proportions, and Albertans from all walks of life rolled up their sleeves and went to work helping people. The veterinary community was right in the middle doing their part. The Alberta government asked us for help, and every call for assistance that went out from the ABVMA office was met with a landslide of volunteers willing to help. Veterinary teams worked within Fort McMurray at ground zero the minute they were allowed in. Animals that had been left behind and later evacuated were transported to Edmonton to an emergency centre where they were triaged and treated by veterinary health care teams that had travelled from all around the province. Some worked all night, then went to their day jobs in the morning. Some took time away from their regular employment to work at the centre. Some never seemed to go home. There was never a shortage of veterinary care by dedicated professionals.

Again, I will say that I love the people of the veterinary profession. You should all shout from the rooftops how totally amazing that you all are! However, I know that you won't. You all make me very proud to be part of this great profession, and I promise to never pass up an opportunity to let people know how great you are.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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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

Overall, I would like to applaud the overwhelming response from the ABVMA community during this crisis. Hundreds of ABVMA members and practices stepped up and offered their assistance, whether directly in Fort McMurray, at the Animal Reception Centre in Edmonton, or at over 175 veterinary clinics around the province that offered veterinary care or emergency boarding.

IT WAS CLOSE TO MIDNIGHT WHEN I

opened the door, and our eyes locked on each other. I knew she had been on the road for over five hours and was exhausted. She was scared and trembling, and not sure what to make of this peculiar encounter. I knew right away she needed some comfort, but she was wary, as we were strangers. Initially, she cowered as I reached for her, but she relaxed the moment I started to stroke her face. As I held her in my arms, I realized she reeked of smoke, but I didn't care; she was safe now.

Sorry to disappoint you, but if you think this is the opening to a racy romance novel, you should get your mind out of the gutter! The experience I described above is one I experienced first-hand with one of many cats when I volunteered at the Fort McMurray Animal Reception Centre in Edmonton in May.

express my sincere gratitude in particular to the ABVMA, the Alberta Spay Neuter Task Force, the Alberta SPCA, the Edmonton Humane Society and the Calgary Humane Society for their massive involvement and work on this effort to evacuate, treat, house and reunite thousands of Fort McMurray animals.

The Alberta public should be aware that due to the hard work, dedication and generous donation of time and resources from many ABVMA members, the health and welfare of all these animals was ensured and those animals that were ill received the timely medical care they required. Veterinarian and veterinary technologist volunteers from the ABVMA community triaged each animal that arrived at the Animal Reception Centre to determine if they were in need of any medical attention. If basic medical treatment was required, these



The situation I described was experienced numerous times over the course of approximately 10 days by the many volunteers that assisted at the Animal Reception Centre. For a variety of reasons, over 1100 animals had to be left behind when the enormous wildfire ripped through Fort McMurray. It is hard to imagine how you would feel having to flee your home and also not be able to take your beloved pet(s) with you. Once it was safe to do so, these animals were rescued after personnel in Fort McMurray were given permission by their displaced owners and then relocated to the Animal Reception Centre in Edmonton.

The development and operation of the Fort McMurray Animal Reception Centre in Edmonton was due to the fantastic efforts of many associations, government agencies and veterinary industry partners. I would like to

same amazing volunteers provided further care, such as rehydration, appetite stimulants, and diarrhea medications. If more advanced medical assistance or intensive care treatment was needed, many generous Edmonton-area veterinary practices opened their doors to care for these sick animals. We are truly fortunate to have such caring and generous professionals in our province!

Many of the volunteers that assisted during this crisis will have interesting stories to share. Some of the inspiring things I witnessed and heard about included veterinarians and veterinary technologists travelling from all over Alberta, including Hinton and Grand Prairie. One veterinarian drove in from Edson three consecutive nights, while a Lethbridge veterinarian packed along her six-month-old daughter for the trek north in order to volunteer

President's Report

for a weekend. Many of the individuals gave up hours of precious sleep or paid work in order to volunteer. Even after working a full day at their regular jobs, numerous individuals used their personal time to assist multiple evenings or through the night.

Knowing the importance of the situation, employers and practice owners permitted many of their staff to be absent from their places of employment or clinics to volunteer their valuable services. I know of one employer who brought along many of her staff from her practice in Calgary, and with smiles on their faces, worked past the time they were expected to in order to help out. Many of these same practice owners, especially those in the Edmonton area, opened their doors to care for those more critically ill patients, going as far as providing some pro bono services to assist in the cause.

Of course, it would be ideal to thank each individual by name, but time and space in this article preclude that. I know that so many people contributed to the success of this initiative, and I do not want to be exclusionary. However, I would like to highlight several individuals connected to the ABVMA that deserve special recognition for the enormous contribution they provided during this crisis. First of all, I would like to thank and acknowledge the tireless effort and huge contribution provided by Dr. Cary Hashizume and Dr. Phil Buote. Sometimes with only a couple of hours of sleep a day, these two individuals provided leadership and expertise, and ensured there was veterinary oversight and that a veterinary perspective was included at all levels of the decision-making process. Furthermore, Cary and Phil were hands-on at the Animal Reception Centre unloading truckloads of animals in the middle of the night, providing triage and medical attention, and corresponding with the many stakeholders involved with this massive undertaking. Special thanks to Dr. Winnie Lam for assisting Dr. Hashizume by taking on an assistant lead role and for helping in the coordination of off-site veterinary care for the critical patients. Thank you as well to the entire ABVMA staff, especially Ms. Lisa Barry, for their fantastic coordination and scheduling efforts with ABVMA members and practices who were contacting the ABVMA office to volunteer.

Overall, I would like to applaud the overwhelming response from the ABVMA community during this crisis. Hundreds of ABVMA members and practices stepped up and offered their assistance, whether directly in Fort McMurray, at the Animal Reception Centre in Edmonton, or at over 175 veterinary clinics around the province that offered veterinary care or emergency boarding. Thank you to all the practices, veterinarians and veterinary technologists that volunteered! I hope you and I never have to examine or treat another evacuated animal displaced by a disaster. However, if that situation arises again, the Alberta public and our entire membership should feel very confident that there will always be "heroes" from our ABVMA community that will step up and provide generous and compassionate assistance for the animals of Alberta.



Registrar's Report



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

Prescribing and Dispensing Reminders

ONCE AGAIN THE TOPIC OF

prescribing and dispensing is the topic for my report. The conditions under which we may perform these tasks is well documented for us in the *Council Guidelines: Prescribing, Dispensing, Compounding and Selling Pharmaceuticals*. Any questions that you have regarding proper prescribing and dispensing can be found in that document. These Guidelines can be found on the ABVMA public website. The Guidelines also include an important section on the Triplicate Prescription Program.

It is distressing, however, that many members are unaware of not only the contents of this document, but even its existence. We know and agree that accountable prescribing and dispensing practices are one of the primary responsibilities as veterinary professionals in a self-regulated profession. "Veterinary-Client-Patient-Relationship" (V-C-P-R) as defined in s. 21.2 of the General Regulation to the Veterinary Profession Act outlines the conditions that must be met for a practitioner to prescribe treatment. So what does that mean?

There should be a clear paper trail from examination of the animal, any diagnostics performed, a diagnosis and the prescription followed by the act of dispensing.

1. Veterinarians prescribe drugs on the basis that they have established the medical need for the medication by an animal. This is not based upon the request by an animal owner after a Google search, but through the examination of the animal or animals, by undertaking appropriate diagnostic procedures, by gathering a medically appropriate history with respect to the animal(s) or by other medically appropriate means. This must be documented in the medical record and can serve as the prescription if the clinic is also dispensing the medication. If the owner is having the medication dispensed elsewhere, then a prescription must be completed and provided to the client.
2. The veterinarian is responsible for providing medical care for the animals in question, and the owner of the animal(s) has agreed to follow the veterinarian's directions regarding treatment. If either of these conditions are not met, a prescription should not be issued, and no medication should be dispensed.
3. The prescription shall be specific regarding the identification of the animal(s) to be treated, the drug to be used, the dosage, the time duration, the quantity required and the number of refills allowed. A prescription is *not* an open order form to buy drugs.
4. The prescription must also be in the proper format and include all of the pertinent information: prescribing practitioner and contact information, patient owner/agent (client), date of prescription, patient identification, name of drug prescribed and concentration, quantity of drug, directions for use, substitution of drug, number of refills, withdrawal time and the signature of the prescribing veterinarian.

Once a prescription is properly written and delivered to the client, the client has the right to have that prescription filled wherever

they can legally do so. Often this will occur at the clinic that issued the prescription. In Alberta, veterinary practices have the legal ability to fill a prescription from any registered Alberta veterinarian. This also comes with responsibilities:

1. The veterinarian may dispense the drugs only through an ABVMA-certified veterinary facility or practice, and only for animals located within Alberta.
2. A valid prescription may only be maintained at one location at a time. The clinic that prescribed the medication and the clinic where the medication is being dispensed cannot both have a copy of the prescription.
3. Original prescriptions must be kept on file by the dispensing veterinarian. Copies (marked as such) may be given to the client as required, but these copies must be marked such that another veterinarian will not fill them.
4. The dispensing veterinarian must obtain and confirm the accuracy of the original prescription and refill information, and must forward available or remaining totals to another dispensing location if requested by the client. A declining balance of the refills must be maintained, and when the final refill is performed, the prescription is finished. No more refills may be made, and a new prescription must be generated by a prescribing veterinarian.

In an effort to ensure that Alberta veterinary practices are adhering to appropriate prescribing and dispensing practices, PIPS inspectors will be examining a number of medical files associated with the dispensing of a medication at each practice. There should be a clear paper trail from examination of the animal, any diagnostics performed, a diagnosis and the prescription followed by the act of dispensing. So, if audited, how would your clinic do?



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Council Highlights

April 13-14, 2016



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



2017 Call for Committee Volunteers

ABVMA committees are established by, and serve as a resource for ABVMA Council.

The term of appointment for veterinarians and registered veterinary technologist members is three years, with the ability to be reappointed for a second term. Committee members are expected to attend the Leadership Weekend, which is held in conjunction with the Annual General Meeting in February, one other in-person meeting and teleconference meetings as required. Committee members are regularly involved in developing and providing content for social media campaigns and for www.albertaanimalhealthsource.ca.

There will be openings on several committees starting in February 2017. Watch the ABVMA E-News for details on available positions and the process for submitting an application for committee membership.

For more information about volunteering, please contact any ABVMA Council Member, Dr. Darrell Dalton, Registrar, or Dr. Jocelyn Forseille, Assistant to the Registrar.

Council met on April 13 and 14, 2016, at the ABVMA office in Edmonton to conduct business of the association.

Council received a report from the Food Animal Committee and supports their recommendation to continue emphasising the veterinary client patient relationship (VCPR). This includes educating the public about the importance of a VCPR. The VCPR is integral to societies' need for judicious and appropriate antimicrobial use.

Antimicrobial use continues to receive Council's attention.

1. Council reviewed the draft document, "Veterinary Oversight of Antimicrobial Use - a pan Canadian Framework for Professional Standards for Veterinarians." Producer groups are also currently reviewing this document.
2. Council reviewed a video developed by the Saskatchewan Veterinary Medical Association which outlines antimicrobial issues that veterinarians must be aware of. This video will be made available to Albertan veterinarians in the near future.

The ABVMA finances were discussed and our current financial position is sound although our operational reserve fund requires additional support. This will be monitored carefully through the remainder of 2016 and receive further attention in the 2017 budget.

The ABVMA office has made progress with the implementation of the new database software which will enable member renewals for 2017 to be made online. This process will be explained to members when membership renewal letters are sent out later in 2016.

Council has been asked to ensure that a policy is in place regarding feral cat "trap, neuter and return" initiatives. Council is working with the Animal Welfare Advisory Committee to develop this policy. The principles that need to be in place include:

- neutered cats are permanently identified
- post-operative care is ensured
- a responsible care giver is identified to address post-operative welfare

Dr. Douglas Freeman – Dean Western College of Veterinary Medicine and Dr. Alastair Cribb – Dean, University of Calgary, Faculty of Veterinary Medicine serve on the ABVMA Council as ex-officio members. The deans offer invaluable insight and advice to Council on matters related to veterinary education as well as on other matters brought forward for Council's consideration. Dr. Alastair Cribb was the worthy recipient of the ABVMA 2016 Veterinarian of the Year award for outstanding contributions to the veterinary profession. ABVMA Council thanked him for his contributions to the veterinary profession in Alberta during his term as dean.

The next Council meeting will be held at the ABVMA office in June 2016.

Gordon Strick, DVM

Pretoria '87

After graduating from the University of Pretoria (Onderstepoort) in 1987, Gordon worked in a rural mixed animal practice. His Canadian adventure started in Newfoundland in 1996 where he worked for two years before moving across the country to the West Coast, working in Vancouver for three years. In 2002, Gordon and his wife, Dr. Yolande Miles, opened Due South Animal Hospital in Calgary. His career in industry began in 2008 as a director of the Western Drug Distribution Centre, and

Gordon joined Zoetis in 2010. Gordon and Yolande sold Due South Animal Hospital in December 2013.

When not working for Zoetis, Gordon is at home with his wife and two daughters (Sarah and Megan) on their farm near High River. The farm is a cow-calf business but has made space for horses, dogs, cats, guinea pigs and a bearded dragon to keep the girls in his life happy.



2017 ABVMA ANNUAL GENERAL MEETING

Call for Resolutions

The Annual General Meeting of the Alberta Veterinary Medical Association will be held on Sunday, February 26, 2017, at 9:00 a.m. at The Delta Calgary South Hotel, 135 Southland Dr. SE, Calgary, AB.

Members wishing to submit resolutions for consideration at the meeting are encouraged to do so, in accordance with the Council Policy on Submitting Resolutions (policy included below).

The deadline for resolution submissions is Saturday, October 15, 2016.

Policy – Resolutions Presented at an Annual General Meeting

The Alberta Veterinary Medical Association is the statutory body responsible for regulating the practice of veterinary medicine in Alberta under the authority of the *Veterinary Profession Act* (“VPA”) and *General Regulations*.

Veterinary medicine is a self-governing profession. The VPA establishes the Council of the ABVMA as the governing body and gives it the authority under the act to make regulations, bylaws and guidelines that govern the practice and conduct of its members.

The need to continually evolve the governance documents of the association is a reflection of the ever-changing field of veterinary medicine and the needs of society. Council members consider information from their own experience, from members, related stakeholder groups, government, media and a wide range of other sources. All registered members participate in the development of these governance documents.

POLICY:

Council Resolutions:

When there is a recognized need for a bylaw, regulation or guideline amendment, Council will take action and solicit input from committees and members of the Association. These resolutions are drafted with full consideration of the needs of the public, their animals and the members. Resolutions are reviewed by legal counsel and must be consistent with the values of the profession and the laws of the province.

Once Council determines that the resolution will move forward for a vote by the voting members, it is circulated to the members thirty days prior to the meeting at which it will be voted on. Once formally approved by the majority of voting members present, bylaws and guidelines come into force immediately while proposed regulation changes are communicated, in principle, to the provincial government.

Member Resolutions:

Through Council

Members of the association may have occasion to be aware of an issue that might best be resolved through amendments of the association’s governance documents. These members are encouraged to bring this information to Council, either directly or through an individual Councillor or committee member. Council will consider the issue and may bring forward a resolution based on the merit of the submission. This resolution will move forward as a Council resolution as described above. This is the most expedient process to effect change in association governance documents.

Other Resolutions to Annual General Meeting

Members wishing to bring other resolutions to an annual general meeting are entitled and encouraged to do so.

Member resolutions must be:

1. Focused on topics relating to the Association’s mandate and be consistent with the vision and mission of the veterinary profession in Alberta.
2. Compliant with the Veterinary Profession Act and all other relevant legislation.
3. A direction to Council to take specific action that may include an amendment to the Act, General Regulations, Bylaws or Council Guideline or other appropriate action.
4. Presented to the Registrar no later than October 15 of the year preceding the Annual General Meeting. This will permit review by the resolution committee and distribution to members in accordance with the legislation prior to a vote at the AGM. Resolutions will not be accepted from the floor of an annual general meeting.
5. Supported with the signatures of 10 registered members.
6. Submitted in a “Resolution” format, giving appropriate background and rationale.
7. Specific and deal only with one subject.



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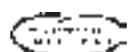


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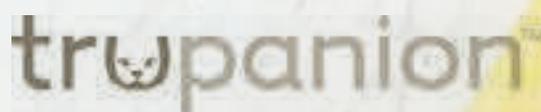
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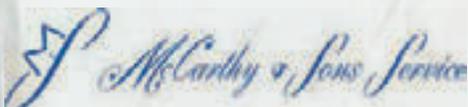
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Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #14-02

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 MR. PETER VARLOW, A MEMBER OF THE ALBERTA VETERINARY MEDICAL ASSOCIATION;

AND INTO THE MATTER OF A COMPLAINT BY MS. TM WITH RESPECT TO SECTION 65.1(1) OF THE VETERINARY PROFESSION ACT

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. At all material times Mr. Varlow was a registered animal health technologist ("AHT") with the ABVMA since August 2010.
2. At all material times Mr. Varlow was employed by a veterinary practice entity ("VPE") from late 2010 to January 2014.
3. In December 2013 and January 2014, Mr. Varlow stole a quantity of hydromorphone from the VPE.
4. At the urging of the ABVMA, Mr. Varlow attended for addictions treatment with the assistance of the ABVMA wellness program in 2014.
5. On October 3, 2014, Mr. Varlow entered into a Continuing Care Agreement with the ABVMA and Dr. Hajela with Health Upwardly Mobile Inc. ("HUM").
6. In or about 2015 Mr. Varlow became non-compliant with the Continuing Care Agreement.
7. Mr. Varlow has been suspended from the practice of veterinary medicine since February 4, 2014 by the Practice Review Board ("PRB") which made the order to suspend in accordance with s. 65.1(5) of the *Veterinary Profession Act*.
8. As a result of Mr. Varlow's non-compliance with the Continuing Care Agreement, the PRB referred the matter to the Complaints Director to continue the investigation in accordance with s. 65.1(6) of the *Veterinary Profession Act*.
9. In response to the notice of the complaint by the ABVMA Complaints Director on May 4, 2015,

Mr. Varlow did not provide a response to the ABVMA. The ABVMA sent further correspondence on May 25, 2015, again requesting a response to the complaint. Mr. Varlow did not respond to that with the exception of a telephone call with Dr. Buote.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Theft

1. That while on the premises of the VPE you did take without lawful permission a controlled drug, hydromorphone, on January 8, 2014.

Non-Compliance with Continuing Care Agreement

2. That in October of 2014, you entered into a Continuing Care Agreement with the ABVMA and Dr. Hajela of HUM and that you have breached the terms of that agreement.

Failure to Cooperate with the ABVMA

3. That you failed to respond to correspondence from the ABVMA, specifically correspondence dated May 4, 2015, and correspondence dated May 25, 2015.

