



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

MARCH-APRIL 2019

2019 President Dr. Lisa Lomsnes, WCVM '91





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Editor's Notebook

HIRE A STUDENT!

The ABVMA office is bombarded by phone calls from members that are unable to hire a veterinarian or technologist for their practice. Members describe having classified ads in this magazine and with the CVMA, with no or few replies, let alone interviews. Members want to know what we are doing to address this predicament.

The ABVMA has historically encouraged increased enrolment in our technical and veterinary schools. It appears that we may be making some headway with the number of graduates. Olds College has added a third intake of students this past year. Lakeland College has increased their intake for the AHT program by thirty. UCVM is discussing the feasibility of increasing their enrolment beyond the fifty seats they will offer in 2020. Increasing graduate numbers will aid in the future. Attracting foreign graduates will also help alleviate this problem, and we have historically been successful in this as well.

So what can you do as a member of the veterinary profession to attract employees to your practice? One way is to provide a good mentorship program to new graduates. Yes, it will cost you time and money, but will pay you back huge dividends, with the likelihood of a long-term employee. It is well known that mentorship is what many new grads yearn for and factors into their decision of where they work. I also suggest that you make an investment in your future and hire a student. We know that veterinarians, upon graduation, often return to the practices where they were summer students during their college years. If you are not willing to make the effort to hire students, you are potentially eliminating them as potential future employees. We also know that many AHT students are hired into the practice that they have their practicum in. Becoming involved in the practicum of a technical school program will provide a potential source of future RVTs.

In veterinary practice, to be successful you must convince your clients to trust your services, skills and knowledge. Perhaps you need to promote your practice to future employees as well. The easiest way is to hire a student!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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

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President's Report



Lisa Lomsnes, DVM

President, Alberta Veterinary
Medical Association

THE PIONEERS OF VETERINARY

medicine were veterinarians that worked hard! Seven days a week and 365 days a year. They were all very tough and dedicated to their career, their community and their families. This belief has been carried on from their generation of veterinarians to ours. The “nowadays” veterinarians are still very hard workers, dedicated and committed to their careers, community and families. These core values have not changed. Yet, our profession reports the highest suicide rate and the lowest income among the professional careers. Recently, I attended a seminar on evidence-based management presented by Darren Osborne. His keys points were all based on statistics and data promoting the fact that veterinarians can be successful financially and emotionally by working smarter, not harder.

Why, as veterinarians, we do not believe this? Why do veterinarians believe they are a different breed and that this is not possible? Data year after year has told us that clients base their decision on services for their animal on their trust and relationship with their veterinarian and NOT price. Mr. Osborne indicated that a few simple changes could make a major difference to your life and business.

1. Cost of products and service should be according to the economic survey and fee guide. This fee guide is based on in-depth data that demonstrates fair and reasonable prices. As independent veterinarians we can use this as a guideline for our own businesses. Did you know that surveys indicate that only 2% of clients base their choice of a veterinarian solely on price? Therefore, your primary concern should be on providing professional care and developing client loyalty, and this will make your business successful.
2. Provide top professional care. Pets are family members and clients expect and demand the best care for their pets. Providing good care develops a relationship and trust that keeps clients coming back to you. Producers of farm animals understand the need to provide safe and healthy animals to meet the needs of consumers. The demand for professional care on antibiotic safety, proper feeding

programs and herd health programs are now necessary. Selling a cheaper service, vaccine or antibiotic is not top professional care.

3. Use your RVTs to the fullest. RVTs are knowledgeable, hard-working individuals that have skills to make your business successful. Would you want a doctor working on you without a nurse? Practices that utilize their RVTs are the most organized and successful practices.
4. Focus on your existing clients: keep your clients dedicated to your practice by implementing a regular reminder program. Most computer systems have reminder programs. Take time to ensure that there are multiple reminders scheduled and don't be scared to pick up the phone and call your clients to remind them of the next appointment. Also, pre-book as much as possible. If you have a client that has just finished the puppy vaccination and is standing right in front of the receptionist to pay, pre-book the spay now. This is less work then sending reminders out and so much more successful.
5. Charge for the services you perform. This seems simple but many veterinarians do not charge for all of the services they perform. Surprisingly, most clients do not acknowledge or even know that they received something free. Let the RVTs and receptionists do all of the billing. Keep the veterinarians away from the invoicing.
6. Know and review your revenue. This does not need to be hours of your time but a quick look weekly at a few items will help you keep on top of your revenue. Two easy figures to look at are the average invoice per client and the revenue per doctor. Refer to the economic survey to see what average invoice and revenue should be for your specific type of business. There are many other factors to review but these two are the best indication of revenue.

Remember we are all in the same boat. Every veterinarian and RVT is in this profession for the right reasons. They provide top care to both their clients and patients, while having time for their family and enjoying life.

THE ABVMA HAS PROVIDED A

Member Wellness Program for its members for a number of years now. This program consists of two components:

1. Counselling services for members struggling with issues in their lives
2. Treatment and counselling for members suffering from addictions

In March 2018, the ABVMA embarked upon a relationship with Homewood Health (HH) to provide life-counselling services, with limited addiction counselling. Severe addiction treatment help is still available through the ABVMA.

The HH program appears to be a big success. Calls from members that contact the program through the convenient 1-800 telephone number are answered live and most appointments are booked at the point of first contact. Professionally trained counsellors are available 24/7/365 to answer the calls. Calls are screened, and the counsellor determines the most effective HH service to reach a resolution for the problem.

