



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2017

Southern Alberta Veterinary Emergency



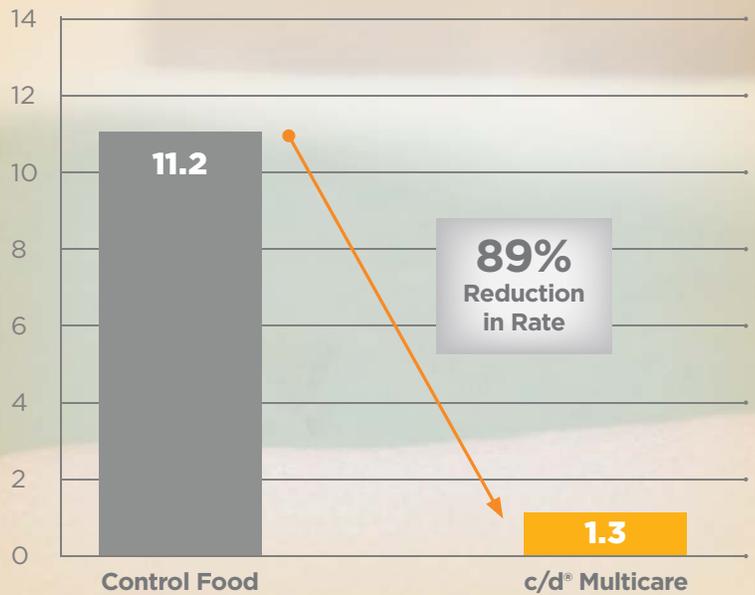


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²Lulich JP, Kruger JM, MacLeay JM, et al. Efficacy of two commercially available, low-magnesium, urine-acidifying dry foods for the dissolution of struvite uroliths in cats. *J Am Vet Med Assoc.* 2013;243(8):1147-1153. Average 27 days *in vivo* study in urolith forming cats.

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Editor's Notebook

Once again, renewal time is upon us when we are legislatively required to indicate our intention to work as self-regulated veterinary professionals in Alberta. Last year the ABVMA implemented a new database that processed all renewals online. It was a learning experience for all of us, and not without its challenges. This year the kinks have been worked out and the process should flow even more smoothly.

When completing your renewal, you will notice that there is also the option to donate to the Member Wellness Fund (MWF). The profession has been increasingly aware of the issue of member wellness, and the ABVMA strives to aid in this area for all members. In the past five years, we have had an average of 36 members per year access the Member Wellness Program, with numbers increasing noticeably in the past two years. This program provides up to four sessions with a professional counsellor on an anonymous basis, and is funded by the ABVMA from general revenues. The most common reasons for accessing these sessions are relationship issues, professional/workplace problems, stress management and anxiety.

Additionally, a portion of the Member Wellness Program deals with incapacitated members that are suffering from addiction issues. Typically, when a member has reached this period in their lives, they do not have the funds or the capacity to deal with their problems, and may require residential treatment to reestablish their lives and control their addiction. This is very expensive and usually beyond the member's capability to pay. The MWF provides the money for these members to access treatment on an interest free loan basis. When members can return to practice, a repayment schedule is arranged.

Should you elect to donate to the MWF, it is these members that you will be assisting. During the upcoming season of charity and celebration, please remember our members that are not as fortunate as most of us, and donate to provide assistance for them to get their lives back on track.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Editor's note: It was with great sadness that the afternoon I completed this article, we were informed of a member that had tragically ended their own life. We are in a high-stress profession, and we must look after ourselves and each other. Talk to someone if you are having difficulties, feeling overwhelmed or struggling with stress. Reach out to staff and colleagues if you suspect something is wrong. Let everyone know that they are not alone. Our compassion goes far beyond the animals we care for.



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EDITORIAL POLICY

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

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President's Report



**Margitta Dziwenka,
DVM, DABT**

President, Alberta Veterinary
Medical Association

I AM WRITING THIS AT THE END OF September and the CanWest Veterinary Conference is fast approaching. My preparations are just beginning, but the staff of the ABVMA have been working for a year or more on them. They may make it all look effortless, but it takes an incredible amount of hard work and dedication to put a conference of this calibre and size all together.

CanWest also provides quality continuing education, which is essential for many professionals. The requirement for veterinarians in Alberta is to earn a minimum of 20 credit hours/year in areas that are relevant to their area of professional activity. Registered veterinary technologists in Alberta are required to earn a minimum of 15 credit hours/year. There are now so many ways to earn these credits such as attending conferences like CanWest, participating in online courses or seminars, in-clinic seminars and even through journals. While this can help those who may live in remote areas or have busy lives and cannot take a week or even a few days off from work or life to attend a conference, sometimes

it can still be difficult. The ability to count the hours over a 24-month period rather than a 12-month period, as described in the ABVMA Continuing Education Guidelines, may be able to help lessen the burden.

As the parent of three school-age children, with one in grade 12, there are several conversations in our house about lifelong learning. Not infrequently I hear "I can't wait until I am out of school" and then often my husband and I will launch into "you should never stop learning..." We also try to explain to them that learning about things that you are interested in makes all the difference in the world. I firmly believe in this, when you find something you are very interested in, learning more about it is not work. The importance of keeping up your knowledge in your current area of practice or to learn about something new is worth finding time for. I often find that after I attend a conference or a seminar, I have so many things that I want to look up and research more. I also feel rejuvenated and refocused on my profession and eager to get back to work.



NOTICE OF THE ABVMA ANNUAL GENERAL MEETING LEADERSHIP WEEKEND AND MEMBER RECOGNITION BANQUET

February 23-25, 2017

**The Chateau Lacombe
10111 Bellamy Hill Rd NW,
Edmonton, AB**

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on **Sunday, February 25, 2018**. Members are encouraged to participate in association affairs and are invited to attend the AGM. Breakfast will be served at 8:00 a.m. and the meeting will commence at 9:00 a.m.

The Membership Recognition Banquet will be held on Saturday, February 24, 2018, commencing at 6:00 p.m. Complimentary tickets for this event are available to ABVMA members who attend the AGM. Tickets for accompanying guests and members who do not attend the AGM may be purchased through the

ABVMA office at a cost of \$65.00 each plus GST. All tickets must be pre-purchased through the ABVMA office no later than January 31, 2018.

If you would like a ticket for the Membership Recognition Banquet on Saturday evening and/or the AGM on Sunday, please contact Mandi Kapalka at the ABVMA office, Toll Free: 1-800-404-2862, Phone: (780) 489-5007 Ext. 222, Email: mandi.kapalka@abvma.ca.

EACH YEAR IN APRIL, COUNCIL

meets with the chairs of the advisory committees for a full-day strategic planning session to determine the strategic direction and future objectives of the ABVMA.

Three years ago, Council indicated that one of the strategic directions was to continue to work on and deliver a comprehensive communication strategy, and to promote the image of veterinary medicine to the public and society. Last year this strategic direction was refined to "enhance the public perception of the veterinary profession."

After the strategic planning session this year, the strategic direction was again refined to "enhance the public's affinity to the veterinary profession." This, however begs the question: What is the affinity of the public for the veterinary profession? There have been numerous surveys and studies conducted previously, with a lot of good information derived from them. Gems of wisdom such as "clients don't care how much you know until they know how much you care," and noting that price (at least previously) has not been a highly determining factor for people seeking out veterinary services.

But what about today, in 2017, in Alberta? Do we have a clear understanding of what the public thinks about our profession? Does the public even know the aspects of their lives that are touched by veterinary medicine daily? These are questions that Council could not answer, yet would be important to evaluate if this strategic direction is to be achieved. If there are deficits in the delivery of veterinary services, we need to examine our deficiencies. If the public is unhappy with some of our services, what can we do to improve them? Can we do anything to improve the public's knowledge and understanding of the vast reaches of the profession into their daily lives?

To be able to answer the questions above, Council has approved a survey to be conducted by a large market research firm in Edmonton. The survey will encompass the entire province, both rural and urban areas, as well as the different sectors of the animal owning population such as companion animals, food animals, rescue

groups and humane societies. The project also includes surveying our members to get their impressions of the public's perception and affinity for our profession.

By the time the survey is complete, Council should have a good awareness of what people think of us. The results will enable us to determine if a positive public relations program is or is not necessary, and if needed, where future communication and educational initiatives should be focused. We will also be able to identify any shortcomings as a profession, and where we can improve. We should consider it as an employment review by the public.

By the time that you read this, the survey may already have begun. If you are contacted or asked to participate, please do so. It is imperative that we have honest answers from the survey to help guide our profession into the future.



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

Season's Greetings

The ABVMA staff extends best wishes to you all for a safe and happy holiday season.

Season's greetings from

Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forseille,
Dr. Duane Landals, Ms. Kathy Naum, Ms. Lisa Barry, Ms. Brenda Betnar,
Ms. Mandi Kapalka, Ms. Margaret Massey, Ms. Sarah Munn,
Ms. Desirée Sieben, Ms. Sandra Ward



Council Highlights



2017 ABVMA Council

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

August 30 & 31, 2017

Dr. Lisa Lomsnes

ABVMA COUNCIL MET AT THE University of Calgary, Faculty of Veterinary Medicine, on August 30 and 31, 2017.

Council had a full schedule and the highlights are listed below:

1. UCVM report by Dr. Singh indicated the Class of 2017 convoked on June 5, 2017, with 23 women and four men graduating. One hundred per cent passed the NAVLE. The expansion of the clinical skills building was completed and we are excited and grateful to have UCVM participating again with the ABVMA in providing the wet labs at Spynhill Campus prior to the CanWest Veterinary Conference in October.
2. WCVM report by Dr. Freeman stated that 78 students graduated in 2017 with two Gold Medal recipients this year. This is an amazing accomplishment for both students. Also, funding and grants have been received to help with many areas of the college.
3. Guest speakers invited to our meeting were:
 - a. Dr. Jack Wilson spoke on behalf of the National Examining Board (NEB). He indicated the introduction of the pre-surgical assessment in January 2017 has proven to be a successful addition to the process of the CPE.
 - b. Dr. Margaret Doyle and peace officer Brad Nichols provided interesting information on multidisciplinary approach to investigating animal crimes.
 - c. Mary Medinsky from Olds College discussed the new AHT program starting October 2017. This is a condensed program named "Stream to Dream." This is 16.5-month program that supports students year-round and will allow for an increase from 60 to 90 AHT graduates per year.
4. The College of Veterinarians of Ontario are in the process of updating the *Veterinarians Act*. The draft can be viewed on the College of Veterinarians of Ontario website.
5. CVMA position statements were reviewed:
 - a. Veterinary Dentistry
 - b. Animal Abuse and Neglect
6. To end the two-day meeting with a good time, we attended the White Coat Ceremony at the University of Calgary, welcoming the new veterinarian students to the college.

DR. LISA LOMS NES ATTENDED THE University of Saskatchewan and achieved her bachelor of science in agriculture in 1986. She graduated with distinction from the Western College of Veterinary Medicine in 1991.

Lisa, along with her husband, promptly moved to the prospective province of Alberta to find work, and have been fortunate to make their home in Red Deer ever since.

In 1998, she started her own mixed animal practice in Red Deer, AB. With the unfortunate situation of BSE in 2004, Lisa switched her practice to companion animals.

Lisa has been actively involved with the Red Deer SPCA, presently known as the Central Alberta Humane Society, as a board member, volunteer and past president. She has a strong belief in community

involvement, thus supporting various charities and groups such as the Central Alberta Women's Emergency Shelter (CAWES), Red Deer 4H groups, Red Deer Hospital, Palliative Care Unit, Red Deer College, Canadian Winter Games in 2019 and various athletic clubs and school functions.

Lisa has thoroughly enjoyed her involvement with the ABVMA, having served on the Food Animal Advisory Committee, Complaints Review Committee and the Registration Committee. The ABVMA Council has been a humbling experience and it has been an honour to represent the veterinarians and RVTs of Alberta.



Dr. Lisa Lomsnes, WCVM '91
Central Region

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REGISTRATION DAY CALGARY 2017 TOOK PLACE ON SEPT. 19, 2017, AT THE CARRIAGE HOUSE INN IN SOUTH CALGARY.

It was another full house with 122 attendees taking part in completing their requirements for full licensure in Alberta. The day started with greetings from the association's dignitaries and the participants spent the day in group discussion of case scenarios that explored the various rules and regulations of the *Veterinary Profession Act* and *Veterinary Profession General Regulation, Bylaws, Practice Standards* and the complaints process. And, of course, networking and catching up with old friends and colleagues during the breaks continued to be a highlight of the day.

Welcome to the profession in Alberta!

Dave Eisenbart, DVM
Chair, Registration Committee

VETERINARIANS

Name	Membership	Reg #/Affiliation
Dr. Adelman, Lauren	General Practice Licensee	3535
Dr. Asemadahun, Nathaniel	General Practice Licensee	3356
Dr. Barker, Jessica	General Practice Licensee	3522
Dr. Beekman, Richard	General Practice Licensee	1763
Dr. Bell, Mary	General Practice Licensee	3554
Dr. Bonang, Allison	General Practice Licensee	3247
Dr. Bonilha, Adrienne	Limited Practice Licensee Supervised	3463
Dr. Bruce, Monica	General Practice Licensee	3542
Dr. Buntyn, Whitney	General Practice Licensee	3452
Dr. Burns, Kathryn	General Practice Licensee	3473
Dr. Carswell, Nicole	General Practice Licensee	3540
Dr. Chapman, Kelsey	General Practice Licensee	3526
Dr. Cheema, Jabbar	General Practice Licensee	3129
Dr. Clarke, Erin	General Practice Licensee	3529
Dr. Cormack, Jaime	General Practice Licensee	3534

Dr. Fenton, Heather	General Practice Licensee	2487
Dr. Findlay, Morgan	General Practice Licensee	3533
Dr. Foster, Jillian	General Practice Licensee	3539
Dr. Fromstein, Jordan	General Practice Licensee	3490
Dr. Gray, Kelsey	General Practice Licensee	3544
Dr. Gunderson, Todd	General Practice Licensee	2717
Dr. Gupta, Sandeep	General Practice Licensee	3387
Dr. Hayward, Stephanie	General Practice Licensee	3469
Dr. Heinrich, Anneliese	Time Limited General Licensee	3471
Dr. Hennig, Elena	Limited Practice Licensee Supervised	3551
Dr. Johnson, Blaine	General Practice Licensee	3552
Dr. Kashivakura, Cyntia	Temporary Registered Member	3416
Dr. Katoch, Rakhi	General Practice Licensee	3451
Dr. Katz, Daniel	General Practice Licensee	3434
Dr. Khurmi, Karanveer	Temporary Registered Member	3524
Dr. Lamb, David	Time Limited General Licensee	3475
Dr. Lamond, Ashley	General Practice Licensee	3530
Dr. MacLeod, Heath	General Practice Licensee	3525
Dr. Manzoor, Furqan	Limited Practice Licensee Supervised	3472
Dr. Masoun, Navdeep	General Practice Licensee	3328
Dr. Narciso, Jaden	Limited Practice Licensee Supervised	3543
Dr. Nickel, Lucas	General Practice Licensee	3523
Dr. Nielsen, Kayla	General Practice Licensee	3527
Dr. Olaloku, Olaniyi	General Practice Licensee	3455
Dr. Oliver, Vanessa	General Practice Licensee	3486
Dr. Parker, Lindsay	General Practice Licensee	3546
Dr. Passi, Gurpreet	Time Limited General Licensee	3421
Dr. Poirier, Maude	General Practice Licensee	3491
Dr. Reed, Benjamin	General Practice Licensee	3531
Dr. Roycroft, Jennifer	General Practice Licensee	3536
Dr. Saha, Sukumar	Temporary Registered Member	3545
Dr. Scott, Lisa	General Practice Licensee	3240
Dr. Singh, Baljit	General Practice Licensee	3550
Dr. Skocylak, Tamara	General Practice Licensee	3468
Dr. Sun, Jessica	General Practice Licensee	3470
Dr. Thiemann, Brianna	Time Limited General Licensee	3537
Dr. Wagner, Karen	Time Limited General Licensee	3479
Dr. Wicks, Kristina	General Practice Licensee	2615
Dr. Woo, Virginia	General Practice Licensee	3549
Dr. Wowk, Melanie	General Practice Licensee	1410
Dr. Zhao, Yaguang	General Practice Licensee	3541

Registration Day

REGISTERED VETERINARY TECHNOLOGISTS

Name	Membership	Reg #/Affiliation
Ms. Anklam, Debbie	General Veterinary Technologist	205
Ms. Ardito, Rebecca	General Veterinary Technologist	3611
Ms. Atkins, Marina	Provisional Veterinary Technologist Member	3722
Ms. Barker, Amanda	General Veterinary Technologist	3612
Ms. Barker, Michelle	General Veterinary Technologist	3613
Ms. Basawa, Kelly	Provisional Veterinary Technologist Member	3720
Ms. Bast, Kaitlyn	Provisional Veterinary Technologist Member	3678
Ms. Baumber, Kathryn	Provisional Veterinary Technologist Member	3725
Ms. Beaubien, Sianna	General Veterinary Technologist	3705
Ms. Berglund, Skye	General Veterinary Technologist	3615
Ms. Borris, Rebecca	General Veterinary Technologist	3714
Ms. Brewin, Janessa	General Veterinary Technologist	3264
Ms. Brown, Jessica	General Veterinary Technologist	3703
Ms. Bruce, Kaitlyn	Provisional Veterinary Technologist Member	3726
Ms. Bundschuh, Heather	General Veterinary Technologist	1430
Ms. Campbell, Alexandra	General Veterinary Technologist	3697
Ms. Crawford, Katherine	General Veterinary Technologist	3698
Ms. Dodman, Jaclyn	Provisional Veterinary Technologist Member	3704
Ms. Duursma, Jaclyn	General Veterinary Technologist	3677
Ms. Feyter, Moriah	General Veterinary Technologist	3680
Ms. Fogarty, Carly	General Veterinary Technologist	3706
Ms. Gamble, Sarah	General Veterinary Technologist	3699
Mr. Gier, Keegan	General Veterinary Technologist	3681
Ms. Greencorn, Jayme-Lea	General Veterinary Technologist	3499
Ms. Halbert, Rennay	General Veterinary Technologist	3682
Ms. Hardat, Amy	General Veterinary Technologist	3696
Ms. Hasselberg, Shauni	Provisional Veterinary Technologist Member	3711
Ms. Haveman, Allison	General Veterinary Technologist	3734
Ms. Heggerud, Jocelyn	Provisional Veterinary Technologist Member	3709
Ms. Hetfleis, Jane	Provisional Veterinary Technologist Member	3718
Ms. Hewitt, Nicole	General Veterinary Technologist	3692
Ms. Heyfron, Katelyn	Provisional Veterinary Technologist Member	3694
Ms. Hillman, Cherish	Provisional Veterinary Technologist Member	3716
Ms. Janzen, Alicia	General Veterinary Technologist	3691
Ms. Johnson, Emily	Provisional Veterinary Technologist Member	3724
Ms. Kapiczowski, Madeline	Provisional Veterinary Technologist Member	3715
Ms. Keates, Carisa	Provisional Veterinary Technologist Member	3679
Ms. Kelly, Sara	Provisional Veterinary Technologist Member	3712
Ms. Knudsen, Eilidh	General Veterinary Technologist	3727
Ms. Knudslien, Jenna	General Veterinary Technologist	3702
Ms. Kostesky, Amber	General Veterinary Technologist	3670
Ms. Kroeker, Mallory	General Veterinary Technologist	3605
Ms. Lamvohee, Nicole	General Veterinary Technologist	3689
Ms. Leavitt, Caylee	Provisional Veterinary Technologist Member	3719
Ms. Leckie, Cheyanne	General Veterinary Technologist	3687
Ms. Levine, Erin	General Veterinary Technologist	3614
Ms. Little, Miranda	General Veterinary Technologist	3686
Ms. Loates, Christy	General Veterinary Technologist	3604
Ms. Lyell, Natasha	Provisional Veterinary Technologist Member	3617
Ms. MacKinnon, Leanne	Provisional Veterinary Technologist Member	3721
Ms. McGrath, Nicole	Provisional Veterinary Technologist Member	3710
Ms. Nixon, Danielle	General Veterinary Technologist	3695
Ms. Ostenberg, Leanna	General Veterinary Technologist	3685
Ms. Peccie, Carmen	General Veterinary Technologist	490
Ms. Penner, Kathryn	General Veterinary Technologist	3684
Ms. Pratt, Keltie	General Veterinary Technologist	3708
Ms. Rempel, Samantha	Provisional Veterinary Technologist Member	3735
Ms. Reyno, Cara	Provisional Veterinary Technologist Member	3723
Ms. Shackleton, Erin	General Veterinary Technologist	3707
Ms. Shaver, Mackenzie	General Veterinary Technologist	3701
Ms. Sheehan, Jaimee-Lynn	Provisional Veterinary Technologist Member	3717
Ms. Stefaniuk, Lauren	General Veterinary Technologist	3690
Ms. Steinhauer, Jaclyn	Provisional Veterinary Technologist Member	3730
Ms. Taylor, Charlotte	General Veterinary Technologist	3683
Ms. Trumble, Colleen	Provisional Veterinary Technologist Member	3713
Ms. Zavaleta, Ania	General Veterinary Technologist	3607



(Left to right) New member Nathaniel Asemadhun, DVM, with Member of Council Chris Belan, DVM



(Left to right) New member Carmen Peccie with Member of Council Chris Belan, DVM



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Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

Case #12-22 and #12-24

DR. JEFF SERFAS OF THE

Forestburg Veterinary Clinic was subject of a disciplinary proceeding in May 2014, previously reported in the *ABVMA Members' Magazine* in Sept-Oct 2014.

As a result of that hearing, the tribunal ordered that four practice inspections were to be undertaken of the Forestburg Veterinary Clinic over the course of two years.

Completion of the practice inspections was delayed due to proceedings related to a complaint against Dr. Serfas. This matter was reported in the *ABVMA Members' Magazine* in Sept-Oct 2016.

The final practice inspection related to the May 2014 order of the tribunal was completed in January 2017.

The results of the practice inspections did not meet the minimum standards required in the PIPS Bylaws as determined by the Practice Inspection Practice Standards (PIPS) Committee.

As a result, a hearing was held into the matter in accordance with section 41.1 Orders of Tribunal of the *Veterinary Profession Act*.

(3) If the Complaints Director is satisfied that a person has not complied with an order under this section or section 45(5)(b), the Complaints Director may

(a) in accordance with section 27.1, treat the failure to comply as a complaint,

(b) refer the matter to the Hearings Director to schedule a hearing before the Hearing Tribunal, or

(c) in the case of non-payment of a fine...

A notice of hearing was issued which contained allegations relating to contravening the orders of the Hearing Tribunal of May 2014, specifically related to the failure of the practice inspections. Dr. Serfas entered into consent discussions and provided an admission of unprofessional conduct to the Hearing Tribunal in Edmonton on Aug. 2, 2017.

The agreed facts presented to and accepted by the Hearing Tribunal are as follows:

AGREED STATEMENT OF FACTS:

1. Dr. Serfas has been a registered veterinarian with the ABVMA since 1997.
2. Dr. Serfas is the registered owner and responsible veterinarian at Forestburg Veterinary Clinic (1998) Ltd. ("FVC") in Forestburg, Alberta.
3. Dr. Serfas was subject to professional conduct proceedings with findings and sanctions imposed upon him in May 2014.
4. Dr. Serfas was subject to professional conduct proceedings with findings and sanctions imposed upon him in April 2016.
5. At present there are no outstanding sanctions relating to Dr. Serfas' obligations to satisfy the orders contained in the 2016 Order.
6. As a result of the May 2014 proceedings, the Hearing Tribunal orders are as follows:
"Dr. Serfas' practice shall be subject to practice audits by a practice auditor approved by the ABVMA twice yearly for a period of two years (two which will be announced and two audits which will be unannounced). This audit shall focus on but not limited to medical records, anesthesia protocols, pain management and office management. Dr. Serfas shall pay the costs of these practice audits and shall provide any 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."
7. Practice audits performed by Dr. Chris Belan on the following dates: Jan. 6, 2015, March 26, 2015, Feb. 18, 2016, and Jan. 19, 2017.
8. Notwithstanding this Order of the Hearing Tribunal of May 2014 specified that two of the audits were to be on an announced basis and two were to be unannounced, all four audits were announced to Dr. Serfas as a result of the nature of his practice as a sole practitioner and the geographical location of the practice.

Complaints Director's Report

9. The audits with respect to Jan. 16, 2015, and Jan. 19, 2017, (audits 1 and 4) were unsuccessful and Dr. Serfas' practice did not pass the audits.
10. There were ongoing significant deficiencies with respect to all four audits.
11. As the practice audits were pursuant to the Order of the Hearing Tribunal, the PIPS Committee made the decision on Feb. 25, 2017, to refer the matter back to the ABVMA Complaints Director for failure to comply with the sanctions of the Hearing Tribunal.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Contravening an Order of the Hearing Tribunal

1. That Dr. Serfas failed to successfully satisfy the Practice Inspection Practice Standards audits of Jan. 16, 2015, and Jan. 19, 2017, as ordered by the Hearing Tribunal.
2. That in failing the practice audits of Jan. 16, 2015, and Jan. 19, 2017, Dr. Serfas failed to maintain the appropriate minimum PIPS standards.
3. That in the four required PIPS audits pursuant to the order of the Hearing Tribunal, Dr. Serfas demonstrated ongoing deficiencies with respect to the minimum practice standards including as follows:
 - a. Large animal record deficiencies including:
 - i.) Inability to locate or produce a medical record related to the sale of a prescription product
 - ii.) Medical records that were located or produced lacked documentation of the medical need for the prescription products
 - iii.) Medical records that were located or produced lacked documentation of appropriate dispensing
 - b. Failure to have an adequate prescribing protocol in place
 - c. Undertaking a number of surgical procedures for which sufficient trained and registered staff were not available
 - d. Lack of documented client informed consent that a dedicated anesthetist was not available for surgeries
 - e. Ongoing issue of incomplete medical records and misplaced records

- f. Lack of appropriately registered staff in place to whom dispensing activities are delegated
- g. Undertaking an inappropriate volume of small animal surgeries given the clinic resources
- h. Controlled drug logs were not accurately up to date
- i. Utilizing inappropriate pain medication protocol for surgical procedures, specifically injectable Metacam® only.

