



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JULY-AUGUST 2017

Fort McMurray Wildfires — One Year Later Reflecting on the Contributions of the Veterinary Community in Alberta



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2017 SPEAKERS AND TOPICS

PLENARY

MR PHIL ARKOW
Connections Between Animal Cruelty and Domestic Violence

DR JOHN PRESCOTT
AMR Tool Kit

DR JAYNE TAKAHASHI
Coping with Emotional Trauma in the Clinic (non-sci)

COMPANION ANIMAL

DR STEPHAN CAREY
Canine Respiratory (3 hrs)

DR JAMES MORRISEY
Analgesia, Anesthesia and Emergencies with Exotics (4hrs)

DR JOHN PRESCOTT
AMR in Small Animals

DR CHARLIE PYE CA
Dermatology and Allergies (3 hrs)

DR CATE CREIGHTON
Pain physiology & recognition, CRIs during Anesthesia (3 hrs)

LARGE ANIMAL

DR KATHARINA LOHMANN
Equine Geriatrics (2 hrs)

DR JOHN PRESCOTT
AMR in Equine Medicine

DR CHERYL WALDNER
Micronutrients in Cow/Calf Herds, Beef Repro (2 hrs)

DR VICTORIA BOWES
Poultry Flock Diseases, Health, Zoonosis (3 hrs)

DR ALLEN ROUSSEL
Establishing Diagnoses with Exams and Lab Data (4hrs)

DR TOM NOFFSINGER
Beef Stockmanship, BRD (2 hrs)

Editor's Notebook

The business dictionary definition of a professional is:

“Person formally certified by a professional body of belonging to a specific profession by virtue of having completed a required course of studies and/or practice. And whose competence can usually be measured against an established set of standards.”

Does this sound familiar to anyone? We are all registered with the ABVMA, and have completed our courses in veterinary medicine or animal health technology, and our competencies meet a minimum standard, and therefore meet the criteria of being a professional.

However, it can be forgotten that we are also delivering a service in exchange for remuneration. From working at a university or technical school teaching students to become future professionals, or working in a clinical setting, we all provide our professional skills in exchange for a sum of money or paycheque at the end of the month. It is important to identify what kind of service we are providing on a day-to-day basis.

Most of us have been to a store, restaurant or business that we have left stating we would never darken their doorway again. More times than not, it is the service provided at the establishment that is the deciding factor, and not the product that was received. Not meeting a customer's expectations for service will quickly lead to their immediate dissatisfaction and lack of future loyalty.

Making people wait extended times in the waiting room, being rude on the phone or during appointments, rushing the client in and out, not giving people the attention that they deserve, not explaining the situation to the client or not listening to the client's concerns are all issues that will make people leave unsatisfied and may cause them to never return. The good news is that these issues can be corrected. Though we are all professionals, we are still in a service industry. What kind of service are you providing?

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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

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President's Report



**Margitta Dziwenka,
DVM, DABT**

President, Alberta Veterinary
Medical Association

RECENTLY I HAVE BEEN THINKING about regulatory processes and, more specifically, audits, inspections, accreditation visits, or whatever process name they have depending on the situation. One of the reasons this has been at the top of my mind is that the University of Alberta just completed its regular Canadian Council for Animal Care (CCAC) accreditation assessment in which our department was intimately involved. This accreditation process includes regular assessments which are conducted every six years, followed by interim assessment visits three years later. These recent assessment duties, along with my roles on ABVMA Council, have increased my thoughts regarding regulatory activities.

The process of preparing for a CCAC assessment visit is quite onerous and a significant amount of documentation must be prepared prior to the actual assessment visit. This includes completing an animal care and use program review form which allows the institution to assess their own animal care and use program. The questions in the review allow the institution to evaluate how the institution's policies and practices align with the CCAC policy statements and guidelines. During the preparation of my department's portion of the documentation, I found myself thinking and saying "Oh, I was going to get that done, started, written down, etc. before this audit." Then came the inevitable feeling of "I am too busy getting my regular day-to-day work done to be bothered to get this all done in a way that stands up to some regulatory bodies scrutiny." Those thoughts quickly left my mind and more rational thoughts moved in,

those being that this is a necessary process to ensure that the use of animals in research is transparent and can stand up to public scrutiny as it inevitably has to.

I am certain that these feelings are not unique to me. I am sure that similar thoughts go through the minds of some members as they fill out their Practice Inspection Practice Standards (PIPS) Quality Assurance Self Verification Guides each year or prepare for a pre-opening or regular PIPS inspection or read the discipline cases in the magazine. Council has decided that the ABVMA Bylaws and the PIPS Bylaw should undergo a review this year, and with that there is always reflection on where these bylaws need to take the profession in Alberta to fulfill the mission and responsibilities of the association. It is important for self-regulating professions to always remember what their legislated obligations are. The Professional Governance unit of the Alberta government works closely with professional regulatory organizations to ensure they serve and protect the public interest. As stated on the government's website, "the Alberta Government delegates certain self-governing responsibilities to these associations to safeguard the Alberta public interest." My belief has always been that we need to take these obligations seriously, because if we do not do a good job fulfilling our responsibilities under the applicable legislation, someone else will most certainly do it for us. Personally, I would much rather have registered veterinarians and registered veterinary technologists govern my profession, wouldn't you?

"...to ensure that the use of animals in research is transparent and can stand up to public scrutiny as it inevitably has to."

COMMUNICATION WITH OUR

members is a responsibility that we continually strive to improve. Council has always recognized the importance of having a straightforward channel of communication to all members. At one time it was simple, but as generations change, along with new technologies, we have been required to adopt various forms of communications.

Originally it was mail and telephone, followed by the bi-monthly *Members' Magazine*, which is the official publication of the ABVMA. As technology settled upon us, we jumped on the leading edge bandwagon with the ABVMA website. We are currently on our fourth or fifth version of the website. The ABVMA E-News continues to be delivered electronically each Wednesday to all members. The E-News is intended to provide timely information to bridge the gap until the next issue of the magazine, and is a quick and easy way to stay current with what is happening in the profession.

The association has further branched out to delivering information to the public and our members in numerous other ways. A public website, the Alberta Animal Health Source, separate from the ABVMA website, was created to become the go-to source of trusted, quality and accurate information for the animal-owning public in Alberta. Like any website, it is always changing, with updates added monthly. The goal is to provide a valued resource that will become more highly regarded than Dr. Google.

The ABVMA is also immersed in several social media platforms with a current presence on Facebook, Twitter, Instagram, LinkedIn and YouTube. Each provides information in a different format. The communication experts tell us that in today's age, different generations use the different platforms at different times and in different ways; to stay connected, we need to be proficient in them all. Of course, snail mail and the telephone remain a part of our communication arsenal. Occasionally, the Canadian Newswire is used to send out press releases to print and electronic media sources.

Council is putting the finishing touches on the ABVMA three-year strategic plan. To deliver and be successful with the strategic plan, we must also have an effective communications plan. Staff at the office will be working to review and refine our current communications plan over the next few months. Members may be surveyed at a later date about the best ways to communicate with you. Please watch for any survey coming your way, and please plan to participate. In the meantime, members are always welcome to send feedback to the ABVMA on the magazine, E-News and social media. Please feel free to reach out to me at: darrell.dalton@abvma.ca.

Thanks for taking time to respond.



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

“...as generations change, along with new technologies, we have been required to adopt various forms of communications.”

Council Highlights



Back Row (Left to Right): Ms. Andrea Edwards, Dr. Chris Belan, Dr. Lisa Lomsnes, Dr. Louis Kwantes, Mr. Alvin Kumlin, Dr. Tye Perrett, Dr. Keith Lehman
Front Row (Left to Right): Dr. Kathy Keil, Dr. Kristen Aarbo, Dr. Karen Allen, Dr. Kevin MacAulay, Dr. Margitta Dziwenka, Dr. Kim Romanufa, Dr. Darrell Dalton, Ms. Darcie Steffler
Missing from photo: Mr. Jim Dobie, Dr. Douglas Freeman

April 19 and 20, 2017

Kim Romanufa, DVM

ABVMA COUNCIL MET AT THE ABVMA office on April 19 and 20. Part of the meeting included a very productive strategic planning session with the chairs of the advisory committees. Thank you to everyone who participated. Your input will help shape the focus of Council for the next year. The strategic planning session confirmed that Council's strategic directions are on track.

There was a lot of interesting discussion at the Council meeting. Antimicrobial Usage and Resistance (AMU/AMR) continues to be a hot topic. Health Canada provides regular updates to stakeholders to prepare them for the upcoming changes in regulations. The ABVMA wants to ensure that veterinarians have the ability and training to meet the new requirements and increased responsibility. In response to upcoming changes, Council approved the Prescribing, Dispensing, Compounding and Selling of Pharmaceuticals Guidelines with input from the post-AGM forum on prescribing and dispensing. This also includes a Memorandum of Understanding (MOU) with the Saskatchewan Veterinary Medical Association that allows veterinarians registered in both provinces to prescribe and

dispense to animals in the other province providing certain conditions are met. Some of these conditions are that the prescribing and dispensing Veterinary Practice Entity (VPE) must be the same entity. The VPE is also subject to inspection and bylaws of both jurisdictions.

The next step will be for the ABVMA to develop a companion document to accompany the Guidelines that includes examples that will clarify a veterinarian's responsibility with respect to prescribing, dispensing, selling and compounding.

The ABVMA participated in the World Organization of Health (OIE) visit to assess the Provision of Veterinary Services (PVS) in Canada. The assessment was conducted at the invitation of the Canadian Food Inspection Agency. In the past, such assessments were primarily used as a tool in directing policy in developing countries. Recently the OIE has visited Australia and now Canada. This will serve as a road map of our current standing, but will also identify areas where we can improve.

Dr. Dziwenka and ABVMA staff met with Minister of Labour Christina Gray. Part of the discussion was regarding Bill

207. This bill has officially expired. As the Minister in charge of our portfolio, Minister Gray is happy with where the association is with respect to informed consent, and agrees there are no plans to resurrect the bill. The Minister assured us that in the future should there be concerns with the *Veterinary Profession Act* or the *General Regulation*, these will come from her Ministry with the awareness of the ABVMA.

There was discussion regarding the prescribing of cannabis and CBD oils for animals by veterinarians. Currently, the understanding is that veterinarians are not permitted as practitioners to participate in this task. There was also discussion by Council regarding the release of private medical record information to peace officers or police by a veterinary clinic. Watch for policy from Council in the near future.

The June Council meeting was held during the road trip to east-central Alberta. A regional meeting was held on Thursday, June 15, in Red Deer. Thank you to the members that attended.

2017 Council

DR. ROMANUFA GRADUATED FROM THE WESTERN COLLEGE OF

Veterinary Medicine in 1995. After graduation she started at the Hermitage Veterinary Hospital where she is currently a partner and continues to practice. Hermitage Veterinary Hospital encourages its staff to be involved in both their community and profession. As a result, she served 10 years on the Practice Inspection Practice Standards Committee and is currently on the ABVMA Council where she is Vice President. She also acts as the Council representative to the Animal Welfare Committee and AAAHT Board of Directors.

She also routinely goes to the Dominican Republic where she combines her passion for the water and veterinary medicine. She spends her mornings at spay, neuter and wellness clinics and her afternoons attempting to kitesurf. In addition to her addiction to water, she loves crazy races and completed the Near Death Marathon in 2016 and is hoping to complete an Ironman70.3 this year.

She is currently owned by a 16-year-old Cairn Terrier, Wongalinga (named after a beach in Australia of course), and a 12-year-old Siberian Husky Frost (a clinic rescue).



Kim Romanufa, DVM
Edmonton Region
WCVM '95

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Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

TWO LETTERS OF COMPLAINT WERE

received about a veterinarian regarding the care provided to two dogs.

In the first case (#12-05), a letter of complaint was received March 14, 2012, regarding the treatment provided to a dog that was presented for a swelling under the mandible. The veterinarian determined that the swelling was due to dental disease and possibly an abscess.

A dental procedure under general anesthesia was performed, during which the veterinarian conducted a dental cleaning with extractions. The veterinarian did not perform radiographs, biopsy the mass or provide a diagnosis of the mass.

The dog was treated with an injection of Metacam® and dispensed Anafen® tablets to be administered at home. The dog was discharged on antibiotics with instructions to return for recheck in one week.

One week later the swelling appeared worse, and the owner attended at another veterinary practice for further workup. The subsequent attending veterinarian performed radiographs which clearly showed severe bone lysis of the rostral left hemimandible. A biopsy of the mass was submitted for histopathology which returned a diagnosis of squamous cell carcinoma.

The dog underwent a hemimandibulectomy.

In the second case (#12-08), a letter of complaint was received on May 22, 2012, regarding the surgical treatment of a dog that was presented to the veterinarian with a torn nail.

The veterinarian diagnosed a broken nail, noting in the medical record:

"Broken nail at base, 2nd digit rt fore paw"

and determined that surgical removal of the nail was necessary. The veterinarian undertook a surgery to remove the nail along with the first phalanx. The medical record noted:

"Removed broken nail along with 1st phalanx"

The dog was discharged with two different medications: an unlabelled syringe filled with off-white liquid that appeared to be Metacam®, and an unlabelled blue pill vial with halved white pills that appeared to be some sort of antibiotic.

The dog remained painful and there was an issue with the foot bandage remaining in place. The dog was rechecked by the veterinarian several days later. Nine days after surgery the dog remained painful and was presented to another veterinary practice for treatment.

The subsequent attending veterinarian determined that the digit was swollen, painful to the touch, and the surgical site was open with bone exposure. Radiographs of the paw showed that the third phalanx of the affected digit had been removed.

The owner was unaware that the third (distal-most) phalanx had been amputated with the torn nail, claiming that she was informed that only the nail would be removed.

INVESTIGATION

An investigator was appointed in accordance with section 28(2)(e) of the *Veterinary Profession Act* (VPA). The report of the investigation was provided to the Complaint Review Committee (CRC) for a determination in accordance with section 33.1 of the VPA. In both complaint cases, the CRC made a decision in accordance with section 33.1(3)(a) to refer the matter to the Hearings Director for a hearing.

HEARING

A Notice of Hearing including the allegations and the date and location of the hearing was issued and served on the member. The member attended consent discussions with members of the CRC. The discussions were initially thought to be successful and a Consent Order was drafted and provided to the members of the Hearing Tribunal. All parties were present and prepared to convene the hearing on February 20, 2013. That morning, the veterinarian attended with newly retained legal counsel who informed the ABVMA that the veterinarian would not be providing an admission of unprofessional conduct or signing the Consent Order.

The hearing was adjourned to September 10-12, 2013. Unfortunately, witnesses were not available and the September hearing date was adjourned by consent to February 25-27, 2014.

In January of 2014, the veterinarian brought forward a motion that:

Complaints Director's Report

- the hearing tribunal order that ABVMA legal counsel be recused
- the ABVMA lacks jurisdiction to proceed as a result of institutional bias, and
- the charges be stayed as a result of undue delay in prosecuting the charges

ABVMA legal counsel agreed to recuse herself in exchange for agreement that the issue of undue delay would not be raised during the proceedings. The February 25-27, 2014, hearing date was adjourned.

ABVMA retained new legal counsel, however the veterinarian brought forward an objection to the new legal counsel. The ABVMA then retained a third law firm with regards to this matter. In addition, legal counsel for the veterinarian was not entitled to practice law in Alberta from May through September 2014.

The hearing convened November 6-7, 2014, and January 6-7, 2015. The hearing was to reconvene on May 22, 2015, however the veterinarian sent an email on May 20, 2015, notifying the ABVMA that his legal counsel was not available to attend at

the hearing. The tribunal ordered that the veterinarian retain legal counsel and notify the Hearing Tribunal of the name of his legal counsel by July 6, 2015, and that the hearing would reconvene within 70 days after July 6. The Hearing Tribunal set down a date of September 14, 2015, which was pre-emptory on the veterinarian.

The veterinarian did not retain new counsel until late August. As a result the September 14, 2015, date was adjourned to November 23-24, 2015. The Hearing Tribunal convened on November 23-24, 2015, and was able to complete the hearing of evidence and final arguments.

In summary, the Hearing Tribunal convened for seven days of hearings on November 6-7, 2014, January 6-7, 2015, May 22, 2015, and November 23-24, 2015.

The Hearing Tribunal provided the following introduction summary in their written decision and reasons.

In response to two letters of complaint received from members of the public, the ABVMA brings 23 allegations of unprofessional conduct against Dr. (redacted), registered general practice member of the ABVMA

and owner of (redacted). The processes and proceedings are mandated under the provisions of the Veterinary Profession Act 2000 (Nov 1, 2010).

Dr. (redacted) testified that there is a conspiracy within the ABVMA to force small independent practices such as his, out of business, and that this conspiracy favors large corporate practices. In particular Dr. (redacted) testified that Indo-Canadian veterinarians are being singled out by the ABVMA and unfairly prosecuted to drive them out of the profession. Dr. (redacted) believes that the conspiracy is headed by Dr. Buote, ABVMA Complaints Director, and involves the collusion of the members of the public that lodged these complaints, and the ABVMA's legal counsel Karen Smith. Dr. (redacted) testified that all of the charges are false and without merit. Each allegation is dealt with below.

And in conclusion wrote:

The Hearing Tribunal does not find any evidence to support Dr. (redacted) claim that these two complaints are the result of a conspiracy orchestrated by anyone in the ABVMA to drive him out of business.

ALLEGATIONS OF UNPROFESSIONAL CONDUCT

Complaint Case #12-05

Failure to Diagnose and Provide Appropriate Treatment

1. That on February 20, 2012, you failed to properly diagnose the dog.
2. That on February 20 and 24, 2012 you failed to offer appropriate diagnostic testing, including x-rays and histopathology.
3. That you failed to appropriately undertake and complete the appropriate dental procedures on the dog.
4. That you failed to properly identify a possible diagnosis of oral neoplasia on the dog.
5. That you failed to provide adequate pain control for the dog subsequent to the dental procedures on February 24, 2012. Specifically, that you failed to identify that the drug combination of Metacam® and Anafen® was inappropriate.

Informed Consent

6. That you failed to obtain appropriate and complete informed consent documentation with respect to the surgical procedure to be performed on the dog.

Communication with Client

7. That you failed to have appropriate communication with the owner with respect to:
 - i) The diagnostic testing available for the dog;
 - ii) The recommended course of treatment available for the dog; and/or
 - iii) Your concerns during surgery on February 24, 2012.

Medical Records

8. That you failed to complete and maintain appropriate medical records with respect to the veterinary medical services provided to the dog including, but not limited to the following:
 - i) That you failed to document reported medical diagnostic procedures offered but declined by the owner;
 - ii) That you failed to accurately record your communications with the client specifically the offering of x-rays and histopathology;
 - iii) That you failed to properly include prescription numbers on the medical record entry;
 - iv) That you undertook surgical procedures performed but not included in the medical record.

Complaints Director's Report

Complaint Case #12-08

Failure to Diagnose and Provide Appropriate Treatment

1. That you failed to provide appropriate treatment in undertaking a surgery to amputate the third phalanx of the second toe due to a torn toe nail.
- *2. That in masking down the dog on April 9 and April 15, 2012, without sedation, you traumatized the dog, thereby causing an animal welfare concern.
3. That you failed to provide appropriate pain control to the dog subsequent to the surgery of April 9, 2012.
4. That you failed to provide appropriate antibiotics.
5. That you failed to provide the dog with appropriate aftercare following the surgery of April 9, 2012.

