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Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JANUARY-FEBRUARY 2019

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Editor's Notebook

Over the past forty years, we have seen dramatic changes in the knowledge requirements for the profession of veterinary medicine. The original thought process of the day was to graduate veterinarians that were capable of going into any practice, most probably a mixed-animal practice, and be relatively competent the first day on the job performing all aspects of veterinary medicine. However, over the years, the amount of information available to teach undergrads has increased dramatically. In 1980, it was estimated that knowledge for the human medical profession doubled every three and one half years. It is estimated that by 2020, that knowledge will double every 73 days. Knowledge for the veterinary medical profession cannot be far behind these estimates.

The New World Encyclopedia defines this as an information explosion — a term used to describe the “rapidly increasing amount of published information and the effects of this abundance of data. As the amount of available data grows, managing the information becomes more difficult, which can lead to information overload. Information overload refers to the state of having too much information to make a decision or remain informed about a topic.”

Have we reached a time when we need to re-evaluate what we are teaching our graduate veterinarians and technologists? Have we gone beyond the point of the average student being able to learn and retain the necessary information that they will require to be successful in what they do? If we look at the engineering profession, applicants started out with four primary sub-branches of an engineering degree: mechanical, chemical, civil and electrical, with sub branches of each discipline. Early in the program, a student must declare which branch they wish to study. Educators recognize that one person cannot possibly know and retain all of the information for all of the branches.

This discussion has been occurring for at least the last 20 years. Is it time to take action?

Dr. Ole Nielsen wrote in the *Canadian Veterinary Journal*, December 2017 issue, “It is also worth mentioning that designated DVM career tracks, and congruent licensure and accreditation policies would give the profession more ability to respond to societal needs, whether it be for more or fewer graduates, in particular career fields. Such a development would mirror the engineering profession which has been extraordinarily successful in responding to new and changing needs in society.”

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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EDITORIAL POLICY

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

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President's Report



Kim Romanufa, DVM

President, Alberta Veterinary
Medical Association

WHEN I WAS APPROACHED TO BE on Council, my first reaction was a definite “no.” They must have sensed weakness because another phone call later and my road to being the ABVMA President started. Four rewarding years later, as I am finishing my role as President, I have learned a lot about government and governance and a lot about myself. Although I refer to myself as the reluctant President, I am very glad that I had the opportunity to serve as this association's President.

As President I represented the association at the American Association of Veterinary State Boards meeting in San Antonio, TX, and the American Veterinary Medical Association Leadership Weekend in Chicago. At these meetings, I learned that many of the issues we face also challenge associations elsewhere. We are fortunate in Alberta to still be a truly self-regulated profession. The direction of our profession is controlled by our membership. Even with the passing of Bill 31 in December 2017, our association, with the help of our government advocate, has played a primary role in developing policy such that it should have minimal effect on our professional lives.

I also represented the association at all the western veterinary medical associations, bringing greetings and talking about the challenges as well as the triumphs we have experienced as an association. Listening to other greetings confirmed that as an association we are not alone. These meetings were an opportunity to meet other presidents and registrars and brainstorm on ways to deal with these challenges. It also

highlighted the fact that our association has been and will continue to be a true leader in helping develop national policy.

I also had the opportunity to attend the UCVM white ceremony, meet with students from WCVM, attend the NAIT and UCVM graduation and attend two registration days where I welcomed hundreds of members to our profession and association. Talking with the new grads about their future in an amazing profession was one of the most rewarding parts of the year.

One of the more interesting parts of my year as President was the “behind-the-scenes” tour. These were the regular meetings and communications with the ABVMA staff, government, various stakeholders and ABVMA members that help shape the future of veterinary medicine in Alberta. The research and preparation that goes into planning a Council meeting is enormous. However, the effort pays off in the fact that Council has the full picture of any issues that they are discussing. This enables Council to make educated decisions for our membership.

These opportunities have helped me grow as an individual. While I still don't love public speaking, I no longer shake in fear while approaching a podium. I am comfortable leading meetings and communicating with any sized group. I have shifted from being the reluctant President to someone who has truly enjoyed their term. I would like to thank everyone for this opportunity and wish Council and the association continued success in the coming years.



Go Green!

Opting out of the paper magazine

If you would like to opt out of receiving a printed copy of the ABVMA *Members' Magazine*, please contact **Sarah Munn** at sarah.munn@abvma.ca.

The digital version of the magazine is sent out in the first E-News of the month of each issue, and is available to download at abvma.ca, under the **ADS/CE/LIBRARY** tab.

If you are not receiving your ABVMA E-News, please contact the ABVMA office.

AS WE ENTER THE NEW YEAR, ABVMA members have a number of important issues to consider and decide upon. By the time you read this, the mail vote regarding the acceptance of a new ABVMA Bylaw will have been decided. This Bylaw revision is the result of a two-year process by Council to review and amend this document, and hopefully the membership is pleased with the result. Currently the Practice Inspection Practice Standards (PIPS) Bylaw is undergoing the same process. The proposed amendments have been approved by Council, and are currently available on the website to download, review and comment upon by the membership. In addition, following the 2019 Annual General Meeting (AGM), there will be a forum to discuss the proposed amendments and gain further member feedback.

The 2019 AGM will also bring forward three resolutions for the membership to consider. Resolution 19-I is the first, and concerns the mandatory reporting of suspected animal distress or abuse to the appropriate authorities. Alberta remains the last province within which this is not a mandated requirement for veterinarians and technologists. If passed, veterinary professionals will have to report all cases of animal distress, neglect or abuse and will remain protected from breaches of patient confidentiality for doing so.

The second resolution concerns a ban on medically unnecessary surgery being performed by veterinarians. This topic is sure to garner much discussion at the AGM. The ABVMA has refrained from stepping into these waters until now. Each other province has some form of restriction or prohibition

regarding aspects of unnecessary surgery, and Resolution 19-II combines legislation from multiple provinces into one proposed amendment to the General Regulation. The resolution includes prohibitions or restrictions on tail docking, ear cropping and feline declawing. The right to perform these procedures remains with the veterinarian if it is considered to be medically necessary for the health of the animal. If not medically necessary, it will be prohibited.

The final resolution for the membership to consider is an amendment to the *Veterinary Profession Act* (VPA). Currently, the VPA requires that the voting shares of a Permit to Practice for a Veterinary Practice Entity be at least 51% owned by an unrestricted veterinarian. It has also been the position that a non-incorporated practice must also have majority ownership by a veterinarian. Resolution 19-III is a private member's resolution that has met the requirements of the Council policy to allow it to be presented at the AGM. If passed, this resolution would allow any member of the ABVMA (veterinarian or technologist) to be the majority shareholder in a Permit to Practice.

These are major issues to be decided upon by the membership. Shortly you should receive notification via mail regarding the details of the AGM, being held in Calgary on Feb. 24, 2019. The resolutions and AGM package will be available on the ABVMA members' website. Plan to attend to make your voice heard. We have planned a change in the format of the AGM to shorten greetings from guests, and increase the time for discussion of the resolutions. Also, do not forget the PIPS Bylaw discussion following the meeting.



Darrell Dalton, DVM
Registrar, Alberta Veterinary
Medical Association

2018 ABVMA Annual Report

Notice to Members

The 2018 Annual Report will be available online in January and printed copies will be available on site at the Annual General Meeting (AGM).

The AGM is scheduled for Sunday, February 24, 2019, at the Sheraton Cavalier Hotel 2620 32 Ave NE, Calgary, AB.

Council Highlights



2018 ABVMA Council

Back row (left to right): Mr. Mick Howden, Dr. Keith Lehman, Dr. Pat Burrage, Dr. Chris Belan, Mr. Jim Dobie, Ms. Darcie Steffler
Middle row (left to right): Dr. Darrell Dalton, Dr. Louis Kwantes, Ms. Andrea Edwards, Dr. Colleen Pratt, Ms. Amanda Barker, Dr. Ingrid Hildebrant, Dr. Doug Freeman
Front row (left to right): Dr. Kirsten Aarbo, Dr. Margitta Dziwenka, Dr. Kim Romanufa, Dr. Lisa Lomsnes, Dr. Karen Allen
Missing from photo: Dr. Kathy Keil, Dr. Baljit Singh

Oct. 12-13, 2018

Fairmont Banff Springs Hotel

ABVMA Council met October 12 and 13 in conjunction with the CanWest Veterinary Conference in Banff.

Topics discussed included:

Evaluation of Canadian Veterinary Services

Council briefly discussed the review recently completed by the World Organization of Animal Health (OIE). The OIE's main finding cited that *"The OIE has found Canada to be a top performing country and a leading example for meeting international veterinary service standards, with no major weaknesses."*

Veterinary Antimicrobial Stewardship

There has been ongoing correspondence and discussion between the association and the Intensive Livestock Working Group (ILWG), which is comprised of eight livestock commodity groups. They have expressed concerns about how the new policy will impact **timely and affordable access** to antimicrobials. Council reviewed the letter that ABVMA President Dr. Romanufa issued to ILWG in late September. The letter explained that the ABVMA takes

the ILWG concerns seriously, and that the association does not foresee a significant change in timeliness and affordability. The letter did, however, remind the ILWG that a key change that must be respected is that all prescriptions must only be given where a veterinarian-client-patient relationship (VCPR) has been established. Further discussion is required, and another round-table session is planned for late October.

Strategic Planning

Council was updated on current activities regarding the five approved strategic directions. Under strategic direction #2, Provide Leadership in Animal Welfare, Council discussed if the association should play a role in the establishment of an animal rescue registry. The consensus was, that while veterinarians would play a role, that the initiative is ultimately the responsibility of the provincial government.

PIPS Bylaw Review

Council agreed that a clear definition of "Informed Consent" should be added, and several options were discussed. The final

draft of the PIPS Bylaw will contain that clarification, and the revised draft will be the subject of the Post-AGM Discussion in February 2019.

Regulations arising from Bill 31: A Better Deal for Consumers and Businesses Act

Council was updated and provided a letter recently received from the Minister of Labour, Christina Gray. The letter advised the ABVMA that the ministry had heard our concerns with regard to the development of regulations without the proper opportunity to engage the ABVMA membership. She confirmed that a decision has been made that while we are expected to continue to work with her department, no regulation will be finalized until sometime after the ABVMA's AGM in February.

Mandatory Reporting of Animal Abuse

Council is working toward a proposed resolution for the 2019 Annual General Meeting (AGM) - *Resolution 19-I - Mandatory Reporting of Animal Abuse*. Most

2018 Council

of the discussion focused on getting the wording correct so that there would be clarity as to what abuse means and how that differs from distress. It is also considered important to properly identify how to differentiate the action alternatives if an animal is in distress but the owner is open to seeking veterinary care. Staff were asked to prepare a draft resolution for Council's consideration at the November meeting.

Unnecessary Medical/Surgical Procedures

Another proposed resolution is being developed around unnecessary medical and surgical procedures for the 2019 AGM. Council supports the CVMA position statement on this topic. Council has asked ABVMA staff to develop a draft resolution for consideration at the November Council Meeting. The resolution would call for the Government of Alberta to make

changes to the *Veterinary Profession Act* General Regulation.

Canadian Veterinary Oath

A motion was carried for the ABVMA to accept the CVMA's revised *Canadian Veterinary Oath* as written.

Vaccination of Animals

A motion was carried for the ABVMA to accept the CVMA's Position Statement concerning the vaccination of animals.



Mr. Mick Howden

Public Council Member

MICK HOWDEN ATTENDED THE

University of Saskatchewan, graduating with a Bachelor of Commerce. After moving to Calgary, he received his accounting designation and maintains his CPA, CMA designation.

Mick's career has been primarily in the consulting engineering and construction sectors, gaining broad experience in geographically diverse Canadian operations, national and international operations.

During his career, he had the opportunity to be very involved in the planning and

implementation of numerous business acquisitions & mergers, complex ERP system implementations and significant corporate reorganizations.

Mick has always kept very involved in corporate, community, athletic and not-for-profit organizations, often serving as an executive and/or board member.

He is currently involved in several businesses as a consultant, supporting the community at the committee level, provincial government council appointments and corporate board memberships.

A promotional poster for the AFAC Livestock Care Conference 2019. The top left features the AFAC logo with the text 'AFAC LIVESOCK CARE CONFERENCE 2019'. To the right, it says 'PARTNERS IN PROGRESS TOOLS FOR SUCCESS'. The main text reads 'SAVE THE DATE' in large green letters. Below that, it says 'MARCH 20 & 21, 2019 OLDS, AB' and 'WWW.AFAC.AB.CA/2019'. The background shows a large pile of hay in the foreground and a blurred landscape in the background.



ABVMA Membership Matters

Natasha Knol, #3772
 Danielle L'Heureux, #3774
 Cassandra Van De Ligt, #3802
 Rachel Walding, #3779
 Nicole Wierzbicki, #3834
 Jadeene Wolfe, #3808

Sept. 5, 2018
 Sept. 5, 2018

NOVEMBER

Transfer Active General to Non-Practicing

Shayne Lawrence, #3537
 Katie Frost, #3328
 Joni Klaassen, #1690
 Kimberley Bos, #3219
 Sheila Lobreau, #2353

Effective Date

Oct. 3, 2018
 Oct. 11, 2018
 Dec. 14, 2018
 Oct. 26, 2018
 Oct. 30, 2018

Transfer Non-Practicing to Active General

Mandy Foy, #2382
 Jessica Cheng (Leung), #2910
 Ashley Ouellette, #2384
 Teresa Robins, #1358
 Stacey Engel, #2197
 Patricia Goyette, #3147
 Lindsay Burt, #3025

Effective Date

Oct. 1, 2018
 Dec. 1, 2018
 Oct. 22, 2018
 Oct. 25, 2018
 Oct. 26, 2018
 Nov. 4, 2018
 Nov. 7, 2018

Reinstate Active General

Peggy Mountjoy, #863
 Kaylie Penner, #2941

Effective Date

Oct. 2, 2018
 Oct. 9, 2018

Permits

OCTOBER

Permit to Practice Approval

Cranston Veterinary Hospital Ltd. (Huckleberry Enterprises Inc., 2052374 Alberta Ltd.)
 Associated Veterinary Specialist Inc.
 (Dr. Craig Dorin #1567, Dr. Tye Perrett #1745,
 Dr. Joyce Van Donkersgoed #1067, Dr. Frank
 Marshall #1011, Dr. Peter Pawluk #1201, Dr. Ian
 Goodbrand #1308, Dr. J. Egan Brockoff #2238)
 Harris Veterinary Services and Products Ltd.
 (Dr. David Harris # 1164)

Effective Date

Sept. 4, 2018

Reinstatement

Kelli Kinsman Veterinary Services Ltd.
 (Dr. Kelli Kinsman #2121)

Sept. 11, 2018

Sept. 18, 2018

Effective Date

May 8, 2018

NOVEMBER

Permit to Practice Approval

2145122 Alberta Ltd. (Dr. Jessica Fielding #2897)
 2053436 Alberta Ltd. (Dr. Todd Gunderson #2717)
 Northside & Park Pet Inc. (Dr. Nicole Judge #3570)
 Kalinga Enterprises Ltd. (Dr. Sean Neate # 3164)

Effective Date

Oct. 2, 2018
 Oct. 29, 2018
 Oct. 29, 2018
 Oct. 30, 2018

Provisional Approval of New Veterinary Practice Entities

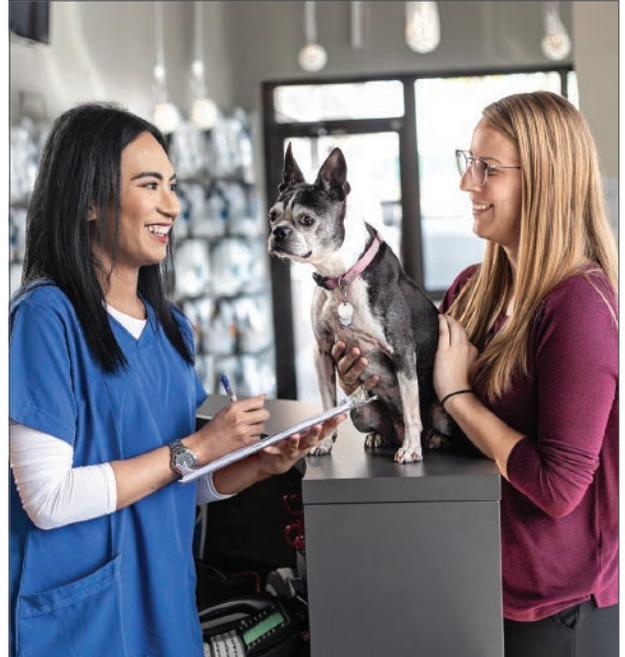
The ABVMA publishes the names of provisionally approved veterinary practice entities (VPEs) in the ABVMA magazine. Provisional approval is granted once a VPE has passed the pre-opening inspection.

Practice Name

Edmonton Community Veterinary Clinic

Location

Edmonton



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Step Forward



Louis Kwantes, DVM

Whatever and wherever you practice veterinary medicine and wherever you are in your career, the CVMA's advocacy and resources can help make you more successful.

This information is provided to update you on the CVMA's recent activities and resources that benefit our members in Alberta and across Canada.



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.

YOU SPEAK FOR THOSE THAT CANNOT SPEAK. AND WE SPEAK FOR YOU.

The CVMA released a new 30-second video as part of its national membership recruitment and engagement campaign. The objective of this video is to reinforce the relevance of the CVMA's work and demonstrate how it contributes to supporting not only the entire profession, but also individual practitioners. You can view the video at canadianveterinarians.net/members or on the [CVMA YouTube channel](#) (CVMAACMV).

2019 WSAVA and CVMA Joint Congress

The CVMA and World Small Animal Veterinary Association (WSAVA) joint Congress runs from **July 16 to 19, 2019, in Toronto, ON. Ten CE tracks per day** will include dentistry, dermatology, business management, equine welfare and more (preview the scientific program here: wsava2019.com/scientific-program). **CVMA signature events** include the CVMA Global Summit, CVMA Global Forum, Emerging Leaders Program, and the CVMA AGM and Awards Ceremony. Take advantage of early bird savings before **April 10, 2019**, at wsava2019.com/registration.

The CVMA Welcomed the Following Members to Various Committees:

Dr. Bettina Bobsien; Animal Welfare Committee
Dr. Louis Kwantes; Executive Committee
Dr. Trevor Lawson; NS Representative, Council

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

Legislation to Strengthen Protections for Animals

In October 2018, the Honourable Jody Wilson-Raybould, Minister of Justice and Attorney General of Canada, introduced legislation that will **update the Criminal Code to strengthen protections for children, other vulnerable individuals, and animals by broadening the scope of the bestiality and animal fighting offences.** In December

2017, the CVMA, along with 11 other stakeholder groups, submitted a [letter](#) to the Minister of Justice and Attorney General of Canada calling for an update to Canada's laws to address the shortcomings in relation to bestiality and animal fighting during its review and update of the Criminal Code. The CVMA is pleased to see that recent announcements address the concerns we raised on behalf of Canadian veterinarians.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE.

CVMA Participates in FVE and AVMA Joint Meeting during Federation of Veterinarians of Europe General Assembly

The CVMA participated in the Federation of Veterinarians of Europe (FVE) General Assembly in November 2018, in Rome, Italy. In 2015, the CVMA signed a **collaboration agreement with the FVE and American Veterinary Medical Association (AVMA) to aid in discussions and negotiations on an international level.** The CVMA, AVMA and FVE are three of the leading veterinary professional organizations in the Western world. Together, they represent over 330,000 veterinarians in all disciplines of the veterinary profession.

2019 CVMA Summit and National Issues Forum

Leadership on national veterinary issues and animal welfare advocacy are two of the CVMA's key strategic priorities. Two of the CVMA's initiatives that underpin these strategic priorities and support the entire veterinary profession include:

- The 2019 **CVMA Global Summit**, July 16, 2019: *The Gold Standard of Animal Welfare – Positive and Negative Impact on Animals and Veterinarians.*
- The 2019 CVMA National Issues Forum, July 16, 2019: *Telehealth and Animal Welfare – Pros, Cons and Implications for Veterinary Patients.*

Learn more under the [Science & Knowledge](#) tab of the CVMA website.

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

2019 CVMA Awards Nominations

Each year the CVMA proudly recognizes individuals who have demonstrated significant accomplishments, exemplary leadership, and tireless commitment to Canada's veterinary community. Nominations for the 2019 Awards are being accepted until **Jan. 31, 2019**. Nominees (excluding those nominated for Honourary Membership) must be current CVMA members, however, they can be nominated by non-CVMA members. More information about the awards and criteria can be found at canadianveterinarians.net/about/awards.

2018 CVMA Guidelines for Veterinary Antimicrobial Use Online Platform Rolled Out in December

Building off the existing 2008 CVMA Prudent Use Guidelines for Antimicrobial Use, the original scope of four species groups (beef, dairy, poultry, swine) was expanded for the 2018 guidelines to include **small ruminants and companion animals**. Additional fields were added including brand trade names and labeled vs. extra-label use. The shift to an electronic format allows:

- More frequent updating of the information and addition of new resources.
- Accessibility via a variety of devices (e.g. laptop, tablet, smartphone).
- A searchable interface and filtering for quicker access to information.

The new web-based tool was integrated within the existing CVMA website. Based on set permission levels, CVMA members have priority access to all content and non-members have a trial period until April 1. CVMA membership will be required to access the guidelines after this date.

