



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JANUARY-FEBRUARY 2017

Alberta One-Health Antimicrobial Workshop

November 23 - 24, 2016





2017 ABVMA Leadership Weekend

FEBRUARY 24 – 26, 2017

Delta Calgary South Hotel by Marriott
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Member Recognition Banquet & Annual General Meeting INVITATION TO ABVMA MEMBERS

All ABVMA members are invited to attend the Member Recognition Banquet on Saturday, February 25, 2017, and the Annual General Meeting (AGM) on Sunday, February 26, 2017. These events are held in conjunction with the Annual Leadership Weekend at the Delta Calgary South Hotel.

ACCOMMODATIONS

Members at large are responsible for their own accommodations, however a group rate is in place for the event. A group room rate of \$155/night is available for Delta standard rooms. Please indicate you are attending events in conjunction with the ABVMA Leadership Weekend. The booking deadline for reduced rate is **January 19, 2017.**

Saturday, February 25, 2017

Member Recognition Banquet

Bonavista Ballroom and Foyer, Lower Level, Tower
6:00 – 6:30 p.m. Cocktails
6:30 – 9:00 p.m. Dinner and Awards Presentations
9:00 – 11:00 p.m. Social
Music by the Aaron Young Trio

Congratulations to our 2016 Award Recipients:

Veterinarian of the Year: Dr. Craig Dorin
Meritorious Service: Dr. Cary Hashizume
Young Veterinarian of the Year: Dr. Blake Balog
ABVMA Technologist of the Year: Ms. Shirley Gostola
AAAHT Meritorious Service: Ms. Connie Varnhagen
AAAHT Appreciation: Ms. Brigitta Smith
ABVMA Honorary Life Membership: Ms. Margaret (Midge) Landals
35 & 50 Year ABVMA/AAAHT Awards
Committee Appreciation Awards

Sunday, February 26, 2017

Annual General Meeting

Bonavista Ballroom, Lower Level, Tower
8:00 – 9:00 a.m. – Registration and Breakfast
9:00 a.m. – 12:00 p.m.* – Meeting
12:00 – 1:00 p.m.* – Post AGM Forum: Prescribing and Dispensing Guidelines

**Times are approximate based on conclusion of AGM.*

**COMPLETE THE ENCLOSED REGISTRATION FORM
TO PRE-REGISTER FOR THE BANQUET AND/OR AGM**

Editor's Notebook

The concept of One Health has received mixed reviews and has sometimes been considered a nebulous and ethereal notion. It sounds good, but seems to be more of an academic exercise rather than being able to yield measurable outcomes.

This past November, we were able to witness successful One Health in action. The Alberta Veterinary Medical Association, with support from the Government of Alberta and in collaboration with Alberta Agriculture and Forestry and Alberta Health delivered a joint workshop to address the issues surrounding antimicrobial/antibiotic use (AMU) on a provincial scale including both human health and animal health and production. It was a workshop initiated in Alberta to identify the issues of AMU facing our healthcare system and our animal production systems.

The event consisted of two intensive days of information sharing and gathering. I am certain that there were a multitude of Ah Ha! moments throughout the room. I personally learned a lot regarding the delivery of medical care in Alberta, and came to realize that there are a lot more similarities than differences in how we handle population medicine, biosecurity, and infection prevention and control. We all just have different names for these tasks.

This workshop was intended as a stepping stone for the province towards our harmonization with the federal changes that we are anticipating in the prescribing and dispensing of antibiotics. I am convinced that the collective wisdom and understanding that was displayed at the workshop will lead to a "made in Alberta" tailored solution that will serve us for years to come and be a benefit to both animals and humans alike. A full report will be drafted from the workshop. Watch for more on this in 2017.

One Health is alive and well, and living in Alberta!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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EDITORIAL POLICY

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

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President's Report



Kevin MacAulay, DVM

President, Alberta Veterinary
Medical Association

The next time you glimpse a picture of your younger self from before you became a veterinary professional, let it serve as a reminder to consider protecting the future of the veterinary profession.

ONE YEAR AGO, I VOLUNTEERED

at a career day at the high school from which I graduated. Prior to the interactive sessions with students, the volunteer attendees received a tour of the high school to see the upgrades that had been performed over the years. During the tour, I found the picture of my graduating class. Staring at this photo of the leaner and non-grey-haired version of myself from 21 years ago, it reminded me that at that time, I had both anxiety and eagerness about which of the different career paths I would pursue as I looked to my future.

I carried that reminiscent experience for the rest of the morning as I talked to high school students about the veterinary medicine career path I chose to pursue and my experiences in the profession. I answered many questions about why I chose that career, what I find rewarding, and what challenges I face in the occupation. The students' questions, facial expressions and body language mirrored the mixed emotions of anxiety and eagerness I felt when I was their age. It was a great reminder of the importance of being involved and providing guidance for young people as they embark on determining and developing their future careers. Observing the volunteers from various other professions and their dialogue with the students that day made me wonder if we, as veterinary health team professionals, are cognizant of the importance of getting involved with promoting and enhancing our own profession. I believe there are several ways this can be accomplished.

First, if you have not considered it, you should seriously explore the idea of mentorship, whether it be to a high school student, veterinary school student or graduate, or even a foreign-trained veterinary professional. At our practice, we have mentored all the above, and it has been a very rewarding experience. This fulfilling involvement was eluded to in a 2015 ABVMA *Members' Magazine* President's Report, in which my much wiser predecessor and leadership mentor, Dr. Louis Kwantes, stated: "...the mentor-mentee relationship is a relationship of trust, one which is mutually beneficial."

I think Dr. Kwantes nicely summarizes that everyone involved in this type of relationship benefits, as the mentee profits by honing their competencies and skills, and the mentor gains by further developing their own communication and leadership abilities. Also, the mentor learns about new advances, medications and products, as well as different techniques shared by the new graduate, or the individual coming from a different country. I know from personal experience how mentoring keeps you on your toes — sometimes a really good question from the student about the pathophysiology of a certain disease or my reason for choosing a certain therapy protocol meant running to a textbook to find that explanation or to validate (or even to correct!) my previous explanation or decision.

The topic of mentorship has been on the radar of the ABVMA, the Canadian Veterinary Medical Association (CVMA) and educational institutions for many years. Collaboration with these groups will hopefully help promote the availability of mentors and link them with mentees. Members are strongly encouraged to inform their associations in order to be included on their roster of members willing to provide mentorship for new graduates and foreign-trained veterinarians and veterinary technologists. In addition, there are various valuable tools and "mentoring programs" available to provide insights to both mentors and mentees.

The other facet to consider in being an involved professional is being engaged in the profession. This can be accomplished in many different ways. This can include enhancing the public perception of the profession. The keynote speaker at the recent CanWest Veterinary Conference in Banff, Mr. Stefan Horsky, made the comment about the importance of veterinary professionals volunteering and donating to various causes, and not being afraid to tell their clients about their charitable endeavours. Volunteering in the aforementioned career day at a local school is a great idea. It can include sharing videos produced by the ABVMA and AAAHT designed for school-aged children about

President's Report

considering a career in veterinary medicine, which can provide insight into the roles and challenges involved in caring for animals and what they can expect from a career as a veterinarian or veterinary technologist.

Another great avenue of being engaged in the profession is staying informed about the direction in which the ABVMA is going and actively volunteering with the association. Regularly reading the weekly E-News, participating in the voting of new representatives to Council, and attending the Annual General Meeting (AGM) to vote on new resolutions is vital to advancing the profession. Council and staff of the ABVMA go out of their way to encourage member engagement, and great examples of this include regional meetings and the recent extensive solicitation of feedback from the membership in regards to the

Marketing Activity Guidelines review that has currently been underway for almost two years. There were also opportunities to provide comments and ideas at a public forum after last year's AGM, as well as through email feedback over the past year.

So, the next time you glimpse a picture of your younger self from before you became a veterinary professional, let it serve as a reminder to consider protecting the future of the veterinary profession. Invest in mentoring an individual that is in need so they can succeed and hopefully reciprocate and do the same for someone else down the road. Also, stay engaged in the ABVMA to share ideas, provide feedback, participate and volunteer to advance our profession.

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Registrar's Report

The Beauty of Medical Records

AN IMPASSIONED PLEA HAS COME FORWARD from one of the Hearing Tribunal panels regarding medical records. They are of the opinion that every case that they deal with in a discipline hearing relates to medical records in one way or another. Typically, it is poor records with not enough information recorded, or poorly organized records that are difficult to follow. Some clinics continue to maintain written records that are totally illegible.

What is the purpose of a medical record? We state in our PIPS Bylaws that "medical records are the backbone of any medical practice, and having proper records is essential to a Veterinary Practice Entity." Why? It starts off as a record of what animal is being treated, and who owns the animal. Documented informed consent for treatment is essential. Beyond this, the medical record facilitates the provision of quality care for the patient by documenting examination and diagnostic findings, diagnosis and differentials, as well as treatments proposed and carried out. All information conveyed to and from the owners is also documented. The medical record should contain enough information so that any veterinary professional who subsequently assumes care of a patient is able to know and understand what has been done, and provide ongoing quality care from that point forward.

It has been consistently shown that good medical records are highly correlated to enhanced medical care. Logical documentation of the examination, diagnostics and the information used in obtaining a diagnosis and formulating a treatment plan will increase the likelihood that no information is missing that would lead to an erroneous conclusion. You can do the most complete workup possible and with incomplete records that lack differential diagnoses, and treatment plans, the patient receives suboptimal care or worse yet, incorrect treatment. Also, continuity of care is only possible with strong medical records.

We all know this. The ABVMA has made it extremely easy for anyone with questions regarding medical records to access the answers in the ABVMA Medical Records Handbook that was mailed to each member in 2013. This document may also be found on the ABVMA website.

So why does the Hearing Tribunal care? They care because almost every case that appears before them typically has some element of poor medical records. Missing or incomplete information is most important. If a conversation with the owner is not documented, it did not occur. If a phone call to an owner is not documented, it did not occur. If a treatment administration is not documented, it did not occur. If you do not include enough information to be able to follow your thoughts towards a diagnosis and treatment plan, the Hearing Tribunal cannot fill in the gaps for you. If your client



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

has a different version of events than what you have presented to a hearing, it is your medical record that holds the most weight. A thorough, logical and complete medical record becomes almost irrefutable, even in the situation of a poor medical outcome. A good medical record becomes your best defense if you are faced with a discipline complaint, and will typically truncate the process early on. If your records are not the best, now is the time to improve.

2016 ABVMA Annual Report

Notice to Members

The 2016 Annual Report will be available online in January and printed copies will be available on site at the Annual General Meeting.

The Annual General Meeting is scheduled for Sunday, February 26, 2017, at the Delta Calgary South Hotel, 135 Southland Dr SE, Calgary, AB.

Council Highlights



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

October 14 & 15, 2016

Kim Romanufa, DVM

ONCE AGAIN OUR OCTOBER

Council meeting was held in Banff prior to the start of CanWest. It was a great setting to hold our meetings and to network with veterinarians from all over Canada. At this meeting, nominations for next year's Council are accepted. This year two veterinarian positions in Calgary, one veterinarian position in Southern Alberta and one RVT position in Southern Alberta are needed. Multiple nominations were received in each region and an election called. Ballots will be sent out soon. Please remember to vote.

Council has also agreed to support the idea of a Veterinary Practice (exhibit) at the Calgary Heritage Park. The period the committee is looking at is veterinary medicine in western Canada between 1906

and 1930. This is in the early planning stages and we hope that all members support this effort to maintain an important part of our heritage and promote the veterinary profession.

Every year at this time we also meet with the CVMA to discuss and strategize about our common goals. CVMA priorities over the past and coming year include: canine importation, anti-microbial resistance, veterinary ethics, promoting the profession as a whole and the private members bill C-246.

Many of these CVMA projects are well underway with significant input from the ABVMA though Council and the applicable committees. Currently the CVMA is looking for input on their position statement on the importation of canines and developing an action plan for the next step. The Principles of Veterinary Medical Ethics of the CVMA document is completed and being translated

before release. Although Bill C-246 was not sent to committee they are continuing to promote animal welfare at the federal level.

Antimicrobial resistance and usage (AMR and AMU) continue to be a top priority for both the CVMA and ABVMA Council. The draft *Veterinary Oversight of Antimicrobial Use — A Pan-Canadian Framework of Professional Standards for Veterinarians* was discussed at the Summit at the CVMA Convention in July. Amendments to the Federal Food and Drugs Regulations and policy changes are expected to be in force by the end of 2017. Council is reviewing the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals and plans to hold a post Annual General Meeting (AGM) forum to allow for significant discussion of what it means for our members.

Continued on Page 8

Council Highlights

Based on membership feedback, Council approved that the Marketing Activity Guidelines are to be presented at this year's AGM for a vote. These guidelines will either be accepted as an entire package or the present guidelines will continue to be in effect.

WCVM has developed a mentoring program that is designed to teach both the student and employer the best way to mentor students and recent grads. This will facilitate

the transition from student to veterinarian and help decrease the stress of being a new grad as well as having a new grad in practice. We are hoping to provide more information at next year's Leadership Weekend and AGM, February 24 – 26, 2017, in Calgary. Make sure you mark the date on your calendar.



Dr. Kim Romanufa
Edmonton Region
WCVM '95

Dr. Kim Romanufa graduated from the WCVM in 1995. After graduation she returned home to Edmonton, AB and started her career at the Hermitage Veterinary Hospital. After five years as an associate, she became one of the managing partners at Hermitage. Currently she continues to enjoy her time as a veterinarian working as a small animal general practitioner. When she's not working, Kim manages to keep active and busy with travel to exotic places, gardening and running ultra-relays like the Canadian Death Race.

She recently spent two weeks in the Dominican combining her passion for travel and veterinary medicine by volunteering for six spay/neuter clinics with the dogs and cats of the Dominican Republic.

ABVMA Membership Matters

Permits to Practice

Permit to Practice Approval

Tamarack Veterinary Clinic Ltd.
(Dr. Suzanne Misiaszek #1658)

Ben & Jasmin Schultz Holdings Ltd.
(Dr. Benjamin Schultz #2677)

Effective Date

Sep 12, 2016

August 26, 2016

Provisional Approval of New Veterinary Practice Entities

(November to December 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.

Practice Name

Meridian Veterinary Clinic

Prairie Rose Veterinary Services

Location

Stony Plain

Innisfree

Council Highlights

November 16 & 17, 2016

Andrea Edwards, RVT

COUNCIL MET ON NOVEMBER

16 and 17, 2016, at the ABVMA office in Edmonton to conduct the business of the Association.

Alberta Agriculture and Forestry has been maintaining close communication with the Canadian Food Inspection Agency (CFIA) in regards to the ongoing investigation into an outbreak of tuberculosis in beef cattle in southeastern Alberta.

The CFIA approved Globalvetlink's electronic Equine Infectious Anemia (EIA) testing certificate system.

The CVMA continues to work on

two position statements, (1) *Partial Digital Amputation of Domestic Felids*; (2) *Transportation of Dogs and Cats* with input from the ABVMA. The CVMA has completed the document, *Principles of Veterinary Medical Ethics of the CVMA*.

A presentation was given to council from Mr. Steven Kim of RBC Wealth Management, Dominion Securities on the investments of the Association.

The Alberta One-Health Antimicrobial Workshop was held November 23 – 24, 2016. ABVMA staff put in tremendous effort organizing the event.

Final changes and discussion were accomplished on the revisions of the *ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and*

Selling Pharmaceuticals. It will now be presented to members for comments, and discussion following the 2017 AGM.

Strategic planning was discussed and a document with the plan and timelines will be posted to the website for member information.

The new ABVMA database is up and running with the membership renewals going out to all members.

Olds College gave a presentation to Council on their Animal Health Technology, Veterinary Medical Receptionist, and Veterinary Technical Assistant programs.

Andrea graduated from NAIT in 1992 and went on to work in mixed animal practice for six years.

In 1999, she started working at new small animal practice, the Calgary Trail Pet Hospital. She has been there ever since.

While working as a registered veterinary technologist (RVT), she recognized her passion for management and business, and became the practice manager 12 years ago.