Informed Consent

6. That you failed to obtain appropriate and complete informed consent documentation regarding the surgical procedure that was to be performed on the dog on April 9, 2012.
7. That you failed to obtain informed consent to administer a general anesthetic to the dog on April 9, 2012.

8. That you failed to obtain informed consent to administer a general anesthetic to the dog on April 15, 2012.

Prescribing and Dispensing

9. That on April 9 and 15, 2012, you failed to properly dispense medication from the veterinary practice entity, and more specifically, that the pharmaceuticals were not properly labelled.
10. That it is the practice of your clinic to provide and dispense medications to clients without appropriate labelling.

Communication with Clients

11. That you failed to communicate to the owner on April 9, 2012, the true nature of the surgical procedure that you undertook.
12. That you failed to communicate to the owner at the time of the dog's discharge on April 9, 2012, the true nature of the surgical procedure that you undertook.

Inappropriate conduct

13. That by requesting the owner to assist you in restraining the dog on April 15, 2012, you made a decision to place the owner and the patient at risk.

Facility

- *14. That you failed to maintain a clean and appropriate clinic room and equipment facilities.

Medical Records

15. That you failed to create or maintain appropriate medical records with respect to the veterinary medical services provided to the dog including but not limited to the following:
 - i) That you failed to complete or maintain appropriate medical records with respect to the attendances of the owners between April 9 and 15, 2012, specifically, the attendance by the owner on April 10, 2012;
 - ii) That you failed to complete or maintain appropriate medical records regarding veterinary-client communications;
 - iii) That you failed to complete and/or maintain appropriate, accurate and legible anesthetic records for April 9, 2012.

*No finding of unprofessional conduct was made on allegations #2 and #14.

FINDINGS

The Hearing Tribunal made findings on 8/8 allegations of unprofessional conduct in complaint #12-05 and 13/15 allegations in complaint #12-08. There was insufficient evidence presented to make a finding of unprofessional conduct in allegations #2 and #14 in case #12-08.

APPLICATIONS

The time that elapsed between the receipt of the letters of complaint to the conclusion of the process arises in part due to procedural matters related to convening the hearing, including availability of legal counsel. Hearing dates were set and adjourned for various reasons on February 20, 2013, September 10-13, 2013, February 25-27, 2014, and September 14, 2015.

The adjournment of the hearing on these dates is regrettable, but was reasonable and necessary in the interest of fairness to the veterinarian.

The tribunal was convened for a total of seven days to deal with these two complaints.

This is more than what is normally required to deal with these types of complaints. In addition to receiving evidence and testimony of witnesses, the Hearing Tribunal was required to decide on several applications brought forward by the veterinarian during the hearing. The following is a summary of the applications and decisions.

1. Application by legal counsel for the veterinarian to compel disclosure of minutes of the meeting of the Complaint Review Committee (CRC) in determining allegations in the Notices of Hearing.

The Hearing Tribunal would agree that there is an obligation in an administrative Hearing to produce all relevant records. The Hearing Tribunal is satisfied that the Notices of Hearing represent the culmination of the discussion by the CRC. The allegations in the Notice of Hearing indicate the threshold was met in the view of the CRC to advance the case to a Hearing. The Hearing Tribunal decides the case based on evidence presented here, fulfilling an entirely different function from the CRC.

Legal counsel for the veterinarian in his reply has made suggestions about evidence not yet supplied by his client. The Hearing Tribunal cannot make decisions based on evidence not yet heard.

We agree with the submission of legal counsel or the ABVMA, that the application by legal counsel of the veterinarian intrudes on the principle of Deliberative Secrecy of the CRC, and that requests for communication between ABVMA legal counsel and the CRC would be excluded on the grounds of solicitor-client privilege. In conclusion, the Hearing Tribunal finds that the minutes of the CRC meeting and the correspondence between ABVMA legal counsel, Karen Smith and the CRC are not relevant or are subject to solicitor-client privilege and therefore not producible. The application is denied.

2. Application by legal counsel for the veterinarian to restrict introduction of letters and communication between the veterinarian and ABVMA legal counsel and the veterinarian and ABVMA Complaints Director.

Complaints Director's Report

Legal counsel for the veterinarian has raised serious allegations through his application and his questions to the Complaints Director suggesting bias and abuse of process on the part of the ABVMA.

There is no evidence before us of such matters, however the questions have been put to the Complaints Director in the context of counsel's advice as to what the veterinarians' testimony will be.

Legal counsel for the veterinarian has concluded his exam of the Complaints Director and ABVMA counsel applies to put certain documents from the pre-hearing consent discussions into evidence. Counsel for the veterinarian objects on the basis that those documents contain prejudicial aspects of the discussions which were made without prejudice when undertaken. We are of the view that the member has, through counsel, raised very serious allegations and we are prepared to give considerable latitude to the ABVMA to respond, to the extent that the consent discussions in question are without prejudice, the member has, through these allegations, waived that privilege. The concern has been expressed that by seeing these documents, the panel will be tainted in its deliberations because it may see concessions on conduct, facts, and sanctions. Like a trial judge faced with admissibility of a document, we are satisfied that we can exercise our discretion independent of what we may see in these documents.

It must be noted that we have not yet seen any of these documents and a precise list has not been described. So far there has been reference to the original Notice of Hearing which is clearly an admissible document. There is reference to a letter from Karen Smith to the veterinarian dated January 31, 2013 which the Complaints Director testifies he has not seen. That letter could be put into evidence during the cross examination of the veterinarian. To the extent that there are emails or other correspondence attendant to this issue between ABVMA counsel, Karen Smith and the member, they can also be put into evidence during the testimony of the member.

This is not intended to be a blanket ruling, as we will deal with other documents as they arise, however we will deal with other documents in a manner consistent with this ruling. The application is denied.

3. Application by legal counsel for the veterinarian for non-suit - Motion to Dismiss

This is an unusual circumstance that we have a non-suit application in the middle of an

administrative hearing where the member is a compellable witness and has yet to testify. The narrow question before us is whether the process can proceed without expert testimony in connection with the allegations described in the Notice of Motion. Professional discipline processes are based upon peer evaluation of professional conduct or professional misconduct. At this point we have not heard all of the evidence on the allegations or the argument of counsel on their merits. It is not clear to us at this point that expert evidence is necessary to assist the panel. The panel is mindful of section 40(2) of the Veterinary Profession Act which empowers the Hearing Tribunal to request an expert to report on any subject we feel is necessary. The motion is denied.

4. Notice of Motion - Institutional Bias

Allegations have been made by the veterinarian that the discipline process of the ABVMA is inherently biased as detailed in the Affidavit and final submission of the veterinarian. The Hearing Tribunal has read these documents as well as the exhibits previously submitted and on record:

- Letter from ABVMA counsel Ms. Karen Smith to the veterinarian;
- Two Notices of Hearing dated January 18, 2013;
- emails between the Complaints Director and the veterinarian January 28, 29, 30, 31, 2013;
- emails between Karen Smith and the veterinarian February 12-14, 2013; and
- emails between Complaints Director and the veterinarian January 24-31, 2013.

The Hearing Tribunal sees clearly from the Notices of Hearing that no additional allegations were added to the Notices of Hearing of September 19, 2014. Karen Smith's involvement in this case extended to the investigative portion and the consent resolution discussions. When this matter was referred to a hearing, Karen Smith's involvement ended. Karen Smith has not been part of this hearing process. The veterinarian alleges in his submission that Karen Smith prosecutes veterinarians and Karen Smith drafts charges against accused veterinarians. Because veterinary members of the ABVMA Council, Complaint Review Committee and Hearing Tribunal are not experts in judicial proceedings, the discipline process of the Alberta Veterinary Medical Association relies on legal opinion and advice to ensure procedural fairness for the member, compliance with the

Veterinary Profession Act and ensure the safety of the public. In the opinion of the Hearing Tribunal this does not give rise to a reasonable apprehension of institutional bias. This Hearing Tribunal has not been privy to the consent negotiations between the ABVMA and the veterinarian, and this tribunal does not have the detailed facts of the case summaries included in the Affidavit or the identity of these members and therefore sees no support of the claim of bias.

This Hearing Tribunal is an autonomous and free standing body, uninfluenced by the Complaint Review Committee. This body acts only on the evidence presented to it. If a member is unhappy with the mediation process, a hearing before a Hearing Tribunal is their right. We find there is no evidence of institutional bias.

With regard to actual bias, the test of reasonable apprehension of bias is, "What would a well-informed person, viewing the matter realistically and practically -- and having thought about the matter through -- conclude. Would he or she think that it was more likely than not that the decision-maker, whether consciously or unconsciously, would not decide fairly?"

The veterinarian's Affidavit contains no evidence of bias on the part of the Hearing Tribunal or members of the hearing. The Hearing Tribunal finds that there is no evidence of actual bias. The application to dismiss is denied.

ORDERS RELATED TO SANCTIONS

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, specifically on 8/8 and 13/15 of the allegations set forth in the Notices of Hearing, the Hearing Tribunal makes the following orders in accordance with s. 41.1 of the Act.

1. A letter of Reprimand shall be issued against the veterinarian relating to each of the matters regarding each dog respectively (two letters of Reprimand);
2. The veterinarian at his own costs shall complete the following continuing education:
 - a) The veterinarian shall be required to successfully complete the Veterinary Medical Records course offered online by Washington State University within 90 days from the date of this Order;
 - b) The veterinarian shall complete an additional 10 hours of continuing

Complaints Director's Report

education in companion animal dentistry within one year of the date of this order.

- c) The veterinarian shall complete an additional 10 hours of continuing education in oncology within one year of the date of this order.
- d) The veterinarian shall complete an additional 10 hours in radiology within one year of the date of this order.
- e) The veterinarian shall complete an additional 10 hours in the area of communication within one year of the date of this order.

This continuing education is in addition to the annual requirement of 20 hours for a registered veterinarian.

- 3. The veterinarian shall arrange for an on-site consultation with a veterinarian recognized by Council as a specialist in anesthesiology and approved by the ABVMA, for the purpose of receiving training in companion animal anesthesia. This training shall specifically address:
 - i. Companion animal anesthesia protocols,
 - ii. Appropriate pain management protocols, and
 - iii. Anesthesia monitoring and recording.

This consultation shall occur within six months of the date of this order, the costs of which shall be paid by the veterinarian. The veterinarian shall be obliged to develop protocols relating to anesthesia, anesthesia monitoring and pain management within 30 days of completing the training. These protocols shall be approved by the specialist in anesthesiology and submitted to the ABVMA Complaints Director.

- 4. The veterinarian's practice shall be subject to practice inspections by a practice auditor approved by the ABVMA twice yearly for a period of one year. These practice audits may be announced or unannounced, and will include a medical records review to determine that all medical records are in compliance with the Practice Inspections Practice Standards (PIPS) Bylaws. The veterinarian shall pay the costs of these practice audits and shall provide any, and all information requested by and to the auditor. The result of the practice audit shall be

provided to the Complaints Director and PIPS Committee and subject to their approval.

- 5. The veterinarian shall pay costs of this matter in the amount of \$80,000.00 within 24 months of the date of this Order, subject to terms satisfactory to the Complaints Director.
- 6. The veterinarian shall pay fines of this matter in the amount of \$4,000 within 60 days of the date of this order:
 - a) \$1,000 for failure to obtain and document informed consent,
 - b) \$2,000 for inappropriate dispensing, and
 - c) \$1,000 for inappropriate conduct relating to placing a client at risk.
- 7. There shall be a publication of this matter in the ABVMA *Members' Magazine* and/or E-News on a "without names" basis.

APPEAL TO COUNCIL

The member submitted a Notice of Appeal to Council January 15, 2016, which requested a stay of the Orders of the Hearing Tribunal. The ABVMA consented to a stay of the orders of the tribunal, which was provided on January 20, 2016.

A Committee of Council (COC) was appointed to hear the appeal which convened on August 29, 2016, to hear argument on preliminary applications including procedural matters and serious allegations against the association. COC dismissed the applications as being without merit.

The COC and both parties agreed at the August 29 hearing that the proceedings would continue November 29-30, 2016. The veterinarian and the ABVMA provided written submissions for the COC.

The ABVMA strenuously denied all allegations and issues raised in the Notice of Appeal.

The veterinarian subsequently requested an adjournment as he once again sought new legal counsel. The COC granted and adjournment of the November 29-30 appeal to March 15-16, 2017.

On the evening of March 14, legal counsel for the veterinarian provided notice that the veterinarian wished to withdraw his appeal. The COC convened on March 15, 2017. The parties advised the COC that the veterinarian wished to withdraw his Notice of Appeal.

The submission of the Complaints Director to the COC was that there were no grounds for appeal, and that the appeal should be dismissed.

The COC accepted the member's request to withdraw the Notice of Appeal, and accordingly dismissed the veterinarian's appeal. The decision of the Hearing Tribunal is upheld.

COSTS

COC noted that that the costs imposed by the Hearing Tribunal were stated to represent approximately half the costs reported by the ABVMA to have been incurred for the hearing. Moreover, while the ABVMA did not seek costs of the appeal, the association incurred further significant costs in responding to the preliminary applications of the veterinarian as part of the appeal, which included serious and ultimately baseless allegations against the association which were dismissed earlier by the COC.

The association also incurred costs of the March 15, 2017, appeal hearing itself given the last-minute withdrawal of the appeal that it was prepared to argue before the COC.

The COC in their decision:

'As was fairly and properly acknowledged by (counsel for the veterinarian) during the appeal hearing the only reason for those costs was (the veterinarian) himself. Although (counsel for the veterinarian) submitted the Member may not have understood what he was doing or the implications of his actions during the appeal, he must nevertheless be accountable for his actions.'

The privilege of self-regulation carries an attendant obligation to receive and deal with complaints from the public about members in accordance with the VPA. The costs of the disciplinary process to the ABVMA in recent years has increased, in large part due to complaint cases such as these.

The actual costs to the ABVMA in dealing with these two complaint cases are:

Investigation	\$ 2,847.86
Complaint Review Committee	\$ 626.65
Hearing	\$ 174, 830.58
Appeal to Council	\$ 51,558.36
Total	\$ 229, 863.45

\$80,000.00 of these total costs has been ordered payable by the veterinarian.

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* Based on *Bordetella bronchiseptica* challenge.

1. Gore T, Headley M, Laris R, Bergman JGHE, et al. Intranasal kennel cough vaccine protecting dogs from experimental *Bordetella bronchiseptica* challenge within 72 hours. *The Veterinary Record*, 2005; 156:482-3

2. Welborn LV, DeVries JG, Ford R, et al. 2011 AAHA Canine Vaccination Guidelines. *JAAHA*. Sept./Oct. 2011; 47:5. Available at: https://www.aaaha.org/public_documents/professional/guidelines/caninevaccineguidelines.pdf. Accessed November 24, 2016

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PIPS Tip

It is practice renewal time with a deadline of July 31, 2017. This is the first year for the online renewal process. The ABVMA office appreciates your patience in learning the new system. Here are two of the most frequently asked questions this year.

1. I can't see the Veterinary Practice Entity (VPE) renewal on my portal. What is going on?

If you can't see the VPE renewal you are not logged into the correct account. Your VPE Portal is separate from your Member Portal, and contains all practice related information (contact information, staff, services, radiology equipment details etc). It is also where the VPE renewal will be completed.

The VPE login cannot be linked to your Member Portal for security reasons. Many VPEs have multiple staff and owners where it could be a privacy breach for information to be linking to Member Portals.

When you are logged in, the top left corner will display "Member Portal" or "VPE Portal" to alert you to which account you are logged into.

The Member Portal contains an individual member's personal information and is where annual membership renewal is completed. For ABVMA members who are permit holders for corporations, the Permit Holder Portal is linked to your Member Portal. If you click on the permit links, you will see it does not ask for login information to access the Permit Portals. Those Permit Portals are for the corporate structure information and for permit renewals (done in November-December with membership renewals).

The permit holder information is linked to the Member Portal for your convenience as some members have multiple corporations and practices, which can lead to a lot of usernames and passwords.

2. Do I need to complete the renewal if my practice was inspected this year?

Yes. There are two separate requirements of the Practice Inspection and Practice Standards (PIPS) Bylaw.

As per the PIPS Bylaw Universal Standard 1: Leadership:

- Each veterinary practice will be inspected and recertified at a minimum of every three years (such inspection may take place without prior notice from the ABVMA).
- Each veterinary practice entity is required to complete a Quality Assurance Self-Verification Guide annually, and submit the required documentation to the ABVMA as requested.
- Annual practice inspection program fees and other fees established by the ABVMA Financial Policy must be paid in a timely manner by all VPEs.

If you have questions please contact: pips@abvma.ca

PROVISIONAL APPROVAL OF NEW VETERINARY PRACTICE ENTITIES (MARCH TO MAY 2017)

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

Practice Name

Hoof and Paw Veterinary Acupuncture Services
 Stanton Equine Veterinary Services
 Alberta Animal Rescue Crew (AARCS) Society Vet Hospital
 Agri-Vet Alberta
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 Northern Lights Veterinary Acupuncture

Location

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 Calgary
 Calgary
 Westlock
 Edmonton
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¹Pereira GG, Fragoso S, Pires E. Effect of dietary intake of L-tryptophan supplementation on multi-housed cats presenting stress related behaviours, in *Proceedings*. BSAVA 2010.

²Beata C, Beaumont-Graff E, Coll V, et al. Effect of alpha-casozepine (Zylkene) on anxiety in cats. *J Vet Behav*. 2007;2(2):40-46.

³Kruger JM, Lulich JP, MacLeay J, et al. Comparisons of foods with differing nutritional profiles for long-term management of acute nonobstructive idiopathic cystitis in cats. *J Am Vet Med Assoc*. 2015;247(5):508-517.

⁴Lulich JP, Kruger JM, MacLeay JM, et al. Efficacy of two commercially available, low-magnesium, urine-acidifying dry foods for the dissolution of struvite uroliths in cats. *J Am Vet Med Assoc*. 2013;243(8):1147-1153. Average 27 days *in vivo* study in urolith forming cats.

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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 louis.kwantes@abvma.ca

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POLICY AND ADVOCACY

CVMA Welcomes New President

The CVMA is pleased to welcome Dr. Troy McPherson as the new CVMA President. Dr. McPherson will serve on the CVMA Council from July 2017 until July 2018. We would also like to take this opportunity to thank Dr. Troy Bourque for his dedication and commitment while serving as President over the past year.

CVMA Welcomes Two Members to Committees

Ms. Christiane Archer, RVT, joined the CVMA Animal Welfare Committee on January 1, 2017, as the Ex-Officio (Registered Veterinary Technologists and Technicians of Canada). The CVMA also welcomed Dr. Serge Chalhoub to the National Issues Committee on January 1, 2017.

CVMA Begins Process to Update Guidelines for the Prudent Use of Veterinary Antimicrobial Medications

In May, the CVMA began initial steps to develop a tool set to provide veterinarians with guidelines to support responsible and prudent use of antimicrobial medications in animals during a planning workshop in Ottawa. Canadian veterinarians, veterinary researchers and educators, government officials and species-group stakeholders working in the areas of swine, poultry, beef, dairy, small ruminants and companion animals participated in the workshop. They are working together to help identify AMU stewardship issues of concern, anticipate content and format needs for veterinary practitioners, address existing information gaps and discuss ways to communicate and engage the new tool set. Funding is provided by Agriculture and Agri-Food Canada via their AgriMarketing Program, supplemented with in-kind contributions by partners including the CVMA and veterinarians.