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

ACKNOWLEDGMENT OF RESPONSIBILITY

It is acknowledged by the ABVMA and Dr. Serfas that his conduct as described above constitutes unprofessional conduct. Dr. Serfas has accepted responsibility for his conduct pursuant to s. 35.1 of the *Veterinary Profession Act*.

NO RIGHT OF APPEAL

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

ORDERS AS TO SANCTIONS

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, the Hearing Tribunal makes the following orders in accordance with s. 41.1 of the *Act*.

1. A reprimand shall be issued against Dr. Serfas.
2. Dr. Serfas shall be suspended from the practice of veterinary medicine for a period of six months commencing on Aug. 12, 2017.
3. Dr. Serfas shall repeat the orders contained in paragraph 4 of the Consent Order of 2014 relating to continuing education to the extent he feels necessary to satisfy his responsibility with respect to all Practice Inspection Practice Standards (PIPS) inspections.
4. Dr. Serfas shall pay fines in the amount of \$30,000.00 (representing a \$10,000.00 fine for each of the findings of unprofessional conduct contained in the Notice of Hearing). The files shall

be paid within 18 months of the date of this Order.

5. Dr. Serfas' practice shall be subject to monthly practice audits by a practice auditor approved by the ABVMA in conjunction with the Complaints Director for a period of one year (all of which will be unannounced). These audits shall focus on all issues referenced in the Orders of 2014, 2016 and 2017 regarding Dr. Serfas' unprofessional conduct. Dr. Serfas shall pay all costs of these practice audits and shall provide any and all information requested by the auditor and/or Complaints Director. The results of the practice audits shall be provided to the Complaints Director and PIPS Committee and subject to their approval.
6. In the event that Dr. Serfas does not properly satisfy any two practice audits as referenced above in paragraph 5, the Complaints Director in his own discretion shall be entitled to suspend Dr. Serfas from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order.
7. Further, if the Complaints Director deems there to be a violation of this Order, including but not limited to a determination there has been practice of veterinary medicine during the period of suspension or failure of any two practice audits as unilaterally deemed by the Complaints Director, Dr. Serfas shall upon notice by the Complaints Director and/or the Registrar be suspended from the practice of veterinary medicine pending a Hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied including any practice audits referenced in paragraph 5.
8. Dr. Serfas shall pay costs in the amount of \$10,000.00 payable within six months from the date of this Order.
9. There shall be publication of this Order on a "with-names" basis.

Complaints Director's Report

Case #16-17

THE COMPLAINTS DIRECTOR

received information that Dr. Sean Archibald was promoting and using veterinary medical products in his veterinary practice that were not approved for use in Canada. Specifically these included a vaccine for the treatment of scratches and a product for injection into the joints of horses.

The Complaints Director contacted Dr. Archibald to discuss the information and from the telephone conversation, was not satisfied that Dr. Archibald was in agreement that the conduct in question should cease. As a result, the information was considered as a complaint under section 27.1 of the VPA:

Aware of unprofessional conduct

27.1 Despite not receiving a complaint under section 27(1), if the Complaints Director has information that on reasonable grounds causes the Complaints Director to believe that the conduct of a registered veterinarian constitutes unprofessional conduct or has information that a person has not complied with an order under section 41.1(1) or 45(5) or with a ratified settlement under section 30.1, or if an admission under section 35.1 does not relate to all matters complained of or investigated, the Complaints Director may treat the information as a complaint received under section 27(1).

An investigator was appointed who attended at the practice to retrieve the vaccine and the product for joint injection. An investigation was undertaken and the report of the investigation was provided to the Complaint Review Committee (CRC). The CRC made the decision to refer the matter to the hearings director for a hearing in accordance with section 33.1(3) of the VPA.

Dr. Archibald entered into consent discussions and provided a written admission of unprofessional conduct to the Hearing Tribunal in accordance with s. 35.1 of the VPA.

The Hearing Tribunal accepted all of the admissions of the investigated member.

AGREED STATEMENT OF FACTS:

1. Dr. Archibald has been a registered veterinarian with the ABVMA since 1994.
2. Dr. Archibald is the sole shareholder and responsible veterinarian for Archibald Equine Veterinary Services Ltd., a veterinary practice limited to equine.
3. Sometime in August 2016, Dr. Archibald began advertising a "Scratches Tour of Alberta" on his website and Facebook. There was advertising for immunotherapy treatment for Scratches and included an electronic sign-up sheet for clients.
4. Scratches is a multifactorial disease that affects the pasterns of horses and can be difficult to treat. There are a wide variety of treatments for the disease in North America, but these generally do not include immunotherapy, such as vaccines or allergy shots.
5. There is a commercially available vaccine for scratches licensed in Europe called Insol[®] Dermatophyton. This product is manufactured by WDC in Germany and distributed by Boehringer-Ingelheim in Europe. This product is not licensed for use in Canada and is not available in Canada through any distributors.
6. Dr. Archibald attempted to contact Dr. Buote for some direction regarding marketing activities and left a message for Dr. Buote on Aug. 19, 2016. Dr. Archibald went on to advertise the "tour" without hearing back from Dr. Buote.
7. On Aug. 30, 2016, the Complaints Director received information regarding the sign-up sheet on Dr. Archibald's website and his possible use of Insol Dermatophyton. The Complaints Director reviewed the website, made inquiries with the Canadian Food Inspection Agency (CFIA) regarding import permits for unlicensed products, and had concerns regarding marketing, the product being advertised and the "tour." Dr. Buote also had concerns about an additional product being advertised called "Viscoelastic Regenerative Synovial Endoprosthesis", V.E.R.S.E. therapy. This product advertised as V.E.R.S.E. therapy was actually Noltrex[™], a polyacrylamide gel. This is a human product used in Europe but is not available in North America.
8. After speaking with Dr. Archibald on Sept. 2, 2016, Dr. Buote was not confident that Dr. Archibald would cease the "tour" or stop using the vaccine and accordingly he initiated a formal complaint in accordance with s. 27.1 of the *Veterinary Profession Act* (Act). On the same day (Sept. 2, 2016), Dr. Tanya Marrazzo was appointed as investigator in accordance with s. 31 of the Act.
9. On Sept. 3, 2016, the investigator and Complaints Director attended at Archibald Equine Veterinary Services Ltd. to notify Dr. Archibald of the complaint and to confiscate any Insol[®] Dermatophyton and Noltrex[™]. Those products were transported to the offices of the ABVMA and placed in a refrigerated locked box, where they remain.
10. The formal letter of complaint was delivered via registered mail on Sept. 6, 2016, to Dr. Archibald.
11. On Sept. 6, 2016, for the first time, Dr. Archibald contacted Dr. Anita Powell and Dr. Sheila Tan of the CFIA with respect to how to legally import Insol[®] Dermatophyton. Subsequently Dr. Archibald travelled to Germany at some undetermined time in September (notwithstanding that verification was requested and not provided), to meet with the manufacturers of Insol[®] Dermatophyton. At that time Dr. Archibald received translated documents required for the application to the CFIA to import Insol[®] Dermatophyton.
12. The application to import Insol[®] Dermatophyton on an import permit was approved by Dr. Tan but was awaiting updated information on the lot number before the final purchase was issued. Dr. Archibald waited to provide the specific information such that he would not order the Insol[®]

Complaints Director's Report

- Dermatophyton until such time as the ABVMA matters were concluded.
13. Noltrex™ is a human joint lubricant available for intra-articular injection in Europe. There is currently no animal product available for use. Dr. Archibald has been using human Noltrex™ in horses since the summer of 2015.
 14. As a human medical device, Noltrex™ needs to be labelled “for veterinary use only” before being distributed to any client.
 15. On Sept. 6, 2016, the Registrar placed a condition on Dr. Archibald's certificate of registration pending a determination of unprofessional conduct specifically stating “that you shall not manufacture, promote, use, distribute or sell any Scratches vaccine, including InsoI® Dermatophyton” and “that you shall not promote, use, distribute or sell polyacrylamide gel injections (viscoelastic regenerative synovial endoprosthesis/ V.E.R.S.E).”
 16. During the course of the investigation Dr. Archibald was asked to provide medical records with respect to those horses that had received the scratches vaccine and another in which a horse had received immune therapy. In those medical records provided by Dr. Archibald, there is specifically a medical record indicating that he sold and administered the scratches vaccine to a horse named Joyful owned by S.M. on or about Feb. 23, 2017, contrary to the order of the Registrar.
 17. Further notwithstanding requests for all medical records there were no written documents or medical records indicating Dr. Archibald had obtained informed consent either with respect to the “scratches vaccine” or the use of Noltrex™.
 18. Subsequent to the completion of the investigation and the issuing of the Notice of Hearing, Dr. Archibald provide generic consent forms to the ABVMA. These consent forms do not satisfy the obligation of Dr. Archibald to provide informed consent given the nature of the scratches vaccine and Noltrex™ being administered, sold and dispensed.
 19. That by the promotion, use and/or sale of the scratches vaccine, which was not in compliance with CFIA regulations, Dr. Archibald did not obtain informed consent from his clients for the use of scratches vaccine.

20. That in the dispensing of Noltrex™, which he injected into the joints of horses which was not approved by Health Canada's Veterinary Drug Directorate or a medical device licensed by Health Canada's Therapeutic Product Directorate, Dr. Archibald demonstrated unacceptable practice.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Breach of Regulations

1. That Dr. Archibald undertook the manufacturing, promotion, use, sale and/or distribution of the scratches vaccine in a manner that is not in compliance with the Canadian Food Inspection Agency (CFIA) Regulations on Veterinary Biologics, specifically:
 - a. Veterinary Biologic Guideline 3.21.1 E Guideline for the Release of Unlicensed Veterinary Biologics Manufactured in Canada
 - b. Veterinary Biologics Guideline 3.21.2E Guideline for the Importation of Unlicensed Veterinary Biologics Manufactured in a Foreign Country
 - c. Veterinary Biologics Guideline 3.5E Guideline for Advertising of Veterinary Biologics

Inappropriate Prescribing and Dispensing

2. That Dr. Archibald promoted, used, sold and/or distributed the scratches vaccine in a manner that is not in compliance with the ABVMA Council Guidelines regarding Prescribing Compounding a Selling Pharmaceuticals in that clients are permitted to “sign up” to receive the vaccine in the absence of Dr. Archibald establishing the medical need for the vaccine in the absence of the established Veterinarian Client Patient Relationship (VCPR).

Inappropriate Practice

3. That Dr. Archibald promoted, used, sold and/or distributed a “Viscoelastic Regenerative Synovial Endoprosthesis” (Polyacrylamide Gel - Noltrex) that he injected in the joint(s) of horses that is not drug approved by Health Canada's Veterinary Drug Directorate or a medical device licensed by Health Canada's Therapeutic Product Directorate.

Informed Consent

4. That by promotion, use and/or sale of the scratches vaccine, which was not in compliance with the CFIA Regulations Dr. Archibald did not obtain informed consent from his clients for the use of scratches vaccine.

Failure to Abide by an Order of the Registrar

4. That Dr. Archibald failed to comply with the conditions imposed on his registration of veterinary practice as issued by the Registrar on Sept. 6, 2016, pending the determination of the issues of unprofessional conduct in that his medical records indicate that he sold and administered the scratches vaccine to a horse named Joyful owned by S.M. on or about Feb. 23, 2017.

ACKNOWLEDGMENT OF RESPONSIBILITY

It is acknowledged by the ABVMA and Dr. Archibald that his conduct as described above constitutes unprofessional conduct. Dr. Archibald has accepted responsibility for his conduct pursuant to s. 35.1 of the *Veterinary Profession Act*.

NO RIGHT OF APPEAL

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

ORDERS AS TO SANCTIONS

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

1. A reprimand shall be issued as against Dr. Archibald.
2. Dr. Archibald shall be suspended from the practice of veterinary medicine commencing Jan. 1, 2018, for a period of one month.
3. Dr. Archibald shall be required to successfully complete, at his own cost, the Professional Ethics Course with ProBE Ethics Program within one year from the date of this Order.
4. Dr. Archibald's practice shall be subject to two practice audits by a practice auditor approved by the ABVMA over a period of one year. This audit shall focus on but not be limited to informed consent, advertising, prescribing and dispensing and medical records. Dr. Archibald shall pay the costs of these

Complaints Director's Report

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. Dr. Archibald shall pay a fine in the amount of \$20,000.00 to be paid within three years from the date of this Order (\$4,000.00 on each of the respective five findings of unprofessional conduct being Breach of Regulations, Inappropriate Prescribing and Dispensing, Inappropriate Practice, Informed Consent and Failure to Abide by an Order of the Registrar).
6. Dr. Archibald shall pay costs in the amount of \$5,000.00 payable within one year from the date of this Order.
7. There shall be publication of this Order on a "with-names" basis.

Sanctions and Reasons of the Hearing Tribunal of the Alberta Veterinary Medical Association (Abvma)

The decision of the Hearing Tribunal is to accept the joint submission of ABVMA and Dr. Sean Archibald regarding the Consent Order (including agreed statement of facts, agreed findings of the Hearing Tribunal, Acknowledgment of Responsibility, and Orders as to Sanctions) in its entirety.

The Alberta Veterinary Medical Association Hearing Tribunal finds Dr. Archibald guilty of unprofessional conduct in not following regulatory requirements during his practice of veterinary medicine. As per the admission of unprofessional conduct, this includes failure to follow regulations of Canadian Food Inspection Agency (CFIA), Health Canada, the ABVMA, and an order of the ABVMA Registrar.

Case #15-08

A LETTER OF COMPLAINT WAS

received regarding the surgical care provided to a giant breed dog presented for surgical correction of bilateral medial luxating patellas.

The dog underwent a surgery to correct the luxation in both legs on July 31, 2013 (Surgery #1). The procedures employed included bilateral cranial tibial osteotomy secured with a single screw, sulcoplasty, and lateral imbrication of the joint capsule.

The dog was re-checked on August 8, 12 and 22 for seroma formation and suture reaction.

On October 22, the dog presented with history of still limping on the left hind limb. Radiographs showed that the screws used to secure the tibial crest osteotomy were broken on both legs. The tibial crest of the left limb had moved proximally.

On October 24, surgery was performed to remove the screw heads (Surgery #2). The tibial crests were not repositioned at this time.

Follow up examinations were performed on November 7 and 20 and December 17.

On December 19, a third surgery was performed where the veterinarian repositioned the tibial crest on left limb and secured it with a larger screw. On the right limb, the veterinarian inserted a screw into the medial condyle of the right femur to maintain central alignment of the patella. (Surgery #3)

On December 27, the dog reportedly walked off the deck into deep snow and as a result was non-weight bearing on the right hind limb.

Radiographs on December 28 showed the right patella to be riding over the screw placed into the condyle. A surgery was booked for December 31 to remove that screw. Radiographs taken December 31 showed that screw in the right condyle was no longer in the condyle and was loose in the joint and further that the tibial crest of the left limb was fractured and was located proximally, having pulled away from the larger screw placed during Surgery #3.

On December 31 a surgery was undertaken (Surgery #4) to remove the screw that was displaced from the condyle and to perform a lateral imbrication on the right limb.

Follow up examinations were performed on January 14 and February 26. Radiographs were re-assessed and there were plans to conduct another surgery to attempt repair, though the owner cancelled the surgery that was scheduled. The owner sought another opinion and was ultimately referred for repair at a specialty referral practice.

A letter of complaint was received and investigated, the report of the investigation was reviewed by the Complaint Review Committee, which made a decision to refer the matter for a hearing.

The allegations in the Notice of Hearing included:

Inappropriate Surgical Decision-Making

1. That the surgical technique undertaken in Surgery #1 with respect to performing a bilateral medial patellar luxation was inappropriate given the size of the dog.
2. That in partially inserting a screw into the medial condyle of the dog's right femur to maintain central alignment of the patella (Surgery #3), you utilized a surgical technique not described as an accepted technique with respect to surgical correction of bilateral medial patellar luxation.
3. In Surgery #3, notwithstanding that you placed a cortical screw into the medial condyle for maintaining alignment of the patella (is not a recognized surgical technique), that in attempting to place the screw into the medial condyle, you did not perform that technique correctly in that the screw was actually placed into the shaft of the femur.
4. That on July 31, 2013, (Surgery #1) you inappropriately undertook surgical repair of both of the dog's knees at the same time particularly in light of the size of the dog.
5. That in Surgery #1, #2 and #3 you failed to employ a tension band wire on either knee which was necessary, particularly in light of the size of the dog.
6. That in Surgery #1, a cranial tibial osteotomy was performed "too cranial" and resulted in a transposed tibial crest that was too small and fractured with screw placement.

Complaints Director's Report

7. That you incorrectly diagnosed a problem of reduced bone density of the proximal tibia as the reason to delay further surgical repair.

Failure to Refer

8. That you failed to refer or offer a referral to the clients on a surgical case that had a higher level of difficulty and a higher risk of complications.
9. That you failed to refer the dog to a specialist after specifically receiving a request by the owners to do so following Surgery #2.
10. That you failed to seek advice or consultation from a specialist in response to complications subsequent to all the dog's surgeries.

Costs

11. That you caused the owners to incur costs of \$12,848.18 with respect to the surgeries and recovery of the dog.

Informed Consent

12. That you failed to advise the client of the advantages and disadvantages of undertaking surgical repair of both knees simultaneously (other than with respect to the issue of cost).
13. That you failed to provide the owners with all of the possible options for surgery including referral.
14. That you failed to advise the owner of the increased risk of complication and surgical difficulty given that the dog was a giant breed dog.

Discharge Instructions

15. That subsequent to Surgery #1 you inappropriately advised the clients that the dog could "exercise at will" post-surgery.
16. That you failed to recommend crate rest and limited exercise following discharge in the post-surgical period(s).
17. That you failed to offer a referral for physiotherapy following the surgical intervention.

ALLEGATIONS WITHDRAWN

The following allegations were withdrawn by the ABVMA prior to the commencement of the Hearing:

1. That the surgical technique undertaken in Surgery 1 with respect to performing a bilateral medial patellar luxation was inappropriate given the size of the dog.
11. That you caused the owners, to incur costs of \$12,848.18 with respect to the

surgeries and recovery of the dog.

16. That you failed to recommend crate rest and limited exercise following discharge in the post-surgical period(s).

FINDINGS

The Hearing Proceeded on the remaining 14 allegations of unprofessional conduct. The tribunal made findings of unprofessional conduct on allegations 5 and 10:

5. That in Surgery #1, #2 and #3 you failed to employ a tension band wire on either knee which was necessary, particularly in light of the size of the dog.
1. That you failed to seek advice or consultation from a specialist in response to complications subsequent to all the dog's surgeries.

The hearing tribunal made no finding of unprofessional conduct regarding the remainder of the allegations — 2, 3, 4, 6, 7, 8, 9, 12, 13, 14, 15 and 17.

ORDERS FOR SANCTION

The parties were given the opportunity to provide written submissions regarding penalties and in its decision the Hearing Tribunal made the following penalty orders:

1. A letter of reprimand shall be issued against the veterinarian;
2. The veterinarian shall pay costs of this matter in the amount of \$6,875.00 within one year of the date of the Order;
3. If the Complaints Director deems there to be a violation of this Order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director, be suspended from the practice of veterinary medicine pending a Hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director shall maintain this discretion until such time as all provisions of this Order are satisfied; and
4. There shall be a publication of this matter on a "without-names" basis on the ABVMA website and in the *ABVMA Members' Magazine*.

APPEAL

The veterinarian appealed the findings and orders of the hearing tribunal in accordance with section 44 of the *VPA*.

The grounds for the veterinarian's appeal are set out in his Oct. 6, 2016, letter of appeal (the "Letter of Appeal") and are as follows:

1. In terms of allegation 5, he disagreed with the Hearing Tribunal's analysis of the expert witnesses' testimony and its analysis of his experience and the treatment he provided.
2. In terms of Allegation 10, the Hearing Tribunal "[failed] to account" for his experience and continuing education and applied the incorrect standard of care.
3. The ABVMA's complaints process was "cumbersome, expensive and discouraging," involved multiple charges in order to "overwhelm" the veterinarian and was cancelled several times.
4. The remedy sought by the veterinarian was to have the findings of unprofessional conduct overturned and the penalty orders in the decision vacated.

DECISION OF COUNCIL ON APPEAL

An appeal was conducted by a Committee of Council. The veterinarian and the ABVMA provided written and oral submissions regarding the appeal. The decision of the COC was:

"For the reasons stated above, considering all the information before it, including the oral submissions received from both parties on January 23, 2017, and in accordance with the VPA Section 45(5)(b), the COC confirms the decisions and findings of unprofessional conduct and the sanctions set forth by the Hearing Tribunal in its Decision of September 6, 2016. In addition, the COC found no evidence of procedural unfairness in regards to the Investigator, the CRC, allegations 5 and 10 or the Hearing."

DECISION OF COUNCIL ON APPEAL

Upon receiving and considering submissions from parties regarding the costs of the appeal, the COC concluded that the full costs payable by the veterinarian ought to be reduced by \$1,000.00 due to the last-minute adjournment of one hearing day.

The veterinarian shall pay all of the costs of the appeal less \$1,000.00 provided that such costs may, at the veterinarian's request, be paid in 12 equal monthly installments (without interest) commencing on Aug. 15, 2017.

The veterinarian was invoiced \$6875.00 for the costs of the hearing and \$20,272.14 (actual costs less \$1000) for the costs of the appeal.



Louis Kwantes, DVM

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

One Profession. One Strong Voice.

POLICY AND ADVOCACY

CVMA Joins Coalition to Oppose Proposed Federal Tax Changes for Small Businesses

The CVMA has joined the Coalition for Small Business Tax Fairness opposing federal government tax proposals that would dramatically change the way incorporated small businesses are taxed in Canada. The CVMA, along with 70 other like-minded business groups, wish for the government to take the current proposals off the table and consult the business community to identify other solutions that do not unfairly target small business owners. Visit the News & Events section of canadianveterinarians.net for more information and what you can do.

SCIENCE AND KNOWLEDGE

CVMA Joins Government Sub-Committee Discussing Moving Medically Important Antimicrobials to Prescription Drug List

The CVMA is participating in a sub-committee of the Canadian Animal Health Products Regulatory Advisory Committee (CAHPRAC) to discuss the implementation and impacts of Health Canada's moving all medically important antimicrobials (veterinary drugs) to the Prescription Drug List. The sub-committee members contain a cross-section of the drug industry, food producers, feed producers, Health Canada, and Canadian Food Inspection Agency. Recognizing the importance of collaboration and clear understanding, the Sub-Committee is in place to help develop plans around consistent communication regarding the transition, engagement of stakeholders, and implementation of key timelines.

One Health Day Takes Place on November 3

The goal of One Health Day is to raise awareness of the One Health approach for managing complex health problems involving people, animals and the environment. The CVMA strongly supports the involvement of veterinarians in "One Health" as they have a unique responsibility for improving the health and welfare of the animals they treat in a manner that also protects and supports human health and a healthy environment. Visit the One Health Commission's website at onehealthcommission.org for more information on One Health Day.

World Antibiotic Awareness Week, November 13 to 19

World Antibiotic Awareness Week runs from November 13 to 19, 2017. It aims to increase awareness of global antibiotic resistance and to encourage best practices among the general public, health workers and policy makers to avoid the further emergence and spread of antibiotic resistance. The CVMA wishes to remind veterinarians across Canada that antimicrobial stewardship remains a top priority issue for your national association. To prepare veterinarians for federal regulatory changes that will increase veterinary oversight on the use of antimicrobials, the CVMA along with the Canadian Council of Veterinary Registrars (CCVR) developed a Framework called *Veterinary Oversight of Antimicrobial Use – A Pan-Canadian Framework for Professional Standards for Veterinarians*. See what else CVMA has done to date to advocate for change and encourage the responsible use of antimicrobials in animals here: canadianveterinarians.net/policy-advocacy/antimicrobial-stewardship-cvma-priority

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PRACTICE AND ECONOMICS

CVMA Practice Diagnostic Report: Evidence Based Management

Increased availability of financial benchmarks provided in the Practice Diagnostic Report helps improve individual practices' and the veterinary profession's economic health. CVMA members who complete the Practice Owners Economic Survey have access to complimentary benchmarking on revenue, expenses, hours worked, fees, and staff. The report calculates their financial metrics and compares them to the average and top-performing hospitals in their provinces. New in 2016, the Practice Diagnostic Report compares year-to-year trends for individual hospitals that have submitted two consecutive years of data. Visit the News & Events section of canadianveterinarians.net for more information.

VALUE OF MEMBERSHIP

CVMA Annual Source Guide — Check Your Listing

The 2017-18 CVMA Source Guide print edition is distributed exclusively to CVMA members. The Source Guide is your national professional Association's reference guide to contact your peers, colleagues and classmates. Please review your listing to ensure the accuracy of your contact information and the preferred address where you wish to receive mail from the CVMA. Please advise us of changes or updates at: 1-800-567-2862.

The CVMA and GoodLife Fitness Partner to Offer Members Discounted Gym Memberships

A new CVMA Health and Wellness initiative is the CVMA-GoodLife Fitness Corporate Discount Program for CVMA members. The CVMA corporate membership can save you up to 44 per cent off regular individual membership rates. Visit the Member Benefits & Services section under Value of Membership of canadianveterinarians.net for more information or to join.

The CVMA MyVetStore: Delivering Dietary Convenience and Compliance

As any retailer will attest, online shopping and home delivery are rapidly changing the way consumers purchase and receive goods. While Amazon is the highest profile purveyor, many businesses are taking advantage of the Internet and its capabilities to reach their clients. The MyVetStore, provided through the CVMA, allows veterinarians to embrace this new channel. Find more information under the News & Events section of canadianveterinarians.net.