Andrea has been very active with both the Alberta Veterinary Medical Association (ABVMA) and the Alberta Association of Animal Health Technologists (AAAHT). She is finishing four years with the AAAHT and enjoyed her term as president in 2014. She has just completed a three-year term on ABVMA Council as ex-officio AAAHT representative and is on her second term on the Practice Review Board.

Andrea is looking forward to her term on Council as the RVT representing the North region.



Ms. Andrea Edwards, RVT

RVT Member Northern region

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Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #16-05

A LETTER OF COMPLAINT WAS

received about a veterinarian and the care that was provided to a horse with an eye problem. The horse presented on March 4, 2015, and was initially diagnosed as a traumatic injury. A recheck examination was conducted on March 28, 2015, during which the veterinarian considered differential diagnoses of possible neoplasia or fibrotic tissue. A biopsy performed at that time was non-diagnostic. The veterinarian also diagnosed Recurrent Airway Obstruction (RAO or heaves), likely due to environmental conditions.

On April 20, 2015, a repeat biopsy and histopathology provided a diagnosis of hemangiosarcoma, a rare neoplasia in horses. This diagnosis was relayed to the owners by way of a text message. On May 22, a large piece of the tumour was surgically removed and a cisplatin impregnated biodegradable bead was implanted to provide local chemotherapy.

The tumour continued to grow despite treatment. The veterinarian had a discussion with the owner about referral for surgery. The veterinarian offered to perform the surgery at a lower price than the cost of the surgery at a referral centre. The veterinarian directed the owner to attend at a facility that was not an ABVMA certified and inspected veterinary practice entity (VPE) where the surgery would be performed. The facility had formerly been certified and inspected, but had not been in use as a veterinary practice for approximately two years.

The horse was brought to the facility for surgery on July 2, 2015. Radiographs and an ultrasound examination were performed to assess the eye prior to surgery. The owners signed a consent for euthanasia in the event the surgery was unsuccessful. An enucleation surgery was performed. The owners were not informed that it was unlikely that appropriate clean surgical margins could be attained. The owners appeared to misunderstand that the horse was to be euthanized.

The horse was rechecked once by the veterinarian following the surgery on July 15, 2015. The horse deteriorated to the point that he was euthanized on Aug. 26, 2015.

An investigator was appointed to conduct an investigation. The report of the investigation was provided to the Complaint Review Committee (CRC), which in turn made a decision to refer the matter to the Hearings Director for a hearing.

The veterinarian entered into consent discussions and accepted responsibility for his conduct. The veterinarian signed an admission of unprofessional conduct in accordance with section 35.1 of the *Veterinary Profession Act* and a Consent Order which was accepted by the Hearing Tribunal on Nov. 21, 2016.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Informed Consent

1. That the veterinarian failed to obtain appropriate informed consent for surgery on July 2, 2015, from the owners by failing to advise the owners of the poor prognosis for the horse given the difficulty expected in obtaining clear surgical margins in the affected area of the eye.

Failure to Refer

2. That the veterinarian failed to offer a proper referral to the clients regarding the treatment of the horse for assessment and possible surgery.

Client Communication

3. On or about July 2, 2015, the veterinarian failed to properly communicate the results of the surgery that occurred particularly in light of the euthanasia consent form that had been signed by the clients prior to that surgery.
4. That the veterinarian failed to appropriately address the client's ongoing concerns regarding post-operative swelling, respiratory difficulty and inappetence during the recheck appointment following the surgery of July 2, 2015.

Use of an Uncertified Facility

5. That the veterinarian inappropriately used a facility that was not inspected or certified by the ABVMA Practice Inspection and Practice Standards committee for the surgery performed on the horse on July 2, 2015.

Medical Records

6. That the veterinarian failed to create or maintain appropriate medical records with respect to the horse.
7. That the veterinarian failed to keep appropriate medical records with respect to their communications with the owner regarding the horse's care.

ACKNOWLEDGMENT OF RESPONSIBILITY:

It is acknowledged by the ABVMA and the veterinarian that the conduct as described above constitutes unprofessional conduct. The veterinarian 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 the veterinarian.

NO RIGHT TO APPEAL:

The ABVMA and the veterinarian agree that there shall be no right of appeal from the Consent Order.

AGREED SANCTIONS:

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

1. A reprimand shall be issued against the veterinarian which shall be expunged two years from the date of this order (on the basis that there are no further professional conduct matters).
The tribunal noted in the reasons that given the agreed-upon facts of this

Complaints Director's Report

- case, the veterinarian's cooperation in the investigation of this matter, his willingness to accept full responsibility and accountability for his actions, and his proactive approach to date for self-improvement, the Hearing Tribunal deemed it appropriate to include a provision to expunge the reprimand two years from the date of the Consent Order if there are no further professional conduct matters in the intervening time period
2. The veterinarian shall be required to complete, at his own cost, within six months of the date of this order, the following continuing education obligations:
 - i. The veterinarian shall be required to successfully complete the veterinary medical records course offered online by Washington State University (the ABVMA acknowledges that the veterinarian has completed this course as of October 23, 2016);
 - ii. The veterinarian shall complete an additional 10 hours of continuing education in communication and/or time management to be approved by the Complaints Director.
 3. The veterinarian shall complete a review of the Practice Inspection Practice Standards (PIPS) Bylaw and prepare a 1000-word report to the ABVMA with respect to the issue of approved VPEs and any other additional information he learns from his review of the PIPS Bylaws. This review and paper are to be completed within six months of the date of this Order.
 4. The veterinarian shall pay a fine in the amount of \$1,000.00 with respect to the finding of unprofessional conduct relating to unlicensed facilities and inadequate medical records. This fine is to be paid within six months of the date of this order.
 5. The veterinarian shall pay costs in the amount of \$4,000.00 within six months from the date of this order.
 6. If the Complaints Director deems there to be a violation of this order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.

7. There shall be publication of this Consent Order on a "without-names" basis.

COMMENT:

Use of an uncertified facility:

The Hearing Tribunal requested that the rationale behind the following finding of unprofessional conduct be explained to the membership in this publication.

That the veterinarian inappropriately used a facility that was not inspected or certified by the ABVMA PIPS committee for the surgery performed on the horse on July 2, 2015.

The veterinarian involved in this case had previously owned a certified and inspected VPE which included a physical location where the public attended with animals to receive veterinary medical care. The facility was set up to examine, treat and stable horses, but was closed in 2014. The veterinarian during the time of the complaint and currently operates an Ambulatory VPE with service categories of SC-1: Primary Care and SC-2: Ambulatory Care.

From the definitions in the PIPS Bylaws (2014):

Ambulatory VPE: *for the purposes of this bylaw an ambulatory VPE is one that offers primary care veterinary services at the residence of the owner or the location where the animal is regularly housed or assembled for reasons other than veterinary care....*

and with regards to SC-2: Ambulatory Care:

SC-2: Ambulatory Care

Guiding Principles:

Primary Care Veterinary services are commonly provided at the residence of the owner or at the location where the animal normally is housed or assembled for reasons other than veterinary care....

The Bylaw does allow that animals that are congregated for reasons other than receiving veterinary care (for example at a horse show) may be treated under SC-2: Ambulatory Care.

Operational Procedures:

...

6. Services may be provided to animals belonging to one or more owners if the animals are congregated in a location other than the residence of the animals for an official reason other than veterinary care.

In this case, the horse was trailered to the uncertified facility at the direction of the veterinarian for the purpose of conducting the surgery. This is not in compliance with the PIPS Bylaws. The surgery could have been appropriately performed at the place of residence of the owner or where the animal is normally boarded, or could have been referred to another practice for the surgery.

Medical Records

The tribunal requested that the publication of this matter include a comment regarding the importance of the creation and maintenance of medical records.

The tribunal noted that the failure to create and maintain appropriate medical records, particularly document communications, was a significant aggravating factor in this case. The Tribunal was of the opinion that complete and accurate medical records may have precluded this matter from proceeding to a hearing.

The Hearing Tribunal varied the Consent Order to stipulate that a portion of the agreed fine of \$1000.00 was ordered specifically for the finding of unprofessional conduct related to the failure to create and maintain appropriate medical records.

This is the first discipline case where a fine has been ordered relating to an initial finding of unprofessional conduct for failure to create or maintain appropriate medical records. While fines have been ordered against a veterinarian for a subsequent finding of unprofessional conduct relating to medical records, this is a precedent-setting case.

The tribunal expressed the opinion that the creation and maintenance of appropriate medical records is of such importance that the significant deterrence of a fine is warranted. Attributing a portion of the \$1000.00 fine to the failure to create medical records is intended to serve as a deterrent for all ABVMA members.

The acceptable professional standards for medical records is established in the PIPS Bylaws. Further information on medical records content and management is available in the ABVMA Medical Records Handbook. The tribunal is of the opinion that the quality of medical records must universally improve to meet the acceptable minimum professional standard. Increasing compliance with regards to medical records will protect veterinarians facing a formal complaint, decrease the number of complaints referred for a hearing and ultimately protect the public interest.



Tails of Help Announces 2017 Program Funding Changes

Tails of Help is pleased to announce that the charity is making some changes to the funding limits and application process in 2017, with the goal of making the aid program even easier for clinics to use, and accessible for even more Alberta pet owners in their times of financial hardship. Timing for the new changes to take effect will be announced early in 2017.

Clinics who participate in the Tails of Help program have reported that they found the existing process to be easy and fast, with clear information available through the Tails of Help website, an application form that is quick to fill out, and prompt responses when completed applications are submitted.

Tails of Help plans to make the application process even easier for clinics, by changing the annual funding limit from the current \$1000 per clinic, to instead become

\$1000 per veterinarian. For clinics with more than one doctor, this will make it easier for each doctor to know if they have used their annual funding allocation or still have aid funding available. It will also solve the question of which doctor would be able to use a clinic's available funding.

Tails of Help also plans to add more categories for quick and simple financial needs qualification, in addition to the current categories of Assured Income for Severely Handicapped (AISH) and Guaranteed Income Supplement (GIS) recipients.

Other categories for financial qualification will include Alberta Works recipients, Resettlement Assistance Program (Refugees), Domestic Violence Shelters referrals, Registered Social Worker referrals, and Low Income Cut-Off (LICO) criteria. The goal of this change is to make the

program accessible for more Alberta pet owners in financial hardship, while still keeping the process simple with clear qualification criteria that make it easy for clinics to make their decision about submitting an application for their client.

Tails of Help will announce full details and effective dates for these changes in the first few months of 2017.

For more information please watch our website here: www.tailsofhelp.com/vets/

Tails of Help is a registered charity dedicated to providing financial support for qualified low income Alberta pet owners who find themselves in need of essential veterinary care.



CVMA Emerging Leaders Program

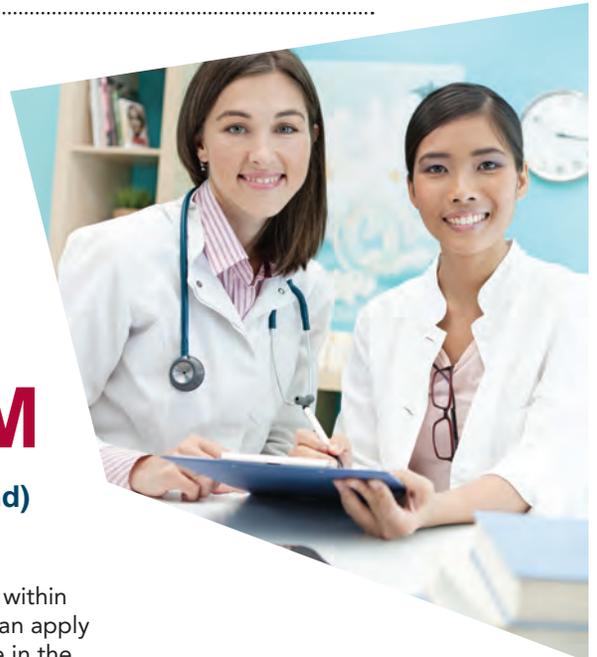
CVMA EMERGING LEADERS PROGRAM

July 13 and 14, 2017 • Charlottetown (Prince Edward Island)

The Canadian Veterinary Medical Association's (CVMA) annual Emerging Leaders Program (ELP) will be held on July 13 and 14, 2017, at the Prince Edward Island Convention Centre in Charlottetown, Prince Edward Island. The ELP offers experienced professionals as well as recent graduates an opportunity to explore their approach to personal and professional accomplishments and their working relationship with colleagues.

CVMA members who graduated within the last 10 years (2006 or later) can apply for full sponsorship to participate in the ELP. Up to two sponsored participants per province will be selected. Sponsored participants will receive:

- travel to and from Charlottetown, PEI
- two nights' accommodation at the Delta Prince Edward Hotel
- eight-hour workshop with Dr. Rick DeBowes
- complimentary registration for the 2017 CVMA Convention



Please return completed applications to Sarah Cunningham at: scunningham@cvma-acmv.org by March 24, 2017.



PIPS Tip

By Chris Belan, DVM

Why does my clinic need a Radiation Quality Assurance (QA) Program?

Most clinics maintain radiation logs and QA documents but frequently are not certain why they keep the data or the purpose of the data collected. They often look at the process as another “busy work” project.

The reason for keeping the data is two-fold:

1. To assure individuals working in the clinic that the environment is safe and no one is exposed to unnecessary radiation that may be a health risk.
2. To protect the practice owner in the event that in the future a former or present employee has a health issue that could be attributed to radiation exposure.

Your clinic’s Radiation QA has three basic components:

1. Maintaining the equipment registration and displaying the radiation certificates issued by the ABVMA indicates that your X-ray machines and lasers have been inspected and the calibration is correct. This assures that the settings on the machines are correct and accurate when the machine is emitting radiation.
2. Taking and maintaining radiographs of your protective equipment, aprons, gloves and thyroid protectors coupled with quarterly dosimeter level reports assures that the appropriate safety material is on site, is being used and is functional. With digital systems it is advised to burn these images of protective equipment to a CD for future reference as you may forget about them when you purge your system of outdated images.
3. Doing the appropriate QA tests on your equipment on the appropriate schedule. The most misunderstood of these is often the repeat reject analysis. This data assures that staff is appropriately trained in the use of the radiation equipment, and unnecessary or unneeded exposures are not taken

The repeat reject analysis is an ongoing tabulation of images taken and determination of how many were of diagnostic quality and how many were not diagnostic for a variety of reasons. For clinics with digital equipment, patient motion is the main reason for a retake. Radiographs requested by the veterinarian to flesh out

a diagnosis are not considered rejects. For example, changing your view angle on a bone or joint looking for a hair line fracture is not a reject. The criteria for rejecting images are either human error or lack of patient cooperation versus diagnostic prerogative.

If as part of your radiation log, one records not only the number of images taken in each study but also the number rejected as being non-diagnostic a reject percentage can now be generated.

For example, if you take an abdominal series on a dog or cat which usually would be two views but you have to take a third because the patient moved you now have three views in your study of which one is a reject. By carrying these numbers forward to the bottom of the pages in your log, you can now create a repeat reject percentage.

Further to the above example, if in any given month you take 75 X-rays (diagnostics plus rejects) of which five were rejected, the repeat reject analysis is seven per cent (5/75), a very acceptable number. If the rejects were 20/75, the repeat reject analysis is 26 per cent, which is unacceptable, and a review of equipment, protocol and training is in order. Usually a significant increase in the repeat reject percentage can be traced to a recent hire or new equipment installation. Appropriate training and/or equipment servicing will usually correct the issue. The repeat reject analysis can be used as a sentinel to identify such problems. Maintaining an acceptable number long term indicates that a safe environment is being maintained, protecting both the employees and employer.

The next step is to transfer the monthly repeat reject data along with the results of the other QA tests to an annual summary document. Keeping these annual reports on file along with the dosimeter reports and images of protective equipment will provide the practice owner with the information that will prove they did an industry-standard radiation QA program protecting the workplace. A sample document is available as a download from the ABVMA member’s website along with the required tests that need to be done. If your clinic has digital equipment you will notice a marked reduction in the tests required as many of them pertain to processors, chemicals, cassettes and dark rooms.