CVMA Presents Amendments to Health of Animals Regulations (Humane Transportation) at the Standing Committee on Agriculture and Agri-Food

Dr. Michael Cockram, Animal Welfare Committee member, appeared on behalf of the CVMA at the Standing Committee on Agriculture and Agri-Food (AGRI) in April. The CVMA encouraged the federal government to dedicate necessary resources for enforcement, training and research in

order to implement and sustain the proposed new Regulations so as to achieve the desired animal welfare outcomes. The CVMA expressed support for the general direction being taken by the proposed Regulations. However, the CVMA strongly believes **modifications are necessary** to ensure the new Regulations are effective and meaningful in strengthening the humane treatment of animals during transport.

CVMA Provides Comments on the Safe Food for Canadians Regulations

The CVMA provided comments on the Regulations Amending the Health of Animals Regulations (Part XII) Statutory authority Vol. 150, No. 49 in April. Given the CVMA priorities in the area of animal health and welfare and the maintenance of a safe food supply, the association is pleased to see in the proposed regulations the prominent role played by veterinarians in providing professional oversight for meat hygiene including humane treatment, handling and slaughter of animals and inspection of meat products. CVMA provided specific suggestions to the humane slaughter of animals in a letter to Mr. Richard Arseneault, Executive Director, Domestic Food Safety Systems and Meat Hygiene Directorate, CFIA. Visit the news section of canadianveterinarians.net for more information.

SCIENCE AND KNOWLEDGE

Animal Health Week – October 1-7, 2017 Online Ordering Now Open!

The CVMA is proud to have celebrated Animal Health Week (AHW) across the country for more than 30 years. From October 1-7, 2017, CVMA will showcase the concept of 'Animal Welfare.' This year's theme is *Animal Welfare: Safeguarding the Five Animal Freedoms*. It highlights the five basic freedoms animals require to survive and thrive, including: adequate shelter, proper nutrition, appropriate veterinary care, proper socialization and the ability to exhibit normal behaviours. It provides us with an opportunity to remind animal owners of the fundamental elements they are required to provide animals in their care to ensure them healthy and happy lives. You can learn more about AHW and order merchandise online at canadianveterinarians.net. Take advantage of the Early Bird deadline, July 21, 2017, for a

chance win a \$100 Subway gift card! Those who order through the online system will also receive a chance to win additional prizes. Ordering closes August 4, 2017.

PRACTICE AND ECONOMICS

The 2017 Report on Veterinarians in Government, Industry and Academe is Now Available

Every year, the CVMA, in partnership with the Ontario Veterinary Medical Association (OVMA) and the Canadian Animal Health Institute (CAHI), conducts a national survey of Veterinarians Employed in Government, Industry and Academe (GIA). The results enable GIA veterinarians to compare their earnings, hours and benefits with peers. The survey provides a unique opportunity to gather valuable information, ensuring a successful economic future for GIA veterinarians. *The CVMA is in the process of transitioning to a new national veterinary database. Until the transition is complete, member access to restricted website content is unavailable. Please contact the CVMA (admin@cvma-acmv.org) for access to this report. This situation is temporary and we apologize for any inconvenience.*

THE 2016 NEW GRADUATE SURVEY REPORT

Every year, the Students of the Canadian Veterinary Medical Association (SCVMA) report on a survey conducted of new graduates from Canada's five veterinary schools. This report's objective is to inform current DVM students, recent graduates and other veterinary professionals about current Canadian veterinary workforce conditions. Access the report under the news section of canadianveterinarians.net.

VALUE OF MEMBERSHIP

Practice Owners Economic Survey

Visit the CVMA's Business Management Program section of the CVMA website (canadianveterinarians.net/practice-economics/business-management) to access the **Provincial Suggested Fee Guides** and other veterinary economic reports. This section also includes Veterinary Practice Management Articles and a Career and Business Toolkit providing veterinarians easy access to pertinent online resources and information on personal financial management, veterinary business management and client management.



Emerging tapeworm infecting dogs and foxes can also prove fatal in humans.

Tapeworm disease in dogs is not a new story, but there is a new species that is an emerging threat to pets and people.

Echinococcus multilocularis is a tapeworm that lives in the small intestine of foxes, coyotes, wolves and dogs (definitive hosts) and infects domestic dogs (accidental hosts) via ingestion of small rodents (intermediate hosts). Infected dogs shed tapeworm eggs into the environment and are immediately infectious to people and animals.

Unintentional ingestion of eggs by humans can develop into alveolar echinococcosis (AE) and cause parasitic tumors in the liver, lungs, brain and other organs.¹ These cysts grow slowly and may not produce clinical signs in humans for up to 15 years. AE in humans has only a 5% cure rate.² Left untreated, it is usually fatal.³



Human liver infected with alveolar echinococcosis

E. multilocularis in Canada

The number of people infected by *E. multilocularis* in Canada is unknown since the disease does not currently have to be reported to Public Health by physicians. However, at least 12 human cases of AE have been identified since 2001. Many more may be currently infected but not yet showing symptoms.¹ As *E. multilocularis* becomes a greater public health concern, it is more important than ever to discuss this health risk with pet owners. Intestinal infection with *E. multilocularis* in dogs can be treated with dewormers containing praziquantel, such as Drontal® Plus. If the dog is currently being treated with Advantage Multi®, Droncit® will add tapeworm control to your treatment plan. Droncit® and now Drontal® Plus are both approved to treat and control *E. multilocularis* in dogs.

For more information, contact your Bayer Sales Representative, call 1-888-663-5326, or visit AnimalHealth.Bayer.ca.

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¹Massolo A, Liccioli S, Budke C, et al. (2014). *Echinococcus multilocularis* in North America: the great unknown. *Parasite*. 21:73.

²Kern P, Bardonnnet K, Renner E, et al. (2003). European echinococcosis registry: human alveolar echinococcosis, Europe, 1982-2000. *Emerg Infect Dis*. 9(3):343-349.

³Parasites – Echinococcosis: General Information. Centers for Disease Control and Prevention website. Available at: <http://www.cdc.gov/parasites/echinococcosis/index.html>. Accessed March 16, 2017.

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Dean's Corner – UCVM Dean's Report



**Baljit Singh, BVSc & AH,
MVSc, PhD, FAAA**

Dean, University of Calgary –
Faculty of Veterinary Medicine



UCVM HAS SIGNED A CO-ORDINATION

Agreement with Olds College, opening doors for the two academic institutions to work together on veterinary teaching, learning and research initiatives.

The agreement supports our faculty's strategic commitment to strengthen our community connections and serve Alberta's rural communities and its food production and equine industries. It also makes possible initiatives and programs such as student practicum rotations, research space and equipment sharing, collaboration between researchers, and opportunities for UCVM graduate students to teach animal health technology students at Olds College. The intent is to find ways to meet common needs while maximizing the use of resources to the best advantage of both schools.

"This new agreement with Olds College creates great collaborative opportunities between our institutions that will benefit the entire province and our students," says Dru Marshall, provost and vice president (academic). "It aligns with the principle of co-ordination, one of the key system principles of the adult learning system in Alberta, and fits with our renewed commitment to the three foundational pledges of our Eyes High strategy: to sharpen focus on research and scholarship, enrich the quality and breadth of learning, and integrate the university with the community."

"Through our partnership with the University of Calgary we will create enhanced learning opportunities for our students, while working together to advance applied research in animal sciences," says Jason Dewling, vice president academic and research at Olds College. "The partnership also provides great alignment with our Beyond Campaign, as we look to redefine animal health technology programming by establishing a world-class learning environment that will provide state-of-the-art facilities, year-round training, industry integration and the implementation of a unique instructional model."

In little more than a decade, UCVM has become a success story through innovative, community-based education, excellence in research and strong partnerships. There's a need for proactive work to manage current and emerging issues around the health and welfare of food-producing animals through education and targeted research. This new partnership with Olds College enhances our ability to support and respond to the needs of Alberta's agricultural community.

I always look forward to your comments and suggestions on further strengthening UCVM's programs to deliver on its mission.

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Dean's Corner – WCVM Dean's Report

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

Equine ICU and foal centre opens: The Rae-Dawn Arabians Equine Intensive Care Unit and Foal Centre celebrated its official opening on May 26 with its two major supporters — Murray and Shirley Popplewell. The Saskatoon horse breeders donated \$200,000 toward the centre's development. WCVM specialists will use the dedicated intensive care unit for critically ill or injured horses in need of specialized and round-the-clock monitoring. The centre's design also accommodates the special needs of hospitalized mares and foals. The new facility will benefit post-surgical equine patients and cases that require long-term critical care.

Gift helps to purchase equine model: A life-sized equine model will soon join the list of resources in the BJ Hughes Centre for Clinical Learning — thanks to a \$50,000 gift from the Equine Foundation of Canada. The horse model will help veterinary students learn more about the species' abdominal anatomy and how to identify abnormal digestive issues that can lead to colic. Bob Watson, president of the national charity, presented the cheque during one of the college's public equine education events on March 30, 2017.

Teaching excellence: WCVM professor and veterinary pharmacologist Dr. Trisha Dowling was a recipient of the 2017 University of Saskatchewan Provost's College Award for Outstanding Teaching this spring. This annual award series recognizes an outstanding teacher in each U of S college. Beyond her teaching and research work, Dowling is well known for her development of "Mindful Veterinary Practice," a third-year elective course that promotes the understanding and practices of mindfulness exercises. The popular professor has also played an integral role in developing the college's new veterinary social work program.

Graduate research award: PhD student Arinjay Banerjee is the 2017 recipient of the U of S Graduate Students' Association award for interdisciplinary research excellence. Banerjee, who is part of Dr. Vikram Misra's

bat zoonosis lab team in the college's Department of Veterinary Microbiology, is investigating how bats survive viral infections such as Ebola virus and coronaviruses. Banerjee is a graduate of the university's Integrated Training Program in Infectious Diseases, Food Safety and Public Policy, and regularly collaborates with colleagues in different disciplines to investigate One Health-related problems.

Research excellence: Dr. Maud Ferrari, an associate professor in the WCVM Department of Veterinary Biomedical Sciences, received the U of S New Researcher Award at the university's Spring Convocation on June 8, 2017. Ferrari's research interests focus on behavioural, cognitive and evolutionary ecology. Her lab team also studies how environmental change affects the ecology of predator-prey interactions.

One-Health student conference: Once again, the WCVM is playing a key role in the U of S One-Health Leadership Experience (OHLE) that will take place from Aug. 25-27, 2017, in Saskatoon. The three-day event helps to introduce first- and second-year health sciences students to the concept of One Health and interprofessional collaboration. This year's lineup of speakers includes Dr. Howard Njoo of the Public Health Agency of Canada, Dr. Margaret Khaitisa of Mississippi State University and Kelly Russell of AUDEAMUS, a Canadian organization that helps to train certified service dogs for members of the military service who suffer from post-traumatic stress disorder. Two OHLE alumni — Dr. Lonnie King of The Ohio State University and Dr. Elizabeth Mumford of the World Health Organization — will also be part of the 2017 event. For more information, visit www.usask.ca/wcvm/ohle.



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



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



Ms. Claudia Koch

WCVM Class of 2018
ABVMA Student Representative
2016/2017



Western College of
Veterinary Medicine

WCVM Student Article

SCHOOL IS OUT FOR SUMMER, BUT WCVM students aren't slowing down! We wrapped up another year of classes in early May. Our first-year class finished with their clinical skills objective structured clinical examinations, which is a new addition to the curriculum. They were able to use the new skills lab to practice for this exam, and will be able to further develop these skills over the summer. Congratulations to the class of 2020 on a successful first year! The interview process is currently taking place, so our current first-year students are making plans to welcome the new class to WCVM.

The second-year class also deserves congratulations for completing a busy academic year. After many exams, they were ready for the summer break. Many students in their class are busy with summer jobs, both at the college and in private practice. A group of students is participating in Global Vets, where they are volunteering with international animal health projects.

My class is looking forward to our final year, and many members of our class have already started fourth-year rotations. There are a variety of summer rotations offered in the small and large animal clinics, as well as at Atlantic Veterinary College and University of Calgary Veterinary Medicine, a remote clinical practice rotation in Northern Saskatchewan, and many more. Students have also set up externships all over Canada and internationally. We are extremely excited for our fourth year, and for the opportunity to be more involved in the clinics.

Congratulations to the veterinarians of the WCVM Class of 2017! Their graduation took place on June 8 at TCU place. It was

bittersweet, as many students are leaving Saskatoon. However, everyone is moving on to exciting new opportunities. We wish their class the best of luck in future endeavours! Look for new WCVM grads in clinics throughout Alberta.

Visitors to the college will notice the beautiful new mural downstairs, painted by Jasyn Lucas and Nicole Brightnose from Thompson, MB. The mural depicts the spirit animals of the seven sacred grandfather teachings. This is part of the Indigenizing WCVM initiative, and raises awareness of the Indigenous connection to animals. The initiative also included a speaker series this past semester, which was very informative for all who attended.

An exciting addition to the WCVM Large Animal Clinic is being established: The Rae-Dawn Arabians Equine Intensive Care Unit and Foal Centre. This facility will be used to provide high-quality monitoring and treatment to mares and foals, as well as other horses. The facility will be designed to provide efficient care and make the experience as comfortable as possible for both patients and clients. This amazing facility is possible because of an extremely generous donation from long-term clients of the WCVM. This will be a great opportunity for all the students who can learn from the care that will be provided to patients in the facility.

Thank you for reading my articles this year, and for the opportunity to serve as the senior ABVMA student representative. Next year, Nolan Chalifoux will continue to provide student updates from the WCVM. I am sure it will be another great year at the college!

UCVM Student Article

I HOPE THAT EVERYONE HAS BEEN having a wonderful summer and enjoying the beautiful weather. The students at UCVM are making the most of the summer weather but are still working hard in various places across Alberta, Canada and the globe.

As I mentioned in my last article, many students are spending their summer working at veterinary practices across Alberta. Students are also participating in externships across North America. These externships provide the unique opportunity to experience several different clinics, practise skills learned in school, and assess potential locations for internships and employment in the future.

A group of second- and third-year students have been working throughout the summer to plan the second annual UCVM Student Wellness Weekend, which will take place in October. This new and important event at UCVM takes many months of students planning and relies heavily on the generous sponsorship of the veterinary community.

The students who are working for UCVM this summer have been very busy with the veterinary camps. These camps run four times throughout the summer and are for students in grades 7-9. The camps provide an opportunity for us as veterinary students to inspire and teach the younger generation about veterinary medicine. As well as running the veterinary camps, these students also attend the Calgary Stampede and Spruce Meadows.

At Spruce Meadows, students set up an equine educational booth and teach elementary students about equine parasites, anatomy, dentistry and horse performance. The booth is open to the public on the weekends during Nationals. These students then set up a slightly different UCVM booth at the Calgary Stampede. This booth includes various anatomy specimens, such as a cow's rumen, and our educational simulators. For example, one of the simulators allows the public to experience what it is like to palpate a

cow and another simulator lets people try and pull a calf. The goal of the booth is to interest the public in veterinary medicine and tell them about the wonderful veterinary program that has been established at the UCVM.

Numerous students have been working hard throughout the summer on research projects taking place at the University of Calgary. These students participate in the Student Undergraduate Research Experience Program. This program gives funding for students working in research and provides students with the opportunity to work in this field of academia without the pressures of graduate school. As part of the program, students will present their summer research as either a poster or presentation at the end of August.

The fourth-year students, including myself, have now been out on rotation for several months. I for one am thoroughly enjoying my time in the DVLC and cannot believe how many interesting cases I have seen in such a short amount of time. The veterinarians and staff members have welcomed us to their clinics and have been great mentors. It feels amazing to finally be out of the classroom, seeing cases and continuing our education with hands-on learning.

As one class graduates and leaves UCVM, another class is welcomed through its doors. Dr. Baljit Singh has been contacting and welcoming a new group of eager students to UCVM. These students have all worked hard toward the goal of being accepted into veterinary school, and will have their dreams come true when they start at UCVM in September.

This is my final article for the *ABVMA Members' Magazine*. I have enjoyed sharing with you the activities that students at UCVM have been participating in over the past year. Thank you for reading my articles and I look forward to reading Katy White's articles in the UCVM Student's Corner over the next year.



Ms. Amelia Whitelaw

UCVM Class of 2018
ABVMA Student Representative
2016/2017



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



Fort McMurray Wildfires — One Year Later

Reflecting on the Contributions of the Veterinary Community in Alberta

Cary Hashizume, DVM

THE WORLD ASSOCIATION FOR DISASTER AND

Emergency Medicine (WADEM) is an international professional association whose mission is the global improvement of emergency health care, public health, and disaster health and preparedness. To this end, WADEM promotes evidence-based best practices for disaster preparedness across multiple disciplines, including medicine, nursing, psychology, sociology, pharmacy, veterinary medicine, governmental organizations and non-governmental organizations.

In April 2017 I attended the 20th WADEM Congress on Disaster and Emergency Medicine. The congress included plenary speakers, panel discussions, workshops, and a core scientific program presenting developments and guiding principles within disaster and emergency health. A full-day track dedicated to veterinary medicine and animal care featured presentations from Japan, Turkey, the US and Canada. Speakers shared a wide range of disaster planning

and response experience, including flood-related injuries to horses, mental wellness of animal health disaster responders and experiential, collaborative learning for veterinary students, veterinarians and other animal stakeholder groups engaged in disaster response.

Four presentations focused on animal evacuation and veterinary care in response to wildfires. On behalf of the Alberta Veterinary Medical Association (ABVMA), I delivered two presentations regarding the ABVMA response to the Fort McMurray wildfire. One presentation provided an overview of the immediate response to the need to retrieve, evacuate and reunite pets that were remaining in homes following the evacuation of Fort McMurray. This overview included the care of animals in Fort McMurray prior to transportation to Edmonton, including shelter in place, retrieval from homes and examination by a veterinary professional. I also reviewed how the Government of Alberta, Alberta Society for the Prevention of Cruelty

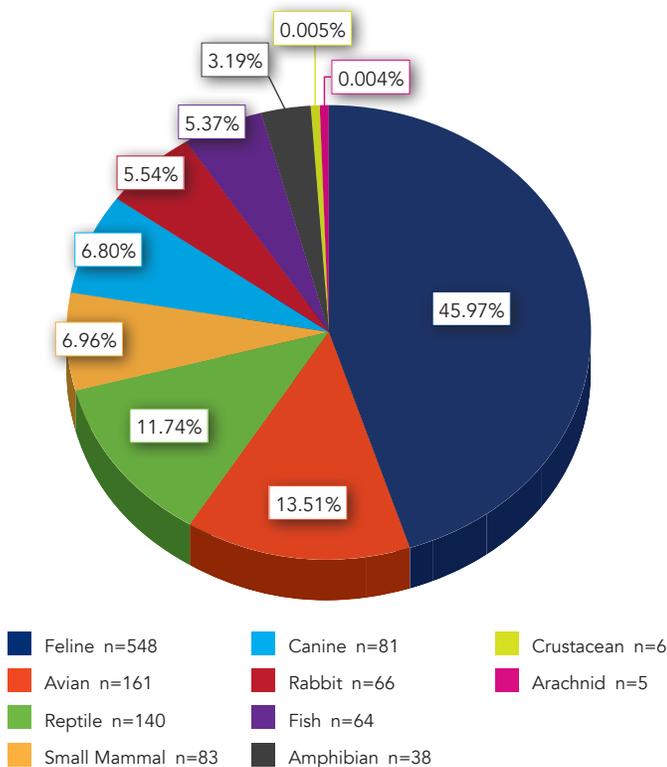


“Seventy-eight veterinarians and 73 veterinary technologists contributed more than 2,500 hours of volunteer professional service...”

to Animals and the ABVMA worked to secure and establish a facility, supplies, protocols, records, volunteer veterinary professionals and auxiliary volunteers within 60 hours. The early engagement and active participation of stakeholder organizations, including but not limited to the Alberta Spay Neuter Task Force and the Edmonton Humane Society, was essential to the planning and implementation of the People and Animal Reunification Centre (PARC), a short-term animal housing and veterinary care facility in Edmonton.