The New Moneris and CVMA Partnership Provides CVMA Members with Preferred Payment Processing Rates

Moneris and the CVMA are pleased to offer members preferred pricing on debit and credit card processing. CVMA members who sign up with Moneris before December 31, 2017 are also eligible for a rebate of up to \$500.* The rebate will be provided in the form of a GIFTPASS® from (Giftcertificates.ca). For more information on the preferred rates offered exclusively to CVMA members from Moneris, or to sign up for Moneris payment processing,

please contact the CVMA at 1-800-567-2862 or email (admin@cvma-acmv.org). To learn more about Moneris' advanced payment solutions or how to find a solution that works best for your practice, please visit (moneris.com) or call 1-877-789-5335 to speak with a Moneris representative. *Terms and conditions may apply.

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PIPS Tip

Logging controlled, narcotic and targeted substances

As veterinary software becomes more widely used, the ABVMA office and PIPS Committee receives more questions about how to track controlled, narcotic and targeted substances within veterinary software programs.

Paper drug logs are still the most common format found during PIPS inspections because the practice must track each bottle separately and a veterinarian or veterinary technologist must sign out each withdrawal at the time of use. Computerized medical records must meet the same criteria as non-computerized records. A Word document or Excel spreadsheet is not adequate because there is no password protected electronic signature done at the time of the drug usage.

Keeping You Current

The WVA is happy to inform you that the WVAC 2018 website sections for Abstract Submission and Registration for WVAC 2018 is now open

The World Veterinary Congress provides a unique opportunity for veterinarians in all branches of the profession globally to come together to explore the challenges that face animal health and welfare, to find solutions where possible and to demonstrate the value of the profession for the public good in a changing world. Three main tracks will underpin the congress program comprising veterinary public health, academia and research and clinical medicine across all domestic species.

For more details, email
WVAC2018-Speakers@icsevents.com

ABVMA Mental Health First Aid (MHFA) Course in Edmonton

Nov. 30 & Dec. 1, 2017
12 CE hours

The ABVMA will be holding another MHFA course at the end of November/beginning of December at the ABVMA office in Edmonton.

Registration is open at conferences.abvma.ca

A MHFA course in Calgary will be held in March 2018. Watch upcoming E-News for more details.

ABVMA Christmas Office Closure

Dec. 22, 2017, to Jan. 1, 2018

The ABVMA Office will be closed from noon on Dec. 22, 2017, to Jan. 1, 2018, inclusive. An emergency number will be provided. Reminders will be sent out in E-News in November and December.

Western Canadian Association of Bovine Practitioners (WCABP) 27th Annual Conference

Jan. 18-20, 2018, Calgary, AB

Contact: Phyllis Mierau, 1-866-269-8387
email: info@wcabp.com
website: www.wcabp.com

Leadership Weekend

Feb. 23-25, 2018, Edmonton, AB

See note on page 4.

2018 John Waters Zoonotic Diseases Workshop (JWZD)

May 10, 2018, Calgary, AB

The 2018 JWZD workshop will be held Thursday, May 10, 2018, at the Libin Theatre, University of Calgary, Foothills Medical Centre, Calgary, AB.

The workshop, hosted every second to third year, is presented by the ABVMA in cooperation with Alberta Health Services and several other agencies that deal with zoonotic diseases in Alberta.

Program and registration details will be available in January 2018.



Dr. Joyce Van Donkersgoed Named as 2017 Metacam® 20* Bovine Welfare Award Winner

Dr. Joyce Van Donkersgoed of Coaldale, AB, has been named the recipient of the 2017 Metacam® 20 Bovine Welfare Award for her leadership in the Canadian beef industry to improve the welfare of feedlot animals.

The award is presented annually by the Canadian Association of Bovine Veterinarians (CABV) / Association Canadienne des Vétérinaires Bovins (ACVB) in partnership with Boehringer Ingelheim (Canada) Ltd. Dr. Van Donkersgoed was presented with the award at the 50th annual conference of the American Association of Bovine Practitioners on Sept. 14, 2017, in Omaha, Nebraska.

In Memoriam

Imorde, Dr. Susanne



Dr. Susanne Imorde passed away on Friday, Aug. 4, 2017, after a courageous battle with brain cancer. She was 61. Dr. Sue was a talented and compassionate veterinarian who dedicated her life to the love and care of animals for 35 years.

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Triplicate Prescription Program (TPP) Update

Veterinary Prescribers

The ABVMA entered a partnership with the College of Physicians and Surgeons of Alberta (CPSA) in 2010 to include all veterinarians in Alberta in the CPSA TPP (prescription monitoring program). Initially there were 634 veterinarians registered, with 1022 being registered by 2016.

The following is a list of the most commonly used narcotics in veterinary practice in Alberta in the first quarter of 2017 as reported by the CPSA. All drugs are converted to OME/day.

The assumed average daily maintenance dose for a drug used for its main indication in adults (human) as defined by the World Health Organization (WHO).

OME/day by main ingredient Q1 2017

Drug	OME/Day
TRAMADOL	6900
HYDROCODONE	1150
CODEINE	600
BUTORPHANOL	500
OXYCODONE	450
FENTANYL	200
HYDROMORPHONE	150
MORPHINE	75

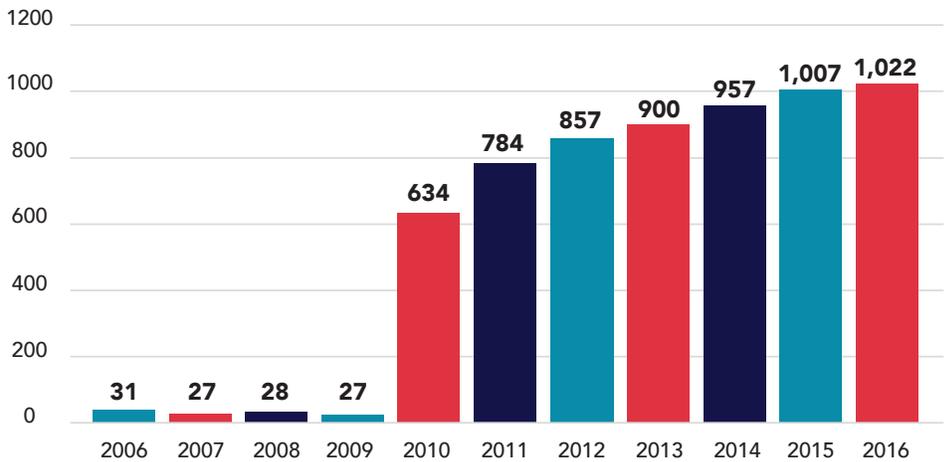
OME = Oral Morphine Equivalent

Standardized measures of doses across all drugs and routes within the opioids analytical class based primarily on values from the Compendium of Pharmaceuticals and the Canadian Opioid Guidelines.

Benzodiazepines

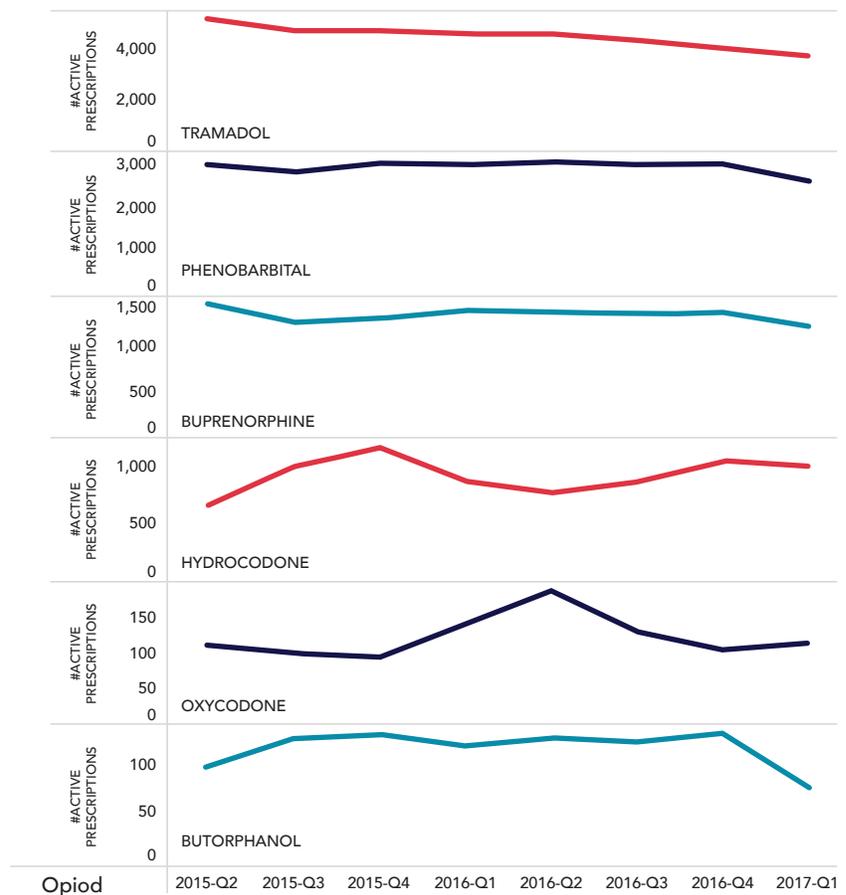
The two most commonly prescribed benzodiazepines (by veterinarians) are alprazolam and diazepam, with approximately 200 active prescriptions of each for each of the past two years.

DVM # Known Prescribers



The following table is a list of the active number of prescriptions for major opioid ingredients written by veterinarians in Alberta over the past two years.

Number of Vet Prescriptions by Main Ingredient



Staying Resilient During the Holidays



The ABVMA Wellness Committee offers tips to stay resilient this holiday season

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

Here are five tips to preserve your well-being during the busy holiday season.

1. Make good health and well-being part of your holiday tradition.

- Keep your schedule manageable. The Anxiety and Depression Association of America suggests that it’s a helpful idea not to overschedule during the holidays. You do not have to attend every function, and when you do, it may help to arrive late and leave early. And if some traditions cause you more stress and unhappiness than joy, consider changing them or even letting them go altogether.
- Try to exercise at your usual time and stick to as normal a diet as you possibly can. Remember that you can control the seasonal overload instead of letting it control you.
- While it may be easy to drink and eat too much at parties and special dinners, we should try not to overindulge with food and/or alcohol. Eating and drinking may feel like they temporarily “ease the pain” of the holiday blues, but they can also lead to feelings of guilt, or

exacerbate both depression and anxiety.

- Meditate. All you need is five minutes of quiet stillness when you can sit or lie down, bring awareness to your breath, and notice the sensations and thoughts that arise. Then without attaching to the thoughts or sensations or letting them carry you into a series of other thoughts or stories, let them go and bring your attention back to your breath.
- Get out in nature. Making time for a walk in the woods can be incredibly therapeutic this time of year. Just 15 minutes in nature decreases cortisol concentrations by 15% and two hours increases mental functioning including attention span and memory by 20%. So, plan to bundle up and head outside for a dog walk, hike, snowshoe or cross-country ski in nature.

2. Maintain realistic expectations.

Remember that no one has the perfect family, so toss out the unrealistic wishes and expectations that whatever family function you attend will be flawless. Instead, realize that, yes, you will probably have to deal with some of the same old family dynamics that push your buttons. Stay calm, change the subject, and then steer clear.

3. Stay connected.

Satisfying social connections allow us to have a more positive outlook on life. It is important to continue to make time for

the people in our lives with whom we have healthy relationships, so be sure to schedule coffee dates with close friends and family members in between all of the other busy holiday gatherings.

4. Stay within budget.

Keep it simple. Finances are huge source of stress for many people. Eliminate the unnecessary. Set a budget, and stay within it. A call, a visit or a note to tell someone how important they are to you can be as touching as and more meaningful than a gift. You can also enjoy free activities like walking or driving around to look at holiday decorations, or making your own decorations or presents.

5. Get enough sleep.

Sleep is probably one of the most important activities that we do each day, despite it feeling like a “pointless waste of time.” Without the recommended seven to nine hours of sleep per night, we are at risk of a weakened immune system, impaired brain function, moodiness, and many other physical health problems. So, while it is tempting to cram as many activities as we can into our holiday schedules, be sure to maintain your typical sleep regimen by getting to bed at your usual time, turning off electronics one to two hours before bed, and limiting caffeine intake within six hours of sleep.

Welcome to the Profession

WELCOME TO THE PROFESSION — UCVM CLASS OF 2021

On Aug. 31, 2017, the Alberta Veterinary Medical Association (ABVMA) and the Canadian Veterinary Medical Association (CVMA) jointly hosted the annual Welcome to the Profession Event for the incoming class of 2021 at the University of Calgary, Faculty of Veterinary Medicine.

Following a dinner with family and friends, ABVMA President Dr. Margitta Dziwenka, CVMA Representative Dr. Louis Kwantes and UCVM Dean Dr. Baljit Singh spoke to the students about the beginning of their four-year journey as young veterinary students.

Students were presented with stethoscopes from the ABVMA and white coats from the CVMA. The evening closed with the recitation of the Veterinary Oath and the UCVM Honour Code.

Congratulations and best wishes to the Class of 2021.



Ms. Rebecca Alexander
Ms. Madison Anderson
Mr. Mitchell Ashkin
Ms. Larissa Booth
Mr. Shane Bosomworth
Ms. Julie Choi
Ms. Alyssa Chrapko
Ms. Heather Coates
Ms. Alexis DeMong
Ms. Nicole Desautels
Ms. Antha Dietrich-Henderson

Ms. Emily Dorey
Ms. Amy Duong
Ms. Kaleigh Eichel
Ms. India Fay
Ms. Robin Goodfellow
Ms. Kaylie Graham
Ms. Emma Jansen
Mr. Jason Kadar
Ms. Tess McGarvey
Ms. Regan McLeod
Ms. Tamara Michalyk
Ms. Erinn Mills

Mr. Colby Morris
Ms. Sarah Nowicki
Mr. Jory Oberg
Ms. Rachel Paradis
Ms. Kelsie Paris
Ms. Carly Peever
Ms. Meghan Shields
Ms. Kimberly Stewart
Ms. Amber Wright
Ms. Elspeth Yates
Ms. Joanne Yi
Ms. Chelsey Zurowski

ALBERTA STUDENTS WCVM CLASS OF 2021

Rhiannon Beatty, Chauvin
Carina Beeksmma,
Edmonton
Erin Carlson, Sherwood
Park
Emilia Chrostek, Calgary
Chelsea Davidson,
Edmonton

Madeleine Dawson,
Edmonton
Teagan Deforge,
Edmonton
Emma Derocher,
Edmonton
Erika Duperreault,
Edmonton
Crystani Folkes,
Lloydminster
Alison Hammel,
Edmonton
Austin Jacobson, Ponoka

Madeleine Knodel, Seven
Persons
Ashley L'Hirondelle,
Edmonton
Rachel McCann,
Beaumont
Megan McCormack, Banff
Brennan Munro, Airdrie
Dayle Oster, Elk Point
Molly Rainforth, Lacombe
Martha Smith, Jasper
Kimberly Williams,
Okotoks



ABVMA Membership Matters

AUGUST 2017

CONTINUED FROM PAGE 10

Permits to Practice

(Revisions are indicated in bold italics.)

Permit to Practice Approval

	Effective Date
Glenpark Investments Ltd. (Dr. Edmund Purcell #945)	July 21, 2017
Alberta Veterinary Dentistry Inc. (Dr. Terrie Faber #1125)	July 21, 2017
Animal Medical Centre South 2017 Inc. (Dr. Megan Herman #3119)	July 19, 2017
T. Schachtel Veterinary Services Prof. Corp. (Taryn Schachtel #2868)	July 12, 2017
Barness Enterprises (Dr. Kim Romanufa #1516)	June 26, 2017
Doctora Puma Inc. (Dr. Elizabeth Barrett #1283)	July 7, 2017
Dekens Housecall Veterinary Services Inc. (Dr. Dirk Dekens #1277)	June 4, 2017
Ramsay Animal Clinic Ltd. (Dr. Gurjinder Nangal #3072), Dr. Sandeep Gupta #3387	June 27, 2017
1903257 Alberta Ltd. (Dr. Jasbir Sandhu #2247, Dr. Vijay Sobti #3225)	July 6, 2017

1928742 Alberta Ltd. (Dr. Richard Graber #782)	July 25, 2017
Vetmenton Inc. (Dr. Nour Hashish #3084)	July 28, 2017
1867805 Alberta Ltd. (Dr. Aleeta Haas #1532)	July 31, 2017
Clydeside Veterinary Ltd. (Dr. Keith Wilkinson #2274)	July 31, 2017

Provisional Approval of New Veterinary Practice Entities (August to September 2017)

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

Practice Name	Location
High Plains Veterinary Services	Cardston
Lawson Veterinary Consulting	Lacombe
Mountain View House-Call Vet & Equine	Didsbury



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



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inspired, and connected!
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WINTER IS ALMOST HERE! WHERE DID THIS YEAR GO?

I am feeling nostalgic as I reflect on the past year — what is that saying, “Change is the only constant”? This year has been full of changes, and with changes comes growth, experiences, personal development...I could go on. Over the past few months the Board of Directors has been working on preparing for our Annual General Meeting (AGM), which was held at the CanWest Veterinary Conference. By the time this article is published, the AAAHT will have voted on the motion to change our name from AAAHT to Alberta Veterinary Technologists Association (ABVTA). This change came about when our sister association, the Manitoba Veterinary Technologists Association, changed, leaving Alberta as the only veterinary technologist association without the word veterinary in it. As veterinary technologists in Canada, we wanted to show a united front and be recognized by both the public and our members. We are eagerly anticipating the results of this motion.

Our executive director has been extremely busy working on launching our first-ever RVT Month! This initiative was put into full swing this summer to help promote RVTs not only in Alberta, but also across the

country. As RVTs, we are educated, licensed and fully trained in several aspects of the veterinary industry, and it is important that the public is aware of who we are and what we do. RVT Month in October helped to shine the light on RVTs and how they work synergistically with veterinarians to create a team of advocates for animal health. The AAAHT also used radio advertising to help promote RVTs during RVT Month. I hope all the AAAHT RVTs received their Marks Work Warehouse discount card in October, another initiative that our executive director has led to help support RVTs in Alberta.

Being president has been a fulfilling experience, and as my year draws to a close, I am looking forward to having Penny Steffen step into the presidential role. I would also like to take this moment to thank the Board members that are completing their terms.

As always, if you have questions regarding the association, the wellness program or being an RVT in Alberta, please reach out at admin.aaht@abvma.com.

RVT members, AHT students and guests...

THANK YOU

Without you, our AGM and CE event wouldn't be possible. Although the AGM is over, the AAAHT is here for you 365 days a year. Thank you for joining us!

Stay tuned for information on our 2018 regional CE program, see you there!

The AAAHT was founded to engage, support and inspire our members to provide exceptional veterinary care.





News at NAIT

A SHOUT-OUT TO THE 2017 AHT graduating class! Due to their amazing fundraising efforts, they were able to purchase a tablet for Alberta Helping Animals Society (AHAS) and presented it to Connie Varnhagen (President) and Leah Dunford (Vice President) at their graduation celebration. Well done class!

Over the summer we were busy making changes in the clinic. We have switched our in-clinic lab machines to the Idexx Catalyst One, LaserCyte DX and Vetlab Station. Our students will continue to perform manual blood smear evaluations, but will also gain experience with this new lab equipment, as well as our previously used Heska equipment.

We have increased our NAIT staff/student pet dental prophylaxis this year. That means that our second-year students will have more experience performing a Comprehensive Oral Health Assessment and Treatment (COHAT) on a client-owned patient. By the time they graduate they will have had seven opportunities to perform a dental cleaning from start to finish.

This academic year we are partnering with Amberlea Meadows for some of our equine labs. They have graciously allowed our students into their space. The second-year class will be performing physical exams, x-rays, blood draws and some dental floats during these labs. We look forward to building this relationship and the experiences that will be gained using this great facility.



GPRC

WELCOME BACK TO OUR NEW AND returning GPRC students! The AHT Potluck has been a fall semester kick-off tradition for many, many years. It is a great way for both classes to interact, play some games and get to know each other. With the weather being so nice this year, students had the potluck outside and had access to bubble balls. Thanks to our Dean, faculty and the farm staff for helping with the bubble ball agility course!

Our 2017/18 year is shaping up to be a busy year for our AHT program. We are well into our first-year Behaviour and Restraint labs and second-year Animal Nursing labs. Our program is also scheduled for a CVMA, AAHA and CCAC visit! We have great student involvement with our Animal Care

Committee (ACC). Aislinn MacCulloch and Jorgia Domes are the GPRC ACC student representatives and we are so thankful to have students that are willing to volunteer and learn in all aspects of our accreditations.

Occasionally, our AHT facilities and students assist our local fish and wildlife conservation officers by radiographing and providing outpatient care of many different species. So far this year we have been lucky enough to assist a Coopers hawk, which was later released by fish and wildlife, and a sharp-shinned hawk that had a coracoid fracture in the left wing. This hawk is currently recovering at a local rehab that is hopeful for a release date soon!



AAAHT News



Lakeland Link

GREETINGS FROM LAKELAND COLLEGE!

Another fall semester and another new intake of AHT students is underway at Lakeland College. This year has brought some exciting changes on our campus. The new Dairy Learning Centre was officially opened in August and students are now enjoying the benefits of having a larger dairy herd and state of the art feeding and milking equipment available for use.

The new Animal Health Teaching Clinic is also under construction with completion scheduled for early next spring. We are very excited for the added space and opportunities this new facility will allow our students to experience as well.



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Olds

OLDS COLLEGE IS THRILLED TO

announce changes to our AHT program, beginning in October 2017. Industry talked — and we listened! Changes to the structure of our program will allow us to graduate 30 more AHTs each year, taking us from 60 graduates to 90 each year. We will have the opportunity to expand these numbers in the future once current plans for new animal health facilities have been completed.

AHT students will be in school continuously (through the summer!), allowing them to complete their diplomas in 16.5 months while completing the same number of credits, courses and competencies as our current AHT program. Students will be starting in October, March and July with two months of online courses, then welcoming them to campus for 12 months. They will continue to complete a practicum at the conclusion of their program. With a unique curriculum design and opportunities for students to explore diverse areas of interest, we are excited to provide more students with the opportunity to attend Olds College.



On Sept. 25, 2017, we welcomed Jonathan Field who donated his time for an evening seminar held at the college. It was an honour to host this talented horseman who has such a passion for horses and helping people learn more about them. So many people commented on what a great night it was. Thank you Jonathan for your time and energy teaching us all how to create partnership with our horses.

Proceeds from the event are going to both the Animal Health Club (which fundraises to send AHT, VTA and VMR students to CanWest each year) and to send an Olds College student to a future Jonathan Field clinic. This opportunity is inspired by Jonathan's scholarship program that supports sending students to learn with him that may not have the resources to do so.

Communication Corner — What Impression Are You Creating?

DID YOU KNOW THAT A NEW

client will typically form a first impression about the employees (and the business) in the first seven seconds of entering the hospital? Based on what clients experience (see, hear, smell and feel), the overall business is being assessed as being likable (positive), so-so (neutral) or not likable (negative). In other words, the first impression may influence how likely the pet owner will become a loyal, long-standing client or not. While these snap judgments may not be accurate, these notions can endure. If the initial judgment is a negative one, it can be difficult to shift this opinion. Being so-so or neutral is equally detrimental since these clients will only choose to stay with the practice until a more appealing option arises.

It is essential to manage the message that is being sent by your physical environment and the initial interactions with every team member. A positive first impression can have a “halo” effect, whereby the perception of positive qualities of the initial impression in one area of the practice gives rise to similar positive perception about related areas such as the perceived standard of care and quality of health care that can be expected from the hospital.

Physical Environment

Poorly kept facilities make clients uncomfortable and may prompt them to expect a bad experience. It may create an uphill battle to restore client confidence in your professionalism, quality of care and competence. Enter your practice through the front door regularly to determine the condition of the front property, signage, the reception area and the nature of the welcome from the team. Be a client and observe from a seat in the reception area. Fix what needs fixing or repair. If you cannot tend to these details, what message are you sending regarding the degree of attentive care that will be provided for pets? Conversely, a pleasant, clean, friendly, welcoming atmosphere conveys that you are there to deliver quality veterinary services with a sincere interest in the pet and the pet owner.

Personal Communication

Harvard Business School social psychologist

Amy Cuddy has studied first impressions and found that the degree of trustworthiness and confidence account for 80-90 per cent of first impressions. What do your non-verbal and verbal messages convey?

Non-verbal communication

Consider the attire of the team. Does it project professionalism, cleanliness, tidiness? Be mindful of your facial expression (smiling, maintaining eye contact without staring) and body language (alert upright stance suggesting confidence, and open mannerisms that show a willingness to help). Are you projecting trustworthiness, confidence, attentiveness and approachability? Or does your body language tell people you’re stressed (fidgety, frequent blinking, trembling, tensing of body), indecisive (hand wringing, touching face often, tilting head from side to side), overwhelmed (wide-eyed, raised eyebrows, hand to cheek or forehead, looking away) or unreliable (minimal eye contact, closed body posture, shrugging shoulders). Be mindful of your habitual gestures as clients may read them as a reflection of one’s level of competence, confidence and trustworthiness.

Verbal communication

All verbal communication should be sincere, confident and personal. For example, “Welcome to ABC Veterinary Clinic, my name is Sharon. How can I help you?” This is a stronger welcome than glancing at the client with a simple, “How can I help you?” Use the client’s name and the pet’s name during your conversation.

Remember, conversations with clients aren’t about you, they are about your clients. People generally like to talk about themselves, so ask questions about the family, other pets, the weather, etc. Positive first impressions are made when the client feels like he or she and the pet are the focus of the discussion.

Don’t leave the first impression to chance — set your team up for success. Consider these exercises to have everyone on the team contribute to a positive first impression every time:

- Script your greeting when answering the phone to ensure that everyone is consistent with the first impression.
- Practice or role-play the phone and



Jayne Takahashi, DVM, MBA

Communication Leads

“It takes a while for people to decide to do business with you, but it only takes a moment for them to decide not to.”

in-person greetings. Everyone should feel comfortable giving a confident handshake should this be required, as well as being able to introduce themselves and their position on the team.

- Prepare general questions that encourage friendly small talk for those who find this challenging. Generally speaking, asking a question to learn more about the pet is an easy way to build rapport.
- Project a positive attitude, even in the face of criticism or nervousness. Remain courteous and attentive.
- When you hear and see colleagues creating a positive first impression, let them know what a great job they did.