A radiation QA program is an important risk-management tool the practitioner can use to not only provide a safe workplace but also document the process.



Dr. Louis Kwantes

We're pleased to provide you with an overview of what the CVMA has recently been working on for you, our valued members in Alberta.



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

Questions or Suggestions?

Contact your CVMA National Office by telephone at 1-800-567-2862, by email at admin@cvma-acmv.org, or contact your Alberta Council Representative: Dr. Louis Kwantes at 780-417-1119 or drvetmed@aol.com.

One Profession. One Strong Voice.

POLICY AND ADVOCACY

The Latest Revised CVMA Position Statements

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

- Use of Thermocautery for the Treatment of Lameness in Horses
- Induced Moulting of Poultry
- Tail Docking of Dairy Cattle

CVMA Participates in On-Farm Antimicrobial Use Surveillance Workshop

The CVMA participated in an Antimicrobial Use (AMU) Surveillance Workshop held in Ottawa in October 2016, with participants from industry and producer associations, veterinary groups and government agencies. Organized by the Canadian Animal Health Surveillance System (CAHSS), the purpose of the workshop was to gain a better understanding of current producer and animal industry initiatives and needs in the area of AMU surveillance and explore opportunities for collaboration. CVMA will continue to participate in working groups on AMU surveillance and AM Stewardship in the coming months.

CVMA Updates its Code of Ethics to Principles of Veterinary Medical Ethics

The CVMA has had a "Code of Ethics" as part of its Constitution and Bylaws since 1955. CVMA initiated an update of the Code and drafted a more extensive document entitled *Principles of Veterinary Medical Ethics of the CVMA*. The updated document is designed to be easy to understand, remember and use by veterinary professionals when working through an ethical dilemma. The complete document can be found under the *About CVMA* section of the CVMA website.

SCIENCE AND KNOWLEDGE

2017 CVMA Award Nominations

The CVMA is pleased to announce the opening of our **2017 Award Nominations**. Each year, we proudly recognize individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Nominations for the 2017 CVMA Awards are being accepted until **January 31, 2017**. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members to be eligible for nomination; however, they can be nominated by non-CVMA members. We invite you to consider nominating a deserving colleague for one of our prestigious awards. Please visit the *CVMA Awards* section of canadianveterinarians.net for more information.

Call for Alberta Veterinarians to Join the Canadian Veterinary Reserve

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

PRACTICE AND ECONOMICS

Ready. Set. Go! Forward Booking Campaign

The CVMA is pleased to collaborate with Partners for Healthy Pets and Veterinary Medical Association Executives (VMAE) on a program that focuses on the importance of forward booking. This simply means **scheduling all patients' next appointments before they leave your practice**, regardless of the reason for their current visit. To get started, visit the forward booking section on the Partners for Healthy Pets website (partnersforhealthypets.org) and download the document titled, "*The Key to Forward Booking Appointments: Unlock the Potential of a Best Practice For Your Practice.*" This gives you a simple, step-by-step approach on how to use the handful of tools available to you to provide your practice team with the skills necessary to be successful. The result? Healthier patients and a healthier practice!

Updated NCAC Recognized Radio Frequency Identification (RFID) Products List

A review process has been established by the National Companion Animal Coalition (NCAC) to assess the conformity of radio frequency identification (RFID) products and processes with the revised Canadian standard for electronic (microchip) identification of companion animals. You can view an updated list under the Companion Animals Practice Tools area of the Practice & Economics section of the CVMA website.

CFIA: A New Electronic Equine Infectious Anemia (EIA) Certification System

The Canadian equine industry (laboratories, owners and veterinarians) now have access to a **modernized EIA sample submission and certificate generating process**. Under the system, accredited veterinarians have the option to submit client/patient information electronically to CFIA-approved laboratories and those laboratories can enter test results electronically. Final EIA certificates include digital photographs and can be accessed online in real-time by owners, veterinarians,

laboratories and the CFIA. For more information, including how to subscribe to the new system, please contact your CFIA district office or reference to the newly updated Accredited Veterinarian's Manual.

CVMA's New Online Career and Business Toolkit

The CVMA Business Management Program created a Career and Business Toolkit section on the CVMA website to provide veterinarians **easy access to pertinent online resources and information on personal financial management, veterinary business management and client management**. The resources are grouped into three categories in this Toolkit: Financial and Practice Management, Human Resources, and Communications and Marketing. We are continuously looking for more resources to add and will update the Toolkit as we determine their relevance. You can access the Career and Business Toolkit under the *Business Management* area of the *Practice & Economics* section of our website.

VALUE OF MEMBERSHIP

Pet Nutrition Alliance: Latest Trends, Concerns, and Tools for Pet Nutrition

As a member of the Pet Nutrition Alliance (PNA), CVMA is pleased to inform our members that you and your clients have access to a number of free online pet nutrition materials. Visit petnutritionalliance.org to discover a number of tools and resources available for veterinary professionals and pet owners. Under, Editor's Picks, you can view the latest trends, concerns, and tools for pet nutrition, or use the Library tool to find answers for almost any nutritional concern clients have. PNA offers the **largest science based pet-nutrition library** on the web to assist veterinary teams.

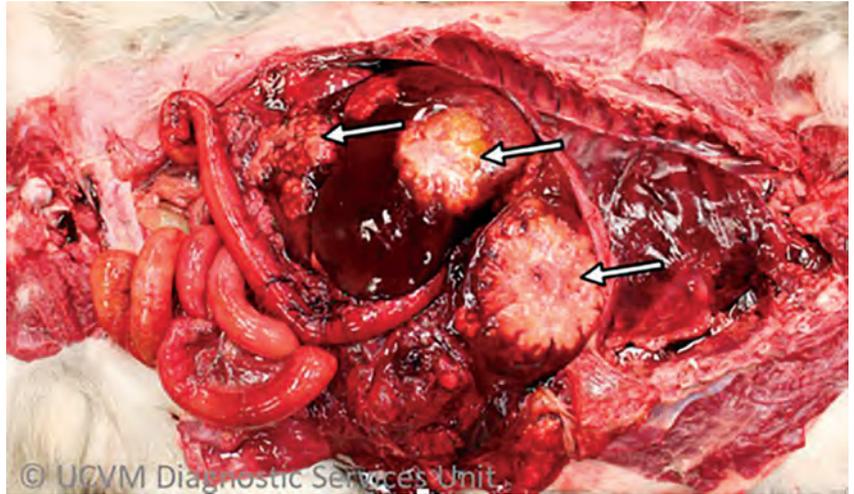
Free Clinician's Brief™ Subscription and Discount On Plumb's Veterinary Drugs™

CVMA Members can subscribe to the **global edition of Clinician's Brief™ for free!** The monthly digital edition provides practical clinical diagnostic and treatment information to companion animal practitioners. Visit the *Member Benefits & Services* section of the CVMA website and click Clinician's Brief to request your free subscription. You will be asked to log-in to access the CVMA subscription form (passwords can be requested from the system or by contacting the CVMA). Members can also receive an **exclusive 30 per cent discount on Plumb's Veterinary Drugs™**. The Plumb's online version provides fast access to drug dosing information from your smartphone, tablet, or computer, anytime and from any location. CVMA members must enter a special coupon code at checkout (which can be obtained by contacting the CVMA office) to purchase the discounted individual or practice subscription.

Alveolar Echinococcus in Dogs

Recent studies have highlighted high levels of prevalence of *Echinococcus multilocularis* (Em, hereafter) in Alberta in both rural and urban areas¹. Em is a tapeworm with a complex life cycle having an obligatory intermediate host. The adults are hosted in the intestinal tract of foxes, coyotes and dogs (definitive hosts). The definitive hosts shed embryonated eggs (EE, hereafter) with their feces contaminating the surrounding environment. When ingested by competent intermediate hosts (usually rodents), or by accidental or dead-end hosts (e.g. humans), the eggs hatch and release larvae (oncospheres) that disperse to various internal organs (mostly liver) where they develop into a proliferative stage (metacestode) that multiplies asexually numerous times before developing into the final infectious stage (protoscolex). If the intermediate host containing protoscolexes is preyed upon by a competent definitive host, the protoscolexes will reach the small intestine of the host and attach to the intestinal wall to develop into the adult stage².

Although the enteric infection by adult worms does not cause any significant clinical disease, its risk can be easily reduced by regular treatment with praziquantel. In intermediate or accidental/dead end hosts, the proliferation of the metacestodes in the target organ (most commonly liver) causes alveolar echinococcosis (AE), a severe disease that leads to the formation of multifocal vesiculated tumor-like lesions that progressively destroy the host organ (figure 1). At this stage, there is a marked resemblance to a metastatic neoplastic process, and therefore the risk of



misdiagnosis. This form of disease cannot be treated with praziquantel.

Usually, definitive hosts (wild and domestic canids) are immune to egg infections, but several cases of AE in dogs have been reported in Canada and Europe. In dogs, AE results in severe clinical signs secondary to liver failure and eventually results in death of the animal, if not treated with albendazole³.

Despite several cases having been reported in the last years across Canada⁴, and despite the recent work on several canine AE cases found in the last year in AB by a research group at the Faculty of Veterinary Medicine, University of Calgary (unpublished data), no epidemiological study has been conducted to assess the actual incidence of this infection in North America, and no clear guidelines for diagnosis, treatment and prevention of dog hepatic infections have been established³. The diagnosis of AE in dogs is complex and

usually is considered only when clear liver involvement is detected by medical imaging⁵ and subsequent histological and molecular examination of liver biopsies reveal AE. Although shedding of eggs in feces can be detected through floatation techniques in canids acting as definitive hosts, this is not diagnostic for AE. Often by the time an AE diagnosis is made the disease is too advanced to treat and mortality is high. At this point, marked liver involvement may preclude effective medical or surgical therapy leading to the decision to euthanize³. In early stages, proper treatment with albendazole can inactivate the metacestode larvae, and may lead to recovery³. It is unknown how many of the cases of AE in dogs are caused by auto-infections (following a 'normal' enteric infection with adults shedding EE), or by ingestions of EE from the environment. The concomitant shedding of eggs, may represent a hazard for both owners and animal health professionals. In Calgary, preliminary data

Cited literature

- ¹ Massolo A, Liccioli S et al. 2014. Parasite. *Echinococcus multilocularis* in North America: the great unknown. 21: 23.
- ² Eckert J, Deplazes P. 2004. *Clinical Microbiology Reviews*. Biological, epidemiological, and clinical aspects of Echinococcosis, a zoonosis of increasing concern. 17: 107.
- ³ Corsini M, Geissbuhler U et al. 2015. Vet Rec. Clinical presentation, diagnosis, therapy and outcome of alveolar echinococcosis in dogs. 177: 569.
- ⁴ Peregrine AS, Jenkins EJ et al. 2012. Canadian Veterinary Journal. Alveolar hydatid disease (*Echinococcus multilocularis*) in the liver of a Canadian dog in British Columbia, a newly endemic region. 53: 870.
- ⁵ Scharf G, Deplazes P et al. 2004. Veterinary Radiology & Ultrasound. Radiographic, ultrasonographic, and computed tomographic appearance of alveolar echinococcosis in dogs. 45: 411.
- ⁶ Torgerson PR, Keller K et al. 2010. PLoS Neglected Tropical Diseases. The Global Burden of Alveolar Echinococcosis. 4: e722.
- ⁷ Staebler S, Grimm F et al. 2006. Veterinary Parasitology. Serological diagnosis of canine alveolar echinococcosis. 141: 243.

Vintage Veterinary Display for Historic Village at Heritage Park in Calgary

By Dr. Ted Clark

PLANS ARE UNDERWAY TO ESTABLISH A VETERINARY

display at Heritage Park in Calgary. Currently the park has historic displays including an old hotel with restaurant, candy store, pharmacy, hospital with doctor's office, dental office, blacksmith shop, several ranch houses and other buildings. Basically the village is an interpretative centre. For a better visual of the village and all its amenities, go to the Heritage Park website, www.heritagepark.ca, and click on the interactive map. Clicking on the small dots will give a description of the site.

The CEO of Heritage Park recommended we cover the period 1916-30 for our display, which would include veterinary medicine as it existed not only in Alberta but also eastern British Columbia, Saskatchewan and Manitoba.

The plan is to try to find an old building that was once used as a clinic and move it to the site as well as set up displays of old veterinary instruments and supplies. A photographic display of veterinarians who practiced during that period would help portray the history of veterinary medicine. The exhibit would be staffed by employees of the Village, trained by us to do interpretation of the displays.

Substantial financial support will be required and potential sources we have discussed include veterinary clinics, veterinary associations and members of the ABVMA, pharmaceutical firms and other suppliers, producer groups, auctioneer associations, auction mart associations, the City of Calgary and the Calgary Stampede.

To date we have set up a committee to work on this plan, and since the spring of 2016 we have had several meetings. So far the committee consists of Nora Schmidt, Ted Clark, Don Wilson, Ron Clarke, Ross Fitzpatrick, Danny Joffe, Kevin MacCaulay (ABVMA President) and Rob Cameron (a retired RCMP officer). We are trying to add a couple more to represent producer groups and veterinary supply companies.

At CanWest Ted Clark met with the ABVMA Council, and we have their verbal encouragement to continue with this project.

At this time, we would like to get some feedback from the membership about this idea and their willingness to support this effort. Please send your thoughts to Dr. Ted Clark at ted.clark@shaw.ca. I will share all feedback with the committee.

from a research group at the University of Calgary has estimated the enteric infections in dogs to be present in about 0.5-1% of dogs. In the last year, several cases of canine AE have been confirmed across the province. In addition, the recent discovery of the European-like strain of Em within Western Canada, known to be the cause of ~120-150 human AE cases in Europe per year⁶, has increased the risk for human infection in Western Canada¹. Determination of the epidemiology of canine AE in Alberta is essential to determining the risk that this disease poses to dogs, to their owners and to animal health professionals. Recent research on canine AE has identified serological ELISAs that have the potential to be used as early screening tests for AE⁷.

The research group at the University of Calgary is initiating a collaborative epidemiological and clinical investigation to determine the incidence of AE in client owned dogs within Alberta, and to develop science-based best practice guidelines for the diagnosis, treatment, and safe handling of these zoonotic cases. For more information, contact amassolo@ucalgary.ca.



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AASAP's Award-winning Pet Safekeeping Program Continues to Grow

With guidance from representatives of the ABVMA, AAAHT and other organizations, the Alberta SPCA's Pet Safekeeping Program continues to expand and be recognized for its invaluable work caring for pets of domestic violence victims, allowing them to leave their abusive situations. The advisory group, known as the Alberta Alliance for the Safety of Animals and People (AASAP), includes representatives from animal health, animal welfare, human services, law enforcement and women's shelters. Participating veterinary clinics are essential to the program, ensuring that the animals are healthy before moving to their foster homes.

With a goal of eventually expanding province-wide, the program — which started in the Edmonton area in 2014 — now includes places like Whitecourt, Camrose,

St. Paul and Lloydminster. In its second year of operation the program has doubled in size; as of late November 2016, the program has helped 87 clients and their children escape violence by caring for their 117 pets.

AASAP has been recognized through two major awards in the past year. In October 2015 AASAP was acknowledged by the pet industry, receiving the Summit Award for Collaboration. In November 2016 AASAP received the prestigious Inspiration Award for Leadership in Family Violence Prevention, presented by the Alberta Ministry of Human Services. Both awards were accepted on behalf of all partner organizations and demonstrate the strength of the partnership.

Lack of placement for pets has long been known to be a major barrier for domestic violence victims seeking safety. In the

Alberta SPCA's 2012 study of women's shelters across Alberta, it was found that 59% of women with pets delayed leaving abusive situations out of concern for their animals. In many cases, the abuser threatened or harmed the animal as a way of controlling the partner. The AASAP pet safekeeping initiative is truly making a difference for both the animals and people who otherwise wouldn't have been able to escape their abuse.