The second presentation elaborated on the 24-hour veterinary care provided to companion animals at PARC. Arriving in groups ranging from 2 to 251 animals, a total of 1,192 animals were transported from Fort McMurray to PARC between May 9 and May 19, 2016. On arrival at PARC, each animal was examined by a veterinarian, provided with species-appropriate food and shelter, and received veterinary medical care if necessary. PARC provided short-term housing for a wide variety of species; 81 dogs and 548 cats composed just over 52% of all animals (Figure 1).

Figure 1. Evacuated animals – inventory by animal type



Total Number = 1,192

Seventy-eight veterinarians and 73 veterinary technologists contributed more than 2,500 hours of volunteer professional service at the PARC. This service included physical examination, oversight of the health of all animals at PARC and on-site medical care. The majority of animals received at PARC were in good health, due in large part to the care provided by veterinarians and technologists in Fort McMurray prior to transportation. As shown in Table 1, 297 of 1,192 animals (24.92%) required veterinary medical care. Of these pets, 232 animals received care at PARC, and 65 animals in need of diagnostic or treatment beyond minor medical care were moved to six Edmonton-area veterinary hospitals (Table 1).

Table 1. Overview of animals requiring medical care

	Medical care		On-site care at PARC		Off-site care at local veterinary hospitals	
	# animals requiring medical care/ population	%	# animals	%	# animals	%
Feline	207/548	37.77	168	30.66	39	7.11
Canine	30/81	37.04	16	19.75	14	17.28
Rabbit	15/66	22.73	14	21.21	1	1.52
Reptile	27/140	19.29	23	16.43	4	2.86
Small mammal	10/83	12.05	8	9.64	2	2.41
Avian	8/161	4.96	3	1.86	5	3.10
Fish, arachnid, amphibian, crustacean	0/133	0.00	0	0.00	0	0.00
Total	297/1,192	24.92%	232/1,192	19.46%	65/1,192	5.45%

Spanning across all animal types, dehydration was the most common cause for requirement of medical treatment. While cats and rabbits were often treated for hyporexia and upper respiratory tract disease, gastrointestinal signs (vomiting and diarrhea) were prevalent among dogs. Engagement of veterinary professionals in the rescue, transportation, housing and veterinary care of evacuated animals was instrumental to the successful reunification of 86% of animals by May 20, and 97% of animals by June 30, 2016.

I attended presentations from other professional fields; common themes across presentations included the critical need to recognize and take steps to mitigate psychosocial stress during and after

a disaster, the link between disaster planning/preparation and community resilience (the ability of a community to respond, accommodate, transform, and recover from a disaster) and the effects of climate change on the frequency and severity of natural disasters.

Other principles arising from the congress included:

- the pivotal role of disaster planning. While you cannot plan exhaustively for every outcome, planning and training (via tabletop or simulation exercises) will result in more positive outcomes for the community and for those responding to a disaster.
- the importance of collaborating with other organizations, stakeholders and professions. Most disasters will encompass a scope beyond that which one organization can cope. In advance of a disaster, establishing strong working relationships between organizations can ease communication and enhance trust, mutual respect, and efficient team work during response to a disaster.
- the essential need to include animals in emergency management plans and responses. Addressing the needs of animals during disasters is crucial, not only for the welfare of the animals but also for the safety of the animal owner and those involved in disaster first response.

In closing, the WADEM congress was an excellent opportunity to learn about best practices in disaster preparedness, to exchange ideas about disaster medicine and to share the ABVMA response to the Fort McMurray wildfire with international colleagues. I would like to offer my heartfelt gratitude to the many veterinarians and veterinary technologists in Fort McMurray, Edmonton, and cities and towns across the province who provided essential veterinary



care to animals following the evacuation of Fort McMurray. Thank you for your compassion, generosity of time and expertise, and dedication to the health and well-being of thousands of displaced animals and animal owners.

ABVMA Membership Matters

APRIL 2017

Veterinarians

Transfer Active General to Time Limited

Dr. Alana Shrubsole-Cockwill, #3203
Dr. Maurice Smith, #3053

Effective Date

January 1, 2017
January 1, 2017

Transfer Active General to Non-Practicing

Dr. Jamie Lecky, #2774
Dr. Amber Johanson, #3237
Dr. Tathiana Lima Anacleto, #3363
Dr. Mandy Buisman, #3282
Dr. Timothy Slemple, #1814

Effective Date

February 4, 2017
March 18, 2017
March 1, 2017
April 1, 2017
January 1, 2017

Transfer Non-Practicing to Active General

Dr. Letitia Chow, #2776
Dr. Mark Obinwa, #3221
Dr. Susan Emerson, #2919

Effective Date

March 15, 2017
May 22, 2017
March 13, 2017

Transfer Non-Practicing to Time Limited

Dr. Henry Gauvreau, #925

Effective Date

February 16, 2017

Re-Instate Time Limited

Dr. Eric Doig, #1651

Effective Date

March 3, 2017

Registered Veterinary Technologists

Transfer Active General to Non-Practicing

Caitlyn Axworthy, #1853

Effective Date

February 4, 2017

Transfer Non-Practicing to Active General

Raelynn Elliot, #2760
Tina Deines, #945
Taylor Budding, #3566
Melanie Lefebvre, #3306
Diane Garberg, #3092
Dana Schwerdt, #2762
Heather Stolz, #1763
Elisabeth Zabori-Blazquez, #1942

Effective Date

February 14, 2017
February 15, 2017
February 2, 2017
March 8, 2017
March 23, 2017
March 17, 2017
May 1, 2017
April 11, 2017

Reinstate Active General

Marti-Jolene Oltman, #1448
Heather Bundschuh, #1430

Effective Date

February 8, 2017
April 13, 2017

Cancelled Provisional to Active General

Janessa Brewin, #3264

Effective Date

March 3, 2017

Permits to Practice

Permit to Practice Approval

S. Barthelemy Veterinary Corporation
(Dr. Sarah Barthelemy #3220)
2031703 Alberta Ltd
(Dr. Skylar Bieleny #3304, Dr. Jennifer Bieleny #2862)

Effective Date

March 17, 2017
March 21, 2017

Cancel Permit to Practice

1372326 Alberta Inc. (Dr. Karla Huber #2119)

Effective Date

Feb 10, 2017



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Erin Livingstone, RVT

President, Alberta Association of
Animal Health Technologists



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

2017 CONTINUES TO BE A YEAR OF

positive growth for Alberta's RVTs. I represented the AAAHT Board of Directors as Ex Officio to Council in April. It was phenomenal to witness our RVTs on Council voting and having a say with decisions affecting all of our members. It truly is a proud time to be an RVT in Alberta, and to have such a fantastic partnership with our regulating body, the ABVMA.

This past spring, our sister association in Manitoba took an exciting step in the direction of helping to unite provincial technologist associations across Canada. The Manitoba Technologist Association is now known as the Manitoba Association of Veterinary Technologists, or MAVT. After questions and communications from the AAAHT members, the discussion has been brought to review our operating title to make us more recognizable to the public, as well to unite all associations across the country as veterinary technologist associations. With that, the Board of Directors has put forth a survey to see what the consensus is with our members. We thank you for taking the time to participate in this highly impactful survey. If you have questions regarding this, please reach out to myself, at admin.aaaht@abvma.com.

The AAAHT is also hard at work planning for CanWest, the 2018 budget, policy reviews and our Annual General Meeting (AGM). On top of this, we are continuing to search for different ways to support our members. This fall when AAAHT members receive their AGM packages, be sure to watch for corporate discount cards from Mark's Work Warehouse. All AAAHT members are eligible to receive discounts from Mark's with these cards. This will help with the cost of scrubs, shoes, work out wear and even winter wear. We are also looking into corporate memberships with fitness facilities; stay tuned for this! A big thank you to our Executive Director Vanessa for leading this.

We've also put on some exciting CE this year, with the wildlife seminars and the hematology wet labs.

If you are an AAAHT member and want to get involved in your association, please reach out to myself or Vanessa at admin.aaaht@abvma.com.



2017 AAAHT Board of Directors:

Left to Right

Ms. Fiona Kowalczyk, Ms. Karen Lesnick, Ms. Elly Paslawsky, Ms. Vanessa George, Ms. Penny Steffen, Ms. Linda Glasier, Ms. Andrée-Ann Thivierge, Ms. Erin Young, Dr. Kim Romanufa

Missing from Photo

Ms. Erin Livingstone, Ms. Nicole Olivier, Ms. Theresa McDermott, Ms. Kelsey Chymist, Ms. Karen Melnyk

AAAHT 2017 Student Awards

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

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

The student receiving a AAAHT award must also:

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

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

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

CONGRATULATIONS TO THE 2017 AAAHT STUDENT AWARD RECIPIENTS!



LAKELAND:

AHT Award: Shanelle Twigge
AHT Award: Jenessa Driessen
VMA Award: Paige Wilson



GPRC FAIRVIEW:

AHT Award: Dusty Martin
AHT Award: Erin Shackleton



NAIT:

AHT Award: Heather McGrath
AHT Award: Jessica Sirovyak
VMA Award: Adam Marchand



OLDS:

AHT Award: Jaclyn Duursma
AHT Award: Miranda Little
ONLINE AHT: Jaclyn Steinhauer
ONLINE AHT: Kathryn Baumber
VMA Award: Marissa Lemay

RVTTTC, sponsored by Pet Plan, provides five student bursary awards nationwide. We are pleased to congratulate our own second-year AHT student, Keegan Gier from Olds College for being awarded one of these bursaries.

Communications Committee Update

FOR THE SECOND YEAR

in a row, the AAAHT was invited to attend the VCA Conference in Calgary, hosted on April 30. Our AAAHT president, Erin Livingstone, along with Communications Committee member Amanda Kusch and association volunteer Hannah Ferguson, enjoyed being able to interact with so many of our association's technologists, as well as other various team members, from front-end staff to assistants and veterinarians.



Keynote speaker, Dr. Andy Roark, practicing veterinarian, international speaker, author and media personality, stopped by our booth before his talk, "How to Drive Change in Your Practice (Even if You're Not the Boss)." It was a fantastic day that included various CE lectures, chair massages and engaging our association members. Thank you again to VCA for extending the invitation, and we hope to see everyone again next year!

CE Committee Update

THE AAAHT WAS HAPPY TO BE ABLE TO HOST

Ms. Kim Blomme, RVT, CWR, for several CE sessions on wildlife rehabilitation. The lectures were hosted in Olds, Edmonton and Grande Prairie during April and May. Kim touched on the basics of many topics, including legalities around rehabilitating wildlife, identifying species and proper handling and care for young wildlife that is orphaned or injured. We had a fantastic turnout at each location and would like to thank Kim, as well as all of our attending members, for making this possible.



Interview: Sara Vold, RVT

SARA VOLD GRADUATED FROM LAKELAND COLLEGE IN 2007

with her AHT Diploma. Since she was a little girl, she has been fascinated with animals and her goal was always to become a veterinarian. After volunteering in a small animal practice during junior high, she decided to pursue the technologist route instead. Shortly after obtaining her AHT Diploma, she enrolled at the British Columbia College of Equine Therapy and achieved her Equine Sports Therapy Diploma, before pursuing the Equine Body Worker Program through Equinology. Sara continues to attend countless hours of continuing education to maintain certification with the AAAHT, as well as the International Equine Body Workers Association.

In addition to a decade of service in veterinary medicine, she has also been in competitive show jumping for over 20 years. She shares her home with a variety of furry family members and is a self-professed fitness freak who can often be found outdoors running, hiking or riding.

We had the pleasure of interviewing Sara and learning more about the world of equine body work.



Image credit: Aldona B Photography

What made you want to pursue a focus on equine body work?

I worked with Dr. Chad Hewlett with Energy Equine Veterinary Services during my AHT internship. During this time I learned what to look and feel for when assessing a horse. I also helped evaluate thousands of ultrasound and radiography images, and learned the meridians of the horses' body that correlated with joint pain. I wanted to continue to learn and grow in this field, and the point came where Dr. Hewlett was no longer able to provide me with the answers I was asking. He directed me to Tina Watkins with Inhand Equine Therapy, and after shadowing her a few times my interest sparked and I wanted to further my knowledge of the equine anatomy, biomechanics, gait phases and muscle function.

Can you describe what a typical appointment for an equine patient involves?

My practice is mobile, and I often travel to see my clients and patients. An initial assessment is often done with the trainer, owner or barn staff. I assess gait and lunge or round pen work, and take video footage for the horse's file for comparative resources down the road. With the client, we create a priority list, such as pain, weakness/strengths, or any other major concerns the client has. Using different modalities, such as acupressure, myofascial release, essential oil

therapy and sports massage therapy, I work on the horse's whole body or confined areas depending on the specific problem. Once I have completed my assessment and body work, I make recommendations for specific stretches and under saddle exercises that are custom to that specific patient. There are also times that I will contact other members of the wellness team for help or guidance as well, such as farriers, veterinarians and DVM/DC chiropractors.

What kind of injuries/conditions do you address with equine body work?

I only address soft tissue related injuries. Day to day I work with fatigued tissue, overexerted tissue, weakness or muscle, and over/under development of certain muscle groups. When conditions are addressed properly, you will obtain faster recovery time, increased joint range of motion, decreased pain response, increased stamina and decreased fatigue.

What recommendations could you make for someone that is interested in pursuing certification in equine body work?

I always suggest that people do their research, including talking to local certified and insured body workers. I also recommend that people look into the International Equine Body Workers Association (IEBWA). This association ensures their members are properly educated, requires

maintained continuing education credit, and follows a very regimented Code of Conduct and Constitution.

What recommendations could you make for someone recommending Equine Body Work for his or her patients?

As above, I always recommend that people do their research. Since this is not a regulated industry, there are provincial schools that address modalities that are not within the scope of practice of a body worker. These schools certify their students yearly, misinforming them of veterinary medicine and provincial bylaws. Looking at IEBWA accredited members ensures that the body worker you recommend is following a strict Code of Conduct, Code of Ethics and Constitution that regulate what a body worker is allowed to say and do, and what, according to the veterinary bylaws, we cannot do. The IEBWA also insures that all of their members stay within their parameters of work and do not diagnose, prescribe, provide chiropractic treatments or perform any treatments that puncture the skin. This is taken very seriously to maintain a unified working relationship with body workers and veterinarians.

Communication Corner

Speak to the Heart, Not Just the Head



Jayne Takahashi, DVM, MBA
Communication Leads

PET OWNERS USUALLY DETERMINE the quality of your veterinary care and services by how they feel about you and the rest of your team. The questions they are asking when interacting with you are: 1) Do you care about my pet? 2) Do you care about me? 3) Should I trust you? Their level of trust in you and their loyalty to the practice is not based purely on rational reasons; it is also greatly influenced by the degree of the emotional connection that a client has with the veterinary team. People do business with people they know, like and trust.¹

The Gallup Organization discovered that emotionally engaged customers are three times more likely to recommend a company, product or service. They are also three times more likely to re-purchase from that company, are less likely to shop around and are less price-sensitive.² Every touch point in the practice should move beyond a simple transaction based level of service and should contribute to establishing a relationship with your clients.

As I have often mentioned in my previous articles and seminars, my personal motto is to “HUA” every client! In reality, we all want to be “HUA’ed” — that is, to be **Heard, Understood and Acknowledged**. This requires active patient listening with honest expressions of empathy and an accurate reflection of your understanding of the message being shared with you. A pet owner wants to know that their pet’s care is being driven by real people, not hospital policies, handouts, emails and websites.

Your interactions should be a balance of clear, rational explanations (speaking to the head) and sincere appreciation for the client’s emotional state (speaking to the heart). Emotional memories are particularly “sticky” — one tends to have very strong memories and retain more details about emotionally charged situations than a less affecting scenario. This can create a considerable degree of trust when supportive, understanding, individualized and compassionate care is provided. Think of the emotional expressions of deep gratitude received from families after you have supported them during their time of loss. Think of your own emotionally charged memory. You will likely re-live the same emotions and remember a great deal of detail about the situation. A word of caution: this same degree of stickiness applies to negative emotional memories as a result of feeling more like a number than a valued client or as a result of a poorly managed interaction.

While not all clients will want the same degree of emotional connection associated with a business relationship, there are common features that should be a part of every conversation that go beyond the factual presentation of information:

1. Personalize your greetings and conversations. Use the name of the person and the pet. Ask about the client as well as the pet. How will you know what is important to your client if you don’t take the time to get to know them? Make note of any facts or details that will help you personalize future conversations.

2. “Humanize” the hospital visit by genuinely relating to the specific viewpoints, needs and expectations of your client on an individual basis. Link the benefits, results and reasons for your recommendations to the most pressing concern for the pet owner.
3. Show and express how much you care **BEFORE** explaining how much you know. Be open to the questions and needs of your client first, and then share your knowledge.
4. Your relationship should not stop at your clinic’s door. How you follow up, especially after a problem is solved, lets your client know that you continue to value this relationship. Maintain and enhance your connection with the skilful use of social media and community involvement. Post photos, stories, blogs that show the personality of your practice and show what your team loves to do for pets. Your images and words should stir an emotional response.

Don’t overthink all of this. If you take a genuine interest in the other person, it will show, and you will have established the grounds for a positive emotional connection that will drive how often and how long you will continue to see your client.

1. Bob Burg, author and speaker

2. McEwen William J, Fleming John H; Customer Satisfaction Doesn’t Count, Business Journal March 13, 2003

Keeping You Current

2017 Canadian Veterinary Medical Association (CVMA) Convention

July 13–16, 2017, PEI Convention Centre, Charlottetown, PEI

In collaboration with the Registered Veterinary Technologists and Technicians of Canada (RVTTTC), 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; email: conventions@cvma-acmv.org or visit the website www.canadianveterinarians.net/science-knowledge/annual-convention

2017 CanWest Veterinary Conference

October 14–17, 2017, Fairmont Banff Springs Hotel and Conference Centre

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

Canadian Basic Veterinary Acupuncture Course

The Association of Veterinary Acupuncturists of Canada is holding Basic Veterinary Acupuncture Certification Courses in Toronto between October 2017 and February 2018. Please go to their website www.avacanada.org for more details.

CVMA Emerging Leaders Program-Sponsored Attendees from Alberta

Congratulations to Dr. Amanda Evans and Dr. Kendra Doornenbal, the ABVMA members selected for sponsorship to attend the CVMA Emerging Leaders Program. Dr. Evans will attend as the ABVMA sponsored attendee and Dr. Doornenbal will attend as the CVMA sponsored participant. The Emerging Leaders Program will take place July 13 and 14 at the CVMA Convention in Charlottetown, PEI.

In Memoriam

Walter (Doc) E. Skaskow, DVM | March 7, 1927 - February 21, 2017

Walter (Doc) passed away surrounded by his family after a short illness. Survived by his loving wife of 40 years, Edith Skaskow, his niece Jodi (Dale), nephew Greg and their children, his cousin Olga Venanzio of Ambridge, PA, and her daughter-in-law Ginny. Predeceased by his parents, Emilian and Anna Skaskow and his sister Janet (Eric).