Written communication

Be sure that your written messages use correct spelling and grammar especially with spell check and grammar check functions so readily available. Ignoring this detail suggests that you are lazy, unintelligent, poorly educated or unprofessional. Double check every document that you send to a client to ensure that your first and lasting impression is one of high standards and quality care.

SOUTHERN ALBERTA VETERINARY EMERGENCY

Dr. Marco Bregliano, along with his three support staff, opened Elizabeth Street Pet Hospital's (ESPH) doors on June 1, 2009, in a tiny 700-square-foot house on Elizabeth Street in Olde Towne Okotoks. Soon after, Dr. Pavol Liska joined ESPH and together with their dedication to veterinary medicine Elizabeth Street Pet Hospital quickly outgrew the little house. A short time later ESPH moved to a larger building down the street and by 2016 the clinic had grown to five veterinarians and 15 support staff with extended hours from 8 a.m. to midnight, seven days a week. Drs. Bregliano and Liska realized the necessity for a 24-hour emergency veterinary hospital in the area and the idea for Southern Alberta Veterinary Emergency (SAVE) was born.

SAVE had a successful grand opening on June 1, 2016, and has since continued to provide excellent 24-hour emergency care and referral service 365 days a year. It occupies a 9000-square-foot building just on the outskirts of Okotoks, about 15 minutes south of Calgary. SAVE's mission is to develop a strong relationship with local veterinarians and to support their patients with top-notch, state-of-the-art, around-the-clock care. We pride ourselves on providing great patient care and customer service to our clients and their referring veterinary clinic. SAVE is not a primary care clinic, however we offer referral services in Theriogenology through Dr. Marco Bregliano and Surgery through Dr. Audrey Remedios and Dr. Germaine Hung.

Dr. Marco Bregliano graduated from the Ontario Veterinary College in 1999. While starting his career in southern Alberta, Marco's interests in reproductive medicine lead him to pursue further studies in Theriogenology. Dr. Bregliano completed his Diplomate in 2009 and became recognized by the American College of Theriogenology. Dr. Marco's services are primarily for canines and felines. He provides in-house progesterone testing, semen collection, evaluation of semen, consultation for successful reproduction and whelping, trans-cervical and surgical insemination and caesarean sections. SAVE also provides semen storage and can arrange for transport.

Dr. Germaine Hung obtained her veterinary degree from the Western College



SAVE's management team (left to right) Pavol Liska (DVM), Treena Barnett-Ritcey (RVT), Marco Bregliano (DVM, Dip. ACT), Rhea Hagel, Lindsay Adams



Audrey Remedios (DVM, DCVS) and Heather Bregliano (RVT) recovering a patient from surgery



Mariusz Chmielinski (DVM), one of our ER doctors, performing a physical exam

Drs. Bregliano and Liska realized the necessity for a 24-hour emergency veterinary hospital in the area and the idea for SAVE was born.



Germaine Hung (DVM, DACVS-SA) performing surgery and Treena Barnett-Ritcey (RVT) monitoring anesthesia

of Veterinary Medicine in 2010. She completed a small animal rotating internship followed by a surgical internship in Toronto. After completing her residency Dr. Hung received her Board Certification from the American College of Veterinary Surgeons.

Dr. Audrey Remedios always wanted to help animals and be a veterinarian. After finishing her veterinary degree, she completed a surgical residency and Master of Veterinary Science program at the Western College of Veterinary Medicine in Saskatoon, SK. In her residency, Dr. Remedios trained in all aspects of animal surgery, including orthopaedics, soft tissue and neurologic procedures. She joined the faculty of WVC and successfully passed the certifying examinations to become a surgery specialist both in large and small animals as designated by the American College of Veterinary Surgeons. Today Dr. Remedios devotes her time as lead

veterinarian with the Alberta Spay Neuter Task Force and Alberta Animal Rescue Crews Society (AARCS).

Dr. Pavol Liska graduated from University of Veterinary Medicine in Kosice, Slovakia, in 1994 and moved to Canada in 2002. While Pavol mainly spends his time at ESPH, occasionally Dr. Liska performs reproductive procedures, endoscopy and soft tissue surgery at SAVE. ESPH continues to exist as a primary care practise with Dr. Pavol Liska and associates that includes small animal care, elective procedures, soft tissue surgeries and Pavol's special interest in dentistry.

SAVE has been so well received and such a success over the first year, an expansion to the hospital to accommodate our patients is required. Renovations are currently underway to expand our surgical services and diagnostic abilities. We will see three new surgical suites, an expanded ICU unit as well as the

ability to increase the scope of our referral services. We currently offer ultrasonography and endoscopy (both rigid and flexible) services as well. SAVE is excited to be adding a computed tomography to our services that will be available on or about Nov. 1, 2017.

Dr. Liska and Dr. Bregliano wish to thank their incredible team members that have made all of this possible. We have grown to over 40 exceptional individuals including six associate veterinarians, nine technologists and over 20 support staff who all work tirelessly and with great passion and compassion for all the patients who come through the doors of SAVE.

SAVE welcomes anyone to come in for a coffee, meet our great team members and cuddle our "not-so-cuddly" clinic cats Ralph and Myrtle. We are very proud of our clinic and would love the opportunity to show it off to all!

SAVE has been so well received and such a success over the first year, an expansion to the hospital to accommodate our patients is required.



SAVE support staff cleaning the paws of a patient



2017 CanWest Veterinary Conference

THE 2017 CANWEST CONFERENCE

was well attended and held at the stunning Fairmont Banff Spring Hotel. In addition to continuing education in five learning tracks, two social events were hosted — the Meet and Greet on Saturday night and the Welcome Reception on Sunday evening in the Trade Fair.

Two pre-conference wet labs were hosted on Friday, October 13, in partnership with the University of Calgary, Faculty of Veterinary Medicine.

CanWest played host to several other organizations that held events in conjunction with the conference including:

- The Alberta Association of Animal Health Technologists
- The Canadian Veterinary Medical Association
- Christian Veterinary Mission Canada
- The Western Assembly of Veterinary Associations
- Western College of Veterinary Medicine Alumni



Mobile App Winners

This year's mobile app introduced a new feature — the Scavenger Hunt photo game. Thank you to everyone who contributed.

Congratulations to the top three competitors:

- 1st Prize: 2018 Individual CanWest Registration and a one-night stay at the Fairmont Banff Springs Hotel – Stacey Barge
- 2nd Prize: \$250 Amazon Gift Card – Maddie Harder
- 3rd Prize: 2017 CanWest Jacket – Ciara Handley

Trade Fair Prize Winners

Through the generous contributions of our sponsors, the following annual prizes were awarded this year:

- Sunday Daily Cash Prize Winner of \$1,000 – Terry Huberts
- Monday Daily Cash Prize Winner of \$1,000 – Dr. Shelley Hustins
- Welcome Reception Door Prize #1, Apple Watch – Amie Seidle
- Welcome Reception Door Prize #2, PlayStation Pro 4 Limited Edition – Dr. Randy Killeen
- Passport Grand Prize, \$3,000 Travel Voucher – Dr. Angelika Stoutamyer



Attendance Statistics

By Category

- Veterinarians – 298
- Veterinary Technologists – 145
- Students – 48
- Speakers – 25
- Staff & Council – 34
- Moderators – 4
- Practice Staff – 38
- Industry representatives – 213
- Guests – 130



By Region

- Canada – 893
 - Alberta – 610
 - Saskatchewan – 39
 - Quebec – 28
 - P.E.I. – 3
 - Ontario – 117
 - Nova Scotia – 3
 - Manitoba – 29
 - British Columbia – 57
 - New Brunswick – 3
 - Yukon – 1
 - Province Unknown – 3
- USA – 54
- Australia – 4
- Pakistan – 1
- Country Unknown – 8



Equine Program

- Sunday Equine Breakfast Table
- Topic Discussion – 42
- Sunday – 57
- Monday Equine Breakfast Table Topic Discussion – 45
- Monday – 37
- Tuesday – 48



Companion Animal Program

- Sunday:
 - Track 1 – 72
 - Track 2 – 217
- Monday – 178
- Tuesday – 173



Food Animal Program

- Sunday – 51
- Monday – 55
- Tuesday – 39



Vet Technologist Program

- Sunday – 50
- Monday – 68



Vet Team Program

- Sunday – 27
- Monday – 56
- Tuesday – 63



2017 Sponsorship

CanWest would like to take this opportunity to send a sincere thank you to our sponsors. The conference would not be possible without their annual support.

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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



AS PART OF A RESEARCH-INTENSIVE

university, UCVM faculty and graduate students are involved in a wide range of compelling basic, clinical and translational research projects.

So, it was with great delight that our faculty hosted Dr. Sam Thevasagayam, head of livestock and deputy director of agriculture development at the Bill and Melinda Gates Foundation, for a day-long visit in late September. He oversees implementation of the Foundation's strategy in animal health, animal production and livestock systems.

I met Dr. Thevasagayam at a conference last year in Australia and we had an excellent discussion about the important work the Foundation undertakes and how some of the international research projects in which UCVM is involved align with the Foundation's work. The visit was a great opportunity to showcase our international programs and explore opportunities to work with them.

Dr. Susan Cork presented on a rabies in cattle project in Bhutan; Dr. Susan Kutz on her work with Indigenous people in the Arctic; Dr. David Hall on his projects in Vietnam and Bangladesh; Dr. John Gilleard on his Gates Foundation-funded research on helminth infections in people in developing countries; Dr. Guido van Marle, with the Cumming School of Medicine, presented on his research in Ethiopia, and Drs. Karin Orsel, Frank van der Meer and Jennifer Hatfield talked about the Field School in Tanzania.

"They are 'walking the talk', which is unique in my experience," Dr. Thevasagayam said. "Typically, veterinarians talk a lot about One Health, with little traction from the medical professionals. What I saw in Calgary was best in its kind where MDs, DVMs and PhDs were equally motivated by addressing societal needs through the One Health lens."

It was validating to have Dr. Thevasagayam say that "the faculties of medicine and veterinary medicine at the University of Calgary are true practitioners of One Health".

Over the lunch hour, Dr. Thevasagayam gave a presentation to faculty, students and staff entitled 'Every person should have the opportunity to live a healthy and productive life: The role of livestock', a topic that really resonated because of its relevance to our teaching and research.

Dr. Thevasagayam and I hope to follow up soon to talk about how best our institutes can collaborate.

And two recent appointments to share. In September, we welcomed Dr. Dongyan Niu, who joins our faculty as an assistant professor in food safety. And I'm pleased to announce the appointment of Dr. Rob McCorkell as Associate Dean Academic for a five-year term beginning January 1, 2018.

As always, I invite 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:

Accreditation:

Over the past eight months, the WVCVM has been preparing for international accreditation through the American Veterinary Medical Association's (AVMA) Council on Education. As part of that process, the WCVM was required to produce a self-study document that highlights the college's activities in 11 specific standards. In addition to being a requirement of accreditation, the self-study document offers valuable insight into the college's accomplishments since our last accreditation visit in 2010. The college will also be inspected by a site team made up of representatives from veterinary colleges across North America. This visit takes place from Oct. 1 to 5, 2017.

Funding:

NSERC awards: WCVM researchers will receive \$1.6 million in funding from the Natural Sciences and Engineering Research Council (NSERC) for fundamental research projects, as part of an overall \$10.7 million announced for University of Saskatchewan researchers this fall. This includes \$300,000 in funds for Dr. Janet Hill, department head of the WCVM Department of Veterinary Microbiology. Her work involves applying conventional and molecular microbiology techniques to detecting and monitoring microbial communities on humans and animals. For a full list of NSERC-funded research at the WCVM, visit wcvmtoday.usask.ca/articles/2017/wcvm-research-receives-nserc-funds.php

Awards:

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 annual award series recognizes an

outstanding teacher in each U of S college. Beyond her teaching and research work, Dr. 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. Arinjay, 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. Arinjay is a graduate of the university's Integrated Training Program in Infectious Diseases, Food Safety and Public Policy (ITraP) program and regularly collaborates with colleagues in different disciplines to investigate One Health-related problems. To add to his recent accomplishments, Banerjee was recently elected secretary general of the Students for One Health leadership council, which is part of the International One Health Commission.

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. Dr. 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.

Adams awarded for research excellence: WCVM professor Dr. Gregg Adams is one of the 2017 recipients of a U of S Alumni Achievement Award, in recognition for his excellence in education and research. A professor of veterinary biomedical sciences at the WCVM since 1991, Dr. Adams has been instrumental in developing an innovative reproductive research program. His research team recently celebrated the birth of the world's first bison babies born through



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



**UNIVERSITY OF
SASKATCHEWAN**

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.

in vitro fertilization and frozen embryos — paving the way for species recovery. Dr. Adams will be honoured at an awards gala on Oct. 26. Adams was also inducted as a fellow of the Canadian Academy of Health Sciences on Sept. 14, one of the highest honours in Canada's health sciences community.



Mr. Nolan Chalifoux

WCVM Class of 2019
ABVMA Student Representative
2017/2018



Western College of
Veterinary Medicine

WCVM Student's Corner

EVERYONE IS BACK AND AT IT!

Students are busier than ever at the WCVM as midterms are underway and classes are progressing. Many students recently participated in Server Training, a program through the University of Saskatchewan that allows students to act as bartenders at social events throughout the year. As I am sure many ABVMA members remember, WCVM's Happy Hours are an excellent way for students to let loose and network with various professors and clinicians. Additionally, they play a vital role in fundraising. Each class responsible for an event pools their profits towards organizing an exciting graduation and reducing expenses for each individual student.

We recently hosted WCVM's Vetavision Open House event that occurs every two years. As a student-led initiative, there is a lot of organization that goes on behind the scenes. For those who do not know, Vetavision is an elaborate showcase of interactive displays and demonstrations with booths pertaining to large animal medicine and surgery, small animal medicine and surgery, exotic and wild animal medicine, emergency medicine, gross pathology and more! New this year, staff and students decided to embrace "Orange Shirt Day" — Sept. 30 2017 — by wearing orange shirts throughout all of Vetavision. Orange Shirt Day is a day to honour the Indigenous children and families who have been affected by residential schools. The WCVM feels strongly about leading the community in reconciliation and it is the first college at the University of Saskatchewan to. Go WCVM!

Club Days was a huge success for the college this fall as students were able to get a preview of the exciting optional lectures and laboratories that will be put on throughout the year for its members. As the third-year classes finished their terminal sheep surgeries (right flank laparotomies and typhlectomies), clubs readily battled over who would have

access to the cadavers to further extend the learning opportunities provided by these animals. The Pathology Club recently put on a laboratory which allowed students to obtain bone marrow biopsies. Additionally, the Emergency & Critical Care Club hosted an emergency procedures laboratory where students were able to place central venous catheters and chest tubes in addition to performing tracheotomies and thoracocentesis. While terminal surgeries still remain controversial, these fresh specimens provided excellent learning opportunities to many students.

The WCVM is currently undergoing accreditation during this time and it is an excellent opportunity to show off the college! A group of six individuals from both the CVMA and the AVMA have been touring our facilities and observing the many activities that occur on a daily basis. This also means that the school has been made to be very clean and shiny- no more herds of water bottles behind the small animal hospital and the many flocks of coffee mugs in classrooms have all been returned home.

In terms of research, the WCVM faculty, graduate students and postdoctoral fellows were recently awarded \$10.7 million by the Natural Sciences and Engineering Research Council (NSERC). This large sum of money is extremely valuable for our undergraduate students as it provides funding for many research positions for Summer 2018. While it feels as though last summer just ended, applications are already being started for these prestigious roles. From large animal surgery to clinical microbiology, students are provided with various opportunities to participate in ongoing research and advance the veterinary community.

As we near our final exams, students are already loading up on caffeine and candy to help get them through the next few weeks. I look forward to updating everyone on our hopeful survival in the new year!

UCVM Student's Corner

GREETINGS TO THE ABVMA COMMUNITY!

I hope this finds you all well and that you've had a chance to enjoy the beautiful fall we've had. The 2017-18 school year is off to a busy start at UCVM. Students are settling back into the routine of daily classes and late-night study sessions. We have been happy to welcome the Class of 2021, and got a chance to network with student and faculty mentors at the annual mentorship event in September. Keeping with UCVM tradition, the first years have been dubbed the "Platypuses" as their class animal, the tenth class to graduate named for the only mammal with 10 sex chromosomes.

As the first-years have settled into classes, joined UCVM clubs, and elected their class representatives, they have also had exposure to some hands-on learning through the clinical skills course. The clinical skills course is a three-year course unique to UCVM, and a highlight of our program. In first year, it helps students to increase their confidence in low-stress animal handling across species and other basic clinical skills. The second-years have been enjoying the expansion of their clinical skills and knowledge with labs on the equine lameness exam, small animal arthrocentesis and neurologic examination, among others. In third year, the clinical skills course starts to integrate everything we have learned from previous years. We are starting to develop essential skills for new graduates and this semester are performing our first anesthesia labs and surgeries! These labs are getting us very excited to enter practice in the DVLC next year.

The current fourth-years had a busy summer out in the DVLC applying the knowledge they gained over the last three years. In addition to keeping regular case logs on every case they see, each fourth-year picks an interesting case that they saw to present at fourth-year rounds during the year. The entire student body and much of the faculty attends Rounds Days and it is a great motivator to upcoming students to see how far the fourth-year students have

come. It is also a reminder to the fourth-years themselves as they prepare to write the NAVLE this December. Good luck to the class of 2018 on their upcoming test!

In addition to class time, UCVM students take advantage of many other learning opportunities. A group of students are always happy to attend the CanWest Veterinary Conference. Further, a group of students attended the AABP Conference in Nebraska this fall. A group of fourth-year students on rotation with Dr. Gordon Atkins at the conference made UCVM proud by getting through to the semi-finals in the AABP Quiz Bowl. Another group of equine-oriented students are excited to be attending the Annual AAEP Convention in November. In addition to education at conferences, students are engaged in many extracurricular activities here on campus. These include the annual student run wellness weekend, investigative medicine events on regenerative medicine therapies, and rounds presentations on cases in equine medicine, small animal medicine and pathology.

The third-years had another learning opportunity outside of class time this fall. As part of the curricular mandated Integrated Research Project, they ran a randomized clinical control trial on 20 horses with inflammatory airway disease to measure the effects of nebulized dexamethasone versus a saline control. In addition to designing the project, the students were responsible for the husbandry of all 20 horses for the three-week duration of the study. As the data collection of the project wrapped up this fall, we have been busily working on data analysis, and plan to present our findings in January 2018 to the student body and faculty.

As we continue with our busy student schedules into first term's final exams, I wish you all the best in the holiday season and look forward to bringing you another update from UCVM's students in the new year.



Ms. Katy White

UCVM Class of 2019
ABVMA Student Representative
2017/2018



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

ZTalk Webseries on Behaviour – Sponsored by Zylkene – Ztalk is THE webseries that gives an accessible and easy in-clinic behavioural approach! Presented by behaviouralist Dr. Martin Godbout. One ABVMA CE credit for the series. **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.

Working Through Unexpected Vaccine Associated Adverse Events – Sponsored by AAEP – Webcast – OBJECTIVES:

- To bring awareness to Vaccine Associated Adverse Events (VAAE)
 - To define the veterinarian's role in disease management through vaccination and the outcome that can occur
 - Explore some causes of VAAE
 - Briefly look at the different outcomes of VAAE
 - Can VAAE be prevented?
 - What should you do?
- CE certificate available after video watched and quiz completed.

Watch the video here:

www.vimeo.com/221903600/e24503f560

Additional readings: This link:

www.aaep.org/guidelines/vaccination-guidelines/adverse-reactions.

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

Inventory, A Vital Organ In Your Practice

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

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

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

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

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

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

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

A New Approach to Pain Management – Webinar. Please see 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.

MONTHLY OFFERINGS

OCTOBER 2017

October 22, 2017 – Technician's Sunday Wet Lab in Dental Radiography – 4 Hours ABVMA Credits – Speakers: Terrie Faber BSA, DVM, FAVD, Tammy Brooks, RVT, Teresa Calla, RVT. Improve your dental

radiography skills and speed! Morning OR afternoon Hands-On sessions available. Morning session: 8:00 a.m. – 12:30 p.m., Afternoon session: 12:30 p.m. – 5:00 p.m. Call early for your choice of morning or afternoon sessions. Limited space is available – 403-993-7146. Alberta Veterinary Dentistry Suite 107, 358 – 58 Ave SW Calgary, AB.

October 30, 2017 – Review of the Management and Treatment of Canine Hyperadrenocorticism – 2 Hours ABVMA Credits – Speaker: Dr. Jason Norris. Up to date information on the pathophysiology, clinical signs, diagnostic testing, treatment and monitoring of Cushing's disease as well as some common questions and challenges faced by clinicians. Seminar held in Edmonton at Ruth's Chris Steak House, Registration at 6 p.m. RSVP to Nicole Dievert by Oct 23/17 to nicole.dievert@dechra.com or 403-598-7321.

NOVEMBER 2017

November 1, 2017 – Small Poultry Flock Training for Veterinary Teams – 6 Hours ABVMA Credits – Speakers include Dr. C. Mainali, Dr. M. Ravi and Dr. H. Keshwani of Alberta Agriculture and Forestry. A growing number of Albertans are raising and producing their own food. As part of this trend, we have seen an increase in urban, and small poultry flocks – and many have been started by new and inexperienced owners. Veterinarians and animal health technologists are essential to providing small poultry flocks and owners with advice on husbandry and preventative healthcare. To support private veterinarians and their animal health technologists in providing services to small poultry flocks, Agriculture and Forestry (AF) is hosting small-flock poultry health workshops, funded by Growing Forward 2. These workshops will provide specific and relevant poultry health information to veterinarians and their registered animal health technologists who currently provide, or are interested in providing services for small flocks. The day-long session will cover common poultry diseases, available diagnostics from AF, provincial and federal regulations relating to infectious diseases and preventative management and treatment of some common diseases. There is also a session on poultry necropsy wet lab. Please contact Karen Wickerson or Joan St. Amand at 403-948-8575 to register. This session is open to veterinarians and to RVT's.

November 1, 2017 – Review of the Management and Treatment of Canine Hyperadrenocorticism – 2 Hours ABVMA Credits – Speaker: Dr. Jason Norris. Up to date information on the pathophysiology, clinical signs, diagnostic testing, treatment and monitoring of Cushing's disease as well as some common questions and challenges faced by clinicians. Seminar held in Lloydminster at Sawmill Prime Rib & Steakhouse, Registration at 6 p.m. RSVP to Nicole Dievert by Oct. 25/17 to nicole.dievert@dechra.com or 403-598-7321.

November 18 – 19, 2017 – Basic Ultrasound – 11.5 Hours ABVMA Credits – Speaker: Dr. Bob Hylands. This 1.5 day course will discuss the practical issues of ultrasound of the

GIT system and adrenal glands with Dr. Bob Hylands. Dr. Hylands shares with us his passion for this invaluable modality and his years of scanning in his own practice. He will present fascinating cases and practical uses for ultrasound. The lecture will be followed up with four hours of scanning a mixture of both cats and dogs followed by another scan lab Sunday morning. You will have the opportunity to scan the GI system, adrenals and other abdominal organs in the 2 scan labs. For the scanner with some experience, you will be able to build on your skills and learn unique opportunities to use your ultrasound machine. Location: Mill Bay Veterinary Hospital, 840 Deloume Rd Mill Bay, BC For more info and/or to register, visit: www.scilvet.com

November 30 – December 1, 2017 – Mental Health First Aid Course – 12 Hours ABVMA Credits – MHFA Canada is an evidence based program of the Mental Health Commission of Canada. This two day training course is designed, much like the traditional physical first aid, to teach participants how to provide assistance to someone who is experiencing a mental health crisis or developing a mental health problem; until they are connected to professional help. Topics include signs and symptoms of common mental health problems and crisis situations, description of mental health problems such as substance abuse, depression, anxiety disorders and psychosis. The course will be held at the ABVMA Office in Edmonton. Registration will open soon.

DECEMBER 2017

December 1 to December 2, 2017 – Advanced Diagnostic & Therapeutic Techniques in Equine Dentistry – 11 Hours ABVMA Credits – Speakers: Rob Pascoe BVSc, BAEDT, Dipl.ACVS, MRCVS, Jennifer Rawlinson BS, DVM, Dipl.AVDC, AVDC-Eq, Apryle Horbal BA, VMD, MRCVS. This two day practical course will be held at Moore Equine Veterinary Centre, Calgary. This course is aimed at practitioners with a working knowledge in equine dentistry who want to deepen their understanding and especially their practical skills on diagnostic and therapeutic techniques. This course is also RACE approved. Visit: www.vetpd.com/courses/course-details/advanced-diagnostic-and-therapeutic-techniques-in-equine-dentistry-a-practical-boutique-course-01-12-2017 to register.

December 3, 2017 – FAST Ultrasound – 6.6 Hours ABVMA Credits – AFAST, TFAST Ultrasound Exams for the General Practitioner and Specialist These 3 ultrasound formats (AFast, TFAST, Vet BLUE) will be taught by Dr. Soren Boysen DVM DAVECC in a systematic, goal-directed format intended to rapidly answer important clinical questions. The 3 formats will not only improve your patient care by saving lives and triggering appropriate interventions, but make your ultrasound program a financial asset. Morning lecture will cover knobology, FAST theory and clinical cases-with a variety of clinical applications followed by an afternoon wet lab for learning the classic views while scanning

live animals. Visit www.scilvet.com or call 1-866-382-6937 for more information or to register.

December 6, 2017 – Necropsy for Dummies, CBC Clarity and Adventures with Poop – 2 Hours ABVMA Credits – Speaker: Steve Mills DVM, DACVP. Making the most of diagnostic specimens in clinical practice presented by Steve Mills DVM, DACVP. 7-9 PM at Chateau Louis Conference Centre, Edmonton. Register at www.edmontonvetinfo.com or leave voice mail for EASAV at 780.970.3728. Sponsored by IDEXX.