The previous ABVMA Member Wellness Program offered limited access to counselling sessions, with four per year, whereas the current program is a lot more flexible in the number of sessions. Delivery of the counselling sessions is a lot more flexible as well. Members have the option for face-to-face counselling as soon as 24 hours after the initial contact, or same- or next-day appointments for telephone or e-counselling.

In addition, substance abuse counselling is also available through HH specialized Substance Abuse Experts to assist members through provision of education, cognitive-behavioural change therapy and motivational counselling. The Homewood Health Centre has been providing in-patient and outpatient addiction treatment programs for more than a century. Referral treatment will also be offered if the condition is outside the parameters of HH.

In addition to the counselling services offered, HH provides a number of other services that have not previously been available to ABMVA members. A Crisis Management service is available to ABMVA members to provide assessment and emotional first aid to members after a critical incident. This could be anything from a

death occurring within the staff of a clinic, to the breakup of a partnership and sale of a practice.

HH also offers ABVMA members their Life Smart – Lifestyle and Specialty Coaching Services. These services are delivered by phone or online and often include a personalized package of information and useful tools, such as software programs that have been selected with the client's best interests in mind. There are three major components, with service options for each area:

LIFE BALANCE SOLUTIONS

- Childcare/Parenting Services
- New Parent Outreach
- Elder and Family Care
- Legal Advisory Services
- Relationship Solutions
- Financial Consultation

CAREER SMART COACHING SERVICES

- Career Development
- Pre-retirement Planning Services
- Shift-worker Support

HEALTH SMART COACHING SERVICES

- Nutritional Counselling
- Smoking Cessation Program
- Jumpstart Your Wellness

In addition to all of the above, there are a number of online services, resources and tools. These include an online health and wellness library, a health risk assessment tool, child and eldercare resource locators, e-Courses, social media health and wellness materials, and a Health-e Multimedia Centre with enhanced audio podcasts and videos.

The ABVMA member wellness program is robust, and offers all members services beyond psychological counselling. Check out the HH website at homeweb.ca.

Utilize these services if you need to — they do not cost you anything as an ABVMA member.



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

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

Nov. 14-15, 2018

Dr. Karen Allen

COUNCIL MET IN EDMONTON ON

Nov. 14-15, 2018, with the following highlights from our meeting:

- The focus on antimicrobial use communications will shift from oversight to stewardship in 2019.
- The ABVMA has been granted additional time to consult with members regarding the operationalization of Bill 31. The ABVMA will be looking at developing a Policy Development Document to have in place.
- Council did not support the ABVTA's proposal for a pregnancy detection CE event at this time. Council does support development of a draft policy "Delegation of Pregnancy Detection using ultrasound by RVTs." Council has also directed ABVMA staff to research predictive modelling of use of RVTs in large and mixed animal practice and identify deliverables at a future meeting.
- Resolution 19-I "Mandatory Reporting of Animal Abuse and Neglect" was presented at the Annual General Meeting (AGM) in February 2019.
- Resolution 19-II "Unnecessary Medical/Surgical Procedures" was amended by Council to exclude dewclaw removal and was presented at the AGM in February 2019.
- A version of revised PIPS Bylaw will go out to members for consultation.
- Council supports affiliation with the CVMA and an initial discussion on a number of models to achieve that goal have been discussed. Council supports veterinary technologist membership in the CVMA.
- The Edmonton Humane Society made a presentation on their new mobile surgical unit proposal to provide spays and neuters for the PALS program.
- Council, based on the recommendation of the Wildlife and Ecosystem Health Advisory Committee, approved a committee to begin working on a service category in PIPS for wildlife rehabilitation facilities and guidelines for VPEs providing care to wildlife.

Jan. 15-16, 2019

Dr. Kirsten Aarbo

COUNCIL MET AT WCVM ON JAN. 15

and 16 for a Council meeting and a joint meeting with the Saskatchewan Veterinary Medical Association (SVMA).

During the joint meeting with the SVMA, there was discussion regarding the recent Health Canada change in legislation on antimicrobial usage. Both provincial associations felt that extensive outreach to the profession, producers and the public has been successful thus far. Potential areas of concern were discussed and some areas where additional outreach may be needed identified.

Both the SVMA and the ABVMA have identified a need for more veterinarians. A survey of the practices in Saskatchewan identified a larger number of clinics than expected very concerned about their lack of ability to hire veterinarians. Factors such as mentorship, work life balance and rural vs urban lifestyles were identified. Methods to try to recruit veterinarians from accredited colleges outside of Canada were considered, along with recruitment of students more likely to pursue mixed animal practice or rural practice. This is a recurring and interesting topic at Council meetings.

The topic of telemedicine was talked about at length, with applications for isolated areas and other applications that are being explored online. Issues such as location of licensure of the practitioner and the location of the patient, development of client-patient relationship and documentation were explored.

Council supported a letter from the Wildlife and Ecosystem Health Advisory Committee discussing environmental concerns — such as sales of plastic balloons and trying to reduce use of plastics in CVMA materials — and will be sent to the CVMA. In addition, Council discussed

ways the ABVMA can become more environmentally friendly and reduce single use plastic materials. Trade fair participants for CanWest will be encouraged to reduce plastic materials in their marketing and try to select marketing materials that are less waste generating. Staff will endeavour to continue to try to select marketing items for the ABVMA that are environmentally friendly, such as reusable water bottles.

A presentation on hunting dogs on behalf of members of the Canadian Kennel Club was provided for Council members as part of preparation of Resolution 19-II. After a question period, Council members had a

vigorous discussion on the issue and review of numerous articles and policies from other areas of the world. ABVMA members were encouraged to review the proposed resolution in preparation for the AGM in February. Also discussed at the AGM, the Practice Inspection and Practice Standards Bylaw has been revised. Council asks that members review the bylaw and leave comments on the forum, which is accessible on the ABVMA website. There also was opportunity for questions and comments regarding this bylaw at the AGM.