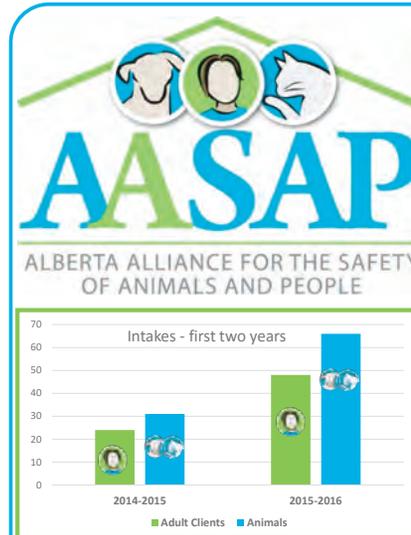
As the program expands to reach more areas of rural Alberta, more veterinary partners will be needed. If your clinic is willing to help, please email aasap@albertaspca.org or call Tim Battle at 780-732-3739. Your support is greatly appreciated.



AASAP group with summit award:

Back Row (Left to Right) Jocelyn Forseille DVM (ABVMA); Deanna Arthur (WIN House); Amy Corpe (Red Deer & District SPCA); Patricia Mamak (Alberta SPCA); Kim Taylor (Alberta Human Services); Lesley Conley (Centre for Public Legal Education of Alberta); Karen Melnyk RVT (City of Edmonton Animal Care & Control).

Front Row (left to right) Ken Keeler DVM (retired veterinarian); Tim Battle (Alberta SPCA); Jeff Wilks (A Safe Place Women's Shelter).



Referring Agencies - June 2015: 13
Referring Agencies - June 2016: 27



Service area as of September 2016

albertaspca.org/cruelty aasap@albertaspca.org

MID-YEAR REPORT

September 2016

It is extremely hard to not have my best friend with me as it is, but you made me feel comfortable – not only because it is a job you are doing but because you truly care about him and us, although we have never met...

Your program is a Godsend; I don't know what I would have done without it. Not only do you help us but you also provide veterinary care, I am so grateful.

... All of a sudden I had to escape my home and I had nobody in the city. I would have lost my pets if it wasn't for the Pet Safekeeping Program. I can't express how grateful I am; thank you for everything.

The program helped me focus on myself and do personal thinking because I didn't have to worry about my dog. I knew he was safe.

Client feedback

Letter to Editor

Dear colleagues:

Many of you have seen my name in the news and have reached out to me, curious as to what I'm doing right now. I have also heard from many of you expressing concerns over Bill 207, so I want to take this opportunity to give you an update on both of these matters.

Bill 207 represents a significant overreach by government into the day-to-day operation of veterinary practices. Speaking in defence of our status as a self-governing profession, the ABVMA Council has correctly opposed this proposed legislation. I have been impressed by the widespread response to this Bill and will take your concerns forward in the legislative assembly.

Since retiring from practice I was elected MLA for Vermilion-Lloydminster in 2012. I was re-elected in the 2015 election, which saw a considerable shift in the Alberta political landscape. I now serve as PC caucus critic for the portfolios of Health, Culture & Tourism, Agriculture & Forestry and Environment & Parks.

Recently I announced that I am seeking the leadership of the Progressive Conservative party. If you are interested in my campaign or would like further information, I invite you to visit my website at www.RichardStarke.ca. Alternatively, you can contact me by e-mail at Richard@RichardStarke.ca, or just give me a call. Many of you still have my number!

Although I am no longer actively in practice, I remain a proud member of our profession and have been honoured to bring the perspective of veterinarians to the floor of our legislature. Whether debating inclusion of RVTs to the Veterinary Professions Act, farm worker safety, tuberculosis control, or bringing a veterinary viewpoint to issues like physician-assisted death or mandatory vaccination of school children, my input to the debate is valued by my colleagues in the assembly. I am proud to endeavour to uphold the high regard with which our profession is held by Albertans.

Best regards,

Richard Starke, DVM
MLA Vermilion-Lloydminster

EDITORIAL POLICY

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

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

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

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

February 24 – 26, 2017, Delta Calgary South Hotel, 135 Southland Dr, SE, Calgary, AB

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

2017 Canadian Veterinary Medical Association (CVMA) Convention

July 13 – 16, 2017, PEI Convention Centre, Charlottetown, Prince Edward Island

In collaboration with the Registered Veterinary Technologists and Technicians of Canada (RVTTC), this unique four-day event features a strong scientific program, with over 40 speakers and offers up to 28 RACE-accredited hours of CE. Sessions include wet labs, and concurrent sessions exploring companion animal, ruminant, equine, practice management and animal welfare issues. Contact: Sarah Cunningham; tel: (613) 236-1162, ext. 121; fax: (613) 236-9681; e-mail: conventions@cvma-acmv.org; website: www.canadianveterinarians.net/science-knowledge/annual-convention

The Canadian Veterinary Medical Association has just issued a Call for Speakers

for the 2018 CVMA Convention in Vancouver, British Columbia, Canada and we're hoping you can help us spread the word about this opportunity. For more information and to view the accompanying form, please visit <http://www.canadianveterinarians.net/news-events/news/call-for-speakers-cvma-convention>

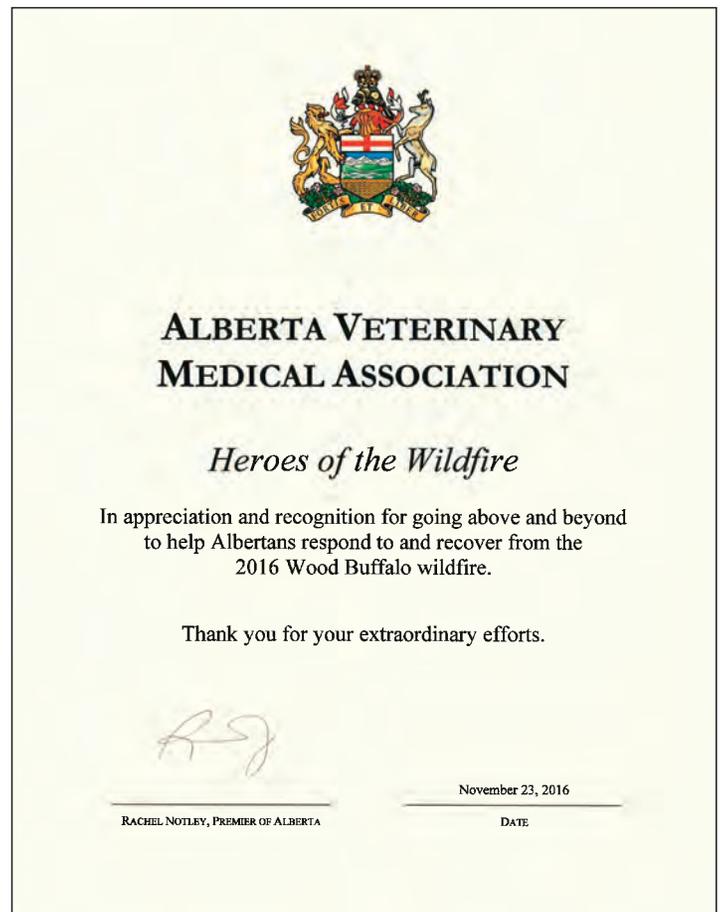
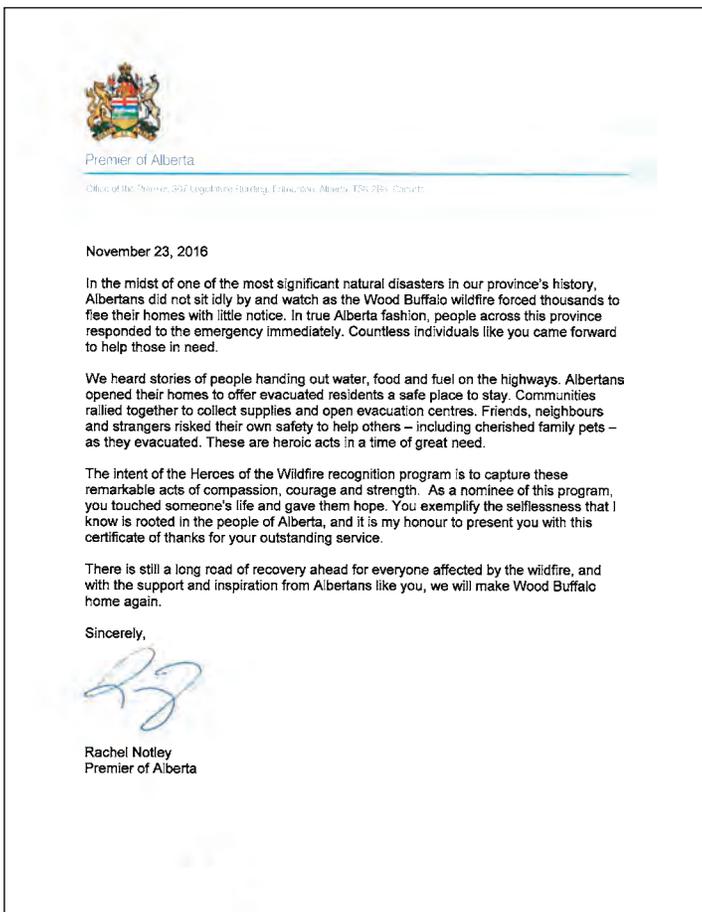
ABVMA Public Recognition Corner

ABVMA Recognized by Heroes of the Wildfire Recognition Program

The ABVMA recently received recognition from the Premier of Alberta regarding our participation in responding to the Fort McMurray Wildfires in May 2016. The ABVMA received a nomination for this recognition program. In the recognition letter Premier Rachel Notley writes:

The intent of the Heroes of the Wildfire recognition program is to capture these remarkable acts of compassion, courage and strength. As a nominee of this program, you touched someone's life and gave them hope. You exemplify the selflessness that I know is rooted in the people of Alberta, and it is my honour to present you with this certificate of thanks for your outstanding service.

The association is proud to share this recognition with all members and practices that gave countless hours of their time earlier this year to assist with veterinary relief services throughout the province.



ABVMA Public Recognition Corner



This year's distinguished Alumnus Award is presented to Dr. Ted Clark OVC 1966. After he graduated he practiced veterinary medicine in a farm animal practice in Unity and then in Rosthern Saskatchewan from 1966 to 1975.

Dr. Clark has been recognized for his excellent work by being awarded the Veterinarian of the Year Award by the Western Canadian Association of Bovine Veterinarians, Veterinarian of the Year, Saskatchewan Veterinarian Association (1996) and Laboratorian of the year by the National Animal Health Laboratorians Network 2010.

Cypress View Veterinary Clinic was presented two awards by the 2016 Medicine Hat Chamber of Commerce

They were honoured with the 2016 Customer Service Excellence Award. This is given to the business who demonstrates optimal choices in products and service. Satisfactorily address customer inquiries and/or complaints. Develop and implement innovative systems, procedures, or techniques that reduce costs, eliminate paperwork, enhance efficiency, and contribute significantly to quality service to customers.

They were also awarded the Small Business of The Year for 2016.



(Left to Right) clinic staff: Michelle Rowe, Marena Goehring, Tammy Duggan and Andrea Storch. Centre: ATB Business representative.



Alberta One-Health Antimicrobial Workshop

November 23 – 24, 2016

THE ABVMA HOSTED THE ALBERTA ONE-HEALTH ANTIMICROBIAL WORKSHOP ON NOV. 23 AND 24, 2016.

I was very excited when the ABVMA approached me to fill the role of contractor in developing and delivering this event. Following the event, I can safely conclude that it was a resounding success and one that the ABVMA should be proud of.

The workshop was supported by the Government of Alberta, through a grant from Alberta Agriculture and Forestry (AAF) and was developed in collaboration with AAF and Alberta Health (AH). In order to keep to the One-Health theme, a diverse steering committee was selected to develop the concept and the program. From the ABVMA: Dr. Darrell Dalton, Dr. Jocelyn Forseille, Ms. Kathy Naum and myself, Dr. Duane Landals, acting as chair. From AAF: Dr. Keith Lehman, Dr. Simon Otto and Ms. Sandi Jones. From AH: Mr. Dean Blue, Ms. Barbara L. Smith and Mr. Jon Elliott. This diverse group needs to be complimented on how well and effectively they came together to develop an effective program of relevance to the broad demographic interest of the participants.

In response to the ever-increasing concern regarding continued threats to health caused by antimicrobial resistance,

the workshop endeavoured to facilitate collaborative discussion and to identify issues and challenges faced by various stakeholders as they are confronted with the task of reviewing, refining and reducing their current use of antimicrobials of all types. Workshop participation was by invitation, and the invitee list was expanded to include any organization whose members prescribe, distribute, use or influence the use of antimicrobial products, in human or animal health. Each organization was asked to nominate two key representatives who are knowledgeable on the subject and who could potentially influence policy moving forward. While limited to Alberta, we were very pleased to accommodate representatives from other provinces and from the federal government and agencies.

The workshop considered four major thematic areas, in alignment with The Federal Action Plan on Antimicrobial Resistance in Canada.

- **Surveillance:** Detecting and monitoring trends and threats in order to inform strategies to reduce the risk and impacts of resistance. This looks at collecting information on both the use of antimicrobials and resistance to them.
- **Stewardship:** Supporting policies and strategies that ensure optimal use of antimicrobials once a legitimate decision

to use them has been made.

- **Infection Prevention and Control:** Recognizing that the best way to preserve the effectiveness of current treatments is to not require treatment in the first place, how can best practices aimed at disease prevention and control be expanded or improved.
- **Research and Innovation:** Identifying opportunities for the development of new products, technologies, practices and policies to mitigate the development of resistance.

Each program segment was introduced by recognized and highly knowledgeable speakers, who set the stage for in-depth discussion in small group breakout sessions. The breakout rooms were populated by a selected demographic mix of individuals from both the human and the animal health side of the issue. Qualified facilitators and scribes were engaged to lead the discussion and capture the myriad of thoughts and comments that were generated. As the workshop attendance was in excess of 150 delegates who are experts in their field, it is safe to say that the examination of issues was extensive if not exhaustive. Sincere thanks is due to all the persons who so energetically participated throughout the two-day event.

The steering committee has contracted a professional writer to prepare a report



from the workshop. His challenge will be to sift through all the information and ideas collected and prepare them in a manner that is suitable for distribution. This will be made available to all ABVMA members as well as to other organizations and the public once it is completed. It is hoped that the information captured in the report will help all organizations continue to develop their activities such that Alberta can fully engage in a national strategy regarding antimicrobial use.

One of the speakers made a comment that is essential to keep in mind. It was observed at the conclusion of the workshop that this is not “the end of the road” but rather only “the beginning of the road.”

There is no question that the culture of antimicrobial use in animal health and human health needs to and will be changing. Change tends to cause fear and concern about the unknown. However, as we move forward in the spirit of One Health we will collect more evidence of what is needed, and the level of awareness will increase, best practices will improve and expand and the governance surrounding antimicrobial use will be strengthened. The end result being healthy people, healthy animals and a healthy environment.

It is important to acknowledge the significant number of ABVMA members and ABVMA Council members who dedicated the time to engage in the discussion. This underscores the significance the association places on this issue. The veterinary community does not stand alone in the cultural shift of antimicrobial use in animal health. However, we do have a key leadership role to play in this regard. We are at a time of great importance to the profession and it is paramount that we accept our professional responsibility as champions of animal, human and environmental health. Evidently challenges will be faced as we address the way we have done things in the past; however we must be willing to overcome the comfortable solution versus the right solution.

Duane Landals BSc. Ag. DVM
Senior Advisor, ABVMA





First Ever Tails of Help Month



October 2016 marked the first ever Tails of Help Month, the biggest and most successful fundraising event that Tails of Help has held since its inception in 2013. Tails of Help Month is our annual public fundraising campaign where members of the pet loving community join together with veterinary clinics, animal enthusiasts, and businesses from all over the province to provide aid for pets in need. During the whole month of October 2016, small fundraising events on behalf of Tails of Help served to raise awareness and funds to support what we do — keep more four-legged members of low income Alberta families happy and healthy for years to come! Our leading sponsors for 2016, Royal Canin and Associate Veterinary Clinics both generously participated to help us work out the details for our inaugural campaign.