Learn How to Apply for a Full Sponsorship for 2019 Emerging Leaders Program

The 2019 CVMA Emerging Leaders Program will be held at the 2019 WSAVA/CVMA joint Congress in Toronto, ON, on July 16 and 17. Generously sponsored by Virox Animal Health, this highly interactive eight-hour workshop, spread across two half-days, helps Canadian veterinarians, registered veterinary technologists, and veterinary leaders/managers identify and develop leadership skills while building a leadership network within the profession. **A full sponsorship to participate**

is open to all DVM CVMA members who graduated within the last 10 years (2008 or later). Sponsored participants will receive the following:

- Travel to and from Toronto, ON
- Two nights' accommodation at the Intercontinental Hotel
- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary registration for the 2019 WSAVA/CVMA Congress (value \$1,300)

Up to two sponsored participants per province will be selected. For more information, visit the CVMA website (Science & Knowledge > [Emerging Leaders Program](#)). Please email Sarah Cunningham at scunningham@cvma-acmv.org by March 1, 2019, to apply for sponsorship.

CVMA's Online Career and Business Toolkit

The CVMA created a Career and Business Toolkit section on its website to provide veterinarians easy access to pertinent online resources and information. The resources are grouped into three categories; **Financial and Practice Management, Human Resources, and Communications and Marketing**. You can find links to free CE courses, articles, tools, calculators, services, guides, blogs and advice. The toolkit is updated on an ongoing basis as relevant resources are identified. Access it here: canadianveterinarians.net/toolkit.

2018 Reports on Compensation and Benefits for Associate Veterinarians are Now Available

Again this year, the CVMA teamed up with the OVMA and industry partners (IDEXX, Petsecure Pet Health Insurance, Merck Animal Health and Scotiabank) to report on compensation and benefits for associate veterinarians across Canada. Information in these reports can be used by both practice owners and associate veterinarians to **compare hours worked, incomes and benefits** across the province and across Canada. Visit the [Business Management](#) section of the CVMA website to access your province's economic reports.

Health Canada and CFIA Created Tools to Assist in Writing Feed Prescriptions

As of Dec. 1, 2018, all medically important antimicrobials for veterinary use are sold by prescription only. Through this initiative, the number of feed prescriptions issued by veterinarians and received by commercial

feed mills have increased. Tools have been created to assist you when writing feed prescriptions. Visit the [Veterinary Oversight of Antimicrobial Use in Animals in Canada](#) section of the CVMA website to download the following documents.

- Required Items Checklist – Veterinary Feed Prescription
- Veterinary Prescription for Medicated Feed – SWINE
- Veterinary Prescription for Medicated Feed – RUMINANT
- Veterinary Prescription for Medicated Feed – POULTRY

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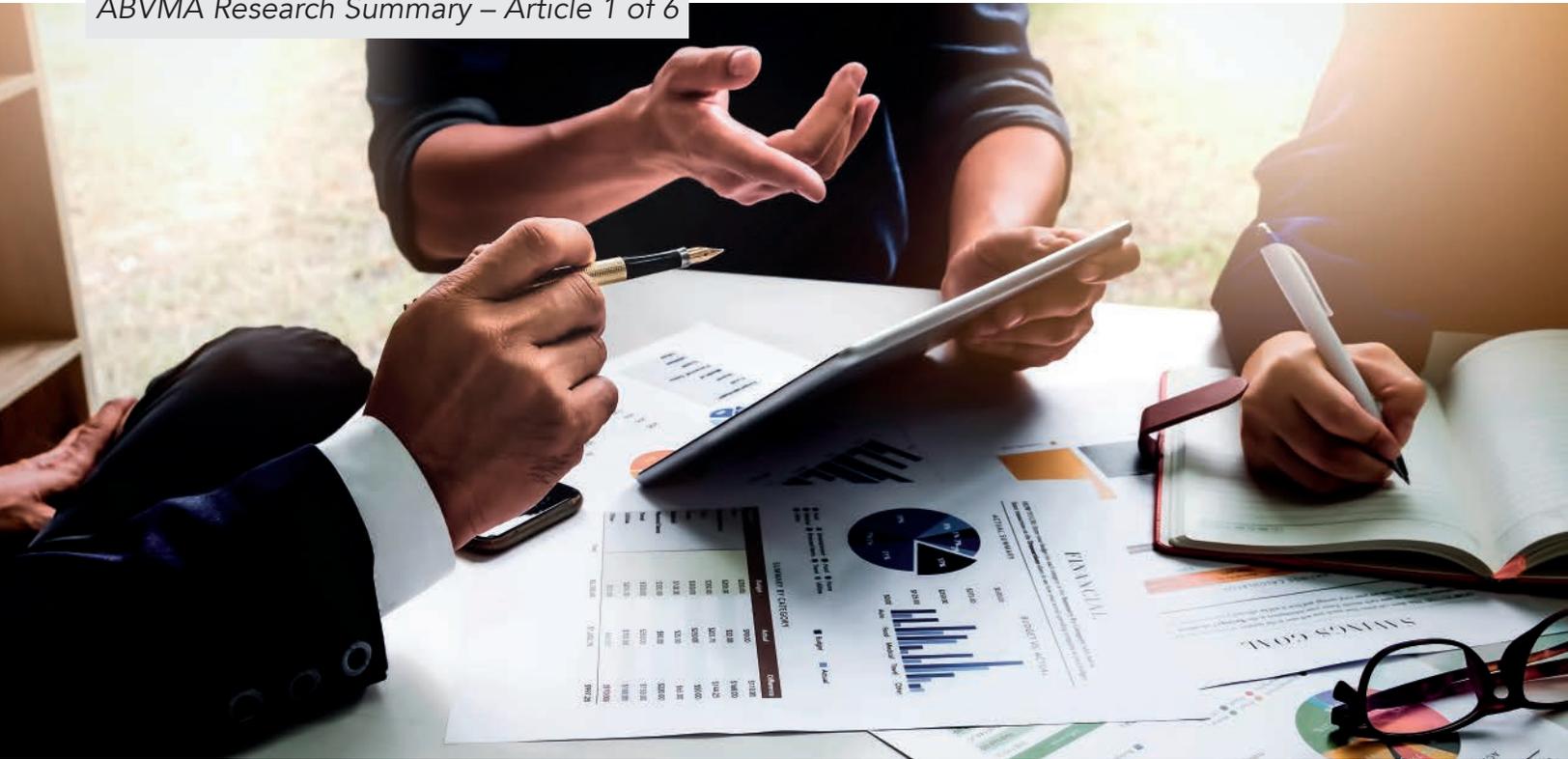
Aligned with CVMA's values, the mission of Clinician's Brief, and Plumb's Veterinary Drugs™ is to provide small animal veterinary teams the tools they need to develop successful practices, build lasting client relationships and deliver gold-standard patient care. As part of your CVMA member benefits, you're entitled to a **free monthly Global Digital Edition of Clinician's Brief or a discounted print edition**. You can also receive a **30 per cent online subscription discount to Plumb's Veterinary Drugs™**. Contact the CVMA at 1-800-567-2862 or (admin@cvma-acmv.org) to obtain the discount code required to benefit from the discount.

CVMA and HRdownloads™ Partnered to Offer Veterinarians Discounted Management Resources

As part of the CVMA Business Management Program, we are pleased to announce an exclusive partnership with HRdownloads™, delivering greater value for our members and providing additional management resources. HRdownloads™ provides thousands of Canadian businesses with **cost-effective and time-saving documentation, live HR support** by senior HR advisors, **online surveys and training solutions** to transform the efficiency of HR processes. CVMA members can **save 10 per cent** on an abundance of services and a **FREE human resources document bundle**. Save time and get support from HR experts who know the needs of the Canadian veterinary industry. Visit the Member Benefits and Services section of our website to access your free human resources document bundle and learn more about HRdownloads.

Understanding Our Profession: ABVMA Market Research

ABVMA Research Summary – Article 1 of 6



AN OVERVIEW OF THE PROJECT

In September of 2017, the ABVMA retained the services of Banister Research to conduct market research within Alberta stakeholder groups to measure their perception of the association and veterinary profession. These stakeholder groups included veterinarians and registered veterinary technologists, companion animal pet owners, animal welfare organizations, the rescue community and commercial livestock producers.

Protecting the public interest and the integrity of the veterinary profession are two of the ABVMA's primary objectives. To ensure the association is successful in meeting these objectives, the association collected measurable market data to draw reliable inferences. By understanding the perceptions of these stakeholders and understanding the strengths and challenges of our relationships, the ABVMA can make evidence-based decisions related to strategic planning, ensuring association efforts are supported, efficient and, most importantly, impactful.

RESEARCH DESIGN

The data collection strategy used three specific methods: telephone surveys, web surveys and in-depth interviews. Use of these methods was dependent on a number of variables, such as the sample size of the targeted demographics and access to technology. For instance, companion animal pet owners constitute a large, urban sample. Therefore, data collection for this demographic's perspective on the veterinary profession was best gathered through telephone surveys, which typically have a lower abandon rate. Telephone surveys were also used to measure the perspectives of commercial livestock producers, primarily because access to the internet in rural areas is not always reliable. A web survey could have impacted the response rate in this demographic, with the potential to increase the survey's margin of error.

For the purposes of this research project, animal welfare organizations were defined as humane societies or SPCAs, with brick-and-mortar facilities and possibly a veterinary practice. The sample size for this targeted

group was considerably smaller than our sample of rescue organizations. A rescue organization, for the purposes of this project, were defined broadly as an operation that may or may not have a charitable status, facilities or paid staff but does care for animals at a specific location or through a foster network, and offers an adoption program. To minimize the margin of error as much as possible, in-depth interviews were conducted with senior staff at animal welfare organizations. Animal rescues completed the survey online to accommodate the approximately 300 rescues currently operating in the province. While it was acknowledged that, many rescues are located in rural areas, consideration was given that these operations are heavily reliant on digital platforms, such as websites or social media, to conduct their business and, therefore, would have reliable internet access.

All external stakeholder groups were asked for their perspectives on the veterinary profession, the cost of veterinary care, and the quality of communication within the context of a veterinarian-client-patient relationship (VCPR).

Understanding Our Profession: ABVMA Market Research

NEXT STEPS

Over the next few months, the ABVMA will be providing summaries of the market research conducted for each stakeholder group, published in our *Members' Magazine*, providing our membership with key insights into perceptions of our profession, beginning with a summary of the results provided by our membership. Where the results strongly support the work of the ABVMA, veterinarians and registered veterinary technologists, this data will come as a strong affirmation of the excellent work being done by our profession here in Alberta. Where there is room for improvement, we'll outline the specific issues as identified by the research, with the objective of promoting discussion on how we can improve, as we collectively strive to provide the highest quality of service to clients and animal patients alike.

A BRIEF SUMMARY OF THE RESULTS

Overall, responses from external stakeholders demonstrated an overwhelmingly positive view of the profession and VCPR communication. Regarding cost of services, respondents did not perceive this to be an issue and placed greater importance on the perceived value of services. (We will examine these results in greater detail in a later article in this series.)

For reasons of privacy and to ensure a low margin of error, ABVMA members were also asked by Banister Research to complete an anonymous web survey. Members were asked questions related to the ABVMA's strategic plan, public perception of the profession, stress and compassion fatigue, the ABVMA's performance as a regulatory body and professional association, the quality of communications and emerging areas of importance.

A SUMMARY OF THE MEMBER SURVEY RESULTS

The web-based member survey consisted of 29 questions and took approximately 15 minutes to complete. There was a total of 640 respondents and the margin of error was $\pm 3.5\%$, with 95% confidence, 19 times out of 20.

MEETING OUR STRATEGIC OBJECTIVES

When asked whether members agreed the ABVMA is meeting its six key strategic objectives, support was strong (72.2%), with the lowest scores received for the statements, "the ABVMA assists veterinary practices in Alberta in sustainability and excellence in economics and management" (64%) and "the ABVMA enhances the public's affinity to the veterinary profession" (58%). The reasons given for the prior was a general lack of assistance and a

DEMOGRAPHIC DATA WORTH NOTING:



of respondents work in a clinical practice



of respondents work with food animals



of respondents were practice owners



of respondents work with companion animals



of respondents work with zoo animals, exotics and wildlife



of respondents reported working more than 40 hours a week



of respondents work in a mixed practice



of respondents were associates



the median number of years in practice in Alberta

Understanding Our Profession: ABVMA Market Research

need for more communication on the topic, while comments on the ABVMA's efforts to enhance the public's affinity for the profession included a lack of public education resulting in the public's "poor, false or misunderstood perception of the veterinary field." Enhancing the public's perception of the profession remains a top priority of the ABVMA and we will be looking at enhanced strategies to improve in this area.

ACCOMPLISHING OUR REGULATORY ROLE

In our member survey, we asked respondents to rate the association on a scale of 1 to 5 in the following areas: requirement for continuing education; practice inspections; reviewing the academic, personal and ethical qualifications of veterinarians and registered veterinary technologists and assuring access to the complaints process. Eighty-six per cent of respondents gave the ABVMA a score of 4 or 5 out of 5 when evaluating our performance.

Of the 650 respondents to the question regarding continuing education opportunities, only 27 (<5%) provided negative feedback, citing concerns such as ineffective or poor continuing education opportunities, the required number of continuing education hours being insufficient, continuing education opportunities not being reflective of current roles and not having time to complete the required continuing education hours.

Of this same sample, when asked to score the ABVMA on our duty to inspect all veterinary clinics in the province to ensure they meet or exceed our minimum standards, 86% of respondents gave us a 4 or 5 out of 5. Of the 53 respondents who did not agree (<10%), statements included feeling there are still veterinary practices that do not meet minimum requirements, that inspections ought to be more thorough, a desire to have the minimum requirements increased and inspections that focus on the wrong areas.

With regards to the ABVMA's review of academic, personal and ethical qualifications for registration, once again 86% of respondents gave us a grade of 4 or 5 out of 5. Forty-nine per cent of respondents who disagreed that the ABVMA was

fulfilling our role in this important area either did not know why or chose not to state why they disagreed. Other reasons for disagreeing included a belief that there are under-qualified professionals who are not practicing to industry standards (26% of respondents) and belief that undue weight is attributed to academic qualifications above all else (5% of respondents).

When asked about providing an accessible complaints process, our grade

dropped somewhat, with still a strong majority (81% of respondents) give us a 4 or 5 out of 5. Of the 76 respondents who disagreed (11%), the most prevalent reason given (30%) was that members do not feel protected or supported when complained against.

Members were asked to rate the ABVMA as an organization. Those responses are outlined in the table below. Respondents who were significantly more

AGREEMENT THAT THE ABVMA IS ACCOMPLISHING THEIR ROLE THROUGH THE FOLLOWING*:

Requiring that veterinarians and veterinary technologists continually upgrade their skills by attending a minimum number of continuing education sessions each year

92%

Inspecting all veterinary clinics in the province to ensure they meet or exceed ABVMA minimum standards

86%

Reviewing the academic, personal and ethical qualifications of all veterinarians and veterinary technologists applying for a license to practice in Alberta

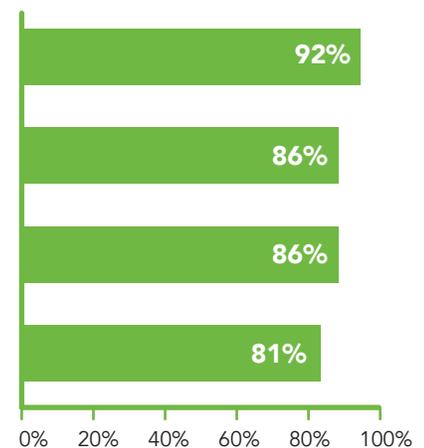
86%

Providing a process for the resolution of complaints by receiving and investigating complaints lodged against the conduct or skills of Alberta veterinarians, veterinary technologists or permit holders

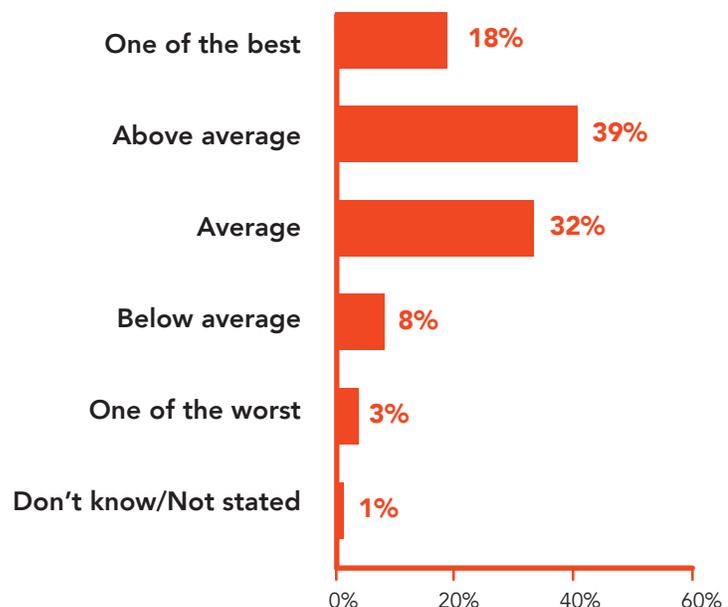
81%

n=640

*Per cent of respondents who agreed that the ABVMA was accomplishing their role through each statement (ratings of 4 or 5 out of 5)

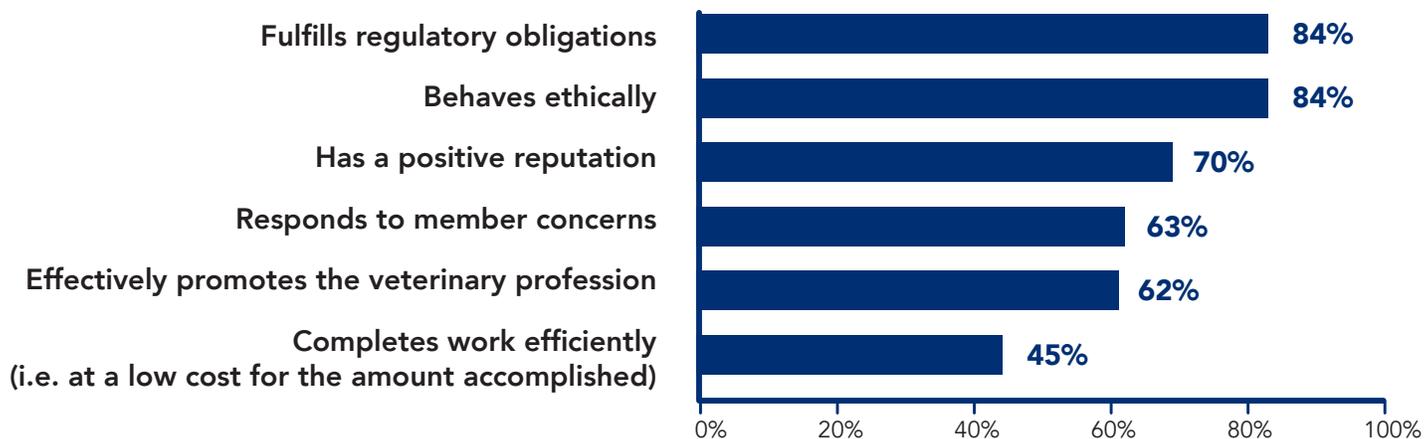


OVERALL, HOW WOULD YOU RATE THE ABVMA AS AN ORGANIZATION?



Understanding Our Profession: ABVMA Market Research

AGREEMENT WITH STATEMENTS REGARDING THE ABVMA*:



likely to score the ABVMA as one of the best organizations included those who have worked in Alberta for more than 20 years, those who have volunteered with the ABVMA in the last three years, and those who are aged 45 years or older.

Finally, members were asked about the quality of communication and their preferred methods of communication:

- 35% of respondents feel they are kept completely informed

- 52% feel they are kept relatively well informed
- 8% of respondents felt they aren't being kept well informed
- 1% feel they aren't being kept informed at all.

Members indicated their preferred methods of communication as: the E-News, the *Members' Magazine*, the ABVMA website and the Alberta Animal Health Source. Social media was also cited as a useful form of communication.

MOVING FORWARD

The ABVMA is grateful for the survey response provided by our membership. We value input from our members, as we strive to improve our own performance and ensure we continue to meet our strategic objectives in a timely, efficient and effective manner.

*Next in this series:
Stakeholder Perception of Cost vs. Value*



PIPS Tip

VETERINARY PRACTICE ENTITIES (VPEs) ARE

required to notify the ABVMA office of major changes such as location change, majority ownership change, renovations and/or services and species changes. Additionally, practices are required to request approval for any changes to the VPE name *prior* to the change.

The ABVMA is happy to announce that online forms are now available.

To submit these changes, log into your VPE Portal through the ABVMA website.

On the main page under VPE Change Forms, you will find the VPE Name Change Request Form and the VPE Change Request Form.

The definition of a major renovation is alteration/addition/reduction of 30% of the existing square footage and will require an inspection in 3-6 months.

Major service category change include the following:

- change from ambulatory to having a facility
- change or addition from large animal to small animal or vice versa
- addition of anesthesia and surgery service categories

Please note Effective Jan. 1, 2018, ABVMA Council approved the implementation of the following PIPS related fees:

- VPE name changes, \$100
- Change in majority of ownership of a VPE, \$100
- Major renovations and/or service category changes, \$100

Public Recognition Corner

Dr. Gordon Atkins Receives the Inaugural Dr. Brian MacNaughton Memorial Award

The award honours individuals for their significant contributions to veterinary medicine in Canada

Elanco Canada has honoured Dr. Gordon Atkins with the first ever Dr. Brian MacNaughton Memorial Award, recognizing his outstanding contributions to veterinary medicine in Canada. A veterinarian of over 40 years, Dr. Atkins has served the bovine veterinary industry with distinction through both his own practice and as an educator.

“We are pleased to recognize Dr. Atkins for his contributions to the field of bovine veterinary medicine,” said Katie Cook, General Manager of Elanco Canada. “Renowned for his work locally, nationally, and internationally, Dr. Atkins truly embodies the spirit and purpose of the Dr. Brian MacNaughton Memorial Award.”