Dr. Karen Allen, WCVM '95

Member of Council,
Edmonton Region

DR. KAREN ALLEN RECEIVED HER bachelor of science with a specialization in zoology from the University of Alberta and Bamfield Marine Station, and then went on to complete her DVM at WCVM, graduating in 1995.

Karen started practice on Vancouver Island in a mixed animal practice in Sooke where she became a practice owner until she and her husband moved back to Alberta in 1998. Karen was born and raised in Alberta and was happy to return to the prairies where she worked as an associate, was the veterinary manager for Edmonton Veterinary Emergency Clinic (EVEC), and locumed for a year until starting Mill Creek Animal Hospital in Edmonton in 1999. Mill Creek grew into a thriving, well-respected practice, and at the same time Karen's family grew to include two energetic young children.

Karen started the Edmonton Veterinary Rehabilitation Clinic with a partner during this period — the first veterinary rehab clinic in Alberta. Karen was also very involved with the ABVMA as an investigator for the complaints process from 2000 to 2006.

In 2006, Karen made the decision to partner with VetStrategy and went on to become the national medical director of the group until 2014.

In 2015, she opened Hastings Lake Animal Hospital on the farm to offer veterinary care to companion animals and farm pets in her community. Outside of veterinary medicine, Karen loves the farm, gardening and jumping horses, and has a terrible affliction called “being a surfer in rural Alberta”! She and her family chase waves wherever they can find them, preferably in warm water.



Dr. Kirsten Aarbo, WCVM '03

Member of Council,
Calgary Region

KIRSTEN IS AN ALBERTA NATIVE WHO grew up on an acreage with an abundance of animal friends, from cows and chickens to cats and dogs. Horses were her passion and she was an avid show jumper until she also fell in love with medicine after some injuries of her own. Kirsten graduated from U of C with a degree in Cellular, Molecular and Microbial Biology, and moved to Saskatoon to attend WCVM. She graduated with distinction in 2003, and then completed a Small Animal Medical and Surgical Internship at Washington State University College of Veterinary Medicine. Kirsten then moved to Grafton, Massachusetts, to spend a year working in Critical Care at the Tufts Cummings School of Veterinary Medicine, and then worked in private practice in Woodstock, Vermont.

Kirsten returned home to the Calgary area in 2007, and since then has been working at Shawnessy South Pet Hospital and the Okotoks Animal Care Centre. She also locums at many clinics around Calgary including Calgary North and the Care Centre.

Kirsten is passionate about being involved in the veterinary profession, and became active in the ABVMA when she returned to Canada. She served seven years on the Animal Welfare Committee, and was chair for two years. Kirsten is currently Council Representative on the PIPS committee, and finds Council activities challenging and rewarding.

Kirsten enjoys running and has completed numerous half marathons. She has a very supportive family and enjoys spending time with her husband and three sons.

Welcome New Council Members



Dr. Daren Mandrusiak

Member of Council,
Edmonton Region

DR. DAREN MANDRUSIAK WAS

born and raised in St. Paul, AB. He attended the University of Alberta in Edmonton prior to completing his schooling at the Western College of Veterinary Medicine in Saskatoon, SK. He currently practices at Park Veterinary Centre in Sherwood Park.

His professional interests include dentistry, surgery and exotic animal medicine (specifically avian, reptile and amphibian medicine).

Dr. Mandrusiak enjoys giving back to the community and volunteers as a race veterinarian in sled dog races across Canada and the United States. He also enjoys volunteering with wildlife rehabilitation in the Edmonton area.

One of his favourite parts of the job, aside from the feathers and the fur, is getting the chance to work as a team with owners to provide the highest level of care for his patients. He finds that communication and compassion are his most valuable tools in practice.

Outside of professional interests, Dr. Mandrusiak enjoys everything outdoors. He can often be found hiking, backpacking, kayaking, fishing, skiing or doing almost anything outside. When he is not busy working, volunteering or spending time in the outdoors, he is likely spending time with his wife, their dogs and his bearded dragon.



Kate Simon, RVT, VTS (ECC)

RVT Member of Council,
North District

KATE SIMON WAS BORN AND

raised in Edmonton, AB. She graduated from NAIT in 2001 and started her career in a small animal general practice. In 2003, her passion for emergency medicine enabled her to pursue a position at Animal Emergency Hospital South (AEHS), one of Edmonton's first 24-hour care facilities. In 2011, Kate and the AEHS team moved into their new facility, Guardian Veterinary Centre, where Kate played an integral role in developing a new Emergency Department and adapting to a new, much larger facility. Kate has a special interest in transfusion medicine and CPR and fulfilled her VTS requirements in Emergency and Critical Care in 2017. In

her continual pursuit of ongoing education, she obtained her RECOVER instructor certification in 2018 and is looking forward to developing CPR training modules for RVTs and the veterinary team throughout Alberta. Kate joined the ABVTA Board of Directors in 2017 as one of two ex-officio Alberta representatives to the RVTTC Board of Directors. Kate has a passion to elevate the status of RVTs and is a strong voice of the profession.

When she's not busy teaching and training, you can find her at home with her family attempting to complete a puzzle minus the pieces that her pets have consumed or moderating an online VTS Study group.



Dr. Gurmeet Singh Tuli

Member of Council,
Edmonton Region

DR. GURMEET SINGH TULI

graduated in 1983 with a DVM from Punjab Agricultural University, Ludhiana, Punjab, India. He served from 1983 to 2004 as a veterinarian in Punjab State Animal Husbandry Department. Dr. Tuli also served his country concurrently as a Company Commander in the Indian Territorial Army for eight years, retiring with the rank of Captain.