December 10, 2017 – Dental Radiology & Positioning Course – 6 Hours ABVMA Credits – Speaker: James Anthony DVM, BSc (Agr), MRCVS, FAVD, DAVDC, DEVDC, PAG. Join us for this one day course in Calgary that explores the basics of dental radiology and positioning in the morning, and includes a number of fascinating case studies for discussion and interpretation. In the wet lab, attendees will have the opportunity to practice their positioning skills while taking radiographs both with dog and cat skulls. This course is ideal for Vet Techs and Vets alike – we have a 40% discount for techs who attend with their Vet. Visit www.scilvet.com or call 1-866-382-6937 for more information or to register.

JANUARY 2018

January 19 2018 – Small Poultry Flock Training for Veterinary Teams – 6 Hours ABVMA Credits – Speakers include Dr. C. Mainali, Dr. M. Ravi and Dr. H. Keshwani of Alberta Agriculture and Forestry. A growing number of Albertans are raising and producing their own food. As part of this trend, we have seen an increase in urban, and small poultry flocks – and many have been started by new and inexperienced owners. Veterinarians and animal health technologists are essential to providing small poultry flocks and owners with advice on husbandry and preventative healthcare. To support private veterinarians and their animal health technologists in providing services to small poultry flocks, Agriculture and Forestry (AF) is hosting small-flock poultry health workshops, funded by Growing Forward 2. These workshops will provide specific and relevant poultry health information to veterinarians and their registered animal health technologists who currently provide, or are interested in providing services for small flocks. The day-long session will cover common poultry diseases, available diagnostics from AF, provincial and federal regulations relating to infectious diseases and preventative management and treatment of some common diseases. There is also a session on poultry necropsy wet lab. Please contact Nichole Boutilier at 780-233-0472 to register. This session is open to veterinarians and to RVT's.

Classified Ads

VETERINARIAN REQUIRED

BE PART OF EDMONTON'S FIRST

veterinary centre dedicated to minor emergencies of cats & dogs! Set to open in October & located in north central Edmonton, Veticentre is focused on outpatient care 6pm-11pm every day. Life threatening emergencies will be directed to the emergency ICU. Veticentre offers schedules as flexible as 5 to 35hrs per week. Practicing with us connects you to a network of clinics because we organize patient follow up with their regular vet. Applicants must be current with ABMVA dues and should be comfortable with mobile devices & electronic records. Email resume to Jeff Person at: veticentre+resume@gmail.com. Website: www.veticentre.com.

MIXED ANIMAL VETERINARIAN

required immediately in Vermilion, AB. Applicant will be capable and willing to work in all areas of practice, but cattle interest and experience is preferred. New or recent graduates are welcome to apply – mentoring and support is readily available. Practice is well equipped and most of the bovine work is done in clinic, including semen testing. Check out the website (www.vermilionvet.com) for pictures and other details. Call 780-853-7148 or email today: tdgdvm@hotmail.com.

EDMONTON SOUTH ANIMAL HOSPITAL

has an exciting position available for a passionate veterinarian to join our team. We are a full-service; AAHA certified small animal hospital located in the south side of Edmonton. All candidates including new graduates are welcome to apply for the position. Our busy practice emphasizes excellent care and experience for our clients and patients. Small animal medicine and surgical experience is an asset. Benefits include health insurance, paid vacation, paid association dues, a continuing education allowance and competitive salary. The work schedule is on a rotational basis. For further details please email: dr.tan@edmontonanimalhospital.com.

NAGEL AND CO. VETERINARY

Services (NVS) is seeking an outgoing, self-motivated full or part-time associate small animal veterinarian in Crossfield, AB. Nagel and Co. Veterinary Services Ltd. operates as three distinct divisions operating as NVS, Cow/Calf Health and Management Solutions (CCHMS) and Wise Equine Veterinary Services (WEVS). NVS is independently owned practice, that provides small animal examinations and surgery, dentistry, laboratory services, digital radiology and ultrasound services in a recently renovated 3000 sq. ft dedicated small animal facility. NVS also provides orthopedic and specialized surgical procedures in house by a local board-certified surgeon in our renovated surgical facility. NVS offers competitive starting salaries (depending on level of experience and workload),

flexible schedules, full range of benefits and options for share purchases. Veterinary couples welcome. On-call services provided by 24 hr referral clinics. If you're interested in joining our team, please send your resume by email: sherry@nagelveterinaryservices.com, fax: 403-946-5529 or call 403-333-6089 to find out more about the position.

"WHERE HEART AND MEDICINE COME

together for the benefit of pets, their people and our community." – Our mission statement describes us and what we do every day. Are you looking for a change of scenery and pace? Are you looking to having a healthy work-life balance while being professionally challenged and encouraged? We may be your answer. We are a fast-paced AHAA accredited 2 sister clinics located just outside of Ottawa, ON, currently looking for a full-time veterinarian to join us. We pride ourselves in providing excellent patient care and delivering exceptional client service while fostering a positive and friendly work environment. We offer an upbeat, equal opportunity, and teamwork centric workspace that develops a passion for our patients and clients. We offer full medical benefits package, employee discounts, 4 weeks' vacation and competitive wages. Both towns have a charming, country feel but close enough to big cities like Ottawa and Kingston. New grads are welcome to apply! Please forward your resume to veraylima@gmail.com. Website: www.carletonveterinaryservices.ca.

VETERINARIAN NEEDED FOR

growing companion animal practice located in beautiful Sylvan Lake, AB. Our staff takes pride in providing exceptional patient and client care. We offer an excellent work environment and compensation, benefits, flexible/accommodating work schedule and minimal after hours. Experience considered an asset but mentor-ship is available to the right candidate. Locums also let us know who you are! Send us your resume via e mail to pathwaysanimalclinic@yahoo.ca or fax 403-887-5904.

WE REQUIRE A FULL-TIME

veterinarian for our mixed animal practice located approximately one-hour northeast of Edmonton. A well-established clinic providing excellent service to a large area of rural communities. In-clinic vet chemistry and CBC machine, small animal dental unit and digital x-ray. Our large animal end has ultrasound, portable x-ray and equine power float. Lots of variety and a busy location with a brand new indoor riding arena on-site for your pleasure! A great place to work and play! Please call or email us as we would love to meet with you to explore your employment options. bvsruss@cciwireless.ca.

NEW, INTEGRATIVE VETERINARY

clinic in NW Calgary seeking vet! Outgoing, open minded and compassionate veterinarian required for NEW vet clinic. We are an expanding, integrative veterinary practice in Calgary, AB, offering clinic based and mobile services. 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. State-of-the-art facility with strong support team. Seeking vets with 3+ years' experience for clinic-based work. Integrative veterinary experience is an asset. We offer a competitive wage, flexibility for full or part-time work, health benefits, extensive training and mentoring and of course fun! See our website to learn more at www.mvvcdekens.ca. *All inquiries kept strictly confidential*. Email: drdekens@dekensvet.ca.

CHINOOK PET CLINIC, LOCATED IN

Lethbridge, AB, is looking for a part-time associate veterinarian with the potential for full-time employment in the future. We are a well-established, well-equipped small animal practice with a great team of support staff and loyal clients. Our practice strives to provide high quality veterinary services and to promote client education in a caring and professional manner. The ideal candidate will be a team player who is friendly, self-motivated and has strong communication skills. Preference is for a veterinarian with at least 1+ years of experience but new grads are welcome to apply. We offer a competitive salary (based on experience) and benefits package. If interested in this position or would like more information, please email your resume & cover letter and/or questions to: chinookpetclinic@hotmail.com. Website: www.chinookpetcliniclethbridge.ca.

EXCELLENT OPPORTUNITY FOR A

licensed veterinarian to join our busy mixed animal practice, Stettler Veterinary Clinic! What sets us apart from other hiring clinics in Alberta? We are a progressive, yet well-established practice. Our facility includes an in-house lab, digital x-ray machines, large and small animal ultrasound, therapeutic laser, and more! SVC ensures associates receive above average compensation, production bonuses, comprehensive benefits package, and well above average paid time away from work, starting at over five weeks. Please contact Dr. Jackie Dobinson to find out how Stettler Vet Clinic can foster excellence in your career! Email: jackie@stetvet.com, phone: 403-742-3338, website: www.stettlervetclinic.com.

Classified Ads

\$15,000.00 SIGNING BONUS! THE

Wood Buffalo Small Animal Hospital located in Fort McMurray may be your solution with your debt. We are offering a \$15,000.00 signing bonus with agreement to a two-year contract, on top of that we are offering a salary well above the Alberta average for wages (wage based on experience). Also included is all paid dues, CE allowance, benefits and an extra week of vacation. Very busy practice, guaranteed to maximize your experience with clientele compliance. 5 DVM, 9 RVT & 14 support staff currently on payroll. Complete 6000 sq.ft renovation finished March 2017. Brand new DR x-ray, new dental x-ray, along with all the modern equipment. Must be a fully certified DVM & able to work at a fast pace. Whether you have no experience or 20 years, contact us at dogs.wbsah@hotmail.ca and we can talk about a future together! Visit us: www.wbsah.com.

ARE YOU AN OUTDOOR ENTHUSIAST

but hate living in the city; then Strathmore Veterinary Clinic is the place for you! Located 40 minutes east of Calgary, Strathmore has a small town feel with the luxury of being so close to Calgary and the Rocky Mountains. We are a busy mixed animal practice with a team of four veterinarians and a great support team. We are looking to add another mixed animal vet to our growing practice. Our ideal candidate has excellent communication skills, values a team approach and has a good sense of humor. If this seems like the right fit for you, please send your resume to info@strathmorevet.com.

PART-TIME VETERINARIAN WANTED.

Shifts are Fridays 9am to 6pm and Saturdays 9am to 4pm. Available October 6, 2017. Busy single vet practice in Century Park (Edmonton) area. Please contact Lewis at drlbarton@hotmail.com.

WANTED - IMMEDIATE START

Central Veterinary Clinic is a well-established, mixed animal practice rooted in Ponoka, Alberta. With our new building, skilled technicians and modern equipment we have a healthy work environment for all veterinarians. A person with an interest in dairy work and small animal is the preferred applicant while still being able to offer quality care for all species. We offer an on-call schedule of 1 in 12, comprehensive benefits, ABVMA dues paid, CE allowance and competitive salary package. Please email resume and cover letter to Laura at: info@centralvetclinic.ca.

DO YOU LIKE TO SKI, SNOWBOARD,

mountain bike or enjoy the outdoors in general? Come join us in our brand-new hospital in Whistler, BC! We're looking for a client focused veterinarian that likes to practice progressive and preventive medicine. We have a full selection of in house diagnostic equipment (Idexx Analyzers, Ultrasound, Digital X-ray etc) and offer a work schedule that promotes a great work-life balance

(no on-call, no after hours, etc). Please call Jonathan Kirby at 604-902-8232 if you'd like to know more or email you resume and cover letter to jonathan@coastvet.com.

PART TIME COMPANION ANIMAL

veterinarian required for a rapidly growing predominately equine practice in Central Alberta. The qualified candidate would attend primarily to companion animal cases but would be required to have some willingness to perform equine procedures. Our facility is a new 12,000 square foot hospital suitably equipped. Our current case load is very diverse and includes equine arthroscopy, laparoscopy, colic surgery as well as sophisticated assisted reproduction techniques such as embryo transfer, semen cryopreservation, artificial insemination and ICSI (intracytoplasmic sperm injection) In addition we offer a full complement of companion animal services, including a significant orthopedic case load. The candidate would be available 2 to 3 days per week and be available for call 2 days per week. A compensation package commensurate with experience and work ethic is available. The practice is situated in Red Deer, an affluent city of 100,000. If you would like an opportunity to join a fresh and innovative atmosphere contact us. Contact: Dr. Rick Katchuik by phone at (403) 588-6338, by fax at (403) 347-1029, or by email at rick157@telus.net.

MATERNITY LEAVE VETERINARIAN

required for our small animal practice in Lethbridge. Looking for a registered veterinarian to work with us on a full or part time basis starting in September 2017. This position may evolve into a full-time opportunity for the right candidate. We are a close-knit group that make sure we keep ethics, fun and cohesiveness as priorities in our daily work. Our belief is that the more content we are the more effective we can be as suppliers of quality veterinary medicine. In short, an amazing place to focus on being a great veterinarian. Send us your resume! Email it to: highlandspethospital@shaw.ca. Website: www.highlandspethospital.ca.

ROCKY RAPIDS VETERINARY SERVICE

of Drayton Valley, Alberta is looking for a veterinarian to join our mixed animal practice. We are looking for a team orientated associate to join our excellent support staff that value people, pets and having fun. The clinic is well equipped including an in-house lab, digital x-ray and dental x-ray, diagnostic and reproductive ultrasound surgical and therapeutic laser. On call is shared and we offer a great benefit package. Drayton Valley is a great community just over an hour from Edmonton and close to some of the best recreational areas around. Please contact Dr. Wayne Thiessen or Sharron Oakey. Ph. # (780) 542-2144 Fax (780) 542-672 or e-mail. Email: rocvet@telusplanet.net. Website: www.rockyrapidsvet.com.

ANIMALS FIRST CLINIC LTD IS

considering applications for a full-time 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, AB, 458km north of Edmonton and 710km 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 the ABVMA 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, AB, T8X 0B7, or fax 780-814-8933. Visit our website: www.animalsfirst.ca.

LLOYDMINSTER ANIMAL HOSPITAL

Southside Vet Clinic are looking for a full-time veterinarian to join our busy, well-established, two clinic practice. We are 7 experienced veterinarians with a full complement of exceptional technicians and support staff. We are a progressive mixed animal practice that offers an excellent opportunity for a dedicated veterinarian to learn and grow their career to the next level. We would also consider an experienced small animal veterinarian to fill this position with negotiable on call hours. We are located on the Alberta/Saskatchewan border in Lloydminster, a city that is full of shopping, restaurants, plenty of year-round recreation and we are close to many beautiful lakes. We offer a competitive wage, professional dues, and a generous CE budget, medical, dental and vision care benefit package. If this sounds like an opportunity that you would like to explore further, please forward your resume and cover letter to: Georgette Wawryk, Practice Manager, Lloydminster Animal Hospital at: gwawryk@lah.ca or 780-875-5733. Website: www.lah.ca.

VCA CANADA VANCOUVER ANIMAL

Emergency & Referral Centre is seeking experienced veterinarians to join our rapidly growing 24-hour emergency and specialty referral hospital. Our 12,500 square foot hospital is well equipped with a robust imaging center and the technology one would expect in a specialty medicine practice. Our team continues to grow and ****WE NEED YOU****. We are building an incredible dream team who are committed to the highest standards of patient and client care. We practice ethical and compassionate medicine and look forward to staff who enjoy working in a cooperative team.

Classified Ads

We offer continuing education, comprehensive health benefits, and the opportunity to grow your career in the number one travel destination in Canada. The successful DVM will practice cooperative, team based medicine, have excellent interpersonal, emergency and diagnostic skills and must be interested in providing superior customer service to every client. Join Us! Please forward a copy of your resume and cover letter or LinkedIn profile to: Avery.Gillick@vca.com. Website: www.vcacanada.com/vancouveremergency.

THE CLOSE-KNIT, ENTHUSIASTIC TEAM

at Delaney Veterinary Services is looking for a 7th full-time veterinarian to join our equine surgical, reproductive and ambulatory practice. The ideal candidate will join a dynamic staff and should be comfortable doing dental procedures, basic lameness workups, reproduction ultrasonography and medical exams. The position also includes a rotational on call emergency schedule. We operate a state-of-the-art, surgical facility featuring digital ultrasonography and radiography; video endoscopy and a full reproduction division. We operate out of a 'second to none' facility on 40 acres, including isolation stalls; turn out pens; an indoor round-pen and outdoor riding arena. We are located just east of Edmonton. We offer a competitive package that includes a relocation stipend, CE compensation, clothing allowance, paid mileage and emergency fees, and salary in addition to a sharing of your production success. We pride ourselves on exceptional customer service and excellence in equine care. If you want to learn more about the position and our team, please contact Kim Oscar at 780-922-3647 or email: management@delaneyvet.com.

VCA CANADA CALGARY NORTH

Animal Hospital is looking for a full-time veterinarian to join our team! This is an overnight rotation shift where candidates must be available to work 7 on & 7 off. Calgary North Veterinary Hospital is a 24-hour companion animal primary care walk-in and emergency facility. We offer a full-range of services from primary care consultation, full surgical services, internal medicine, endoscopy and emergency services. Teamwork and high-quality care are at the heart of what we do! We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics and modern facilities. 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: Tanya.Mcgee@vca.com. Visit us online at vcacanada.com or vcacanada.com/calgarynorth/.

POSITIVE LIFE CONCEPTS IS LOOKING

for a licensed veterinarian to join their team of passionate animal lovers in the "Sunny Capital of Canada" - Medicine Hat, AB. Our client treats small pets and strongly believes in being part of their community. Our client offers a state-of-the-art facility and all the support their team could need, to ensure their clients and patients are healthy and happy. New grads will be considered based on their competency and suitability to a long-term position. Ultrasound or surgical experience in small animals is preferred! As an invaluable member of the hospital team, the licensed veterinarian will work with a group of dedicated professionals and support staff to ensure they are practicing the highest quality of medicine possible. Reporting to the Managing Doctor, he/she must be committed to life-long pet care and outstanding customer service to both clients and patients. Contact davida@positivelifeconcepts.com or www.positivelifeconcepts.com.

COCHRANE ANIMAL CLINIC IS

looking for a motivated and experienced small or mixed animal veterinarian to join our 5-veterinarian team. We are located in the beautiful town of Cochrane just west of Calgary, with close access to the Rocky Mountains. Our ideal candidate has excellent communication skills, values a team approach to practice and has a solid technical foundation with a drive to always improve. We provide a high-level of care, based out of 2 fully-equipped clinics with a friendly and supportive staff. We offer competitive salaries and will consider both part or full-time applicants. Please email your cover letter and resume to: office@cochraneanimalclinic.com. Website: www.cochraneanimalclinic.com.

SAVE – SOUTHERN ALBERTA

Veterinary Emergency is seeking an energetic and enthusiastic emergency veterinarian to join our team in a collaborative environment of compassionate, down-to-earth and welcoming professionals. We strive to have a positive work environment and a work/life balance. We are seeking an emergency vet for full/part-time hours including some weekends and overnights. Offering competitive wages, medical/dental benefits, uniform allowance and CE allowance. SAVE is a beautiful new emergency/urgent care animal hospital located in beautiful Okotoks, just 15 minutes outside of Calgary. Featuring the most up-to-date technology with our in-house laboratory, in-house pharmacy, digital radiographs, ultrasound, multiple surgery suites, isolation unit and full canine reproduction facilities by appointment or referral. Successful candidates will have a valid Doctor of Veterinary Medicine (DVM) degree, be licensed to work in Alberta, and possess excellent communication and patient care skills. Please forward your resume and cover letter to Lindsay via email: lindsay@saveveterinary.com or fax: 403-995-1419.

OUR FULL-SERVICE ANIMAL HOSPITAL

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

SOUTHERN ALBERTA VETERINARY

Emergency (SAVE) in Okotoks, AB, is looking for a board certified internal medicine specialist or an internal medicine trained veterinarian to join our rapidly growing team. We offer 24-hour emergency service for small animal patients only. Our facility includes in house IDEXX lab equipment (blood gases, coagulation testing, urinalysis, snap testing, chemistry and CBC machines), a brand new digital DR x-ray unit, ultrasound, endoscopy, and we are in the process of adding a CT. SAVE is looking for an internal medicine trained (or boarded) veterinarian that has an interest in ultrasound, managing hospitalized patients, consulting on outpatients and inpatients, and working alongside the surgeons and emergency veterinarians on complex cases. Additional training in ultrasonography or endoscopy can be provided for the right applicant. We offer a competitive salary and package including CE, health and dental benefits, provincial and national licensing fees, and benefits for your pets. Please email lindsay@saveveterinary.com for more information about this unique opportunity.

DO YOU WANT THE OPPORTUNITY TO

practice high-quality medicine in a modern fully-equipped facility with an amazing support team but still have lots of time off to enjoy life? We are looking for a small animal veterinarian to join us in Dawson Creek, BC. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community based practice that values quality of life. Our clinic is a modern, progressive mixed animal practice, currently with six veterinarians and a great support team. Our enthusiastic and fun team members are awaiting your arrival. We are offering competitive wages and up to six weeks of holidays a year. We would also consider a part-time position or shift work

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(example 2 weeks on, 2 weeks off). To learn more about our clinic, check out our website at www.dcvet.ca.

If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca.

ARE YOU READY TO PAY OFF YOUR

student loans? Aurora Veterinary Clinic in Fort McMurray, AB, is seeking a small animal veterinarian to join our team. We offer above average wages, paid ABVMA/CVMA dues, and a full health and dental benefits package. For more information, please contact: Mr. Leon Arsenault: leon@auroravetclinic.ca.

CURRENTS VETERINARY CENTRE IS

looking for a FT or PT veterinarian to join our compassionate, experienced team. We are a family centered, patient oriented facility, providing top quality patient care in a fun, friendly environment. The ideal candidate will have excellent communication skills, a focus on client education, and enjoy building relationships with clients and their pets. An interest in exotics would be an asset. We offer competitive wages, paid dues, CE allowance, uniforms, health benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you think this would be a good fit for you, applications can be sent in confidence to: laura@currentsvet.com. Website: www.currentsvet.com.

VCA CANADA OTTAWA VETERINARY

Hospital is recruiting their next FT veterinarian. The Ottawa Veterinary Hospital provides a wide variety of general practice and 24-hour emergency services operating with over 50 staff members including 14 veterinarians. Our full-service veterinary facility offers a fun and friendly work environment, where supportive teamwork, respect, compassion and progressive medicine are most important to us. Ottawa provides an exciting and beautiful urban center on the edge of nature. If you are ready to begin your adventure in our nation's capital, please submit your cover letter and resume to beth.august@vca.com. Website: vcacanada.com/ottawa.

WE'RE EXPANDING AND WE NEED

you! Come grow with us in our highly-reputed 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 4 veterinarians, 5 RVTs and 8 support staff. If you are 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 so you can perform high-quality medicine as well as develop new skills. 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. A generous compensation package includes an above average salary (6 figures for deserving candidate), health & dental benefits, paid licensing fees, VIN membership and a substantial CE allowance is available. New graduates are encouraged to apply, mentorship will be provided! Please email resume in confidence to drsharma@vetinedmonton.com.

VCA CANADA CALGARY TRAIL ANIMAL

Hospital is looking for a full-time veterinarian to join the team! The veterinarians along with their dedicated team provide full veterinary services, including general veterinary medicine and pet wellness care, canine and feline dentistry, surgery and diagnostics. They also provide exotic pet care for reptiles, amphibians, rabbits, guinea pigs and more. In 2013, the team was recognized as the Practice of the Year by the Canadian Veterinary Medical Association. VCA Canada offers career growth opportunities, CE opportunities with access to exclusive conferences, CE allowance, networking and knowledge exchange with other veterinarians 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 your resume and cover letter to Andrea.Edwards@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 vcacanada.com.

LOMSNES VETERINARY HOSPITAL IS A

well-respected small animal hospital located in the community of Red Deer, AB, centrally located between Edmonton and Calgary. We are looking for a full-time veterinarian to join our team of well-trained, compassionate and driven individuals. We pride ourselves in providing the highest-quality veterinary care, while utilizing modern technology including: an in-house lab, digital x-ray, dental x-ray, laser and ultrasound. We offer a competitive salary, benefits, continuing education, and a flexible schedule with no after-hours commitments. If you are committed to providing professional health care in a progressive, friendly, warm environment please reach out to Tamara Jabaly at tamara@vetstrategy.com.

A GREAT OPPORTUNITY HAS COME UP

at our Morinville Veterinary Clinic for two full-time small animal veterinarians. Located in Morinville, AB, we have been serving the community for over 35 years! We're a 3-doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. We are looking for an enthusiastic individual who is a great communicator and is passionate about

providing quality medical and surgical care. Experience is preferred. 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! For more about the clinic, please visit: www.morinvillevet.com. Email: tamara@vetstrategy.com.

VCA CANADA HORIZON GROUP IS

hiring a full-time veterinarian to join our team! Our hospitals are full-service veterinary medical facilities that provides excellence in veterinary care. The professional and courteous staff provide 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 with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians 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: Chelsea.cardy@vca.com. For more information on opportunities with VCA Canada, please visit us online at vcacanada.com or horizonsvet.ca.

VCA CANADA GUARDIAN VETERINARY

Hospital is hiring a full-time emergency veterinarian to join their team. We are Edmonton's 24 hour, premium specialty and emergency animal hospital, providing urgent care on a walk-in basis in a state-of-the-art, 20,000 square feet facility. Why VCA Canada? VCA Canada is the largest network of companion animal hospitals, devoted to providing compassionate care for pets in Canada. Our team of over 2,500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program. Please forward a copy of your resume and cover letter or LinkedIn profile Shauna.Bearchell@vca.com. Visit us online at vcacanada.com/guardian.

Classified Ads

BRIDGWATER VETERINARY HOSPITAL and Wellness Centre located in Winnipeg, MB, is looking for a full-time emergency veterinarian to add to our growing team. Successful candidates will have strong communication and interpersonal skills. We provide 24-hour emergency and critical care services at the highest-level to our patients and their owners. Our 7,000 sqft facility is equipped to handle the specific needs of each patient. Our facility offers in-house laboratory, digital radiology, rehabilitation center, CT scans, ultrasonography, rigid and flexible endoscopy and access to veterinary specialist referral clinics and consultants. Bridgewater Veterinary Hospital and Wellness Centre encourages professional growth and development. We are seeking a full-time veterinarian available to work evenings and overnights in a team of seven fellow veterinarians. This is an outstanding and rewarding long-term opportunity for exceptional growth. All experience levels considered. Superior compensation and benefit package offered paired with a schedule ideal to manage a work-life balance. Email: management@bridgewatervethospital.ca.

FULL-TIME VETERINARIAN REQUIRED for small animal Clinic in Lacombe, AB. ABVMA dues paid, health and dental plan included. Partnership or buyout options will be considered after a few months. Send resume to: taylorveterinaryclinic@gmail.com.