Left to right: Dr. Jerome Carrier (Elanco), Dr. Henry Ceelen (CABV/ACVB), Dr. Gordon Atkins (Recipient), Yvette MacNaughton, Becky MacNaughton, Jennifer MacNaughton

Dr. Atkins was nominated for this award by the Faculty of Veterinary Medicine at the University of Calgary, with letters of support from colleagues across the country.

This award is named in memory of Dr. Brian MacNaughton, an outstanding bovine veterinarian from Ontario, who had the vision of a national bovine veterinary organization that would represent the interests of bovine veterinarians in matters of a national scope.

Presented biennially, Elanco Canada is proud to sponsor this award to recognize and commemorate Dr. MacNaughton's vision, his spirit and his passion.

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- Human Resource education and support for members
- Online controlled substance ordering with next day delivery (electronic signature)
- Vantage suite of programs CattleVantage™ (Herd Management Program), Advantage™ (informational media tool) PracticeVantage™ (complete practice management suite), EVantage™ (electronic educational tool), mobile and batch scan ordering tools
- Veterinary apparel including clothing, footwear and coveralls
- Practice management CE (continuing education) for Veterinarians and Technologists

For further information on the above services contact Customer Service
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KEEPING YOU CURRENT

Member Engagement

- 2019 ABVMA Leadership Weekend Awards Banquet and AGM – See the full-page ad on the inside back cover and Registration Form insert
- Emerging Leaders Program - CVMA members who graduated within the last 10 years (2008 or later) can apply for full sponsorship to participate. Go to canadianveterinarians.net/science-knowledge/emerging-leaders-program for full details and to register.
- 2019 CVMA Awards Nominations are now open. Nominations accepted until Jan. 31, 2019. Go to canadianveterinarians.net/about/awards to read the full details and to nominate.

Association Activities

ABVMA Management and Council represented the association through numerous activities over the last two months:

November 2018

- **Nov. 2-4:** President and Registrar attended CVMA-SBCV Chapter Conference in Vancouver
- **Nov. 3:** Deputy Registrar presented “Veterinary Oversight of Antimicrobial Use” to Alberta Lamb Producers in Leduc
- **Nov. 5:** Registrar participated in Pro 7 meeting at the College of Physicians and Surgeons office in Edmonton
- **Nov. 8:** Wildlife and Ecosystem Health Advisory Committee meeting held at ABVMA office
- **Nov. 9:**
 - o Equine Advisory Committee meeting held at ABVMA office
 - o Registrar participated in Triplicate Prescription Program Steering Committee teleconference
- **Nov. 13:** Registrar attended Olds College Student Presentations in Olds
- **Nov. 14-15:** ABVMA Council Meeting held at ABVMA office
- **Nov. 16:** Assistant to the Registrar attended UCVM Stakeholder Advisory meeting in Calgary
- **Nov. 22:**
 - o Assistant to the Registrar participated in Alberta Farmed Animal Health and Welfare Steering Committee meeting in Calgary
 - o Registrar participated in Triplicate Prescription Program Steering Committee meeting at the College of Physicians and Surgeons office in Edmonton

Nov. 22-24:

- o Registrar, Deputy Registrar, Assistant to the Registrar and Communications and Professional Enhancement Manager attended the Veterinary Forensics Workshop in Edmonton
- o Deputy Registrar presented “Veterinary Profession Perspectives” on the *Animal Protection Act* at the Veterinary Forensics Workshop in Edmonton

Nov. 26:

Registrar attended NAIT AHT Advisory meeting in Edmonton

Nov. 27:

- o Registrar participated in Innovation and Technology Advisory Group teleconference
- o Registrar attended Biosecurity Champions Meeting in Leduc
- o Registrar attended the Workplace Employment Standards for the Veterinary Community seminar in Edmonton
- o Deputy Registrar delivered the Veterinary Oversight of Antimicrobials - WCABP Webinar

Nov. 28:

Deputy Registrar participated in NAPRA/CCVR: Role of Pharmacists in Animal Care teleconference

Nov. 30:

Registrar attended AFAC Advisory Council meeting in Airdrie

December 2018

Dec. 4:

- o Deputy Registrar made a presentation addressing industry concerns related to veterinary oversight of antimicrobial use and distribution at the Alberta Beef Producers AGM in Calgary (AMU)
- o Registrar attended County of Smoky Lake Producer meeting in Smoky Lake (AMU)

Dec. 6-8:

Registrar and Deputy Registrar attended CCVR meeting in Ottawa

Dec. 8:

Deputy Registrar made a presentation as part of the Bee Health Training Seminar at Olds College

Dec. 10:

Deputy Registrar presented to UCVM Professional Skills Course (VetMed 407) Students in Calgary

Dec. 11:

Registrar attended Economic Sustainability meeting in Calgary

OUR VISION

Healthy animals and people in a healthy environment.

OUR MISSION

Serving the public by regulating, enhancing and providing leadership in the practice of the profession of veterinary medicine in Alberta.

OUR VALUES



PROFESSIONALISM

Demonstrating ethics, fairness, responsibility and accountability



INTEGRITY

Exemplifying honesty, trust and transparency



LEADERSHIP

Inspiring a path that is adaptable and visionary



INCLUSIVITY

Fostering a safe, positive and collaborative environment



RESPECT

Interacting with empathy, compassion and dignity

Paving the Path Forward — Veterinary Leadership in the Use of Antimicrobials

Recognizing the Veterinary Professional's Role in Antimicrobial Stewardship

By Dr. Phil Buote, Deputy Registrar and Complaints Director

IN OCTOBER 2014, THE FEDERAL government released *Antimicrobial Resistance and Use in Canada: A Federal Framework for Action*. This document served as a starting point for a national collaborative response to the threat of antimicrobial resistance. The goal of the Framework was “to protect Canadians from the health risks related to antimicrobial resistance.”

In September 2017, the federal government and provinces developed a federal/provincial/territorial (F/P/T) framework titled *Tackling Antimicrobial Resistance and Antimicrobial Use – A Pan Canadian Framework for Action (2017-09-05)*. The overarching goal of the framework is to strengthen Canada's ability to combat the risks of antimicrobial resistance in a coordinated, multi-sectoral and effective manner.

The F/P/T framework recognized the important role of veterinarians in addressing antimicrobial resistance:

“Veterinarians play a key role in prescribing antibiotics for use in food animals and companion animals. They ensure the right antibiotics and correct dosage are prescribed and administered to treat disease in animals within the boundaries of a valid veterinarian-client-patient (VCPR) relationship.”

While veterinarians play an integral role in the four “pillars” of the framework including stewardship, surveillance, infection prevention and control, and research and innovation, it is recognized that the primary role of the veterinary profession is in the area of antimicrobial stewardship.

STEWARDSHIP DEFINED

The term antimicrobial stewardship has been used to describe the multifaceted and dynamic approaches required to sustain clinical efficacy of antimicrobials by optimizing drug use through alternatives

including vaccination, management changes, facility changes and antimicrobial alternatives. When antimicrobials are required, antimicrobial stewardship describes the optimizing of the choice, dosing, duration and route of administration, while minimizing the emergence of resistance and other adverse effects. Stewardship is an active, dynamic process of continuous improvement, involving a 5 R's approach of: responsibility, reduction, refinement, replacement and review.

Stewardship-related actions are those that conserve the effectiveness and longevity of antimicrobials by ensuring use of the most appropriate antimicrobial in each case, and by reducing unnecessary usage of antimicrobials in both humans and animals. While strong stewardship activities need to be practiced by all relevant players, the veterinary profession has the obligation and capacity to support stewardship throughout the profession, in all provinces and territories.

ANTIMICROBIAL STEWARDSHIP SIMPLIFIED

Another approach to understanding antimicrobial stewardship is to consider activities that:

1. Optimize the use of antimicrobials and reduce or eliminate use where appropriate.
2. Ensure the correct drug, dose, frequency and duration when treatment with an antimicrobial is required.

Developing optimum stewardship practices is essential to protecting animal and public health, maintaining access to and effectiveness of antimicrobials for the treatment and prevention of disease in animals and upholding the integrity of the veterinary profession. Antimicrobial stewardship in veterinary medical practice is in the public interest and consequently is a high priority for veterinary regulatory bodies

that are charged with the responsibility of protection of the public.

CHANGING THE CONVERSATION FROM VETERINARY OVERSIGHT TO ANTIMICROBIAL STEWARDSHIP

Communication about antimicrobial use in animal agriculture has focused on Health Canada's regulatory and policy initiatives to strengthen the veterinary oversight. The Dec. 1, 2018, deadline for implementation of the policy to move all remaining medically important antimicrobials (MIAs) to the prescription drug list has resulted in communications about the Veterinarian-Client-Patient Relationship (VCPR) and the veterinarian's role in prescribing and dispensing drugs.

Conversations with industry have focused on access to antimicrobials, in many cases assuming that the need and use of antimicrobials will remain unchanged once veterinary oversight is implemented. There has been recognition that a valid veterinary prescription will be required for access to antimicrobials and that will require a valid VCPR. In those same conversations, there has been limited acknowledgement of the value to a livestock operation of engagement of the veterinarian in a whole herd or flock management program to implement strategies to reduce the use of antimicrobials where possible, which is the overarching intent of the policy initiative.

Veterinarians, veterinary technologists, veterinary practice team members and the ABVMA will need to shift the conversation from “how do I as a producer access antimicrobials” to “these are the professional services that can be provided that will work towards reducing reliance on and use of antimicrobials.” Of course, veterinary practices must deliver services that demonstrate value to the producer.



ANTIMICROBIAL STEWARDSHIP SIMPLIFIED

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2. Ensure the correct drug, dose, frequency and duration when treatment with an antimicrobial is required.

It is apparent that veterinary professionals have a fundamental role in antimicrobial stewardship.

ROLE OF THE VETERINARIAN IN ANTIMICROBIAL STEWARDSHIP

By virtue of their education, experience and accountability to the public, veterinarians are qualified to serve the public interest by providing for the health care needs of animals. Veterinarians engage in various practice types, including private and public practice and provide care for an extensive number of animal species. In all situations, their professional practice activities must be cognizant of the principles of antimicrobial stewardship.

The professional activities of veterinarians include much more than diagnosing disease and prescribing treatment, such as:

Disease prevention and control

The veterinarian's role of working with clients and their animals to ensure optimum health and thus reduce the need for antimicrobials embraces a wide range of consultation and services involving good animal husbandry, biosecurity, nutrition, vaccination protocols, housing, genetic selection, parasite and pest control programs, reproduction, neonatal management, weaning management and other essential activities. The veterinarian must obtain enough relevant information to be knowledgeable of imminent disease hazards prior to establishing a disease prevention plan and prescribing preventative medication.

Evidence-informed/-based diagnosis of disease

When presented with a sick animal (individual or herd/flock) the veterinarian must take the necessary steps to gather enough relevant medical knowledge and production or performance-related information to establish an evidence-based diagnosis or presumptive diagnosis.

Prescribing treatment for disease

When a disease is diagnosed, reasonably suspected or anticipated, based on

professional evaluation of the evidence at hand, the veterinarian must prescribe the most appropriate treatment. This decision must consider whether antimicrobials are to be used or not. If antimicrobials are to be prescribed, the veterinarian must use professional judgment in determining the correct treatment. Such professional considerations include: relevant diagnostic information (including cultures and sensitivity where appropriate), which drug is most effective, a duration of treatment that is both as long as necessary and as short a time as possible, using the appropriate dosage and using the appropriate route of administration. Prudent use considerations also include a decision cascade that balances usefulness to the patient with risk to public health and antimicrobial resistance, based on category of antibiotic chosen.

The decision on treatment using an antimicrobial may be directed by the species specific CVMA Antimicrobial Prudent Use Guidelines 2008. The responsibility of the veterinarian when prescribing treatment for an animal may be summarized as: the Right Drug, for the Right Reason, to the Right Patient, at the Right Dose, by the Right Route, at the Right Time, for the Right Duration and with the Right Records.

Follow up on treatment

It is the responsibility of the prescribing veterinarian to ensure that the prescribed pharmaceuticals are used properly. This includes client training and education on appropriate use, handling and storage, and being available in the event of treatment failure or adverse reactions. The follow up on treatment is the responsibility of the prescribing veterinarian. It is a reasonable expectation that the prescribing veterinarian will follow up, undertake additional investigation, reconsider the diagnosis and

where appropriate issue prescription(s) in the event of treatment failure.

Dispensing of pharmaceuticals

Dispensing is a professional practice activity that is performed by a registered veterinarian or pharmacist. The veterinary professional dispensing the drug must ensure the accuracy and validity of the prescription as well as inform and educate the person receiving the prescribed medications.

Create and maintain records

Veterinarians are required to maintain records of all client and patient interactions. This includes the investigation undertaken to establish medical need and documentation of all field and/or laboratory test results and prescribing and dispensing activities. In the future, veterinarians will be expected to appropriately contribute data to official surveillance programs as required by legislation.

SUMMARY

When a veterinarian directs that an animal or group of animals require treatment with an antimicrobial, the role of the veterinary professional providing oversight of antimicrobial use through appropriate prescribing and dispensing is described in detail in the ABVMA Council Guidelines and the *ABVMA Prescribing and Dispensing Handbook*.

Veterinary professionals should recognize their important role in antimicrobial stewardship activities to reduce the need for and reliance on antimicrobials in animal agriculture. These activities will contribute to reducing the use of antimicrobials and mitigating the ongoing development of antimicrobial resistance, which are the goals of Health Canada's regulatory and policy initiatives.

Clarification - Production Animal Medicine (PAM) Course/ Qualification Certificate for Veterinary Practice Staff

THE PRODUCTION ANIMAL

Medicine (PAM) course was a Ministry of Agriculture and Forestry course and examination that was designed for people working in a PAM outlet to be trained to undertake the sale of over-the-counter (OTC), non-prescription drugs.

ABVMA was engaged with PAM outlets through an advisory committee. The ABVMA agreed that the PAM course would have some relevance to veterinary practices who had unregistered auxiliaries selling non-prescription drugs. ABVMA Guidelines historically required any unregistered auxiliary staff (lay person) working in a veterinary practice and involved in selling non-prescription drugs to complete the PAM course. Students enrolled in the two-year animal health technology diploma programs at Alberta technical colleges completed the PAM course as part of their program.

The PAM Regulation has given way to the current Authorized Medicine Sales Regulation (AMSR). The AMSR requires that establishments that sell OTC medications be licensed as Authorized Medicine Sale Outlets (AMSO). Each AMSO must have at least one person who is licensed as a "Qualification

Certificate" (QC) holder. Alberta Agriculture and Forestry administers examinations to receive a QC and provides a home study manual to prepare for the examination.

The AMSR includes a specific exemption for any person selling a medication under the authority of the *Veterinary Profession Act* or the *Pharmacy and Drug Act*. The ABVMA regulates veterinary practices including the sale of OTC, non-prescription drugs.

The ABVMA guidelines and professional responsibilities regarding prescribing and dispensing of prescription medications and sale of OTC non-prescription drugs has evolved. It is recognized that the medical task of "dispensing" may appropriately be delegated to a registered veterinary technologist (RVT) by a registered veterinarian. The task of dispensing may not be delegated to an unregistered auxiliary (lay person). ABVMA is aware that some veterinary practices considered the PAM course or QC as sufficient training and qualification for an unregistered auxiliary in a veterinary practice to dispense prescription medications, which is not and was never the case.

The task of selling non-prescription drugs may appropriately be delegated to a RVT or an appropriately trained and unregistered auxiliary

employed by the veterinarian. The veterinarian has the responsibility to ensure clients are provided with and/or have adequate information about safe use of products, including dosage, storage, withdrawal times and any relevant precautions to be taken when using the product(s). The veterinarian must ensure that any persons to whom the sale of OTC, non-prescription drugs is delegated is appropriately trained to provide this information to the client.

ABVMA legislation including the Practice Inspection and Practice Standards Bylaw and the Council Guidelines Regarding Prescribing Dispensing and Compounding of Pharmaceuticals do not require unregistered auxiliaries involved in the sale of non-prescription drugs to complete the Agriculture and Forestry Qualification Certificate Examination. Notwithstanding, a veterinarian may rely on the home study manual and Qualification Certificate Examination to train unregistered auxiliary staff, recognizing the ultimate responsibility to ensure appropriate training of staff remains with the registered veterinarian who delegates the task of selling non-prescription drugs.



CANADIAN VETERINARY
MEDICAL ASSOCIATION
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DES MÉDECINS VÉTÉRINAIRES

CVMA Emerging Leaders Program



July 16 and 17, 2019 Toronto, Ontario

The Canadian Veterinary Medical Association's (CVMA) Emerging Leaders Program (ELP) will be held on July 16 and 17, 2019, at the Metro Toronto Convention Centre in Toronto, Ontario.

The ELP offers experienced professionals, as well as recent graduates, an opportunity to explore their approach to personal and professional accomplishments and working relationship with colleagues.

CVMA members who graduated within the last 10 years (2008 or later) can apply for full sponsorship to participate in the ELP (Up to two sponsored participants per province will be selected). Sponsored participants will receive the following:

- Travel to and from Toronto, Ontario
- Two nights' accommodation at the Intercontinental Hotel
- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary registration for the 2019 CVMA Convention (value \$1,300)

Please return completed applications to Sarah Cunningham at scunningham@cvma-acmv.org by **March 1, 2019**.



2018 Veterinary Forensics Workshop

Nov. 22-24, 2018, Edmonton, AB

THE ABVMA HOSTED ITS SECOND VETERINARY FORENSICS WORKSHOP

Nov. 22-24, 2018, at the DoubleTree by Hilton Hotel in Edmonton. The workshop was attended by close to 90 participants, including veterinarians, technologists, ASPCA and humane society employees, law enforcement, crown prosecutors, and government representatives from both Alberta Agriculture and Forestry and Fish and Wildlife and others.

The 2018 workshop ran for two and a half days and featured didactic presentations, an open panel discussion on the *Animal Protection Act*, an evening networking session that allowed participants to share cases and a case scenario facilitated through small group work that ended with a mock trial.

Thank you to our speakers for the following presentations:

- **Veterinary Forensics 101 – an introduction and refresher of veterinary forensics** – Dr. Margaret Doyle, Riverbend Animal Clinic, and Mr. Brad Nichols, Calgary Humane Society
- **Issues with Recognition and Reporting and the Animal Abuse/Family Violence Link** – Dr. Phil Arkow, The National Link Coalition
- **Emotional Suffering of Animal or People in Animal Abuse Cases** – Dr. Rebecca Ledger, Animal Behaviour and Welfare Scientist
- **The *Animal Protection Act* in Alberta – views from various organizations/panel discussion**
 - Dr. Phil Buote, Alberta Veterinary Medical Association
 - Dr. Karen Lange, Edmonton Animal Care and Control
 - Dr. Hussein Keshwani, Alberta Agriculture and Forestry
 - Mr. Brad Nichols, Calgary Humane Society
 - Mr. Ken Dean, ABSPCA
- **Preparing for Court** – Ms. Rose Greenwood, Crown Prosecutor, Alberta Justice
- **Necropsy: Handling the Post-Mortem** – Dr. Nick Nation, Animal Pathology Services
- **Crime Scene Photography** – Constable Stuart Saunders, Edmonton Police Service
- **The Role of Veterinarians and Technologists in the Field** – Mr. Ken Dean
- **Case Scenario Group Work and Mock Trial** – facilitated by Dr. Margaret Doyle



FORENSICS
Examining the evidence

The ABVMA thanks everyone who participated.

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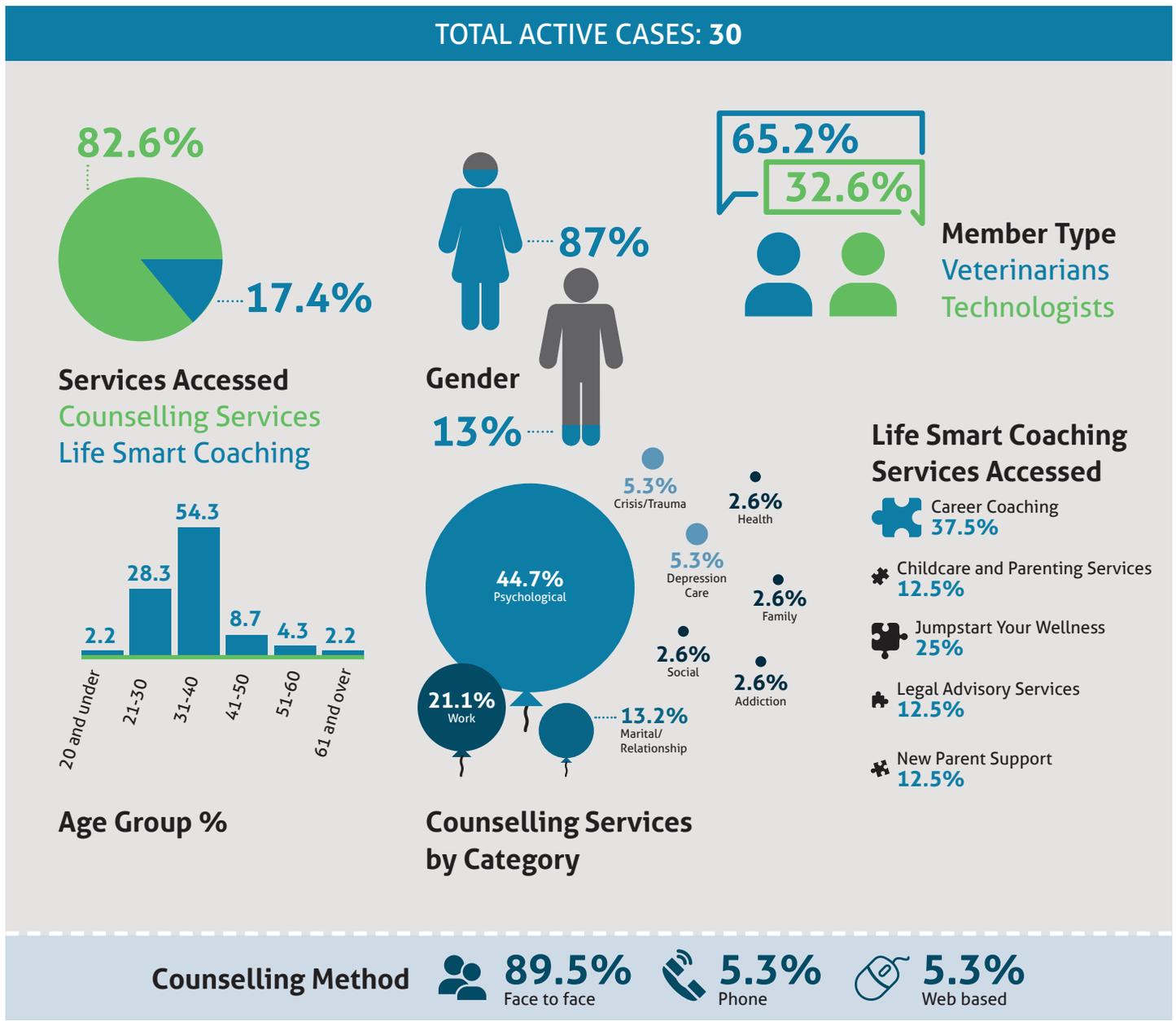
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Homewood Health Member Assistance Program

PROGRAM STATISTICS | JUNE 1-AUGUST 30, 2018

ABVMA usage of the Homewood Health Member Assistance program shows steady access throughout the second quarter (June-August 2018) consistent with, but slightly higher than the first quarter (program statistics published Sept/Oct 2018 issue).