During three years of existence, the Tails of Help charitable foundation has disbursed more than \$125,000 in funding aid. This funding has provided essential veterinary treatment for over 190 sick or injured pets of Alberta owners in their time of financial need. This truly makes possible the continued companionship between these pets and owners throughout Alberta.

With the generous and enthusiastic participation of over 40 veterinary clinics and their clients across Alberta, the charity has now received over \$16,000 in Tails of

Help Month new contributions, which can aid more than 30 additional pets in need. The campaign is also tremendously valuable in building public awareness and support for Tails of Help, by spreading the word about the great work and results achieved by the charity. We are truly grateful and excited for all this growing support.

Tails of Help Month began with the Alberta Challenge, a friendly competition between veterinary clinics in Southern and Northern Alberta. Clinics competed for the chance to win the Alberta Challenge Trophy, as well as one of 3 prizes in the form of vouchers for a team dinner. This year, the North emerged victorious over their southern neighbors by more than \$5000, through a combination of raffles, bake sales, photo booths, and more.

The Town Centre Veterinary Hospital in Edmonton, long time participants in the TOH program, were this year's fundraising champion, having raised over \$2700 dollars during the past month for pets in need. Being "big believers in Tails of Help," the clinic came together in honor of both TOH and of their own 25 Years of Caring initiative to create a calendar of their adorably fuzzy four-legged clients, which sold for donations of \$10 each.

In second and third place, each having raised over \$1,400, were Park Veterinary Centre in Sherwood Park, and Dog & Cat

Hospital in Red Deer. Both clinics had their own unique additions to the event, with adorable Halloween photo shoots for clients and their furry companions, and bake sales which got everyone involved. The Dog & Cat hospital's toonie toss, where clients had the chance to win \$10 off their bill, was a huge success, as was the 48-hour long bake sale put on by Park Veterinary Centre. Both clinics also took part in the 202 Tails event, where clients could purchase tails to place on the wall, with the great display encouraging conversation and communication for the cause.

This month was a fantastic example of the kind and caring hearts in the pet-loving community coming together to provide for those in need. Many of the clinics intend to continue fundraising for TOH throughout the year, and are excited to continue the partnership with this charity to help keep more pets and their loved ones together. On behalf of the people and pets we serve, we thank all who participated in the 2016 Royal Canin Tails of Help Month fundraising campaign and we can't wait to see what's in store for the future.

For more details about Tails of Help Month, visit our web page: www.tailsofhelp.com/tohmonth/

ABVMA Student Leadership Awards

The ABVMA once again presented Student Leadership awards to students at WCVM and UCVM this fall

The ABVMA recognizes one ABVMA student member at both UCVM and WCVM in recognition for demonstrating interest and leadership in the professional organization of veterinary medicine by involvement with the ABVMA or other professional associations. Award ceremonies were hosted at both college's

this past September. Ms. Karen Allen, Member of Council attended the event in Saskatoon and presented WCVM recipient Ms. Christine Sinclair with her award. The UCVM award was presented a few days later at the UCVM event to Ms. Maggie Grover by ABVMA President, Dr. Kevin MacAulay.



Ms. Maggie Grover receiving award from ABVMA President Dr. Kevin MacAulay.



Ms. Christine Sinclair, centre.

Dean's Corner – UCVM Dean's Report



Baljit Singh, DVM, PhD

Dean, University of Calgary – Faculty
of Veterinary Medicine



I AM FINISHING MY THIRD MONTH

as dean of the Faculty of Veterinary Medicine. As planned, I continue with meetings and introductory work within the faculty, the university and with many stakeholders, including the ABVMA. I also continue travelling the province, getting to know more of our DVTH partners, as I visit the practices that host and mentor our fourth-year students on rotations. These meetings have shown me the passionate engagement of the stakeholders with the vision, mission and the goals of UCVM.

We have two major review projects underway to start UCVM's preparations for the 2019 site visit by the AVMC-CVMA Council on Education. The site visit occurs every seven years to review the academic and research programs at the accredited veterinary medical faculties. In October, we launched the process of developing a new strategic plan (2017-22) – an exciting and critical undertaking that allows us to explore who we are as a faculty and where we want to focus our energies in the next five years. This involves the participation and input of a wide community, including a survey of our faculty, staff and students, a series of retreats and consultation with members of the DVLC, ABVMA and other stakeholders. I anticipate the Strategic Planning Steering

Committee to finish its consultation and prepare the report by end of March 2017.

We have also established a Curriculum Review and Revision Task Force. This group will lead the review of the current curriculum in the light of the outcomes data and plan for the revision of the curriculum as needed. The Council on Education requires that the accredited veterinary medical programs will do a full review and, as needed, revision of their curricula once every seven years.

On November 21, we hosted a retirement wine and cheese reception for Dr. Jan Bystrom, celebrating her tremendous service and contribution to the Faculty of Veterinary Medicine and wishing her all the best in her next adventure.

And one other faculty note, Dr. Matt Read has decided to step down from his role as Assistant Dean (Admissions) as of June 30, 2017, to focus more on his scholarly and professional work.

As I continue to learn more about UCVM and its engagement with many partners, I will appreciate hearing your comments and suggestions about our faculty.

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Dean's Corner – WCVM Dean's Update

HERE ARE SOME RECENT

ACHIEVEMENTS and events at the Western College of Veterinary Medicine on the University of Saskatchewan (U of S) campus:

Fall convocation: Dr. Chris Clark, associate professor of large animal medicine and the WCVM's associate dean academic, received the university's highest teaching award at the U of S fall convocation on Oct. 29. The Master Teacher Award recognizes faculty who excel in their profession and make outstanding contributions to the learning and working environments of the university.

"It's a huge honour, there's no doubt about that at all. Teaching has been my focus since I've been here, so it's really nice to be recognized," says Clark.

Clark, who is originally from England, started his career at the WCVM as a graduate student and earned master's and PhD degrees in veterinary pharmacology. He joined the WCVM faculty in 2002.

Sixteen WCVM students celebrated the completion of their programs during the convocation ceremonies. Their master's and PhD theses focused on a range of topics — from equine and cattle health issues to the bioavailability of sediment-associated uranium.

The U of S also recognized the efforts of WCVM alumna Dr. Jane Alcorn (WCVM '94), a professor in the university's College of Pharmacy and Nutrition since 2001. She received the U of S Distinguished Graduate Supervisor Award.

Neurologist joins WCVM: Dr. Danielle Zwueste, a 2012 graduate of the veterinary college, has joined the WCVM faculty as an assistant professor of neurology in the Department of Small Animal Clinical Sciences. After graduating, Zwueste completed a small animal clinical internship in Toronto in 2013 and a three-year residency in neurology/neurosurgery at the University of California, Davis. She became a Diplomate of the American College of Veterinary Internal Medicine (Neurology) in 2016. Zwueste is establishing a neurology clinical service at the WCVM Veterinary Medical Centre (VMC).

VET conference proves popular:

The inaugural Veterinary Education Today (VET) conference and medical exposition conference took place in Toronto from Sept. 29 to Oct. 1. More than 475 veterinary clinicians from across Canada attended this new continuing education (CE) conference.

"Hundreds of delegates made a point of thanking us for creating this conference and delivering world-class, practical CE for our industry, and they are already asking when registration will open for next year," says Dr. Duncan Hockley, VMC director and VET planning committee chair.

The next VET conference and medical exposition is scheduled for Nov. 2-4, 2017, in Toronto.

Sadar earns unique specialization:

Dr. Miranda Sadar, assistant professor in exotic, wildlife and zoological medicine at the WCVM, has become an American College of Zoological Medicine (ACZM)-boarded Diplomate. Sadar successfully obtained board certification in September, joining a small group of about 10 ACZM-boarded Diplomates in the world. Sadar first came to the WCVM for a clinical internship and participated in a two-year fellowship at the Wildlife Center of Virginia. She completed a zoological companion animal residency at the University of California, Davis, before joining the WCVM faculty in 2015.

Bruno: In October, a chocolate Labrador retriever named Bruno gained international recognition after he survived 27 days stuck in a well near his owner's farm. Bruno was referred to the WCVM Veterinary Medical Centre to receive specialized care from a team that included the WCVM's veterinary nutritionist, canine rehabilitation therapists, surgeons, members of the intensive care unit, students and internal medicine specialists. Bruno returned home on Nov. 10, 2016, after 22 days in hospital.



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.



Ms. Claudia Koch

WCVM Class of 2018
Senior Student Representative
2016/2017



WCVM Student Article

HAPPY NEW YEAR FROM THE STUDENTS of the WCVM! We are back at school and ready for another exciting semester. Between our courses and the many extra-curricular events happening, WCVM students will be keeping busy!

The first-year class is settling into the program, and it has been great getting to know them over the year. The second-year students are working hard. It is a challenging year with many courses and exams, but they seem to be doing great. My class, third year, is having an interesting and enjoyable year. We have completed our spay labs, and are busy with palpation and clinical skills labs. I have really been enjoying these opportunities, and I think we're all excited for what is coming up. At the end of November, we chose our elective courses for this semester. There is a wide range of courses, so it wasn't easy to decide. We are also planning for our upcoming draft for fourth-year rotations. Speaking of rotations, NAVLE season is complete for our fourth-year class. Congratulations to the Class of 2017!

We always have a large selection of lunch talks for students to attend, organized through our student clubs and industry representatives. A few examples of recent topics have been; emergency ophthalmology, approach to the bleeding patient, practical considerations in case management, Lyme Disease research advances and reptile husbandry. Our clubs also offer wet labs, such as equine necropsy, internal parasites of western Canadian cattle, small animal CPR, and wildlife immobilization. Other programs for students to get some extra experience include ICU shadowing shifts and "Pathologist For a Day." The Mare Care and Dog Training programs, where students spend time with the teaching animals, have been going strong. The Dog Training Program has been practicing some agility skills with the teaching dogs, making for fun sessions.

In November, the second phase of the CatSnip program took place. CatSnip is a spay and neuter program designed to address cat overpopulation in our community. The event involved vet students, clinicians, technicians, technician students from Saskatchewan Polytechnic and many volunteers. This was an amazing learning opportunity for us, and a great weekend overall. Vet students had the opportunity to assist with intake of patients, physical exams, vaccinations, parasite control and other treatments, anesthesia, surgery, recovery of patients and discharge. We are definitely looking forward to future CatSnip events!

The Production Animal Club made their annual trip to Alberta. The trip was a huge success, and everyone who participated learned a lot. Some of the stops on the trip involved post mortems, visiting a variety of feedlots and learning about some new production systems. Thank you to everyone who was involved in making this a success from the Alberta side!

To celebrate the holiday season, each class plans a caroling event. This WCVM tradition, where we ride a bus to our professors' houses to carol, is always one of the best social events of the year! The combination of Christmas cheer from caroling and our many finals exams, made us ready for the holidays.

Symposium is taking place at UCVM this semester, and many students from Saskatoon will be attending. Stay tuned for further updates on this and other events this semester. Thank you for reading about what WCVM students have been up to!

UCVM Student Article

HELLO EVERYONE AND HAPPY NEW YEAR!

We wrapped up 2016 with a very busy end to the semester. In early November, we had our first UCVM Student Wellness Weekend. This one-day event was held at Heritage Park in Calgary, and a total of 31 students attended. Activities throughout the day included yoga, a silent walk, a balloon-train obstacle and reflective journaling. We also had three guest speakers who spoke to us on various topics throughout the day. Merge Gupta-Sunderji presented on the topic of leadership, Dr. Debbie Stoewen spoke to us about compassion fatigue and Dr. Kathy Keil discussed techniques for mindfulness. It was a valuable day and all participants enjoyed the good food, beautiful premises and opportunity to learn more about health and wellness in veterinary medicine.

Hockey-O-Rama also occurred in early November. This is an annual event hosted by UCVM, which brings students, faculty and members of the veterinary community together for a fun-filled weekend. There were 40 participants, who came from as far as Toronto to participate in the tournament. Dr. Barry Blakley came out from WCVM and gave a continuing education session on expert testimony in veterinary medicine. In addition to the hockey tournament, there was a banquet and foosball tournament on the Saturday night. After many games of hockey, the Freemartins emerged victorious.

The second-year students helped UCVM end the year with some holiday cheer and goodwill by organizing a food drive for those in need over the holidays. This is an annual tradition at UCVM that encourages participation by turning the drive into a healthy competition between students and faculty to see who can contribute the most to the food drive.

We are starting the new year off with a bang by hosting the 2017 SCVMA Symposium at UCVM on January 20-21. Registration was a huge success, with a grand total of 203 students signing up to participate in the two days of wet labs, lectures and tours. Students at UCVM have worked very hard to ensure that the symposium is a huge success,

and are excited to share our wonderful school with students from across Canada.

The first-year students are now well accustomed to life as a veterinary student at UCVM. They will be starting various new and interesting classes this semester, including pathology and nutrition. They also have a one-week field course that takes place in January, which will include travelling around Alberta to learn how veterinarians play a role in different animal-related industries. The second-year students also have a week-long course this semester on the topic of foreign animal diseases. This is always a very interesting week and a great opportunity to learn about the various diseases from around the world.

Third-year students are preparing for their draft night, which will occur towards the end of January. After performing their first surgeries in the fall, everyone is very excited to complete third year and enter the Distributed Veterinary Learning Community (DVLC) for their fourth-year rotations. The same students are also busy completing their Integrated Research Project and preparing for their research presentation. They will present their research at the annual Professional Skills Summit Day, which takes place Feb. 10, 2017.

Finally, the fourth-year students are on the home stretch, completing their final semester as a student at UCVM. They are very busy out in the DVLC, but will be coming back to the UCVM campus for another day of rounds, during which students will present interesting cases they have seen out on their rotations.

I hope everyone has a great start to 2017, and I look forward to sharing other exciting events happening at UCVM with you in the next issue.



Ms. Amelia Whitelaw

UCVM Class of 2018
ABVMA Student Representative
2016/2017



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



Erin Livingstone, RVT
President, Alberta Association of
Animal Health Technologists



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

Happy New Year!

INFORMED, INSPIRED AND CONNECTED — OUR FOCUS FOR 2016.

And what a year it has been! We have much to celebrate from 2016 and so much to look forward to in 2017. Member engagement, member promotion, and member celebration are areas that we truly focused on in 2016. And moving into 2017 we are extremely excited and inspired to continue to roll out our strategic plan from 2016.

Ending off the 2016 year we were able to present our projects completed in 2016 that aligned to our Informed, Inspired and Connected theme. Our Promotional videos were released to the public in November. Our promotional posters reviewing, 'what is the role of an RVT?' have also been sent to all clinics in AB. With these inspiring releases, we are busy spreading the news about them and trying to bring more awareness to what our Superstar techs are capable of, and what they deal with every day! In combination with our promotional releases, we are focusing on strengthening our national relationships with our sister associations. We are continually focusing on becoming involved with RVTs across the country to help share ideas and promote our profession! We are all stronger together.

Moving into 2017 we, partnering with the ABVMA, have made some progressive steps with regards to the VPA (*Veterinary Professions Act*). With the changes that are being discussed, we are moving towards having voting positions within the ABMVA. This is a great step forward for both associations combined. We are taking our strong partnerships within practices and industry and moving them to even stronger partnerships under regulation.

As registered members of the AAAHT, the BOD wants to remind all of the AAAHT RVTs that we are here for you. We are your association, and we want to provide any and all support you need with your career as an RVT! We want to remind you that above and beyond the support from the AAAHT, RVTs can access support of the ABVMA Member Wellness Program. This program is here for you, because sometimes things in our lives become overwhelming, and we all need help and that extra support. This is a confidential program that is available to support you when things get tough. Please check out the ABVMA website for more information.

I am looking forward to leading the AAAHT Board of Directors in 2017, and am extremely excited about where our associations are moving to nationally. Best wishes in 2017!



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

Greetings from Olds College

CHRISTMAS BREAK WAS NICE, BUT BACK TO THE BOOKS

WE GO!! Olds College Animal Health Club took advantage of the opportunity to raise money for the charity, Tails of Help. Over the month of October they were able to raise over \$240 for this great cause. Members of the college community were inspired by their goals to keep animals and families together, plus it was a great opportunity to raise awareness of this foundation.