Dr. Tuli's love for working with animals and farming started at a young age. He is the son of a prosperous farming landlord

as well as a member of a well-established and recognized family of professionals. Dr. Tuli's ancestral town is Samana located in breadbasket of India, the state of Punjab.

In 2008, Dr. Tuli started his veterinary career in Edmonton, Canada, as the owner of Millview Pet Hospital. His focus is on companion animals where he strives to provide excellent services and develop long-term relationships with his clients and their pets.

Dr. Tuli is married to Dr. Professor Inderjeet Kaur Tuli, PhD in sociology. Dr. Inderjeet had a successful career in

Welcome New Council Members

DR. GURMEET SINGH TULI CONTINUED...

academics at Punjabi University Patiala, India. Gurmeet and Inderjeet are the proud parents of a son and a daughter who are both medical doctors with degrees from the Government Medical College Patiala, India. The tradition continues through Dr. Tuli's son-in-law who is an orthopedic sports surgeon. He is a proud grandfather of granddaughter Khidmat Kaur. Dr. Tuli enjoys a happy and successful family life. In his free time he loves reading, hiking, playing table tennis, badminton and chess.

Currently, Dr. Tuli is the president of the Edmonton Association of Small Animal veterinarians (EASAV) and has served as a treasurer and director on the Continuing Education Committee for this organization. Dr. Tuli maintains membership in the ABVMA, CVMA, SPCA and Humane Society of Edmonton as well as WDDC.

- **Chairman Advisory, Multivision Association Of Alberta (MAA), Edmonton, Canada**
- **Committee Chairman, Sher-E-Punjab Sports Council (SSC), Edmonton, Canada**
- **Life Member, Millwoods Cultural Society Of Retd. & Semi Retd., Regd. No. 2041**
- **Life Member, Millwoods Ex-Servicemen Association, Regd. No. 1035**

Dr. Tuli served as the President of the District Veterinary Officers Association (PSVOA) and was an active member of the State Veterinary Officers Association Executive in Punjab, India. During his tenure with these organizations, he participated in free animal welfare camps for the underprivileged. Dr. Tuli was also a State Level Awardee for social work pertaining to repairing and building new veterinary hospital buildings without government assistance.

Dr. Tuli has always been an advocate for the rights of his fellow veterinarians. He has worked hard to uplift the veterinary profession and achieve long-term relationships and the trust of his fellow professionals and their families.

In his 34 years of experience in the veterinary profession, it is these relationships and trust that he feels will be vital to assist with the welfare and prosperity of the profession and its greater community.

Dr. Tuli would like to continue to press for democratization of Council meetings as well as establish enhanced member services to veterinarians. He looks forward to the opportunity to contribute to future public support through the regulatory aspects of the ABVMA as well.

In summary, Dr. Tuli is keenly interested in contributing and serving the veterinary community through participation as a Council member of the ABVMA. This opportunity fits his areas of interest, leadership, governance and organization and he looks forward to serving.



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 Dr. Charlene Laprise, #2863
 Dr. Robyn Shipclark, #3394
 Dr. Sima Fayyaz, #1617
 Dr. Stephanie Hancock, #2993
 Dr. Dave Bjolin, #1439
 Dr. Brendan Cole, #3372

Transfer Active General to Non-Practicing

Dr. Bogdan Zygodlo, #1388
 Dr. Man-Sum Yau, #2680
 Dr. Jamie-Leigh Thompson, #3547
 Dr. Natasha Kutryk, #3357
 Dr. Jennifer Dixon, #3089
 Dr. Jerome Gagnon, #3519
 Dr. Laurina LeBoldus, #2556
 Dr. Pamela Barmantloo, #2544
 Dr. Taryn Waugh, #3517
 Dr. Eileen Ferneyhough, #3230
 Dr. William Frischke, #652
 Dr. Leah Beckstead, #3265
 Dr. Debora Zimmermann, #1194
 Dr. Joseph Butterweck, #248
 Dr. Jessica Sun, #3470
 Dr. Alyssa Coulombe, #3408
 Dr. Allan McWatt, #556
 Dr. Nora Birkett, #1054
 Dr. Frances Armstrong, #1037
 Dr. Nola Steininger, #1521
 Dr. Chavonne Bertamini, #3574
 Dr. David Chalack, #612

Transfer Active General to Time Limited

Dr. David Bell, #1273
 Dr. Anthea Smith, #2368
 Dr. Margaret Fisher, #1351
 Dr. Sara Hartfeil, #2739
 Dr. Jocelyn Stickney, #2216
 Dr. Fred Lewing, #1062
 Dr. Carrie Lubrick, #2929
 Dr. Alyssa Butters, #2346
 Dr. Tessa Baker, #2649
 Dr. Brandi-Lynn Suva, #3466
 Dr. Jan Stalwick, #3143
 Dr. Dennis Rach, #405
 Dr. Lindsay Rogers, #3366
 Dr. Barbara Guthrie, #751
 Dr. Karen Nyrop, #1848
 Dr. Jane Mahon, #1024
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 Dr. Brielle Rosa, #3598
 Dr. Jiselle Crittenden, #3274
 Dr. Cindy Hague, #2637
 Dr. Nancy Bruyere, #995
 Dr. Kelda Lawlor, #3036

Effective Date

Nov. 9, 2018
 Nov. 19, 2018
 Dec. 3, 2018
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 5, 2018
 Jan. 1, 2019