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Dr. Forbes Robert (Rob) Chisholm

Oct. 22, 1954 - Nov. 20, 2018

ROB WAS BORN IN CALGARY AND OBTAINED HIS DVM DEGREE WITH

Distinction from the Western College of Veterinary Medicine in 1978.

For several years he practiced in a large animal clinic in Strathmore, AB. Then, with help from his father, he bought The Three Walking Stick Ranch, a cow/calf operation in the Porcupine Hills west of Claresholm. He enjoyed the ranch and loved working with cattle, particularly when riding a favourite saddle horse. His skill in breeding produced superior beef much sought after by buyers.

Rob participated in brandings, round-ups, weaning and other ranching activities. He worked, and played, alongside neighbours and local ranchers developing wonderful, lifelong friendships. His skill as a vet was valued and often called upon by his community. During the financially lean years of Alberta's BSE outbreak, Rob worked full time as a vet in the Claresholm Veterinary Clinic and as a full-time rancher — his working days were long, indeed. His greatest joy was sharing the ranching way of life with his kids. Rob taught gymnastics to Claresholm children and helped them work through 4H. The Hills and his community inspired him to write cowboy poetry which he read at many public events. He was instrumental with the East Trout Grazing Association and was active in Ducks Unlimited for 35 years. His hobby of playing the bagpipes grew into performing at Robbie Burns suppers and other local events. He held the position of Pipe Sergeant in the Lethbridge Legion Pipe Band and his band mates were a close circle of friends. He was very proud of his two sons who developed piping talents that exceeded his own.

Rob is survived by his son Leigh (Bronwyn) and their children – Isolde, Cassian, Finnian; his brother Douglas (Sandra) and their three children; his sister Mary Jane (Ty Pfeifer) and their three children; his sister Jessie (Spencer MacCosham) and their four children; and his parents Merritt and Benni Chisholm. He also is survived by his estranged wife Robin and children Shannon, Gavin, Alec (Laura) and grandsons John and Gordon.



Dr. Massimo (Max) Rossetti

Feb. 2, 1966 - Oct. 21, 2018

IT IS WITH GREAT SADNESS AND MUCH LOVE THAT WE SAY FAREWELL

and announce the passing of Max at the age of 52. Max was predeceased by his father, Giorgio; mother, Caterina; and brother, Romano. He is survived by his son, Victor; who he loved and cared for deeply; as well as many relatives in Italy.

Max's love for animals was unconditional and he always knew he wanted to become a veterinarian. Following High School he attended the U of A and then went on to the Western College of Veterinary Medicine in Saskatoon, SK. Max used to enjoy telling the story of how he answered one of the questions that was asked of him to get into vet school. He was to explain why he wanted to become a vet in 500 words or less, and he wrote one sentence: I want to become a veterinarian because I want to practice veterinary medicine to help sick animals; he would laugh.

Max received his DVM in 1992 after which he started working at a small animal medical clinic and fulfilling his dream of being a veterinarian. Max spent the summers as a teenager in Porto San Giorgio, Italy with his mother and brother. Max was loved by all who had the honour of meeting and knowing him.



30 YEARS OF Helping Alberta's Wildlife

WILDNorth Northern
Alberta Wildlife Rescue
and Rehabilitation

“

“WILDNorth’s Mission is to deliver services to people of Northern Alberta with wildlife-related concerns by providing compassionate care to injured and orphaned wildlife and by educating our communities about humely coexisting with wildlife.”

IN 1989, A SMALL NOT-FOR-PROFIT ORGANIZATION CAME TO LIFE — the Alberta Bird Rescue Association (ABRA). Working from the rural property of Kim Blomme and David Allan, a remodelled garage was used to house a small treatment room and indoor flight pen. Kim began working at the Delton Veterinary Hospital in 1981, “grandfathered” into the AAAHT (ABVTA) in 1985 and has been a registered veterinary technologist ever since. Kim’s vision was to provide a safe place for wild birds to recover and release them back to the wild. As time went on, it became clear that a more formal organization was required to handle the growing number of patients, provide education and offer volunteer experience. Kim’s initial collaboration started with the Edmonton SPCA — now the Edmonton Humane Society (EHS). Many birds were being brought into an already taxed EHS who had no facilities or capacity to handle these wild creatures, so ABRA took on this role. In 1996, under the guidance of Dr. Marianne Yelle, ABRA became the Wildlife Rehabilitation Society of Edmonton (WRSE) and moved operations to the University of Alberta Ellerslie Research Station. In 2010, WRSE moved again to a rural property in Parkland County owned by Nature Conservancy Canada (NCC) and opened a wildlife hospital in Edmonton. In 2017, WRSE morphed once again into WILDNorth Northern Alberta Wildlife Rescue and Rehabilitation. Kim’s vision had transformed into a much larger scheme than she originally anticipated.





The wildlife hospital is equipped with a treatment room, on-site radiology, on-site surgery and short-term housing to provide treatment and stabilization prior to transfer to the rehabilitation centre, where larger indoor and outdoor recovery facilities are available for longer-term care until release.

Since 1989, WILDNorth has helped over 30,000 wild birds and small mammals receive medical treatment with the goal of returning them to their natural habitat. WILDNorth currently handles close to 3,000 wild patients yearly and provides a rescue and education service to the public. WILDNorth reaches 6,000 students with curriculum-based units and has a volunteer compliment of over 70 active volunteers. They provide internships and valuable work experience for students interested in the fields of veterinary medicine, biology and conservation sciences. Kim provides workshops to the second year Animal Health Students at NAIT and Olds College and CE opportunities to the ABVTA. Kim is currently a member of the ABVMA Wildlife & Ecosystem Health Committee.

From pinning a fractured wing on an eagle and suturing a porcupine to providing an ultrasound on a pregnant hare, volunteer ABVMA members have been involved throughout the 30-year history of WILDNorth. Delton Veterinary Hospital (Dr. Mike Person, Dr. Ken Keeler) was instrumental from the beginning, providing radiology, surgery and consultation on all patients. Town Centre Veterinary Hospital (Dr. Carol Kujala, Dr. Pam Goebel) provided essential radiology services, consultation and introduced alternative therapies for our wildlife patients and Spruce Grove Veterinary Clinic provided radiology services for our Parkland County site until our hospital was fully operational.

Dr. Heather Steele has provided critical on-site veterinary consultations for over ten years and has been the responsible veterinarian for our ABVMA Permit to Practice. WILDNorth is one of only three rehabilitation facilities in Alberta with this critical permit. (Calgary Wildlife Rehabilitation Society and Alberta Institute for Wildlife Conservation are the other two.)

Many clinics have accepted wildlife over the years. Though we cannot list them all, mentions go to Park Veterinary Centre in Sherwood Park, Mission Ridge Animal Clinic in St. Albert, Morinville Veterinary Hospital, the former Edmonton Veterinary Emergency Clinic, Guardian Veterinary Centre and VetEmerg North Edmonton Veterinary Emergency Clinic.

Dr. Jessica Wilson and Dr. Kelti Kachur provided many hours of volunteer rounds at the wildlife hospital, and in 2018 WILDNorth was able to hire Dr. Kelti Kachur on a part-time basis.

Wildlife rehabilitation cannot exist without the involvement of professionals. Provincial and federal rehabilitation permits require the permit holder to have a veterinarian listed who provides their service and essential medications and procedures.

WILDNorth is the most northern rehabilitation facility in Alberta, and is often contacted to assist wildlife in the far reaches of the province. The year 2019 marks our 30th anniversary, and we are currently working on expanding our services to municipalities in the northern parts of the province with assistance from veterinary practices and Provincial Fish & Wildlife offices in the north as well as increasing our volunteer training in rescue and transport in those areas.



To learn more about
WILDNorth visit:
www.wildnorth.ca

Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



IT IS OFFICIAL! AS OF NOV. 30, 2018, the University of Calgary and our faculty have officially taken over operation of the 19,000-acre cow-calf ranch generously gifted by J.C. (Jack) Anderson and his daughter Wynne Chisholm.

Now called W.A. Ranches at the University of Calgary, this major philanthropic gift valued at approximately \$44 million is the largest monetary ranch donation in North America and the largest gift of acres of a ranch to a university in Canada.

Since the announcement in late September, we have been consulting with faculty and stakeholders looking to identify ways to use W.A. Ranches in both the near and longer-term future. Dr. Ed Pajor, who holds the Anderson-Chisholm Chair in Animal Care and Welfare, is the Director of W.A. Ranches.

“I think the ranching community is really excited about the future of W. A. Ranches,” he says. “They’re interested in the types of activities we’re going to be doing and how it’s going to impact them, how it’s going to help them. One goal for our

activities is to carry out research to improve management practices for ranchers. And we want to develop academic programming for our DVM students so we graduate better veterinarians in the long run with more hands-on experience in cow-calf and beef cattle care.”

Dr. Pajor and I are excited about consulting further with the community about this transformational gift. In the meantime, we are in the process of hiring a General Manager, Ranch Operations, to oversee the ranch’s cattle operation and ranch staff.

In closing, I would like to share plans to launch the Calgary National Veterinary Student Research and Leadership Symposium in 2019. The idea is to create a national veterinary symposium for DVM and graduate students enrolled in Canada’s five veterinary colleges. Currently, there is no such forum to gather some of the top students enrolled in DVM and graduate programs at Canadian veterinary schools. The symposium will initiate the process to develop a national network of highly talented veterinary medical and graduate students who will assume national and international leadership roles. I will share more details in my next report.



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Dean's Corner – WCVM

HERE ARE SOME RECENT NEWS

highlights from the Western College of Veterinary Medicine:

LFCE GRAND OPENING: On October 9, the University of Saskatchewan (U of S) and its partners launched the \$38-million Livestock and Forage Centre of Excellence (LFCE), a world-class complex of field and science laboratories that will be a powerhouse for innovative research, teaching and industry engagement in all aspects of livestock and forage production. A partnership of the U of S, the livestock and forage industries, and the Saskatchewan and federal governments, the LFCE is the largest and most comprehensive centre of its kind in Canada. The LFCE will enable Canadian and international scientists to focus on emerging issues related to beef cattle health, reproduction, nutrition, genetics and public safety, as well as plant breeding for forage crops, grazing management and environmental issues facing the livestock and forage industries.

Comprising of 27 quarters of land (over 4,300 acres) in two locations, the LFCE operates three units. The Beef Cattle Research and Teaching Unit includes a feedlot built to house up to 1,500 head of cattle, a metabolism barn, cattle handling area and laboratory space. Nearby is the Forage and Cow-Calf Research and Teaching Unit, equipped with a calving barn, cattle handling area and cattle pens. Just over 300 breeding animals will be moved from the Western Beef Development Centre to this unit in the fall of 2019. The third unit — the Goodale Research and Teaching Farm — will receive upgrades to its building and handling facilities beginning in May 2019.

Kris Ringwall, a beef cattle specialist and former director of North Dakota State University's Dickinson Research and Extension Centre, became the new LFCE director on November 1.

CAN YOUR DRUGS: The WCVM's veterinary social work program teamed up with the University of Saskatchewan's One Health Initiative and other university organizations to offer a cannabis container program for clients of the WCVM Veterinary Medical Centre. The containers, which are

free of charge, encourage hospital clients to safely store cannabis drugs and supplies in their homes so their pets cannot access the drug. As well, the cans provide information about the "ABCs of cannabis safety for pets" (appropriate storage, be aware of signs and symptoms of poisoning, and contact with support when needed). The program is a collaborative effort to reduce the number of marijuana toxicity cases in pets, to reduce the stigma around drug use and to engage in harm reduction. It also encourages practitioners and other members of the clinical team to have open and non-judgmental conversations with their clients.

NEW VETERINARY SPECIALIST: Dr. Jennifer Loewen, a board-certified specialist in veterinary emergency and critical care, is now an assistant professor in the WCVM's Department of Small Animal Clinical Sciences and a member of the WCVM Veterinary Medical Centre's clinical team. Dr. Loewen, who graduated from the WCVM in 2014, completed her residency and a Master of Science degree at the University of Wisconsin-Madison earlier this year.

NSERC funding: WCVM researcher Dr. Emily Jenkins has received a Natural Sciences and Engineering Research Council of Canada (NSERC) Discovery grant to investigate the spread of the *Toxoplasma gondii* parasite among wildlife in Canada's North. Dr. Jenkins, an associate professor in the WCVM Department of Veterinary Microbiology, will receive \$200,000 over five years along with a northern research supplement of \$105,000.



Douglas Freeman, DVM, PhD

Dean, Western College of Veterinary Medicine



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) if you have questions or comments.

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Student's Corner – WCVM



Ms. Maren Goos

WCVM Class of 2020
ABVMA Student Representative
2018/2019



Western College of
Veterinary Medicine

HAPPY NEW YEAR! AFTER A WELL-deserved break from the rigorous schedule of classes and exams of first semester, WCVM students are back in the classroom and hospital and ready to cram even more information into our brains.

As first-year students continue to learn how the body normally looks and functions, they also get a glimpse into the future and are reminded why they are doing this all to begin with. The course, A Survey of Veterinary Medicine, brings in veterinarians that work in a diverse array of specialties to speak to the first-year students about the path their life took, and what a typical workday looks like. In Biomedical Rounds, small groups of students are matched up with a professor and work through a clinical case, from the presenting complaint and clinical signs to the diagnostic test results and treatment plan. It is a welcome break from normal classes and helps keep things in perspective.

Students in second year have a semester with slightly fewer tests and more labs to look forward to. In Clinical Exam and Diagnosis, students have the opportunity to practice physical exams on the major veterinary species, as well as neurological and dermatologic exams on dogs. Second-years also get to take their first steps into the surgical suite, practicing maintaining sterility as they perform a variety of procedures on cadavers.

The third-year students have all successfully completed our live surgery labs and underwent the exciting and slightly overwhelming task of picking electives for second semester. For the first time since

we started vet school, we were able to choose what classes we wanted to take! The only requirement is that we take a class in equine, ruminant or small animal nutrition. For the rest of the electives, the options are as diverse as the field of veterinary medicine itself. With options such as Diseases of Honey Bees, Advanced Large Animal Anesthesiology and Topics in Feline Internal Medicine, there is something for everyone. There is even a class that explores mindfulness as a way to manage the stress that goes along with our chosen career path.

Between rotations at the hospital and externships that the students set up individually to enrich their education, fourth-years continue to be so busy that the rest of us barely even see them anymore. Hopefully, the second semester will prove to be a bit less stressful now that the NAVLE is no longer on the horizon.

One of the most popular events of the year, Christmas carolling, was held in early December. The first-, second- and third-year classes each decide on three professors to visit and serenade with (usually terrible) renditions of popular Christmas carols. It gives us a chance to relax and have a bit of fun before the final season sets in and provides an opportunity to get to know some of our profs on a more personal level.

Finally, this is the time of the year when students start looking ahead to the summer. Many of us look forward to returning to Alberta and working in clinics closer to home. Thank you to all the veterinarians and practice managers who open their facilities to us and allow us to put the knowledge we've gained to the test in the real world.

Thank you for reading and I look forward to keeping you all up to date on student-led activities throughout the rest of the year.

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Student's Corner – UCVM

HAPPY NEW YEAR! IT IS HARD TO

believe that 2018 has come and gone already, but the students of UCVM are excited for what 2019 has in store. The end of the fall semester is always a busy one, and bringing everyone together to celebrate the end of year can be a hard thing to do. The faculty overcame this by hosting our annual Holiday Lunch, shipping attendees from our Foothills campus to the others at the Spy Hill campus so that we could all celebrate the season together. UCVM also contributed to the community by participating in a bake sale with all proceeds going to the United Way. On top of this, the class of 2021 organized the annual food drive in which all classes and the faculty and staff participate.

The second-year class has also been kept busy in the classroom with the “-ologies” — parasitology, bacteriology, systemic pathology, etc. However, they also got out of the classroom for a while for Outbreak Week. Outbreak Week is a week-long course where the class divided into groups to investigate a disease outbreak. This year included a case on calves, and cases on some less frequently discussed species: bees and leopard frogs. This course provides a great opportunity to put into practice some of the problem-solving skills that are being built in the classroom, and to experience how timelines work in real veterinary cases.

Our first-year class found their groove and were excited to finish up the first semester. The Koalas, as they are named, completed their first Objective Structured Clinical Exams, and have moved on to learn the basics of physical exam. These skills that are so foundational to our profession were reinforced through Peer Assisted Learning (PAL) sessions. The PAL sessions are reviews of either bovine, equine, canine or feline physical exams and are run by third-year students. These are structured, student-led sessions that are meant to encourage the first-years to practice their skills and gain confidence in a comfortable, low-pressure environment. Overall, the program is an

excellent benefit to all students involved, both academically and socially.

Speaking of the third-year students, they completed their first canine neuters and anesthesia in November! This was an exciting clinical endeavour mixed in among classroom hours. The students are getting excited to sort out their fourth-year rotation schedule at the upcoming draft night, and to finally get out into clinics in the Distributed Veterinary Learning Community in May. Many students have already organized externships across North America for their final year. These opportunities are very exciting and give the students many things to look forward to in the coming months.

Our fourth-year students are happy to have finally written their NAVLE in November and December. Congratulations each of them for completion of the exam! They have worked incredibly hard over the last three years in preparing for this, and have proven to be excellent role models and support for their colleagues along the way. They had a much-earned break over Christmas and are looking forward to finishing up their rotations this winter semester.

As we move into the new semester, we have many things to look forward to as students. There are students travelling to the Faculté de Médecine Vétérinaire for SCVMA symposium, some to Texas A&M for SCAAEP wet lab and others to Saskatoon for WCABP. Planning is well underway for the annual UCVM Vet Ball in March, as well as the Trade Fair. Overall, we are excited to be kicking off a new year at UCVM — there is so much to look forward to and so much to be thankful for.



Ms. Jen Girard

UCVM Class of 2020

ABVMA Student Representative
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Amanda Barker, RVT
2019 ABVTA President



**Staying informed,
inspired, and connected!
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our future!**

Happy New Year!

IT IS AN HONOUR TO BE REPRESENTING the ABVTA and to be serving as your President in 2019. I would like to thank Penny Steffen for all of her hard work and dedication during her 2018 term as President. We have had, and continue to have, a strong and passionate group of professionals serving on the Board of Directors (BOD), and I am confident that we will be able to continue our momentum in promoting RVTs across Alberta.

In 1979, a movement was initiated to advance animal health technology in our province, and the Alberta Association of Animal Health Technologists (AAAHT) was formed. The founding members of the AAAHT were an inspiring group of motivated individuals that had a passion for animal care. They set the foundation of our current association, the Alberta Veterinary Technologist Association (ABVTA). This association has taken an active role in safeguarding our profession. The ABVTA also supports the ABVMA to ensure that the high standard of veterinary care that is expected by the public is only performed by qualified individuals, in line with the provincial legislation and *Veterinary Profession Act*.

Why is this historical information significant to you today? I am sharing this with you because 2019 marks a milestone for our association. We are celebrating our 40th Anniversary! I would like to encourage everyone to come out to our “40 and Fabulous” Conference on May 4-5, 2019, in Edmonton for a fantastic weekend of continuing education and networking with your fellow RVTs. Mark your calendars — you don’t want to miss it!

The BOD will be start the year with our annual Focus Meeting on Jan. 18-19, 2019.

During this time, we will be reviewing Board Governance, as well as training our new Directors on the roles, responsibilities and expectations while serving our association. We will address new and unfinished business, and will work towards completing our strategic plan. Highlights will be published from each meeting throughout the year to ensure our membership continues to feel engaged and informed.

In February, the ABVTA Executive will be attending the ABVMA Leadership Weekend. This event brings together veterinarians and technologists from all areas of our profession. It is a great opportunity for team building, as well as networking with the leadership group. The ABVMA Awards Banquet takes place on Saturday, Feb. 23, 2019, in the evening, and I am looking forward to presenting our ABVTA Awards to the well-deserving recipients. Keep an eye out for photos from the weekend on social media and in the magazine.