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

NO RIGHT TO APPEAL:

The ABVMA and Peter Varlow 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:

Complaints Director's Report

1. A reprimand shall be issued as against Mr. Peter Varlow.
2. The suspension issued by the PRB shall hereby be continued in accordance with s. 45.1 of the *Veterinary Profession Act* until the following criteria are satisfied:
 - a. Prior to the return to the practice of veterinary medicine, Mr. Varlow shall be obliged to attend for an assessment by a physician chosen by the ABVMA confirming that he is no longer incapacitated and fit to practice veterinary medicine.
 - b. Mr. Varlow shall pay costs in the amount of \$5,000 with respect to the wellness loan advanced to him in February 2014.
 - c. Mr. Varlow shall have been compliant with the Continuing Care Agreement or confirmed recovery for a period of one year.
3. Mr. Varlow shall pay the costs in the amount of \$2,500 within one year of the date of this Order.
4. There shall be publication of this Order on a "with names" basis.

PRACTICE REVIEW BOARD

The Practice Review Board (PRB) considered two matters referred to it by the Practice Inspection and Practice Standards (PIPS) Committee in accordance with section 52(3) of the *Veterinary Profession General Regulations*.

In both cases, the registered veterinarian responsible for the veterinary practice entity agreed to attend at an in-person meeting with the objective of reaching an agreement on resolution of the matter. Failing to come to agreement would result in the matter being investigated in accordance with Part 5 - Complaints of the *Veterinary Profession Act*.

PRB MATTER #1

In the first case, the responsible veterinarian for the practice did not provide requested information to the PIPS committee following a practice inspection. Specifically the issues encountered by the PIPS committee were:

1. Failure to provide documentation regarding the Standard Operating Procedures (SOPs) utilized in the practice.
2. Failure to provide a controlled and targeted drug acquisition log.

3. Failure to provide proof of registration of radiation equipment.
4. Lack of diligence in responding to the ABVMA.

Non-compliance and late compliance with the requests of the PIPS Committee necessitated the meeting with the PRB.

As a result of the discussion between the responsible veterinarian and members of the PRB, and in the interest of furthering the objectives of the ABVMA, the ABVMA and the member responsible for the practice agreed to the following:

1. A written caution shall issue against the responsible veterinarian which will remain in the ABVMA member file.
2. The responsible veterinarian is required to submit, in writing, the following information to the ABVMA office within one week. The PRB has requested the short time frame given that all of the materials should be readily available and with the purpose of having the responsible veterinarian demonstrate willingness to be compliant with respect to requests for information.
 - a. All controlled drug acquisition records from March 26, 2015, to present.
 - b. All controlled drug use records from March 26, 2015, to present.
 - c. 10 different medical records representing records created after March 26, 2015.
 - d. All SOPs (we acknowledge the statement that there are only two SOPs for the practice and they have been submitted).
 - e. Written confirmation of the agreements/arrangements the responsible veterinarian has with neighboring practices for the purposes of providing continuity of care when you are unavailable.

3. That the responsible veterinarian is required to undertake a minimum of 10 additional/further hours of continuing education (CE) in the area of practice management. The veterinarian will be responsible for the cost of this continuing education and it shall be completed within six months of today's date. Notwithstanding the time frame to complete the course, the veterinarian is obliged to submit the continued education course or courses to the Complaints Director of the ABVMA for approval within one

month of the meeting. The PRB urges completion of the CE as soon as possible.

4. The responsible veterinarian shall pay costs of this PIPS and PRB process in the amount of \$5,000 payable within 90 days of the meeting date.
5. There shall be publication of this agreement on a without names basis (with no identifying information).
6. In the event that the responsible veterinarian is not compliant with any of the provisions contained herein, the matter shall be referred to the Complaints Director of the ABVMA who shall consider the non-compliance a complaint pursuant to Part 5 of the *Veterinary Profession Act*.

The PRB acknowledged the willingness of the member to attend the meeting, the frankness of the discussions and the acceptance for responsibility with respect to the member's failure in responding to the ABVMA.

PRB MATTER #2

In the second case considered by the PRB, the PIPS Committee was unable to certify a VPE following the initial inspection of April 22, 2014, after the practice was opened in September 24, 2013. The PIPS Committee and ABVMA staff engaged in ongoing communications with the member in an effort to obtain the necessary information for the PIPS Committee. When the information was not forthcoming, the PIPS committee referred the matter to the PRB in November of 2015.

The responsible veterinarian attended an in person meeting with members of the PRB and came to the following agreement:

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

AND IN THE MATTER RELATING TO A MEMBER OF THE ALBERTA VETERINARY MEDICAL ASSOCIATION;

AND IN THE MATTER OF THE OPENING AUDIT APRIL 22, 2014, PURSUANT TO THE PRACTICE INSPECTION AND PRACTICE STANDARDS (PIPS), BYLAWS AND COMMITTEE FOR THE VETERINARY PRACTICE ENTITY (VPE);

Complaints Director's Report

AND IN THE MATTER OF THE REFERRAL OF CONCERNS RELATING TO THE VETERINARY PRACTICE ENTITY BY THE PIPS COMMITTEE TO THE PRACTICE REVIEW BOARD (PRB);

WHEREAS on September 24, 2013, the veterinary practice entity (VPE) was approved as a new practice. On April 22, 2014, an initial PIPS audit was undertaken of the VPE;

AND WHEREAS communications were exchanged between the responsible veterinarian and the ABVMA between the period of November 17, 2014, to January 28, 2016, relating to issues arising from the initial PIPS audit;

AND WHEREAS the PIPS Committee determined there was non-compliance with the PIPS Bylaws specifically relating to:

1. The responsible veterinarians' failure to attend at the VPE on a daily basis;
2. Inappropriate dispensing practices were occurring on an ongoing basis at the VPE;

AND WHEREAS on November 2, 2015, the PIPS Committee referred matters relating to the VPE to the PRB in accordance with Section 52(3) of the *Veterinary Profession Act General Regulation*;

AND WHEREAS the PRB met with the responsible veterinarian on March 15, 2016, for the purpose of addressing the outstanding issues relating to the VPE, the responsible veterinarian and the ABVMA.

AGREEMENT

1. A written caution will be issued against the responsible veterinarian, which will remain in the ABVMA member file.
2. The responsible veterinarian will close the VPE by June 15, 2016.
3. The VPE or any clinic representing similar operations will not be reopened for a period of at least three years. The responsible veterinarian will practice veterinary medicine in a single location.
4. The responsible veterinarian will attend the next ABVMA Registration Day which is scheduled for June 14, 2016.
5. That the responsible veterinarian will pay costs of the PIPS and PRB process in the amount of \$7,500 by June 15, 2016.

There shall be publication of this agreement on a without-names basis (and with no identifying information).

The PIPS Bylaws and practice inspection provides a verification process that ensures veterinary practices in Alberta comply with the PIPS Bylaws and meet the minimum standards established by the profession.

The ABVMA has an obligation to ensure compliance, protecting the integrity of the profession and the privilege of self-regulation.

The publication of these matters should emphasize to all members the importance of compliance with the requirements for practice inspection and responding to requests for information from the PIPS Committee and the ABVMA.

The objective of publication of matters before the PRB is deterrence; both to deter the member from engaging in similar behaviour in the future and to act as general deterrence for all members.

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Veterinarians

Transfer Active General to Non-Practicing Effective Date

Dr. Tegan Alce, #3105	April 23, 2016
Dr. Raouf Henen, #3184	May 21, 2016
Dr. Andra Catarig, #2438	May 31, 2016
Dr. Calin Catarig, #2323	May 31, 2016

Transfer Non-Practicing to Active General Effective Date

Dr. Anna Friesen, #2046	April 14, 2016
Dr. Kelsey Clarke, #2472	June 13, 2016
Dr. Jenevieve Fuller, #3198	July 14, 2016
Dr. Nicole Rose, #3046	June 20, 2016
Dr. Gillian Mackie, #1925	June 10, 2016

Transfer Non-Practicing to Time Limited Effective Date

Dr. Anne Riek, #1326	April 15, 2016
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Transfer Limited Supervised to Temporary Effective Date

Dr. Emily Barker, #3330	April 8, 2016
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Transfer Temporary to Active General Effective Date

Dr. Jagsir Gill, #3325	May 24, 2016
Dr. Bassam Abdelmalek, #3293	May 24, 2016
Dr. Elena Zheleva-Freneva, #3321	May 24, 2016

Cancel Active General Effective Date

Dr. Amber Robinson, #3163	December 31, 2015
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Cancel Temporary Effective Date

Dr. Tamer Yousef, #3199	September 19, 2015
Dr. Bassem Bastorous, #3185	March 15, 2016
Dr. Manuel Rodriguez, #3207	April 29, 2016

Cancel Limited Supervised Effective Date

Dr. Krystil Jones, #3338	December 1, 2015
Dr. Garry Arvesu, #3333	March 24, 2016

Re-instate Temporary Effective Date

Dr. Tahir Sheikh, #3037	May 3, 2016
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Registered Veterinary Technologists

Re-Instated to Active Effective Date

Jennifer Charlton, #881	March 31, 2016
Sheila Lobreau, #2353	April 15, 2016

Re-Instated Non-Practicing Effective Date

Julianne Aubin, #2464	March 31, 2016
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Transfer Active to Non-Practicing Effective Date

Jessica Eustace, #3426	January 1, 2016
Laura Gutoski, #2898	May 26, 2016
Heather Stolz, #1763	May 13, 2016

Transfer Non-Practicing to Active Effective Date

Ashley Lawrence, #2398	May 1, 2016
Stephanie Mitchell, #2656	April 18, 2016
Gwen Tranter, #1930	April 25, 2016
Kendra Frank, #1436	May 2, 2016
Corrie Opsahl, #2805	April 25, 2016
Vanessa George, #2227	May 5, 2016
Madison Dahl, #2259	May 6, 2016
Stephanie Thordarson, #3053	May 12, 2016
Kelsey Sharifzadeh-Najafi, #2997	May 17, 2016
Mindy Belisle, #2780	May 22, 2016

Transfer Provisional to Active Effective Date

Romi Leney (nee Lotoski)	April 8, 2016
Rachael Furuness, #3448	April 21, 2016

Cancel Provisional Effective Date

Christy Yakimetz, #3402	April 8, 2016
Catherine Reich, #3438	March 14, 2016
Danika Lang, #3364	March 14, 2016
Lyndsey Sieracki, #3293	March 25, 2016

Cancel Active Effective Date

Kaitlyn Taylor, #3312	April 14, 2016
Bailey Nadeau, #3396	May 12, 2016

Permits

Permit to Practice Approval Effective Date

1911422 Alberta Ltd. (Dr. Naveen Gakhar, #3162)	March 17, 2016
DeGroot Veterinary Services Ltd. (Dr. Craig DeGroot, #3347)	March 30, 2016
1925470 Alberta Ltd. (Dr. Robert Kyle #2906, Dr. Vanessa Kyle #2988)	March 30, 2016
Meridian Veterinary Clinic Ltd. (Dr. Robert Kyle #2906, Dr. Vanessa Kyle #2988, Dr. Michael DeVries #2655)	March 30, 2016
DeVries Veterinary Services Ltd. (Dr. Michael DeVries, #2655)	March 30, 2016
1574023 Alberta Ltd. (Dr. Shana Amundson, #2176)	March 11, 2016
Gibbons Veterinary Clinic Ltd. (Dr. Muhammad Iqbal, #2602)	March 22, 2016

Re-Instated Permit to Practice Effective Date

1574023 Alberta Ltd. (Dr. Shana Amundson, #2176)	March 11, 2016
Gibbons Veterinary Clinic Ltd. (Dr. Muhammad Iqbal, #2602)	March 22, 2016



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Provisional Approval of New Veterinary Practice Entities

January - June 2016

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. This initial list reflects VPEs from January 1, 2016, to June 1, 2016.

<u>Practice Name</u>	<u>Location</u>
Greenshields Veterinary Services	Wainwright
Bow Valley Livestock Health Ltd.	Brooks
Shifa Farm/House Call Veterinary Services	Edmonton
Meridian Veterinary Clinic	Stony Plain
M.J. Veterinary Services	Hardisty
Balanced Equine Veterinary Wellness – Holistic Veterinary Services	Priddis
SAVE – Southern Alberta Veterinary Emergency	Okotoks
Rosewood Animal Wellness Services	Red Deer
Veterinary Medical Center of Eastern Alberta	Wainwright
Poultry Health Services	Airdrie



PIPS Tips

Rabies Reporting

Q: A dog was presented to an after-hours clinic for euthanasia after biting a family member. If the rabies vaccine is up to date, can I euthanize?

A: Rabies is a reportable disease, and as of April 1, 2014, possible rabies exposure must be reported to the Alberta Public Health Veterinarian. Cats, dogs and ferrets presented for euthanasia less than 10 days after biting a human cannot be euthanized without authorization from the local Medical Officer of Health.

Any human that has had a possible rabies exposure (clients or other community members, or clinic staff) must follow the same protocol:

1. Seek medical attention or call Health Link at 1-866-408-5465 or 811.
2. Report the exposure to the local Medical Officer of Health as soon as possible.
3. Do not euthanize the offending animal.

Any dogs, cats and ferrets that cause exposure require a 10-day owner observation period, regardless of vaccination status, to rule out the risk of rabies transmission from

the exposure event. Subsequent human exposures require repeating the 10-day observation. Exposures from livestock are evaluated on a case-by-case basis.

Contact information: Alberta Public Health
Veterinarian: 1-844-427-6847

Medical Officers:

- **North Zone:** Public Health Inspector On Call 1-800-732-8981
- **Edmonton Zone:** Medical Officer of Health On Call 780-433-3940
- **Central Zone:** Public Health Inspector On Call 1-866-654-7890
- **South Zone:** Medical Officer of Health On Call 403-388-6111
- **Calgary Zone:** Medical Officer of Health On Call: 403-264-5615

Please see the information sheet provided by the ABVMA at <http://www.abvma.ca/member/content/139/BusinessArticlesandMemberInformationArticles>

Kirsten Aarbo, DVM
Chair, Practice Inspection
Practice Standards Committee



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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.



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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.

Council Welcomes New Representative of CVMA Members from Alberta

The CVMA is delighted to welcome Dr. Louis Kwantes as the new representative of CVMA members from Alberta. Dr. Kwantes replaces Dr. Troy Bourque who took on the role of CVMA President immediately after the annual convention in July. Dr. Kwantes hails from Sherwood Park, AB, where he has lived for the past 22 years. His education includes high school in Japan, college in the United States, vet school in Canada (Ontario Veterinary College in 1987), and a MSc in tropical veterinary medicine in the United

Kingdom (University of Edinburgh). His professional background includes mixed animal practice in Ontario, overseas veterinary postings in Haiti, Uzbekistan and the Middle East. He is presently Managing Veterinarian of the National Veterinary Associates' Park Veterinary Centre in Sherwood Park. He was a board member of the Edmonton Veterinary Emergency Clinic, and is past president of the Edmonton Area Small Animal Veterinarians group and the Alberta Veterinary Medical Association (ABVMA), having served with the ABVMA in a variety of capacities for more than 10 years. He was awarded the CVMA award for scholarship and leadership in 1987 and the CVMA communications award in 2006. He is a passionate promoter of veterinary medicine and has been a regular media contributor in print, radio and television. Dr. Kwantes is honoured to have been appointed as the Representative of CVMA Members from Alberta and looks forward to representing colleagues in this capacity. You can read his full biography under the News & Events section of canadianveterinarians.net.

POLICY AND ADVOCACY

Supporting Bill C-246 "Modernizing Animals Protection Act"

The CVMA's Animal Welfare Committee has formed a working group to explore and address issues arising from the review of Bill C-246, the Modernizing Animals Protection Act. Acting on advice from the working group, CVMA sent a letter expressing support for the Bill to each Member of Parliament. The House of Commons debated this Bill in May 2016. Another two hours of debate will likely be allocated in September, where a vote will be required to move it to Committee hearings. CVMA hopes its letter to Members will aid in the passage of the Bill through the second reading, so our voice can be heard at the resulting Committee hearings. CVMA will embark upon a number of related activities in support of Bill C-246 including consulting legal advice from a lawyer regarding potential unintended consequences arising from the proposed legislation, communicating with Cabinet Ministers, and gathering feedback from species-specific veterinary groups and laboratory animal veterinarians.

Supporting the WSAVA Petition Against Ketamine's International Rescheduling

The World Small Animal Veterinary Association (WSAVA) developed the "Ketamine Campaign" to give its members the opportunity to stop the international rescheduling of ketamine. Called an "essential veterinary medicine," it is often the only agent available for anesthesia/analgesia and the principle agent used to facilitate feral dog/cat population control via spay/neutering. The international rescheduling of ketamine would effectively eliminate its clinical use in both veterinary and human medicine. CVMA has asked its members to sign the petition to secure the future of ketamine at <https://www.change.org/p/ketamine-is-an-essential-medicine-and-should-not-be-re-scheduled>.

Revising Position Statements

The CVMA has updated the following two position statements:

- **Keeping Native or Exotic Wild Animals as Pets** now states: "The CVMA opposes any surgical procedures performed on these animals solely for the purpose of making the animal a safer companion."
- **Partial Digital Amputation (onychectomy, declawing) of Non-Domestic Felids and Other Carnivores Kept in Captivity** now states: "The CVMA opposes the surgical removal of claws (onychectomy) of non-domestic felids and other carnivores kept in captivity, except where medically necessary for the animal's health."

All CVMA position statements can be found under the Policy & Advocacy section of the CVMA website.

PRACTICE AND ECONOMICS

Creating Stronger Success with New Preliminary Surgical Assessment for DVM Candidates

The **National Examining Board (NEB)** is providing DVM candidates with an opportunity to assess their skills prior to undertaking a live surgery during the Clinical Proficiency Examination (CPE). The NEB made this decision having observed a significant decline in passing rates for the

surgery section of CPE over the last years. The NEB, with the collaboration of subject experts from CPE sites, has developed a process to ensure candidates can demonstrate basic surgical techniques as a prerequisite for CPE registration. The PSA will become a mandatory step of the NEB process for all candidates taking the CPE starting **January 1, 2017**.

Special Promotion for your Summer Getaway!

Check out the CVMA **hotel discount program!** You'll be entered into a draw to win your booking for free when you book your accommodations before Sept. 30, 2016. Visit the CVMA website and click the Hotel Discounts link under the Value of Membership tab (member log-in required) to start planning your getaway.

New Member Benefit: VetFolio® Online Education Platform for Veterinary Professionals

CVMA members can test-drive VetFolio® for a **30-day free trial period** and receive a 20 per cent discount on an individual subscription (USD \$240 instead of \$300) or practice subscription (USD \$432 instead of \$540). In addition, students of the CVMA are eligible for a free subscription. Contact the CVMA office to obtain your CVMA member promo code.

Discussing the Profitability of a Veterinary Hospital

The profitability of a veterinary hospital, as in any business, is a product of two factors: revenue and expenses. The proceeds earned,

subtracted by the amount spent to run the business, leaves the practice with their income. However, too often the focus is on the first part of this equation, boosting revenue, while neglecting expense control. Both aspects need to be targeted and improved to help grow a practice's bottom line. Each year, CVMA **Provincial Practice Owners Economic Surveys** are distributed to veterinary practices across Canada. The 2015 survey gathered data in each province on revenue, expenses, fees, employee wages, etc. Read the full article in the Business Management section under the Practice & Economics tab of the CVMA website. Please note, your CVMA password is required to access any practice management article.