EXPERIENCED VETERINARIAN required for companion animal veterinary hospital in Camrose, AB, starting in the new year. The ideal candidate will be confident working on their own in our full-service facility. We provide preventive, medical, surgical and dental services to our clients. We pay ABVMA dues, provide CE allowance and offer a competitive salary. For those who would love a 5-10 minute drive to work, shopping centres, movie theatre, skating rink, public pool, the gym, schools, playgrounds and more, Camrose is a wonderful place to be! Please contact Tara at borderland839@telus.net.

AWARD-WINNING, PROGRESSIVE AND expanding clinic in Medicine Hat, AB, is looking for a fully-licensed, companion animal veterinarian with 1+ years of experience. Our experienced and competent technical staff will make your job easier as you work in a clinic that houses high end equipment including a new ultrasound, digital imaging (dental included), IDEXX in-house diagnostics, Cardell machines, BIOVISION laparoscope, rigid endoscope and so much more. We recently renovated our facilities to incorporate a physical rehabilitation area with an underwater treadmill to provide better care to our patients. At Cypress View Veterinary Clinic, we offer full benefits allocations, health spending incentives and bonuses throughout the year. We invite you to

come join us in the sunniest city in Canada! New graduates are also encouraged to apply. Visit our website www.cypressviewvet.ca, and Facebook page for more information on our clinic. Email your resume to tammy.duggan@cypressviewvet.ca.

IRON CREEK VETERINARY HOSPITAL IS looking for a 4th mixed animal veterinarian to join our team. We are a progressive rural Alberta practice in a well-maintained modern facility built in 2012. We offer strong mentor-ship and a supportive and cooperative team environment. Our team consists of 3 AHTs and 2 support staff. We have digital x-ray including dental, large and small animal 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 website for more info and some great pics! Website: www.ironcreekvet.ca, email: evelyn@ironcreekvet.ca.

WELL-ESTABLISHED AND GROWING 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, excellent communication skills and ability to work from 9am to 6pm for any given shift (for a full-time position must be available to work Saturdays). We have a very strong support staff including well-experienced RVTs. We offer an excellent wage plus extended health/dental care, CE, ABVMA dues, vacation pay, incentive pay and more. Email: m.summersidevet@gmail.com.

EXPERIENCED & ENERGETIC associate required for busy, leading-edge 3.5 Dr. mixed animal practice in Bonnyville, AB. We practice high-level medicine & surgery on small & large animals alike. We have a fully-equipped, newly renovated 4,000 sqft main/companion animal building along with separate, top-notch stand-alone equine & bovine facilities. Our team environment is focused on quality medicine & patient care, housing a full complement of services incl. digital x-ray (incl. dental radiography), ultrasound, endoscopy, orthopedic surgeries & in-house lab and comprehensive wellness programs. The practice is high-paced, therefore we are looking for an associate who is passionate about the job, possesses a broad range of knowledge & has a strong work ethic. The position involves a flexible combination of companion animal, bovine & equine medicine. Our clientele is adequate and diverse, and can support many areas of special interest. We offer 24hr emergency services & share on-call responsibilities with our sister clinic. Salary, moving allowance, & add'l benefits commensurate with experience. Website: www.bonnyvillevetclinic.com, email: tracy.coonce@gmail.com.

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 offer 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. Email: brenda@ponokaveterinaryclinic.ca, phone: 403-783-4348, fax: 403-783-5166, website: ponokavet.ca.

CREMONA VETERINARY CLINIC IS seeking FT fully-licensed and unrestricted DVM. We are a mixed animal clinic located just off Hwy 22 within an hour drive NW of Calgary. We are currently a 1 vet practice with 2 amazing RVTs and great clientele. Caseload is 80% companion animal and a 20% mix of equine, cow/calf, sheep and goat work. Great variety and opportunity to expand the practice according to your own professional interests and skills. Our pace allows you to get to know your clients and have a good work/life balance. On-call is shared among area clinics (one night per week and one weekend per month). Ideal candidate wants to live/work in a rural area but be close to the city and all its conveniences. Future ownership potential for an ambitious associate. Email resumes to Dr. Heather Van Esch at heather@cremonavet.com.

VCA CANADA HARVEST HILLS ANIMAL Hospital, is hiring a full-time veterinarian to cover a 1-year maternity leave anticipated to end December 2018. Shifts are Wednesday-Saturday. Serving several communities in Calgary's NE and NW since 1998 we are committed to practicing and promoting the highest standards of animal health care in the community. We're looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills. We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us! Send your resume to Jennifer.Welder@vca.com.

TAKE BACK YOUR PERSONAL LIFE!!

We're looking for 3 part-time or full-time vets in Calgary or Edmonton to join us ASAP at our busy small animal practice. We offer a VERY flexible work schedule to give you time for hobbies or work around your busy family life. Paid training and mentor-ship program to get you comfortable with mobile medicine. Great benefits package PLUS some unique extras that many clinics don't offer. Call us at 403-800-9175 or email joinus@vetstogo.com to learn more. Visit us at www.VetsToGo.com/joinus.

THE GENERAL VETERINARY HOSPITAL

has an exciting part-time opportunity for a passionate veterinarian to join our team. We are a full-service; AAHA certified small animal hospital located in West Central Edmonton. Our busy practice emphasizes service, education, and empathy for our clients and patients. We pride ourselves in practicing high quality medicine and surgery. Candidate must be self-motivated, hard-working, dedicated, friendly and has a desire to always continue learning and broadening his/her skills to join our team. Small animal medicine and surgical experience is an asset. Benefits include health insurance, paid vacation, paid association dues, continuing education allowance and competitive salary. The work schedule is on a rotational basis. For further details please email our Hospital Administrator at generalv@telus.net or by phone 780-454-8691.

FOURTH VETERINARIAN REQUIRED TO

join a well-established large animal practice in Leduc, AB. Candidate should have a focus on production animal medicine with dairy experience an asset. 5000 sq.ft hospital facility, portable digital x-ray and easy-scan ultrasounds. Truck and Bowie provided. Shared call 4-ways. Majority of work is dairy oriented with a healthy amount of cow/calf practice and some small ruminant medicine. Please send resume to: drs327@hotmail.com.

HARDES VETERINARY SERVICES IS

looking for a fourth vet to join our busy mixed animal practice in Turtleford, SK. There is potential for a full or part-time position with some on call. Competitive salary and benefits offered. Preferably looking for a vet with experience in mixed animal practice but will consider new grads. We purchased the practice in November 2016 and are currently working on upgrading equipment and facilities. Harges Veterinary Services is a progressive practice with in clinic and portable CR radiograph equipment, large and small animal facilities as well as portable ultrasound and in house IDEXX blood machines. We currently do 50/50 large/small animals with approximately 35-40% bovine and 10-15% equine on the large animal side. We have a small staff base and so the applicant must be able to work as part of a team, be motivated and hardworking, as well as the ability to adapt

to many situations. We're looking for an upbeat, driven individual to join us at our busy and very diverse practice. Please contact us at 306-845-2870 if you have any questions regarding this ad or the practice. Send resumes to paul@hardesvet.com or fax to 306-845-2200.

PART-TIME VETERINARIAN REQUIRED

for companion animal practice in Central Alberta. Mentorship is available, however, the ideal candidate will be confident working on their own and there is a possibility of exposure to farm animal practice at an affiliated clinic. Position may evolve into a full-time position and future ownership may also be a possibility. Come and work with us for a day or two and see what we are like! For more information or to send a resume, please contact Rob DeHaan at 403-227-3535 or by email innvet@telus.net.

SAVE IS A 24-HOUR EMERGENCY/

referral hospital in beautiful Okotoks, AB, about 15 mins south of Calgary. Are you a motivated self-starter who wants to stay on the cutting edge of veterinary medicine? We value passion for learning, superior client communication, compassionate patient care and, most importantly, people who can have fun while they work. We are hiring a full-time RVT. We offer CE, uniform allowance, benefits, and a competitive wage as well as great people to work with and learn from! Please email your resume to: treena@saveveterinary.com. Website: www.saveveterinary.com.

PERMANENT P/T VETERINARIAN

required for our modern, established, busy dog and cat clinic in Okotoks, AB. Work with a fabulous support team in our fully-equipped facility (U/S, digital rads, lab, etc). North American experience and surgical competence is an essential requirement for this position. Email: info@okvc.ca, website: www.okvc.ca.

WE ARE LOOKING FOR A FIFTH

veterinarian to join our recently renovated mixed animal practice. The successful candidate will have excellent communication skills, a fun-loving energetic personality (negative Nellie's need not apply) and enjoy the diversity and challenge of mixed animal practice. Experience an asset but not a necessity. Only successful candidates will be contacted for an interview. Please send an email to Dr. Jamie Whiting, Camrose Veterinary Hospital at: camrosevet@yahoo.ca.

AN EXCITING OPPORTUNITY

available for an enthusiastic veterinarian to join the skilled health care team at McKnight Veterinary Hospital. Our AAHA-accredited hospital is well-equipped with digital radiography, ultrasound, wound vacuum & complete in-house laboratory, allowing you to perform high-quality medicine as well as develop new skills. This position suits an experienced, self-motivated

vet who enjoys the challenge of emergency medicine, believes in compassion for the client & patient, & is interested in developing their career in a fast-paced, dynamic environment with a collaborative & supportive team. Our hospital offers a flexible schedule with a variety of shifts & extended days off; competitive salary & benefits package, including health, dental & vision; paid ABVMA licensing & CAVM membership fees; AAHA & VIN group membership; uniform allowance; generous CE allowance, regular in-house CE & membership to online CE websites; & as the official vet team for Calgary's mascots, opportunities to attend local sporting & concert events. Emergency experience preferred, not required. FT & PT positions available. Email your CV to careers@mcknightvethospital.ca.

VCA CANADA C.A.R.E. CENTRE IN

Calgary is hiring emergency veterinarians to join our team. We currently have one immediate full-time opening and are also looking to fill a one-year contract position for the fall. We are a 24-hour emergency and referral specialty hospital. We are looking for enthusiastic, team-oriented veterinarians to join our emergency team that works with a highly varied, exciting and unique caseload every week. The emergency service works closely with our all-hours support network of specialists and highly trained support staff, with all the technology that you would expect from a large referral and emergency centre. The scheduling allows for generous time off and very respectable work-life balance. We offer in-house CE sessions and a generous CE allowance. Candidates will also take part in the teaching of interns and students. If you are seeking a vibrant, rewarding learning environment for your career working within a highly effective, motivated team, send your CV. Visit www.vcanada.com. Contact: Lisa Booker E-mail: lisa.booker@vca.com.

COMPANION VETERINARY CLINIC IN

Southwest Edmonton is seeking the right candidate to fill a FT associate veterinarian position. We are a growing, energetic, values-centered practice. The right candidate will embody the values which we live by: caring, sincere, professional, hard-working, and self-improvement amongst others. We pride ourselves on being a fear-free certified practice and providing the most comfortable experience for both client and patient. The right candidate will enjoy developing long-lasting relationships and finding innovative ways to really WOW our clients. You'll have plenty of opportunity to develop your veterinary skills in the exam room and the surgery suite. Very competitive compensation package; negotiable. Send resume to: kevbenoit@yahoo.ca. www.companionvet.ca.

Classified Ads

FOOTHILLS ANIMAL HOSPITAL IS

looking to complete our team by adding a f/t, p/t, or casual veterinarian. Located just 20 minutes south of Calgary, our fast-paced small animal hospital offers many of the same benefits these other ads are. What makes us different is our team of experienced support staff hand-picked to assist you practice medicine, our assortment of newer medical equipment, and our loyal, compliant clients. Our motto is 'where pets are family'. If you agree, this is the position for you. Visit us at: foothillsanimalhospital.ca or email us: pi.thomson@outlook.com.

VCA CANADA MCKENZIE TOWNE

Animal Hospital is hiring a part-time veterinarian (16 hours/week) to join our team for a 1-year maternity coverage that is anticipated to end in November 2018. We are a full-service veterinary medical facility that provides excellence in veterinary care. We are looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills, and the ability to thrive in a busy team environment. We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us! Send your resume to Chelsea.cardy@vca.com.

ARE YOU A VETERINARIAN WHO

values your personal time? We do too! Airport Animal Hospital is an AAHA accredited hospital and we care about our team having a work-life balance, which means no after hours or on call, no evenings, and limited weekends. We carry out our vision by working together in a positive, approachable, supportive, and respectful way to create a stress-free environment for our patients, clients and team. We are a progressive hospital that is fully equipped with digital x-ray, digital dental x-ray, digital lab equipment, surgical laser, therapy laser, ultrasound, ultrasonic dental unit and electronic medical records. We offer a competitive salary (based on experience) and up to a \$10,000 signing bonus. Benefits include an RRSP plan, great health/dental plan, paid license dues, continuing education, and discounts on services and products. Must be a DVM (or equivalent) and are NAVLE certified. To apply, please send a resume and cover letter to Nicole Raines, 4645 Rae Street, Regina, Saskatchewan, S4S 6K6, or by email: operations.aah@sasktel.net. We look forward to you joining our team!

TUDOR GLEN VETERINARY HOSPITAL IS

Hiring! We are a small animal practice looking to expand our team by adding a full-time veterinarian. We are committed to providing the best care possible to pets and their owners, and believe that happy, healthy pets, stem from happy, healthy staff members. We offer a balanced schedule, competitive salary, health, dental, life insurance benefits, annual CE allowance and paid CE days. Moving allowance and signing bonus incentives available. We're looking for a dedicated team member who is as compassionate as we are. If you have excellent communication skills, and a desire to practice the best possible medicine, we would love to have you join our team. New graduates are welcome to apply! Email: bryce@clinicsolutions.ca, website: tudorglenvethospital.ca.

KIND, COMPASSIONATE AND

experienced veterinarian wanted for small animal position to replace beloved retiring vet, in High River, AB, starting in winter. Good staff, good hours, good pay. Well-equipped practice. Position is currently part-time, but hours are negotiable. There is some bovine consultancy work available for any mixed animal practitioners wanting to apply. Please send resume and cover letter via email to Stacey Groeneveld, RVT/Manager and Yolande Miles, DVM at: manager@highrivervet.com.

VCA CANADA FRONTIER ANIMAL

Hospital is hiring a full-time veterinarian to join their team in the beautiful city of Saskatoon. We are looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills, and the ability to thrive in a busy team environment. We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join us! Send your resume to: Nadine.Schueller@vca.com.

FULL-TIME VETERINARIAN REQUIRED,

ideally with 1-2 years of experience and possessing good clinical and communication skills. Must be keen to participate in the continuing growth of our practice, embrace our philosophy, and become part of our friendly, well-established thriving practice. Must be a compassionate and committed individual to develop long term professional relationships with an excellent team and clientele. Care for our patients is facilitated by an integrated in-house diagnostics laboratory and full digital radiography. Remuneration will consist of a competitive, production based salary plus an excellent benefits package, health insurance,

attractive continuing education, flexible schedule and the option for future partnership once mutual compatibility is established. Please forward your resume and cover letter to Dr. Gabby Rotaru: grrotaru@gmail.com.

EMIL VETERINARY SERVICES IN

Picture Butte, AB is looking for a large animal veterinarian. Applicant should have an interest and preferred experience in dairy, feedlot, cow-calf management and consulting. Responsibilities include: performing animal health procedures, pregnancy testing, breeding soundness/semen evaluation, selected bovine surgeries, regulatory export work. Competitive salary and benefits will commensurate with experience. New graduates and experienced veterinarians are welcome to apply. Practice is located 20mins from Lethbridge which has all amenities including university, college, airport, shopping and is a nice sized city for raising a family. We are located 1.5 hours from Castle Mountain ski resort and Waterton National Park perfect place for outdoor enthusiasts. Contact: Emil Sabau, phone: 403-331-7171, Box 122 Picture Butte, AB, T0K 1V0, fax 403-732-4814, email: mobilvet2@hotmail.com.

CLEARWATER VETERINARY CENTRE IN

Rocky Mountain House, AB is accepting applications for a full-time veterinarian. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy and equine. Our clinic is equipped with a modern in-house lab, clinic and portable digital x-ray and ultrasounds, small animal dentistry and powerfloats, and large animal handling facilities. Our multi-doctor practice has 12 support staff (7 RHTs) that will provide strong mentor-ship 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 to: drmeyers@hotmail.com.

DEVONIAN VET CLINIC IS LOOKING TO

add a 3rd veterinarian for 2-3 days per week (somewhat flexible as to which days), plus the occasional vacation coverage. We are a nicely equipped small animal clinic located in Devon - an easy commute from Edmonton & surrounding areas. We have 3 RVTs & 2 VMAs — excellent staff and a great client base. Please email resume to info@devonvet.ca, ATTN: Sheila Maichen RVT.

VET REQUIRED FOR A WELL-

established practice in Kamloops, BC. Our hospital strives to provide the highest quality of medicine and surgery for our clients. Our support staff is second to none! Join our team! We offer a great working environment. Experienced and new grads welcome. Remuneration is very competitive. Kamloops is nestled along the Thompson River and

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close to mountains and lakes, perfect for the outdoor enthusiast. cah@centralanimal.ca.
www.centralanimal.ca.

LOOKING FOR A JOB WITH

something different every day? A chance to develop your interests and expertise within a busy mixed animal practice? We are searching for 2 full-time veterinarians to join our multi-DVM mixed practice. Our staff currently includes 5 vets, 4 RVTs, 2 receptionists and a kennel assistant. We have a team oriented environment with friendly and experienced staff. Mentor-ship is readily available. Call is shared equally between vets. We have ultrasounds, therapeutic laser and digital x-ray. We are on Highway 16 with great access to skiing in Jasper, or an easy day trip to Edmonton for shopping and travel. Please submit a letter of interest and resume — new grads and experienced DVM's welcome to apply. Must be eligible for full licensure, ABVMA dues included. edsövet1@telus.net.

GRANADA VETERINARY CLINIC IS AN

independent, family owned practice that is looking for a full-time veterinarian to join our team. We are a family centered, patient oriented facility looking for an enthusiastic individual who is a great communicator and is passionate about providing quality medical and surgical care. Our busy, growing small animal practice offers paid dues, CE allowance, uniforms, health benefits, along with a compressed work week to allow for more time off with your family. If you think this would be a good fit for you, applications can be sent in confidence to: granadavet@shaw.ca.

MIXED ANIMAL VETERINARIAN

required for a rapidly growing predominately equine practice in Red Deer. The qualified candidate would attend primarily to companion animal and equine cases but would be required to have some willingness to perform beef cattle procedures. Our facility is a 12,000 square foot hospital suitably equipped, with a very diverse case load. It includes equine arthroscopy, laparoscopy, colic surgery as well as sophisticated reproductive techniques such as artificial insemination, embryo transfer, semen cryopreservation, and ICSI (intracytoplasmic sperm injection). Seasonal beef cattle work occurs with on farm semen testing of approximately 1400 bulls as well as on farm semen collection and cryopreservation. We also offer a full complement of companion animal services. The successful candidate would serve all aspects of the practice within the scope of their ability and be willing to learn new reproductive techniques. A compensation package commensurate with experience and work ethic, with medical and benefits is available. If you would like an opportunity to join a fresh and innovative atmosphere contact Dr. Rick Katchuik at 403-588-6338.

HEAD FOR THE HILLS VETERINARY

Health Services is looking for veterinarians to join our team in Southeastern Saskatchewan. With locations in Redvers, Kipling and Carlyle, Head for the Hills can provide the successful applicant with attractive on call scheduling, and cases that appeal to that veterinarian's interests. Our location near Saskatchewan's Moose Mountain Provincial Park and Lake Resort provides summer and winter recreation, and is a beautiful place to live! Every location has excellent, friendly support staff. The facilities have on-site laboratory equipment, digital radiology equipment, isolation wards, and modern handling equipment. The position would be a flexible mixture of small and large animal work with a competitive salary and benefits. For more information on our three clinic locations and services please contact us. Contact Information: Dr. C. Ewert Hill DVM Phone: (306) 452-7867 Email: head4thehillscarlyle@hotmail.com. Website: www.headforthehillsvhs.com.

NEWELL VET CLINIC IS LOOKING TO

hire 1-2 mixed animal practitioners. Positions would be mainly small animal with a small amount of bovine/equine work and could vary depending on the applicant's areas of interest. Practice ownership/partnership is an option for the successful applicant. We just recently built a brand new 6500sq. ft. facility that has 3 exam rooms, treatment area, separate surgical and dental suites and an excellent large animal treatment area. We offer in house CBC/Chem, digital x-ray, dental x-ray and ultrasound and endoscopy. Compensation is very competitive and commensurate with experience. We are happy to mentor new grads and offer an enthusiastic and fun work environment. Practice vehicle is provided, paid CE, ABVMA and CVMA dues, on call compensation and health benefit package. Brooks is a thriving small city located in southeastern Alberta with a population of about 13,000 offering great amenities, excellent schools and a wealth of recreation activities. Located just 2 hours east of Calgary and only 3 hours from the mountains it's a great place to call home. Please send your resume and cover letter to kirbydvm@gmail.com.

BOVINE VET NEEDED! NEWELL VET

Clinic located in Brooks, AB, is looking to hire a large animal veterinarian for our mixed animal practice. The bovine portion of our practice is almost exclusively cow/calf and some feedlot and has ample room for growth with the right individual. Practice ownership/partnership is also an option if this is something that interests the successful applicant. We offer on farm and in clinic semen testing, portable ultrasound for pregnancy diagnosis, in clinic CBC/Chem, calf/small ruminant isolation facilities and an excellent chute and handling system for in clinic surgery. Compensation is very competitive and commensurate with experience. We offer a

practice vehicle, paid CE, paid ABVMA and CVMA dues, on call compensation and health benefit's package. Brooks is a thriving small city in southeastern Alberta with a population is approximately 13,000. It boasts a wealth of outdoor recreation activities including Lake Newell and Dinosaur National Park as well as the convenience of only being 2 hr. from Calgary and less than 3 hours to the mountains. Please send cover letter and resume to kirbydvm@gmail.com.

WESTERN COLLEGE OF VETERINARY

Medicine: Graduate Training in the Dept. of Veterinary Pathology. The Dept. of Veterinary Pathology at the WCVM invites applications from academically qualified veterinarians and final-year veterinary students for a three-year MSc with residency in anatomic or clinical pathology. A two-year MVetSc diagnostic program is also available. Scholarship support, beginning at approximately \$33,000 per year, is available on a competitive basis to veterinarians who are Canadian citizens or hold landed immigrant status and have successfully passed the computer-based portion of the North American Veterinary Licensing Examination. The deadline for receipt of complete applications for diagnostic training programs is October 1, 2017. Programs begin August 15, 2018. Individuals wishing to apply should contact: Dr. Elemir Simko, Graduate Chair Western College of Veterinary Medicine, University of Saskatchewan. E-mail: elemir.simko@usask.ca (Graduate chair) OR: angela.turner@usask.ca (Program Coordinator) Please visit the following website for more information: http://www.usask.ca/wcvm/graduate_programs/pathology/application_procedures.php.

LOCUM REQUIRED

SMALL ANIMAL VETERINARIAN

required for busy Equine and Small Animal Practice. This well-established, busy equine and small animal practice located just minutes outside of Sherwood Park, AB is looking for a part-time companion animal veterinarian with the potential for a full-time position in the future. Need a veterinarian to provide small animal medicine two days a week, preferably Mondays and Fridays but the days can be negotiable to fit your needs. The applicant will enjoy this rural practice that provides a relaxed, fast-paced environment with efficient, skilled technicians and support staff, alongside two other experienced veterinarians. The practice boasts small animal and portable equine x-ray, portable ultrasound, IRAP, PRP, in house lab and extra corporeal shock wave therapy. The position is available immediately. Salary based on experience. New grads welcome to apply. Please email resumes and cover letters to office@herbersvet.ca, attn: Dana.

Classified Ads

HAPPY PAWS VET CLINIC IN AIRDRIE, AB, is looking for locum coverage FT for a maternity leave starting in Feb running to June. We are a small animal clinic looking for a vet with an outgoing personality and communication skills. Surgery 1-2x per week but not absolutely required. Please apply to: jeff@happypawsvets.com and check out our clinic at www.happypawsvets.com.

DVM LOCUM WANTED: RANGLANDS

Vet Clinic is looking for a locum vet to come to our clinic about 4 hours a week, to perform physical exams, administer vaccines and perform small surgeries such as neuter and spay. We are a small animal clinic (dogs and cats) so the ideal candidate must be specialized and experienced in small animal medicine! The candidate must be slightly flexible with hours as well. Please email us at ranchlandsvetclinic@hotmail.com with your resume, and any relevant documentation. We look forward to hearing from you!

LOCUM AVAILABLE

EXPERIENCED, OUTGOING LOCUM

veterinarian available for Thursday thru Saturday in Edmonton area. Permanent locum position also considered. Please contact by email only: edmontonvetlocum@gmail.com.

EXPERIENCED VETERINARIAN

available for locum coverage in the Red Deer – Edmonton region. WCVN graduate. Short notice coverage may be possible or book in advance for your well-deserved days off! Please email: albertaveterinarylocum@gmail.com.

VETERINARIAN AVAILABLE

EASTERN EUROPE VET LOOKING FOR

a job in a SA or mixed animal practice. I have a fair amount of experience with SA medicine and I have spayed for EHS. I always like to learn new things. Either small town or big city works for me! I am eligible for a temporary license and I will probably have a full license within 6 months. pasareadinvis@yahoo.com.

RVT REQUIRED

POSITIVE LIFE CONCEPTS IS LOOKING

for a RVT to join our client's clinic immediately. Our client offers an opportunity to participate in progressive veterinary medicine, work in a fast-paced environment handling a diverse caseload and provide personalized, compassionate medical care under the direct guidance and supervision of the doctor licensed veterinarian. Our clients pet hospital is a busy, 2 doctor practice serving the Medicine Hat and area for almost 10 years. Aside from being known as the "Sunny Capital

of Canada", Medicine Hat is the perfect place to raise a family. It is also centrally located to many popular and scenic icons including Banff, Elkwater and so many more. Our candidate must be a team player who is friendly, patient, enthusiastic with clients and their pets, and able to multitask in a fast-paced environment. Exceptional communication, ability to multitask and high attention to detail is essential. Please contact davida@positivelifeconcepts.com, or www.positivelifeconcepts.com.