Our Animal Health Program purchased four new ponies for our students back in November, and they have been a lot of fun. Staff and students are doing a lot of hands-on training and overall enrichment with them on a daily basis.

As for the upcoming months, students and staff are already getting excited for the Technical Large Animal Emergency Rescue (TLAER) workshop to be taking place at the college in May 2017!



2nd year AHT Students applying casts during one of our small animal labs.



GPRC

ON DECEMBER 1 WE HAD OUR 2ND ANNUAL PET PHOTOS

WITH SANTA. Staff and Students worked hard to make this event a huge success. The Peace Region community came out in support to enjoy hot chocolate and treats, and all proceeds raised went to assist local animals in need.

For the past few years, GPRC has hosted Puppy and Cat Room Days. Once a month, the GPRC AHT program, in collaboration with our rescue societies, have AHT student volunteers and staff bring adoptable animals to visit with students from different programs over their lunch hour. The goal is to decrease student stress and anxiety, plus increase exposure for animal adoptions from our local humane societies. These days are strategically planned during mid-terms and final exam times. Several cats and dogs have found their forever home by participating in this monthly event.

This past summer, renovations started on our large animal facilities. Renovations are almost complete; we are just waiting on a few finishing touches. The large animal facilities have been in use since October and students are loving the opportunity to train in their new lab space. Watch for open house dates to be advertised in the spring.

Our second-year students will be finishing finals and heading out on practicum soon. Please contact the GPRC AHT program to learn more about hosting a practicum student.



Lakeland Link

GREETINGS FROM LAKELAND COLLEGE!

Students at Lakeland College have completed another busy semester and a well deserved Christmas break. One of the highlights of the semester for second years was the opportunity to have a photo opportunity with Megan Brashear RVT,VTS (ECC).

In September, Brianne Bellwood, RVT, went to Louisville, Kentucky to write the certification exam for the vet tech specialty in clinical pathology through NAVTA. We are extremely proud to announce that she passed the exam and is now the first technologist in Canada to receive this certification, making her now Brianne

Bellwood, RVT, VTS (Clinical Pathology). This is a huge accomplishment for her and our AHT program.

The AHT staff once again organized and ran a Canine “De-stress from Exams” room that was open to college students and staff during final exams in December. This has been overwhelmingly successful with many students coming in for a daily dose of fuzzy hugs and licks.

Plans for a new animal health teaching facility have been pretty much finalized and we are excited to start moving dirt as soon as the ground thaws.



News at NAIT

A NEW YEAR BRINGS NEW OPPORTUNITIES TO LEARN

AND GROW. Our second year AHT and VMA students are in the final stages of arranging practicum. If you are interested in hosting one of our students please contact Linda Glaser at lglasier@nait.ca. In November we hosted the AAAHT program advisory committee for their annual meeting. It is a valuable opportunity to meet with the veterinary community and discuss feedback and direction for our programs. Many thanks to Karen Melnyk for chairing this meeting.

Make sure to follow us on twitter and snapchat.

 @NAIThealthsci  NAITofficial

Let Your Voice Be Heard: Assertive Communication

LET'S TACKLE A COMMON

INTERPERSONAL communication challenge in the workplace – the reluctance to express an honest opinion, concern or need to a colleague. Instead, you may choose to keep quiet, turn the other cheek, or suffer in silence in order to avoid “causing trouble”, facing opposing views or being criticized. These choices often result in a sense of resentment if you feel you are being taken advantage of, frustration for not standing up for your views, and anxiety if you continually have to avoid people who make you uncomfortable.

Assertive communication is essential for accurate information sharing within the team, effective decision-making, and for creating an open, safe, fulfilling work environment. Being assertive is the ability to express your positive and negative ideas, feelings and needs in an honest, respectful and direct manner that also respects that others have the same right. Assertiveness does NOT mean being aggressive, demanding or hostile. Effective communication is always about understanding the other person's perspective and equally sharing in discussion. Aggression is about winning an argument or forcing your views on others – often with the aggressor doing most of the talking. Assertive communication is placing your own needs and opinions on an equal (not greater than) level with the needs of others on your team.

Being assertive means:

- expressing your opinion, ideas or saying how you feel
- asking for what you want or need
- disagreeing respectfully
- saying no without feeling guilty
- sometimes, speaking up for someone else

The first step is to examine your true intentions before voicing your thoughts. “T.H.I.N.K.” before you speak! Is what you are about to say Truthful, Helpful, Inspiring, Necessary and Kind? Is what you are about to say intended to have a positive impact on patient care, client service, team morale or your ability to do your best work? If yes, then try these assertive communication basics in combination with the feedback skills that were discussed in my previous two

Communication Corner articles.

1. You need to be aware of what you think, feel, want, and prefer before you can communicate this to others so be clear on these points before initiating your discussion. Remind yourself that your ideas and opinions are as important as everyone else's.
2. Express empathy. Say something that expresses your understanding of the other person's perspective, feelings or situation so they know you are not here to pick a fight. “I see why this change is important to you and how it will have a positive impact on patient care. With my current responsibilities, I am unable to add another project to my plate so I am unable to help you. Let's try to figure out some other possible solutions to assist you with your idea.”
3. When saying “no”, remember that you are saying no to a particular request. You are not rejecting the person.
4. A suggested framework for an assertive conversation:
 - a. Describe exactly how you view the situation or issue and express the feelings this creates for you by using “I” statements. You can also use sentence starters like “As I see it, ...” or “My thoughts are ...” to express your views.
Example: “During our staff meeting, I was unable to finish my statements because you interrupted me on more than one occasion. I find this frustrating and it makes me feel like my views are unimportant.”
 - b. Clearly describe what would be preferable or what you need: “I want to be able to complete my statements without interruption.”
 - c. Describe the positive outcome if your needs are met: “By ensuring that everyone can speak without interruption, all ideas are heard and everyone will feel like a valued and important member of our team.”
3. Ensure that your body language is in agreement with the sincerity of your spoken message. Be mindful of your body position, gestures, tone of voice and facial expressions. Control your emotions, be pleasant but serious and use a calm voice.
4. Clearly ask for details about expectations or areas of concerns: “It would be helpful if you are more specific about what I did that upset you.”
5. If you need more time before sharing an opinion, a good assertive statement would be: “I need time to consider what you said and I will have to get back with you about this.”
6. Practice your assertiveness skills in lower risk situations to start with to help build your confidence. It will take time to learn and feel comfortable with these new skills if you have habitually silenced yourself or if you have allowed your aggressive approach to dominate conversations.
7. Practice giving your opinion at least once during every staff or group meeting.



Jayne Takahashi DVM, MBA
Communication Leads

**Remember: we teach
people how to treat us!**

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

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

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

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

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

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

Canine Infectious Respiratory Disease Complex (CIRDC) An Overview/What's New – Results of a Canadian Pathogen Study – Merck Animal Health – Online and Ongoing video presentation. 1 Hour CE Credit. Danny Joffe, DVM, Dip, ABVP (Canine/Feline Specialty) This two-part video presentation reviews data from a new peer-reviewed Canadian pathogen-prevalence study and current best practices regarding the approach to CIRDC. Log in to view this two-part presentation at: www.vetlearningchannel.ca

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

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

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

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

Master of Veterinary Medicine, Massey University 2017 – Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. Enrolments are open for the following companion animal RACE approved courses starting in February 2017: Canine and Feline Endocrinology; Dermatology; Emergency Medicine; Veterinary Clinical Reproduction. Courses also starting in July 2017 (enrolments are now open): Canine and Feline Neurology; Ophthalmology; Orthopedic Surgery. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

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.

Continuing Education Opportunities

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

Preceptor Training - Both in person workshops and online formats are offered.

Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@nait.ca. 6 credits CE.

Merck complimentary on-line education (approved for 1 hr ABVMA CE): How Ticks are bringing business opportunities to your clinic's doorstep – Scott Stevenson, DVM. Register at <http://w.on24.com/r.2e&cs=1&ck=9B7FF3F163EACA534D2FAA949AC3474F>

WDDC Practice Tool Kit (WHMIS and SDS) Ongoing Lunch & Learns – WDDC Practice Tool Kit Series (WHMIS & SDS). Presented by WHMIS certified WDDC representatives. This is an ongoing offer to practices and may be scheduled at their convenience. Contact Lynn Bussey at lbussey@wddc.com

MONTHLY OFFERINGS

MARCH 2017

March 7 to 8, 2017 – 2017 Western Canadian Dairy Seminar – 18 Hours ABVMA Credits – In 2017 the Western Canadian Dairy Seminar will be celebrating 35 continuous years of providing novel ideas, information, and solutions relevant to current and emerging challenges of the Canadian dairy industry. This seminar is designed for people who want to improve their knowledge and decision-making abilities in dairy production and management. Dairy producers, extension specialists, veterinarians, researchers, and dairy service and supply representatives will find this seminar extremely valuable. Topics covered in this year's seminar include: Farm Management, Nutrition and Reproduction, Technology and Facilities and Cow Management and Welfare. Please visit www.wcds.ca for information and to register

MAY 2017

May 15, 2017 – Technical Large Animal Emergency Rescue - Awareness Level Workshop – 6 Hours ABVMA Credits

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

May 16 to 18, 2017 – Technical Large Animal Emergency Rescue Workshop – Operations Level – 22 Hours ABVMA CE Credits - Rebecca Gimenez, BS, PhD.

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

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VETERINARIAN REQUIRED

MIXED ANIMAL VETERINARIAN REQUIRED

in Vermilion, Alberta. Must be fully licenced, competent and interested in all areas of practice. We have a fully equipped clinic and perform most of the obstetrics and semen evaluation in clinic. Extensive bovine lameness work on hydraulic tip table in clinic. New graduates welcome to apply. Candidates must be self-motivated and team players. Above average compensation and benefits package offered. We emphasize preventative medicine and nutrition in all areas of practice and are interested in developing new models of service delivery in the coming years to comply with and thrive in the new AMU regulations. Opportunity to specialize according to interest but must be willing and able to work in all areas of practice. 1/3 call required. Please email resume. Email: tdgdvm@hotmail.com Website: www.vermilionvet.com

SOUTH TRAIL PET HOSPITAL, IS HIRING

a Part Time Veterinarian to join our team. We are a companion care facility that is available for primary care, walk-in appointments and emergencies. Our dedicated and compassionate doctors, along with our professionally trained support staff, bring together their knowledge and skills to provide the best possible medical, surgical and dental care to all pet patients and clients. South Trail Pet Hospital is a member of Associate Veterinary Clinics (AVC), Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. We offer career growth opportunities to key leadership positions, CE opportunities including access to annual AVC conferences, CE allowances, and networking, collaboration and knowledge exchange with other veterinarians within our practices. In addition, we provide continued investments in new technologies/ advanced diagnostics and competitive wages. Please forward a copy of your resume and cover letter or LinkedIn profile to: Glynnis Robella c/o Glynnis@duesouthah.com For more information on who we are, what we do, our national philanthropic program, Paw It Forward, and opportunities with AVC, visit us online at www.associatevets.com

HASTINGS VETERINARY HOSPITAL (BURNABY, BC)

seeks a full time veterinarian to join our progressive small animal practice. Providing an urban lifestyle within a healthy, active community, the Vancouver area provides a good work-life balance, with easy access to the ocean, beaches, mountains & parks. We provide a range of primary care veterinary services, and with a large, committed client base to serve, it is the ideal setting for an enthusiastic veterinarian to achieve job satisfaction while enhancing their

professional skills. Please send resume to Dr. Bajwa at mail.bajwa@gmail.com including your practice philosophy & strengths. Website: www.hastingvet.com

WASCANA ANIMAL HOSPITAL IS

LOOKING for a third full time veterinarian to join our growing dynamic team! We are located on the beautiful east side of Regina, SK close to all major amenities. We are a fully equipped, modern companion animal hospital with digital x-ray (including dental), ultrasound, electronic medical record system, and also offering alternative therapies such as acupuncture. We value the importance of work-life balance and a positive work environment. No after hours or on-call required! Visit our website at www.wascanaanimalhospital.ca to learn more about us! If you feel this position might be for you, please send your CV Attn: Drs. Potts & Ulmer to wascanaanimalhospital@gmail.com

SMALL ANIMAL OR SA/EQUINE

veterinarian needed to join a client-centered companion animal practice in Olds fulltime. Part time applicants will also be considered. Mentorship available from two experienced rural multispecies practitioners, as well as through being a Distributed Veterinary Learning Community (DVLC) practice for UCVM. We will encourage you to develop areas of expertise with continuing education. Well-equipped rural practice with newer building, full in-house lab, CR radiography, DR dental radiography, CO2 laser, tonovet, firefly, powerfloat, dentalaire unit and much more. Join our professional team in providing for the animal health needs of a strong, vibrant, agricultural and industrial college community. Applications are welcomed from both experienced veterinarians and new graduates. Future practice ownership potential for the right individual. Please contact Dr. Darlene Donszelmann at Chinook Country Veterinary Clinic ccvetsol@gmail.com for further Website: www.chinookcountryvetclinic.com

ARE YOU LOOKING FOR FLEXIBILITY

and variety in your work with small animals? Would you like to build meaningful relationships built on respect and understanding with not only your clients but also with your team? Do you enjoy interacting with people and their pets and have a natural ability to put all at ease? If so, this well-established mobile veterinary practice in Calgary is seeking a veterinarian to join our growing family-like team. We strive to provide care and compassion in all that we do offering exceptional veterinary service in the comfort of the home environment. We provide full service care, and if you enjoy doing surgeries, we have space for that too. We offer competitive compensation, membership dues, a CE

allowance, health benefits and more! If you are interested in joining our team please forward your resume and cover letter to: drdekens@dekensvet.ca in confidence. Website: www.dekensvet.ca

DO YOU WANT A GREAT JOB

in an amazing place with enough time off to enjoy it! The Jasper Vet Clinic is looking for a vet to fill a position starting in March 2017 and running until November with a strong possibility of continued employment. We have a well-equipped clinic (blood analyzer, digital x-ray, dental x-ray, dental cart, and laser surgery unit), dedicated staff including 3 RVTs and fantastic clients. All this in a friendly, sophisticated small town with many amenities (indoor pool, movie theatre, lively arts community) in a recreational paradise. Add a furnished apartment and it sounds too good to be true! Send an email or phone to see just how possible it is to live your dream. Call Janet Jones DVM at (780) 852-5551 or email jaspervetclinic@telus.net

THE GENERAL VETERINARY HOSPITAL

requires a fourth Full-Time Veterinarian. We are a full-service, AAHA Certified Small Animal Hospital located in West Central Edmonton. Practice includes Internal Medicine, Dental, Orthopedic, Oncology, Surgery, In-house Lab, Digital X-ray, Endoscopy and Referral Services. Excellent client communication and team skills required. ABVMA and AAHA dues, paid CE and a yearly uniform allowance are provided. Small animal medicine and surgical experience is preferred. All inquiries will be kept strictly confidential. Contact Edith Dubois, Hospital Administrator, General Veterinary Hospital Ltd. 11403-143 Street Edmonton AB T5M 1V7, Ph. (780) 454-8691, Fax (780) 452-4856, or Email: edithgvh@telus.net

SAVE - SOUTHERN ALBERTA

Veterinary Emergency is seeking an energetic and enthusiastic veterinarian to join our team in a collaborative environment of compassionate, down-to-earth and welcoming professionals. We strive to have a positive work environment and a work/life balance. We are seeking a vet for full/part time hours including some weekends and overnights. Offering competitive wages, medical/dental benefits, uniform allowance and CE allowance.