SCIENCE AND KNOWLEDGE

2016 Animal Health Week Highlights the Importance of One Health

This year's Animal Health Week will be celebrated from October 2-8, 2016, and will focus on One Health, showcasing that we are working together for the health of all. CVMA invites veterinary clinics and hospitals across the country to celebrate and share the message of **Animal Health + Human Health + Planet Health = One Health** with their clients. Promotional products and educational materials are available on the CVMA website at canadianveterinarians.net under the Practice & Economics section. We look forward to celebrating One Health with you! The Early Bird order deadline is July 22, and the final order deadline is Aug. 5, 2016.

Best Wishes to Midge Landals

The ABVMA said farewell to Ms. Midge Landals at a Retirement Reception held on Wednesday, April 13, 2016, at the Fairmont Hotel Macdonald in Edmonton. More than 70 colleagues, including staff, ABVMA Council, industry partners and ABVMA members came to thank Midge for her 15 years of service as Manager, Communications & Professional Enhancement.

Messages of thanks were delivered by Dr. Kevin MacAulay, ABVMA President; Dr. Darrell Dalton, ABVMA Registrar; Dr. Duane Landals, ABVMA Senior Consultant; and Dr. Phil Buote, ABVMA Deputy Registrar and Complaints Director.

Midge was presented with a statue titled *Listening for Guidance*, by Woodland Cree sculptor, Leo Arcand.

Midge officially completed her time with the ABVMA on May 20, 2016. ABVMA Council, members and staff wish Midge well in her retirement and thank her for her dedicated and selfless commitment to her position over the years.



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Keeping You Current



Veterinary Profession Amendment Act — Bill 13 — Proclaimed Into Law

Bill 13, the Veterinary Profession Amendment Act, 2016 was introduced to the legislature by Minister of Labour Christina Gray on May 3, 2016. Representatives from the Alberta Association of Animal Health Technologists and the Alberta Veterinary Medical Association were present for this first reading, and were introduced to the legislature by the minister. Second and third readings of the bill were subsequently passed, and the Bill received Royal Assent on May 27, 2016. The Act will come into force on proclamation.

2016 Canadian Veterinary Medical Association (CVMA) Conference

July 7–10, 2016, Scotiabank Convention Centre, Niagara Falls, ON

The 68th Annual Convention will excite, inspire and motivate! In collaboration with the Registered Veterinary Technologists and Technicians of Canada (RVTTTC), this unique four-day event features a strong scientific program, with 30 speakers from Canada and the United States. Four days' worth of labs, concurrent streams exploring companion animal, ruminant, equine, practice management and animal welfare, and a mind-body workshop. Contact: Sarah Cunningham; tel: (613) 236-1162, ext. 121; fax: (613) 236-9681; e-mail: conventions@cvma-acmv.org; website: <http://www.canadianveterinarians.net/science-knowledge/annual-convention>

2017 ABVMA Council – Call for Nominations

In accordance with ABVMA Bylaws, upcoming Council vacancies require the election of:

- two veterinarian members of Council for the Calgary Region
- one veterinarian member of Council for the Edmonton Region
- one registered veterinary technologist member of Council for the Southern Region

The Council Nomination Form has been enclosed in this issue.

Nomination Deadline: Friday, September 23, 2016.

2017 Service Award Nominations

Nominate a colleague for an ABVMA Service Award. Awards are presented annually at the Member Recognition Banquet held in conjunction with the Leadership Weekend in February, 2017. The Nomination Form is enclosed in this issue. **Nomination deadline: Friday, September 23, 2016.**

2016 CanWest Veterinary Conference October 15–18, 2016, Fairmont Banff Springs Hotel and Conference Centre

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

Program and Registration Form enclosed.
www.canwestconference.ca.

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(for Veterinarians and AHTs):

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

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

HealthLink: 1-866-408-5465

Urgent Services: 780-342-7777

Crisis/Distress Line:

Edmonton and area: 780-342-7600

Calgary and area: 403-266-1605

PROFESSIONALS HELPING PROFESSIONALS



Update From UCVM



Dr. Baljit Singh

DR. BALJIT SINGH HAS BEEN

appointed as dean of the Faculty of Veterinary Medicine at the University of Calgary (UCVM), effective Sept. 1, 2016. Dr. Singh is an innovative and well-respected leader who will continue to build the faculty's prominence and strong reputation.

Dr. Singh is a highly accomplished researcher, educator and administrator in the field of veterinary medicine, with specific expertise in lung biology and anatomy. He brings an eclectic and integrated background to the UCVM, developed through training and experience both internationally and in Canada. He also brings a thorough understanding of both veterinary medical education and the veterinary medical profession in Canada. He joins our Faculty of Veterinary Medicine after serving as associate dean of research at the University of Saskatchewan since 2011, where he cultivated a natural curiosity that will make him an inquisitive and thoughtful leader.

Dr. Singh earned a bachelor of veterinary science and animal husbandry (BVSc and AH) and master of veterinary science (MVSc) from Punjab Agricultural University in Punjab; a PhD from the University of Guelph; postdoctoral training at Texas A&M University and Columbia University, New York; and he completed licensing requirements set by the Canadian Veterinary Medical Association and the American Veterinary Medical Association for foreign veterinary graduates.

Dr. Singh has received the 3M National Teaching Fellowship, the University of Saskatchewan's Provost's Prize for Innovative Practice of Teaching and Learning, University of Saskatchewan Master Teacher Award, and the Carl J. Norden Distinguished Teacher Award. He has also received the Outstanding Veterinary Anatomist Award from the American Association of Veterinary Anatomists, as well as the Pfizer Award for Research Excellence. In 2013 he was named a fellow of the American Association of Anatomists.

"I am deeply honoured to be selected as the dean of the University of Calgary's Faculty of Veterinary Medicine. The University of Calgary has a stellar reputation globally, and UCVM has quickly garnered recognition for its programmatic innovation in education of veterinary medical students through the Distributed Veterinary Learning Community model," stated Dr. Singh. "I am excited that the faculty has outstanding opportunities to lead in veterinary medical education, and knowledge creation to solve complex animal and human problems at the local, national and international level. I commit to serving the university, the UCVM and its many stakeholders with passion, collegiality and collaborative leadership."

Dr. Singh succeeds Dr. Alastair Cribb, who completed his second five-year term as dean of UCVM on June 30. (Dr. Emma Read will be interim dean until Aug. 30, 2016.)

Dean's Corner - WCVM Dean's Update

HERE ARE SOME BRIEF HIGHLIGHTS

about recent achievements and events at the Western College of Veterinary Medicine (WCVM) on the University of Saskatchewan (U of S) campus:

The U of S One Health Research

Symposium brought together more than 100 U of S researchers and students to help build interdisciplinary research teams and to promote One Health. WCVM professor Dr. Vikram Misra, who is also director of the U of S One Health Initiative, organized the April 29 symposium. Participants learned about One Health initiatives that are taking place around the world and listened to presentations by U of S researchers whose One Health projects were funded in 2014. Symposium participants also reviewed One Health research proposals from across campus and contributed their expertise to the projects.

The symposium's goals of sparking a new way of thinking about health-related issues and spreading awareness of One Health on campus will continue to be important as the U of S prepares to host the International One Health Congress in June 2018. The congress will bring together about 1,500 delegates to share their work and create new research collaborations. Saskatoon will be the first North American city to host the congress that began in 2011.

The new U of S One Health certificate

is built around blending the disciplines available on campus, bringing together researchers to work collaboratively and training students in areas they might otherwise have no interaction with. Although similar programs exist elsewhere in the country, the resources available at the U of S will make its One Health certificate the first of its kind in Canada. The U of S is the only campus in the country that has all of the health science colleges on the same campus along with engineering and agriculture colleges and a school of

environment. Dr. Tasha Epp, an associate professor at the WCVM, is helping to guide the new program's creation along with other members of a campus-wide organizational committee. The program is set to launch this fall.

VET conference: The first Veterinary Education Today (VET) Conference and Medical Exposition will be held in Toronto from Sept. 29 to Oct. 1., 2016. The low-cost, high-quality conference offers participants a chance to earn up to 12 continuing education credit hours through a program developed by a WCVM planning committee. Veterinarians, veterinary technologists, practice managers and students can choose from 30 different sessions with clinical seminars tailored specifically to small animal, large animal, bovine and equine professional development interests. Keynote speakers include Neil Pasricha, author of *The Happiness Equation*; veterinary surgical oncologist and author Dr. Sarah Boston; and Dr. Douglas Freeman, WCVM dean and a dedicated advocate of One Health. Visit www.veterinaryeducationtoday.ca for more details and to register online.

WCVM people take home U of S awards:

Dr. Gillian Muir is the WCVM's 2016 recipient of the Provost's College Award for Outstanding Teaching. Offered through the U of S Gwenna Moss Centre for Teaching Effectiveness, this annual award is presented to one professor from each college who demonstrates outstanding teaching in his or her field. Earlier this spring, two other faculty members — Drs. Al Chicoine and Chris Clark — received teaching excellence awards from the U of S Students' Union (USSU) based on class surveys of their students. At the same awards ceremony, WCVM student services manager Paige Links received the USSU academic advising award in recognition of her work with the college's veterinary students.



Douglas Freeman, DVM, PhD

Dean, Western College of
Veterinary Medicine



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.

On The Cover

VETERINARY DRUG MANUFACTURING IN ALBERTA



Instrumenting calves for pain monitoring.



A solvet/AVL production technician manufacturing product.

The veterinary profession is complex and constantly changing, bringing with it a cast of interesting players and careers. From the kaleidoscope of disciplines that veterinarians pursue, few are busier and more diverse than ownership in a pharmaceutical manufacturing company.

Dr. Merle Olson's professional career has spanned private veterinary practice, academia (20 years at the University of Calgary), research and development support for a host of corporate clients, and pharmaceutical manufacturing. Armed with a MSc in chemistry (UWO) and a degree in veterinary medicine (WCVM '81), Olson's love of applied research and spirit of entrepreneurship guided him. Understanding the important role commercial acumen plays brought Olson to the job of VP of Research and Business Development for Alberta Veterinary Labs/*Solvat*, an Alberta-based pharmaceutical manufacturing firm involved in the development, manufacture and distribution of animal health drugs. The company's technical capability permits toll manufacturing of sterile products used in human medicine.

Merle was an integral partner in The Biofilm Research Group (BRG) at the University of Calgary. The BRG became recognized as a center for the testing of antimicrobials, biocides and device coatings and for developing animal models to study biofilm disease. Biofilms, organized communities of microorganisms that exist in virtually every natural environment, are responsible for a host of diseases in human health, animal health and agriculture.

During the years spent in academic research, Olson published over 200 papers and guided development of 45 patents. He maintains a professional commitment to antimicrobial stewardship and pain mitigation in livestock.

Solvat is Alberta's only Good Manufacturing Practices (GMP) plant manufacturing oral liquids, oral suspensions, pour-ons, topical products, oral powders and sterile solutions in its Calgary facility. The company employs over eighty people representing chemists, pharmacists, engineers, veterinarians and production technicians.

The parent company, Alberta Veterinary Labs, was formed in 2009. The first product to be manufactured in response to the needs of Canadian veterinarians and producers was a pour-on parasiticide. Since then, approximately 30 animal health products have come on line. In 2014, the company expanded with the purchase of the 163,000 square foot Alcon manufacturing facility in Mississauga. The sterile GMP facility will be used for manufacturing large volume, water-based products.

A critical component in research and development of animal health pharmaceuticals is the ability to successfully



Dosing animals with experimental pain control drug.

navigate the drug approval process established by the Health Products and Food Branch (HPFB) of Health Canada. HPFB is the national authority that regulates, evaluates and monitors the safety, efficacy, and quality of therapeutic and diagnostic products available to Canadians. On occasion, this involves experts outside Health Canada. Olson and his team have a proven track record in the laborious and complicated world of drug approval for both new drug submissions and generic formulations. In line with North American initiatives regarding the humane care of food producing animals, recent efforts have included research into the use of an oral, anti-inflammatory suspension in a variety of livestock species to help control pain and discomfort associated with routine husbandry practices like branding, castration and dehorning; musculoskeletal conditions of dairy cattle; stress associated with long-haul transportation of livestock; pain mitigation in horses; and management of pain in minor species like sheep, goats, bison and elk.

Many of the field studies dedicated to product registration are conducted in Alberta following Good Laboratory Practice (GLP) and Good Clinical Practice (GCP) guidelines. GLP standards help assure regulatory authorities that data submitted reflect results obtained during studies, and that the results can be relied upon to make appropriate risk and safety assessments. Good Clinical Practice (GCP) guidelines provide assurance that reported results

are credible and accurate. Alberta-based producers, veterinarians and agriculture scientists participate in these studies.

Merle and his team go to work every morning understanding how important it is to follow an established business model. 'Being easy to do business with' and 'innovation by request' flags the company's commitment to Alberta's veterinary community and a fresh look at lingering problems like new label claims, product formulation, price and packaging for approved drugs already marketed. Care is taken to gather ideas from those using drugs in the responsible care of livestock, ideas that guide product development of approved, finished pharmaceuticals to veterinary clients. Being centrally located provides a unique platform where livestock drug-use issues can be tabled, freely discussed and solutions explored.

Merle's contagious ebullience spans the world we know about microbes, parasites, disease and animal care issues. His foresight and prudence helps define the complex interplay of these factors in both animals and human health. His efforts help veterinarians better explain the congress between complexity and common sense. His astute understanding of the natural world not only renders solutions for producers and veterinarians in managing the negative impacts of disease, but also furnishes insight into the need for ongoing discovery.

Ron Clarke, DVM

Clarke Communications



Ms. Maggie Grover

UCVM Class of 2017
ABVMA Student Representative
2015/2016



UCVM Student Article

HAPPY SUMMER EVERYONE,

I hope that this article finds you well! With classes over for the summer, you can find UCVM students in areas near and far. While fourth-years have begun our year of clinical rotations, many second- and third-years are working in clinics or volunteering and travelling abroad. A number of students are also working various jobs at the school. Some are busy running UCVM's summer camps, which allow youth to learn about the profession and gain some fun and hands-on experiences over the course of the week-long program. These camps are always a huge hit, with many participants returning year after year. (That would definitely have been me if they were available back then!) The students running these camps are also managing a UCVM booth that is part of the 'UFA Cattle Trail' at the Calgary Stampede, which is an engaging and comprehensive display that educates the public about the beef industry.

Other students are working at Stampede doing on-going research on the welfare of rodeo animals. This is just one of the many projects being performed through the Student Undergraduate Research Experience (SURE), a program that allows students to perform a variety of clinical and scientific research projects under the guidance of faculty mentors. On August 22, they'll have the opportunity to present their findings and network with other students, faculty and staff at the SURE Research Day.

Students also helped organize and host UCVM's 6th annual Beef Cattle Conference on June 16-17. A variety of speakers, including students and recent alumni, presented on this year's topic of Infectious Disease Diagnosis and Control, while workshops held at UCVM's Clinical Skills Building gave attendees a chance to learn some valuable information surrounding cow-calf and feedlot management practices. In addition, a poster competition gave clinical trainees, undergraduate, DVM and graduate students a chance to present

and discuss their research and cases with other researchers, producers and industry stakeholders.

Despite dispersing with the onset of summer, many students were quick to come back together when the fires in Fort McMurray occurred, and the University of Calgary opened its doors to evacuees. These students, along with UCVM faculty, helped organize and run a program that allowed pet owners to receive shelter, supplies and basic veterinary care for their pets. In addition, other students and I were able to join alumni and faculty who were among the amazing turnout of volunteers at the Fort McMurray Animal Reception Centre in Edmonton. It was truly inspiring to see members of this profession rally together to bring aid in such unexpected times of hardship.

On June 18, students, faculty, staff and friends were given a more festive opportunity to reunite at a recognition of Dr. Cribb's 10 years of service as UCVM's dean. His phenomenal hard work and dedication in helping create the school we're all so proud to be a part of were celebrated at this informal social and barbecue. Prior to his last day as dean, Dr. Cribb thrilled 30 individuals with the infamous and long-awaited phone call informing them that they will be joining the school as part of the class of 2020. I would like to extend my congratulations to these new students as they begin this exciting chapter of their lives! At the same time, I'd like to congratulate the class of 2016, who recently had their convocation and are now heading out into internships and new jobs as DVMs!

This marks my last article as UCVM's student representative. It has been a real privilege representing UCVM's student body and I look forward to meeting many of you in the future!

WCVM Student Article

SUMMER MONTHS MAY BE SPENT

away from the classroom, but students of the WCVM are still very busy! Students from all years are gaining valuable veterinary experience whether through employment at veterinary clinics or volunteering with various veterinary organizations. The 2016 global vets program has hardworking second-year students in India and Africa volunteering to offer veterinary care for animals in developing countries while providing exceptional learning opportunities. The second-year students are gaining practical experience in spays, neuters, vaccination programs, wound care and animal welfare.

This time of year is always very exciting. The class of 2016 is transitioning from student life to being an active member of the veterinary community as a new doctor while a new class of 80 students is buzzing with excitement because they have received their acceptance letters. Good luck to the Class of 2020 as they begin the journey as students at the WCVM. It is truly an amazing experience to enter into a class of 80 strangers and walk out the doors four-years later with life-long friends and experiences that shape us as veterinarians and who we are as individuals.

The new fourth-year students, Class of 2017, are already busy in rotations. A group of students during the fourth year draft selected the six-week large animal summer rotation. Those participating in the summer rotations spend two weeks each in three of four disciplines: surgery, medicine, theriogeniology and field service. The summer rotation takes advantage of the busy late spring/early summer period in the teaching hospitals' large animal practice. Other fourth-year students are also taking advantage of external summer rotations.

The Atlantic Veterinary College has opened its doors to WCVM students, offering summer rotations in cardiology, acupuncture and chiropractic care. These sought-after summer rotations offer learning experience in innovative areas of veterinary medicine. The faculty of the WCVM has also reached out to the University of Calgary, arranging a summer rotation in equine dentistry and lameness. In between summer experiences, rotations and life outside veterinary medicine, the fourth-years are starting to prepare for the NAVLE in November. Good luck to all my classmates who are beginning exam preparations!

As my final article, I would like to thank the ABVMA for the opportunity to be the WCVM student representative. It has been a great opportunity to meet the Council and network with future colleges.

It has been a whirlwind of three years in Saskatoon and I look forward to the challenges and successes of my final year at the Western College of Veterinary Medicine. I hope everyone is enjoying the warm summer months, learning lots, networking with future colleges and enjoying some relaxing time before the new semester starts!