Garry Finell, DVM | July 7, 1949 - June 3, 2017

It is with heavy hearts that we announce the passing of Dr. Garry Finell on Saturday, June 3, 2017, at the age of 67 years. Garry is lovingly remembered by wife Lee Finell, son Grayson, sister Sandi Roberts (Lyle), brothers Erl Finell (Heather Jackson), Jeff Finell (Marguerite Smith) and many nieces, nephews and great nieces and nephews. He will be fondly remembered by his aunts, uncles, cousins, friends, former colleagues and clients. Predeceased by parents, Eldon and Jean, and infant son Jess. Born and raised in Ponteix, SK, Garry graduated from the University of Saskatchewan in Saskatoon. He was a lifelong learner, an accomplished photographer, a nature lover and voracious reader. His love of animals led him to a distinguished career in veterinary medicine where he was known as a compassionate caregiver for all pets and their owners, and was highly respected by his colleagues and clients.

Dennis J. McCartney, DVM | August 25, 1951 - June 16, 2017

It is with great sorrow that we announce the passing of Dr. Dennis McCartney, following his battle with leukemia. He was a devoted husband to Mary and father to Will (Trina), Claire (Grant Ainsworth), Kathryn (Brad Nakonechny). He will be missed by his grandchildren Jenna, Nathan, Carson, Rylan, Jace, Emmitt and Alexa. Dennis is also survived by his brother, Doug McCartney, of Lamont, AB. In his passing he joins his granddaughter Katelyn.

Dennis was born in Lamont to parents Gordon and Marjorie McCartney. Marjorie passed away when he was a boy, and when his father remarried, Margaret Brown joined the family.

For forty years, Dennis practiced veterinary medicine in Fort Saskatchewan, AB, and was still working until June of 2016. He loved his work and his staff and put in many long hours in the early days when the practice was young.



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

How Stress Affects Health and Behaviour: Strategies for Prevention and Treatment

– Sponsored by Vetoquinol – Webcast – 1.75 CE Credits. A webcast on stress-related issues in companion animals to better understand the relationship between stress, health and behavior. Available through this link: <http://vetoquinol.ca/eng/services/continuing-education-0>

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

Inventory, A Vital Organ In Your Practice

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

DOUXO Restore the Skin Barrier, Restore Togetherness, Restore the Bond

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

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

Veterinary Nutritional Advocate Program

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

Canine Infectious Respiratory Disease Complex (CIRDC) An Overview/What's New - Results of a Canadian Pathogen Study

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

Veterinary Technologist Correspondence Courses for CE credits

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

Vetoquinol 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

The Social Side of Practice: Module 1:

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

A New Approach to Pain Management

– Webinar. Please see <https://www.thewebinarvet.com/webinar/a-new-approach-to-pain-management/> 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.

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

Continuing Education Opportunities

MONTHLY OFFERINGS

JULY 2017

July 6, 2017 – Low Stress Handling Seminar – 8 Hours ABVMA Credits – Speaker: Sally Foote DVM. This seminar includes the following: Top 5 low stress handling techniques in practice, Aggressive exams, treatment, surgery and hospitalization, Use of fast acting medications to manage patient aggression, Protocols for low stress handling and Behaviour Cocktails – combination of behavior medications and behavior plans to address common aggression problems in both dogs and cats. To register, contact Olds College at oldscollege.ca/ce or phone 1-800-661-6537

July 7, 2017 – Low Stress Handling Workshop – 8 Hours ABVMA Credits – Instructed by Sally Foote, DVM. This workshop includes; brief review of Low Stress Handling techniques, practice hands-on Low Stress Handling techniques with dogs and cats. *Prerequisite: Low Stress Handling Seminar or Silver Certification. To register, contact Olds College at oldscollege.ca/ce or phone 1-800-661-6537

July 13 to 16, 2017 – 2017 Canadian Veterinary Medical Association (CVMA) Convention – PEI Convention Centre, Charlottetown, Prince Edward Island – 28 RACE Accredited Hours of CE - In collaboration with the Registered Veterinary Technologists and Technicians of Canada (RVTTTC), 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: <http://www.canadianveterinarians.net/science-knowledge/annual-convention>

SEPTEMBER 2017

September 6, 2017 - Necropsy for Dummies, CBC Clarity and Adventures With Poop; Making the most of diagnostic specimens in clinical practice. – 2 Hours ABVMA Credits - Speaker: Steve Mills, DVM, DACVP; Time: 7-9 pm. Registration & refreshments at 6:15 pm; Location: Chateau Louis Conference Centre: check web for details; cocktails and cash bar; Reg. Deadline: Aug. 23, 2017; Sponsored by Idexx; For more information/ to register: go to www.edmontonvetinfo.com, email: casav@edmontonvetinfo.com or call: (780) 970-3728.

September 27, 2017 - Protocols in Veterinary Cardiology – 6.5 Hours ABVMA Credits - Speaker: Sonya Gordon, DVM, DVSc, DACVIM (Cardiology) Date: Sunday, September 24, 2017 Time: 9:00 a.m. - 4:30 p.m. Location: Sawmill Banquet and Catering Centre - 2 Sessions: AM Time: 9:00 a.m. - 12:15 p.m.: Intro and review of cardiology; what's in your cardio toolbox and tail of chronic valve disease; PM Time: 12:45 p.m. - 4:30 p.m.: Managing Heart Failure on a tight budget, Remote monitoring in dogs with heart dx, Let sleeping dogs lie: Anesthesia in canine cardiac patients and What's new with Feline Heart Disease. For more information and to register, go to www.edmontonvetinfo.com Email: casav@edmontonvetinfo.com or call 780-970-3728

OCTOBER 2017

October 24, 2017 - Reptile and Avian Medicine; How to Improve Our Pet's Lives – 2 Hours ABVMA Credits - Speaker: Alana Shrubsole, DVM, BSc, MVSc; 2 hours CE Credit; Topics: Basic Reptile and Avian medicine - check web for more details; Date: Tuesday, October 24, 2017; Time: 7-9 p.m.; Registration at 6:15 p.m.; Location: NAIT, Room tba; Registration Deadline: Friday, October 10, 2017; For more information and to register: go to www.edmontonvetinfo.com, email: casav@edmontonvetinfo.com or call: (780) 970-3728.

October 23 to 24, 2017 – Equine Muscular & Neurologic Disorders – 12 Hours ABVMA Credits – Dr. Stephanie Valberg , DVM, PhD will speak on muscular disorders including diagnostic approach to muscle disorders, exertional and non-exertional rhabdomyolysis, PSSM, shivers, and cases: diagnostic approach and management of myopathies. Dr. Carrie J Finno, DVM, PhD, ACVIM (large animal) will present on neurologic disorders including examination and localizing diseases, EHV-1, WNV, spinal cord ataxia, lower motor neuron diseases and cases: diagnostic approach and management. This two day seminar is held at the Delta Town & Country Inn in Delta, BC. Registration includes coffee breaks and lunches and a seafood buffet on October 23 2017. The seminar is sponsored by the Equine Chapter of the Society of BC Veterinarians. For further information visit us at: www.deltaequineseminar.com or email deltaequineseminar@gmail.com



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VETERINARIAN REQUIRED

CRESTWOOD VETERINARY CENTRE IS

looking for a dynamic and confident small animal veterinarian to join our already exceptional team of 28 veterinary professionals. The full time position can be made available immediately for the right individual. We are a busy and thriving practice located in west Edmonton, close to the West Edmonton Mall and blocks away from the scenic river valley. All candidates including new graduates are welcome to apply for the position and must be willing to become dedicated to providing excellent client and patient care. Our clinic has extensive surgical capabilities and offers services such as advanced orthopedics as well as canine rehabilitation. We are fully equipped with digital radiography, ultrasound, in house laboratory, EKG, endoscopes, laparoscopes, therapeutic laser and more. We offer above average salaries, paid professional dues, health benefits, generous CE allowances and the opportunity for you to use all of your skills and training in a fun and challenging work environment. Our large staff also allows for the development of professional interests. Interested applicants can send resumes with cover letters to jbest.crestwoodvets@gmail.com

THE ANIMAL CARE CENTRE OF

Strathmore is seeking a full-time veterinarian for our busy and growing mixed practice. Our state of the art facility, located just 30 minutes from Calgary, currently has 5.5 veterinarians. The busy days full of variety, relaxed on call hours and plenty opportunities to learn and be mentored a fantastic team will give the right candidate the perfect location to call home. Our philosophy of providing the best medicine and care for both patients and clients has earned us a valuable presence in the community. We are the 2016 CVMA Practice of the Year and have the tools to practice top medicine with a personal touch. We are looking for the right person to join our family. If you have a minimum of 3 years' experience in a mixed practice, are licensed by the ABVMA, and your friends would say you are passionate, fun and positive then send us your resume. Email: megan@animalcarecentre.ca Website: www.animalcarecentre.ca

FOOTHILLS ANIMAL HOSPITAL IS

looking for a full time veterinarian to start as soon as possible. This is a permanent full time position. We offer ABVMA due coverage, a yearly uniform allowance and Custom Care health spending accounts. We are a fast paced small animal hospital in Okotoks, Alberta, just 20 minutes south of Calgary. Suitable applicant would be comfortable with soft tissue surgery, hopefully some dental procedures (although this could be negotiated) and all aspects of small animal routine medicine. The suitable candidate is confident in their veterinary skills, has good communication and handles animals with minimal stress. Our hospital has 3+ front desk staff, 3+ RVT's and 3 room techs (assistants) to

help during exams. We use AVImark software and are paper light (files are computerized). All support staff are experienced. Appointment times are scheduled using 5 minute increments depending on presenting complaints which allows us to more accurately book your schedule. We have digital radiography, digital dental radiographs, a newer dental cart, several different patient monitors and in house lab analyzers. Email: books@foothillsanimalhospital.ca Website: www.foothillsanimalhospital.ca

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compassionate veterinarians required for mobile and clinic based work. We are an expanding integrative veterinary practice in Calgary. Whether in the home or clinical setting, our focus is on providing the best veterinary care, making the client a partner in the process and developing strong and lasting relationships with the owner and their companion animals. Seeking vets with integrative experience or open to alternative services. We offer a competitive wage, flexibility for full or part-time work, health benefits, support staff, extensive training and mentoring and of course fun! Partnership possible for the right candidate. See our website to learn more about us at www.dekensvet.ca All inquiries kept strictly confidential. Email: drdekens@dekensvet.ca

CUT TO THE CHASE, GET THE SALARY

you deserve. (More than \$100,000.00 for right candidate)! Come grow with us in our AAHA accredited and AAFP designated Cat Friendly Practice. Edmonton West Animal Hospital is looking for a part-time/full-time veterinarian to join our team of three veterinarians, three RVTs and eight support staff. If you are an experienced veterinarian looking to work in a dynamic, fast paced environment where you are confident in your medicine and surgical skills - then you need to contact us right away to find out how you could be working in a practice that offers: friendly atmosphere; paperless EMR; access to cutting edge diagnostics including but not limited to - ultrasound, digital radiology (full and dental), Tonovet 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 paid licensing fees, VIN membership, Health Benefits, Uniform allowance, and a substantial CE allowance. New graduates are welcome to apply, mentorship will be provided! Please send resumes in confidence to drsharma@vetinedmonton.com

WE ARE LOOKING FOR A FULL TIME

small, or mixed animal veterinarian to start at our busy clinic just outside of Medicine Hat, Alberta. All levels of experience are welcome to apply and mentoring is available if wanted. The clinic is recently built and fully equipped with modern equipment including; digital radio-graph, dental unit with digital radio-graph, full in house IDEXX lab, ultrasound, etc. We offer a very competitive salary, full benefits package, paid on call and membership dues. If

you are interested, please contact Megan via e-mail at amcsouth@gmail.com or phone at (403) 502-2619.

VCA CANADA DUE SOUTH ANIMAL

Hospital is hiring a FT Veterinarian to join their team in a unique, collaborative environment where medicine and pets come first. Due South Animal Hospital has been service the McKenzie Lake community since 2002. Our ambition is to create meaningful relationships where pet owners and veterinarians come together for the health of their animal family members. Our skilled staff work alongside trusted partners in both medicine and nutrition to help our patient's live long and happy lives, because life is good and pets make it better! VCA is Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. We are 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 continued investments in new technologies, advanced diagnostics, modern facilities, competitive wages, pet and veterinary discounts and group benefits for FT staff. Please forward your application to: Glynnis Robella at glynnis.robella@vca.com

GRANDE PRAIRIE ANIMAL HOSPITAL IS

an AAHA accredited small animal hospital in a growing city with over 55,000 residents that offers many educational, recreational and cultural facilities. We are searching for an enthusiastic, team-orientated associate to join three veterinarians and a staff of experienced, dedicated long-term employees. We pride ourselves on recognizing each staff member's unique contribution and nurture our staff to grow with us in a large, well-equipped full-service facility. We offer flexibility of hours, competitive wages, health care plan, continuing education allowance and paid membership dues. Applicants must be fully-licensed in Alberta and have excellent communication skills. New graduates are welcome to apply. Contact: Dr. David Cook, (780) 532-4638 or (780) 539-3273 or Email: davecook@telusplanet.net Website: www.grandeprairieanimalhosp.com

SOUTH SIDE ANIMAL HOSPITAL IS

looking for a part-time veterinarian! We are an AAHA accredited 1.5 veterinarian practice that has been serving south Edmonton for over 50 years. Our practice has 10+ support staff to assist in the care of our patients and offers medical and surgical care for cats, dogs, rabbits, rodents, chickens, and some wildlife. We are looking for a friendly and compassionate individual that works well as a team and enjoys both medicine and surgery. Hours are flexible for the right individual and we offer a competitive salary and benefits package including health spending, AAHA/EASAV/ABVMA membership dues, CE allowance, personal days, and pet health benefits. Please forward

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your resume by Fax: (780) 434-7033 or email southsideanimalhosp@gmail.com attention Marnie or Heather. Website: www.southsidevet.ca We look forward to hearing from you!

DO YOU WANT TO BE PART OF THE WILDFIRE REBUILD? The Wood Buffalo Small Animal Hospital in Fort McMurray, Alberta is currently seeking 2 DVM to join our very busy practice. We are fully renovated since the fire(s) and ready to rebuild Fort McMurray. We can sell you on all the things that we offer, but everyone offers those things also....what we can offer on top of all that is salary to warrant coming up north for a couple of years. Come help out Fort McMurray and get paid what you deserve to be paid. Whether you have 1 year, 5 years or 20 years' experience. Please contact Shane and we can talk about our future together. Email: dogs.wbsah@hotmail.com Website: www.wbsah.com

UNIQUE OPPORTUNITY FOR AN experienced veterinarian. FT or PT veterinarian needed for companion animal practice 90% small animal, 10% equine with potential for growth in all areas. Fully equipped 4300 square foot small animal clinic and new equine facility with indoor, heated arena attached. Salary commensurate with experience. Small southern Alberta town only 25 minutes from our neighbor city of Lethbridge. Excellent support staff and positive work environment. Please send resume to edgewateranimalclinic@outlook.com Website: www.edgewateranimalclinic.com

AT MOSAIC VETERINARY PARTNERS, WE strive to elevate rural mixed animal veterinary practice through investment, management, and practice support and we hope you will join our group of dynamic, focused and dedicated veterinary professionals with this goal in mind. Our progressive, mixed animal practice requires a fully licensed veterinarian for our Fairview Veterinary Clinic location. Ideal candidate should have strong interest in mixed animal medicine with special interest in equine medicine. In addition to the standard attributes of mixed animal veterinary practices, Mosaic offers mentorship and work-sharing opportunities not commonly available in traditional mixed animal veterinary practice. A shared call schedule will ensure you have a life balance between family, work, and play. We boast portable and in-clinic digital radiography and new IDEXX lab equipment. In addition, we have facilities to attend to large animal needs with cattle chutes, equine stocks and holding pens. If you are looking for a small-town, friendly working environment with the opportunity to focus on broadening your veterinary skills, then we want you to join our team! Resumes to: info@mosaicvet.com

SASKATCHEWAN'S LARGEST NON-profit, open admission shelter, leading with progressive spay/neuter, adoption, foster care and animal protection programs, is adding another full-time Associate Veterinarian. Part-time

hours may also be considered. This is a fabulous opportunity for a dedicated veterinarian to join our lifesaving team to make a difference for homeless, abused and neglected animals. We offer regular weekday hours with significant technician support, no after-hours emergencies and limited client contact. We provide a significant community service to reduce the overpopulation of unwanted pets and improve their welfare in our community. Competitive salary, comprehensive medical, dental and vision care benefits package, continuing education, dues and uniform allowance is provided. Application closing date May 15, 2017. Email: bhamblin@reginahumane.ca Website: www.reginahumanesociety.ca

JOIN US AT CROSSROADS ANIMAL Hospital! We are seeking a qualified small animal veterinarian to join our modern, well-established and progressive small animal practice. We are located in Medicine Hat, a city that has small town atmosphere with all the amenities of a larger center. We are a growing practice relying on a team approach to provide exceptional service and progressive, state-of-the-art care. We are looking for a confident, caring individual with a positive attitude and excellent communication skills. Our practice is completely computerized, equipped with all the modern technology and we have an excellent support staff. We have 3 experienced small animal veterinarians who all provide great mentorship. We offer an above average compensation in addition to our generous benefits package, which includes health and dental insurance, staff discounts, paid CE, membership dues, plus additional compensation for on-call. Professional development and personal satisfaction remain a primary focus as we continue to grow the practice. Confidential résumés may be e-mailed to crash@live.ca Feel free to contact Dr. Layne Manson by e-mail or at (403) 527-2829 with any questions.

BEDDINGTON TRAIL ANIMAL HOSPITAL requires 2 fully licensed/temporary licensed DVM's ASAP. We are a BUSY SMALL ANIMAL PRACTICE located in Calgary, AB having 3 DVM's and 2 full time RVT's. Applying candidates should be good team players and having great communication skills. Clinic is equipped with all the modern equipment like digital radiography, digital dental radiography, anesthesia monitoring etc. We also provide ultrasound and echocardiography services on premises. We offer an excellent wage plus CE, ABVMA dues, vacation pay, incentive pay, and more. Please forward your resume: Attn. Taylor Power (Practice Manager) beddingtontrailvet@gmail.com or call Dr. Atal at (587) 227-1455 Website: www.beddingtonvet.com

HIGH PRAIRIE VETERINARY CLINIC, High Prairie, AB. Want to C-section everything from 3kg Chihuahuas to 1000kg Charolaise? Can you translate Latin into Farmer-ese? Can you talk the talk with horse people? Sew up any wound? If so then we want you! We have

what you need to practice GREAT medicine - digital rads, digital dental rads, digital records (Cornerstone) ultrasonic dental unit, in-house lab, powerfloat, in house squeezes etc. We are seeking the right person who will be a good fit for our clinic family, and take great care of our clients and patients. Extensive compensation package including mileage, CE, ABVMA license, health/dental/disability plan, generous vacation time and more. Above average compensation. Mentorship is strong within our practice group. Please email your resume and cover letter. Email: peacrivervet@gmail.com Website: www.peacrivervetclinic.ca

WE ARE EXPANDING AND WE NEED you! Come grow with us in our AAHA accredited and AAFP designated Cat Friendly Practice. Edmonton West Animal Hospital is looking for a part-time/full-time veterinarian to join our team of three veterinarians, three RVTs and eight support staff. If you are an experienced veterinarian looking to work in a dynamic, fast paced environment where you are confident in your medicine and surgical skills - then you need to contact us right away to find out how you could be working in a practice that offers: friendly atmosphere; paperless EMR; access to cutting edge diagnostics including but not limited to - ultrasound, digital radiology (full and dental), Tonovet 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 an above average salary, paid licensing fees, VIN membership and a substantial CE allowance. And, as a veterinarian in our hospital, you'll enjoy the best of both worlds — making independent medical decisions, while having strength and support behind you every step of the way. New graduates are welcome to apply, mentorship will be provided! Please forward resume to drsharma@vetinedmonton.com

NAGEL & CO. VETERINARY SERVICES IS seeking a licensed, outgoing, self-motivated full-time associate veterinarian for our Small Animal division located in Crossfield, AB. We have a beautiful newly renovated state of the art animal hospital. We offer a competitive salary and benefits, CE allowance and association dues. NVS is located 10 min north of Airdrie and 20 min to the Calgary International Airport and an hour to the Banff National Park. If you're interested please send your resume by Email: shery@nagelveterinaryservices.com Fax: (403) 946-5529 or Mail: P.O. Box 298 Crossfield, AB T0M 0S0 or call (403) 333-6089 to find out more about the position.