RUTHERFORD VETERINARY CLINIC IS A

state-of-the-art small animal hospital that is fully-computerized with: in-house laboratory, digital x-ray, digital dental x-ray, fully equipped dental table, etc. We are located in south west Edmonton. We are seeking a passionate individual for a part-time AHT. Our staff also receives competitive wages and discounted veterinary services and pet food. Come join us helping people making pets' lives better! Please send your resume to Mary, Practice Manager at mary@rutherfordvetclinic.com. Website: www.rutherfordvetclinic.com.

BE PART OF EDMONTON'S FIRST

veterinary centre dedicated to minor emergencies of cats & dogs! Set to open in October & located in north central Edmonton, Veticentre is focused on outpatient care 6pm-11pm every day. Life threatening emergencies will be directed to the emergency ICU. Veticentre offers schedules as flexible as 5 to as many as 35hrs per week. Practicing with us connects you to a network of clinics because we organize patient follow up with their regular vet. Applicants must be current with ABMVA dues and should be comfortable with mobile devices & electronic records. Email resume to Jeff Person: veticentre+resume@gmail.com. Website: www.veticentre.com.

ROCKY RIDGE PET HOSPITAL IS

looking for a part-time RVT to work on Saturdays only. Working hours will be 9:00am to 5:00pm. If you are interested, please forward your resume to: dr.charlie@rockyridgevet.com. Website: www.rockyridgevet.com.

STOCKYARDS VETERINARY SERVICES

Ltd. is looking for a full-time RVT to manage our Edmonton location. We are a well-established large animal practice with a very loyal client base. We are looking for a self-motivated, well organized individual who enjoys responsibility and can communicate well with others. Responsibilities include providing high-quality customer service, promoting client education, record keeping and inventory control and management. Benefits, holidays and competitive salary. No weekend or long weekends required. If you're interested in joining our team, please consider submitting a resume to syvs@shaw.ca or visit our webpage at www.stockyardsvet.com.

THE COCHRANE & AREA HUMANE

Society is accepting applications for a part-time certified RVT to work either Saturdays 9am-5:30pm or two evenings per week from approximately 4pm-7pm. The RVT monitors the health of shelter animals, provides daily care to them and makes informed decisions concerning animal health and treatment. If you would like the opportunity to be a part of a caring and compassionate team working for an important cause and earning a competitive salary, please forward your resume with salary expectation to: Executive Director, 62 Griffin Industrial Point, Cochrane, AB, T4C 0A3. Or email resume to: executive.director@cochranehumane.ca. For a complete job description please visit our website at www.cochranehumane.ca.

COCHRANE LAKE SMALL ANIMAL

Clinic *Un-Associated*: you adore cats and dogs (that goes without saying)! Looking for an RVT that is a great communicator, self-motivated, compassionate and physically fit. Duties include: telephone/reception, cleaning, billing, surgical patient intake, preparing clinical notes and assisting with lifting/holding larger pets. Should be comfortable with taking dental x-rays/run the Quality Assurance Program (x-ray). 5 days a week (Mon-Fri). Rural clinic about 10 mins north of Cochrane and 20mins from NW Calgary/Airdrie. Please drop off resume in person. Call us at: 403-932-VETS (8387), email: ckoebisch@gmail.com.

HAPPY PAWS VET CLINIC IN AIRDRIE,

AB, is looking for a passionate, energetic and communicative RVT to fit into our work family. We're a growing, new practice that is always open to input from our team. We are happy to have a new grad with a desire to provide excellent care and can work well with the rest of the team. Our clinic is open Tues-Sat but looking to open Mon when we can get the right tech in. We offer a great wage, benefits, professional due payment along with cost veterinary care for your pets. We also run a compassion clinic day which is a free clinic for pets and families in the community members in need. Please apply to: jeff@happypawsvets.com and check out our clinic at www.happypawsvets.com.

PIPER CREEK VETERINARY CLINIC IS A

busy 3-person small animal practice in Red Deer, AB. We have 2 RVTs and we are looking for someone with good people skills and good energy to work with our team. We are fully-equipped and offer a competitive salary and benefits. For more information, please contact Dr. Greg Linnell at linnell40@hotmail.com or phone 403-346-8288.

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ARE YOU FEELING YOUR TECH SKILLS

are not being utilized? Then look no further. We at Barr-North Veterinary Services are a busy, progressive mixed animal practice looking for a full-time motivated small or mixed animal RVT, to join our team. We are located approximately 1 hour NW of Edmonton, AB. We are committed to providing the highest-quality care to our patients & clients. New clinic in 2015, in house blood machines, ultrasound, digital dental x-ray, acupuncture & adjustment services. Generous benefit package including health, dental & CE. If you enjoy daily work with many different experiences, opportunity to increase your skill ability and opportunity to advance, we encourage you to send us your resume. Contact: Lisa Douglas RVT/Practice Manager 780 674 2100, fax 780 674 2157, e-mail barnnorthvet@gmail.com.

BEAVERHILL VETERINARY SERVICES IS

looking for a FT RVT. Our clinic is located in Tofield, AB, within 40mins of Edmonton. Our busy, progressive, small animal practice with 2 doctors, provides quality-care and service in a rural environment. We're looking for an individual who can multi-task, is motivated and dedicated to the health and welfare of our patients, with the ability to work with a team! Our clinic provides an in-house/IDEXX lab system, CO2 laser, dental, radiological & endoscopic equipment, and Advantage Plus (Impromed) software. New Graduates welcome. Fees/benefits/CE hours/uniform allowance included. Wages negotiable. Minimal on-call/NO weekends. If you would like to join our team, send resumes to Dr. Jim Neufeld, Box 158, Tofield, AB, T0B 4J0 or email: jimneuf74@gmail.com.

EXCEPTIONAL RVT WANTED FOR NEW

NW clinic with room for advancement! We are a new, integrative veterinary clinic with both clinic and mobile practice seeking an experienced RVT with 3+ years' experience to work alongside experienced vets and a supportive and well-trained staff. Duties include but are not limited to: assisting vets with surgeries & anesthesia, dentistry, radiology, lab work and medication dispensing. We're looking for that enthusiastic, cheerful and patient person to complement our team. We offer competitive health and dental benefits, CE allowance, training, room for growth and advancement along many other perks in our state of the art facility in NW Calgary, AB. All inquiries will be kept strictly confidential. We would like to hear from you! Email: drdekens@dekensvet.ca, website: www.mvvcdekens.ca.

CAPILANO ANIMAL CLINIC LOCATED IN

Edmonton is seeking a full-time RVT to join our team. We are a well-established SA clinic that has been in operation since 1982. Applicant must be an enthusiastic team player, organized, motivated and compassionate. We offer competitive wages commensurate with experience and benefits which include health/dental, CE, paid dues, uniform allowance and staff discounts and shift differential. If you are interested please email tshewchuk.ottewell@shawbiz.ca, or fax 780-469-0083, resume ATTN: Tina Shewchuk. Website: www.capilanoanimalclinic.com.

FISH CREEK 24 HOUR PET HOSPITAL IS

a busy emergency/general practice in south Calgary. We currently have a great team and we are looking for a few more experienced RVTs to join us. We offer a competitive salary, great benefits and an enjoyable work environment with very low staff turnover. Teamwork and great interpersonal skills are essential to keep our staff working together smoothly. Are you interested in a full or part-time position that may include days, evenings and weekends, and allows you to enjoy the excitement of emergency medicine, and the consistency of general practice? We are also hiring for full-time front desk triage RVTs. If interested please email Melanie Robinson, RVT at practiceadministrator@fishcreekvets.com. Website: www.fishcreekvets.com.

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 graduates are welcome. Signing bonus for the right candidate. Please send your resume to contact@oxfordanimalvet.com, or drop your resume at 15154-127 Street NW, Edmonton. www.oxfordanimalvet.com.

DIDSBURY VETERINARY SERVICES IS

seeking a full-time RVT for a busy mixed animal practice located in Didsbury, AB. This position is starting ASAP in fall 2017. Our clinic is fully-equipped with in house lab, digital x-ray, ultrasound and laser therapy. We offer a competitive salary, benefits, CE allowance and paid AAAHT fees. Please check out our website at www.didsburyvet.ca. Please submit a resume by email or mail to the attention of: Dennise Krebs, Box 1180, Didsbury, AB, T0M 0W0. Phone 403-335-3519, fax 403-335-3572, email: dennise@didsburyvet.ca.

VEGREVILLE VETERINARY CLINIC IS

hiring a full-time RVT to join our team. We are an established mixed animal practice in a new small and large facility. Our clinic has digital and dental X-ray, SA dental unit, ultrasound, laser unit and in-house laboratory. We offer paid RVT dues, staff discounts, CE allowance, dental and health benefits. Please email resumes to Dr. Ken Lawrence at vegvet@vegvetclinic.ca.

ROCKY RIDGE PET HOSPITAL, LOCATED

NW Calgary, is looking for a RVT to join our team. 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, new grads are welcome. We offer a competitive wage, CE, clothing allowance. Please send resume to: dr.charlie@rockyridgevet.com. Website: www.rockyridgevet.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 starting wage of \$24/hr, CE, clothing allowance and benefits. Please send resume to: markfullerdvm@gmail.com.

RVT REQUIRED FOR SMALL ANIMAL

clinic in Wainwright, Alberta. Clinic has been established for over ten years and has a great client base. We are well equipped for all medical and surgical cases and do referral dental and ultrasound cases as well. 1-2 DVM and 4 RVT's on staff. Hours are full-time, Monday to Friday, and the position is available immediately. Please email resume and cover letter. Email: tdgdvm@hotmail.com. Website: www.wainwrightvet.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.

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BUSY CENTRAL SW CALGARY CLINIC

looking for a full-time, confident, outgoing RVT to join our team. We are a close-knit multi vet practice equipped with the latest in-house diagnostic laboratory equipment, digital table top & dental radiography and therapeutic laser. In this busy clinic, you can utilize and expand your skills in; anesthesia, dentistry, radiology, lab work, client education, etc. The position consists of a mixture of daytime, evenings & weekends. We offer competitive wages, benefits, annual CE allowance and the opportunity to build new and lasting relationships. Experience is preferred, however new grads will be considered. Please forward your cover letter and resume to careerscalgaryvetclinic@gmail.com.

LOOKING FOR A CHANGE? WE HAVE

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

BARLOW TRAIL ANIMAL HOSPITAL IS

looking to hire a full-time or part-time RVT. We are a privately-owned veterinary hospital in East Calgary, equipped with a paperless system, digital radiographs (including dental) and in-house laboratory. Applicant must be a team player, outgoing and willing to help grow the clientele of a new veterinary hospital. Please send your resume to heather_ah@hotmail.com.

THE SHERWOOD VETERINARY CLINIC IS

expanding and we are seeking an enthusiastic, self-motivated, experienced part-time RVT to join our team of 2 DVMs, 3 RVTs and 3 support staff. We are a progressive small animal clinic in Sherwood Park, AB, that is committed to providing a high-standard of medicine and exceptional animal health care. The successful candidate will possess confidence and the ability to multitask. Our clinic is well-equipped to manage a variety of conditions; from routine health exams to emergencies with our digital radiography, including dental radiography and

complete in-house Abaxis laboratory. We offer a very flexible schedule, competitive wages and clinic benefits including uniform allowance, paid AAAHT dues, CE allowance and an excellent staff discount on veterinary services and products. If you think this would be a good fit for you, please send your resume in confidence to Dr. Bishay at: hb.vet@hotmail.com.

SOUTHWOOD VETERINARY HOSPITAL

is looking for a full-time RVT to join our energetic fast-paced small animal clinic. We are open weekdays until 6pm with staff working until 7pm some days, and Saturdays we are open from 8am to 1pm with staff working until 2pm (rarely overtime beyond that). We offer CE allowance, paid uniforms, great benefits, paid AHT dues and an excellent staff discount. Please email your resume to southwoodvet@gmail.com, attention C. Lichwa.

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 patients 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. Please apply to: Glynnis.Robella@vca.com. For more info please visit us online www.vcacanada.com/duesouth/.

MOSAIC VETERINARY PARTNERS ARE

growing our team! Mosaic Veterinary Partners is a group of veterinarians that strives to elevate rural mixed animal practices through investment, management and practice support. We are looking for an experienced RVT/inventory/software specialist who is eager to provide the following: work with chief medical officer for obtaining goals and deliverables, develop and implement a company-wide inventory system, lead change management around implementation of our veterinary clinic software as well as handle first line support, lead RVTs company-wide including human resource duties, high-level RVT experience, expertise in IT and software, exceptional communication skills, significant travel involved for site visits to our rural mixed animal practices

— approximately 25% of your time. If you are passionate about the veterinary industry, have great communication skills and function well in a very busy environment, we would love to meet you! Please send cover letter and resume to: info@mosaicvet.com. Website: www.mosaicvet.com.

THE GENERAL VETERINARY HOSPITAL

has an exciting opportunity for a passionate RVT to join our team. We are a full-service, AAHA certified small animal hospital located in West Central Edmonton. Our busy practice emphasizes service, education and empathy for our clients and patients. We pride ourselves in practicing high quality medicine and surgery. Candidate must be self-motivated, hard-working, dedicated, friendly and has a desire to always continue learning and broaden his/her skills to join our team. Small animal medicine is an asset. Benefits include health insurance, paid vacation, paid association dues, a continuing education allowance and competitive salary. Please contact our Hospital Administrator for more information: generalv@telus.net.

FULL-SERVICE SMALL ANIMAL CLINIC

in Sherwood Park, AB, is seeking a ft/pt RAHT. Applicant must be team-oriented, motivated, reliable and have good communication skills. Experience is an asset. E-mail resumes to: admin@heritagehillsveterinaryclinic.com.

GREENVIEW VETERINARY CLINIC IS

currently looking for a full-time Registered Animal Health Technologist (RAHT) to join our mixed animal practice in Valleyview, AB. The successful candidate must be enthusiastic, motivated, organized and able to multi task. Our clinic is well-equipped with in-house lab, ultrasonic dental unit, digital radiography, digital dental radiography, power float & Cornerstone computer system. If you have a well-developed sense of humor and wish to work with a team practicing high-quality medicine and surgery on a variety of species please fax your resume to Michelle at 780-624-8603, by mail: Peace River Veterinary Clinic 7710-100 Ave, Peace River, AB, T8S-1M5, or email: peacerivervet@gmail.com. Full-time position available ASAP. New grads welcome. Position will remain open until a suitable candidate is found.

VCA CANADA GUARDIAN VETERINARY

Centre is recruiting an experienced RVT team leader in our specialty. This is an exceptional opportunity for a motivated technologist to expand their knowledge as well as their leadership and training skills; all in a very high-quality specialty and urgent care environment. We are looking for that special someone that is energetic, confident and positive. An individual who is passionate about achieving their goals in veterinary medicine and leading our dedicated and compassionate team. VCA

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Canada is committed to helping our teams flourish! We offer career growth opportunities, CE allowances, access to annual VCA conferences, and industry leading customer service training. We reward high performing team members and count on their expertise to lead key projects regionally and nationally. Additionally, we offer competitive salaries, benefits package, pet discounts, uniforms, CE allowance, and if applicable, moving expenses. Please send your resume to Shauna Bearchell at: shauna.bearchell@vca.com.

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

RVT REQUIRED TO FILL A FULL-TIME position at our rapidly growing mixed animal practice in Dawson Creek, B.C. We are a progressive, fully computerized mixed animal practice with 6 veterinarians and a great support team. Some areas of special interest in our clinic are dentistry for large and small animals, as well as orthopedic surgery. All of our RVTs work alongside our veterinarians in the medical care and treatment of all patients. The successful candidate must have a diploma from an accredited institute in veterinary technician training. A love of animals is a prerequisite for all candidates. We are looking for a friendly, energetic, efficient RVT to become a member of our team, enabling us to continue to grow while maintaining the quality of our customer service and care for our patients. We offer competitive wages and benefits. Check out our website at www.dcvet.ca. If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca.

VCA CANADA COACH HILL ANIMAL Hospital is looking for a full-time RVT to join our team! We are looking for someone with a positive attitude, great communication and exceptional client service skills that will impress our clients! New grads are welcome to apply! We are a very busy full-service veterinary medical facility with a friendly team of dedicated professionals that strive to provide the best possible medical, surgical and

dental care to all our pet patients. The clinic boasts a great reputation among clients and our energetic, friendly staff make for a great working environment. VCA Canada is committed to enabling our teams to flourish! We offer career growth opportunities, CE Allowances, access to annual VCA conferences, and industry leading customer service training. We reward high performing team members and count on their expertise to lead key projects regionally and nationally. Additionally, we offer competitive salaries, benefits package, pet discounts, uniforms, CE allowance and if applicable moving expenses. Please send your resume to: Stefanie.Blackburn@vca.com.

THE PET HOSPITAL (A DIVISION OF Leduc Veterinary Hospital) requires a full-time RVT to join our team. The successful candidate will be enthusiastic and outgoing with a strong work ethic and excellent client and team skills. We are a well-established and fully equipped modern companion animal practice located 10 minutes south of Edmonton, in Leduc, where we have recently moved into a new facility. We offer a competitive remuneration package which includes uniform allowance, health/dental benefits, health spending account, CE allowance, paid professional dues, pet insurance/pet health spending account and staff discounts. Please send resume and cover letter to drs327@hotmail.com.

VCA CANADA DALHOUSIE STATION Animal Hospital is looking for a casual RVT to join our team! We are looking for someone with a positive attitude, great communication and exceptional client service skills that will impress our clients! New grads are welcome to apply! Dalhousie Station Animal Hospital is a small animal clinic with 3 veterinarians and professional support team committed to providing the best in veterinary care and a superior client experience. We offer a wide range of veterinary services and also have an in clinic surgical suite and an in clinic dental facility. They strive to be the best at what they do because they are passionate about what they do. VCA Canada is committed to enabling our teams to flourish! We offer career growth opportunities, CE Allowances, access to annual VCA conferences, and industry leading customer service training. We reward high performing team members and count on their expertise to lead key projects regionally and nationally. Additionally, we offer competitive salaries, benefits package, pet discounts, uniforms, CE allowance and if applicable moving expenses. Please send your resume to: Stefanie.Blackburn@vca.com.

THE BRITISH COLUMBIA WILDLIFE PARK is currently looking for a full-time RVT for the wildlife hospital, home to native BC wildlife and some exotic animals. Please visit website for details at: www.bcwildlife.org/jobpostings.htm. Email: Adrienne@BCWildlife.org.

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

HIGH-QUALITY OF LIFE AT integrative, growing practice in Kelowna. Your dream vacation can be your new home! Enjoy our beaches, wineries and ski resorts...right in your backyard. Our integrative s/a practice focuses on dentistry, nutrition, acupuncture, chiropractic and a range of conventional and holistic modalities. We've grown from 2 to 8 employees in 2 years, with a non-hierarchy structure and a lot of employee empowerment. Read more about joining us as a f/t or p/t technician: <https://goo.gl/wnp1G6>.

EDMONTON WEST ANIMAL HOSPITAL requires experienced, full-time/part-time dynamic RVT to join our team of 4 vets, 5 RVTs and 8 support staff. We are a fast-paced hospital, where you must have confidence in technical skills, compassionate client communication skills, and the ability to provide exceptional patient care. Some evening hours are required and occasional weekend work may be necessary as we strive to meet the needs of our clients. We offer above-average salary and benefits (health/dental) package with ABVMA dues and CE allowance, and the opportunity for a long-term career. New grads welcome. Please email resume in confidence to drsharma@vetinedmonton.com.

CALGARY HUMANE SOCIETY IS seeking a part-time RVT for Tuesdays - Saturdays. This role requires a compassionate individual who is highly skilled in animal handling, customer service, and comfortable working in an extremely fast-paced and demanding environment. Apply in confidence to careers@calgaryhumane.ca indicating salary expectations in cover letter.

LIVE IN THE WEST COUNTRY AND GET a signing bonus! We are looking for a fun energetic RVT to join our busy small animal practice. We have an excellent clientele, VIA computerized files, in-house Abaxis laboratory and digital xray/dental xray. We offer CE and uniform allowance, paid dues and more. Our clinic is situated in the foothills with an abundance of camping, quadding, hiking, fishing

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and of course, our beautiful mountain views. If you think this role suits you, please email us at gatewaycompanionanimalclinic@gmail.com.

EDMONTON SOUTH ANIMAL

Hospital, located north of South Edmonton Common, is looking for a client focused, fun loving and efficient individual with strong interpersonal and communication skills. From fast paced spay and neuter services to walk-in emergencies, we are a full-fledge AAHA certified hospital and are looking for the right full-time RVT to join our team. Please visit our website: www.edmontonanimalhospital.com for more information about our clinics and services we offer. Email resumes to: dr.tan@edmontonanimalhospital.com.

BE A LEADER AND KEY CONTRIBUTOR

in the advancement of animal welfare. The Edmonton Humane Society (EHS) is seeking a RVT to join our team, performing duties related to surgery, animal exams and monitoring, lab work, x-rays, etc. The suitable candidate will possess an RVT certification, and will excel in a fast-paced, team environment. EHS offers a competitive salary/benefits package, and a commitment to work-life balance. For the complete posting, please visit: www.edmontonhumanesociety.com. Email: hr@edmontonhumanesociety.com.

ASSOCIATE VETERINARY CLINICS (1981)

Ltd. is looking for a RVT, ER (NOC Code 3213) to work at our Western Veterinary Specialist & Emergency Centre. This is a FT, permanent, ongoing position. You have a degree in animal health/veterinary tech college program (required); registration as a veterinary tech; 5 or more years' experience in working in emergency/critical care in a specialty referral hospital; experience with anesthesia; AB licensed, or the ability to become licensed in AB. Please see our website for more details on the role. We offer: excellent facilities/support staff; health, dental, life and AD&D and disability benefits; CE opportunities with a \$500 allowance; hourly rate \$23-\$25/hour; 2 weeks' vacation; relocation assistance. Work location: Western Veterinary Specialist & Emergency Centre, 1802 10 Avenue SW, Calgary, AB, T3C 0J8. Contact us: VCA Canada 7140 - 12th Street SE, Calgary, AB, T2H 2Y4 Email: avccareers@associatevets.com to apply or call Cindy McNaught at 403-541-0815 ext. 112 for further information. Fax 403-541-1528.

FOOTHILLS ANIMAL HOSPITAL IS

looking to complete our team by adding a full-time RVT. Located just 20 minutes south of Calgary, our fast-paced small animal hospital offers many of the same benefits that other practices are. What makes us different is our enthusiastic, experienced team, our belief that

RVTs are invaluable, and our compressed work week. Our motto is 'where pets are family'. If you agree, this is the position for you. Please contact pj.thomson@outlook.com.

WE ARE A GROWING VETERINARY

dermatology practice in St. Albert, AB, and are looking for a RVT or a veterinary medical assistant for 2 weeks per month. This part-time position involves working two 1-week periods per month. Hours are Monday to Friday - no evenings or weekends. You must be a graduate from an accredited veterinary college and hold a current license or certificate. Client interaction is of the utmost importance and it is required that you are articulate, compassionate and enthusiastic. You must be attentive to detail, perform low stress restraint and work well with a team. Cornerstone experience and basic computer skills are necessary as we are a paper-light practice. We offer a competitive salary, uniform allowance and staff discounts. Wage is to be discussed and dependent on experience. Please send your cover letter and resume to office@vetderm.ca, attn: St. Albert position. No phone calls or drop-in visits please.

SEEKING F/T RVT WHO LIKES

working on farms & interest in reproduction, nutrition & calf care. Located in Stony Plain, AB. Responsibilities: assisting artificial insemination, embryo transfer, semen collection & processing, calving, inventory management & recordkeeping. AI training an asset. Benefits, holidays & competitive salary included. Email: macrae.vet@gmail.com.

MILL CREEK ANIMAL HOSPITAL,

located in the desirable Old Strathcona neighbourhood of Edmonton, is looking for a dynamic full-time RVT to add to our team. We offer above average compensation, an intimate and exciting work environment and an excellent staff discount. We pride ourselves in providing an amazing client experience, as well as the greatest in pet care. Please drop off a resume in person or email to jill@millcreekvet.com. Website: www.millcreekvet.com.

SEEKING A FULL-TIME RVT, WITH

good communication skills and dynamic personality, who enjoys working on the front lines, directly with clients on a daily basis. Work responsibilities would vary and include some small animal duties in the clinic as well as large animal in the field. Pharmacy and inventory management and some large animal nutritional work could be possible for those interested in that field. Please contact Dr. Dawn Magrath at: drmagrath.ivs@gmail.com, for an immediate start date.

WE ARE A PROGRESSIVE, WELL-

established clinic that is growing & requiring a full-time RVT to join our team. Duties range from client communication, nutritional consultations to assisting with preoperative diagnostics, anesthesia, surgery, post-op care & clinic maintenance. We are looking for someone who is positive, self-motivated, efficient & a team player. New grads welcome! We offer positive work environment, competitive compensation, benefits package, continuing education allowance & staff discounts. For more information on our philosophy visit our web page at www.westmountanimalclinic.com. Forward your resume to tgolbeck@westmountanimalclinic.com.

WE ARE SEEKING A FULL-TIME RVT TO

join the team. We offer competitive wages, pet discounts, a family-like environment and more! We are a single-veterinarian practice that focuses on small animal medicine. Our hours are 9am-5pm, Monday to Friday. If interested, please e-mail resume to heejh@hotmail.com.

ARE YOU INTERESTED IN WORKING IN

a food animal practice? Coaldale Veterinary Clinic, located between Lethbridge and Coaldale, is looking for a part-time (potential for full-time) RVT to join our team of veterinarians. We are a veterinary consultant practice providing services to feedlot, dairy, cow/calf and research operations. We are looking for an enthusiastic, motivated individual who has an interest in food animal practice and associated duties and tasks. Some duties include: assisting with procedures, data collection and input, cleaning, assistance with protocol and media development, phone and customer service duties. Requirement: experience with customer service, proficient with Microsoft Office, and attention to detail. Excellent salary and benefits including RVT fees and CE. Send Resume to: office@coaldalevet.com.