Ms. Jessica Mewis

WCVM Class of 2017
Sr. ABVMA Student Representative
2015/2016





Linda Glasier, RVT, BEd, MEd

President, Alberta Association of Animal Health Technologists

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

NEVER HAVE I BEEN SO FULL OF pride to be a member of the veterinary profession. In my 35 years of being a technologist I have always been proud to share what I do professionally. I care for animals and people, which is why being a technologist is so rewarding. The sense of connection to this profession has never been as emotional for me as it was this last month. The response of the veterinary community to the terrible tragedy of the Fort McMurray wildfires was definitely overwhelming in so many ways. On May 4, the ABVMA put out a call asking for assistance for the animals and people of Fort McMurray to which more than 100 technologists came forward to volunteer. Then, on May 9, another call

went out looking for help with the animals being evacuated from Fort McMurray, and again technologists and veterinarians went above and beyond offering over 1000 hours of volunteer time. In my mind, this puts to rest any criticisms against the profession such as the common one of we are only in this profession for the money. Seeing all of the selfless and dedicated volunteers that gave their time and resources was truly incredible. I conduct student practicum visits in Edmonton and area and every single clinic I stopped at was caring for, treating and or boarding a Fort McMurray patient. I would like to take this opportunity to give a great big heartfelt 'thank you' to the entire veterinary community for your overwhelming response — you truly are what makes Alberta strong!

In light of the wildfire emergency in Fort McMurray areas, many efforts from the public and veterinary profession have been to assist people and animals affected by the evacuation. The AAAHT executive recommended a donation amounting to \$2 per active member of the association to be made in support of the Alberta SPCA Fort McMurray assistance fund. The executive and board members made a unanimous vote to proceed with the donation. Terra Johnston, executive director, gratefully received the cheque of \$2890.00 for the Alberta SPCA offered by myself on behalf of the AAAHT.



In other exciting news, on May 10, 2016, Minister Gray presented amendments at the legislature from the 2011 AGM resolutions with respect to allowing technologists as members on Council and ABVMA committees. The Alberta government requested RVT representation at the legislature and several members responded and took time from their busy schedules to attend. RVTs in attendance were: Ms. Linda Glasier, AAAHT president; Ms. Vanessa George, past president; Ms. Nichole Olivier, treasurer; and Ms. Erin Young, director at large. ABVMA members included: Dr. Kevin MacAulay, president; Dr. Louis Kwantes, past-president; Dr. Margitta Dziwenka, vice president; and Dr. Darrell Dalton, registrar. My understanding is that this is just the start of the proceedings and there will likely be two or three more readings before the amendment is passed.



Progress is continuing on our rebranding and we are getting closer to launching our new website. At our June 18 strategic plan meeting, the goal will be to assess where we are at in our strategic plan and create pathways for moving forward. Remember to let us know if you are interested in participating in any events or meetings. You can do this by contacting one of the committee members or the administrative assistant at aaaht@abvma.ca



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



AAAHT 2016 BOD Introductions



Student Liaison: Elly Paslawsky

Elly Paslawsky has been on the AAAHT board during 2014 and 2015 and was proud to let her name stand for an additional term. Elly has enjoyed working with a committed group of members that truly have the best interest of our animal health technologists at heart when making decisions. She has found her time on the AAAHT Board both a pleasure and a positive learning experience.

Elly has been a technologist since 1978, during which time she worked in mixed animal practice for a short time, small animal practice, research and education. Elly works with the NAIT Animal Health Technology program as an Educational Lab Technologist.

Elly's personal interests include: painting, fostering cats and volunteering for various organizations.

Director at Large: Sujata Clark

Sujata Clark is a graduate of NAIT has been an AHT (RVT) for over 20 years in both Edmonton and Calgary. Her previous employment includes clinics, shelters and also with bylaw. Sujata has worked with small animals (with a hint of exotics), livestock and horses. She considers being an AHT is an amazing and rewarding job, filled with ups and downs while working with a variety of patients.

Sujata feels that the AAAHT is an important part of our community and helps to give us a way to express and promote our profession. She has been involved as a volunteer, a committee member and, more recently, was the Communications Committee Chair. Having

more to contribute and share, she became involved as a director in 2015. She values the role of the Board in guiding our future and contributing to the continued success for AAAHT members and the Association. Her current two-year term on the Board will be completed at the end of 2016.

When she is not working or volunteering with the AAAHT, Sujata loves to spend time with her family pets which include two dogs, Cedar and Ruby; two cats, Murph and Leela; and three horses, Tia, Gunner and Miqmac. She enjoys horseback riding, gardening and the outdoors, and spending time with her family.



Director at Large: Theresa McDermott

Theresa McDermott has been on the AAAHT Board acting as the Continuing Education Liaison for the term of 2014 and 2015. Although she has a very hectic travel schedule with work, she has really enjoyed working with the Board of Directors over the past few years and has gained a lot of insight into the value of the association and the volunteers that work very hard to help our membership. She is happy that during her second term she will be in a position to be involved in

some of the exciting work that was started in her first term on the Board.

Theresa has worked for Vetoquinol for the past 11 years and presently serves in the role of Sales Training Manager for Canada and the US. When she has personal time, if she's not traveling with her husband, Darren, she enjoys spending time at the lake with family and friends and taking long walks with her golden retriever, Sophie.

Director at Large: Erin Young

Erin has been an ex-officio member of the AAAHT Board of Directors as one of the AAAHT representatives for RVTTC over the past 4 years. During this time she has gained considerable knowledge about both RVTTC and the AAAHT.

The AAAHT is a hard-working, progressive association that is admired by many other associations. Erin is proud to be a member and part of the AAAHT Board, and is keen to see the strategic plan

implemented this year. She appreciates being able to continue this journey with the AAAHT and help with our continued success for all RVTs in Alberta.

Erin has worked in small animal, mixed animal, equine, research, small animal emergency and education. Her personal interests include animals of any kind, horses — especially the sport of reining — travel, and volunteering with the local community hall.





AAAHT 2016 Student Awards

The AAAHT provides recognition to students who best demonstrate in the academic setting:

- all-around skills in both large and small animals,
- maintain a good academic standing, and
- demonstrate the professionalism and the skills that represent the veterinary profession well.

The student receiving a AAAHT award must also:

- participate in the community at large,
- possess an attitude of volunteerism, and
- participate in classroom and/or in community volunteer activities.

AAAHT Student Awards now includes two AHT students and one VMA/VMR student annually from each college: NAIT, Grande Prairie Regional College (GPRC – Fairview campus), Olds College (on-campus program), Olds College (online program) and Lakeland College.

- The AHT student award includes two recipients of a \$500 cash award.
- The VMA/VMR student award includes one recipient of a \$250 cash award.
- The AAAHT Student award recipients are selected by the staff of the AHT or the VMA/VMR program.

Congratulations to the 2016 AAAHT Student Award recipients!

LAKELAND:

AHT Award:

Teneil Ziegler of Vegreville, AB

AHT Award:

Shelby Robbins of Daysland, AB

VMA Award:

Aileen Holcroft of Edmonton, AB

NAIT:

AHT Award:

Katie Croxford

AHT Award:

Erann Watson

VMA Award:

Sara Collison

GPRC Fairview:

AHT Award:

Darcie Yaremko (first year)

AHT Award:

Shaylene Syrota (second year)

Olds:

AHT Award:

Emily Lyster-Smith

AHT Award:

Lee'al Money Evans

Online AHT:

Alison Manns

Online AHT:

Rebecca Kennedy

VMA Award:

Bethany Stravinga

Communications Update – AVC Conference

On April 24, Kyla and Amanda from the Communications Committee and Tracey and Nicole from the Board of Directors attended the AVC Conference in Calgary to represent our association.

They quizzed members on their knowledge of the AAAHT in exchange for a bingo marker for a Trade Show Scavenger Hunt, traded AAAHT logo scrub hats for photos and were able to attend some of the fantastic CE that was available.

We had a great time at the conference meeting so many engaged members of our association. Thank you to AVC for extending the invitation, and thank you to everyone for supporting the AAAHT!





Thanks For Your Feedback!

WE ALL RELY ON FEEDBACK IN

order to learn. When it is given appropriately, we thrive. When it is delivered poorly, we may take a step backwards. The art and skill with which feedback is shared can have a direct impact on the quality of performance, individual job satisfaction and overall team morale.

When you read “feedback,” did you immediately think of negative or corrective feedback? There are two types of feedback and both can support learning and encourage positive team dynamics when delivered well—acknowledgement and corrective feedback. How often do we acknowledge the hard work or special efforts of our colleagues? Sadly, within many teams, it is not often enough.

Recognizing a co-worker’s skill, expertise and accomplishment is important for creating a positive, supportive work place. Honest, sincere feedback can bolster confidence, make colleagues feel valued as a team member and reinforce positive contributions to the team. Sharing positive words should not be the sole responsibility of the practice manager or owner. In fact, the feedback received from co-workers may have a stronger impact on job satisfaction, personal motivation, a harmonious work atmosphere and loyalty to the team.

Research indicates that positive feedback not only makes us happier, it also reduces our stress and makes us more productive. In a Harvard Business School study, participants who read positive statements from co-workers about their past actions were more successful and creative in their problem-solving approach to a puzzle than participants who did not read any feedback. The participants who read the sincere acknowledgements were also significantly less stressed during the exercise than the control group.¹

To be effective, feedback needs to be more than “good job” or “thank you for the great work.” These phrases can sound insincere and don’t provide any helpful information about one’s performance. Feedback needs to be specific and include the details of the positive impact of the person’s efforts. Describe

what was said or done, explain the positive impact of the words or act and express your appreciation. “Sheila, you really stepped up to the plate today by recognizing the rush of clients during this morning’s admissions and jumping in to help the reception team without being asked. With your assistance, we avoided extended wait times for our clients and our receptionists could give their full attention to the emergency phone calls that they received. Thank you for helping to turn a hectic start to our day into an efficient team effort.”

Supportive feedback is especially important for new employees. Think about the type of information that would help with their sense of inclusion, their ability to learn new skills and support their ongoing orientation or training. Don’t forget about providing acknowledgement feedback to your manager or practice owner. Often we avoid this for fear of appearing to ingratiate ourselves with them. However providing positive feedback is helpful for managers and owners to understand the impact of their decisions and leadership. It may also be an opportunity to let them know the type of work that you enjoy. “Thank you for assigning me to the new client project as I really enjoy working with people who are new to our practice.”

It is essential to provide acknowledgement feedback when an improvement in behaviour has been made as a result of previous corrective feedback. This will recognize the efforts of the individual to heed the previous feedback and encourage long term maintenance of the change. The feedback needs to be specific to what has changed and clearly identify the benefit of that change.

Consider where and when to share your positive feedback. While it would seem appropriate to share this praise in front of others, you need to consider the personality of each individual. Some prefer not to have the attention focused on them in a public setting. Feedback should always be given as close to the actual event as reasonably possible.



Jayne Takahashi DVM, MBA
Communication Leads

Most importantly, positive feedback must be sincere and go beyond the basics of an individual’s job; otherwise, it may appear disingenuous and might have recipients wondering about a hidden agenda. Restrict your descriptions to behaviours and actions rather than personal traits. This will keep your comments objective and ensure that desired behaviours are encouraged. Sincere, timely positive feedback will make a person more receptive to suggestions or corrective feedback in the future.

Just as there is an art to giving positive feedback, there is an art to receiving feedback. If a thoughtful co-worker has shared acknowledgement feedback with you, accept it graciously. We often try to discount it, reject it or even ignore it with comments like “it was nothing special” or “I was just doing my job” or by changing the subject. If someone has taken the time and effort to acknowledge what you have done, simply accept the praise by saying, “thank you!”

In my next column, we will look at the art of providing corrective feedback.

¹Anchor, Shawn. Positive Intelligence. Harvard Business Review, January-February 2012.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

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://atopica-ce.ca/> for more info and to register.

Increase Preventive Feline Healthcare In Your Practice

- Lifelearn Inc. Online & Ongoing CE Module. 1.5 hours CE Credit. Elizabeth O'Brien DVM, DABVP, Board Certified in Feline Practice, Heather Lowe AHT, MBA Please see <http://ellancofelinece.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 Innovations 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 2016

- 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 courses starting in February 2014: Companion Animal: Avian Medicine, Oncology and Soft Tissue Surgery. Courses also starting in July 2014: Companion Animal: Gastroenterology, Diagnostic Imaging, Clinical Pathology and Cardiorespiratory. For more info about the Master of Veterinary Medicine Program and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

Webinars - Canine and Feline Cardiovascular Health, Feline CKD: Top Tips for early Diagnosis and Proteinuria in Feline Renal Disease: Why Should You Worry?

These on-demand webinars can be accessed any time and watched as many times as necessary to learn the content. Registered users may choose to take a test to receive CE credit for watching one of the webinars. Successful participants may print off a certificate of completion for their records. These webinars are also RACE approved. Please go to <http://fortekor.ca> to register for these webinars. Sponsored by Fortekor and Novartis.

Excess Weight & Obesity: An Ounce of Prevention is Worth a Pound of Cure Webinar

- This one hour webinar will discuss weight loss programs for the overweight pet and developing communication strategies to help the pet owner commit to avoiding weight gain and obesity in dogs and cats. Please go to www.royalcanin.ca to sign in or register. Sponsored by Royal Canin.

The Social Side of Practice: Module 1:

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

Increase Feline Preventive Healthcare in Your Clinic - Webinar - Elizabeth O'Brien, DVM, DABVP (Feline), Heather Lowe, AHT, MBA.

Sponsored by Novartis and Life-Learn. To view the recorded webinar, visit www.novartisfelinece.ca. The course includes a quiz to receive a CE certificate. 1.5 CE credits for both DVMs and AHTs. Presentation available at <http://ow.ly/EGfkN>

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 online education (approved for 1 hr ABVMA CE): How ticks are bringing business opportunities

Continuing Education Opportunities

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

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

MONTHLY OFFERINGS

AUGUST 2016

August 7 to 9, 2016 – 71st Meeting of the International Conference on Disease in Nature Communicable to Man – 14 Hours ABVMA CE Credits - This is a two day scientific conference to be held at the University of Guelph. The conference is also being hosted by the Centre for Public Health and Zoonoses and the Canadian Wildlife Health Cooperative. The conference brings together physicians, scientists, veterinarians and public health professionals to present their research and findings for discussion, on all aspects of emerging infectious diseases in humans and animals. Sponsored by Alberta Health Services. For more info and/or to register, please visit: <https://sites.google.com/site/incdncm/2016-Conference>

SEPTEMBER 2016

September 14, 2016 – Ophthalmology – 1.5 Hours ABVMA CE Credits – Brian Skrobobach, DVM, Diplomate American College of Veterinary Ophthalmologists, C.A.R.E. Centre; Kelli Combs Ramey, DVM, Diplomate, American College of Veterinary Ophthalmologists WVSC. Sponsored by CAVM & WVSC/CARE. Location TBA.

For more info and to register visit: www.cavm.ab.ca/ce_calendar.html or email: info@cavm.ab.ca

September 15, 2016 – Accounting & Tax Practices – 2 Hours ABVMA CE Credits – Calvin T. Carpenter, CPA. CA. Vice President of Professional Services for MNP LLP. The ten most common financial mistakes medical practitioners make. The growth of corporate medical/dentistry in Canada and the USA. Location; Edmonton Clinic Health Academy Room TBA. Sponsored by UofA Faculty of Medicine & Dentistry. For more info and/or to register, visit: <http://www.dentistry.ualberta.ca/Continuing-DentalEducation.aspx>

September 25, 2016 – Chronic Vomiting – 6 Hours ABVMA CE Credits – Serge Chalhoub DVM, IPSAV < DACVIM (SAIM). Topics include: SDMA, Semintra/proteinuria,

Calcitriol and EPO, Chronic vomiting workup dogs and cats. Location; Fresh Express Café, NAIT Main Campus. Time: 9 to 4:00pm. Registration deadline September 16, 2016. Put on by EASAV, sponsored by Boehringer Ingelheim and IDEXX Laboratories. For more info and/or to register visit: www.edmontonvetinfo.com.

OCTOBER 2016

October 6, 2016 – Anesthesia: Old Dog, New Tricks – 2 Hours ABVMA CE Credits – Matt Read DVM, MS, DACVA. Location; Fresh Express Café, NAIT Main Campus, Edmonton AB. Time 7 to 9:00 pm. Registration deadline September 30, 2016. Put on by EASAV. For more info and/or to register visit: www.edmontonvetinfo.com

October 13, 2016 – Legal Issues in the Medical/Dental Practice – 2 Hours ABVMA CE Credits – Blair E. Maxton, Independent Counsel. Learn about; Key legal strategies for successful practice sales and purchases, Leases and lease agreements, Successful Associate agreements, Enforceability of non-competition clauses and penalty clauses. Location; Edmonton Clinic Health Academy Room TBA. Sponsored by UofA Faculty of Medicine & Dentistry. For more info and/or to register; visit: <http://www.dentistry.ualberta.ca/ContinuingDental-Education.aspx>

October 18, 2016 – How to Identify \$100,000 Risks Hiding in Your Dental Office Lease – 2 Hours ABVMA CE Credits – Alain Sabbah Partner-Cirrus Consulting Group. Learn how to identify the top four hidden traps in your dental office lease, how rent is calculated and determine if you are overpaying, when to start the lease renewal process. 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/Continuing-DentalEducation.aspx>

October 24 to 25, 2016 – Equine Lameness – Current Medical Topics – 12 Hours ABVMA CE Credits – Joseph J Bertone DVM, MS, DACVIM Tracy Turner DVM, MS, Dipl. ACVS, Dipl.ACVMR. Two day seminar includes lameness diagnosis, carriage horse welfare and lyme disease. Location is the Delta Town & Country Inn in Delta BC. Sponsored by Equine Committee; Society of BC Veterinarians & the CVMA. For more info and/or to register, visit: <http://deltaequineseminar.com/>

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 Im-

aging, C.A.R.E. Centre. Sponsored by CAVM & CARE. Location TBA. For more info and to register visit: www.cavm.ab.ca/ce_calendar.html or email: info@cavm.ab.ca

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>

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 TBA. For more info and to register visit: www.cavm.ab.ca/ce_calendar.html or email: info@cavm.ab.ca

Classified Ads

VETERINARIAN REQUIRED

FULL-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 centre in which to practice a wide variety of medicine and surgery, the city offers a busy airport, regional college, regional hospital, large aquatic centre, 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 Contact Dr. David Cook; Ph. (780) 532-4638 or (780) 539-3273 (home); Fax: (780) 538-4522 or Email: davecook@telusplanet.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 fertilisation services and have an export qualified semen collection centre. 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. Please send your CV to embryos@bowvalleygenetics.com

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 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 your resume, or for more information please contact us. Email: glvet@albertahighspeed.net

FULL TIME VETERINARIAN REQUIRED

Cochrane Animal Clinic is looking for an energetic, self-motivated and reliable full time Veterinarian to join our busy mixed animal practice. We are a dynamic and progressive team of animal care enthusiasts with 2 full time vets, great support staff, and a state of the art modern facility. We offer a competitive salary, benefits, CE and a uniform allowance. We will accept applications from both small animal and mixed animal practitioners. Please email resumes to Samantha.Larson@cochraneanimalclinic.com. Resumes can also be faxed to (403) 932-5800 to the attention of Samantha Larson.