PROGRESSIVE RURAL ALBERTA practice looking for a 4th mixed animal veterinarian to join our team. New well maintained modern facility built in 2012. We offer strong mentorship and a supportive and cooperative team environment. Our team consists of 3 RVTs and 2 support staff. We have digital x-ray including dental, large and small animal

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ultrasound, in house lab and equine power float. Cow/calf, equine and small animal. Competitive salary, CE allowance, veterinary dues and health and medical plan included. Check out our web site for more info and some great pics. Contact Evelyn at (780) 385-0181, or evelyn@ironcreekvet.ca for more info or to apply.

IS THE WARRIOR WITHIN SEEKING

excitement and adventure? The Wood Buffalo Small Animal Hospital in Fort McMurray, Alberta might be what you are looking for. We are a very well-equipped veterinary hospital; we offer digital DR x-ray, dental x-ray, ultrasound, in house blood diagnostics, 6 exam rooms and a very large surgery suite. Our hospital is very busy and fast paced. We currently employ 4 DVM, 8 registered RVT and 13 support staff. If you join our team, we offer very competitive wages, paid CE, benefits and paid dues. Living and working in a northern community creates the opportunity for interesting cases. It also provides a beautiful background to your new experiences. Fort McMurray is full of laking, hiking, skiing and ATV trails. An outdoors person, fisherman or nature lovers dream location. Are you a WBSAH WARRIOR? Adventure is waiting for you. Please email your resume. Email: dogs.wbsah@hotmail.com Website: www.wbsah.com

CITY VETERINARY HOSPITAL IN

Medicine Hat is seeking a qualified and enthusiastic Veterinarian to join our state of the art small animal clinic which provides in-house lab, Digital radiography, digital dental radiography, Laser surgery & orthopedic surgery. We look after some exotic pets as well. We offer competitive wages and benefits. If you'd like to join a positive, growing, energetic team then look no further. Email in confidence to cityvethospital@gmail.com

SMALL ANIMAL MEDICINE AND

surgery at Animal Medical Centre North in Grande Prairie is our practice, our profession and our passion. We require a full and/or part-time veterinarian to join us. Our team of ten can provide excellent mentoring for a new graduate. Our hospital is equipped with digital radiography, digital dental radiography, video endoscopy, two laser surgery units, new state-of-the-art monitors, full orthopedic surgery set and a complete Abaxis laboratory. We have an excellent reputation for providing compassionate care for our clients and their pets as well as assisting animal rescue societies and assistance dog training groups. We offer a very competitive salary, moving allowance, generous CE allowance, veterinary dues and insurance plan. Contact: Dr. Norman George, Animal Medical Centre North Inc., 107A - 10814 - 100 Street, Grande Prairie, Alberta T8V 2M8; Ph: (780) 539-0636; Fax: (780) 814-7345; Email: amcn@telus.net

ANIMALS FIRST CLINIC LTD IS

considering applications for a fulltime veterinarian to join our team of 2 veterinarians and 12 staff. Our small animal clinic offers a wide range of

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

GATEWAY COMPANION ANIMAL

CLINIC is seeking a FT/PT registered veterinarian to join our team in beautiful Rocky Mountain House! We are ideally located close to the mountains and have an abundance of recreational opportunities. We are looking for someone with a strong work ethic, confidence and a positive attitude who prioritizes customer service and patient compassion. Our clinic is a well-equipped modern practice with computerized medical records, digital radiology (and dental), Abaxis in house laboratory, tonovet and excellent patient monitoring equipment. We offer a competitive wage, CE and uniform allowance, paid ABVMA dues, VIN membership and staff discounts. You will be joining a great team of experienced veterinarians and technicians, offering support and mentorship. Please email your resume to gatewaycompanionanimalclinic@gmail.com

FEEDLOT VETERINARIAN REQUIRED

immediately for large progressive consulting practice in southern Alberta (Picture Butte) with 2 other veterinarians. Work includes herd health consulting, emergencies, regulatory work and research in both cattle 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

ERIN RIDGE VETERINARY CENTRE IS A

new small animal and exotics practice located in St. Albert. We are a family centered, patient oriented facility currently looking for a full time veterinarian to join our compassionate, experienced team. The ideal candidate will have a special interest in exotics, excellent communication skills, and enjoy building relationships with our clients and their pets. We offer ABVMA dues, uniforms, CE allowance, and health benefits. Applications can be sent in confidence to: laura@erinridgevet.com Website: www.erinridgevet.com

PRIME VET (CONSISTING OF LAKEVIEW

Animal Hospital, Edmonton South Animal Hospital, Mercy Animal Hospital and Terra Losa Animal Clinic) is looking to add a Veterinarian to our growing team. Our well established and beautiful clinics are located throughout Edmonton, and use state of the art equipment including digital X-ray, ECGs, ultrasound, laser therapy, an underwater treadmill and more. Our clinics perform a variety of surgeries including dentals, spays and neuters, explorative surgeries, orthopaedics, as well as rehab services. We are looking for an outgoing Veterinarian to join our team, either part time or full time. We offer a competitive salary, employee discounts, CE, medical/dental benefits and more. We have welcomed Nathan Schenn to our management group who will now oversee operations. Please email your resume to him at nathan.schenn@primevetcorporation.com Website: www.primevetcorporation.com

WE'RE EXPANDING AND SEEK AN ABLE

DVM to join our professional team at Prince George Veterinary Hospital, a respected and established AAHA-accredited companion animal practice. New grads welcome. Our region has much to offer the outdoor enthusiast with plenty of indoor activities to keep you entertained as well. Housing is affordable and available (couch potatoes can enjoy life too!). Rush hour means you may add two minutes to your daily commute. Support staff members are friendly, cooperative and dedicated. If you want to practice high-quality medicine in a friendly atmosphere while expanding your experience and increasing your skills email your resume and cover letter to Casey Bockus. Email: casey.pgvet@gmail.com Website: www.princegeorgevet.ca

WOULD YOU LIKE THE FLEXIBILITY TO

bring your dog to work? Green Acres Animal Hospital is looking for a veterinarian or two to join our team. We would consider FT/PT or a 4 day a week schedule. We rotate through Saturday hours. We are a long standing small animal practice located in Lethbridge. We've renovated our clinic in 2012 and have a great space to work in with lots of room. Our support staff and team based approach is second to none. We work hard at trying to maintain a lifestyle balance while providing quality medicine. We have up to the date equipment and compensation within the industry is competitive. There's only

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so much one can say in an ad, I encourage you to check us out and see if it's somewhere you could see yourself. Feel free to contact Dr. Felicia Lloyd at fkloyd@telus.net or gaah2004@telus.net or (403) 327-8660. Visit our website at www.greenacresanimalhospital.com

COMPANION ANIMAL VETERINARIAN

Needed: Ranch Docs Veterinary Services Inc. is actively seeking an experienced Medical Director for a permanent position. Experience in small animal medicine and surgery a must. Duties will include soft tissue and some orthopedic surgeries, managing and treating a wide range of general and internal medicine cases on both inpatient and outpatient basis. Must be able to manage this busy growing small animal department, as well as manage technical and support staff. Prior medical directorship a plus. 5 day work week plus 1 in 4 nights/weekends on call. Competitive salary commensurate with experience and benefits available. Licensed or license eligible by CVMA as well as ABVMA necessary to practice. Please contact Dr. Mitch Oviatt by email at ranchdocs@telus.net or Ph. (403) 327-4658. Business location: 82038 RR 210 Lethbridge, Alberta.

FORESTBURG VETERINARY CLINIC IS

seeking a motivated and passionate full time or part time mixed animal veterinarian to join our team. We are a busy mixed animal practice located in a rural community approximately 2 hours from Edmonton, Alberta. Our hospital offers 24 hour emergency services and is equipped with an in house diagnostic laboratory, digital radiology, laser surgery suite, ultrasonic dental equipment, large animal ultrasounds, equine power float and fully stocked vehicle for large animal ambulatory work. Applicants should be self-motivated with exemplary customer service skills, a passion for learning, and the ability to utilize their skills in a fast paced work environment. We offer highly competitive wages, paid CE, licensing and dues along with staff discounts. The opportunity for future practice ownership exists for the suitable individual. Please forward a copy of your cover letter and resume to drjeff5@hotmail.ca or contact Dr. Serfas at (780) 608-7163.

VCA CANADA MCKENZIE TOWNE

Animal Hospital, is hiring a Full Time Veterinarian to join their team in a unique, collaborative environment where medicine and pets come first. We have a full-service facility with professional and courteous staff providing exceptional medical, surgical, and dental care for all patients. Our practice reflects the neighborhoods we serve, friendly, caring and involved. We offer career growth opportunities, CE opportunities and allowances, access to exclusive VCA conferences, networking and knowledge exchange with other veterinarians, and continued investments in new technologies, advanced diagnostics, and modern facilities. We are passionate about giving back through initiatives such as Paw it Forward and Pet

Pantry. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Please forward a copy of your resume and cover letter or LinkedIn profile to Hospital Manger, Chelsea Cardy c/o chelsea.cardy@vca.com

LA MAISON DES CHATS, CAT EXCLUSIVE

Veterinary Hospital in St. Albert, AB, is looking for a motivated Full-Time or Part-Time experienced Veterinarian to join our Hospital. We are a progressive and growing Hospital and pride ourselves on exceptional patient and client care. Our clinic is specifically equipped for the care of felines, and can offer in-house labs, digital radiograph and dental radiography. We have a sister location that offers support and more extensive care options including ultrasound, ECG, therapeutic laser, digital dental radiography, rehab, and chemotherapy. The successful candidate must have strong communication skills and excellent surgical and diagnostic skills. We are able to provide opportunities for growth, CE allowance, paid memberships, health and dental benefits, plus an exciting and friendly group of people to work with. Please send your resume and cover letter to dawn@clincisolutionsinc.ca

SIGNING BONUS!! MORINVILLE

Veterinary Clinic, located in Morinville, Alberta, has been serving the community for over 35 years! We are a 3 doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. Currently, we are looking for a full time Associate Veterinarian to join the team! We are looking for an enthusiastic individual who is a great communicator and is passionate about providing quality medical and surgical care. We offer a competitive salary plus bonus potential; health and medical benefits; industry leading CE program; uniform allowance; membership dues, SIGNING BONUS, MOVING ALLOWANCE and more! Interested applicants please send a resume and cover letter to Denise Gallant at dgallant@vetstrategy.com For more information on Morinville Veterinary Clinic, please visit our website at: <http://www.morinvillevet.com> We look forward to hearing from you!

FAMILY PET HOSPITAL IS A SIX DOCTOR

team and growing. Our state of the art facility has six comfortable exam rooms, grieving room, full diagnostic lab, two surgery suites, two dental suites, isolation ward, and a conference room. Diagnostic imaging includes CT, digital radiography, digital dental radiography, ultrasound, and endoscopy. We also have a CO2 surgery laser and a therapeutic cold laser. We provide client/patient centered, high quality medicine, and have RVTs on site working 24/7. We have an awesome, compassionate and friendly team. Our patient base is approximately 65% canine, 30% feline and 5% birds and exotics, and we are also a Gold Standard Feline Friendly Practice. Our small City (90K) has all the

amenities of the big city, but with minimal crime, a stable economy, lower cost of living, milder winters and many fresh air possibilities. We are currently seeking an experienced, fully licensed veterinarian who is both self-motivated and team oriented. We offer above average compensation, including signing/relocation bonus, base wage, monthly incentive bonuses, association dues, CE allowance, staff discounts, and uniform allowance. Please email your resume to drjacob@shaw.ca Website: www.familypet.ca

THE CLEARWATER VETERINARY CENTRE

in Rocky Mountain House, Alberta is accepting applications for a full-time veterinarian. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy, and equine. The clinic is equipped with a modern in-house lab, clinic and portable x-ray and ultrasounds, small animal dentistry and powerfloats, and large animal handling facilities. Our multi-doctor practice has 12 support staff (7 RVTs) that will provide strong mentorship and allow for flexible scheduling and specialization. We offer a comprehensive health and benefits package with an emphasis on continuing education. Please email applications or questions. E-mail: drmeyers@hotmail.com Website: www.clearwatervets.com

SIGNING BONUS!! DYNAMIC

Overnight Veterinarian Needed! North Town Veterinary Hospital, a fully equipped, state of the art facility, is looking for an overnight veterinarian to lead the overnight team! Located in beautiful Brampton, ON, North Town prides itself on spectacular client service and offers regular preventative veterinary care and around the clock emergency services. Our overnight staff work 12 hour shifts and therefore enjoy a short work week only working an average of 13 shifts per month. Working closely with the overnight technician and assistant, the team sees many different types of clients, appointments and emergencies. If you are enthusiastic, a great communicator and passionate about providing quality medical and surgical care – we want to hear from you! We provide a premium remuneration package including a signing bonus and an industry leading benefit package. If interested in this exciting opportunity, please send a resume to Sherry Nelson at sherry@vetstrategy.com For more information on North Town Veterinary Hospital, please visit our website at www.norhttownvethospital.com We look forward to hearing from you!

OUR VETERINARY GROUP CONSISTING

of two Hospitals has an opportunity for a Veterinarian to join our Cedarwood team in Red Deer. We are a well-established group that constantly strives for excellence in pet health care. We are well equipped and are part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon, and several General Practitioner Veterinarians with special interests

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in small animal surgery, canine reproduction, dermatology, ultrasound and rehabilitation. Cedarwood Veterinary Hospital is a successful day practice, while Animal Emergency Hospital is located in the same building as and provides after hours and emergency veterinary care for most Veterinary Hospitals in Central Alberta. Strong new graduates are welcome to apply. Red Deer is located in Central Alberta, and has many amenities of the big cities with a small town feel. If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com Ph. (403) 347-2676, Fax: (403) 346-9926. Website: www.cedarwoodvet.ca

DEVONIAN VETERINARY CLINIC IS looking for an experienced part-time veterinarian for 2-3 days per week plus occasional vacation coverage. We are a nicely equipped small animal clinic located in the river valley community of Devon. An easy commute from Edmonton or surrounding areas. Great clients and excellent support staff. Please forward resume to Sheila Maichen RVT via email: info@devonvet.ca Website: www.devonvet.ca

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

VALLEY VETERINARY CLINIC REQUIRES 2 fully licensed veterinarians for our Three Hills/Trochu and Hanna locations. The ideal candidate should have a strong interest in large and small animal medicine, surgery and nutrition. We offer a shared call schedule, 2 exam rooms, surgery suite, Abaxis lab, digital x-ray, ultrasound, ultrasonic dental machine, pulse oximetry, and orthopedic equipment. As well as cattle chute, equine stocks, holding pens, power float and ultrasound pregnancy diagnosis. If you are looking for a fun friendly working environment with a wide variety of tasks, then this place is for you. Email resume to mlehmann@telusplanet.net or Fax: (403) 823-6858.

LOOKING FOR A VETERINARIAN TO share our passion for pets and people. VCA Canada Coach Hill Animal Hospital is a full-service two veterinarian practice located in the Coach Hill Area of SW Calgary. The clinic

boasts a great reputation among clients and our energetic, friendly staff make for a great working environment. We are the largest network of companion animal hospitals, devoted to providing compassionate care for pets in Canada and national leaders in career development and growth opportunities, continuing education, scholarships and awards. You will have the freedom to practice medicine in a supportive environment. We offer networking, collaboration and knowledge exchange with other veterinarians within our practices and continued investments in new technologies, advanced diagnostics, and modern facilities. In addition, we are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. We offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Please forward a copy of your CV or LinkedIn profile to: Stefanie.blackburn@vca.com Website: www.vcacanada.com

MORINVILLE VETERINARY CLINIC IS Hiring! Morinville Veterinary Clinic, located in Morinville, Alberta, has been serving the community for over 35 years! We are a 3 doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. Currently, we are looking for a full time Associate Veterinarian to join the team! We are looking for an enthusiastic individual who is a great communicator and is passionate about providing quality medical and surgical care. We offer a competitive salary plus bonus potential; health and medical benefits; industry leading CE program; uniform allowance; membership dues and more! Interested applicants please send a resume and cover letter to Denise Gallant at dgallant@vetstrategy.com For more information on Morinville Veterinary Clinic, please visit our website at: <http://www.morinvillevet.com/> We look forward to hearing from you!