I would like to encourage everyone to consider involvement in your provincial associations, whether it is volunteering on the ABVTA BOD, Communications Committee, CE Committee or one of the various ABVMA advisory and legislated committees. My experience being involved and knowing I have made a difference in the future of our profession is worth more than I can describe and has become a passion of mine. Each of you have the knowledge, skill and personal experiences that would enhance our leadership groups. Please don’t hesitate to reach out to myself or any of your Board of Directors for more information.

Best of wishes to everyone in 2019. I look forward to all of the great things this year has to offer.

ABVTA Board Highlights:

THE ABVTA BOARD OF DIRECTORS MET ON

November 16 in Edmonton for the last board meeting of 2018.

The following positions were appointed for the 2019 ABVTA Board of Directors:

- **President** – Amanda Barker
- **Vice President** – Fiona Kowalczyk
- **Treasurer** – Karen Melnyk
- **Secretary** – Darryl Haugen
- **Past President** – Penny Steffen
- **Continuing Education Liaison** – Dani Harris
- **Communications Liaison** – Heather McGrath
- **Student Representative** – Elly Paslawsky
- **ABVMA HR Committee Representative** – Denise Allison
- **Director at Large** – Kelsey Connolly
- **RVTTC Representatives** – Ivana Novosel and Kate Simon
- **ABVTA Representative to ABVMA Council** – Amanda Barker

BOARD HIGHLIGHTS CONTINUED:

- 40th Anniversary Celebration takes place on May 4 and 5, 2019, at the Edmonton Delta South – registration and sponsorship packages will be available soon
- 2019 meeting dates were chosen
- The Board made the decision to not host a breakfast at the ABVMA Leadership Weekend
- Dr. Dalton attended our meeting and gave us an ABVMA update
- The Board is looking forward to receiving more analysis about the Job Retention Survey in the next few months. NAIT’s Institutional Research Team is currently analyzing over 1,000 responses
- Penny Steffen gave an update on the SAVT conference where she brought greetings at the banquet
- Our Executive Director contract was discussed
- We will be hosting two Labour Standards Continuing Education Seminars in November – one in Calgary and one in Edmonton
- Social media project – will release RVT month results soon on Social Media

-Submitted by Penny Steffen



Greetings from Olds College

THE STAFF AND STUDENTS AT OLDS would like to wish everyone a happy and healthy 2019!

We have had a busy 2018 with our program changes, new staff and many dedicated students.

We have gone through one complete set of students in our new program. Students have had the opportunity to sign up in their last three weeks of the program for additional offerings such as equine rehabilitation, exotics,

wildlife bovine AI/embryo transplant, anesthesia, emergency medicine, pathology and animal enforcement training. This first intake of students are currently completing their practicum. Feedback on the new program has been very positive.

We would like to welcome the following new staff members: Dani Harris (Instructional assistant), Misty Clouston (instructor) and Josh Rozenhart (instructor).

Our students are busy networking, fundraising and overall being great advocates for the profession. Cheers!



Greetings from GPRC

WITH THE FIRST SEMESTER OF THE new school year wrapping up, we can definitely say it has been a busy one, as always!



GPRC staff and students “hanging with horses”

Outside of their regular schedules, the students have been working hard on various projects. From their different fundraisers, including a fun animal-themed calendar that the first-year class is producing and selling in the new year, to helping socialize the 18 kittens, some feral, that our program has and is adopting out, it has been great seeing the students put their creativity, time, and efforts into projects like these.

GPRC has been raising awareness about various healthy living practices and wellness topics provided by many resources within the community as well as the college campus. Throughout the fall and winter semesters, GPRC students have

been given opportunities to learn more about health and wellness, with or without the inclusion of animals. The Animal Health Program has been facilitating “Hanging out with Horses” every Thursday. During this time, students across the campus are able to visit, groom and observe basic horse health care with college horses. AHT staff and students have also been working with the GPRC Fairview Recreation Department and local rescues to facilitate monthly Puppy Days and the occasional Kitten Days on the Fairview campus. These opportunities to have contact with animals have been a welcome asset to everyone who is interested.

Final exams are looming, and the pressure is starting to build, but we would like to wish everyone a happy and healthy holiday season and all the best in 2019!

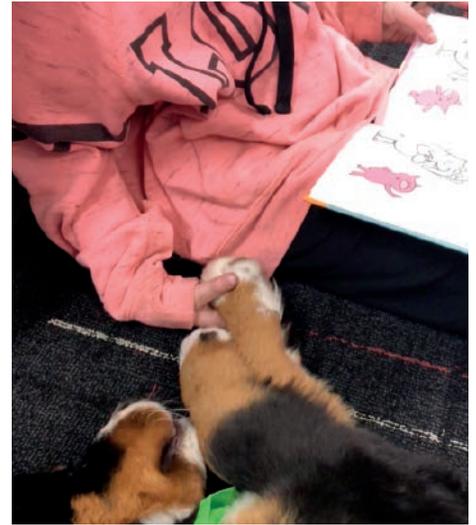


Lakeland Link

THE STUDENTS AT LAKELAND

College are currently participating in the inaugural year of the Student-Led Clinic. This component of the second-year curriculum has brought about some exciting new adventures for the students. The Retail and Marketing team has been busy setting up a retail store that is open to staff and students. They have had the opportunity to seek advice from industry and bring in products that they will be recommending

when they go out into practice. The Public Relations Team has implemented a canine “reading buddy” program at a local school, which has students improving their reading skills and confidence by reading to a dog. The PR team is also busy arranging puppy “de-stress” rooms, movie nights, guest speakers, career fair and industry night. The Clinic Organization team is busy with ordering supplies from WDDC as well as the implementation of biosecurity measures and quality control and maintenance of all the equipment in the clinic.



A student reading to Skye, one of our canine reading buddies.



NAIT News

THE PARTNERSHIP

between NAIT and Inclusion Alberta began in 2004. This initiative shares a vision to support students with developmental disabilities in pursuing inclusive post-secondary education opportunities. April 2018 marked fourteen years of collaboration, dedication and longstanding commitment to ensure people with developmental disabilities receive an outstanding post-secondary experience through Inclusion Alberta and NAIT.

Currently, the initiative supports nine students in a variety of programs of study. Students receive individualized support

while also taking on responsibility for contributing to their own education and post-secondary experience.

Sophie Bergen is one of the students supported by the inclusive post-secondary education initiative at NAIT. She is completing her studies in the Veterinary Medical Assistant program in May 2019. Sophie has been fully included in a variety of classes for the past three years, including Animal Handling and Behaviour, where she participated fully in various labs with the support of her instructors and fellow classmates. Sophie completed her practicum placement at VCA Canada Guardian Veterinary Centre in Edmonton, where she worked in the reception area, emergency



room and operating rooms. Sophie left her practicum with a great reference letter and wants to obtain meaningful, paid employment in her field of study.

Equine CE

EQUINE EMERGENCIES AND THE ACUTE MANAGEMENT OF

Fractures, Wounds and Hemorrhage Seminar:

On Nov. 17, 2018, RVTs from all over the province gathered at Energy Equine for a four-credit CE course. Dr. Kasara Toth along with Julie, RVT, offered a two-hour lecture on treating emergency injuries, followed by a two-hour hands-on session. Not only did participants get to practice different bandages, they were also able to practice various types of leg nerve blocks on live horses.

We would like to send a special thank you to Energy Equine for hosting at their beautiful state-of-the-art facility. A very special thank you also to Dr. Toth and Julie for taking time out of their very busy schedule to host such an informative and fun seminar. The seminar was so successful that we are hoping to do a similar event in the New Year. Keep an eye out for more announcements!



Tech Tales

By Anita Dumont, RVT

“GRIEF DOESN’T HAVE A PLOT. IT ISN’T SMOOTH.

There is no beginning and middle and end.”

Euthanasia, Passing Away, Circle of Life, Crossing Over, Walking Rainbow Bridge, Heaven, Energy Shift

“What would you do if it was your pet?” “Are they suffering?” “Does it hurt?” “How long does it take?”

I’ve seen the defeat in my veterinarian’s face when we have another euthanasia, how many is that today? I’ve seen support staff walk with a somber tone because they are equally involved with the process, and feel it deeply.

I can remember the loss of my first family pet. Even to this day saying his name puts a lump in my throat. I couldn’t contain my emotions in the exam room when I was told his diagnosis was not treatable. I didn’t want a hug. I didn’t want to be seen crying. Nothing could be said that would have made it better. I wanted more time. That was my first loss, leaving me feeling like something was taken from me.

As a veterinary technologist I have since experienced more loss. I’ve helped pets cross that I watched grow to old age, and I’ve helped pets cross who I’ve met that day. I’ve seen the love of owners hold on to pets for too long; I’ve also helped alleviate suffering. I’ve been a part of emergency passings, and I’ve been a part of euthanasia on the surgery table. I’ve seen owners with no emotion; I’ve seen uncontrolled sobbing. I’ve been silent in a room, and I’ve reminisced about someone’s pet with them. I’ve heard, “it’s the way it is, life moves on,” and I’ve heard, “how am I supposed to go home and he/she isn’t there?” I’ve seen the goodbye of not only a pet but the last thing that reminds someone of their late mother/father/spouse/sibling. I’ve seen parents stress about what they are going to tell their kids. I’ve held grown men while they break down, and I’ve listened to a child cry because they’re losing their best friend. I’ve been in a room filled with people to say goodbye; I’ve been the last person to hold a pet when it crosses.

Everyone processes grief differently.

- To the owner who’s visited us from the beginning, we’ll see you to the end.
- To the owner and pet I just met, I’m glad to have met you.
- To the owner who wanted more time, I know it’s a difficult decision to say goodbye.

- To the owner who didn’t expect to say goodbye, my heart truly hurts for your sudden loss.
- To the owner who keeps a strong exterior, it’s ok to be sad.
- To the owner who can barely speak between sobs, I know it’s uncomfortable to be vulnerable.
- To the owner who wants silence, take your time.
- To the owner who remembers the better days, hold on to that.
- To the owner who understands life comes to an end, you gave that pet a good life.
- To the owner who fears a quiet home, it gets better.
- To the owner who let go of your late mother/father/spouse/sibling’s pet, they’ll be together again.
- To the parent who doesn’t have all the answers, you’re doing your best and that’s enough.
- To the man who couldn’t help but cry, it’s ok to cry.
- To the child who lost a best friend, continue to love, its ok to miss them.
- To the owners who need support, bring friends and family with you.
- To the owner who couldn’t be there to the end, I’ll be strong for you.
- To anyone in the veterinary profession, talk and support each other.

“Pets come into our lives to teach us about love, they depart to teach us about loss. A new pet never replaces an old pet, it merely expands the heart. If you have loved many pets, your heart is very big.”

It’s a difficult topic for everyone involved. There is no right or no wrong way to grieve a pet. Speak with your vet, family, friends or counsellor if you feel you’re struggling with the loss of a pet.



Photo credit: Oliver Luckert Photography



Workplace and Employment Standards CE

THE ABVTA AND IMLOCUM HELD THE WORKPLACE AND EMPLOYMENT

Standards CE on November 19 in Calgary at the VCA CARE Centre. It was a roaring success with a packed room with many questions. This presentation touched point on some very important information for employers, employees and contract workers. The extremely knowledgeable speakers went over topics such as the worker’s compensation board, occupation health and safety, overtime and contracts. The night ended with a panel to answer extra questions. The questions kept coming that the event had to be called to finish due to running over in time. The crowd was packed with a diverse group of practice managers, locums and students. A second event was hosted on November 27 in Edmonton.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

– Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: <https://vimeo.com/241068811/ffe79fee7>
– Worth 1 CE Credit

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.

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

<https://vimeo.com/221903600/e24503f560>

Additional readings:

This link: <https://aaep.org/guidelines/vaccination-guidelines/adverse-reactions>

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

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

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

Inventory, A Vital Organ In Your Practice

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

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

To register your clinic, contact your representative Andrea.

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

Veterinary Nutritional Advocate Program

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

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

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

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

Royal Canin Veterinary Diets Online

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

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

Master of Veterinary Medicine, Massey

University 2017 – Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. Enrolments are open for the following companion animal RACE approved courses starting in February 2017: Canine and Feline Endocrinology; Dermatology; Emergency Medicine; Veterinary Clinical

Continuing Education Opportunities

Reproduction. Courses also starting in July 2017 (enrolments are now open): Canine and Feline Neurology; Ophthalmology; Orthopedic Surgery. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

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

A New Approach to Pain Management - Webinar. Please see <https://www.thewebinarvet.com/webinar/a-new-approach-to-pain-management/> for more info and to register. 1.5 CE credits.

Preceptor Training - Both in person workshops and online formats are offered. Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@nait.ca. 6 credits CE.

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

MONTHLY OFFERINGS

January 2019

January 17, 18 and 19, 2019 – 28th Annual WCABP Conference – 18 Hours ABVMA Credits - The theme for this year's conference is "Cows, Calves, Clients and Contracts". This program is designed specifically for Western Canadian veterinarians with a special interest in cattle practice. The conference will be held January 17-19, 2019 at the Sheraton Cavalier, Saskatoon, SK. Register at www.wcabp.com

January 19, 2019 – Lecture: Point of Care Ultrasound for the Non-Specialist; Everyday Practical Use that is Easier than you Dared to Imagine! – 4 Hours ABVMA Credits – Soren Boysen, DVM, DACVECC & Serge Chalhoub, DVM, DACVIM. Date: Saturday, January 19, 2019; Location: X105; NAIT Main Campus; Time: 5-9 PM. To register go to www.edmontonvetinfo.com OR leave a voice mail at (780)970-3728.

January 20, 2019 – Lab: Point of Care Ultrasound for the Non-Specialist – 4 Hours ABVMA Credits - Soren Boysen, DVM, DACVECC & Serge Chalhoub, DVM, DACVIM. Date: Sunday, January 20, 2019; Location: X105; NAIT Main Campus Time: 8:30 - 12:30 PM, Workshop limited to 20 veterinarians. To register go to www.edmontonvetinfo.com OR leave a voice mail at (780)970-3728. A second workshop will be held from 1:00 - 5:00 pm, if numbers warrant a second workshop.

MARCH 2019

March 5, 6, 7 & 8, 2019 – Western Canadian Dairy Seminar – Knowledge is Power – 18 Hours ABVMA Credits - In 2019 the Western Canadian Dairy Seminar will be celebrating 37 continuous years of providing novel ideas, information, and solutions relevant to current and emerging challenges of the Canadian dairy industry. Topics covered in the 2019 seminar include the Fundamentals of Nutrition, Improving Animal Welfare with proAction, Farm Management, and Advances in Genetics and Reproduction. In addition to the formal program, the seminar offers ample

opportunity for participants to have informal discussions with the speakers and with industry service representatives. Register at www.wcds.ca. We look forward to seeing you at the seminar in March. Location: Sheraton Hotel, Red Deer, Alberta

March 8 & 9, 2019 – 2019 Mental Health First Aid Course (MHFA) – Calgary – 12 Hours ABVMA Credits - Speaker: Zalika Adamson - With over 30 years of providing mental health support, education and advocacy, Zalika Adamson brings a wealth of knowledge, insight and passion to her teaching of MHFA Canada. She is a Registered Social Worker and is a certified Instructor for MHFA Canada by the Mental Health Commission of Canada. Mental Health First Aid Canada is an evidenced based course coordinated through the Mental Health Commission of Canada.

This two-day training course will provide the learner with the knowledge, skills and confidence required to recognize and assist individuals who are showing signs of a mental health problem or experiencing a mental health crisis. This course does not train you to be a therapist, counselor or mental health professional. Course details: Time: 9 a.m. - 4 p.m., March 7 & 8, 2019 (must attend both days to receive CE certificate) Location: C.A.R.E. Centre 7140 – 12 St SE Calgary, AB

Registration starts January 1, 2019 – visit https://abvma.in1touch.org/viewEvent.html?no_header=true&productId=6848, or visit the Events page on the website: www.abvma.ca

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VETERINARIAN REQUIRED

ARE YOU READY TO PAY OFF YOUR

student loans? Aurora Veterinary Clinic in Fort McMurray is seeking a small animal veterinarian to join our team. We are looking for a team player with exceptional clinical and surgical skills who has broad experience providing excellent customer service and superior patient care. You must be licensed to practice veterinary medicine in Canada. Current registration with the ABVMA would be an asset. Fort McMurray is a vibrant family-oriented city, with a strong sense of community and many opportunities. Our community boasts many amenities such as a ski hill, outdoor obstacle course, gorgeous birchwood trails, exceptional view of the northern lights, movie theater, indoor rock climbing, aquatic and fitness centers, as well as various sports teams. Our modern, well-maintained, digital clinic is equipped with ultrasound, digital radiography, digital dental radiography, cautery, therapeutic laser and a complete IDEXX in-house laboratory suite. We offer above average wages, paid ABVMA/CVMA dues, and a full health and dental benefits package. For more information please contact us at 780-715-1127 or info@auroravetclinic.ca.

ENTHUSIASTIC AND COMPASSIONATE

Veterinarian needed for a progressively growing small animal clinic in Medicine Hat to join our team. We offer a friendly working environment with a supportive team that is based on the core value of caring for pets. We are a well-equipped practice with a loyal client base located centrally within the city. In addition, Medicine Hat boasts to be the warmest city in Canada with close driving distance to many recreational activities for all family dynamics to enjoy. The ideal candidate is self-motivated, friendly and has strong communication skills. We offer a competitive salary (based on experience), full benefits package and relocation allowance as well! If interested in this position and would like additional information, please email your questions or resume with cover letter to: managercityvet@shaw.ca.

SUMMERSIDE VET HOSPITAL IS LOOKING

for a P/F time qualified veterinarian. We are a growing small animal clinic located in Edmonton south. Our clinic is well-equipped with excellent support staff including a well experience AHT. We offer a competitive salary (\$80,000-100,000 based on experience). We provide incentive pay, CE allowance, ABVMA dues, extended health/dental benefits and staff discount. Email: m.summersidevet@gmail.com, website: www.summersidevet.com.

CALGARY HUMANE SOCIETY IS SEEKING A

full-time veterinarian responsible for providing complete veterinary care to all animals housed at CHS and in our Foster Program. This includes, but is not limited to, examinations, vaccinations, diagnostics, development and implementation of treatment plans, surgery and post-operative care. This position requires a compassionate individual who is able to offer high-quality veterinary care in an extremely fast-paced and demanding environment. The successful candidate will be comfortable working with animals of all types and sizes and possess strong interpersonal and customer service skills in order to foster collaborative relationships with staff, volunteers, and members of the public. CHS offers a competitive salary along with a generous group benefits package, matching RSP, as well as an annual uniform, dues and CE allowance. Email: careers@calgaryhumane.ca, website: www.calgaryhumane.ca.

LOOKING TO MAKE A CAREER MOVE OR

are you a new DVM grad? VCA Canada is experiencing ongoing growth and can offer you the opportunity to work within a challenging, supportive and fun environment. We operate over 90 general practice, specialty referral and emergency hospitals across Canada. We have the right fit for you! Your opportunities for professional development are endless, including: mentorship, exclusive VCA Conferences, network and knowledge exchange with other veterinarians and board certified specialists. You and your teams will succeed with the latest in new technologies, clinical studies programs, advanced diagnostics, and modern facilities. Come be involved in an organization that is passionate about giving back to the community through our national philanthropic program, Paw It Forward and Pet Food Pantry. We offer a generous compensation package including competitive wages, generous CE allowance, pet and veterinary discounts and group benefits. Share your passion with us caring for life's greatest companions! Please visit: <https://careers.vcacanada.com/> or contact us directly at: careers.canada@vca.com.

ROCKY RAPIDS VETERINARY SERVICE OF

Drayton Valley, AB, 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. Phone 780-542-2144, fax 780-542-6772, email: rocvet@telusplanet.net.

LOCALLY-OWNED AND OPERATED, FISH

Creek 24 Hour Pet Hospital is hiring! Are you looking for a career change? Are you interested in the excitement of emergency medicine combined with the family feel of general practice? Fish Creek may be the right fit for you. We have a great doctor team including internal medicine, emergency critical care and surgical specialists. All shifts are fully-staffed with exceptional animal health technologists, veterinary assistants and receptionists. We are looking for an experienced, full or part-time veterinarian to join us! We offer a competitive salary, great benefits and an enjoyable work environment. With daily hospital rounds and multiple doctors on shift, the work environment at Fish Creek facilitates ongoing learning. Great interpersonal skills are essential to help us maintain our positive team environment. Email: hr@fishcreekvets.com.

LOOKING FOR SOME EXTRA SHIFTS?

Urgent Pet Care Clinic (UPC) is looking for a Veterinarian interested in small animal medicine, who wants to pick up a few extra shifts. UPC is open Monday through Friday evenings and serves clientele in St. Albert and area. We provide immediate care to sick or injured pets using the clinics in-house labs, and digital radiography equipment. We offer competitive compensation packages, as well as growth opportunities to further your career. Whether you are looking for casual shifts, part-time work, or a full-time position, please send your resume and cover letter to bryce@clincsolutions.ca.

BURWASH EQUINE SERVICES IS SEEKING

an individual who is passionate about equine reproduction, and who would be excited about maintaining our existing reproduction caseload as well as expanding our reproductive services. Board certified or board eligible theriogenologists as well as veterinarians with a special interest and experience in mare and stallion reproduction are invited to apply. Applicants must be interested in seeing both in clinic and ambulatory cases in addition to their reproductive caseload. Contact Dr. Crystal Lee at crystal.lee@burwashequine.ca.