CYPRESS VIEW VETERINARY CLINIC

in Canada's sunniest city, Medicine Hat Alberta, is looking for a full time veterinarian to work in our fast paced, fun, community minded small animal clinic. This newly renovated facility has state of the art equipment, including a physical rehabilitation ward, and a strong support staff. Competitive wages, paid CE and membership dues, a health benefit package, and potential for additional bonuses will be yours when you join our above and beyond team that encourages personal growth. On call duties are light, being divided between 7 veterinarians. Must be fully licensed. Please email your cover letter and resume to dr.taylormason@cypressviewvet.ca

WE ARE LOOKING FOR A FULL TIME

Veterinarian with 2 - 5 years' experience to join us! 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 caring staff. Our hospital offers a challenging, quick-paced, work environment where team work and high quality care is at the heart of what we do.

Here's only some of the reasons to apply:

Career growth and opportunities to hold key leadership positions across our organization

Excellent CE opportunities with CE seminars, CE allowances, annual AVC conferences, networking opportunities, New technologies and advanced diagnostics, Continued investments to improve patient care, A commitment of giving back to the community through initiatives such as Paw it Forward and Pet Pantry, 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 or LinkedIn profile to: Ruth Siddoway

Email: siddowayr@associatevets.com Website: <http://www.capitalcityvet.com>

THE LEDUC ANIMAL CLINIC IS SEEKING

a fully licensed, qualified DVM. Our modern, fully-equipped companion animal clinic is just minutes south of Edmonton, Alberta. We are a well-established practice with an excellent support staff and client base. No after hours, one Saturday morning in every three. We offer a very competitive salary, profit sharing and CE allowance. Interested parties please forward resume to: Dr. Zuzana Smith Email: z.smith@leducanimalclinic.com Website: www.leducanimalclinic.com

ANIMALS FIRST CLINIC LTD IS

considering applications for a fulltime veterinarian to join our team of 2 veterinarians and 12 staff. Our small animal clinic offers a wide range of veterinary services such as preventative medicine, orthopedic surgery, dentistry, intensive care, rehabilitation and more.

Animals' First clinic is a high paced small animal practice located in Grande Prairie 458 kms north of Edmonton and 710 kms north of Calgary. People love the area for its unlimited outdoor activities. Our clinic is a modern, high quality, progressive small animal practice. We have a strong surgical practice with a large orthopedic caseload. The successful candidate will be registered and in good standing with Alberta Veterinary Medical Association and have excellent communication and leadership skills. We value and support CE. We offer competitive salary, full benefit program, shared on call services with another veterinary clinic, paid licensing/dues and pet and veterinary discounts. Come join THE TEAM and expand your practice! Contact Heather Barth via email info@animalsfirst.ca or send your CV/Resume to Unit 101 9151-Crystal Lake Drive Grande Prairie, Alberta, Canada T8X 0B7, Fax: (780) 814-8933. Visit our website at: <http://www.animalsfirst.ca>

MIXED ANIMAL PRACTITIONERS REQUIRED

Good sense of humor and commitment to staff and client relations essential. Two to Three enthusiastic, outgoing, veterinarians required for our progressive mixed animal practices located in Valleyview, AB and Peace River, AB. The clinics are fully equipped with in-house lab (Abaxis), ultrasonic dental unit, digital radiography, power float, & Cornerstone computer system. Call shared between veterinarians. Mileage allowance, CE allowance and paid time off for CE, paid license and dues, health/dental/disability plan, generous vacation time are all part of our extensive benefit package. Salary is negotiable and dependent on previous experience.

Valleyview is a community with a population of 2700, located in the Little Smokey River Valley in beautiful northern Alberta. Peace River is located 500 km north of Edmonton, Alberta. Population of 6744. Both communities have all the recreation and social amenities of a much larger community with unlimited outdoor recreation. If you wish to practice high quality medicine and surgery on a variety of species please call: Dr. Kevin Breker or Michelle Dubrule RAHT/Office Manager Ph. (780) 624-1606

Email: peacrivervet@gmail.com Website: <http://www.peacrivervetclinic.ca>

Mail: 7710-100 Ave Peace River, AB T8S 1M5

DO YOU WANT THE OPPORTUNITY TO

practice high quality medicine in a modern fully equipped facility with an amazing support team? We are looking for a small animal veterinarian to join us in Dawson Creek, BC. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community based practice that values quality of life. Our clinic is a modern, high quality, fully computerized, progressive mixed animal practice, currently with five veterinarians and a great support team. We have an excellent large animal handling facility and a brand new state of the art small animal facility. All veterinarians have specific areas of special interest; dentistry for both large and small animal, as well as orthopedic surgery. Our enthusiastic and fun team members are awaiting your arrival. We offer competitive wages, with the opportunity to make six figures, as well as a benefit package. To learn more about our clinic, check out our website at www.dvvet.ca If you are interested in this position, please contact our Human Resources Manager at info@dvvet.ca or Fax: (250) 782-2426.

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. Please send your resume and cover letter by email. Email: montrosepet@gmail.com

WE ARE LOOKING FOR A FULL TIME

veterinarian for our well developed, fully equipped small animal clinic in North East Edmonton. We offer industry standard salary, paid licensing fees and CE allowance. Please send your resume and cover letter by Email: vetstartproject@gmail.com

COME JOIN OUR WORLD-CLASS

veterinary clinic in Calgary, Alberta. We are looking to add another superstar for our state-of-the-art facility. We have everything a progressive, modern practice should have and more. We require a part-time DVM to cover 2-4 shifts per month but with lots of room for more as we grow. If you're an exceptional team-player with staff, clients and patients alike, please forward your resume in confidence to terriann@springbankpethospital.ca. Check us out online at springbankpethospital.ca or search 'springbank pet hospital' on YouTube.

DIAMOND VALLEY VETERINARY CLINIC

is seeking an experienced mixed animal veterinarian. The candidate should have a strong interest in large and small animal medicine and surgery. We are a well-established and fully equipped mixed animal practice, which includes 1 ambulatory unit. Our spacious clinic offers excellent small and large animal facilities, including Digital Radiology, Power Float Dental, Bovine ultrasound, cattle chutes, equine stocks, indoor/outdoor holding pens and Feed/Tack store, part time groomer and boarding facilities. We do offer alternative therapy as well as regular veterinary service. Turner Valley is a small town located 20 minutes southwest of Calgary in the picturesque foothills, it borders Kananaskis country. This small town has good schools and is a great environment to raise a family. Diamond Valley Veterinary has an opportunity for a licensed Veterinarian to join our team in Turner Valley, Alberta. The successful candidate will share after hour calls and be expected to work 40 hours per week. One year experience would be preferable but new grads would be considered. Buy in potential is available in a high net to gross business. Compensation based on experience. Please contact Dr. Wayne Steiger at dvvet@telusplanet.net Fax: (403) 933-3218

CROSSROADS ANIMAL HOSPITAL

is looking for a fourth veterinarian to join our team. We are a full-service, small animal hospital located in Medicine Hat. Our spacious modern clinic includes 4 exam rooms, dental suite, 2 surgery suites, isolation ward, large treatment area and a conference room. We are fully equipped with in-house lab, ultrasonic dental unit with digital dental x-rays, digital radiography, ultrasound and orthopedic equipment. Call is shared between veterinarians. Mentorship is strong within our practice and new grads are welcome to apply. We offer a very competitive compensation package including group benefits, staff discounts, ABVMA dues, a yearly uniform allowance, after hour's compensation and a generous CE allowance. All inquiries will be kept strictly confidential. Email resume to sgupta@live.ca

MIXED ANIMAL VETERINARIAN POSITION

available at the Stettler Veterinary Clinic. We are a progressive, team-oriented environment proud of a high standard of care, client satisfaction, and good work-life balance focus for all staff. We are a 6 vet practice with 9 member support staff. We have a large, well equipped facility, great team environment and established clientele. Extensive benefits and salary commensurate with experience. Please contact Jackie Dobinson by Email: jackie@stetvet.com

INTERESTED IN WORKING ONLY A

couple of shifts a week? We have an exciting opportunity for an experienced veterinarian that is interested in working week-ends and holidays only in our friendly, vibrant and growing community just 20 minutes north of Edmonton. The Morinville Veterinary Clinic is a beautifully appointed facility with associated boarding and grooming facilities and wonderful support staff. On the weekends we see a broad range of cases including routine preventative care, complicated ongoing medical cases, and minor emergencies of all types! This is an exciting, busy practice to work at with tremendous potential for the right veterinarian. The position will require a commitment of every Sunday and Statutory Holiday (10 am – 5 pm) with the option of picking up additional hours throughout the year. We are offering a competitive salary and production bonus. If you are interested in joining our medical team, we would love to talk to you. Please contact denise@morinvillevet.com Website: www.morinvillevet.com

CAPITAL CITY ANIMAL HOSPITAL &

24 Hour Emergency Service in Edmonton offers a challenging, quick-paced, work environment where team work and high quality care is at the heart of what we do! We are hiring a new

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Medical Director to help provide leadership, management and vision. The successful candidate will hold a valid DVM degree, have 5 years' experience as an ER Veterinarian with excellent communication skills, strong leadership abilities, with the ability to thrive working in a fast paced environment. They will have experience leading a team, be focused on Clinic and program Development, and a high standard of patient care. They must be available for all shifts in the 24 hour rotation schedule. As a member clinic of Associate Veterinary Clinics, we offer:

professional development with career growth opportunities, excellent CE opportunities, CE allowances, annual AVC conferences, new technologies, advanced diagnostics, and modern facilities, a commitment of giving back to the community and freedom to practice. We also offer competitive wages, group health benefits and pet and veterinary discounts. Our mission is Helping People Make Pets Lives Better! Please forward your cover letter and resume to: Ruth Siddoway

Regional Operations Director Email: siddowayr@associatevets.com Website:

<http://www.capitalcityvet.com>

BURNABY, BC: HASTINGS VETERINARY

Hospital is looking for a full time veterinarian to join our progressive small animal practice. With a large, committed client base; it is the ideal setting for a new graduate or experienced veterinarian to enjoy working with responsible pet owners and enhance their skills in a beautiful city. Our services include preventive medicine, wellness exams, and diagnostics including ultrasound, digital radiographs and dental radiographs, dentistry and dermatology consults within our facility; working with experienced veterinarians. We would like to hear your practice philosophy and how you could add to our excellent team. Please contact Dr. Amardeep Bajwa by Email: wagpurr@gmail.com Fax: (604) 291-6602 or by Ph. (604) 291-6666

AN EXPERIENCED FULL-TIME

Veterinarian required for a well-developed small animal practice just outside Sherwood Park. Our clinic is a low stress practice providing high quality patient care in a comfortable environment. We are equipped with digital radiography including digital dental x-ray, endoscopy and an IDEXX in house laboratory. Excellent client communication and team skills required. Regular scheduled weekly hours with an exceptional salary, paid licensing fees, continuing education, health/dental benefits. Please send resume and cover letter by email. Email mlamanager@hotmail.com

LANGLEY ANIMAL CLINIC IS LOOKING

for another mixed animal veterinarian. We are a nine veterinarian practice serving both small and large animals. The veterinarian we are seeking should be enthusiastic treating both. Preference will be given to a candidate who is proficient at rectal palpation of dairy cows. For information about us check our website: www.langleyanimalclinic.ca Interested candidates should contact us by email. Contact: Ms. Sandra McDonald, Langley Animal Clinic Ltd. 5758 - 203 Street, Langley, British Columbia V3A 1W3 Ph. (604) 534-4813; Fax: (604) 534-2526; Email: sandramcdonald@telus.net

WE ARE LOOKING FOR A FT

Veterinarian for a busy 4 vet mixed animal practice in Fort MacLeod, AB. Fort MacLeod is located 30 min west of Lethbridge, 1 1/2 south of Calgary and 50 min from Waterton Lake and the Rocky Mountains. We are a busy mixed practice with equal components of bovine, equine and small animal. The clinic is fully equipped with in house chemistry/CBC, pulse oximetry, diagnostic and reproductive ultrasound machines, endoscopy and DR digital and dental x-ray. We offer competitive wages, benefits and CE package. On call is shared equally between the 5 vets. Come join an enthusiastic work environment with excellent support staff! Please contact Dr. Bruce Kostelansky at: Fort MacLeod Veterinary Clinic Box 1390 Fort MacLeod, AB T0L 0Z0 Ph. (403) 553-4887 Fax: (403) 553-2924 Email: ftmacvet@hotmail.com

FANTASTIC OPPORTUNITY!!

Brand-New, state-of-the-art small animal veterinary facility is seeking full or part-time veterinarians. Positions available include small animal, mixed practice or large animal. Competitive remuneration including health and dental benefits, paid dues, CE allowance. The practice is located in Wainwright, Alberta, and a thriving larger rural community with all amenities short of those found only in metropolitan areas. Please email your resume and cover letter to dwcowdr@xplornet.com

DIDSBURY VETERINARY SERVICES IS

looking for a full time veterinarian for a busy mixed animal practice located in Didsbury, AB. This position is starting the spring 2016 to cover a maternity leave with potential for long term employment. A small animal veterinarian will be considered. On call is shared equally between veterinarians. Our clinic is fully equipped with in-house lab, digital x-ray, ultra-sound and laser therapy. We offer competitive wages and benefits. Check out our website at www.didsburyvet.ca. Interested applicants can email resume to dennise@didsburyvet.ca or call (403) 335-3519

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 AAIFRD meat inspection licensures. Close to Lethbridge with all the amenities including good housing, university, college, airport, and mountains for recreation. Please submit resume with 3 references by email to donkersg@telus.net. Alberta Beef Health Solutions, Box 307, Picture Butte, Alberta T0K 1V0.

THE STRATHMORE VETERINARY CLINIC

is looking for a mixed animal Practitioner to join our team of 4 Veterinarians and 6 RVT's plus support staff. Our patient load consists of 80% small animal and 20% large, mostly cow-calf and equine. Strathmore is located 50 KM east of Calgary which offers small community living in close proximity to the city. If you are looking for a job that provides ideal work/life balance in a positive atmosphere please send us your resume. Please email your resume to info@strathmorevet.com

CREMONA VETERINARY CLINIC:

Fully licensed DVM needed to work 7.5 hrs/ day Wed, Thurs and Fri, and a four-hour shift on 3/4 Saturdays. Responsible for one weeknight/ week, and 1/4 weekends on call. (Opportunity for more hours seasonally if candidate desires). We are a mixed animal general practice located just outside the Village of Cremona, 45 min NW of Calgary. Practice is 80% small animal, 10% equine, and 10% cow/calf. If you love a small clinic atmosphere and like living in a rural area with close proximity to Calgary, we'd love to meet you! The ideal applicant will have an enthusiasm for variety, will love getting to know their clients, will have excellent record keeping and follow-up skills, will have at least 1 year of clinical experience, and will be confident and competent performing basic small and large animal surgeries (mainly spays, neuters, dentistry/extractions, equine floats, horse castrations). Please send cover/resumes to Dr. Heather Van Esch at heather@cremonavet.com

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. 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. On-call would be shared between the three veterinarians. We offer competitive wages, with CE and uniform allowance, as well as health and dental benefits. To apply, or for more information, please contact Dr. Lima E-mail: taberpetclinic@gmail.com

SEARCHING FOR A POSITIVE AND

self-motivated Doctor to join our leading-edge, 5 Doctor Practice. This entails principally bovine work, with some equine and companion animal medicine. We are located in Bonnyville, AB, in the heart of the Lakeland Region. This area is known as Alberta's 4-season playground, with many opportunities for adventure for the outdoor enthusiast. Our clinic has a newly renovated main building, with separate facilities for equine and bovine. Our bovine services flourished when our stand-alone bovine facility opened in 2015; featuring a custom-built external cattle handling system and the building is complete with a hydraulic tip table, a hydraulic squeeze chute, a bull testing chute and a rotating maternity chute with electric hoist, allowing us to treat 95% of individual animal visits in clinic. For most herd-based appointments, we transport the hydraulic squeeze chute to the site, which has increased our customer satisfaction, team safety and overall efficiency exponentially.

This position provides a competitive salary dependent on experience and interview with many additional benefits is offered, as well as compensated, shared on-call. Please visit: www.bonnyvillevetclinic.com E-mail resume to: animalhealthproviders@gmail.com attn. Allison Benoit.

FULL-TIME EXPERIENCED ASSOCIATE

required for a well-established 2 vet practice in downtown Calgary. We have an excellent support team including 3 RVT's. When you're here, you're family! We also have a wonderful and diverse clientele. We strive for excellent customer service and high quality medicine and dentistry. Position includes a flexible schedule, CE compensation, medical/dental benefits, and ABVMA/CAVM and VIN memberships. To see what our clients think of us, check out our online reviews! Please contact Joe Waldman at admin@animalclinicalcalgary.com

FULL TIME VETERINARIAN NEEDED:

Come join us! We are a busy, well established mixed animal practice with 5 full-time and 2 part-time veterinarians, 7 RVTs, 1 Herd Health Tech, 2 Kennel Attendants, and 3 Receptionists. Our clinic is completely computerized and equipped with digital radiography, digital dental radiography, orthopedics, ultrasound (small and large animal), endoscopy, a full in-house diagnostic laboratory, surgical laser, blood pressure and ECG monitors, Teeth Float and Swiss Float. We offer competitive compensation (guaranteed base salary plus commission), plus a generous benefits and CE package. On-call is shared with compensation for afterhours work. We are currently looking for a small or mixed animal veterinarian. We pride ourselves in fostering individual strengths, and creating a team atmosphere where veterinarians can excel in their areas of interest. Brandon, a city of approximately 55,000 is the second largest city in Manitoba and offers the best of both city and rural life. The successful candidate will have excellent communication skills, a strong work ethic, and have a passion for veterinary medicine. Please send resumes to: Grand Valley Animal Clinic, Attn: Dr. Jennifer Beckwith, 304 Pacific Ave, Brandon, MB R7A 0H5, Ph. (204) 728-0033 Email: jennifer@gvac.ca

WE ARE HIRING A FULL TIME

Veterinarian (32 - 44 hours per week) to join our team! Due South Animal Hospital is a large, full service companion animal hospital. Our ambition is to create meaningful relationships where pet owners and veterinarians come together for the health of their animal family members. As the ideal candidate you will 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 and exemplary customer service.

Strong organizational skills.

Benefits: Career growth and opportunities to hold key leadership positions across our organization

CE seminars, annual AVC conferences, networking.

New technologies and advanced diagnostics.

A commitment of giving back to the community through Paw It Forward and Pet Pantry.

We also offer CE allowances, group benefits, and veterinary discounts.

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: Glynnis Robella

Email: glynnis@duesouthah.com Website: www.duesouthah.com

PERMANENT PART-TIME VETERINARIAN

Required for Saturdays or alternate Saturdays and possibly some weekdays at Okotoks Veterinary Clinic, 105 Southbank Blvd, Okotoks, AB T1S 0G1 Saturdays are 9:00 am to 1:00 pm only. Some experience in small animal veterinary clinics is required.