SAVE is a beautiful new emergency/urgent care animal hospital located in beautiful Okotoks, just 15 minutes outside of Calgary. Featuring the most up to date technology with our in-house laboratory, in-house pharmacy, digital radiographs, ultrasound, multiple surgery suites, isolation unit, and full canine reproduction facilities by appointment or referral. SAVE is expanding rapidly, with 7 doctors on staff including two board certified specialists in

orthopedics and animal reproduction. Successful candidates will have a valid Doctor of Veterinary Medicine (DVM) degree, be licenced to work in Alberta, and possess excellent communication and patient care skills. Please forward your resume and cover letter to Dr. Amber via Email: abhutchi@gmail.com or Fax: (403) 995-1419

PART TIME ASSOCIATE NEEDED AT

Willow Park Animal Clinic in Southeast Calgary. We are looking for a veterinarian that wants to work 1-2 days/week and increase over time to 3 days/week. Are you an experienced veterinarian with a cheerful attitude, good medical, surgical and communication skills looking for a growing clinic? This is the perfect opportunity! We have a team oriented environment with well trained, friendly support staff. Applicants must be fully licensed with the ABVMA. Please email resume and cover letter to drlori@wpac.ca. Website: www.wpac.ca

LICENSED DVM REQUIRED! OUR IDEAL

applicant will be positive, self-motivated, energetic, and efficient; ready to join our leading-edge 6-Doctor team. Our Mission: From your loving hands into ours: Our work family will care for your animal as one of our own. Available whenever you need us, we work hard to deliver a customized experience to our clients and patients. Our commitment to growth and learning ensures the most diverse and highest quality veterinary care available in Northeastern Alberta. Animal Health Providers owns sister clinics located in Bonnyville and Cold Lake, AB; right in the heart of the picturesque Lakeland Region. Known as Alberta's 4-season playground, there are many opportunities for adventure for the outdoor enthusiast; away from the hustle and bustle of city life. Your primary location would be within the Bonnyville Veterinary Clinic, in our well-established, progressive mixed animal practice which is comprised of a newly renovated main building, with separate custom-built facilities for equine and bovine services. Starting salary for new grads is \$85,000 with many additional compensation benefits; as all as compensated, shared on-call. Negotiable compensation package for experienced DVM's. E-mail: resume to: animalhealthproviders@gmail.com attn. Tracy Counce.

FEEDLOT VETERINARIAN REQUIRED

immediately for large progressive consulting practice in southern Alberta (Picture Butte) with 2 other veterinarians. Work includes herd health consulting, emergencies, regulatory work and research in both cattle and sheep. Office, vehicle, equipment, phone, and CE provided. Wages competitive and based on experience and expertise. Must be physically fit, speak and write English, and have a valid passport and driver's license. Must be eligible for Canadian and ABVMA veterinary license, CFIA accreditation

and AAFRD Meat Inspection licensures. Close to Lethbridge with all the amenities including good housing, university, college, airport and mountains for recreation. Please submit resume with 3 references by email to donkersg@telus.net or joyce@abhs.ca Contact Dr. Joyce Van Donkersgoed, Alberta Beef Health Solutions, PO Box 307, Picture Butte, AB T0K 1V0. Phone: (403) 894-8997, Fax: (403) 732-4067

VETERINARIAN REQUIRED FOR

Edmonton small animal practice. Surgery and communication skills essential. Attractive compensation package including all the bells and whistles. Please forward resume to yegdvm@gmail.com

DO YOU WANT THE OPPORTUNITY TO

practice high quality medicine in a modern fully equipped facility with an amazing support team but still have lots of time off to enjoy life? 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, progressive mixed animal practice, currently with five veterinarians and a great support team. Our enthusiastic and fun team members are awaiting your arrival. We are offering competitive wages and up to six weeks of holidays a year. There are future partnership possibilities at this clinic as well. To learn more about our clinic and see our new building, check out our website at www.dcvet.ca If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca

CALGARY NORTH VETERINARY

Hospital & 24 Hour Emergency Service, a member hospital of Associate Veterinary Clinics (AVC) is now hiring for a Doctor of Veterinary Medicine to lead one of our two overnight teams. Are you ready for an opportunity to gain mentorship from a tremendously talented group of 18 experienced doctors? Are you a team player who wants to grow in your career, while opening up an opportunity to align yourself for future daytime roles? Within a few short months of our last job posting, we were able to give our latest candidate a daytime role! What can AVC offer? AVC is Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. Our team of over 2500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities,

continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. We offer career path opportunities to hold key leadership positions from Medical Director to Regional Operations Director! To help achieve your goals, we provide: Generous CE allowances, seminars, annual AVC conferences, networking opportunities. Opportunities to give back with national initiatives such as Paw It Forward and Pet Pantry. Clinical research studies to stay on top of the industry. New technologies, advanced diagnostic and modern facilities. Continued investments to improve patient care and client experiences. We also are offering the right candidate a competitive salary, great in-house training, and extended medical and dental benefits. Come join us! Please forward a copy of your resume and cover letter or LinkedIn profile to: Dr. Jonathan Leicht @ leichtj@cnavet.com or contact him at (403) 277- 0135 to discuss this opportunity. For more information on who we are, what we do, Paw It Forward and opportunities with AVC, please visit us online at www.associatevets.com Facebook: Facebook.com/AssocVets Twitter: @CanPetHealth or @AVCCareers. AVC is committed to providing an inclusive and diverse workplace and is an equal opportunity employer. If you require any assistance please let us know. Please note that only applicants selected for interviews will be contacted

COCHRANE VETERINARY CARE CLINIC

is looking for a full time Veterinarian to join our growing practice to work late evenings. We are a compassionate multi-veterinarian practice requiring someone with strong communication skills who is able to work independently and as part of a team. Experience is an asset but not a necessity and new grads are welcome. We offer competitive wages, ABVMA membership fees and continuing education. Please email resume and reference to clinic@cochranevet.com

WE'RE GROWING AND LOOKING TO

add another small animal associate to our team. Are you looking for a fabulous place to practice, grow and raise a family? We've got it here at the Shuswap Veterinary Clinic in Salmon Arm, BC. We are a full service animal hospital that has an immediate opening for a full time small animal veterinarian. We are a 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 orthopedic 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 in the North Okanagan/Shuswap region of BC. We are excited to offer a full-time position for a compassionate and client-focused small animal veterinarian. The successful candidate would be

Classified Ads

working and learning alongside wonderful team of 11 experienced doctors, highly skilled technicians and support staff. Salmon Arm and area is a wonderful community to call home and enjoy the outdoors. 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. 1-2 years' experience is a great asset, but new graduates are encouraged to apply. 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. www.shuswapvet.com

BEDDINGTON TRAIL ANIMAL HOSPITAL located in North Calgary is looking for one full time DVM. We are currently 3 DVM and 2.5 RVT practice and only deal with companion animals primarily dogs and cats. Applicant must be compassionate, enthusiastic, excellent in client communication and a team player. We offer competitive salary, paid membership dues, and a generous CE allowance. Clinic is fully equipped with all the modern equipment's and paperless software. Please email resume and cover letter to beddingtontrailvet@gmail.com

THE DEVONIAN VETERINARY CLINIC requires an experienced third veterinarian. This is a part-time position, 2 fixed days per week as well as vacation coverage's. We are a busy companion animal practice located in the beautiful river valley community of Devon. An easy commute from Edmonton! Full service clinic that is well-equipped, has great staff and an awesome client base! Email resume to info@devonvet.ca Attention Sheila Maichen AHT.

SHAMROCK VETERINARY CLINIC IN Comox, on beautiful Vancouver Island, is looking for an experienced veterinarian (3-4 days per week, shared Saturdays). There will be some flexibility in the number of days desired for the right candidate. We share on call with 4 other veterinary clinics. We are a progressive and busy companion animal hospital (2 full-time veterinarians) and pride ourselves in exceptional patient and client care. Our hospital offers digital radiography (both dental and regular), digital ultrasound, in-house laboratory, radio surgery unit, capnography, and paperless record keeping (AVIMARK). The ideal candidate will be self-motivated and enthusiastic, be a team player, and display great communication skills. We offer a competitive salary, paid medical and dental benefits, paid dues, and a CE allowance. Comox offers unlimited outdoor opportunities (kayaking, biking, hiking, fishing, and skiing) and has a vibrant cultural life. Check us out at shamrockvetclinic.ca. Please send your resume and cover letter to Dr. Judith Hilger. Email: management@shamrockvetclinic.ca

ASPEN ANIMAL HOSPITAL IN SW

Calgary is looking for a full time veterinarian to join our animal health care team. The clinic is fully equipped with digital radiography, in-house lab, full surgical and dental suites with digital dental x-ray, and is fully computerized using Avimark software. We are looking for a compassionate, enthusiastic doctor who is a team leader and always puts patient's needs first. Please email your resume to aspenanimalhospital@gmail.com Attention Sarah.

EVANSTON PET HOSPITAL IN NW

Calgary is currently looking to expand our small family and is searching for a FT/PT veterinarian. We focus on providing best in client service and high standards of medical care for patients. The clinic is fully equipped with digital radiography, Idexx in-house lab, dental unit, anesthetic monitoring equipment and is fully computerized. Applicant must be compassionate, enthusiastic, excellent in client communication, and team player. We offer generous CE allowance, paid membership dues and flexible hours. Salary will be contingent on prior experience. Please email resume and cover letter. Email: calgaryvet@live.ca

IF YOU ARE AN EXPERIENCED, licensed Veterinarian looking to work in a dynamic, fast paced emergency care environment where you are: adventurous and challenge based, able to perform client consulting, willing to learn as you go, confident in your medicine. Then please contact us right away to find out how you could be working in an AAHA accredited practice that offers: a compressed schedule with extended days off, have access to cutting edge diagnostics including: digital radiography, ultrasound and a full in-house laboratory so you can perform high-quality medicine as well as develop new skills, a generous compensation package which includes a highly competitive salary, paid licensing fees and health and dental benefits, a substantial CE allowance. Please call Marcy at (403) 457-0911 and send your CV to careers@mcknightvethospital.ca

RIVERBEND VETERINARY CLINIC,

a member of Associate Veterinary Clinics (AVC) is hiring a part time Veterinarian (24 – 29 hours per week) to join our team in a unique, collaborative environment of compassionate and friendly professionals. We are a full service animal hospital in southwest Edmonton. We believe in treating pets like the valued family members they are! Our Candidate: You hold a valid Doctor of Veterinary Medicine (DVM) degree. You value positive leadership and team medicine. Your finely honed diagnostic and surgical skills continue to amaze. Your organization skills are utilized when multi-tasking. You have experience preferably. Your client service is exceptional with clients and pets. Why AVC? We are Canada's largest network of

companion animal hospitals, devoted to providing compassionate care for pets. Our team of over 2500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. We recognize high performing "A" players and offer career growth and opportunities to hold key leadership roles from Medical Director to Regional Operations or in our Support Office. Please forward a copy of your resume and cover letter or LinkedIn profile to: [Ruth Siddoway @siddowayvets.com](mailto:Ruth.Siddoway@siddowayvets.com) For more information on who we are, what we do, Paw It Forward and opportunities with AVC, please visit us online at www.associatevets.com Facebook: [Facebook.com/AssocVets](https://www.facebook.com/AssocVets) Twitter: [@CanPetHealth](https://twitter.com/CanPetHealth) or [@AVCCareers](https://twitter.com/AVCCareers)

PIONEER VET SERVICES IN BEAUTIFUL

Sundre, is looking for one or two mixed animal veterinarians. We are a five-six DVM practice working out of 4 clinics with the following species breakdown: 40% small animal, 20% dairy, 20% beef, 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. Website: www.pioneervet.ca Please email your resume and cover letter. Email: Pioneerpets@gmail.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 sightseeing. Send Resume to Leader Veterinary Services District at rm231@sasktel.net Contact Tim at (306) 628-3800.

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

LOCUM AVAILABLE

HAVE YOU ALWAYS WANTED TO LIVE

in a friendly, sophisticated, small town in a recreational paradise, work in a well- equipped, supportive clinic with great staff and clients AND have time to enjoy both? Then look no further. The Jasper Vet Clinic is looking for a locum starting March 2017 until November with the possibility of continued employment. Please contact Janet Jones DVM at 780-852-5551 or jaspervetclinic@telus.net to find out more about the best job you will ever have.

DUE TO AN ACUTE HEALTH ISSUE,

Dr. R. Richard Bibby requires the services of a locum veterinarian at Camrose Animal Clinic in Camrose, AB. Please contact Dr. Bibby at (780) 608-9150 or email: bibby@camroseanimalclinic.ca

COALDALE PET CLINIC, LOCATED IN

southern Alberta, is looking for a part-time or full-time small animal locum from January 2-March 31, 2017. We are a growing 1.2 FTE practice, with 2 full time RVTs, a full and part time receptionist and work exclusively with cats and dogs. We are equipped with an IDEXX lab suite, digital x-ray, dental x-ray and require no on-call with the locum position. Please email your resume. Email: mwallace_dvm@yahoo.ca

RVT REQUIRED

BUFFALO HEAD VETERINARY CLINIC

is currently looking for an energetic, competent, outgoing individual in a well-equipped Rural Mixed Animal Practice. We have a well-equipped clinic with a CR digital radiology system, In house Abaxis Haematology and Chemistry machines and our Office operating system is Avimark. Excellent starting salary for the qualified individual, with CE and AAAHT dues included. Please email your resume. Email: drsmith@telusplanet.net

OXFORD ANIMAL HOSPITAL ARE

looking for an enthusiastic RVT FT OR PT who believes in providing high quality customer service and animal care for immediate hiring. We are a fun loving team working in a well-equipped clinic located north of Edmonton. We offer competitive wages, paid dues, CE, uniform, previous experience is a bonus, new graduate welcome. Signing bonus for the right candidate, Please forward your resume to contact@oxfordanimalvet.com or drop you resume in person 15154 127 street NW, Edmonton.

THE MORINVILLE VETERINARY CLINIC

is seeking an RVT to join our busy, fast-paced, small animal practice. The position is a permanent full time position (32 hours a week). We offer a competitive salary, CE benefits, health benefits and more. We are located 15 minutes north of St. Albert in the Town of Morinville. Our practice is open 7 days a week. Successful applicants will be scheduled for a mix of surgery and appointment shifts. We are flexible with our scheduling, but applicants should be aware that evening and weekend shifts will part of a usual rotation. We have 4 veterinarians and a close team of support staff. We are looking for a positive, hardworking individual who is dedicated to providing exceptional care. Please email your resumes to elyse@morinvillevet.com Website: www.morinvillevet.com

ARE YOU A FELINE FANATIC??

If so, the Killarney Cat Hospital is looking for you. Located in south central Calgary, Killarney Cat is an AAFP GOLD STANDARD practice that loves what we do! We are searching for that RVT who is as passionate about felines as we are. In exchange for your 40 hours a week, we can offer, a competitive wage, a competitive benefits package, a fantastic staff discount, a generous CE program and of course all the purrs and cuddles you can handle. If you are a compassionate cat lover and looking to join a team that is committed to excellent client care, we want to talk to you. Experienced preferred but new grads are welcome to apply. Interested candidates please submit resume and cover letter to denise@killarneycat.com

BRIDGWATER VETERINARY HOSPITAL

& Wellness Centre, a 24-hour Emergency and Critical Care hospital, will be opening early 2017. Bridgwater is our advanced services hospital, specifically equipped for critical care medicine. Our Wellness Centre supports pets in their lifelong journey to health, wellness and longevity. Bridgwater has been expertly designed; every patient and client need was considered in designing our state of the art hospital. We are pleased to offer CT Scan/Fluoroscopy, Ultrasound, Endoscopy, Laparoscopy, Telemetry, Full In-House Idexx Lab, Digital Radiography and many more services. Patients will receive exemplary medical care with the warmth and compassion they deserve. We invite veterinary professionals to join us in this exciting journey. The successful candidates will demonstrate a commitment to the delivery of exceptional veterinary medicine. Special emphasis will be placed on communication skills, compassion, empathy and a keen understanding of team centered work environments. We are pleased to offer a wealth of shift opportunities, compensation commensurate with experience, extended health and dental care, paid MVMA and MAHTA dues, continuing education allowance, uniform allowance and paid holidays. Kindly specify your area of interest; day or emergency practice.