FRIENDLY/LIFESTYLE BASED COURTENAY, BC VET HOSPITAL LOOKING FOR FULL OR PART-TIME ASSOCIATE Rapidly Growing and progressive mixed animal hospital looking for an experienced Small Animal Associate to join our team! The ideal candidate will possess strong surgical and medical skills, be a positive team player, and strive to provide outstanding service to our wonderful clients and their companion pets. We invite you to drop in and meet our lively crew of veterinarians, animal health technicians, and front desk staff. TSOLUM VETERINARY HOSPITAL is located in the rural heartland of the beautiful Comox Valley and is known for a practical yet modern approach to veterinary medicine. Our fully equipped facility includes digital and dental xrays, and Abaxis blood machine. Generous annual salary plus benefits with a partnership option. Choose your schedule - 2 - 5 days per week. No weekends, or after hours call. This lifestyle orientated and relaxed community offers an endless number of options for enjoying

the outdoors: beaches, fishing, running, biking, golfing, hiking, kayaking, and skiing, to name just a few! If interested, please contact Peter at drpedro@telus.net or (250) 334 7497 Website: www.tsolummobilevet.ca

A WELL-ESTABLISHED SMALL ANIMAL CLINIC located in south Edmonton is looking to hire a fully CVMA/ABVMA licensed experienced veterinarian for a full or part time position. Our ideal candidate must have experience in small animal medicine, dentistry, and soft tissue surgery, have excellent communication skills, and able to work from 9am to 6pm for any given shift (for a full time position must be available to work on Saturdays). We have a very strong support team including two RVT's. We offer an excellent wage plus extended health/dental care, CE, ABVMA dues, vacation pay, incentive pay, and more. Email: m.summersidevet@gmail.com

ARE YOU LOOKING FOR A CAREER change? Fish Creek 24 Hour Pet Hospital is hiring! Our south Calgary clinic is located near the Rocky Mountains and is an ideal location for outdoor enthusiasts. We currently have a great multi-doctor team including internal medicine and surgical specialists. All shifts are fully staffed with exceptional animal health technologists, veterinary assistants and receptionists. We are looking for an experienced, full or part time veterinarian to join us! We offer a competitive salary, great benefits and an enjoyable work environment. With daily hospital rounds and multiple doctors on shift the work environment at Fish Creek facilitates ongoing learning. Great interpersonal skills are essential to help us maintain our positive team environment. If you are interested in the excitement of emergency medicine combined with the family feel of general practice please contact Dr. Natasha Mutlow at nmutlow@shaw.ca

FULL-TIME LICENSED VETERINARIAN required for a busy small animal practice located in Southwest Calgary. Our clinic is a well-established practice dedicated to providing quality patient care in a comfortable environment. We are equipped with in-house laboratory, dental x-ray and diode laser. Compensation includes an exceptional salary, paid licensing fees and continuing education. Hours are shift work which include days, evenings and weekends. Applicants must have 3 - 4 years' experience. Interested applicants can send their resume and cover letter to careerscalgaryvetclinic@gmail.com

WOULD YOU LIKE TO PRACTICE veterinary medicine in the Okanagan Valley in beautiful BC? VCA Canada Tri Lake Animal Hospital has just the opportunity in this natural paradise, often referred to as Canada's "four season's playground" - skiing, golf, biking, hiking, lakes, wineries & orchards. Our progressive, full service animal hospital seeks a full time Veterinarian to cover a 1 year

Classified Ads

maternity leave contract. We have an excellent facility with in house Lab, ultrasonography, endoscopy, orthopedic surgeries, laparoscopy, dentistry, 4-slice CT, digital dental radiology, digital radiology, and acupuncture, rehabilitation therapy with underwater treadmill, ICU and 24 hour staffing. We are looking for a team-oriented professional with 5 yrs. of experience and exceptional client/patient skills. The ideal candidate will have experience in performing general surgery, dentistry, emergency medicine and experience with exotics or avian patients. We offer a competitive salary including on-call compensation, group benefits, a CE allowance and a great work-life balance. If you would like to be part of our team, please submit your resume and cover letter to Tracy Counce at Monica.Stiller@vca.com

COMPASSIONATE, INDEPENDENT AND CLIENT-FOCUSED VET NEEDED IN CALGARY/EDMONTON:

Join the Vets to Go team and help us evolve the healthcare experience for Alberta pets! If building strong relationships with clients is important to you, we'd like to speak to you about our immediate opening. Our award-winning and privately-owned mobile practice offers a unique opportunity for an intimate client experience in a flexible and rewarding work environment. We provide comprehensive training and mentorship by our experienced mobile vets, a full support team, and the opportunity to develop your passions within the industry. See a "day in the life" of a mobile vet, and learn more about the full-time and part-time opportunities we offer at www.WeNeedGreatVets.com You can also submit a cover letter and resume in strict confidence to: joinus@vetstogo.com

THE GENERAL VETERINARY HOSPITAL

requires a 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, and CE 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 edithgvh@telus.net Website: www.generalveterinaryhospital.ca

SEEKING-EXPERIENCED ASSOCIATE

Veterinarian w/ Possibility of Partnership: Centre Animal Hospital is a well-established, progressive small animal practice located in the quaint community of Cold Lake, AB. We are a steady, 2-DVM practice, with 4.5 support staff positions incl. 2 RVT's as part of our team. We offer 24-hour emergency services to our community, and share the on-call responsibilities with our sister clinic. Applicants will be fully

CVMA/ABVMA licensed with a min of 2 yrs.' experience in small animal medicine, dentistry, orthopedic and soft tissue surgery, and will take the lead on many of these cases. Candidates will possess excellent communication skills & leadership qualities; be highly motivated and energetic, & be willing to work shared on-call. A desire to continue learning and expand one's comfort zone is necessary. Our team environment is focused on quality medicine and patient care, housing a full complement of services including digital x-ray, ultrasound, endoscopy, orthopedic surgeries, an in-house lab, and comprehensive wellness programs. Salary & additional benefits commensurate with experience; prospective partnership details available pending interview. Email resume to Tracy Counce, Practice Manager tracy.counce@gmail.com Website: www.animalhealthproviders.com

SMALL ANIMAL OR SA/EQUINE

veterinarian needed to join a client-centered companion animal practice in Olds full-time. 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. Please contact Dr. Darlene Donszelmann at Chinook Country Veterinary Clinic ccvetso@gmail.com for further information. Please call or email for further information. Ph. (403) 507-3537 Website: www.westbrookvet.ca

MORINVILLE VETERINARY CLINIC IS

located in Morinville, Alberta. We are a 3 doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service! Currently, we are looking for a part time Associate Veterinarian (approximately 24-30 hours per week) to join the team! If you are enthusiastic, a great communicator and passionate about providing quality medical and surgical care – we want to hear from you! Interested applicants please send a resume and cover letter to Denise Gallant at dgallant@vetstrategy.com Website: www.morinvillevet.com We look forward to hearing from you!

AMAZING OPPORTUNITY! NEW

Graduates Welcome! Agrifarm Health Centre in beautiful Okotoks, Alberta is seeking a full-time large animal veterinarian to join our team. This is a fantastic opportunity to work in a modern office with an amazing support staff. We are a growing practice with a loyal clientele base. We

are equipped with digital radiography, equine power float, bovine ultrasound, endoscopy and a truck equipped with Bowie Box. Our senior veterinarians on staff are willing and excited to mentor the new associate. We offer competitive wages, CE Allowance, professional dues, CVMA and ABVMA dues, cell phone, clothing allowance and health/dental benefits. If you are interested in exploring this opportunity, please forward resume and cover letter to jgodwin@agrifarm.ca

**WANTED EMERGENCY

Veterinarians**Animal Emergency Hospital in Red Deer, AB has an opportunity for veterinarians to join our wonderful team of experienced doctors, highly skilled technicians and support staff. Our emergency hospital is open Monday to Friday from 5:30 pm until 8:00 am, and all weekends and holidays. Animal Emergency Hospital provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. We are looking to hire a veterinarian who could work casual shifts over the summer months, to help with busier weekends. We offer a blend of a base salary with a percentage of production. Red Deer is a city conveniently located 1 ½ hours north of Calgary and 1 ½ hours south of Edmonton. If interested please contact Dr. Dagmar Schouten at dschouten72@gmail.com Fax: (403) 346-9925 or Ph. (403) 347-3277. Website: www.animalemergencyhospital.ca

WOULD YOU LIKE THE FLEXIBILITY TO

bring your dog to work? Green Acres Animal Hospital is looking for a veterinarian or two to join our team. We would consider FT/PT or a 4 day a week schedule. We rotate through Saturday hours. We are a long standing small animal practice located in Lethbridge. We've renovated our clinic in 2012 and have a great space to work in with lots of room. Our support staff and team based approach is second to none. We work hard at trying to maintain a lifestyle balance while providing quality medicine. We have up to the date equipment and compensation within the industry is competitive. There's only so much one can say in an ad, I encourage you to check us out and see if it's somewhere you could see yourself. Feel free to contact Dr. Felicia Lloyd at fkloyd@telus.net or gaah2004@telus.net or (403) 327-8660. Visit our website at www.greenacresanimalhospital.com

LOCUM REQUIRED

THE WOOD BUFFALO NEEDS ON-

going Locum to come and work at a very busy practice. Fly in/Fly out, Hotel and wages included. Looking for summer work, but in dire need of June 26-July 2/2017. Email us if you are free. Email: dogs.wbsah@hotmail.com Website: www.wbsah.com

Classified Ads

VETERINARIAN AVAILABLE

VETERINARIAN FROM EUROPE

holding a temporary ABVMA license (full certification soon). Canadian citizen. Experience in several clinics in Edmonton. Can do appointments and surgery but some mentorship would be appreciated. Can relocate anywhere in Alberta. EdmontonVet@yahoo.com

RVT REQUIRED

VCA CANADA CALGARY NORTH

Animal Hospital & Emergency Service is hiring a full time Registered Veterinary Technologist. We are a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. Come grow in your profession Caring for Life's Greatest Companions! The position averages 37.5 hours on a compressed work week. If you have a positive attitude, excellent client service, and a compassionate, courteous nature, we invite you to apply. VCA Canada is Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. We are national leaders in career development, 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. Please forward a copy of your resume and cover letter or LinkedIn profile to: careers.cnor@vca.com or visit us online at www.vcacanada.com

ROCK STAR VET TECH: YOU'RE

someone who can stand the pressure of a fast-paced environment in at times highly emotional situations. Your skills allow you to anticipate your co-workers needs and stay on top of monitoring your patients, all while displaying confidence when taking the stage! VCA Canada Due South Animal Hospital, a large full service animal hospital is recruiting a FT RVT to join our team. Our ambition is to create meaningful relationships where pet owners and veterinarians come together for the health of their animal family members. Our skilled staff work alongside trusted partners in both medicine and nutrition to help our patient's live long and happy lives. Different strengths and interests of our team enrich and improve us with diversity, innovation and excellence enabling us to operate specialty-referral, primary care, alternative therapy and emergency hospitals. We're national leaders in career development, passionate about giving back to the community through Paw It Forward, our national philanthropic program. Come steal the show! Please apply to: Glynnis.Robella@vca.com For more info please visit us online at www.vcacanada.com

PT SUPERHERO RVT. SOMEONE WHO

can juggle an IV placement while prepping an animal for surgery. Amazing superpowers help you anticipate needs, keep track of all your

patients and remain calm when it's raining cats and dogs! Interesting smells, sights and odors are no problem for you because you love what you do! VCA Canada South Trail Pet Hospital is a companion care facility available for primary care, walk-in appointments and emergencies. Dedicated, compassionate doctors, along with their professionally trained support staff, bring together knowledge and skills to provide the best possible medical, surgical and dental care to all pet patients. Different strengths and interests of our team enrich and improve us with diversity, innovation and excellence enabling us to operate specialty-referral, primary care, alternative therapy and emergency hospitals. National leaders in career development, we are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. Please forward a copy of your resume and cover letter or LinkedIn profile to: Glynnis.Robella@vca.com For more information please visit us online at www.vcacanada.com

ROCKY RAPIDS VETERINARY SERVICE

is looking for a full time RVT. We are a busy mixed practice located in Drayton Valley. 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, 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. Sharron Oakey Ph.: (780) 542-2144 Fax: (780) 542-6772 E-mail: rocvet@telusplanet.net

A GREAT OPPORTUNITY FOR NEW

grads to join a small clinic with a friendly and team environment. Edmonton Spay and Neuter Clinic is a small 2 Veterinarian Practice who focus on patient care and client communication. We are equipped with Abaxis Digital Lab, a Modern surgical Suite with ARVS anesthesia machines and Bionet advanced Anesthetic monitoring equipment, Avimark software, and much more. We are looking for a RVT and will train a new grad into Clinic protocols. Experienced RVT's are also welcome to apply. Successful candidate will enjoy, working with 2 Veterinarians with more than 10 years' experience, An RVT and 4 other support staff, premium wage, 2 weeks paid vacation, 100% health/dental/eye care premiums, ABVMA dues, CE allowance and staff discounts for pet services. Please contact Dr Toor via Email: edmontonspay@gmail.com

FULLER ANIMAL REFERRALS, LOCATED

at the Fish Creek 24 Hour Pet Hospital, is looking for an RVT to join our exciting referral team. This position involves working directly with Dr. Mark Fuller, a board-certified small animal surgeon. Daily tasks range

from client communication, preoperative diagnostics, anesthesia, assisting in surgery and postoperative care. We are looking for someone who is efficient, self-motivated and a team player. We offer a competitive wage, CE, clothing allowance and benefits. Send resume to markfullerdvm@gmail.com

FULL-TIME RVT POSITION HAS BECOME

available at Wild Rose. We are a small animal clinic in Fort Saskatchewan with a friendly, family-like atmosphere. We require someone reliable, organized and with excellent communication skills. New graduates welcome. Please e-mail your cover letter and resume. Email: heejh@hotmail.com

STONY PLAIN VETERINARY CLINIC IS

seeking a full time or part time Registered Veterinary Technician. We are a progressive small animal hospital located minutes west of Edmonton. Our practice provides many diverse learning opportunities as well as providing variety in your role. The ideal candidate will possess excellent communication skills, be highly motivated, reliable, energetic and a team player. Our hospital is well equipped with digital and dental x-ray, SA dental unit, ultrasound, in house lab (just upgraded to the best available), and a busy surgery suite. Along with above average wages, professional dues, uniform allowance, benefit package, CE and opportunities for advancement. We are also offering a signing bonus for the right applicant. New grads are welcome. Please forward your resume to Dr. Wawryk by email or Fax: (780) 963-3633 Email: spvet@telusplanet.net

CITY VETERINARY HOSPITAL IN

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

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

Classified Ads

ELLERSLIE PET HOSPITAL REQUIRES AN

RVT to add to our existing staff. New grads are welcome. We offer many perks including but not limited to competitive compensation, group benefits, CE allowance and a great crew to work with. We are a client focused facility so good interpersonal skills are a must. Please forward your resume to doug@ellersliepet.ca

FAMILY PET HOSPITAL & 24 HOUR PET

Emergency is a seven doctor, eight RVT team and growing. We provide client/patient centered, high quality medicine, have RVT's on site working 24/7, as well as offer referral and emergency services. Our facility, includes five comfortable exam rooms, grieving room, full diagnostic lab, two surgery suites, two dental suites, isolation, conference room for weekly staff meetings, and a staff lounge. Diagnostic imaging includes CT, digital radiography, digital dental, ultrasound, and endoscopy. We also have CO2 surgery laser, and a therapeutic laser. Our city (90K) has all the amenities of the big city, with minimal crime, stable economy, lower cost of living, milder winters and many fresh air possibilities. We are a hardworking, compassionate and fun team looking for a full-time night RVT to join us. We offer a flexible, compressed work week schedule for overnights. As well as health benefits, scrub allowance, paid CE and license dues. This is an opportunity for an experienced motivated registered RVT to expand their knowledge, provide exceptional patient care in a cooperative environment. Please send resume to virginia@familypet.ca

VCA CANADA VANCOUVER ANIMAL

Emergency & Referral Centre (VAERC) is a rapidly growing Emergency and Specialty Hospital with a robust Imaging Center located in Vancouver. We are looking for energetic RVT's to join our family. Our 12,500 square foot hospital is well equipped with the technology one would expect in a state of the art specialty medicine practice. Our team continues to grow and ****WE NEED YOU****. We are building an incredible "dream team" of people who are committed to the highest standards of patient and client care. We practice ethical and compassionate medicine and attract staff who enjoy working in a cooperative team. We have exciting opportunities for RVT's in ER, TRIAGE as well as in our Specialties. VCA Canada is an industry leader with over 80 practices across Canada. We operate specialty referral, primary care, alternative therapy and emergency hospitals. We offer competitive salaries, benefits package, veterinary discounts, uniforms, CE allowance, and if applicable, moving expenses. If this sounds like a team you want to join please send your cover letter and resume to Dr. Avery Gillick at Avery.Gillick@vca.com

NECROPSY ROOM TECHNICIAN:

Alberta Agriculture and Forestry is seeking a dynamic, organized person with excellent interpersonal skills to join our Pathology Unit. As a Necropsy Room Technician, you will

be providing technical support to veterinary pathologists, surveillance veterinarians, veterinary epidemiologists and other clinicians within the Animal Health and Assurance Branch. Email: hernan.ortegon@gov.ab.ca Website: www.hrextcg.alberta.ca/psc/hrextcg_ac/employee/hems/c/hrs_hram.hrs_ce.gbl?page=hrs-ce-hm_pre&action=a&siteld=1

AUBURN BAY VETERINARY CLINIC IS

looking for a full time RVT who believes in providing high quality customer service and animal care. We are a nicely equipped companion animal clinic located SE Calgary. Please send your resume at info@auburnbayvet.com attention Dr. Mangat. Website: www.auburnbayvet.ca

WE ARE A RAPIDLY GROWING SA

clinic on Vancouver Island. Located between the mountains and the ocean, Nanaimo is perfect for an active lifestyle with skiing/hiking/lakes/the Ocean. We are looking to add both a technician and a veterinarian to our close-knit, two doctor practice. We have a strong focus on preventive care and we have a new physiotherapy suite, digital x-rays, ultrasound, and full Idexx lab. An interest in physiotherapy or dentistry is an asset. New graduates are welcome. Please send CV to info@applecrossvet.ca or call (250) 390-2391 Website: www.applecrossvet.ca

THE DEVONIAN VETERINARY CLINIC IS

looking for a part-time RVT for 2-3 days per week. We are a nicely equipped companion animal clinic located in Devon. An easy commute from Edmonton or surrounding areas. We have a great team with 2 full time techs, 2 receptionists & 2 vets. New grads welcome to apply! Please email resume to info@devonvet.ca Attn: Sheila Maichen RVT/ Office Manager.

OXFORD ANIMAL HOSPITAL IS

looking for an enthusiastic RVT 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, new graduate are welcome. Signing bonus for the right candidate. Send your resume to contact@oxfordanimalvet.com Website: www.oxfordanimalvet.com

VCA CANADA CALGARY NORTH

Animal Hospital & 24-hour Emergency Service is seeking a full-time Patient Care Coordinator (37.5 hours/week) to lead a talented group of Technologists and Tech Assistants. You have proven leadership, organizational and interpersonal skills. You pride yourself on your positive attitude and professional image, while contributing to your hospitals atmosphere and culture. Responsibilities in this role include, but will not be limited to: recruitment, training, scheduling, and patient/client care services for approximately 35 team members. Strong computer and telephone skills are required. As Calgary North Animal Hospital is a 24-hour emergency facility, it does not close for statutory

holidays. In addition to on-going training and advancement opportunities, we offer a generous wage, CE allowance above industry norm, medical/dental benefits, and discounts on veterinary services. To apply, send us a copy of your resume and cover letter or LinkedIn profile to: Tanya.McGee@vca.com For more information on who we are, what we do, Paw It Forward and opportunities with VCA Canada, please visit us online at <https://vcacanada.com>

RIVER VALLEY VETERINARY WELLNESS

Clinic, located in the west end of Edmonton, is looking to add a full time RVT to our team. We have a great Veterinary team that is focused on providing excellent animal care for cats, dogs and dogs. Our Veterinarians have a special interest in Rehabilitation and is a major focus at our hospital. We are looking for someone wanting to offer high quality customer service and passionate patient care. River Valley Veterinary Wellness Clinic is open 6 days a week, until 6 pm. The successful applicant will enjoy competitive wages, staff discounts, and benefits, paid dues, scrubs and much more. If this sounds like a good fit for you, we would love to hear from you. Email your resume to vivien@clincsolutions.ca

CENTRE ANIMAL HOSPITAL IS A WELL-

established, 2-DVM, small animal practice located in the beautiful community of Cold Lake, AB, and we're expanding our team! We are 3 hr.s NE of Edmonton, Cold Lake is a perfect fit for the outdoor enthusiast! Our ideal RVT possesses excellent communication skills; is highly motivated/energetic, and is willing to work shared on-call. Reliability, communication, & team commitment are of utmost importance to our work family. Our progressive practice provides many diverse learning opportunities as well as offering variety in your role. Your tasks will include: Assisting DVM's during exam room procedures, anesthetic induction & monitoring during sx, treatment of patients and discharging routine sx cases, conducting blood draws & in-house lab analyses, routine dental prophylaxis including full mouth digital radiographs, as well as gaining experience in emergency situations and after hour emergency care. Offering a competitive salary & relocation benefits; and following a 3 month probationary period you are eligible for paid ABVMA dues, CE allowance, group medical, employee discounts and more! Submit resumes to Practice Manager at: tracy.coonce@gmail.com Website: www.animalhealthproviderd.com

RANCLANDS VET CLINIC IS LOOKING

for a responsible, hard-working and caring Registered Vet tech for our facility! New graduates are welcome! For more information and to set up an interview please contact us at ranchlandsvetclinic@hotmail.com with your resume. Hope to hear from you soon!