Reply by Email: info@okvc.ca Ph. (403) 512-7979

INSTRUCTOR, ANIMAL HEALTH

Technology Competition No: 17-2501-001

Lakeland College's School of Agricultural Sciences invites applications for an instructor in the Animal Health Technology and Veterinary Medical Assistant programs. The ideal candidate would have expertise in the following: animal behavior and handling, surgery, dentistry, radiography, anesthesia and animal diseases, veterinary computer software (Avimark, Cornerstone), and veterinary communications. The preferred candidate will have an Animal Health Technology Diploma with a minimum of three years industry experience and possess strong communication, presentation and organizational skills. The ability to work in both a team environment and independently with minimal supervision is essential. Previous teaching experience is an asset. Lakeland College is located in the vibrant community of Vermilion, with a friendly family atmosphere, and great cultural and recreational opportunities. Vermilion is located within 30 minutes driving distance of the City of Lloydminster.

This is a Continuing Full-time Faculty appointment commencing August 2, 2016. Lakeland College offers a competitive salary and benefits package. Salary will be commensurate with education and experience. Qualified applicants are invited to submit their resume by June 10, 2016.

For further information, please contact Darrell Hickman at darrell.hickman@lakelandcollege.ca or Josie Van Lent at josie.vanlent@lakelandcollege.ca

Classified Ads

WE ARE LOOKING TO HIRE ONE SMALL Animal Veterinarian at Bridge Pet Hospital in Lethbridge, Alberta, we have co2 laser, digital radiography, in-house lab etc. New grads welcome to apply, salary based on experience. Please contact: Dr. Rohit Chhabra at rohitvet2003@yahoo.com Ph. (403) 393-6466.

GREAT VETS NEEDED - JOIN US!

WARNING: This is not your typical opening for a veterinarian - it's so much more! If work/life balance is important to you and you're truly an animal lover, this is your chance to do the work you love with an organization that measures success by client satisfaction, not by numbers or metrics. We are currently seeking a talented veterinarian to join our team in Calgary! We need someone who enjoys spending time with clients and patients in the comfort of the client's home and is available to work evenings and weekends. If you have been curious about our fast growth company please visit our website <http://www.WeNeedGreatVets.com> to discover more about what it is like to be a veterinarian with us!

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. Please send any inquiries and resumes to candy@bowvalleyvet.ca

MCKNIGHT 24 HOUR VETERINARY

Hospital is seeking motivated veterinarians who enjoy the fast pace and challenge of emergency medicine. Applicants must believe in compassion for the client, patient and community. With access to cutting-edge diagnostics, including digital radiography, ultrasound and an in-house laboratory, you can perform high-quality medicine as well as develop new skills. We offer a competitive salary and benefits package, including health and dental, paid licensing fees, a schedule which allows for extended days off and a generous CE allowance. Veterinarians with emergency experience is preferred, but not

required. Applicants interested in working in a state-of-the-art facility, as part of an exceptional team and in a positive environment, please email your CV to Athena De Marco at careers@mcknightvethospital.ca

BUSY, PROGRESSIVE SMALL ANIMAL

clinic near South Edmonton require an experienced, outgoing, full time veterinarian to join their 3 DVM 2 RVT team. The clinic is equipped with in clinic lab, digital x-ray, dental x-ray and full surgical suit. Offering 90 k per annum plus other perks which include dues, CE allowances, production bonus and 2 weeks paid vacation. We are looking for a person with good sense of humour, commitment to staff, good client communication & team oriented. New graduates welcome. Please send your resume to the following E mail address: edmontonpetclinic@gmail.com

DOG & CAT HOSPITAL LTD. IN RED

Deer is seeking an experienced companion animal veterinarian. Along with 2 very well equipped small animal practices, we are comprised of an amazing group of DVM's and support staff. Our paperless hospitals offer digital radiology/dental radiography, fully equipped Idexx laboratory, ultrasound, therapy laser, just to name a few... surgical and dental experience would be an asset. Please email resume to candiceb@dogandcathospital.ca

LOOKING FOR BALANCE? ARE YOU A

great vet? We are seeking friendly, motivated and experienced veterinarians with excellent communication and medical skills. We are an Edmonton-based small animal house call practice. We offer flexible hours, competitive wages and amazing clientele. Don't miss this unique opportunity to join our team! Please call (780) 994-4838 or Email wellnesshomevet@gmail.com

PIONEER VETERINARY SERVICES IN

beautiful Sundre, AB is looking for one or two mixed animal veterinarians. We are a five-six DVM practice working out of four clinics with the following species breakdown: 40% small animal, 20% dairy, 20% beef, and 20% equine. We encourage special interests in certain species and offer mentoring. Competitive salary based on experience, health benefits, continuing education allowance, shared call, ambulatory work with portavet mobile vet boxes. Sundre is located between Calgary and Edmonton on the edge of the Rocky Mountains. It is a busy, progressive community with a wide range of indoor and outdoor recreation opportunities. Future partnership opportunities. Contact Dr. Uli Schmiemann. Pioneer Veterinary Services,

Box 569, Sundre, Alberta T0M 1X0 Ph. (403) 638-3774 Fax: (403) 638-3430 Email: uli6101@gmail.com

CENTRE STREET VETERINARY CLINIC IS

looking for a full time Veterinarian, who is team oriented, hardworking and a friendly individual. We are a well-established small animal two veterinarian practice located in northwest Calgary since 1999. New graduates welcome. Please fax or email your resume. Fax: (403) 295-1562 Email: managersvc@gmail.com

ELIZABETH STREET PET HOSPITAL IS

seeking a full time Veterinarian wanted to join our fun, friendly team in our well established facility here in Okotoks. We offer a competitive salary and health/dental benefits.

We are looking for someone who has good communication skills, a positive attitude and most importantly compassion and quality care when dealing with clients and their pets. Our clinic is well equipped with digital radiology, ultrasonic imaging, dentistry, laser surgery, endoscopy and in house laboratory services. If you would like to join our team please send resumes with a cover letter via email to abhutchi@gmail.com

THE MAYFIELD VETERINARY HOSPITAL

is a well-established full service small animal hospital in West Edmonton. We are proud to provide high quality primary care as well as advanced dentistry (Dr. Martin Schiebel) and referral dermatology services (Dr. Kinga Gortel). We are looking for a compassionate and energetic full time small animal Veterinarian to cover a one year Mat Leave contract. There are great opportunities for onsite training in dentistry and dermatology are available. A valid Doctor of Veterinary Medicine degree enabling you to practice in Canada as well as a license from the Alberta Veterinary Medical Association is required. Experience is a plus but more importantly, we are looking for a Veterinarian with excellent communication and animal skills who understands the importance of exemplary customer service and building trusting relationships. We offer competitive wages, extended health and dental benefits, generous continuing education allowance, annual AVC Conferences and networking opportunities, professional association dues, uniform allowance and the opportunity to work with a dynamic, supportive team! To apply, please contact Lyndsay Laing at (780) 451-3465 or email your resume to: l.laing@mayfieldvet.ab.ca Website: www.mayfieldvet.ab.ca

THE STRATHMORE VETERINARY CLINIC

is looking for a mixed animal Practitioner to join our team of 4 Veterinarians and 6 RVT's plus support staff. Our patient load consists of 80% small animal and 20% large, mostly cow-calf and equine. Strathmore is located 50 KM east of Calgary which offers small community living in close proximity to the city. If you are looking for a job that provides ideal work/life balance in a positive atmosphere please send us your resume. Email: info@strathmorevet.com

A FULL-TIME VETERINARIAN REQUIRED

for a well-developed small animal practice south of Edmonton. Our clinic is a low stress practice providing high quality patient care. Excellent client communication and team skills required. Flexible schedule with an exceptional salary, paid licensing fees, and continuing education. New grads welcomed too. Email: m.summersidevet@gmail.com

THE CITY OF CALGARY IS SEEKING A

compassionate and talented individual to join their team as a Veterinarian. You will be responsible for the health and welfare of all animals impounded at the Animal Service Centre under the Responsible Pet Ownership (RPO) Bylaw as well as animals admitted under the No-Cost Spay/Neuter program. You will educate and represent Animal Services to the public, media, students, Alberta Veterinary Medical Association (ABVMA), Calgary Academy Veterinary Medicine (CAVM) and other agencies. The successful candidate will possess a doctorate of Veterinary Medicine along with a current licence to practice in the province of Alberta through the Alberta Veterinary Medical Association, plus a minimum of 3 years of related experience. Strong communication and interpersonal skills, as well as the ability to exercise good judgement is essential for this role. Please note that this is a 1 year limited term position. For more information and to apply, visit calgary.ca/careers

BALLANTRAE ANIMAL HOSPITAL AND

Abbotsford Animal Hospital, located in the Greater Toronto Area are excited to offer a full-time position for an experienced, compassionate and client focused small animal veterinarian. Ability to work independently is essential however mentoring is available. The successful candidate will practice primarily at Ballantrae but will assist with occasional weekend shifts at Abbotsford. Our hospitals offer endoscopy, ultrasonography, orthopaedics, CO2 laser, digital radiography, dental radiography, in-house labs and animal rehab. Strong technical, surgical and management skills are required. We offer a competitive salary, CE allowance, membership

dues and staff discount. Future partnership may be an option for the right applicant. Applications can be emailed to drdereklark@icloud.com

MCKNIGHT 24 HOUR VETERINARY

Hospital is seeking motivated primary care veterinarians who enjoy the positive impact and relationships that can be made through preventative medicine. Applicants must believe in compassion for the client, patient and community. With access to cutting-edge diagnostics, including digital radiography, ultrasound and an in-house laboratory, you can perform high-quality medicine as well as develop new skills. We offer a competitive salary and benefits package, including health and dental, paid licensing fees, a compressed work week which includes every other weekend off and a generous CE allowance. Veterinarians with a minimum of 2 years' experience is preferred, but not required. Salary commensurate with experience. Applicants interested in working in a state-of-the-art facility, as part of an exceptional team and in a positive and collaborative environment, please email your CV to careers@mcknightvethospital.ca

HIGHLANDS ANIMAL HOSPITAL, IN

North Vancouver, is seeking a new DVM, Medical Director to help provide the leadership, management and vision necessary to ensure the highest quality of veterinary care and client experience. We have a strong surgical and dental practice that is looking for someone who would like to join our strong community veterinary practice. The successful candidate will have 3+ years' experience as a Veterinarian with excellent communication and leadership skills. They will have experience leading a team, be focused on clinic and program development, and have a high standard of patient care. As a member of Associate Veterinary Clinics, here's what you can expect:

Culture of professional development with career growth opportunities, Excellent CE opportunities with seminars, CE allowances, annual AVC conferences. New technologies, advanced diagnostics

Continued investments to improve patient care and client experiences. A commitment of giving back to the community. Freedom to practice with a team based approach. We also offer competitive wages, group health benefits and pet and veterinary discounts. Our mission is Helping People Make Pets Lives Better! Please forward your cover letter and resume to: Tracy Heyland at heylandt@associatevets.com

SHUSWAP VETERINARY CLINIC IN

Salmon Arm, BC is a full service animal hospital that has an immediate opening for a full time small animal veterinarian. We are well-established hospital with excellent support staff, a loyal clientele and rotating on call duty. Our fully equipped hospital offers an in-house chemistry/CBC, digital X-ray and dental X-ray, ultrasound, full orthopaedic equipment and new dental equipment and suite. For more than 40 years, we have been providing quality medicine and surgery with compassion and a strong emphasis on client education. If you are looking to join a clinic that will encourage personal growth with an opportunity for specialization, such as a special interest in internal medicine and ultrasonography, we are exactly what you are looking for. Salmon Arm and area is a wonderful place to call home. There are many extra-curricular activities, cultural events and, of course, gorgeous lakes all in a quiet community. We offer a competitive salary including group benefits, CE and a great work-life balance. Interested candidates, please forward your resume and cover letter by email to Jim McEwan at jmcewan@shuswapvet.com or for more information, please contact Jim at (250) 832-6069

WE ARE WELL-ESTABLISHED, SPACIOUS, fast paced, expanding, 24 hours small animal hospital.

Northeast Edmonton, new communities developing around. Well equipped (digital X ray, ultrasound, latest version in house lab, tele-otoscope, multi-tasking vital signs monitor) and computerized. We do routine medical service, 24/7 emergency service, exotics, orthopedics, alternatives... We have a friendly, team work environment, flexible schedule, competitive wage, and covered CE and membership fee. We want reliable, long term team player, good communication and interpersonal skill, self-motivated, experience--->asset! New grads welcomed too. So visit our website: www.hkvetclinic.com for more details, send resume to hiring@hkvetclinic.com

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 5:30 pm until 8:00 am, 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 during our busy summer months. We offer a blend of a base salary with a percentage

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of production. Red Deer is a city conveniently located 1 ½ hours north of Calgary and 1 ½ hours south of Edmonton. If interested please contact Dr. Dagmar Schouten at dschouten72@gmail.com, Fax: (403) 346-9925 or Ph. (403) 347-3277.

JOIN THE EXCITING WORLD OF

emergency practice! We are looking for enthusiastic veterinarians who want to practice high quality emergency medicine at Calgary's C.A.R.E. Centre Animal Hospital (www.carecentre.ca). We are a fully equipped ER service integrated with a support network of 9 specialty services and exceptional equipment. Supportive training, competitive salaries, comprehensive benefits and generous time off to pursue your interests. Full job description can be found at associatevets.com under 'Careers'. Internship training or 2-3 year emergency experience required. If you are seeking an exciting career within an effective and motivated team, contact Christy Leslie: Ph. (403) 520-8387, Email: LeslieC@associatevets.com

ARE YOU LOOKING FOR A CAREER WITH

an exciting specialty and emergency practice? The Guardian Veterinary Centre is hiring an Emergency Veterinarian to join our team. Work with an amazing group of emergency veterinarians as well as specialists in the fields of Emergency and Critical Care, Internal Medicine, Ophthalmology, Cardiology and Surgery. Our Veterinarians have access to cutting edge diagnostic tools such as digital DR radiography, portable ultrasound, full in house laboratory, and endoscopy. Our Emergency Veterinarians enjoy a flexible work schedule and a challenging but fulfilling work environment. Preference will be given to applicants who have an internship or a minimum of two years of emergency experience. As a member of our team, you will receive competitive wages, generous CE allowance and extended medical benefits. Interested candidates, please forward your resume and cover letter to: Email: esimmonds@guardianvetcentre.com Fax: (780) 436-6222 Website: www.guardianvetcentre.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 ½ 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 sight-seeing. Send Resume to Leader Veterinary Services District at rm231@sasktel.net Contact Tim at (306) 628-3800.

LOCUM REQUIRED

ARE YOU LOOKING FOR SOME PART

time hours with an enthusiastic veterinary health care team this summer? Aspen Animal Hospital is a busy small animal practice in SW Calgary with an amazing support staff and clientele. We are currently looking for a part time vet to cover a maternity leave 2-3 days a week until fall 2016. We are looking for a hard-working, self-motivated individual who enjoys all aspects of a small animal practice and has a team-oriented personality. Please send your cover letter and resumes to aspenanimalhospital@gmail.com Attn: Sarah Website: www.aspenanimalhospital.ca

LOOKING FOR AN EXPERIENCED SA

veterinarian to work 2 weeks on and then 2 weeks off starting July or August. Our clinic is a modern, high quality, well equipped, progressive mixed animal practice in Dawson Creek, BC. We currently have five veterinarians and a great support team. We focus on high quality medicine and surgery for our patients. Our enthusiastic, competent and fun team members provide extensive support. To learn more about our clinic, check out our website at www.dcvet.ca This position is as a cross shift for another veterinarian in our practice. Call will be shared with other veterinarians. A vehicle and accommodation are available if required. If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca or Fax: (250) 782-2426.

HELP! WE'RE LOOKING FOR CALGARY

Locum RVT(s) in to help with upcoming holiday dates, any days available would help. Please apply to tracey_aht@bowbottomvet.com. Our hospital is a fast-paced AAHA Accredited Hospital and our RVTs are used to full potential. Thank-you!

BELLEVUE VETERINARY CLINIC REQUIRES

a Locum for August 2 - 23, 2016 to cover vacation leave. New Graduates welcome. We are located in the beautiful Rocky Mountains of the Crownsnest Pass. We are a 2 Veterinarian clinic, 99% Small animal, 1% Equine. The clinic features in-house Lab, digital x-ray and Dental x-ray, Dental unit, great support staff. No after hour work required, hours are Monday to Friday 8 am to 5 pm. Must be fully licensed with ABVMA. Please contact Dr. Christine Cater at bellvet@shaw.ca

LOCUM AVAILABLE

EXPERIENCED SMALL ANIMAL

veterinarian is available for locum or part time during summer. Trained in rehabilitation medicine. Available on short notice and short term. Please contact drgekvet@yahoo.ca

RVT REQUIRED

PART TIME REGISTERED VETERINARY

Technician Required Cochrane Animal Clinic is looking for an energetic, reliable, part time Technician that can work well in a team. We are looking for a small animal only technician that can devote at least 30 hours a week with some evenings and Saturdays. This is a 6 month position (maternity leave fill) with the possibility of long term full time but guaranteed part time with decreased hours. Our practice has 3 full time veterinarians and 4 full time support staff. Salary will commensurate with experience. Please email resumes to Samantha.larson@cochraneanimalclinic.com. Resumes can also be faxed to (403) 932-5800 to the attention of Samantha Larson

WE ARE HIRING A CLIENT CARE RVT.