CLINIC SOLUTIONS INC IS AN

independent, local and family-owned company, which encompasses 5 Veterinary Clinics within St. Albert and Edmonton, AB. We are currently looking for part-time and full-time veterinarians to join our team. Our Clinics are fully-equipped for the care of small animals including exotics, and between them offer in-house labs, digital radiography, digital dental radiography, ultrasound, ECG, therapeutic laser, rehab and chemotherapy. Are you a great team player and communicator and comfortable in a busy fast paced environment? Can you provide excellent quality customer service

Classified Ads

alongside experienced and knowledgeable surgical and diagnostic skills? We offer competitive wages, CE allowance, paid memberships, health benefits, plus an exciting and friendly group of people to work with. Please send your resume and cover letter to bryce@clincsolutions.ca.

URGENT PET CARE CLINIC IN ST. ALBERT, AB, has a great opportunity for a Veterinarian interested in urgent & emergency care of mixed small animals. UPC is open from 6 pm–12 pm Monday through Friday and is the only urgent pet care clinic within St. Albert. UPC is a growing Clinic, catering to St. Albert and North Edmonton residents, by providing immediate care to sick or injured pets. Our clinic can offer in-house labs, and digital radiography. We provide opportunities for growth, competitive wage, CE allowance, paid memberships, health and dental benefits, plus an exciting and friendly team of people to work with. Whether you are looking for full-time, or part-time shifts, and you have an interest in providing great care, please send your resume and cover letter to bryce@clincsolutions.ca.

ENTHUSIASTIC AND COMPASSIONATE veterinarian needed for a progressively growing small animal clinic in Medicine Hat to join our team. We offer a friendly working environment with a supportive team that is based on the core value of caring for pets. We are a well-equipped practice with a loyal client base in addition to a continually growing client base located centrally within the city. In addition, Medicine Hat boasts to be the warmest city in Canada with close driving distance to many recreational activities for all family dynamics to enjoy. The ideal candidate is self-motivated, friendly and has strong communication skills. We offer a competitive salary (based on experience), full benefits package and relocation allowance as well! If interested in this position and would like additional information, please email your questions or resume with cover letter to: managercityvet@shaw.ca.

LOOKING FOR A CHANGE? WILDROSE Mobile Veterinary Services is looking for a full-time licensed veterinarian who is passionate about taking care of pets in their natural environment without time restrictions. Our brick and mortar sister clinic can quench your surgical and diagnostic tastes too. Six figure salary and benefits for the right candidate. Please email your resume to shiltonantony@hotmail.com. Call Shilton to enquire more about this position at 780-709-2902.

THE GREENVIEW VETERINARY CLINIC IS A mixed animal practice located in Valleyview, Alberta. Our spacious clinic has extensive large and small animal areas. Small animal dental scaler/polisher, Powerfloat, portable CR X-ray and Vetscan cbc/chemistry analyzers all fully integrated with

practice software and computers in all exam rooms are only a part of the arsenal of tools you'd have at your fingertips, and we've a strong interest in investing in more. We have a dedicated team of support staff with experienced RVTs to assist you. Valleyview has all the amenities of both rural and urban life including a brand-new sports Multiplex, and even a Tim Hortons a few blocks from our clinic! Numerous schools, a hospital, and medical/dental facility, the county seat and diverse economy round out the other services and employment opportunities for families. We have a lot to offer the right candidate and will accept both experienced and newly graduated applicants, offering both above average salaries and full benefits. Call or email us at 780-524-4616 or vvvetclinic@gmail.com and check out our FB page to see pics and more info about us.

SIGNING BONUS OFFERED!

Mayerthorpe Veterinary Services is looking for a veterinarian to join our team. We are a busy 4-vet mixed animal clinic located just over an hour NW of Edmonton with a second small animal practice located 20 minutes NW in Whitecourt. Our caseload is predominantly small animal and beef cow/calf with a growing equine component and some small ruminants as well. All veterinarians in our practice must be proficient in all species, but we all have our own areas of special interest, such as orthopedics or equine dentistry. The variety within our practice means no two days are the same and there is always something new to see and learn. While the clinic can be fast paced and intense, our staff are an amazing, fun group of people that are always good for a laugh when you need it! We make it a priority to maintain a collaborative environment with mentorship for new grads when needed. We offer competitive salary, CE, dues paid, health and dental, compensation for after hours call, which is shared between all vets. If you're interested, we would love to hear from you! Please send resumes to mayerthorpevet@hotmail.com.

MCKNIGHT VETERINARY HOSPITAL IS

located in Calgary, just a short drive to the mountains! We are dedicated to providing our clients and their pets with high-quality veterinary services 24 hours a day, 365 days a year. We run as a primary care practice and cover emergency and walk in appointments. Our facility is fully-equipped for routine surgeries and most emergencies, including ultrasound, digital radiography, IDEXX laboratory (including the new urine sedivue) and i-Stat for Blood gases. Our hospital also has a separate dental suite with digital radiography. We are looking for a passionate associate veterinarian to join our dynamic and supportive team! We offer a competitive compensation package and a generous CE allowance. We look forward to hearing from you! Email: tamara@vetstrategy.com, website: www.mcknightvethospital.ca.

CROSSROADS ANIMAL HOSPITAL IS AN established small animal practice in Medicine Hat. We have been serving the community for 9 years providing multi-faceted services including orthopedic, ophthalmic, and dental surgery on top of ultrasound, emergency care as well as an in-house lab for specialized tests and blood work. The hospital is fully-staffed in support staff and has stayed up to date on technology. We are looking for an Associate DVM to join our team on full-time basis. Mentorship is available, new grads are welcome to apply! We offer a competitive compensation plus bonus potential, a generous CE allowance, and a signing bonus. We're looking forward to hearing from you! Email: tamara@vetstrategy.com, website: www.crossroadsanimalhospital.ca.

THE FORT MACLEOD VETERINARY CLINIC

is looking for a full-time associate to join our busy clinic. Located at the crossroads of Southern Alberta, the historic town of Fort Macleod is located 30 min from Lethbridge, 90 min from Calgary, 45 min to the Rocky Mountain. We are looking for a motivated full-time associate to join our 4 1/2 person mixed practice. The mixed animal practice has a very active small animal, equine and bovine component. We welcome all applications but are currently searching for a mixed animal veterinarian with a well rounded Bovine interest. The bovine portion of the practice consists of cow/calf, feedlot and dairy components. The practice is fully-equipped with digital radiography (small and large), in-house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy Class IV Laser and a complete line of anesthetic/surgery equipment. We offer a competitive employment package with above average salary. Call to be shared equally among 4 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Bruce Kostelansky or Dr. Todd Baker at fmacvet@hotmail.com or 403-553-4887.

THE CITY OF CALGARY IS SEEKING A

compassionate and talented individual to join their team as a veterinarian. You will be responsible for the health and welfare of all animals impounded at the Animal Services Centre under the Responsible Pet Ownership (RPO) Bylaw as well as animals admitted under the No-Cost Spay/Neuter program. The successful candidate will possess a Doctor of Veterinary Medicine, a current licence to practice in the province of Alberta through the Alberta Veterinary Medical Association, plus a minimum of 3 years of related experience. The candidate will be client and service oriented, have strong communication and interpersonal skills, as well as the ability to exercise good judgement. For more information and to apply, please visit www.calgary.ca/careers.

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CASTLERIDGE VETERINARY CLINIC IS AN

independently-owned and operated veterinary clinic which has been in the community for over 30 years. We are a small animal practice located in NE Calgary, and are looking to hire a full-time veterinarian, or 2 part-time veterinarians to fill the position when one of our current veterinarians leaves us on December 31 due to a relocation. Our clinic enjoys the benefit of long term staff. Our senior veterinarian has been with the clinic for over 20 years, the practice manager for 30 years, 3 RVTs for 20 years, a VMR for 12 years, and we have a new RVT grad. We offer benefits including CE money, professional dues, health and dental, as well as a uniform allowance. Please email your resume to Cori Lepine, CVPM, at cvc0@telus.net.

NEED A CHANGE OR ADVENTURE?

Langdon Veterinary Clinic, a modern small animal practice is looking for a full-time/part-time enthusiastic associate veterinarian to join its team. Fully-equipped facility: in-house CBC-chemistry IDEXX lab, digital x-rays, digital dental x-rays, etc. Competitive compensation package, CE allowance, health benefits and above average vacation allowance. Our great team is waiting for you. Langdon is a thriving community just 15 minutes east of Calgary and within one hour of the Rocky Mountains. Send your resume to strathmorevetapplications@gmail.com.

LOOKING FOR A NEW CHALLENGE?

Looking to gain or use valuable experience? Want to feel accomplished at the end of the day? Do you love the outdoors? The Wood Buffalo Small Animal Hospital is currently seeking a full-time DVM to join our very busy practice. We are fully-renovated 6000 sqft clinic with all the modern equipment and toys. We have 4 full-time DVMs with over 50 years experience between them. Supported by 6 full-time RVTs and 8 support staff. We work Monday to Friday, weekends off. Offering above average wages for Alberta, paid CE with time off to attend, paid health benefits and professional fees. One week extra vacation time. If this sounds like the spot for you....please contact us at dogs.wbsah@hotmail.ca.

VCA CANADA LADYSMITH ANIMAL

Hospital is hiring a PT and a FT DVM to join our team! In this position you'll use your superior medical judgment combined with a high level of empathy, confidence and humility to continue to build a loyal client base and heal pets. Ladysmith Animal Hospital has been serving the Ladysmith, BC community since 1976. The team moved to a brand new custom-built facility in 1994 where they continue the tradition of providing companion animal care including medical, surgical, dental, digital radiology and laboratory services. 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. We offer competitive wages, veterinary discounts and more. To APPLY, please visit (full-time position): https://vca.wd1.myworkdayjobs.com/Careers/job/Vancouver-British-Columbia/Veterinarian---Ladysmith-Animal-Hospital_R-09458.

MOORE EQUINE VETERINARY CENTRE

Ltd. is seeking an Ambulatory Associate Veterinarian with a reproductive focus. Moore Equine is the largest equine practice in Canada. Our team currently consists of 12 full-time veterinarians including 2 surgeons. Our team also consists of 3 part-time internal medicine specialists, 2 part-time surgeons, 5 interns and a world class support staff. We have boarded specialists in surgery, internal medicine, sports medicine and rehabilitation, veterinary practice (equine) and theriogenology. We also have multiple veterinarians certified in equine chiropractic and acupuncture therapies. The successful applicant will be team orientated, energetic and have excellent people skills. An internship is required. Prior reproductive experience is an asset but an inexperienced person with a desire to learn will also be considered. A DVM or equivalent and eligibility for licensure in Alberta is also required. Boarded theriogenologists are encouraged to apply. Please send your CV and letter of intent to chris.berezowski@mooreequine.ca.

ARE YOU LOOKING FOR WORK-LIFE

balance in a fulfilling and friendly team environment? A newly renovated Coaldale Pet Clinic is looking for a licensed full time small animal veterinarian to add to our already amazing team! New grads and U.S.A applicants welcome! As a small, client-centered general practice in sunny southern Alberta, our clinic offers a full Idexx blood and urinalysis suite, digital radiology and dental radiology, dental unit and a brand new surgical suite in a supportive team environment! We offer competitive wages and above-average benefits. Located less than 10 min outside Lethbridge, we are close enough for you to explore the wonderful outdoor opportunities that southern Alberta and British Columbia borders have to offer. With no on-call requirement, you will actually have time to enjoy the area! If our clinic sounds like it would be a good fit for you, please submit your resume to mwallace_dvm@yahoo.ca.

ELLERSLIE PET HOSPITAL IS SEEKING A

PT/FT vet to complete our team. We require surgical experience and the desire to further those surgical skills. U/S skills would be a bonus but not

a requirement. We are a client-centered practice so good interpersonal skills and the desire to deliver great client care are a must. We offer competitive compensation and flexible, attractive hours. Perks included but not limited to are: group benefits; CE allowance; incentive bonuses; ABVMA dues; and a great group to work with. Please forward your resume to doug@ellersliepet.ca.

COALDALE PET CLINIC IS LOOKING FOR A

licensed full-time small animal veterinarian to join our team in sunny southern Alberta. New graduates welcome! We are a busy, progressive 1.5 full-time equivalent clinic working with cats and dogs only. We are equipped with an Idexx lab suite, digital xray, and digital dental xray. We offer competitive wages, CE allowance, benefits package, and professional dues. There is no on-call requirement. Please submit resumes to Dr. Wallace at mwallace_dvm@yahoo.ca.

THE FORT MACLEOD VETERINARY CLINIC

is looking for a full-time associate to join our busy clinic. Located at the crossroads of southern Alberta, the historic town of Fort Macleod is located 30 minutes from Lethbridge, 90 minutes from Calgary and 45 minutes from the Rocky Mountains. We're looking for a motivated full-time associate to join our 4 1/2 person mixed practice. The mixed animal practice has a very active small animal, equine and bovine component. We welcome all applicants but are currently searching for a mixed animal veterinarian with a well rounded bovine interest. The bovine portion of the practice consists of cow/calf, feedlot and dairy components. The practice is fully-equipped with digital radiography (small and large), in house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy, Class IV laser and a complete line of anesthetic/surgery equipment. We offer a competitive employment package with above average salary. Call to be shared among 4 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Bruce Kostelansky or Dr. Todd Baker at ftmacvet@hotmail.com or 403-553-4887.

EXCELLENT OPPORTUNITY FOR A

young(ish) ambitious veterinarian. An Edmonton clinic is looking to divest shares of the operating company and include an equal partner with two other shareholders. The clinic is well-established, well-diversified and well-managed. It is a full-service practice including digital rads, full lab and ultrasound. Owners are prepared to consider all financing options. Please contact: yegdvm@gmail.com.

INDEPENDENCE & CREATIVITY

WELCOMED at Animals First Clinic Ltd. We are looking for fulltime veterinarian to join our

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high paced small animal team in Grande Prairie. Specialists are rarely available in northern Alberta so providing your clients with a comprehensive plan from start to finish is the standard. Come join our team of 2 veterinarians and 12 staff. Our small animal clinic offers a wide range of veterinary services such as preventative medicine, orthopedic surgery, dentistry, intensive care, rehabilitation and more. We have a strong surgical practice with a large orthopedic caseload. The successful candidate will be registered and in good standing with Alberta Veterinary Medical Association and have excellent communication and leadership skills. We value and support CE. We offer competitive salary, full benefit program, shared on call services with another veterinary clinic, paid licensing/dues and pet and veterinary discounts. **SIGNING BONUS OFFERED.** Come join **THE TEAM** and expand your practice! Contact Heather Barth via email info@animalsfirst.ca. Visit our website at: www.animalsfirst.ca.

OUR WELL-ESTABLISHED, INDEPENDENTLY

owned clinic in the heart of Calgary is looking to add a new vet. Our busy 5-veterinarian clinic is hoping that you'll become the sixth. We are well-equipped with: ultrasound, digital radiology, digital dental radiology, full in-house laboratory, and full dental and surgical suites. We offer full medical and dental benefits, ABVMA and CVMA dues, and generous CE and uniform allowances. Surgical skills are an asset, as is an interest in dentistry or internal medicine. If you have an interest in these or other areas we are eager to foster your professional development. New graduates are welcome and encouraged to apply. Please send all applications and resumes to taylor@macrtrailvet.com.

FEEDLOT VETERINARIAN REQUIRED FOR

feedlot consulting practice in southern Alberta. Looking for energetic and motivated person interested in beef cattle. Practice provides herd health and production services, regulatory and emergency services and research. Looking for a veterinarian interested in beef cattle. DVM required. Experience in beef cattle an asset. Post-graduate work in epidemiology, nutrition, or food animal medicine an asset. New graduates eligible. Must be eligible to be licensed to practice in Alberta. New practice office, vet truck and all equipment, work cell phone provided. Complete benefits practice. CE provided. Would work with 2 other associate veterinarians, research technicians, AHT and office manager. No night calls. Share weekend call schedule with other veterinarians. Friendly environment, staff, clients. Close to Lethbridge with all the amenities including university, college, hospital, airport, shopping and mountains for hiking/skiing or hunting/fishing. Please send resume with 3 work references to: joyce@abhs.ca.

ELIZABETH STREET PET HOSPITAL IS

seeking a primary care veterinarian with great communication skills for full time hours including some Saturdays. Elizabeth Street Pet Hospital is a small animal primary care clinic in Okotoks with a schedule that allows for a great work/life balance. Our goal is to provide great care for our patients and have fun while doing it! Members of our team will receive competitive wages, CE allowance and medical benefits. Don't know much about Okotoks? We are a beautiful community with all the amenities of a big city while retaining a small-town friendliness right on the edge of the Rocky Mountains! Please forward a cover letter and resume attention to Dr. Pavol at admin@vetokotoks.ca.

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, dues paid and much more. Great mentor experience as well. If you are an energetic team player with a passion for veterinary medicine that enjoys a rural lifestyle (yet just a short drive to a major city (GO OILERS!!!), we are just what you're looking for. New graduates welcome to apply. Please contact us by email or by fax. Fax 780-963-3633: E-mail admin@stonyplainvetclinic.com.

VCA CANADA CALGARY NORTH ANIMAL

Hospital is looking for a FT DVM to join our team! 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 and emergency services. We are looking for an enthusiastic, team-oriented, extraordinary individual that will be inspired to work with a highly varied, exciting and unique caseload. Our general medicine and emergency services team are always ready for anything! This is a great opportunity for someone that wants a stimulating work environment as well as the ever important work-life balance. We offer career growth opportunities, CE opportunities, CE allowance, networking, continued investments in new technologies, advanced diagnostics and modern facilities. Additionally, we offer competitive wages, pet discounts, paid ABVMA and VIN dues, and group benefits. If you are seeking a vibrant,

rewarding environment for your career, working with Calgary's best please apply with URL: https://vca.wd1.myworkdayjobs.com/Careers/job/Calgary/Veterinarian_R-03011.

OUR GROWING EQUINE PRACTICE IS

seeking an equine veterinarian to join our team! As a veterinarian at Main Street Animal Hospital, you will be surrounded by a team that will help you reach new heights and take on new challenges. You will also gain the reward of helping your patients (both performance and pleasure horses) reach their full potential. We are searching for a full-time, with shared on-call, equine veterinarian who understands and loves the equestrian lifestyle. We will combine your passion for veterinary medicine with the tools and team you need to further grow and develop. What we have to offer: conveniently located in Cambridge, Ontario, ultrasound, digital wireless radiography, in house blood machines, dental equipment, fully-stocked vehicle provided with CAA coverage, Group benefits, RRSP, professional licenses, dues and continuing education paid, competitive salary. What you have to offer; Doctor of Veterinary Medicine (DVM), experience is an asset, new grads are welcome to apply. To apply: email resume and cover letter, including salary expectations to accounting@mainstreetanimalhospital.ca.

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

Join the Vets to Go team and help us evolve the healthcare experience for Alberta pets! If building strong relationships with clients is important to you, we'd like to speak to you about our immediate opening. Our award-winning mobile practice offers a unique opportunity for an intimate client experience in a flexible work schedule and rewarding work environment. We provide a professional and personal work life balance, comprehensive training and mentorship by our experienced mobile vets, a full support team, and the opportunity to develop your passions within the industry. Must have minimum 3 years' experience and have a valid driver's license in Alberta. Also, must have the ability to work independently, remain on schedule and manage priorities throughout the day. We offer excellent compensation, CE allowance, benefits package, pet discounts, uniform allowance and company provided vehicle or mileage allowance. To APPLY, please visit: https://vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta/Veterinarian_R-03015.

MISSION RIDGE ANIMAL HOSPITAL IN ST.

Albert, Alberta, is a full-service, 3-vet small animal hospital that has served pets in the St. Albert, Morinville and Edmonton area for over 30 years! We are AAEP certified and pride ourselves in providing quality veterinary care

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for our pets, offering orthopedic procedures, acupuncture and care for pocket pets! We are looking for a passionate associate Veterinarian to join our dynamic and supportive team. We offer a competitive compensation package and a generous CE allowance, unmatched medical and pet supply discounts, and much more. We also offer mentorship, so new grads are welcome to apply. Please send your resume to Tamara at tamara@vetstrategy.com. We look forward to hearing from you!

SIGNING BONUS! THE BOW RIVER

Veterinary Centre is a long-standing Canmore business that has worked diligently for over 20 years to provide high-quality and compassionate veterinary care for clients in the beautiful Bow Valley. We are looking for an associate Veterinarian to join our team. We offer a full range of services. Our busy 5-vet practice is well-equipped and provides emergency small animal care, behaviour training, boarding kennels, dental care, examinations, grooming, laboratory services, spaying/neutering, surgery, ultrasound, vaccinations and x-rays. Mentorship is available for fresh graduates! We offer a competitive compensation package and a generous CE allowance, unmatched medical and pet supply discounts and much more. Please send your resume to Tamara at tamara@vetstrategy.com. We look forward to hearing from you!

SAVE – SOUTHERN ALBERTA VETERINARY

Emergency is seeking an energetic and enthusiastic veterinarian to join our team in a collaborative environment of compassionate, down-to-earth and welcoming professionals. 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 at the base of the Rocky Mountains. Featuring the most up to date technology with our in-house laboratory, in-house pharmacy, endoscope, ultrasound, multiple surgery suites, isolation unit, CT scanner, and specialty service 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.

ANIMAL MEDICAL CENTER NORTH IS A

fast paced small animal clinic in Grand Prairie, AB. We are looking for an associate DVM to join our dynamic and growing team! We believe in a high standard for medicine and are well-equipped, with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team, and we

also offer mentorship, so new grads are welcome to apply! We offer a competitive compensation package, a signing bonus and a generous CE allowance. Please send your resume to Tamara at tamara@vetstrategy.com. We look forward to hearing from you!