Please email your cover letter and resume. Email newwpgvethospital@gmail.com Website: www.winnipegveterinarycaregroup.com

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: rockyrapidsvet@telus.net Website: www.rockyrapidsvet.com

THE WOOD BUFFALO SMALL ANIMAL

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

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contact Shane with any questions you may have.
Email: dogs.wbsah@hotmail.ca
Website: www.wbsah.com

STETTLER VETERINARY CLINIC IS

seeking a full time RVT to join our well-established mixed animal practice. Candidates must have a positive attitude, a willingness to learn, and the ability to work well in a team environment. Experience in both large and small animal procedures is an asset. Our well-equipped facility includes Catalyst and Lasercyte lab machines, digital x-ray machines, dental x-ray, a therapeutic laser, and more! Wage is based on experience and we offer additional health benefits, CE allowance, staff discounts, uniform allowance, and paid AAAHT dues. For more information about our clinic, please visit our website! Website: www.stettlervetclinic.com
Please send resumes to Ms. Terra Salmon
Email: terra@stetvet.com

COCHRANE VETERINARY CARE CLINIC

is looking for a full time Registered Veterinary Technologist to join our growing practice to work late evenings. We are a compassionate multi-veterinarian practice requiring someone with strong communication skills who is able to work independently and as part of a team. Technical experience is an asset but not a necessity and new grads are welcome. We offer competitive wages, RVT membership fees and continuing education. Please email resume and reference to clinic@cochranevet.com

WASCANA ANIMAL HOSPITAL IS

LOOKING for a third full-time RVT to join our team! We are looking for an enthusiastic, hard-working, compassionate individual who is motivated and self-directed. We are located on the beautiful east side of Regina, SK close to all major amenities. We are a fully equipped, modern hospital with in-house lab, digital x-ray (including dental), ultrasound, electronic medical records system as well as offering integrative medicine and acupuncture to our clients. Visit our website at: www.wascananimalhospital.ca to learn more about us. If you feel like this position might be right for you, please send your CV Attn: Drs. Potts & Ulmer to wascananimalhospital@gmail.com

TUDOR GLEN VETERINARY HOSPITAL

in St. Albert, AB, is looking for a Full Time RVT. Working with Veterinarians who are passionate about patient care, our Technicians work toward exceeding our clients' expectations, both medically and through exceptional customer service. Our busy 5 Doctor practice is open Monday to Saturday and is equipped with a complete in-house Lab, ultrasound and digital x-ray. Our RVTs receive competitive wages, plus staff discounts, paid dues and scrub allowance. If you are an energetic, team player, passionate

about animals and their health, and work well in a fast-paced environment, we would love to hear from you. Email Nathan
nathan@clincsolutions.ca

LOOKING FOR A CHANGE? WE HAVE

been in the community for over four decades and have grown into a busy, progressive animal health centre. We know the value of each team member and offer flexible, full-time scheduling, above average wages, health benefits, training beyond standard CE, the latest technology, weekly lunches, and staff off-hours activities. We promote a healthy lifestyle and believe family comes first. We are looking for a special type of technologist. At Delton Vet, our RVT's are key decision-makers. You work directly with a DVM to handle procedures and client communications while supervising Animal Care Attendants. You participate in conversations designed to improve the clinic and its team. You are a leader who isn't afraid to say "let's try it" to new ideas while taking leadership of your own. You are comfortable communicating with clients, as much as you enjoy patient care. If this sounds like you, please send us your resume. We'd like to meet you! Email: shauna@deltonvet.com

GUARDIAN VETERINARY CENTRE

in Edmonton is seeking an RVT in our Emergency and ICU environment. Our ideal candidate will have a positive attitude, great communication and exceptional client service skills that make a good first impression with our clients! As a member clinic of Associate Veterinary Clinic (AVC), we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Please forward a copy of your resume or LinkedIn profile to: sbearchell@guardianvetcentre.com

THE LLOYDMINSTER ANIMAL HOSPITAL

is looking to add a registered RVT to our existing 6 technician practice. This is a full time, permanent position. Applicants will need to be able to work in all aspects of a mixed practice and support our 7 Veterinarians. We offer competitive wages, health benefits, scrub allowance, CE allowance as well as ABVMA dues paid. A positive, enjoyable, team approach environment while providing high quality patient care are our priorities. Preference will be given to applicants with at least 1 year of clinical experience, but new RVT grads are welcome to apply. Submit your CV to Dr. Joanne Heaver at jheaver@lah.ca

MEADOWBROOK ANIMAL CLINIC IS

LOOKING for FT or PT RVT. We are a small animal clinic proud of "family" like bond with our patients and their owners. Experience in the field is an asset. Please contact us if interested, we offer competitive wages and a wonderful benefit package waiting for a successful candidate. Please email your resume. Email: meadowbrookanimalclinic@gmail.com

MARLBOROUGH VETERINARY HOSPITAL,

a member clinic of Associate Veterinary Clinics (AVC) is hiring a passionate and energetic part time Registered Veterinary Technologists to join our dedicated team! A little bit about us: We are Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. Our team of over 2500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. As our ideal candidate you will have: Experience providing excellent customer service and making a lasting impression. Strong communication and interpersonal skills to build trusting relationships. Ability to work well within a team. Motivation to develop your knowledge and skills and become an "A" team player. About The Role: This position is part time (18 hours per week) and the shift schedule is every 2nd Monday, every 2nd Saturday from 8:30 am – 5:30 pm and Thursday – 8:30 am – 8:00 pm. Why AVC? Here's what you can expect from us: Professional development through annual AVC conferences and annual CE allowances to help upgrade your skills. Industry leading customer service training through AVC's Client Experience Program. A commitment to giving back to the community through participation in charitable programs and initiatives. We also offer competitive wages, and pet and veterinary discounts. Come join us! Please forward a copy of your resume and cover letter or LinkedIn profile to: Chelsea.cardy@horizonvet.ca For more information on who we are, what we do, Paw It Forward and opportunities with AVC, please visit us online at www.associatevets.com Facebook: [Facebook.com/AssocVets](https://www.facebook.com/AssocVets) Twitter: [@CanPetHealth](https://twitter.com/CanPetHealth) or [@AVCCareers](https://twitter.com/AVCCareers)

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WE ARE LOOKING FOR AN ENERGETIC, motivated RVT to join our busy mixed animal practice in Claresholm, AB. We currently have 3 full time and 2 part time vets, 3 RVT and 2 receptionists. We pride ourselves in exceptional patient care and our practice is pleased to offer in house laboratory, dental cart, digital dental x-ray, digital large and small animal x-ray, CO2 laser, therapeutic laser and Cornerstone practice management software. We offer competitive wages, uniform allowance, dental and health benefits, CE, paid dues, pet discounts and a fun team environment. Applicants with baking skills are an asset. Please email your resume. Email: reception@claresholmvvet.ca Website: www.claresholmvvet.ca

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 Street North, Lethbridge, AB T1H 2J1 or email resume to northsidevet@shaw.ca Ph. (403) 327-3352.

WE ARE LOOKING FOR A RVT TO cover a 6 month full time maternity position in a small clinic setting. We would like someone reliable, and willing to learn. Experience is preferred but not necessary. If interested please contact us by email. Email: ngvhosp@telus.net Fax: (780) 477-5532, in person - 12429- 97 St

HERE WE GROW AGAIN! THE CALGARY Animal Referral and Emergency (C.A.R.E.) Centre is currently recruiting an ER Registered Veterinary 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. The C.A.R.E. Centre is also much more than an emergency clinic. We are a fully functioning referral hospital, with board certified specialists in a wide range of referral services including: internal medicine, surgery, radiology, oncology, ophthalmology, neurology, cardiology, dermatology and dentistry/oral surgery. The C.A.R.E Centre is committed to supporting pet owners and the veterinary community by providing the highest level of animal emergency and referral care. Our ER RVTs have extensive exposure and involvement in patient care for specialty patients, providing a rich variety of cases. The philosophy of the

C.A.R.E. Centre is to provide exceptional patient care in a progressive and cooperative teaching environment. The successful candidate will have a positive attitude, excellent 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 on-going training and advancement opportunities, we offer a competitive salary, medical and dental benefits, uniform allowance, pet discounts, and a generous continuing education allowance. Interested in applying? Please submit a cover letter and resume to Victoria Dunkley, ER RVT Team Leader, at dunklevv@carecentre.ca or Fax: (403) 692-4350.

CASTLEDOWNS ANIMAL HOSPITAL IS looking to hire an experienced full time/ part time RVT, for a maternity position. We are seeking an energetic and reliable individual with excellent communication skills. We offer competitive wages, paid CE allowance, scrub allowance, and health benefits. Email cover letter and resume Attention: Sheena to info@castledownsvet.ca

MCKNIGHT 24 HOUR VETERINARY Hospital is seeking motivated and experienced RVTs. We are seeking positive individuals who are interested in continually learning and in being part of our growing team. With access to cutting-edge equipment you can perform your skills at the highest caliber as well as develop new skills. By creating a strong foundation geared towards compassionate care and superior customer service, our team members have the opportunity to make a difference. Our successful applicants will be highly motivated, enthusiastic, possess excellent communication skills, and have a commitment to client education. We offer a compressed schedule with extended days off, overnight shift premiums, excellent health and dental benefits, paid RVT dues, uniform allowance, and CE allowance. Salary commensurate with experience. Email your CV to careers@mcknightvethospital.ca.

VETERINARY STUDENT REQUIRED

PRIME VET CORPORATION IS LOOKING for Vet Student to join our forward thinking AAHA accredited veterinary operations in Edmonton for the spring-fall of 2017. Prime Vet Corporation operates 4 clinics in Edmonton, Edmonton South Animal Hospital, Lakeview Animal Hospital, Mercy Animal Hospital and Terra Losa Animal Clinic and we are growing quickly! If you are a self-starter, eager to learn new skills and are passionate about patient and client care we need you. We offer flexible schedules, a fast paced environment. We are a young vibrant group so if you are looking for a challenge as well as an emphasis on teamwork and continuing education we may be the adventure you are looking for this summer. Please send your application to Dr. Ignacio Tan III at ignacio_tan@primevetcorporation.com

AHT STUDENT REQUIRED

PRIME VET CORPORATION IS LOOKING for AHT Student to join our forward thinking AAHA accredited veterinary operations in Edmonton for the spring-fall of 2017. Prime Vet Corporation operates 4 clinics in Edmonton, Edmonton South Animal Hospital, Lakeview Animal Hospital, Mercy Animal Hospital and Terra Losa Animal Clinic and we are growing quickly! If you are a self-starter, eager to learn new skills and are passionate about patient and client care we need you. We offer flexible schedules, a fast paced environment. We are a young vibrant group so if you are looking for a challenge as well as an emphasis on teamwork and continuing education we may be the adventure you are looking for this summer. Please send your application to Dr. Ignacio Tan III at ignacio_tan@primevetcorporation.com

OTHER EMPLOYMENT

WE ARE A 3 YEAR OLD, BUSY SMALL animal clinic in South Edmonton looking for an enthusiastic, organised, positive and responsible person for public relations Manager / lead reception staff. Organising the reception staff to create that best impression and exceptional client service experience, evaluation of the reception staff, solve the problems while dealing with clients, help the clinic to achieve targets and liaison with management to achieve organisational goals. Prefer candidates who has minimum 3-5 years' experience, resident of South Edmonton and should be flexible in the work hours and be able to start on December 01, 2016. We provide industry high pay& perks based on performance, CE allowance, Health, Dental, 2 weeks paid vacation for a suitable candidate. Apply with confidence and all

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enquiries will be kept confidential.
Please email your resume. No fax. Email:
southedmontonvet@gmail.com

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

BUSY VERY PROGRESSIVE SOUTH EDMONTON companion animal clinic is looking for FT/ PT support staff to expand their services. Our family include 3 veterinarians, 2 RVTs and 3 support staff. We have positions for a Clinic Manager, receptionist and veterinary assistants. We provide excellent salary, CE allowance, health and dental benefits for a suitable applicant. Experienced RVT's with management experience is encouraged to apply for the position. All enquiries will be kept confidential. No fax. Please send all resumes to montrosepet@gmail.com

OUR LABS NEED YOU! DOGS WITH WINGS Assistance Dog Society seeks a full time Health & Kennel Coordinator in West Edmonton to coordinate the health requirements of 45+ dogs on and off site as well as managing supplies, resources and sanitation of the kennel and training areas. A Class 5 driver's license and current First Aid Certificate are required. Only candidates with related experience/education will be considered. Visit www.dogswithwings.ca for a complete job posting. Competition closes November 4, 2016. Please email your resume. Email: ed@dogswithwings.ca

MEADOWBROOK ANIMAL CLINIC IS LOOKING for FT Receptionist. We are a small animal clinic proud of "family" like bond with our patients and their owners. Cheerful, outgoing, energetic personality is a must. Experience in the field is a big asset. Please contact us if interested, we offer competitive wages and a wonderful benefit package waiting for a successful candidate. Meadowbrook Animal Clinic, 3903-34 Street, Edmonton, AB T6T 1L5 Ph. (780) 463-7772 Email: meadowbrookanimalclinic@gmail.com

PRACTICE FOR SALE

HALL VETERINARY SERVICE IS looking for an associate[s] [full or part-time] with an option to purchase within two years. This 1+DVM mixed practice [10%FA/90%SA] has clinics in Nanton and Vulcan. Real estate purchase possible and excellent opportunity for growth. Ph. (403) 646-5507 or hallvet@telus.net

EQUIPMENT FOR SALE/ WANTED

FOR SALE: LARGE 5' LONG, 3' WIDE dental sink table/ prep table. 18" deep full ss sink with wire grate top and solid ss top. 2 door cupboard. All plumbing attachments including sprayer nozzle. Beige melamine exterior. No knee cut-out provides a full sink suitable for hydrotherapy/bathing. For pick up only. \$1500 OBO. (403) 678-4425 or drsylvia@canmorevet.com Website: www.canmorevet.com

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Needs Volunteers!

CAP is a not-for-profit organization that relies on people who are dedicated to preserving and promoting agriculture.

Anyone who has a passion for agriculture can be involved in CAP.

What do volunteers do in CAP?

- Any Grade 4 teacher in Alberta can register for CAP and when they do, an agriculture volunteer goes into their classroom and teaches the students about agriculture. The volunteers in CAP all have unique presentations because each one focuses on their own specialty, such as cattle, chickens, environment etc., but in the end they have a common message – that agriculture plays a very important role in students' daily lives.
- This one-hour, free presentation uses story-telling, hands-on props and fun activities to engage the children.

When does CAP occur and how much TIME is involved?

- Presentations occur in March, April or May depending on the volunteer's schedule. (CAP is a very flexible program and we work around volunteers' schedules.) Last year volunteers reported that about five hours was the norm for time dedicated to the CAP presentations – this includes preparation time.

Background information on CAP:

CAP is a not-for-profit organization that teaches grade 4 students where their food comes from and the importance of agriculture in their daily lives. Industry experts volunteer their time to help teach students about agriculture. Each lesson is free for the classroom and is typically about an hour long.

- Since 1985, over 600,000 students across Alberta have taken part in CAP.

CAP is a multi-commodity initiative supported by:

- Agriculture For Life
- Alberta Beef Producers
- Alberta Chicken Producers
- Egg Farmers of Alberta
- Alberta Barley Commission
- Alberta Canola Producers Commission
- Eastern Irrigation District
- Alberta Wheat Commission
- Alberta Milk
- Alberta Irrigation Projects Association
- Alberta Pork
- Alberta Pulse Growers Commission
- Alberta Veterinary Medical Association
- Alberta Institute of Agrolologists

This initiative has been endorsed by the Minister of Agriculture and Forestry, and the Minister of Education

To register as a volunteer with CAP please go to our website at www.classroomagriculture.com and use the volunteers pull down menu or contact Don George (GM) email don.george@classroomagriculture.com, phone 587-877-2544.

Grow with Agriculture

WELLNESS

FOR THE VETERINARY TEAM



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

IF YOU ARE FEELING SAD OR DEPRESSED PLEASE REACH OUT

**ABVMA Member Wellness Program
(for Veterinarians & RVTs):**

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

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

HealthLink: 1-866-408-5465

Urgent Services: 780-342-7777

Crisis/Distress Line:

Edmonton and area: 780-342-7600

Calgary and area: 403-266-1605

PROFESSIONALS HELPING PROFESSIONALS