If you have a passion for working with pets and their people, this position may be for you. This position is full time (4 days, 10 hours a day) from Tuesday to Friday. You will be responsible for client communications, counselling, admitting and discharging patients. Great communications skills, confidence and adaptability are assets. Our clinic uses Cornerstone software, has comprehensive imaging equipment, endoscopy and a complete Idexx laboratory. Located in rural Sherwood Park, the 10 minute drive brings you to a unique setting where the team consists of 3 veterinarians, 3 technicians and 2 receptionist. We offer competitive wages, health benefits, uniform allowance, CE allowance and staff discounts. Please email your resume if you are interested in joining our team. Email: mlamanager@hotmail.com

OXFORD ANIMAL HOSPITAL IS LOOKING

for energetic RVT, state of art facility in north Edmonton, Excellent remuneration package includes health, dental benefits, paid CE and dues, signing bonus for the right candidate, new grads welcome, send your resume today. Email: contact@oxfordanimalvet.com Ph. (780) 705-2131

RUTHERFORD VETERINARY CLINIC IS A

state-of-the-art full service animal hospital that is fully computerized, has full in-house laboratory, digital x-ray, digital dental x-ray, fully equipped dental table, etc. We are located in Southwest Edmonton. We are seeking a detail

oriented, passionate individual who goes above and beyond in all aspects of animal care and customer service for a full or part-time AHT. Our staff also receives competitive wages and discounted veterinary services and pet food. Come join us Helping People Making Pets' Lives Better! Please send your resume to Mary, Practice Manager Email mary@rutherfordvetclinic.com Website: www.rutherfordvetclinic.com

CBS ANIMAL HOSPITAL IS A STATE

-of-the-art clinic that is fully computerized and has full in-house laboratory, digital x-ray, dental x-ray, fully equipped dental table, etc. CBS Animal Hospital is a three doctor hospital and is located in the St. John's area (Conception Bay South). We are looking to hire a full-time Veterinary Technician who is able to appreciate our practice philosophy and ideals of compassion, customer service, appreciation and work-life balance. Applicants must have a Veterinary Technician certificate, demonstrate excellent organizational, communication, interpersonal and time management skills and be comfortable using computer based veterinary clinic software and programs. Applicants must be able to work some evening shifts. Minimal on-call shifts required throughout the year. We offer a competitive salary, medical/dental benefits, paid licensing and dues, continuing education, uniform allowance, employee discounts on products and services and shared on-call services with three other veterinary clinics. We are closed on the weekends with no weekend on-call required. If you are energetic and eager to work with a friendly and supportive team contact us for more information, Ph. (709) 697-2423. You can also email your resume to cdecker@cbsanimalhospital.com

MILL CREEK ANIMAL HOSPITAL IS A

well-respected small animal hospital located centrally on 99 Street in Edmonton. We are looking for a full-time RVT to join our small team of well-trained, compassionate and driven individuals. We pride ourselves in providing the highest quality veterinary care, and a relaxed environment to practice in. You pride yourself in being dedicated, hard-working and understanding of the importance of doing what it takes to take care of our clients. New grads are welcome. We can offer you a competitive salary, benefits, continuing education, fees, scrubs and a flexible schedule with no after-hours commitments. If you are committed to providing professional health care in a cozy, friendly, and warm environment and want to be a member of our great team please email your resume to jill@millcreekvet.com Website: www.millcreekvet.com

BUSY FOUR DOCTOR, AAHA CERTIFIED,

small animal practice on beautiful Kootenay Lake in Nelson BC looking for dedicated, passionate full-time AHT/RVT to join our team. Use you're training fully - Ultrasound, Vetscan, Dental & Digital X-ray, Laser Therapy. Small animal and pocket pet/exotics. Medical & dental plan. Enjoy Nelson's vibrant arts & entertainment community or enjoy all the outdoors has to offer. Email jody@selkirkvet.com Fax: (250) 352-7407

WE ARE LOOKING FOR AN ENTHUSIASTIC

FT RVT for a busy 4 vet practice in Fort MacLeod, AB. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house chemistry/CBC, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits and a CE package. Please contact Dr. Bruce Kostelansky at: Fort MacLeod Veterinary Clinic Box 1390 Fort MacLeod, AB T0L 0Z0 Ph. (403) 553-4887 Fax: (403) 553-2924 Email: ftmacvet@hotmail.com

CITY VETERINARY HOSPITAL IN

Medicine Hat is looking for a Full Time Registered Veterinary Technologist. We are a progressive & busy hospital and pride ourselves on exceptional patient and client care. We are fully equipped with in-house lab, Digital Radiography, Digital Dental rads and CO2 LASER. Additional services our clinic offers are orthopedic surgeries and Exotic pet care. Technical experience is an asset but new Grads are welcome. We are able to provide opportunities for growth, competitive wages, dues and extended health and dental benefits. Email your resume in confidence to cityvethospital@gmail.com

ARE YOU A RVT WHO ENJOYS AN

action-packed career where you use many skills in your daily case load in a gorgeous, state of the art facility? If being an important member of a team appeals to you, Veterinary Medical Center of Eastern Alberta is looking for you. Get all the benefits of urban life without the drawbacks. Excellent remuneration package includes health, dental benefits, paid CE and dues.

Please email your resume and cover letter to dwcowdr@xplornet.com

DIDSBURY VETERINARY SERVICES IS

seeking a full time RVT for a busy mixed animal practice located in Didsbury, Alberta. This position is starting in the spring 2016 to cover a maternity leave with potential for full time employment. Our clinic is fully equipped with in house lab, digital x-ray, ultra sound and laser therapy. Generous benefits including member dues, CE, health and dental benefits. Please email resume to dennise@didsburyvet.ca, Fax: (403) 335-3572 or Ph. (403) 335-3519

FULL TIME RVT REQUIRED FOR A BUSY

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

CHASE RIVER VETERINARY HOSPITAL

in Nanaimo, BC is looking for an AHT or RVT to join our team of dedicated veterinary care givers. We are looking for someone with great people skills, ability to multitask and wishing to use the full extent of their skills and training. The position is 4-5 days per week (your choice) with a competitive wage and benefits. So if you are looking for a fun, supportive group of professionals, who take pride in providing exceptional care to our patients, in a modern, well equipped facility, then look no further. Please submit your resume to the Practice Manager, Sarah Shipp at sarah@chasrivervet.ca

THE CALGARY PET WELLNESS AND

Spay/Neuter Clinic is looking for a full time RVT for a 1 year maternity leave position, starting August. The applicant MUST be experienced and comfortable with anesthesia. Monday-Thursday, 10hr/day. Competitive wage, benefits, CE and scrub allowances. Email resume to: email@calgaryspayandneuter.ca

DALHOUSIE STATION VETERINARY CLINIC

is recruiting a Registered Veterinary Technician to join our team! We are looking for an energetic, confident and positive individual who is passionate about achieving their goals in veterinary medicine. As a member of Associate Veterinary Clinics (AVC), we are a small animal clinic with 3 Veterinarians and professional support team committed to providing the best in

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veterinary care and a superior client experience. 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: Stefanie Blackburn @ blackburns@associatevets.com

THE CALGARY PET WELLNESS AND SPAY/ Neuter Clinic is looking for a part-time RVT to work Fridays and Saturdays. The applicant **MUST** be experienced and comfortable with anesthesia. Competitive wage. Please email resume to: email@calgaryspayandneuter.ca

CALGARY ANIMAL REFERRAL AND Emergency Centre (C.A.R.E.) is currently recruiting an ER Animal Health Technologist to join our team. This is an exceptional opportunity for a motivated technician to expand their knowledge and practice very high quality emergency medicine. 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 and be registered with or eligible to register with AAAHT. In addition to ongoing training and advancement opportunities, we offer a competitive salary, medical and dental benefits, uniform allowance, pet discounts, and a generous continuing education allowance. Please submit a cover letter and resume to Victoria Dunkley, ER RVT Team Leader, at dunkleyv@carecentre.ca or Fax: (403) 692-4350

CALGARY ANIMAL REFERRAL AND Emergency (C.A.R.E) Centre is currently seeking additional support for the dermatology team, we are looking for a Dermatology RVT to join our team alongside dermatologist Dr. Becky Valentine. This position will have 30-40 hour weeks with 10.5 hour shifts Tuesdays through Thursdays with alternate Mondays. The successful candidate is an experienced RVT with well-developed clinical skills, is self-motivated, organized and thrives on client interaction. This is a highly teamwork based position which requires the candidate to oversee and help to direct the daily flow of the service. The successful candidate will be responsible for managing new consultation and rechecks, cytology, allergy

testing, immunotherapy preparation, sedation and anesthesia for minor procedures, blood work, filling prescriptions, laboratory work, and general administration duties. Excellent client communication skills are a crucial in this role from initiating appointments through seeing the clients through discharge, as well as interacting with referring veterinarians. Written communication skills are critical, along with interpersonal, problem-solving skills and ability to work effectively as part of a team.

Please contact Keira Goodridge, Specialty RVT Team Lead, at goodridgek@carecentre.ca with resume and cover letter no later than June 10, 2016.

THE ORIGINAL SPAY CLINIC IN downtown Edmonton, requires a licensed RVT for a locum position from June 9 through June 27 inclusive, for daytime shifts Monday through Friday and would include one Saturday. Those interested should be comfortable with induction, anaesthesia and monitoring of surgical cases. Other duties may include assisting in dentistry, pharmacy and routine medical examinations. Experience would be a benefit. Part time employment would be available following this locum and would offer 2 Saturdays per month. Wages are competitive and negotiable. www.spayclinic.ca Please contact Cameron by email for more information: cameron@spayclinic.ca

ROSSLYN VETERINARY CLINIC IN NORTH Edmonton is looking for a Full Time Registered Veterinary Technologist. We are a progressive and busy hospital and pride ourselves on exceptional patient and client care. Are you courteous, reliable, organized, and professional? Then we want to hear from you. We strive to offer the highest quality of care and customer service satisfaction to our owners and their loved pets. We are able to provide opportunities for growth, competitive wages, dues and extended health and dental benefits. Please forward cover letter and resume to nathan@clemicsolutionsinc.ca

WHITECOURT VETERINARY CLINIC IS looking to add a Fulltime Certified Technician 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 at (780) 778-5767 or Email: csisson@whitecourtvet.com

WE ARE LOOKING FOR A FULL-TIME energetic and enthusiastic RVT to join our companion animal hospital in Lethbridge, AB. Our well-equipped hospital has CO2 laser, Ultrasound, Digital X-ray, Video Endoscope, IDEXX lab and Digital Dental X-ray system. We have exceptional support staff and looking for those individuals who are motivated to make happy clients and healthy pets. We offer competitive salary, paid CE, paid dues, uniform allowance and medical benefits. Candidates must be available for evening and weekend shifts. For additional information, visit our website www.northsidevet.ca. Please send resumes to Northside Veterinary Clinic, 210F-12A St North, Lethbridge, AB, T1H 2J1 or email resume to northsidevet@shaw.ca; Ph. (403) 327-3352

REVELSTOKE VETERINARY CLINIC IS hiring a full-time Veterinary Technologist to join our modern full-service small animal practice. Our progressive hospital delivers routine preventative and wellness care, and full dental and surgical care. We are equipped with digital x-ray (incl. dental), ultrasound and in-house lab. We offer a competitive wage and benefit package, including health and dental benefits, paid dues and support for CE. You will join a fun and effective team serving a beautiful unspoiled community that offers unparalleled lifestyle opportunities including world-class skiing and other outdoor recreation. Please send your cover letter and resume to rsidjak@revelstokevet.com.

CHAPARRAL VETERINARY CLINIC, SE Calgary is hiring a F/T RVT. We are looking for a self-motivated, well organized, friendly staff member with excellent communication and customer service. New graduates are welcome. We offer competitive wages, health benefits, uniform and CE allowance. Please send your resumes to: Email: gadzhev@hotmail.com

Classified Ads

GREAT JOB OPPORTUNITY IN THE ELK VALLEY!

New small animal veterinary clinic opening this summer in Fernie is looking for a RVT interested in helping start this clinic from the ground up. Successful candidate must be comfortable with all aspects of veterinary technology and must have excellent customer service skills. They must be able to work independently as well as in a team environment. Preference will be given to licensed technicians with 2+ years on the job experience, but new grads may also apply. This is a full-time position with minimal on-call and weekend hours. Forward resume to tanglefootvets@gmail.com, Attn: Shelley

ENERGY EQUINE VETERINARY SERVICES

is looking for an energetic self-motivated RVT to join our team. We are an equine specific practice with an emphasis on sports medicine. This position requires both technical, as well as some office experience. Ideally you will have extensive equine experience and enjoy working in a fast paced environment. Examples of technical duties include, general husbandry, imaging, equine handling and restraint, assisting with regenerative therapies, inventory management, and record keeping. We offer a competitive salary and benefits package. Please apply with cover letter and resume to: Debbie@energyequine.ca

DO YOU LOVE HELPING PEOPLE AND

their pets? Are you a RVT? Do you have a positive, caring, friendly attitude? If you can answer 'Yes' to all these questions we may have the job for you! We are a forward thinking, well equipped, growing clinic in the NW of Calgary, with a great team of friendly staff who encourage personal and professional development. We are looking for an experienced dynamic team player who is animal and customer focused to help us deliver the highest quality service. If you are experienced and can work at a fast pace, please submit your resume and cover letter to Kerrie at admin@edgemontvet.ca

ANIMAL EMERGENCY HOSPITAL IN RED

Deer is a progressive clinic that provides after hours and specialty services for pets throughout Central Alberta. We are equipped with two surgery suites, an extensive in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. Our team is passionate about veterinary medicine and helping both clients and patients through difficult times. We are looking to hire a Registered Veterinary Technologists to cover a mat leave position for the overnight shift (12 am-8 am). A suitable candidate would be comfortable in a fast-paced environment, possess a high level of technical skills and a positive attitude. We offer a great starting wage between \$25-27/hr. depending on experience. Please submit a cover letter and resume by

email hospital@animalemergencyhospital.ca, Fax: (403) 340-8418 or in person at 7644 Gaetz Ave. Attention Ronnel Palmer.

RVT REQUIRED IN A BEAUTIFUL AND FUN

community! Centre Animal Hospital in Cold Lake is a top of the line small animal facility, offering a wide range of services from dentistry to soft tissue and orthopaedic surgeries. Our ideal RVT should have exceptional customer service and communication skills along with strong work ethic. A great opportunity for mentorship while working alongside multiple DVM's and RVT's. Tasks include (but not limited to): providing assistance during exam room procedure, anaesthetic induction/monitoring, discharging surgical cases and provide follow up support, conducting blood draws, run in-house laboratory analyses, routine dental prophylaxis, including full mouth digital radiographs, as well as provide support during emergent and after hour care. In addition to a starting salary of \$17 for new grads (commensurate with experience) and paid overtime, we also offer \$1000 to use towards your first two months' accommodation, and one time moving allowance of \$1000! Following a probationary period of 3 months you become eligible for paid ABVMA dues, continuing education allowance, group medical coverage, a yearly scrub allowance and employee discounts.

Find us on-line and on Facebook! Submit resume to: animalhealthproviders@gmail.com, Attn. Allison Benoit

SEEKING A HIGHLY MOTIVATED,

customer service-oriented veterinary technician/assistant to join Lakeland Animal Care Group (mixed animal practice) located in beautiful town of Lac La Biche, Alberta. LACG practices high quality medicine with in-house lab equipment and perform most surgeries including fracture stabilization and TPLO. Forward your resume to samra18z@hotmail.com or call (780) 623-8387.

VETERINARY SPECIALITY CENTRE OF

Newfoundland & Labrador is seeking full time RVTs to staff our surgery, anesthesia, radiology, emergency and ICU departments. We are a 24/7 facility & will require staff for all shifts including nights, weekends and holidays. We provide the province of Newfoundland and Labrador surgical referral in the areas of soft tissue, orthopedics, neurology, and cancer surgery, radiology referral & emergency services. If you are looking to challenge yourself professionally and work in a fast paced, team oriented, fun and positive work environment this is the hospital for you!

Potential candidates must have graduated from an accredited program and passed the VTNE (or eligible to write it). You must be a motivated,

self-starter who strives for excellent patient care & client relations. To aid us in providing the highest quality patient care we have digital radiology, a C-arm, anesthesia ventilator, endoscopy, multi-parameter monitors and a referral specific computer program.

We offer competitive wages, benefits, uniforms, CE allowance, paid professional dues. Please send your resume in confidence to: jmackenzie@vscnl.ca Only those who are selected for an interview will be contacted.

ISLAND VETERINARY HOSPITAL IS

seeking a detail oriented, passionate individual who goes above and beyond in all aspects of animal care and customer service for a full-time registered technician. We are a busy hospital where you will be given the chance to fully utilize your skills in anesthesia, patient care and client education. If you are an outgoing and enthusiastic individual who loves working as part of a team, then we are the hospital for you. We offer high standards of care, health benefits, competitive wage, paid uniforms, and a rewarding career. We look forward to hearing from you! Please email your resume Email: rob@islandvethospital.com

WANT TO WORK IN A FAMILY ORIENTED,

well-established practice that emphasizes work/life balance for staff? We are the Beck Vet Clinic and we have proudly served our amazing clients for over 40 years! We are looking to add a RVT to our team! We can accommodate either a full or part time individual, and provide the 'usual' benefits - scrubs, dues, med/dental. The successful applicant will enjoy working with 2 very experienced vets (who do numerous surgeries and dentals during the week), 2 wonderful RVTs and amazing support staff. We are a small, but very cohesive group. Our weekend and evening hours are limited, and we are closed all long weekends. Please send your resume by email to beckvet@beckvet.com Website: beckvet@beckvet.com

ARE YOU LOOKING TO GAIN EXTENSIVE

experience in small animal medicine? Terra Losa Animal Clinic is looking for a part time RVT to join our close-knit team. We currently have 1 Vet, 1 Tech, and 2 VMAs, so we are looking for someone that is self-directed and motivated. Applicants must be able to work Saturdays 9 am-12:30 pm, and possibly fill in for vacation times. This position has the possibility of full time employment in the near future. Benefits include: Health Spending Account, Uniform Allowance, ABVMA Dues, Continuing Education Allowance. If you are interested please send us your resume terralosavet@shaw.ca Website: www.terralosavet.com

Classified Ads

CAPITAL CITY ANIMAL HOSPITAL IN Edmonton is hiring a part 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 able to utilize your current skills and develop and acquire new advanced skills. Our new team member is adaptable, compassionate, confident and enthusiastic. Our staff join us because they are passionate about what they do! This position is 24 hours per week from 9:00 am - 6:00 pm Mon - Fri. The successful candidate will be an AHT/RVT and be registered with, or eligible to register with, the AAAHT. 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 Making Pets' Lives Better! Interested applicants, please send your resume and cover letters to: Christina Hansen chansen@capitalcityvet.com

WE ARE A WELL-ESTABLISHED, EXPANDING small animal clinic in Edmonton. We have friendly, team work environment, flexible schedule, competitive wage. We are looking for a RVT to join our team. The candidate must be a SELF-MOTIVATED, LONG TERM team player, with an open mind, and good communication and interpersonal skills. The candidate must be willing to learn and be proficient with computer. Experience is an asset! Visit www.hkvetclinic.com for more details, send resume be email. hiring@hkvetclinic.com

GUARDIAN VETERINARY CENTRE IS seeking a full-time (4 days/week, 10 hour shifts) experienced RVT in our surgery/anesthesia department. This is an exceptional opportunity to practice high quality medicine within a leading edge emergency and specialty care facility. Our ideal candidate is adaptable, compassionate, and confident. We provide competitive group benefits, staff discounts and continuing education allowances. Shauna Bearchell Email: Shauna@guardianvetcentre.com
Fax: (780) 436-6222

VANCOUVER ANIMAL EMERGENCY Clinic is expanding our services and moving to a new large fully equipped Emergency and Referral Centre (Vancouver Animal Emergency and Referral Centre). The dedicated and accomplished doctors and staff of our well established 24 hour emergency practice invite Veterinary Technicians to immediately join our growing team of emergency and specialty services. We are eager to welcome Veterinary

Technicians who enjoy and understand the value of a collaborative team approach to patient/client care and service. Candidates will have a positive energetic attitude, be enthusiastic, compassionate, fun loving and are able to deliver exceptional patient/client care. Candidates must also possess excellent interpersonal and communication skills.