MIXED ANIMAL PRACTICE SEEKING

experienced full-time vet looking for buy-in but open to new grads. We are 45 mins NW of Edmonton, have been providing services for the rural community since the 1990's. We are roughly 60% sm. animal, 20% cattle and sm. ruminants, 10% equine and 10% others. We offer small/large animal in house and ambulatory/house call services and provide after hours emergency service 24/7. The clinic has in house IDEXX lab equipment, digital x-ray and ECG, digital dental x-ray, portable ultrasound and radiology and surgical/therapeutic laser. We currently have 2-vets, 4-RVTs and a receptionist. Our clinic has a kitchen and bedroom for temp. lodging or on call. We have a clinic truck used for ambulatory services. Contact: iceviking64@gmail.com.

INDEPENDENTLY-OWNED, PROGRESSIVE

companion animal practice in Medicine Hat, AB is looking for an enthusiastic fully-licensed veterinarian to join our team of 8-veterinarians and 10-RVTs. We house 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. Our facility also incorporates a physical rehabilitation area with an underwater treadmill to provide better care to our patients. At Cypress View Veterinary Clinic, we offer full benefits, CE allocations, health spending incentives and bonuses throughout the year. We invite you to come join us in the sunniest city in Canada! New graduates encouraged to apply. Visit our website and Facebook page for more information on our clinic. Email your resume to: tammy.duggan@cypressviewvet.ca.

WE ARE LOOKING FOR AN ASSOCIATE

veterinarian to join our incredible team of 4-veterinarians & 6-experienced RAHTs. The Grande Prairie Animal Hospital is a growing AAHA-accredited facility & the first exclusively small animal practice established in Grande Prairie, Alberta. We would consider a full or part-time schedule. Our facility includes a surgical & dental suite, digital x-rays, digital dental x-rays & full in-house Idexx lab. We offer competitive wages, health and dental benefits, CE allowance, annual dues paid, veterinary discount & a relocation bonus. We invite you to contact us at 780-532-4638 for more information. Grande Prairie is a vibrant community of over 63,000 that offers a Regional College, a Regional Hospital, the Eastlink Centre multi-sport facility within the city

limits and quick access for outdoor enthusiasts to pursue their activities. The city is the hub of the Alberta and BC Peace Region and is just a five-hour drive from Edmonton. If you are a keen, positive thinking individual who believes would be an asset to our team, please email your resume to rachelle@grandeprairieanimalhosp.com, we would love to hear from you!

FULL OR PART-TIME VETERINARIAN

required for a three-person small animal clinic. We offer a wide range of veterinary services including orthopaedic surgery, in house laboratory, dentistry, general surgery and endoscopy. We have digital x-ray and a surgical laser and we are located in Red Deer, Alberta. We welcome individuals who want to bring additional skills to the clinic or who want to expand their existing skills through continuing education. We are open 6 days a week and there are no on call requirements. We offer a competitive wage, medical benefits, continuing education and other benefits to make it an exceptional practice to work in. The clinic has won numerous appreciation awards and is one of the top voted practices in the Red Deer area. Red Deer is a beautiful city that offers all amenities and is located between Calgary and Edmonton. Please contact Dr. Greg Linnell, 100-166 Clearview Drive, Red Deer County, Alberta T4E 0A1. Ph 403 346-8288 or Email at linnell40@hotmail.com.

CHINOOK COUNTRY VETERINARY CLINIC

in Olds, Alberta, is seeking a ft/pt Small Animal/Equine Veterinarian to join our expanding practice. We are looking for someone who will strive to build our equine practice while assisting with the growing small animal caseload. We have small animal consulting/prep/surgical/dental areas, utilizing x-ray, dental x-ray, ultrasound, video otoscope, surgical laser, Doppler, anesthesia monitor and the latest lab analyzers. The newly renovated heated equine facility utilizes portable x-ray, ultrasound and a full complement of dental equipment. We are looking for a kind, compassionate, well-spoken individual who puts the patient/client needs first, can work a varied caseload, a team-player, and passionate about high-quality veterinary medicine. CE is encouraged and a generous CE allowance provided. Wages are commensurate on experience and veterinary discounts, ABVMA/CVMA fees, and health/dental plan subsidy provided. We are less than an hour from a major city and close to the rocky mountains. New grads welcome! If you interested in becoming part of our team, please send your CV to: manageccvc@gmail.com.

LARGE ANIMAL VET WANTED - FREEDOM,

flexibility, and stress free environment! We are looking for a large animal veterinarian to join our team for our friendly customers! We are a cattle only practice (deal mainly with cattle), with the

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work load being 70% dairy, 20% feedlot and 10% cow calf. Our on-call times are reduced to one evening a week and every fifth weekend. We are located a short drive north of Lethbridge in Picture Butte, with the majority of our clients located around the same area. We offer competitive wages, benefits, and are open to discussion regarding partnership, profit sharing or another form of incentive. Please contact Emil at 403-331-7171 or mobilevet2@hotmail.com.

VALLEY VETERINARY CLINIC

(Drumheller) Ltd. is looking for a licensed mixed animal veterinarian with a strong interest in large and small animal medicine. We offer a diverse case load, shared call schedule, paid dues, CE allowance and opportunity to pursue special interests. Contact mlehmann@telusplanet.net or fax 403-823-6858.

HIGHVIEW ANIMAL CLINIC IS SEEKING A

5th veterinarian to join our mixed animal clinic in scenic High River. We are a 4, soon to be 5-RVT practice, and a proud member of the UCVN DVLC. We have brand new in-house blood machines, DR for both small and large animals, as well as dental, small and large animal US, CO2 surgical laser and clinic facilities for large animals. We are currently 60% small animal, 30% bovine and 10% equine with lots of room for growth in equine for interested individuals. Shared on-call with compensation, generous CE, clothing allowance, CVMA and ABVMA dues paid and health and dental benefits. All applicants welcome. Mentoring available for new grads. Only those selected for interviews will be contacted. Contact: drgavel@telus.net.

RANCLANDS VETERINARY CLINIC IS

looking for a full-time/part-time, enthusiastic and compassionate veterinarian to join our small animal practice. We are a well-established veterinary clinic serving NW Calgary for over 8 years, continuously expanding our clientele. Please send your cover letter and resume to ranchlandsvetclinic@hotmail.com or by fax to 403-457-3562.

SIGNING BONUS CEDARWOOD

Veterinary Hospital has an opportunity for a veterinarian to join our team in Red Deer. Our group of two hospitals includes our daytime practice, Cedarwood Veterinary Hospital and Animal Emergency Hospital which offers emergency and after-hours care. We are a well-established group that constantly strives for excellence in pet health care, is well-equipped and is part of the UCVN Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon, and several General Practitioner Veterinarians with special interest in small animal surgery, canine reproduction,

dermatology, ultrasound and rehabilitation. We would like to add a veterinarian who has an interest in ultrasound, emergency care, internal medicine or dentistry. Cedarwood Veterinary Hospital is a successful day practice, while Animal Emergency Hospital provides after hours and emergency care for most hospitals in Central Alberta. Strong new graduates are welcome to apply. If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676.

PART-TIME VETERINARIAN REQUIRED FOR

busy companion animal practice (cats and dogs only) in St Albert. Modern, full-service, well-equipped hospital in the heart of St Albert. Great clientele - very dedicated. Great team of RVTs, receptionists and assistants. Super work environment, offering quality care with compassion. Looking to fill 2 days per week (weekdays) ideally. Email resume to kekwke@hotmail.com.

AGRIFARM IS A MOBILE ONLY CLINIC

located in Okotoks, AB. We cater to bovine (cow/calf and some feedlot) and equine clients. Open Monday-Friday 8 - 4:30. We require a large animal veterinarian licensed and trained to diagnose and treat illnesses that affect livestock species. We are fully-equipped with digital radio-graph, equine ultrasound, endoscope, as well as truck with fully-loaded bowie box. Our staff is fantastic and have two very accomplished vets available for mentoring the right candidate. We have many loyal clients as well as a constant stream of new ones. We offer competitive salary, CE & uniform allowance. Contact: jgodwin@agrifarm.ca.

SIGNING BONUS ANIMAL

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

RANCH DOCS VETERINARY SERVICES IS

looking for a full-time companion or mixed animal veterinarian to join our fast-paced team. The clinic is equipped with an in-house lab, in-clinic and portable x-ray and ultrasound machines, ultrasonic scaler/polish, power floats and new handling facilities. The successful candidate will be working and learning alongside a wonderful team of DVMs, highly skilled RVTs and support staff. We offer a balanced schedule, competitive salary, benefits, annual CE allowance and paid CE days. New or recent grads welcome. Come live the dream! Contact robin.ranchdocs@gmail.com.

AIRDRIE ANIMAL CLINIC IS AN

established, privately-owned & operated company that cares for the well-being of pets, clients & our staff. Our management structure understands the complexity of veterinary practice. We offer a supportive team, flexibility, excellent staff ratio & modern equipment to provide the best care possible to our awesome clients. We are looking for an experienced DVM with long-term vision that will foster relationships to build their client base. You'll need fantastic organizational & time management skills with a focus on detail and a passion for excellence. You should be flexible & friendly, & be able to manage a wide range of tasks & details with strong inter-personal skills. We value excellent written & verbal communications & pride in improving the quality-of-life for our patients, clients & our team. We offer a competitive & attractive total compensation package. Remuneration is based on experience, skills, flexibility and ability to self-manage. You're rewarded for achieving high client satisfaction levels & efficiency as part of the team. If this is something that interests you, please submit your CV in confidence to: bmeadus@springbankpethospital.ca.

EQUINE SURGEON REQUIRED FOR A

predominately equine practice in Central Alberta. The qualified candidate would attend primarily to equine medical and surgical cases but would be required to do some bovine medicine, surgery and obstetrics on a seasonal basis. A small number of companion animal surgical cases would be available if the applicant was so inclined. Our facility is a 12,000 square foot hospital fully-equipped with digital radiology, ultrasound, in house lab and endoscopy equipment. A large, well-designed and equipped equine surgical facility allows for the management of arthroscopic, laparoscopic, orthopedic and colic cases. The practice is situated in Red Deer, AB, an affluent city of 100,000. Salary is negotiable, \$90,000-120,000+ commensurate with workload and experience. Contact Dr. Rick Katchuik at 403-588-6338 or email us at rick157@telus.net.

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ASSOCIATE VETERINARIAN REQUIRED.

Border Veterinary Clinic is a 7-veterinarian mixed animal practice located in Provost, Alberta. We are seeking a confident and progressive full-time mixed animal veterinarian with a strong interest in both small animal and beef practice. New grads are welcome! On-call services are shared between the veterinarians resulting in an attractive work-life balance. We provide subsidized on-site staff daycare, paid dues (CVMA, ABVMA and SVMA), CE allowance, RRSP matching program and a health plan. Our veterinarians are well compensated with flexible holiday time and share a group dynamic that allows for mentorship and professional growth. We operate a cloud-based veterinary software with real time access to medical records and billing and we are well equipped with digital x-ray, dental x-ray, IDEXX in-house suite, and an exceptional large animal handling system. We look forward to receiving your resume via email and to showing you our practice. Website: www.bordervetclinic.com. Please email your resume to: Dr. Ian Goodbrand at ian.goodbrand66@gmail.com. Border Veterinary Clinic, PO Box 810 Provost, AB T0B 3S0; Phone: 780-753-6183.

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 12,000 square foot hospital suitably equipped. Our current case load is very diverse and includes equine arthroscopy, laparoscopy, colic surgery as well as a full complement of bovine and companion animal services. A competitive compensation package including medical benefits is available. The practice is situated in Red Deer, Alberta. If you would like an opportunity to join a fresh and innovative atmosphere, contact us. Opportunity to buy-in can be discussed once settled in. Contact: Dr. Rick Katchuik by phone at 403-588-6338, by fax at 403-347-1029, or by email at rick157@telus.net.

ARE YOU A DVM LOOKING FOR A

practice that supports your professional interests and allows you to practice high-quality medicine while working with a group of positive team-workers? We offer potential to pursue professional interests by including a CE allowance into each of our DVM contracts. We support our DVMs by making available the most up to date technology – digital x-ray and digital dental x-ray, abdominal and cardiac ultrasound, endoscopy, and orthopedics. We are looking for a team player that is motivated, enthusiastic and wants to excel in their area of interest. We value work-life balance. As the largest practice in the area, our shared workload gives you more time to enjoy life outside of work. We offer competitive compensation (guaranteed base

salary plus commission), as well as after hours compensation and a generous benefits package. Our clinic is located in Brandon, MB, a city of 55,000. It offers both city and rural life, and is within an hour of national and provincial parks. Check out www.gvac.ca or email jennifer@gvac.ca for more information. Send resumes to: Dr. Jennifer Beckwith, 304 Pacific Ave, Brandon, MB R7A0H5.

WE ARE LOOKING FOR A 6TH FULL OR

part-time veterinarian to join our practice who has an interest primarily in small animal medicine, though interest in equine practice would also be welcome. We enjoy a hardworking, but collaborative team approach and promote work life balance. The practice has multiple young families and is willing to provide flexible hours to accommodate lifestyle. Barrhead is a great small town to practice in, and we are close enough to Edmonton that you can enjoy the amenities of a city. Please look at our website www.barnnorthvet.com or our Facebook page. If interested, please send your resume Attn: Lisa, barnnorthvet@gmail.com or call 780-674-2100.

FRONTIER VET SERVICE LTD, FORT

Vermilion, AB seeking FT mixed animal veterinarian. Must be eligible to be fully-licensed in Alberta and have clean driving record. The ideal candidate will have good comfort in production (primarily cow/calf) and companion animal procedures and good communication skills, placing priority on clients' concerns. There may be flexibility in some seasons to accommodate extended absences to participate in development missions. If this may be right for you, contact Dr. Wendy Quist at 780-927-4500 or fax resume to 780-927-4503.

IMMEDIATE OPENING FOR A FULL-TIME

veterinarian at a well-established companion animal practice in Tofield, AB, east of Edmonton. We are open Monday to Friday, no weekends and no after-hour emergencies. Our clinic is equipped with a full in-house IDEXX laboratory, dental unit, surgical laser and more. Position includes paid CE, licensing fees, insurance and group health benefits. Salary negotiable and based on experience. Recent graduates are welcome to apply. Email: pzalkovic@hotmail.com.

BOW VALLEY VETERINARY CLINIC IN

Brooks, Alberta, is seeking an out going full-time associate to join our team. This is primarily a companion animal position, with the potential opportunity to do some equine work if desired. If you are passionate about veterinary medicine and enjoy having fun at work, then this may be the position for you! The clinic is a 9,600 square foot wonderfully designed hospital with a superb support staff. We offer above average compensation, membership dues, a comprehensive health and disability package, and paid CE and vacation time.

We are devoted to client and patient care and are looking for someone who shares these values and an enthusiasm for veterinary medicine. It is essential that the individual we are looking for has great communication skills which can help us maintain our positive team environment. Please send any inquiries and resumes to: candy@bowvalleyvet.ca.

RVT REQUIRED

BUILD SMALL ANIMAL SKILLS WITH A

unique opportunity at City Vet Hospital in Medicine Hat. We are a growing clinic looking for an RVT that would like to solidify their client relation skills while focusing on the day-to-day treatment of patients. Working directly with our enthusiastic Animal Health Technicians of the Hospital to ensure "Caring for your pets" value is demonstrated with every patient! The right candidate will have a highly positive attitude and great communication skills. You should enjoy fast paced environments, have a knack for recognizing what needs to be done and possess the ability to accomplish it! Should you be interested please send your resume with cover letter detailing your love for animals and enthusiasm to be part of an effective team to: managercityvet@shaw.ca.

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 by phone: 780-542-2144, fax: 780-542-6772, or email: rocvet@telusplanet.net.

FULL-TIME RVT NEEDED TO JOIN OUR

busy, independently owned, awesome team in the NW of Calgary! The successful candidate must be friendly, proactive, organized and a team player. We offer competitive wages, uniform allowance, membership dues, CE allowance and health benefits. Our management strives to ensure you have the opportunity to utilize all your skills and abilities, we pride ourselves on exceptional patient care and we can't do that without an RVT! To join our fun loving, passionate, experienced team, email your resume and cover letter to Kerrie at admin@edgemontvet.ca. We look forward to meeting you soon.

FULL-TIME RVT NEEDED! WE ARE

looking for a RVT to join our busy privately-owned small animal practice in NW Calgary. The successful candidate will be self-motivated, organized, able to multi-task and be a positive team player. Benefits of joining our team include: scrub allowance, paid membership dues and health benefits. More importantly you can join a fantastic team that pride ourselves in an exceptional standard of care and client communication and we have FUN doing this! New grads welcome to apply. Please contact Dr. Maureen Hollinshead at: drmoeh@tuscanvetyyc.com with a cover letter and resume.

SUNNY SOUTH VETERINARY SERVICES IN

Lethbridge, AB, is seeking a full time administrative RVT to join our team. The position is both office and laboratory based. Duties would center around both assisting with the dispensing of pharmaceuticals and management of prescriptions, as well as working in our in-house diagnostic laboratory. We are looking for someone who is motivated, has a positive attitude, great communication and client service skills, and is a team player. Our clinic offers health and dental benefits, competitive wages, CE allowance, paid RVT dues and a friendly working environment. Email: vanessa@vetoutlet.ca, website: sunnysouthvet.com.

DO YOU LOVE GETTING POOPED ON,

peed on, puked on? Well I know that's not why you choose to become a tech, although that often comes with the job. You chose to be a tech probably because you love science and medicine, or your compassion drives you to care for animals of all shapes and sizes. Terra Losa Animal Clinic is an AHAA accredited animal hospital and we would love to offer you the opportunity to join our team. We have a full time position available that includes competitive rates, awesome benefits, flexible scheduling, and mentorship opportunities to advance all your skills and abilities. We also offer incentives through bonuses and paid CE. We know we can provide a valuable experience for you and our management works hard with our teams to ensure we are equipping you to offer the very best in care. We value Integrity, teamwork, and providing exceptional experiences to all of our clients. Being in a high traffic area also guarantees your case load will be both diverse and unique. We would love to partner with you and help you accomplish becoming the best tech you can be. Please submit your resume to travis.young@primevetcorporation.com and your journey could start today!

OF COURSE YOU'RE DRIVEN, MOTIVATED,

enthusiastic and passionate about pets! We know you chose this industry because like us, you understand the bond and love that comes from our pets. VCA Canada is growing faster than ever and is hiring RVTs for a variety of positions all across the

country. We understand the importance of helping our employees become the best they can be both from a professional and personal standpoint. It is our mission to make your goals a reality. Where would you like to live? How can we support you to achieve your professional aspirations? Where do you see yourself in 5 years? VCA Canada has endless benefits and opportunities for career growth, access to exclusive VCA conferences, CE allowance, continued investments in new technologies, advanced diagnostics, innovative equipment and modern facilities. We are also passionate about giving back through initiatives such as Paw it Forward and Pet Food Pantry. Additionally, we offer competitive wages, pet and veterinary discounts, uniforms, dues and group benefits for full-time staff. Take the first step and please visit: <https://careers.vcacanada.com/> or contact us directly at: careers.canada@vca.com.

LOOKING FOR VARIETY?? MAYERTHORPE

Veterinary Services is looking for a full-time RVT to join our team. We are a mixed animal practice just over an hour NW of Edmonton. We see a wide variety of species, which means no two days are ever the same! Just like small animals?? Our Hilltop Vet Clinic in Whitecourt is also looking for a full-time RVT to help us manage our growing practice. The Hilltop clinic is a busy small animal practice about 20 minutes NW of Mayerthorpe. A position at either practice would come with CE, benefits, dues paid, uniform allowance and flexible holidays. If any of this sounds good to you, give us a call at 780-786-2000 or email us at mayerthorpevet@hotmail.com.

DO YOU LOVE GETTING POOPED ON,

peed on, puked on? Well I know that's not why you choose to become a tech, although that often comes with the job. You chose to be a tech probably because you love science and medicine, or your compassion drives you to care for animals of all shapes and sizes. Edmonton South Animal Hospital is an AHAA accredited animal hospital and we would love to offer you the opportunity to join our team. We have a full time position available that includes competitive rates, flexible scheduling, and mentorship opportunities to advance all your skills and abilities. We also offer incentives through bonuses and paid CE. We know we can provide a valuable experience for you and our management works hard with our teams to ensure we are equipping you to offer the very best in care. As a clinic, we value integrity, teamwork, and providing exceptional experiences to all of our clients. Our clinic is one of the busiest in Edmonton and your caseload is always diverse and unique. We would love to partner with you and help you accomplish becoming the best tech you can be. Please submit your resume to travis.young@primevetcorporation.com and your journey could start today!

FULL-TIME RVT! EXPAND YOUR SKILLS

and your career with us! Family Pet Hospital & 24 Hour Pet Emergency Centre is a six doctor team and growing. We provide client/patient centered high-quality medicine and also offer referral and emergency services. Our centrally located, state-of-the-art facility is modern with an efficient layout and six comfortable exam rooms. We are a fun, friendly, enthusiastic team. We have a full diagnostic lab, one regular and one orthopedic surgery, two dental surgery suites, isolation ward and full conference room for staff. Diagnostic imaging includes CT, digital radiography, digital dental radiography, ultrasound and endoscopy. We also have a CO2 surgery laser and a therapeutic cold laser. We are a fun, friendly, compassionate and enthusiastic team. We offer well above average compensation, including signing/relocation bonus, base wage, association dues, staff discounts, uniform allowance and benefits. Please email resume with confidence to info@familypet.ca. Check out our website www.familypet.ca and Facebook page!