Effective Date

Jan. 1, 2019
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 Dec. 28, 2018
 Jan. 1, 2019

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 Dec. 12, 2018
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 Dec. 31, 2018
 Jan. 1, 2019
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 31, 2018
 Jan. 1, 2019
 Jan. 2, 2019
 Jan. 1, 2019

Transfer Time Limited to Non-Practicing

Dr. Kevin Schulz, #1749
 Dr. Thuy-Duong Pham, #3121
 Dr. Winifred Serfontein, #1544
 Dr. Judy McFarlen, #1509
 Dr. Eric Doig, #1651

Transfer Non-Practicing to Time Limited

Dr. Nadia Bunko, #2782
 Dr. Bruce Wine, #1335

Transfer Time Limited to Active General

Dr. Julie Woodward, #2742
 Dr. Kenna Halford, #2745
 Dr. Brooke Berard, #2840
 Dr. Jessica Ouellet, #2980
 Dr. Karen Lodge, #2741

Reinstated Active General

Dr. Debbie De Rantere, #2592

Reinstated Non-Practicing

Dr. Gurcharan Preet Gabba, #2384

Reinstated cancelled Limited Supervised to Active General

Dr. Garry Arvesu, #3333

Reinstated cancelled Temporary to Active General

Dr. Manuel Rodriguez, #3207

Transfer Limited Supervised to Temporary

Dr. Walid Awad, #3573

Cancel Active General

Dr. Amanda Emery, #2237
 Dr. Terra MacDonald, #3495
 Dr. Zaki Jafry, #3553
 Dr. Margaret Crichton, #1116
 Dr. Marc Cattet, #1780
 Dr. Maude Poirier, #3491
 Dr. Blaine Johnson, #3552
 Dr. Philip Hyndman, #3675
 Dr. Michelle Callfas, #3422
 Dr. Ashley Lamond, #3530
 Dr. Kristina Dudley, #3689
 Dr. Timothy Preston, #3653
 Dr. Laura Morman, #3413
 Dr. Lloyd Abbey, #695

Cancel Time Limited

Dr. Kellie McCallum, #2548
 Dr. Cathy Olsen, #1324
 Dr. Carol Shwetz, #1109
 Dr. Rhoda Stone, #1523
 Dr. Valerie MacDonald, #3481
 Dr. Colton McAleer, #3442

Cancel Non-Practicing

Dr. Kinga Gortel, #2181
 Dr. Emily Robinson, #2681
 Dr. Svilen Oprikov, #2229
 Dr. Patrick Whittaker, #2060
 Dr. Jantina McMurray, #3212
 Dr. Jessica Semper, #3514
 Dr. Sylvia Hurdle, #3013
 Dr. Jasmine Hardy, #3110

Effective Date

Dec. 31, 2018
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 31, 2018
 Jan. 1, 2019

Effective Date

Jan. 1, 2019
 Dec. 18, 2018

Effective Date

Jan. 1, 2019
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 3, 2018
 Jan. 1, 2019

Effective Date

Nov. 9, 2018

Effective Date

Jan. 1, 2019

Effective Date

Dec. 3, 2018

Effective Date

Jan. 1, 2019

Effective Date

Dec. 18, 2018

Effective Date

Dec. 31, 2018
 Dec. 31, 2018
 Dec. 3, 2018
 Dec. 31, 2018
 Jan. 1, 2019
 Dec. 9, 2018
 Jan. 1, 2019
 Oct. 2, 2018
 Dec. 27, 2018
 July 30, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Jan. 2, 2019
 Jan. 1, 2019

Effective Date

Dec. 31, 2018
 Jan. 1, 2019

Effective Date

Nov. 3, 2018
 Nov. 8, 2018
 Dec. 31, 2018
 Dec. 14, 2018
 Dec. 6, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Jan. 1, 2019

ABVMA Membership Matters

Dr. Corinne Chapman, #1650
 Dr. Tina Mencarelli, #1821
 Dr. Donal Ronaghan, #617
 Dr. Corinne P. Lafortune, #3548
 Dr. Cornelis de Jong, #596
Cancel Temporary
 Dr. Vishantha Patabendi, #3672

Veterinary Technologists

Transfer Active General to Non-Practicing

Shai-Anne Verville, #2372
 Janet Pincemin, #2189
 Jennelle Copeland, #2828
 Moriah Van Driesten, #3680
 Brooklynne Yamabe, #3368
 Nadine Reitzel, #2685
 Amanda Casey, #3404
 Amy Cooke, #1998
 Robyn Klein, #2920
 Samantha Larson, #2337
 Carisa Keates, #3679
 Tammy Hall, #1953
 Shelby Robbins, #3547
 Kelsey Watkinson, #3185
 Alison Varjassy, #3753
 Alexandra Galesloot, #3397
 Morgan Irwin, #3747
 Christine Skirrow, #2225
 Courtney Lichwa, #3032
 Erinn Sandul, #2955
 Tara Cydeyko, #1367
 Sheri Redston, #1404
 Fawn Yastremski, #3142
 Jacqueline Lindal, #2954
 Linda Phillips, #159
 Kaitlynn Ferris, #2982
 Stephanie Ewasiuk, #2448
 Caitlin Felgel, #3555
 Doris Bailey, #11
 Ashley Murray, #3047
 Lesley Chapman, #3254
 Chantelle Therrien, #3745
 Amber Meiklejohn, #2916
 Montana May, #2479
 Cheryl Evans, #347
 Annette Vikse, #3453
 Shannon Fletcher, #2716
 Miranda Winter, #3088
 Hannah Lawrance, #2827
 Sevanne Cameron, #1944
 Kari Scheers, #1558
 Catherine Meade, #2260
 Keli Pawlick, #2515
 Andrea Byrnes, #1494
 Tonmoy Talukder, #2951
 Nichole deChamplain, #2934
 Kyla Dahms, #2758