HIGHVIEW ANIMAL CLINIC IS A BUSY 4

veterinarian practice, looking for a 4th RVT to join our clinic. Our mix is 60% small

Classified Ads

animal, 40% large, which consists mainly of cow-calf and equine. All our RVTs spend time working with each veterinarian, and with each species. Clothing allowance, benefits included. Please email your resume and cover letter to Email: haclinic@telus.net Website: www.highviewanimal.clinic

SHERWOOD VETERINARY CLINIC IS A new expanding clinic, looking for a full time and a part time RVT. If you are a self-motivated team player with a willingness to learn, please apply. New grads are welcome. Availability to work some evenings and weekends is an asset. We offer competitive wages, paid membership, CE allowance and staff discounts. Please email your resume and cover letter to adelsamis2000@yahoo.com

FULL-TIME REGISTERED VETERINARY Technologist Position Required: Moore Equine Veterinary Center Ltd. is looking for an experienced full-time Registered Veterinary Technologist for an ambulatory position. Most of the time will be Racetrack based with the remainder time spent on farm calls. We strive to utilize our technologists to the full extent of their abilities and, as such, we provide both a stimulating and rewarding work environment. The ideal candidate for this position will be self-motivated, hard-working and conscientious with extensive horse experience. Benefits extended to full time employees include medical and dental coverage, paid continuing education, uniform/clothing allowance and paid Provincial Association dues. Salary will be commensurate with experience. Please email resumes to karmin.george@mooreequine.ca Resumes can also be faxed to (403) 226-1381, also to the attention of Karmin George. If you have further questions, please contact the clinic at (403) 226-2585.

DO YOU LIKE DONUTS, CATS, DOGS and shopping? Well so do we! The Sunridge Vet Clinic is looking for an RVT to fill a maternity leave starting mid June 2017 with the possibility of permanent employment. We are a small animal clinic located next to Tim Horton's the Sunridge mall and c-train line. New Grads welcome. Please submit resume to svclinic@telus.net or Fax: (403) 293-5875 Attn: Heather

NORTH STAR VET CLINIC, KIMBERLEY BC, is looking for a locum RVT (licensed in at least one province) to cover ONE WEEK of holidays. Pay is \$700 for work Monday June 19 to Friday June 23 8:30 am - 5:30 pm each day. Accommodation and/or travel cost reimbursement could be arranged. Email resume to northstarvetclinic@gmail.com

FULL TIME RVT POSITION AVAILABLE IN a new small animal clinic in Sylvan Lake, AB. Benefits available. Some Saturday work required. Send resume and references to shan@kbsl.ca Website: www.parklandvet.ca

DO YOU LOVE WORKING WITH animals and people? Signal Hill Animal Clinic is located in a great area in SW Calgary where high quality veterinary medicine and nurturing the human-animal bond is our focus! We are a busy, three-doctor small animal practice in SW Calgary looking for an experienced, full-time RVT. Our practice is equipped with digital X-ray, digital dental X-ray and in-clinic laboratory. We are looking for a friendly, team oriented, enthusiastic and self-motivated individual to join our crew. We offer competitive wages, CE and uniform allowances and health benefits packages. Resumes may be dropped off in person or emailed to signalhillanimalclinic@gmail.com

EDMONTON WEST ANIMAL HOSPITAL IS looking to add two RVTs to join our 3 vets, 3 RVT and 8 support staff team. We are a Cat Friendly and AAHA accredited practice. Experience preferred but new graduates considered. We offer competitive wages, CE allowance, and ABVMA dues. Please forward resume to drsharma@vetinedmonton.com

VCA CANADA CALGARY NORTH Animal Hospital & Emergency Service is hiring a full time Registered Veterinary Technologist. We are a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. Come grow in your profession Caring for Life's Greatest Companions! The position averages 37.5 hours on a compressed work week. If you have a positive attitude, excellent client service, and a compassionate, courteous nature, we invite you to apply. VCA Canada is Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. We are national leaders in career development, growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward. Please forward a copy of your CV or LinkedIn profile to: careers@cnvet.com or visit us online at www.vcacanada.com

CALGARY HUMANE SOCIETY IS SEEKING a full-time RVT for Sunday-Thursday. This role requires a compassionate individual who is highly skilled in animal handling, customer service, working in an extremely fast-paced and demanding environment, and is comfortable dealing with a broad range of species. Apply in confidence to careers@calgaryhumane.ca indicating salary expectations in cover letter.

VCA CANADA VARSITY ANIMAL Hospital is looking for a full-time (40 hours/week) Registered Veterinary Technologist to join our team on a temporary contract until September 1, 2017! This is a limited term position with the possibility of becoming permanent. We are looking for an energetic, confident and positive individual who is passionate about Caring for Life's Greatest Companions. A little bit about us: VCA Canada is the 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. 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. Please forward a copy of your resume and cover letter or LinkedIn profile to: Janet.Murray@vca.com To learn more about us, please visit our website: <https://vcacanada.com/>

ARE YOU AN ENTHUSIASTIC RVT? Nanton is a growing town of 2000 situated on the edge of the Foothills with a stunning view of the mountains, located less than one hour south of Calgary. Our clinic staffing levels are three full time Veterinarians, 2 RVTs, and four support staff. We have a modern facility which includes IDEXX laboratory, dental machine, ultrasound, radiology, and Cornerstone. All of your talents and skills will be utilized to their fullest extent. Candidate must enjoy working as part of a team. Our in clinic work consists of 70% small animal and 30% large animal. We offer competitive wages plus benefits. CE allowance after the first year. New grads welcome. Contact: Nanton Veterinary Clinic, P.O. Box 580, Nanton, AB, T0L1R0. Please call (403) 646-2060, Fax: (403) 646-3005 or email info@nantonvetclinic.com to Dr. D. deGraaf or Dr. M. Rhodes. Website: www.nantonvetclinic.com

WESTBROOK VETERINARY CLINIC LTD. in Edmonton, AB is seeking a full time Registered Veterinary Technician to join our team. We offer competitive salaries, continuing education allowance, uniforms and medical dental coverage. Experience preferred but can train the right individual. Please contact Jessie at westjessie@telus.net Website: www.westbrookvet.ca

DOG & CAT HOSPITAL LTD HAS AN immediate opening for a FT RVT that wishes to utilize their existing skills to the fullest, and continue to learn and grow in their profession. Experience is an asset, but new grads welcome to apply. We have 2 small animal hospitals in Red Deer that are fully integrated IDEXX facilities with Laboratory, Digital Radiography, and Cornerstone Practice Management software. Competitive wages, staff discounts, incentive programs, and benefits offered in an interesting, challenging, fast-paced environment. Apply in strict confidence to Candice Blum, RVT/practice manager via email candiceb@dogandcathospital.ca Website: www.dogandcathospital.ca

VCA CANADA'S C.A.R.E. CENTRE IS currently recruiting an ER RVT to join our team. This is an exceptional opportunity for a motivated technician to expand their knowledge and practice

Classified Ads

very high quality emergency medicine. We are much more than an emergency clinic. We are a fully functioning referral hospital, with board certified specialists in a wide range of referral services. Our ER RVTs have extensive exposure and involvement in patient care for specialty patients, providing a rich variety of cases. The successful candidate will have a positive attitude, excellent interpersonal and communication skills, and a strong desire to provide exceptional client experience. 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 Spalding, ER RVT Team Leader, at Victoria.Spalding@vca.com or Fax: (403) 692-4350.

BARLOW TRAIL ANIMAL HOSPITAL IS A newly opened private animal hospital in NE/SE Calgary. We are located off of Barlow Trail and Centre Ave East, right near Memorial Drive. We are a small animal practice with 90% canine patients. We are looking for a full time RVT who wishes to grow with the company, become a leader of the team and make the clinic their own. We offer RVT dues, uniform allowance, health care and staff discounts. If you are an outgoing individual looking for a great facility to build your career, please contact us! Please contact Heather: Email: heather_ah@hotmail.com

THE FORESTBURG VETERINARY CLINIC is seeking a Full Time RVT to join our team. We are a busy mixed animal practice located in a rural community, approximately 2 hours from Edmonton, Alberta. The successful candidate should be a compassionate, driven, and reliable individual who is able to work independently as well as with a team. A passion for learning, excellent communication and customer service skills and the ability to perform in a fast-paced, progressive environment are also an asset. We encourage our RVT's to fully utilize their skills including surgical assistance, anesthesia, digital radiology, dentistry, up keep of log books and client education. If you have a professional attitude, are self-motivated, and enjoy a friendly work environment that provides a wide variety of daily experiences then this is the place for you! Salary negotiable. New graduates will be considered. Please email resumes and cover letters to drjeff5@hotmail.ca or Fax: (780) 582-4155.

VETEMERG IS CURRENTLY LOOKING TO expand their team of highly motivated animal health technicians. If you consider yourself a team player with strong technical and communication skills, and are looking to challenge yourself in a fast paced, 24hr fully equipped state of the art emergency facility then VetEmerg is for you!! Please forward Resumes: Isabel Chavez - headtech@vetemerg.com

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

VETERINARY STUDENT SEEKING EMPLOYMENT

INTERNATIONAL GRADUATED Veterinarian, currently in the sequence of taking board exams, eligible for ABVMA Limited (Supervised) Veterinarian License, looking for a job either in small animal or mixed animal practice. E-mail: careforpets@yahoo.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 GROWING VETERINARY dermatology specialty practice in St. Albert, Alberta, looking for a Certified Veterinary Medical Assistant. This Monday to Friday, full-time position offers a competitive salary, uniform allowance, benefits and staff discounts. Salary is to be discussed and dependent on experience. We are looking for an individual who is attentive to details, performs low stress restraint, and works well with a team. Important client interactions require that you are articulate, compassionate, and

enthusiastic. We are paper-light so Cornerstone skills are necessary, as well as basic computer skills. Please send us your cover letter and resume to edmonton@vetderm.ca Attention: VMA posting. No phone calls or drop-in visits please. Website: www.vetderm.ca

FULL-TIME CSR. WE'RE LOOKING FOR

an exceptional multi-tasker and outgoing individual! Someone who enjoys getting out front and making a difference! Your daily goal will be to enhance the client's experience by coordinating between clients and members of the medical team. VCA Canada Riverbend Veterinary Hospital is a full-service facility with professional and courteous staff who are passionate about what they do. They strive to provide excellent veterinary care, understanding the importance of pets in families. Different strengths and interests of our team enrich and improve us with diversity, innovation and excellence enabling us to operate specialty-referral, primary care, alternative therapy and emergency hospitals. We're national leaders in career development offering industry leading customer service training through VCA's Client Experience Program. We're passionate about giving back to the community through Paw It Forward, our national philanthropic program. We offer competitive wages and group benefits for full-time staff. Apply to: nicole.steinhub@vca.com Visit us online at www.vcacanada.com.

CLIENT SERVICE SUPERSTAR REQUIRED!

Vets to Go is hiring a full-time Client Service Team Member with VOA, VMR, TA or RVT training/experience! Your primary role will be helping our amazing clients in person & on the phone with appointments, reminder calls, billing, admin support, prescriptions, & general clinic support. This FT position is usually 8 am – 5 pm, with some occasional evening/weekend work. Compensation is based on experience, skills, & ability to self-manage. Click the link for more info & email a resume to us at joinus@vetstogo.com Website: <http://vetstogo.com/client-services-team-members/>

THE GENERAL VETERINARY HOSPITAL IS

looking for a new Hospital Administrator as the current one is moving away. This is a senior level position where you will be utilizing your people and administrative talents in a busy multi-veterinarian, AAHA Accredited, small animal practice. Duties include HR/payroll, bookkeeping, client services, the day-to-day operations of the practice and much more. You will be working on Cornerstone Practice Management Software as well as SAGE accounting and Ceridian payroll systems. Previous management experience is an asset. Apply in strict confidence to generalvet.jobs@telus.net or call Edith at (780) 454-8691. Website: www.generalveterinaryhospital.ca

ENERGY EQUINE IS A PROGRESSIVE

equine sports medicine veterinary practice. We are located just north of Airdrie on Dickson

Classified Ads

Stevenson Trail. We are looking for an energetic and positive person to join our reception team. The ideal candidate would have equine knowledge. Duties will consist of maintaining the reception area, greeting clients, answering phones, emails and text messages, booking appointments, creating invoices, collecting payments, monitoring lab results, organizing the schedule, vets and techs. The practice is open Monday-Friday. Some weekends will be required for special events and tradeshows. Please email resume to Breann@energyequine.ca

ARE YOU PASSIONATE ABOUT

delivering an exceptional client experience by training, coaching and leading your team? We are looking for a highly motivated, detail-oriented leader with exceptional skills in communication and organization. VCA Canada is hiring a Hospital Manager to lead both teams of veterinary professionals at Country Hills and Varsity Animal Hospitals locations. As our ideal Candidate, you have: 3+ years of professional management preferably in the medical or veterinary medical field. Must have direct experience managing employees. Duties include oversight of finances/budget, human resources, client services, public relations, and marketing. Lead, coach, and direct high performing teams of employees, creating an environment of trust, respect and enthusiasm. Play a key role with the Operations team in evaluating practice performance, optimizing business growth and developing innovative marketing strategies. Qualified candidates, please submit a copy of your CV to Robert Pakai @ Robert.pakai@vca.com For more information, please visit us online at www.vcacanada.com

SEEKING: A VETERINARY MEDICAL

Assistant or a Pet Care Specialist Receptionist to fill our causal to part-time position (mainly evenings and weekends). If you are interested in providing a high standard of veterinary care, are dedicated to client and patient compassion and care, and are ready to get started in a high paced working environment, Hermitage Veterinary Hospital is looking for you. Must be available (Monday to Sunday) and flexible. We provide competitive compensation, health benefits, uniform allowances, pet health care perks and so much more. Experience or your Veterinary Medical Assistant Certification

(VMA) is an asset but not required. Cornerstone knowledge is an asset. Compensation is negotiable and will be determined based on experience. Please email your resume only to hermitagehospitalmanager@gmail.com

A CAREER OPPORTUNITY IS NOW

available at the Marda Loop Veterinary Centre as part of our front end support team. Within this position you will provide administrative support to our veterinarians, clients and team members while you bring a positive attitude each day, adaptable skills and an eagerness to learn. Previous veterinary clinic experience will be considered an asset but is not required. This position has a set schedule as follows: Monday, Tuesdays, Thursdays & Fridays 8:30 am – 5:00 pm and Wednesdays 12:00 pm – 9:00 pm. We are closed Saturday, Sunday and all statutory holidays. If you are: Friendly, Reliable, Team Player, Passion for Animals and People, Intermediate Computer Skills using AviMark (or other Practice Management Software) Willingness to Learn, Eye for Detail. If interested please apply via email to darrell@mardaloopvet.ca Please include your cover letter and resume. The start date for this position will be as soon as possible. Website: www.mardaloopvet.ca

PRACTICE FOR SALE

NEW AND GROWING SMALL ANIMAL practice for sale in Calgary neighborhood with above average income. New client numbers strong. Double digital revenue growth in recent months. Share sale. Simmons & Associates Canada Inc. www.simmonsinc.com Veterinary Practice Sales and Valuations, Elizabeth Bellavance DVM MBA Canada@simmonsinc.com (519) 383-4438

WELL-ESTABLISHED, ONE

veterinarian, small animal practice located one hour south of Edmonton. Loyal clientele and long term, efficient staff. With two exam rooms and 2200 square feet there is ample room. Clinic is equipped with surgical suite, x-ray and Idexx laboratory equipment. The growing community boasts all of the modern conveniences and a wide variety of activities within walking and driving distance. Practice has been recently evaluated, but owner will review and consider any offers that are made. Please email: borderland839@telus.net

LONG, ESTABLISHED, MA PRACTICE IN northern Alberta, approximately 70% CA, 25% Bovine, 5% Equine with 15% potential in Equine. Good location in high traffic area, ideal for a new graduate or veterinary couple, presently one FT veterinarian and a stable, complimentary staff. Moderately equipped with new updates. This practice would be an attractive setting for those who enjoy a small community atmosphere with surrounding outdoor recreational opportunities. Recently evaluated and owner is open to negotiation on terms of sale. Ph. (780) 519-1054 Email: roblizo@telus.net

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

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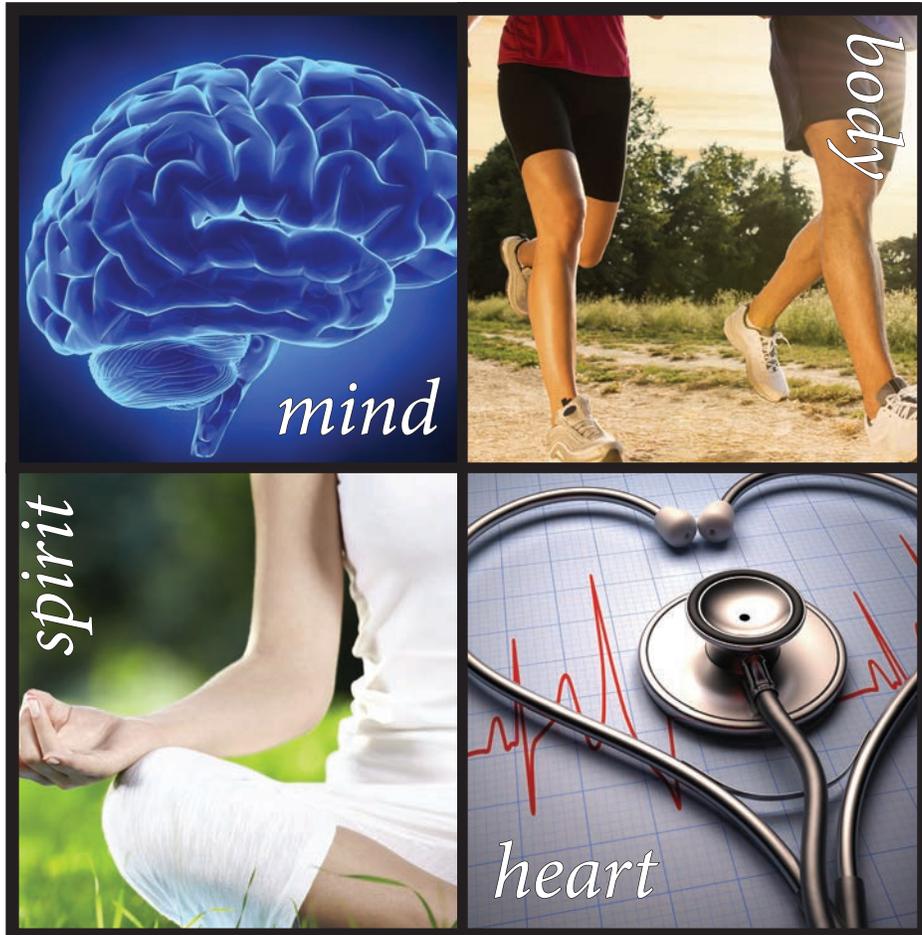
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FOR THE VETERINARY TEAM



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