Vancouver is a beautiful multicultural city perched on the edge of the Pacific Ocean and nestled at the base of the Coastal Mountains. The city offers easy access to a vast number of outdoor recreational activities. If you are interested in joining our "Dream Team" please send your cover letter and resume to Coleen Moen at VancouverAnimalER@gmail.com

WE ARE LOOKING FOR A FULL-TIME energetic and enthusiastic RVT to join our companion animal hospital in Lethbridge, AB. Our well-equipped hospital has CO2 laser, ultrasound, digital x-ray, video endoscope, IDEXX lab and digital dental x-ray system. We have exceptional support staff and looking for those individuals who are motivated to make happy clients and healthy pets. We offer competitive salary, paid CE, paid dues, uniform allowance and medical benefits. Candidates must be available for evening and weekend shifts. For additional information visit our website: www.northsidevet.ca Please send resumes to Northside Veterinary Clinic, 210F - 12 A Street North, Lethbridge, AB T1H 2J1 or email resume to northsidevet@shaw.ca Ph. (403) 327-3352

THE BOW RIVER VETERINARY CENTRE IN beautiful Canmore is looking for an RVT to join our growing team. We are seeking a team player. Competitive salary and benefits available. Experience is an asset, but new graduates will be considered. Please send resumes to John Williamson at john.dvm@gmail.com

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. Contact info: Email: info@ponokaveterinaryclinic.ca Ph. (403) 783-4348 Fax: (403) 783-5166

WESTERN VETERINARY SPECIALIST & Emergency Centre is seeking a mature, motivated and enthusiastic RVT to join our Emergency team. Western strives to provide our technicians with a respectful, educational, productive, fun and collaborative work environment where the primary goal is to provide world-class veterinary services and patient care. We offer a dynamic team environment, encompassing specialty and emergency services, in a state of the art facility. Candidates should have a passion for learning, possess excellent communication skills, and have interest in emergency and critical care medicine. We encourage and empower our technicians to utilize their skills, have input into case management & patient care, think critically, work autonomously, further their knowledge & education, and pursue specialty certification if so desired. We offer extensive training and mentoring to increase skill levels in emergency and critical care. 1+ yrs. experience in GP, emergency or referral hospital would be a major asset. New grads welcome! Applicants must be flexible and willing to work day, weekend, evenings and overnights shifts (12 hr. shifts on a 4 on 4 off rotation). We offer an excellent work environment, outstanding compensation, and a tremendous benefits package. Interested candidates please contact Cathy Gaviller at (403) 770-1340 or cgaviller@westernvet.ca

FOOTHILLS ANIMAL HOSPITAL IS LOOKING for an experienced RVT to join their team. We are a fast paced, 2 doctor small animal practice located in Okotoks, just 20 minutes south of Calgary. Ideal applicant has strong technical skills, is confident and organized. This is a permanent full time position with a compressed work week. We offer competitive wages based on experience, ABVMA due coverage, a yearly uniform allowance and Custom Care health spending accounts. Candidates can send resumes through this ad before May 31, 2016. Please include a phone number where you can be reached between 8 am and 6 pm week days for a phone interview. Email: books@foothillsanimalhospital.ca Website: www.foothillsanimalhospital.ca

OTHER EMPLOYMENT

FULL TIME RECEPTIONIST REQUIRED
Cochrane Animal Clinic is looking for an energetic, reliable, full time Receptionist that is a real team player. We are a busy mixed animal practice, with 3 full time veterinarians and 4 full time support staff. We are a dynamic and progressive team of animal care enthusiasts with a state of the art modern facility. We offer a competitive salary, benefits and uniform allowance. Please email resumes to Samantha.

laron@cochraneanimalclinic.com. Resumes can also be faxed (403) 932-5800 to the attention of Samantha Larson.

MONTROSE PET CLINIC AT BEAUMONT

is looking for support staff including RVT's. We are a fast growing, progressive small animal clinic providing great work environment and support professional development of our staff. We offer competitive wages, CE allowances and other perks. Please send your resume by email. Email: montrosepet@gmail.com

WE ARE LOOKING FOR PET PARENT

Expert at Bow Bottom Veterinary Hospital in Calgary! We are hiring a Part time VOA (20-30 hours/wk.) to complete our AAHA Accredited HealthCare team. We are a very busy, fast paced hospital in SE Calgary. Looking for someone who is upbeat and positive. Should be self-motivating, fast moving and great with time management. Communication and client education is a high priority for us. We are looking for someone with experience in practice and with Cornerstone. We utilize staff to their fullest potential. Motivated team members have room for growth and many CE opportunities. Must be available evenings (until 7:30 pm) and Saturdays. We are open Tuesday to Saturday, guaranteed 2 day weekends with Sundays and Mondays off. Email resumes and cover letters to tracey_ah@bowbottomvet.com. Visit our website to learn more about us. Website: www.bowbottomvet.com

CALGARY NORTH VETERINARY HOSPITAL

and 24-hour Emergency Service is seeking a Reception Manager (maternity leave contract) to manage, grow and coach our amazing team of Client Care Specialists. Our outstanding staff have created a unique environment emphasizing high caliber, compassionate and ethical service. You will have proven leadership skills, excellent organizational and interpersonal skills and the ability to supervise a team in a challenging, fast-paced environment. You pride yourself on your positive attitude, professional image, and want to contribute to the team atmosphere and culture. Your compassionate nature lends support to clients and staff when needed. Responsibilities include, but are not limited to:

- Scheduling, recruitment, hiring, and training
- Facilitation of communication between hospital staff and clients
- Support to hospital teams to ensure excellent client care
- Administrative support

Exceptional computer and communications skills are required. Previous experience required in a management/supervisory role. This position requires flexibility to be available for a variety of shifts (days, evenings, weekends and holidays). We offer a generous CE allowance, competitive wages, group benefits, and discounts on veterinary services. Please send a copy of your resume and cover letter to: Dr. Jonathan Leicht Email: leichtj@cnvet.com Website: www.associatevets.com

OXFORD ANIMAL HOSPITAL IS A GROWING

small animal veterinary clinic located in north Edmonton and we are looking for CLINIC MANAGER and VET ASSISTANT. We have a friendly, team work environment. The candidate must be a SELF-MOTIVATED, LONG TERM team player, with an open mind, and good communication and interpersonal skill. Experience is a big asset. We offer competitive wage, flexible schedule, discounted veterinary services, paid vacation, specify in your email what position you are applying for. Email: dr.tamer@oxfordanimalvet.com Website: www.oxfordanimalvet.com

WARNING: THIS IS NOT YOUR TYPICAL

job - you must be flexible, organized and ready for a challenge. You must be willing to take initiative but also be able to follow direction when assisting the team. We offer a competitive compensation package and an annual company-paid retreat and "give back" projects with our entire team. If being part of a fast growing business is important to you and you are truly an animal lover, this is your chance to do the work you love with an organization that measures success by client satisfaction, not by numbers or metrics. We currently a receptionist/tech assistant in the Calgary area to start immediately and be part of our Client Service Team. Please check out the full job posting on our website for more information. Website: www.VetsToGo.com Please email your resume and cover letter. Email: joinus@vetstogo.com

CALGARY NORTH VETERINARY HOSPITAL

& Emergency Service is hiring an Overnight Tech Assistant who is passionate about pets and people. This is a permanent overnight position with a compressed work week (11 hour shifts) on a schedule of 5 days on/5 days off which includes weekends and holidays.

We're looking for that "Rockstar" Tech Assistant who comes to work with a smile and makes a great first impression. You know how to build relationships making our clients feel important and understand the importance of providing an exceptional client experience. You also have the

ability to remain calm and efficient in stressful situations and take initiative in carrying out assignments independently.

Your role will be:

Assisting Veterinarians and Technicians with various tasks and treatment of patients

Providing compassionate care duties including feeding and walking patients

General hospital maintenance including cleaning kennels

We offer annual CE allowances, exclusive access to our client service training program, annual AVC conferences and interactive learning through our in-house online university Woof U! Additionally, we offer competitive wages, pet and veterinary discounts and group benefits. www.associatevets.com Please forward your resume and cover letter to: careers@cnvet.com

DELTON VETERINARY HOSPITAL IN

Edmonton is looking for an energetic upbeat full-time manager who is committed to life-long-learning. The successful candidate will have: a knack for problem solving, time management and conflict management; a proven ability to complete projects in a timely and efficient manner; an understanding of basic business financials; budgeting; inventory management, payroll and contract negotiation; a working knowledge of simple statistics and how to devise systems to capture necessary data, Effective communication skills and ability to delegate, provide oversight, inspire staff and hold individuals accountable for completing diverse and detailed projects a must. Responsibilities: Day-to-day operations. Customer service. Team Building.

Develop efficiencies and policy in:

Staff training, scheduling, management, payroll, Client and staff communications, Curb and web-site appeal. Appointment scheduling and compliance systems. Ensure maintenance of facility and equipment. Work with owners to identify areas for growth, establish goals, and set business strategy.

Job description:

Competitive salary, performance bonus, health and dental benefits, paid holidays, vacation time.

Veterinary experience and bachelor's degree preferred. CVPM designation a plus or experience with 8 or more direct reports.

ENERGY EQUINE IS LOOKING FOR A FULL

time professional dedicated receptionist. Do you thrive in a fast paced energetic environment? Can you provide outstanding customer service while juggling clerical and administrative duties? Our newest team member must be flexible and enjoy working in a multifaceted position. Equine

Classified Ads

or veterinary reception experience preferred. We offer competitive wages, group benefits, and the opportunity to join an exciting growing practice. Please respond with cover letter and resume to debbie@energyequine.ca We would like to thank all those applicants in advance, however only those selected for interviews will be contacted.

WE ARE A WELL-ESTABLISHED, EXPANDING small animal clinic. We have friendly, team work environment, flexible schedule, competitive wage. We are looking for CLINIC MANAGER and VET ASSISTANT. The candidate must be a SELF-MOTIVATED, LONG TERM team player, with an open mind, and good communication and interpersonal skill. The candidate must be organized, willing to learn and have proficient computer skills. Experience-->asset! Potential career development for all right candidates.

Visit www.hkvetclinic.com for more details, send resume to Email: hiring@hkvetclinic.com

RECEPTIONIST/TECH ASSISTANT NEEDED
- Join Us!

WARNING: This is not your typical job - you must be flexible, organized and ready for a challenge. You must be willing to take initiative but also be able to follow direction when assisting the team. Vets to Go is a fast-growing mobile veterinary service in Alberta that offers quality of life -- not just for the animals we serve...but for our talented team members as well. We offer a competitive compensation package and an annual company-paid retreat and "give back" projects with our entire team. If being part of a fast growing business is important to you and you are truly an animal lover, this is your chance to do the work you love with an organization that measures success by client satisfaction, not by numbers or metrics. We currently a tech assistant/receptionist in the Calgary area to start immediately. For the details please see our posting at www.VetsToGo.com Please email your cover letter and resume. Email: liz@vetstogo.com

BRITANNIA KINGSLAND VETERINARY Clinic in SW Calgary is looking for a full time receptionist. Experience with Cornerstone and social media is an asset but willing to train. Please reply with resume to info@calgaryvet.com Website: www.calgaryvet.com

LOOKING TO ADD AN ENERGETIC, confident, outgoing VMA to our team. Our clinic is a small, busy rural large animal practice where we are committed to serving both our cattle producers and equine owners with the highest of customer service standards. A background in production animals would be an asset. Proficient computer skills are essential. A willingness to learn, adaptability and the ability to ask questions is key. We strive to cultivate a work place environment that is one you will want to come to everyday. A great wage, good benefits and clothing allowances are some of the ways we would provide for you as a member of our team. Please email your resume and cover letter mlamanager@hotmail.com Website: www.mavericklargeanimal.com

ARE YOU A VMA OR VMR LOOKING FOR a fun, action-packed environment to work in? Where you can be part of a great staff providing top notch care to clients and their animals? Veterinary Medical Center of Eastern Alberta is looking for you. Competitive wages, health and dental, dues, CE paid. Email resume with cover letter to dwcowdr@xplornet.com

PRACTICE FOR SALE

LONG, ESTABLISHED, MA PRACTICE IN northern Alberta, approx. 70% SA, 25% bovine, 5% equine with an approx. 15% potential in equine. Good location in high traffic area, ideal for new graduate, veterinary couple, presently one full-time veterinarian and a stable, complementary staff. Moderately equipped with new updates. This practice would be an attractive setting for those who enjoy a small community atmosphere with surrounding outdoor recreational opportunities. Recently evaluated

and owner is open to negotiation on terms of sale. For any inquiries please call (780) 689-3635 or (780) 519-1054

FOR LEASE: SMALL ANIMAL HOSPITAL IN A very good location on Main Street in Red Deer, Alberta. Lots of parking available. This clinic has been operating continuously since 1975. For information, contact Dr. John Strokappe at (403) 391-1854. Available July 1, 2016.

SMALL ANIMAL PRACTICE

- Mixed (80% - SA) two DVM animal practice located near Edmonton, AB and generating two million plus in annual revenues becomes available with the retirement of the current and motivated owner. Single detached vet designed building filled with all the latest medical toys netting \$300K and yielding a 3 - 4-year repayment. Lots of family recreation available as are the purchase options. For an information package, please contact: Terry Jackson, C.P.A., C.G.A.

Tjackson@vetadvise.com Ph. (604) 939-2323

PRACTICE PLUS REAL ESTATE FOR SALE:

Established, but growing small animal practice in the Greater Toronto Area for immediate sale, quick closing available. Clientele comprised of gated community and estate homes plus surrounding rural but rapidly developing area. Property is 1.5 acres fronting on a major road. Building is 2 levels, both handicap accessible, totalling approximately 2800 sq. ft. Offers spacious treatment and surgical areas with new digital x-ray equipment. Scotia Bank offers preapproved financing on this property and practice, to qualified purchasers. For more information please contact elspethcurran@gmail.com

4500 SQUARE FOOT (APPROX.) LARGE animal veterinary space for lease in beautiful Okotoks, Alberta (15 minutes south of Calgary). Includes surgery suite with hydraulic table & hoist system from surgery, to recovery, to stall. Also features 4 horse stalls and 2 padded recovery stalls. Lease negotiable - please contact Lindsay at (403) 982-8387 or [vet@vetokotoks.ca](mailto:veter@vetokotoks.ca) for more information.

List of Advertisers

*Tails of Help www.tailsofhelp.ca/tohmonth	IFC	*CanWest Hockey	11	*Hill's Prescription Diet - z/d www.hillsvet.ca	19
*Hill's Prescription Diet - k/d www.hillsvet.ca	7	*WDDC - Member Owned Service Driven www.wddc.ca	14	*Hockey-O-Rama www.hockeyorama.com	20
*2017 Call for Committee Volunteers www.abvma.ca	8	*Vetadvise.com www.vetadvise.com	15	*ABVMA - Member Wellness	21
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*WDDC - Brenda Samletzki www.wddc.ca	10	*Royal Canin - Treats www.royalcanin.ca	17	*Elanco Osurnia www.elanco.ca	OBC

2016 CanWest VETERINARY CONFERENCE

OCTOBER 15-18, 2016 | FAIRMONT BANFF SPRINGS HOTEL



PROGRAM

AAAHT PRE-CONFERENCE CE EVENT

- **Zoonoses – Both Sides of the Coin:** Dr. Danny Joffe, CARE Centre, Calgary AB. Dr. Mark Joffe, Alberta Health Services, Edmonton, AB

COMPANION ANIMAL

- **Practical Techniques in Soft Tissue Surgery** - Dr. Howard B Seim III, Department of Surgery, Colorado State University, Fort Collins, CO, USA
- **Surgical Oncology** – Dr. Bill Dernell, Department of Clinical Sciences, Washington State University, Pullman, WA, USA
- **A Practitioners Guide to Managing Problem Behaviours from Kittens to Geriatrics** – Dr. Gary Landsberg, North Toronto, Behaviour Specialty Clinic, Thornhill, ON
- **Liver and Pancreatic Disease in the Dog and Cat** – Dr. David Twedt, Colorado State University, Fort Collins, CO, USA

EQUINE

- **A Horse's Life is Not an Easy one: major impediments in good health** – Dr. Peter Morreseay, Rood and Riddle Equine Hospital, Lexington, KY, USA
- **Internal Medicine: Case-based Lab Result Interpretation** – Dr. Heidi Banse and Dr. Ashley Whitehead, University of Calgary, Faculty of Veterinary Medicine, Calgary, AB
- **Sports Medicine for the Competing Horse** – Dr. Kent Allen, Virginia Equine Imaging, Middleburg, VA, USA

FOOD ANIMAL

- **The Veterinarian's Role in Prescribing and Dispensing - The New Reality** – Speakers TBA
- **Emerging Diseases in Farm Flocks and Regular Post-Mortem Diseases** – Dr. Elise Myers, Technical Services Manager Poultry, Merck Animal Health, Port Franks, ON
- **Traceability and Premise Identification** – Ms. Katherine Altman, Alberta Agriculture and Food, Edmonton, AB
- **Occurrence, Characterization and Risk Factors Associated with Lameness within Alberta Feedlots** Dr. Sonia Marti Rodriguez, Agriculture and Agri-Food Canada Lethbridge Research Centre, Lethbridge, AB
- **Clinical Presentations of Lameness in Beef Cattle** – Dr. Mike Jelinski, Veterinary Agri-Health Services, Airdrie, AB
- **Digital Dermatitis: The New Enemy of Cattle Claws** – Dr. Karin Orsel, University of Calgary Faculty of Veterinary Medicine, Calgary, AB

VETERINARY TEAM

- **Dental Workshop for the Veterinary Team: compliance, marketing, growth tools** – Mr. Bash Halow, Halow Tassava Consulting, New York, NY, USA
- **Fear Free Veterinary Visits: tips for implementation in practice** – Dr. Lisa Radosta, Florida Veterinary Behavior Services, West Palm Beach, FL, USA

- **Reputation Management** – Mr. Brodie Tyler, Inbound Systems, Meridian, ID, USA

VETERINARY TECHNOLOGISTS

- **Introduction to Technical Large Animal Emergency Rescue** – Dr. Rebecca Gimenez, Technical Large Animal Emergency Rescue, Macon, GA, USA
- **Triage and Azotemia** - Dr. Serge Chalhoub and Dr. Soren Boysen, University of Calgary, Faculty of Veterinary Medicine, Calgary, AB

KEYNOTE LUNCHEON

- **The Future of Veterinary Practice** - Mr. Stefan Horsky, Associate Veterinary Clinics, Calgary, AB

WET LABS, FRIDAY, OCTOBER 14, 2016 (OPEN TO VETERINARIANS ONLY)

- **Reconstructive Surgery Techniques** – Drs. Aylin Atilla and Terri Schiller, UCVN, Calgary, AB
- **Diagnostic Ultrasonography of the Equine Distal Limb** – Drs. Mike Scott and Alfredo Romero, UCVN, Calgary, AB
- **FAST – The Use of Ultrasound in Trauma and Non-Trauma Critically Ill Patients** – Drs. Serge Chalhoub and Soren Boysen, UCVN, Calgary, AB
- **Basic Equine Abdominal and Thoracic Ultrasound** – Drs. Heidi Banse and Ashley Whitehead, UCVN, Calgary, AB

PROFESSIONALISM – MEDICAL KNOWLEDGE – PRACTICE MANAGEMENT SKILLS
RACE APPROVAL PENDING FOR THE 2016 PROGRAM

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