Dec. 31, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Dec. 31, 2018
Effective Date
 Nov. 3, 2018

Effective Date

Nov. 16, 2018
 Jan. 1, 2019
 Nov. 8, 2018
 Nov. 9, 2018
 Dec. 31, 2018
 Nov. 14, 2018
 Nov. 16, 2018
 Nov. 26, 2018
 Nov. 29, 2018
 Dec. 17, 2018
 Jan. 1, 2019
 Dec. 31, 2018
 Dec. 2, 2018
 Dec. 3, 2018
 Dec. 4, 2018
 Dec. 4, 2018
 Dec. 5, 2018
 Dec. 5, 2018
 Dec. 10, 2018
 Dec. 31, 2018
 Jan. 1, 2019
 Dec. 17, 2018
 Dec. 12, 2018
 Dec. 12, 2018
 Jan. 1, 2019
 Dec. 16, 2018
 Dec. 18, 2018
 Dec. 17, 2018
 Dec. 18, 2018
 Nov. 1, 2018
 Dec. 19, 2018
 Dec. 31, 2018
 Dec. 19, 2018
 Dec. 14, 2018
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 31, 2018
 Dec. 28, 2018
 Nov. 20, 2018
 Dec. 30, 2018
 Dec. 31, 2018
 Dec. 30, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Jan. 1, 2019
 Dec. 20, 2018
 Dec. 17, 2018

Transfer Non-Practicing to Active General

Nicole Hemmingway, #350
 Kennedy Nelson, #3225
 Erin O Rielly, #1894
 Samantha Bennett, #3290
 Elisa Christie, #2025
 Dezerae Jenkins, #1660
 Abigale Lokszyz, #3065
 Michelle Schmidt, #2561
 Kristy Johnson, #2076
 Tracy Dickey, #1373
 Jami Hudson, #3523
 Kimberlee Schreiner, #2635

Reinstate Active General

Kendra Hansen, #2366
 Leah Thorsteinson, #1187
 Brooke Fulmore, #3378

Cancel Non-Practicing

Quinn Lucas, #2310
 Paige Stern, #3275
 Alyssa Hearnden, #3410
 Katie Frost, #3328
 Jenna Leibel, #2958
 Breanna Howard, #3168
 Rita Ford, #404
 Kimberlee Webber, #2624
 Laura Marshall, #966
 Jacqueline Lindal, #2954
 Megan White, #3473

Cancel Provisional

Stephanie Jesudian, #2719
 Vanessa McLeod, #3736

Cancel Active General

Tara Serrette, #2385
 Nanette Spragins, #1507
 Marianne Lafontaine, #722
 Sharlene April, #3102
 Emily Heyns, #3609
 Sharon Doll, #1771
 Doreen Tam, #1702
 Mallory Kroeker, #3605
 Candice Lachner, #2598
 Kaylie Penner, #2941
 Amanda Unsworth, #3067
 Kirsten Pallesen, #3211
 Margaret Pitchko, #2502
 Katelyn David, #3104

Effective Date

Nov. 16, 2018
 Nov. 22, 2018
 Jan. 1, 2019
 Dec. 1, 2018
 Jan. 1, 2019
 Dec. 3, 2018
 Jan. 1, 2019
 Jan. 1, 2019
 Dec. 10, 2018
 Dec. 14, 2018
 Jan. 1, 2019
 Jan. 1, 2019

Effective Date

Nov. 9, 2018
 Jan. 1, 2019
 Jan. 1, 2019

Effective Date

Nov. 8, 2018
 Nov. 18, 2018
 Nov. 19, 2018
 Nov. 29, 2018
 Dec. 11, 2018
 Dec. 12, 2018
 Dec. 31, 2018
 Dec. 17, 2018
 Dec. 31, 2018
 Dec. 20, 2018
 Jan. 1, 2019

Effective Date

Oct. 13, 2018
 Oct. 5, 2018

Effective Date

Dec. 5, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Dec. 4, 2018
 Dec. 5, 2018
 Dec. 6, 2018
 Dec. 6, 2018
 Dec. 31, 2018
 Dec. 31, 2018
 Jan. 2, 2019
 Dec. 31, 2018
 Dec. 31, 2018
 Dec. 28, 2018
 Dec. 24, 2018

ABVMA Membership Matters

Permits

Permit to Practice Approval

2051014 Alberta Ltd.
(Dr. Adam Schierman #2898)
Parkdale Veterinary Clinic
(Dr. Maureen Hollinshead # 2045)
SDJ Veterinary Services Ltd.
(Dr. Shereen Heneen #3350)
BSM Veterinary Services
(Dr. Bassem Bastorous # 3185)
Ambrose Poultry Consulting Ltd.
(Dr. Neil Ambrose # 2087)
856767 Alberta Inc.
(Dr. Michael Jelinski # 1108)

Effective Date

Nov. 16, 2018
Dec. 7, 2018
Dec. 9, 2018
Dec. 12, 2018
Dec. 13, 2018
Dec. 29, 2018

Cancelled Permits

Yellowhead Veterinary Clinic Ltd.
(Dr. Richard Long #1239)
Northside Veterinary Clinic Ltd.
(Dr. Nicole Judge #3570)
Schouten Veterinary Services Inc.
(Dr. Dagmar Schouten #2287)
Heartland Equine Veterinary Care
(Dr. Carol Shwetz #1109)