THE FARM ANIMAL HOSPITAL

(a division of Leduc Veterinary Hospital) requires a full-time RVT to join our team. The successful candidate will be enthusiastic and outgoing with a strong work ethic and excellent client and team skills with preference given to those with livestock experience. We are a well-established and fully equipped large animal practice located 10 minutes south of Edmonton in Leduc. We offer a competitive remuneration package which includes uniform allowance, health/dental benefits, health spending account, CE allowance, paid professional dues, pet insurance/pet health spending account and staff discounts. Please send resume and cover letter to drs327@hotmail.com.

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VCA CANADA SOUTH TRAIL PET

Hospital is hiring a part-time RVT. We are looking for someone who can juggle an IV placement while prepping an animal for surgery, keep track of all your patients and remain calm when it's raining cats and dogs! We are 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. Website: vcacanada.com/southtrail/. Email: Glynnis.Robella@vca.com.

SANGUDO VETERINARY CLINIC IS

looking for a f/t or p/t RVT to join our team. Must be willing to work odd Saturdays. We are 1.5 hours NW of Edmonton on Hwy 43. We offer paid CE and dues. Our clinic is 50% large and 50% small animals. We are a small clinic with one vet and two RVTs on staff. All previous applicants please apply again. Email: sangudovet@telus.net, Website: www.sangudoveterinaryclinic.com.

VCA CANADA WESTERN VETERINARY

Specialist & Emergency Centre is seeking a full-time RVT to join the team. Western strives to provide our technicians with a respectful, educational, productive, fun and collaborative work environment where the primary goal is to provide world-class veterinary services and patient care. We offer a dynamic team environment, encompassing specialty and emergency services, in a state-of-the-art facility. Candidates should have advanced technical skills, exceptional client service skills and excellent communication skills. We encourage and empower our technicians to utilize their skills, have input into case management & patient care, think critically, work autonomously, further their knowledge & education, and pursue specialty certification if so desired. One or more years' experience in general practice, emergency or referral hospital would be a major asset. We offer an excellent work environment, competitive compensation, benefits package, continuing education allowance and pet discounts. Interested candidates please contact Linda Wilson, General Manager at: Linda.Wilson@vca.com.

VCA CANADA CALGARY TRAIL ANIMAL

Hospital is currently recruiting a full-time RVT to join our team! We are looking for someone with a positive attitude, great communication and exceptional client service skills that make a good first impression with our clients! As a member of VCA Canada we are able to provide a variety of opportunities for growth with a significant continuing education allowance. We also offer a competitive compensation package, benefits package, pet discounts and the opportunity to be part of a positive, dynamic team. If you are an enthusiastic, team-oriented individual looking for a challenge and growth opportunities in your career as an RVT, we invite you to join our team! Reply with a cover letter and current resume to: Andrea.Edwards@vca.com. For more information on who we are, what we do, Paw It Forward and opportunities with VCA, please visit us online at vcacanada.com or vcacanada.com/calgarytrail/

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 full-time 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 patients 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.

DIAMOND VALLEY VETERINARY IS

seeking a part-time/full-time RVT. We're a mixed practice but small animal experience is essential. Turner Valley is a quiet, safe community located 35 minutes from Calgary, AB, on the Cowboy Trail bordering Kananaskis Country. Contact Dr. W.A Steiger, Dr. Laura Fick at 403-933-4397 or dvvet@telusplanet.net.

WE ARE LOOKING FOR A MOTIVATED,

registered RVT with a great work ethic and a friendly approach to practice. If you have a passion for laboratory work, anesthesia, dentals, nutritional advice and much more, we are the clinic for you! We are a busy 2 veterinarian small animal practice located in High River AB. Please email resumes to Stacey Groeneveld, RVT/ Manager at: manager@highrivervet.com.

HASTINGS LAKE ANIMAL HOSPITAL IS

growing and we are seeking a second full time RVT. Located in Strathcona County, 25 minutes east of Sherwood Park just off Hwy 14. Our practice sees companion animals and farm pets like goats, sheep, backyard chickens and potbellied pigs - they all have names! We are very engaged in our rural community online and in person, running spay/neuter fundraisers, kid's camps and seminars for our clients and neighbors. It's a fun, positive working environment in a relaxing, peaceful rural environment. Check us out on Facebook to see what we've been up to lately! We offer an excellent veterinary benefits program for your personal pets as well as dental coverage with Dr. Lyle Voltner for our employees. The practice is closed long weekends and Christmas/New Years so we can spend time with our families. If you're looking to make a change please email your cover letter and resume, in confidence to Dr. Karen Allen at drkaren.j.allen@gmail.com. www.hastingslakevet.com.

AAHA ACCREDITED SMALL ANIMAL

clinic in Olds, AB, is looking for an energetic RVT to join our team. FT weekday position (would consider PT). New grads welcome. Great opportunity to focus on small animal medicine and live in a smaller but thriving community! Please send resume to OPCmanagement@hotmail.com.

THE STONEY TRAIL VETERINARY CLINIC

is looking for an exceptional RVT. The clinic is a one doctor practice in the beautiful community of Valley Ridge. We have a therapeutic k-laser, digital x-rays and digital dental x-rays. We do a lot of dental work, so special interest in that area is a bonus. We're looking for someone who has great technical skills, works well independently, organized, and enjoys patient/client care. We offer a competitive salary, medical and dental benefits, uniform allowance and continuing education allowance. www.stvc.ca. melishu@hotmail.com.

Classified Ads

ARE YOU AN ENERGETIC TEAM PLAYER

with great communication skills? Confident and able to multi-task? Compassionate about patients and looking for a place to have fun while doing what you love? If you answered yes — we want to hear from you! Whitemud Creek Veterinary Clinic located in SW Edmonton, is looking for a FT RVT! Our team of dedicated and skilled staff provide gold standard medicine and progressive healthcare for cats, dogs and pocket pets! Our RVTs are passionate about what they do and ensure our clients and patients have a great experience while at our hospital. As a member of our team, you will receive competitive wages, medical allowance, pet supply discounts, a generous CE policy and much more! Please e-mail your resume to: wvcv@telus.net, or fax to 780-430-0002, attn: Brenda McKay.

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 graduates are welcome. Signing bonus for the right candidate. Send your resume to contact@oxfordanimalvet.com. Website: www.oxfordanimalvet.com.

CUMBERLAND VETERINARY CLINIC IS

looking for a dynamic full-time RVT to add to our team. We offer above average compensation, an intimate and exciting work environment, and an excellent staff discount. We pride ourselves in providing an amazing client experience, as well as the greatest in pet care. We look forward to hearing from you! janet@cumberlandvetclinic.ca.

VCA CANADA CENTRAL VICTORIA

Veterinary Hospital is currently recruiting for RVTs at our 24-hour, emergency & specialty referral centre in BC. This role works closely with our ER vets and board-certified specialists to provide emergency, critical care and referred specialist services. Successful candidates should be motivated and excited about the prospect to grow their skills and knowledge in multiple areas. We are looking for qualified people to fill permanent positions. The ideal candidate will possess exceptional customer service and communication skills, strong leadership qualities, advanced computer skills and a proficient working knowledge of Cornerstone. CT imaging experience and experience and interest in emergency medicine is an asset. If you're an enthusiastic, team-oriented individual looking for a challenge and growth opportunities in your career as an RVT, we invite you to join our team! Reply with a cover letter and current resume to Melissa.Oxtoby@vca.com.

LANDING ANIMAL CLINIC IS LOOKING

for a positive, experienced Registered Veterinary Technician (must have) to work Saturday mornings from 8:00am to 1:00pm. Knowledge of Avimark software is an asset. Hourly wage. Please contact landingac.manager@gmail.com.

GRANADA VETERINARY CLINIC IN

Sherwood Park is looking for a full time registered Animal Health Technologist. We are a busy progressive practice and expect our AHT's to fully utilize their technical and patient care skills. We are looking for a mature team player who excels at patient and client care to work Monday to Friday with no evening or weekend shifts. Benefits include uniforms, CE allowance, excellent discounts on veterinary services and products, and a health and dental plan. Applicants must be AHTs or RVTs that are registered or eligible to register with the AAAHT. If you think this would be a good fit for you, applications can be sent in confidence to: granadavet@shaw.ca.

WE ARE LOOKING FOR A FULL TIME

motivated RVT to join our practice at Bow Valley Veterinary Clinic in Brooks, AB. We have a beautiful 9600 sq. ft. hospital. The practice is predominantly companion animal with the potential for some large animal duties. We require someone who is resourceful, a team player, and values client and patient care. We have a great team who are friendly and outgoing. Salary is dependent on experience. We also have an extensive benefit package. If this opportunity appeals to you please contact Candy Stables DVM. Phone (403) 362-5114, email address: candy@bowvalleyvet.ca.

ARE YOU INTERESTED IN FOCUSING

on small animal internal medicine? Dr. Sheri Clarkson, who is boarded in small animal internal medicine, is looking for another full-time technologist to join her medicine team at Fish Creek 24 Hour Pet Hospital. FCPH is a busy 24-hour practice in south Calgary. Dr. Clarkson is looking for a motivated RVT with a special interest or specialty in small animal internal medicine to join her team. The team currently consists of Dr. Sheri Clarkson, Dr. Denyse Lewis, an AHT and a TA. Successful applicants will work closely with Dr. Clarkson/ Dr. Lewis and our clients and patients. Excellent client communication, team work, interpersonal and organizational skills will be essential. Duties will involve all aspects of care of our medicine patients, from admission through their appointment or hospitalization to discharge and follow-up care. We offer competitive salary, great benefits and an enjoyable work environment. If you are interested, please contact Dr. Sheri Clarkson at shericlarkson@shaw.ca.

OTHER EMPLOYMENT

GLENORA FAMILY PET CLINIC IS HIRING

a FT receptionist. Candidates must have a welcoming personality, provide outstanding customer service, and is a great team player; ability to multitask and possesses stress management skills. Experience is an asset. Please apply in person or email us your resume to office@glenoravet.com. Visit us at www.glenoravet.com.

WE ARE A ONE VETERINARIAN, SMALL

animal hospital located close to downtown Edmonton looking for a positive, outgoing "people and pet" person to join our team as a part-time receptionist/client care rep, (approximately 10 to 20 hours per week and occasionally full-time to cover holidays). We need someone who has excellent customer service skills, in person, on the phone, and with written communication. You will be detail oriented, a self-starter, get along very well with your co-workers and be very dependable. You must be able to lift and carry up to 35 lbs (16 kgs). Accurate keyboarding skills are very important and you must be able to use Microsoft Word. We use Winvet veterinary software which we will be happy to teach you. Having a Veterinary Medical Assistant certificate is beneficial, but not required. Our hospital hours are Monday to Friday 8:30 am to 5:00 pm, no evenings, weekends, or holidays. Salary is commensurate with experience. If this interests you, please submit your resume to Kelly, in person at 11051 – 97 Street, Edmonton, by fax at 780-424-0026, or email to: bluecrossanimalhospital@shaw.ca. We look forward to hearing from you!

LOOKING FOR A CHANGE? DELTON

Veterinary Hospital in Edmonton is looking for an energetic upbeat PT/FT manager who is committed to life-long-learning. The successful candidate will have: a knack for problem solving, time management and conflict management; a proven ability to complete projects in a timely and efficient manner; effective communication skills and ability to inspire staff and hold individuals accountable for completing diverse and detailed projects a must. Responsibilities: day-to-day operations, human resources, performance reviews, contract negotiation, team building, develop efficiencies and policy in oversight of: staff training, scheduling, management, payroll, inventory, customer service, client and staff communications, curb and web-site appeal. Job description: competitive salary, performance bonus, health and dental benefits, paid holidays, vacation time. Veterinary, dental or medical clinic management experience an asset. Degree or CVPM designation a plus or experience with 8 or more direct reports preferred. Send resume/cover letter to: drperson@deltonvet.com. No calls please.

Classified Ads

THE CALGARY ANIMAL REFERRAL AND

Emergency (C.A.R.E.) Centre, a member of VCA Canada, is currently recruiting for a full-time Radiology AHT assistant to join our always busy service. This is a highly administrative position and the right candidate must possess strong organizational skills and the ability to work well under pressure. Excellent verbal communication skills to facilitate client communications and provide exceptional client experience are necessary, as well as written communication skills and the ability to work within a team. This person will be expected to assist in the radiology service with restraining for ultrasound, checking in patients and going over ultrasound procedures with clients. Familiarity with Cornerstone is considered an asset. The schedule for this position consists is full-time with 5 x 8.5 hour shifts per week. Come join us! Please submit your resume and cover letter to Keira Goodridge, R.A.H.T. (Internal Medicine), Interim Specialty Tech Assistant Team Leader keira.goodridge@vca.com and Lisa Booker, Assistant Manager lisa.booker@vca.com. Only suitable candidates will be contacted.

GLENORA FAMILY PET CLINIC IS HIRING

a veterinary assistant who is willing to help with reception duties as needed. Ideal candidate is energetic, reliable, loves to work in a team and learn new skills. If you fit the description we invite you to walk in or e-mail your cover letter and resume to office@glenoravet.com.

PARK VETERINARY CENTRE IS SEEKING

a full-time receptionist/administrator to join our awesome animal health care team. We are a multi-vet hospital with a large dedicated staff, serving a menagerie of companion animals including dogs, cats and exotics! Our ideal candidate is confident, hardworking, loves to laugh and committed to providing high-quality client and patient care. You are a well-natured team player possessing a strong work ethic with excellent communication skills - the position includes liaison between veterinarians, clients and staff. Duties include answering a multi-line phone system, scheduling and managing appointments, greeting clients, processing payments and invoices, admitting and discharging patients, and competent use of computers and office equipment. We offer a competitive wage based upon experience. Benefits include medical and dental insurance, CE and uniform allowances and discounted medical care for your personal pet(s). If interested in joining our exciting work atmosphere, e-mail Tony at vetmed11@telus.net. Position is available immediately. We look forward to hearing from you. www.parkveterinarycentre.com.

VCA CANADA WESTERN VETERINARY

Specialist & Emergency Centre is hiring two full-time tech assistants who are passionate about pets and people. Applicants must be available to work a (4 on/4 off) rotation schedule. Located in the heart of Calgary, we are a growing practice, offer 24-hour referral-only, state-of-the art veterinary services at one of the largest, most comprehensive facilities of its kind in Canada! We are looking for someone with a positive attitude, great communication and exceptional client service skills that make a good first impression with our clients! At VCA, we are national leaders in career development and growth opportunities. 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: linda.wilson@vca.com. For more information on who we are, what we do, Paw It Forward and opportunities with VCA, please visit us online at www.vcacanada.com or vcacanada.com/western.

FULL-TIME/PART-TIME OFFICE

manager wanted for Strathmore Veterinary Clinic Ltd. In this role, you will put your can do attitude to work overseeing the daily operations of our busy clinics. A strong communicator who finds practical solutions to resolve issues as they arise is desired. Previous experience managing a veterinary, dental or medical clinic is an asset. Located 40 minutes east of Calgary, AB, Strathmore has a small town feel with the luxury of being so close to Calgary and the Rocky Mountains. We are a busy mixed animal practice with a team of five veterinarians and a great support team. Please send your resume to info@strathmorevet.com.

TAMARACK VETERINARY CLINIC IS

looking for a full-time receptionist for our new and growing Fear Free Practice. This position may involve evenings and weekends (closed on long weekends and holidays). Experience with Avimark software and previous experience in the veterinary industry is considered an asset. Wage will be commensurate with experience. Benefits include uniform and wellness allowance. If you are interested in joining our enthusiastic and friendly team please consider submitting a resume attention Amy Smith at asmith.admin@tamarackvet.com. All applicants will be contacted and all submissions will be kept confidential.

IF YOU ARE AN ENTHUSIASTIC,

positive, friendly, self-motivated team player, then come join our team at Meadowbrook Animal Clinic! We are looking for a PT/FT receptionist who is dedicated to providing high quality customer service and animal care. We offer competitive wages, CE allowance, paid dues, staff discounts and health benefits.

Experience is preferred but will train the right person. Please email your resume to: meadowbrookanimalclinic@gmail.com. Website: www.meadowbrookvet.ca.

EDMONTON WEST ANIMAL HOSPITAL

is seeking a full-time receptionist to join its wonderfully dynamic team, where customer service plays the most important role. We offer competitive wages, scrub allowance, and group benefits for full time staff. Please forward resume to: drsharma@vetinedmonton.com.

VCA CANADA CALGARY NORTH

Veterinary Hospital & 24 Hour Emergency Services is recruiting a full-time client care specialist. For an exceptional multi-tasker and outgoing individual, this is the stuff you've always dreamt of: getting out front and making a difference! Your goal day in and day out will be to enhance the client's experience at the practice by coordinating between the clients and members of the medical team. VCA Canada is committed to helping our teams flourish! We offer career growth opportunities, CE allowances, access to annual VCA conferences and industry leading customer service training. We reward high-performing team members and count on their expertise to lead key projects regionally and nationally. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. vcacanada.com/calgarynorth/. Email: careers.cnor@vca.com.

WE ARE A NEW 24-HOUR EMERGENCY

clinic in Okotoks, AB, and we are looking for part-time tech assistants and receptionists to work with an amazing group of professionals in the fields of emergency/critical care, surgery and reproductive specialty service. Members of our team will receive competitive wages and CE allowance. Due to the emergency nature of our hospital technician assistants and receptionists may be required to work days, nights, overnights and/or weekends. Don't know much about Okotoks? We are a beautiful community with all the amenities of a big city while retaining its small-town friendliness and feel right on the edge of the Rocky Mountains! Please forward a cover letter and resume to lindsay@saveveterinary.com.

VCA CANADA CALGARY NORTH

Animal Hospital & 24 Hour Emergency Service is hiring a FT tech assistant. We are a 24 hour Companion Animal Primary Care, walk-in and emergency facility offering a full range of services. Teamwork and high quality care are at the heart of what we do! We're looking for a "rock star" who comes to work with a smile on their face and makes a great first impression. They know how to build relationships making our clients feel important and understand the

Classified Ads

importance of providing an exceptional client experience. At VCA, we are national leaders in career development and growth opportunities. 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. For more information on who we are, what we do, Paw It Forward and opportunities with VCA, please visit us online at www.vcacanada.com.

FT RECEPTIONIST REQUIRED WITH

possibility of becoming clinic manager. Our long-term manager is retiring but willing to help you in your new role. Position is to start in September and will include some Saturdays but no after hours. Would include benefits, CE and uniform. Experience of at least one year in a veterinary clinic or VOA/VMR is a must. We believe strongly in teamwork but also in being a self-starter, client communication and humor! Please send resume to carectr@telus.net.

THE CANINE FITNESS CENTRE IS

hiring a canine hydrotherapy associate and physical therapy aid to actively participate in the rehabilitation, care and recovery of canine patients. You'll work closely with and under the direction of a physical therapist treating canine patients with conditions that limit their ability to move functionally and/or perform optimally. Duties include: operate underwater treadmill (UWT) and/or endless pool (EP) to conduct canine patients' hydrotherapy sessions, perform laser, pulsed electromagnetic field therapy, alpha stimulation, and electric stimulation modality treatments as prescribed by a physical therapist, assist and support clients during their dog's rehabilitation process (measuring and fitting for mobility devices, performing nail trims, recording weight loss program

progress, etc.). Please email your resume to admin@caninefitness.com. To see the complete description, visit www.indeed.com.

SOUTHWOOD VETERINARY HOSPITAL

is looking for a keen receptionist/assistant to join our energetic small animal practice. This is a full-time position which will include some evenings and Saturdays. Experience is an asset. Please email resumes to southwoodvet@gmail.com, attention C.Lichwa.

PRACTICE FOR SALE

BETTER THAN A START-UP! FABULOUS

location for this new and rapidly growing practice. Neighborhood has higher than average household income for Calgary, AB. Perfect for the associate ready to be their own boss or an experienced practice owner. All the hard work has been done in establishing client base and revenue (June revenue over \$50,000). Share sale - all new equipment included and sold free of long term debt. Reluctantly for sale due to personal reasons. Contact Simmons & Associates Canada Inc., Veterinary Practice Sales and Valuations, Elizabeth Bellavance DVM MBA, www.simmonsinc.com, canada@simmonsinc.com, 519-383-4438.

HIGH NET SMALL ANIMAL PRACTICE

close to Edmonton and minutes from the Edmonton International Airport. Single veterinarian practice with lots of potential for growth in small animal. Ideal situation for expansion to multi-veterinarian practice serving equine and/or bovine if desired. Email: calmarclinic@gmail.com. Phone: 780-916-0727.

SMALL ANIMAL CLINIC FOR SALE IN

Edmonton, established, solo veterinarian, prime location, high traffic area, full in-house lab, digital radiography (DR), computerized records, rapid growth, motivated owner is moving out of province due to personal reasons. Please contact practicesale@shaw.ca.

QUICK SALE DUE TO PERSONAL

reasons. Well-established vet clinic located in northeast Edmonton, started 5 years ago, good client base. Providing both emergency and regular veterinary services. 3000 sqft with 4 exam rooms, spacious treatment and surgery area, independent isolation room, intensive care room, x-ray room, ultrasound room and kennel rooms. Well equipped with digital CR X-Ray, blood analyzer (VS2 and HM 5), ultrasound, dental equipment, all 5-years-old only. Lots orthopedic instrument and tools too. Coolers in every exam room, and oxygen, data cable and power outlets dispersed throughout. Good for providing emergency care or for usage as a small specialist center. ALL OFFERS CONSIDERED for immediate sale. High-value opportunity! Email: jun.y.hkvc@gmail.com.

List of Advertisers

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*Merck VetPen www.merck-animal-health.ca	11	*Tails of Help www.tailsofhelp.ca	IBC
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GREAT NEWS: Alberta Challenge matching donations!

- Your help is vital to keep our applications process open!
- Application approvals restarted effective Oct 1!



ALBERTA CHALLENGE 2017: *DOUBLE DOLLAR DONATIONS!

NOV 1 – DEC 20, 2017

The **Alberta Challenge** is our annual public fundraising campaign where members of the veterinary community can join together with animal lovers and businesses across Alberta to provide aid for pets in need.

From November 1 through December 20, 2017, small fundraising events led by veterinary clinics and local groups/businesses will help to raise awareness and funding for Tails of Help to fulfill our mission:

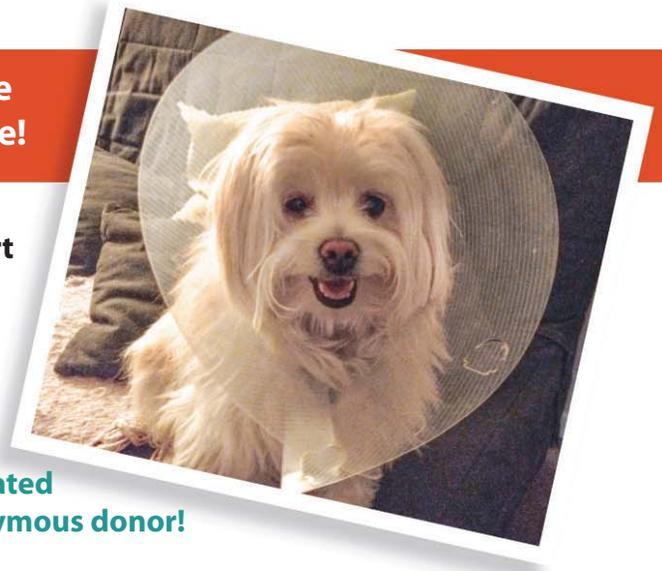
Help keep more four-legged members of low income Alberta families healthy and happy for years to come!

We are very grateful that Tails of Help has been able to restart our funding applications process effective October 1, 2017, thanks to generous support from an anonymous donor and from our premier sponsor VCA Canada.

*** Great news: DOUBLE DOLLAR DONATIONS – during the Alberta Challenge from Nov 1 – Dec 20, every dollar donated during the campaign will be matched by our generous anonymous donor!**

For more information or to order your **FREE Fundraising Kit**, register to participate in the Alberta Challenge today!

Register at www.tailsofhelp.ca/alberta-challenge or by email alberta-challenge@tailsofhelp.ca



Scan for more information:



VCA 
Caring For Life's Greatest Companions

2017 Premier Sponsor

*Tails of Help is seeking to raise commitments of \$330,000 during its fiscal year ending October 31, 2017 through its fundraising campaigns. We estimate that it will cost our organization \$120,000 to raise this amount. We anticipate that these organizational costs will be entirely covered by corporate sponsorships and grants. This means that 100% of all additional donations will go toward our charitable activity of helping pets and families. Please note that this is the first full year that we will have a paid staff member working for the charity. We plan to use the money to fund essential veterinary care for ill or injured pets of Alberta owners who are experiencing financial hardship. Our goal is to keep pets healthy and with their loving families. For further information, please visit www.tailsofhelp.ca, or contact Andrew Ewan, Executive Director (phone 587-575-8415 or email andrew.ewan@tailsofhelp.ca). Our mailing address is 1260 – 5328 Calgary Trail NW, Edmonton, T6H 4J8.
Tails of Help is incorporated under the Companies Act (Alberta) and is a registered charity under the Income Tax Act (Canada).

ABVMA Member Wellness Program



THE ABVMA MEMBER WELLNESS PROGRAM PROVIDES PROFESSIONAL COUNSELLING FOR:

- work-life balance
- substance abuse
- workplace conflict
- compassion fatigue/ burnout
- addictions
- bullying

The program is open to registered veterinarians and veterinary technologists and

- includes up to four one-hour counselling sessions with a registered psychologist
- sessions are paid for by the ABVMA on an anonymous basis (members are never named)
- includes a network of registered psychologists located across Alberta

CALL: 1-780-435-5908 OR 1-888-399-9876

WELLNESS RESOURCES AVAILABLE FOR ALL ALBERTANS, AND FOR OTHER MEMBERS OF THE VETERINARY TEAM (NON-REGISTERED EMPLOYEES):

ALBERTA MENTAL HEALTH INTAKE:

780-342-7600

- recorded message only.
- call to book a mental health assessment

ALBERTA HEALTHLINK:

1-866-408-5465

- speak to a nurse regarding health concerns
- someone is available 24 hours/day, 7 days per week

ALBERTA HEALTH SERVICES CRISIS/DISTRESS HOTLINE:

Edmonton & area **780-342-7777**

Calgary & area **403-266-1605**

- someone is available 24 hours/day, 7 days a week in times of distress