WE ARE A PROGRESSIVE AND FAMILY

oriented clinic in SE Calgary looking to add a caring, kind and dedicated RVT to our team. We have a new, beautiful facility with many up to date tools, diagnostics and monitoring equipment. We are offering a more full-time position (35-40 hours per week) with occasional Saturdays required. Part-time may be negotiable for the right candidate. Experience is preferred but we also offer a compassionate and safe learning environment. Please send resumes to info@mahoganyvet.ca.

LOVE ANIMALS, THEIR PEOPLE AND

mountains? We have the job for you! RVT wanted to work in beautiful Canmore, Alberta; one hour west of Calgary in the beautiful Rocky Mountains. The position is a mix of RVT, reception and kennel duties, three to four days a week in our four vet, three (soon to be four) RVT small animal practice. We have lots of fun toys and the best team of friendly staff. Check us out at canmorevet.com or [#canmoreveterinaryhospital](https://www.facebook.com/canmoreveterinaryhospital) on IG or FB. Feel appreciated and make a difference with us! Please email 1. Cover letter, 2. Resume and 3. References to clientinfo@canmorevet.com or fax to 403-678-2347.

ANIMAL HEALTH TECHNICIAN NEEDED IN

a feedlot veterinary practice in Picture Butte, Alberta. Looking for a RVT who is interested in office duties, dispensing pharmaceuticals, managing pharmaceutical inventory both for veterinary clinic and feedlot clients, data entry, and assisting with research trials. Experience with beef cattle an asset but not required. Looking for someone who is organized, independent/self-motivated, detail oriented, flexible, reliable, able to lift at least 35 lbs for inventory and work well in a team environment.

Classified Ads

Must have valid driver's license and speak/write English. Job located in new vet clinic office close to Lethbridge, Alberta, with all the amenities. Competitive salary and benefits provided, along with CE opportunities to maintain your registration as a RVT. Practice includes 3 veterinarians, 1 office manager, a CPA/Controller, 1 other AHT and 2 research assistants. Please send resume with 3 references and their contact information to destiny@abhs.ca. Website: <https://abhs.ca/>.

SAVE - SOUTHERN ALBERTA VETERINARY

Emergency is currently seeking full and part-time RVTs to join our great family! Our hospital, privately owned, located 15 minutes south of Calgary in the beautiful town of Okotoks. SAVE opened its doors June 2016 and has been growing ever since. The most recent expansion included the CT scanner. We are well-equipped with new monitoring equipment, in-house labs, digital radiography, ultrasound, endoscopy, and seasoned professionals! We currently provide 24/7/365 emergency service with surgery and theriogenology referrals. If you are looking for a fun place to work and increase your skills while learning all the time... SAVE is it! SAVE offers an awesome work environment with balance for one's personal life. An ideal candidate is a motivated, good humored, and compassionate with excellent communication skills, and the desire to practice advanced medicine. Candidates will work with other experienced licensed technicians, who are committed to excellence, teaching and learning. SAVE participates in veterinary technician, veterinary student externships and focused on staff CE. Contact: treena@saveveterinary.com.

GREEN ACRES ANIMAL HOSPITAL IN

Lethbridge is looking for a full-time RVT to join our companion animal practice. Are you a new grad? No problem, we will support you while you perfect your hard earned skills. We are a newly renovated, fully-equipped, well-established hospital that values practicing medicine in a cohesive team environment where work-life balance is valued. We offer a competitive salary, benefits package, CE allowance, paid ABVMA dues as well as no Sunday or evening hours, and only the occasional 1/2 day on Saturdays. Our team of 5 amazing veterinarians, 4 awesome RVTs, 1 rocking TA and 3 client care ninjas are eagerly waiting to hear from you! Please feel free to stop in anytime to have a tour of our practice and meet our team! Contact: admin@greenacresanimalhospital.com.

ANIMALS FIRST VETERINARY CLINIC IS

looking for an experienced RVT to join our team. The successful candidate must be eligible to register with ABVMA and would work full-time in our high paced small animal clinic. Our clinic offers a wide range of veterinary services such

as preventative medicine, orthopedic surgery, dentistry, sled dog medicine and surgery, intensive care, rehabilitation and much more. Our high tech facility offers digital x-ray, dental x-ray, ultrasound, laser therapy and an in-house laboratory along with Cornerstone™ computer system. We offer a competitive salary, full benefit program, paid licensing, staff discounts and more. Contact Heather Barth via email info@animalsfirst.ca or send your CV/Resume to Unit 101 9151-Crystal Lake Drive Grande Prairie, Alberta, Canada T8X 0B7; fax: 780-814-8933. Applicants should have a minimum of 2 years' veterinary technician experience.

SHERWOOD VETERINARY CLINIC AND

South Fort Veterinary Clinic are looking for full time and part time Registered Veterinary Technicians and a full time Assistant/Receptionist. We understand the importance of helping our employees make their goals a reality. We are looking for people that are great team players, dependable and have excellent computer and telephone skills. We are fully equipped with digital x-ray, Abaxis lab equipment, dental x-ray and Avimark software. We offer competitive wages, health, vision and dental benefits, discounted services for your pet, paid CE dues, scrub allowances and paid vacation. If you think you would make a great addition to our team, please email your resume to Tammy at blueseal21@hotmail.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 xray, SA dental unit, ultrasound, in house lab (just upgraded to the best available) and busy surgery suite. Stony Plain is a friendly community and the clinic has exceptional clientele. We are offering above average wages, professional dues, uniform allowance, benefit package, CE and opportunities for advancement. New grads are welcome. We are 35kms west of Edmonton so we are small town but close enough to the city for concerts, shopping, neat little boutiques & funky restaurants. If you enjoy a wide variety of daily experiences this is the place for you. Please forward your resume to Dr. S. Wawryk by email or fax. Fax: 780-963-3633. Email: admin@stonyplainvetclinic.com.

CASTLEDOWNS ANIMAL HOSPITAL IS

looking for a full-time or part-time RVT to join our team. We are a AAHA-accredited small animal and exotic practice that takes pride in providing quality care for our patients and clients. The successful candidate must be hardworking, reliable, a team player and be available for weekend work. We offer competitive wages, paid CE, uniform allowance, ABVMA dues, benefits and staff discounts. Please email your resume to info@castledownsvet.ca.

ARCHIBALD EQUINE VETERINARY CLINIC

RVT Position: Practice Director and Dr. Archibald's Administrative Assistant. Unique position! We are a general and sports medicine horse practice uniquely set up to treat complex podiatry cases. With creativity, empathy and discipline, you optimize and maintain cutting-edge practice management software, communication, dispensing and inventory technologies, with procedural vision & oversight. You will network with customers, coordinate events, staff meetings and our small team, with only occasional patient responsibilities. Remuneration is above average for the right candidate. Email: team@archibaldequine.com. Website: www.archibaldequine.com.

PROGRESSIVE SA CLINIC IN MEDICINE

Hat, AB is looking for an enthusiastic RVT to join our team. We house high-end equipment and offer the best quality medicine and surgery possible. Our facility also incorporates a physical rehabilitation area with an underwater treadmill. At Cypress View Veterinary Clinic, we offer full benefits, CE allocations, health spending incentives and bonuses throughout the year. We invite you to come join us in the sunniest city in Canada! Visit our website www.cypressviewvet.ca and Facebook page for more information on our clinic. Email your resume to: tammy.duggan@cypressviewvet.ca.

ARE YOU AN ENTHUSIASTIC RVT WITH

strong lab and communication skills? Olds Pet Clinic is an AAHA accredited small animal clinic with Idexx in-house laboratory diagnostics, digital radiology, dental radiology and Cornerstone software. No weekend shifts required and flexibility in scheduling is available to help with personal/family time. Please email resume and a cover letter describing current areas of strengths and continuing education goals to admin@oldspetclinic.ca.

WE HAVE 2 OPEN OPPORTUNITIES FOR

an RVT (part-time or full-time) in privately-owned veterinary clinics in both NW and NE Calgary. Both are equipped with state-of-the-art equipment including digital radiology including dentistry and perform A LOT of dentistry. If you are wanting to join a team of fun loving, passionate and experienced staff please send in your resume! One location has the opportunity to grow within the practice and build the clientele. The other one is well-established and would be joining 2 amazing and very easy going RVTs. Email: tkhairaa@gmail.com.

THE WESTLOCK VETERINARY CLINIC IS

seeking a full-time RVT to join our team. Our clinic is located approximately one hour NW of Edmonton, AB. We are a high-volume, mixed animal practice with a strong team environment. Our busy clinic will offer the right candidate the

Classified Ads

perfect opportunity to use their skills and training in a dynamic environment. You will be responsible for assisting veterinarians in a variety of tasks and giving the best care possible to all animals. You will work a rotation that includes small and large animals, as well as dentistry and medicine. The fully-equipped practice offers you experience with an in-house lab, x-rays and laser therapy to name a few. You should be detail oriented, self-motivated and enthusiastic with a passion for helping people as well as animals. You have an Animal Technology Certification and are a registered member with the ABVMA. You will get competitive wages, benefits and a variety of employee incentives. Please send a resume with three references and their contact information to hr@westlockvet.com. For more information about us check out our website at www.westlockvet.com.

MONTEREY VET CLINIC LOCATED IN NE

Calgary is looking FT/PT RVT to join our team. We are a well-established small animal practice Tue to Fri with rotating Sat. We offer competitive wages commensurate with experience, benefits & uniform allowance. Please send your resume & cover letter to myveterinaryclinic@shaw.ca.

ALPINE VETERINARY MEDICAL CENTRE IS

looking for a RVT to join our team. We are looking for a strong team player who is enthusiastic, professional, and has excellent people and communication skills. We are a mixed animal practice but the majority of our case load is small animal in nature. Whitehorse is set in the scenic Yukon River valley with a population base of 30,000 people. The perfect location for the outdoor enthusiast, it offers easy access to a variety of activities including hiking, biking, canoeing, kayaking, and fishing. Benefits include paid vacation, paid sick days and health benefits, annual CE allowance, supplied uniforms, and discounted services. Our clinic hours are Monday to Friday, 7:30am-6:00pm with only shared on-call duties for evenings and weekends. Email: alpinevetmc@gmail.com, website: www.alpinevet.ca.

HIGHLANDS PET HOSPITAL IS LOOKING

for a full-time RVT to join our team! We are a well-established companion animal practice with a loyal and growing client base, located in the busy west side of Lethbridge. Our close knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, uniform allowance and veterinary discounts. No weekends or call required. If you believe you would be an asset to our team, please contact us at petsdoc@shaw.ca.

WANT TO JOIN A FUN AND SUPPORTIVE

work environment with lots of learning opportunities and great co-workers? Evanston Pet Hospital is looking for 2 RVTs! One experienced RVT to work full-time, daytime shifts from Mon-Fri. Another part-time RVT to work some evenings and weekends from Tues-Sat. Or we could consider job sharing all hours between the right 2 individuals. Evanston Pet Hospital is an established, reputable, and growing primary care veterinary hospital in NW Calgary. Our hospital has a comprehensive IDEXX laboratory and digital radiology (including dental). We offer a competitive salary, CE allowance, frequent in-house CE, ABVTA dues, employee discounts, as well as health and dental benefits. Interested candidates please submit a resume to: manager@evanstonpethospital.com.

WE'RE LOOKING FOR A FT/PT RVT.

We're a small animal hospital with an excellent team. Candidate has to be available to work on Saturdays, comfortable with anesthesia and able to work independently. We'll provide competitive wage, extended health/dental benefit, uniform and staff discount. New grads are welcome. Contact m.summersidevet@gmail.com.

RVT REQUIRED, STARTING IMMEDIATELY.

New graduates or experienced RVTs welcome. We are a cutting-edge, client-oriented, progressive practice doing dentistry and surgery including orthopedics. PT or FT position available for the right candidate. Please submit a CV to Amanda at maclal@shaw.ca.

LOOKING FOR A FULL OR PART-TIME RVT

for a small animal practice in west Edmonton. Benefits available for full-time. Salary depends on experience. Hours are flexible, some Saturdays required. Starting as soon as possible. Please contact 780-481-4393 for further details. Email: westsideanimalclinic@shaw.ca.

CRESTWOOD VETERINARY CENTRE IS

looking for a full-time, positive and confident RVT to join our already exceptional team of 30 veterinary professionals. Candidates should have the ability to function well in a fast-paced environment and must be willing to become dedicated to providing excellent client and patient care. We are a busy and thriving practice located in west Edmonton, close to West Edmonton Mall and blocks away from the scenic river valley. Our clinic has extensive surgical capabilities and offers services such as advanced orthopedics, canine rehabilitation, as well as canine reproduction assistance. We are fully-equipped with digital radiography, ultrasound, an in house laboratory, therapeutic laser and more. We offer above average salaries, paid professional dues, health benefits, generous CE allowances and the opportunity for you to use all your skills

and training in a fun and challenging work environment. Our large staff also allows for the development of professional interests. Interested applicants can send resumes with cover letter to crestwoodvets@gmail.com.

SMALL ANIMAL CLINIC JUST MINUTES

south of Edmonton is looking for an outgoing and enthusiastic RVT and VMA/front end staff to join our team. If you have strong technical skills and focus on client communication and patient care, this might be the right clinic for you! We have a fully-equipped practice with in-house lab, digital x-ray and dental x-ray. If you are organized, reliable and have a positive attitude, we'd love to get to know you! Life really is better in Beaumont. Send resume to reception@rangeroadvet.com. Website: www.rangeroadvet.com.

ANIMAL EMERGENCY HOSPITAL IN RED

Deer is a progressive clinic that provides after hours and specialty services for pets throughout Central Alberta. We are equipped with two surgery suites, an extensive in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. Our team is passionate about veterinary medicine and helping both clients and patients through difficult times. To meet the growing demand of required after hours care, we are looking to hire a full-time RVT for a rotating shift including daytime, evening and overnights. A suitable candidate would be comfortable in a fast-paced environment, possess a high level of technical skills and a positive attitude. We offer a great starting wage between \$25-27/hr depending on experience. Please submit a cover letter and resume by email rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave.

DIAMOND VALLEY VETERINARY IS

seeking a part/full-time RVT. We are a mixed practice, but small animal experience is required. Turner Valley is a quiet, safe community 35 minutes from Calgary on Cowboy trail. Bordering Kananaskis Country. Contact Dr. W.A. Steiger at 403-933-4397 or dvvet@telusplanet.net.

RVT POSITION AT FRONTIER VET SERVICE

LTD, Fort Vermilion, AB. Full-time, shared call position in a mixed rural practice. Assistance with both production and companion animals required as well as reception, records and animal and grooming responsibilities. The ideal candidate will possess good communication and interpersonal skills with a desire to become a valued member of the community. Contact Dr. Wendy Quist at 780-927-4500 or fax resume to 780-927-4503.

Classified Ads

VETERINARY STUDENT REQUIRED

DO YOU LOVE GETTING POOPED ON, PEEED on, puked on? Well I know that's not why you choose to become a vet, although that often comes with the job. You chose to be a vet probably because you love science and medicine, or your compassion drives you to care for animals of all shapes and sizes. Edmonton South Animal Hospital would love to offer you the opportunity to be one of our summer students. To not only acquire new skills and take on new responsibilities, but to practice current skills and grow in the experience you already have. From shadowing doctors, to taking on your own cases, doing surgeries, working with the techs in the back, and continuing to increase your customer service skills, we know we can provide a valuable experience for you. If all goes well we would consider having you join our team as a full time vet after you graduate. Our clinic is one of the busiest in Edmonton and your case load is always diverse, and unique. We are looking for hard working, positive, growth orientated students. Please submit your resume to travis.young@primevetcorporation.com. We are looking forward to partnering with you to help you accomplish your dream of becoming a fully-licensed vet.

WE ARE A VET CLINIC SEEKING TO expand. We invite veterinarians/vet or vet tech students/temporary/ limited licensed vets to join our team. Eligible foreign trained veterinarians working on their full license are also welcome. Please email gachuruw9@gmail.com. Thanks.

OTHER EMPLOYMENT

TERWILLEGAR VETERINARY CLINIC IS looking for a full-time experienced receptionist. We are seeking a motivated, hard working, energetic receptionist for a full-time position within our practice. This individual will play an integral role in providing outstanding customer service to our clients as well as providing excellent care to our patients. It is a challenging position that will require someone who is flexible, adaptable, compassionate,

dependable and devoted to their career. Completion of a VR program and/or experience with Avimark would be preferred. Uniform allowance and medical benefits included. Please email resume and cover letter to: terwillegarvet@shaw.ca or fax: 780-430-7646, Attention: Terri.

WE ARE CURRENTLY LOOKING FOR A full-time VMA to join our practice. Experience with Avimark is a bonus. Experience in a veterinary practice is preferred. Duties include working reception, booking appointments, invoicing, restraining animals for Techs, wrapping surgery packs, etc. Position is available immediately. We do have extended hours that would require successful candidate to work from 11-8 pm with the odd weekend from 9-2 pm. We are also looking for an experienced receptionist/VMA for our sister clinic Chappelle Veterinary Clinic. This clinic is due to open in January 2019. It will be for dogs, cats and exotic pets so experience handling pocket pets and reptiles is a must. Avimark computer program will be used there so experience will be preferred as you will be responsible for helping start a new clinic. Send resumes to skyebabygirl41@gmail.com for applications for both Windermere and Chappelle.

PART-TIME TEMPORARY VETERINARY Receptionist/Office Assistant required, for our dermatology specialty hospital in St. Albert, while our VOA is off on leave. This position consists of working approximately 80 to 120 hours per month, in either a 2 or 3-week block and it may transition into a permanent position. We require an individual who has a positive attitude, takes initiative, is attentive to detail and works well with a team. Interactions with clients require that you are confident, articulate, compassionate, and enthusiastic. Cornerstone experience and basic computer skills required. We offer a very competitive salary, uniform allowance, benefits, CE, staff discounts and NO LATE NIGHTS OR WEEKENDS. Please visit our website at <https://vetderm.ca/> to learn more about us and email your cover letter and resume to office@vetderm.ca, Attention: VOA Position – St. Albert. No phone calls or drop-in visits please.

PRACTICE FOR SALE

PROGRESSIVE, WELL-ESTABLISHED SMALL animal practice for sale in city of Camrose. Clinic has 4,000 sqft of space which gives room for expansion. New digital and dental radiography equipment as well as new blood analysis equipment are part of the practice. Camrose is a city of approximately 19,000 with a large surrounding area to draw on. Opportunity for expansion into large animal practice. Owner looking to retire. Open to discussion of terms of sale. Facility is a leased building and owner is amenable to a continued long-term lease. Contact: Dr. R. Richard Bibby, bibby@camroseanimalclinic.ca, phone: 780-608-9150 or 780-672-7800.

THIS VETERINARY PRACTICE IS AN incredible, well-equipped, 1-doctor practice in leased space which is attractively located in Central Edmonton, AB. This small animal veterinary practice for sale has been est. since 2000 and operated out of the current location since 2010. The ideal location, fabulous clientele, and numerous possibilities make this practice a must see. Gross revenue in 2018 was just over \$320,000. All assets of the business is included with the sale of the practice worth approx. \$210,000. Earnings of approx. \$80,000 available as potential income to the buyer. Reasonable lease rates. Asking \$299,000 for the practice, don't wait because it WILL be gone before you know it. Contact: Jey Arul, Tel: 780-469-4769, Email: info@vralta.com.

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.

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2019 Leadership Weekend

Feb. 22-24, 2019

Sheraton Cavalier Calgary Hotel

2620 32 Avenue NE, Calgary, AB

Phone: 403-291-0107

Member Recognition Banquet

Saturday, Feb. 23, 2019 | 5:30-11 p.m.

5:30-6:30 p.m.: Cocktails - McKnight Room

6:30-11 p.m.: Dinner and Awards - Sheraton Ballroom

Entertainment by: Bel Canto Trio

You are invited to celebrate with your colleagues as they are recognized for the following awards:

Veterinarian of the Year: *Dr. Robert (Bob) Jones*

ABVMA Meritorious Service: *Dr. Peter Martin*

Young Veterinarian of the Year: *Dr. Graeme Boender*

ABVMA Technologist of the Year: *Cindee Burns, RVT*

Communications: *Dr. Cody Creelman*

Mentor Individual: *Dr. Kevin Breker*

ABVTA Appreciation: *Tracey Ruzicka, RVT*

ABVTA Meritorious Service: *Karen Melnyk, RVT*

Lucille Landals Emerging Leader: *Heather McGrath, RVT*

ABVMA and ABVTA 35- & 50-Year Service

ABVMA Committee & Council Appreciation

Tickets are free to ABVMA members that attend the AGM. All others are \$65.00 plus GST.

Pre-registration is required. Tickets are not available at the door.

Annual General Meeting

Sunday, Feb. 24, 2019 | 9 a.m.

8 a.m.: Breakfast - McKnight Room | 9 a.m.: Meeting - Sheraton Ballroom

Post-AGM PIPS Bylaw Discussion will follow the AGM.

The AGM is open to ABVMA members and invited guests only.

Formal sign-in process is in place. Pre-registration is recommended.

Accommodations

Members at large attending the banquet and/or AGM are responsible for their own accommodations.

Please contact the Sheraton Cavalier at **403-291-0192** to reserve your room. Standard rooms start at \$129/night. Indicate the group room block: *ABVMA Leadership Weekend*. Deadline to reserve using the reduced group rate is

Jan. 21, 2019.

Committee members: please use the Leadership Group registration form emailed to you.

Do **not** contact the hotel directly to book your guest room.

SEND COMPLETED REGISTRATION FORM (INCLUDED IN THIS MAGAZINE) TO

Email: mandi.duggan@abvma.ca, Fax: 780-484-8311, Phone: 780-489-5007, ext. 222



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