Effective Date

Dec. 31, 2018
Oct. 5, 2018
Dec. 31, 2018
Dec. 31, 2018

Shoemaker Veterinary Services Inc.
(Dr. Ryan Shoemaker #2211)
640983 Alberta Ltd. (VetStrategy)
Southpointe Vet Services Ltd. (VetStrategy)
Animal Medical Centre North Inc. (VetStrategy)
Crossroads Animal Hospital Ltd. (VetStrategy)
Meger Veterinary Services Ltd.
(Associate Veterinary Clinics 1981 Ltd.)
Olds Veterinary Centre Ltd.
(Dr. Schmiemann #1416)
Pioneer Veterinary Services Inc.
(Dr. Schmiemann #1416)
Beaverhill Veterinary Services Ltd.
(Dr. Pavol Zalkovic #2444)
1491305 Alberta Ltd.
(Dr. Sameer Gupta #2397)
Equistar Enterprises Ltd.
(Dr. Deborah Harrison-Steele #1643)
Harris Veterinary Services Ltd.
(Dr. Dave Harris #1164)
Reinstatement of Permit
Davis-Rairden Embryo Transplants Ltd.
(Dr. Adam Schierman #2898)

Dec. 31, 2018
Effective Date
Nov. 26, 2018

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- Multiple payment methods (Visa®, Mastercard®, Pre-authorized withdrawals and online banking payment option)
- 2% prompt payment discount off statement
- Online ordering with up-to-date product pricing, quantities on hand, expiry dates, ETA on back ordered items, customizable retail price ticket feature, and Human & Veterinary Compendiums
- Integratable web link from our Professional Pet Products retail website
- Full line of instruments, kennels and cages, surgery tables and lights, veterinary and dental equipment
- Returns processed and credits issued within statement periods
- Prime Vendor Partner Program - ensuring competitive pricing for our members
- Custom member sales reporting, price ticket, shelf labels & barcode technologies
- Member Affinity Programs such as long distance, discounted courier rates, fuel discounts, waste disposal, office & janitorial supplies, blade sharpening & equipment repair, office equipment, educational programs, printing & promotional items & digital imaging, Staples Advantage, TD Merchant services, clinic insurance and financial lending programs
- 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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Meet the ABVMA Team

Meet the ABVMA team over the next several issues of the magazine to learn more about the roles and functions that take place in the office and who to contact when you need us.



Lisa Barry

Executive Assistant,
Regulatory and Discipline
lisa.barry@abvma.ca

THE EXECUTIVE ASSISTANT,

Regulatory and Discipline, provides support to the ABVMA Executive (Registrar, Deputy Registrar/Complaints Director, Assistant Registrar), ABVMA Council and the ABVMA legislated committees related to complaints and discipline (Practice Review Board, Complaints Review Committee, Hearing Tribunal, Hearing Director and Investigators and Committees of Council).

Lisa prepares documents for Council and the various committees involved in the complaints and discipline process. Additionally she schedules meetings, hearings, puts together agendas and packages and assists with other details such as travel, hotel and more.

The ABVMA has a standing agreement with Tails of Help (TOH) to provide some administrative support out of the ABVMA office. Lisa fulfills this role by approving applications and taking minutes and preparing correspondence and minutes for the TOH board.

Lisa started with the ABVMA in 2010 when she came on board to cover a one-year maternity leave in the Registration department. Lisa then moved into her current role in 2011.



Sandra Ward

Administrative Assistant
sandra.ward@abvma.ca

SANDRA WARD IS AN ADMINISTRATIVE

assistant that provides support in various areas related to member registrations and practice certification. Sandra is responsible for student applications and supports member registrations through various activities including: processing letters of good standing and responding to general licensure inquiries, and managing members' updates including employment updates and name change requests. Sandra facilitates the day-to-day operations for the Government of Alberta Radiation Protection Program. The ABVMA also administers this program under the Radiation Protection Act for veterinary facilities on behalf of Radiation Health, Occupational Health and Safety, Ministry of Labour. Sandra also supports the Practice Inspection and Practice Standards (PIPS) functions in the office and takes care of the Tattoo Master Combination List as well as the preparation of PIPS certificates following inspections and the yearly renewals.

Sandra has called Alberta home since 1984. She came west after graduating with a Bachelor of Arts with a specialty in criminology and sociology from the University of Toronto. Over the years, Sandra has worked

in the criminal justice system, insurance industry and managed an Edmonton-based equine veterinary practice for 12 years. She joined the ABVMA in 2014.

Sandra is passionate about horses and hockey (making herself known as a huge Oilers fan). No longer competing or showing Arabians, Sandra now enjoys the companionship of her two horses Dino and Chewy on her acreage east of Edmonton where she lives with her husband John. Sandra also spends time combining her love for art, using the technique of pointillism and hockey to give back to the community. Over the years, Sandra has created and donated several pieces of artwork of famous hockey players including Dwayne Roloson, Ales Hemskey and Gordie Howe. Each piece takes a minimum of 200 hours to complete, and has supported charities such as the Edmonton Oilers Community Foundation and the Scotiabank Pro Am for Alzheimers. She is currently working on a collage of Toronto Maple Leaf alumni.

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

Animal Health Protocols

HEALTH CANADA REGULATORY changes to strengthen the oversight of veterinary antimicrobials started in November 2017 and will extend through 2019 and beyond. As of Dec. 1, 2018, a prescription is required to obtain all medically important antimicrobials (MIAs), including those administered in feed and water.

In order to appropriately prescribe any drug, the requirements to be met by the registered veterinarian include:

1. Establish and meet the conditions of a valid veterinarian-client-patient relationship (VCPR) in regards to a specific animal, or group of animals
2. Make an evidence-based determination of medical need
3. Complete appropriate documentation in the medical record
4. Provide oversight of use and be available for follow-up

A veterinarian's professional interaction with a client is conventionally considered to involve collection of relevant history, physical examination of an animal or group of animals, diagnosis of disease and prescribing of treatment. However, as we know, veterinarians do much more than simply diagnose disease and prescribe treatment. Veterinarians, in addition to consulting on disease prevention and control, also address issues such as biosecurity, nutrition, vaccination protocols, housing, genetic selection, parasite and pest control programs, reproduction, neonatal management, weaning management and other essential activities.

The desired result of these discussions will be the development of health management

strategies to identify and deal with expected or anticipated (predictable) animal health events specific to that animal or group of animals. These events may include commonly encountered or recurring diseases at the animal(s) location or within the resident animals. Once identified, a protocol for instituting disease treatment or disease prevention measures such as vaccination or parasite control programs can be developed.

ANIMAL HEALTH PROTOCOLS

An animal health protocol is a specific, detailed series of steps to be undertaken by the animal owner or caretaker as a result of a specific indication. In the case of an anticipated disease occurrence, the protocol may detail preventative measures such as vaccination, altered management practices or enhanced biosecurity actions to be taken. In the case of an actual disease occurrence, the animal health protocol describes the disease condition, including the signs of the disease, and details the steps to be undertaken for further investigation and/or treatments to be administered. If the animal health protocol reasonably includes a step that requires the administration of an antimicrobial, a legitimate prescription must be issued for each prescription drug. These prescriptions may be written before the actual disease occurrence, according to the animal health protocol and in anticipated need for those specific animals. The prescription must be documented in the medical record.

The previously developed and documented (client-specific) animal health protocol, when followed by the animal owner, is used to verify the medical need for a prescription drug. The specific protocol,

when followed, will serve as the necessary documentation of the established medical need for the prescribed drugs in the medical record. But remember: an animal health protocol is not a prescription and does not authorize dispensing of pharmaceuticals. The prescription lies within the medical record, or is written as a separate document.

ANTICIPATION OF NEED

There is confusion with regards to prescribing for "anticipated need." A veterinarian that prescribes and dispenses a pharmaceutical for use by the producer in the event the producer or animal owner identifies a need in the future which is not specified by the veterinarian through an established animal health protocol does not provide the necessary oversight on the use. This practice is not in compliance with the *Council Guidelines Regarding the Prescribing, Dispensing, Compounding and Selling Pharmaceuticals*.

The undesirable situation where an animal owner or producer is determining the course of treatment differs substantially from the practice where the veterinarian establishes animal health protocols that anticipates a need based on the relationship with the animal owner, knowledge of the animals and understanding of previous history. An animal health protocol provides a client-specific, detailed, comprehensive approach to preventing or addressing an expected animal health event and is a valuable tool to achieve veterinary oversight of antimicrobial use.

The ABVMA *Prescribing and Dispensing Handbook – 2nd Edition* is now available. Additional copies may be requested by calling the ABVMA office at 780-489-5007 or 1-800-404-2862.



Alberta Agriculture and Forestry – Apiculture Program

By Samantha Muirhead, Acting Provincial Apiculturist, Alberta Agriculture and Forestry

DID YOU KNOW THAT ALBERTA has the largest beekeeping industry in Canada, with over 40% (315,000) of Canada's honey bee colonies? Alberta's colonies are used mainly for honey production, with an average hive producing from 200 to 350 pounds of honey. However, roughly 30,000 of our colonies also play a critical role in pollinating Alberta's crops.

As interest in bee health has increased globally, so too has the number of beekeepers. Alberta has seen an increase in the number of active beekeepers by over 220% over the last five years. This has changed the face of beekeeping in Alberta and created new challenges. It is the role of the apiculture program at Alberta Agriculture and Forestry (AAF) to ensure Alberta continues to have a strong industry with healthy honey bees, strong colonies for pollination and a safe and quality honey product.

In order to maintain this standard, the AAF apiculture program focuses on research, extension, inspection and regulation. Our research examines new pest control products and methods for the treatment of bee diseases and pests, colony management and nutrition to optimize

colony build-up, honey bee breeding and selection, and crop pollination with a focus on canola to support Alberta's hybrid canola seed industry. All this work enables us to develop made-for-Alberta management strategies that beekeepers can apply directly to their operations.

Our extension effort focuses primarily on production and dissemination of disease and pest management information through workshops, recommendation packages and or periodicals. We have created a Bee Health app to enable beekeepers to diagnose, treat and report diseases and pests in their operation. The *Bee Act and Regulations* is legislation which allows the apiculture program to respond quickly to threats that could affect bee health and in turn our beekeeping industry.

The core apiculture program team includes two research scientists, the Provincial Apiculturist and four apiculture technicians at two sites: Lethbridge and Edmonton. In addition, we hire a number of seasonal apiculture inspectors to assist us in conducting inspections each summer. Together our core team has over 95 combined years of knowledge and experience working on and researching honey bees!

We are available to assist veterinarians in this period of transition to veterinary oversight of apicultural antimicrobials, and are looking forward to the opportunity to assist vets in any way they require.

CALL TO ACTION:

If you are interested in working with beekeepers to create a veterinarian-client-patient relationship, please email the apiculture team at bee@gov.ab.ca and we will compile a list which will be shared with the Alberta Beekeepers Commission and the Alberta Veterinary Medical Association. This list will be used as a reference for beekeepers in your area, so that we can direct them to your practice. We will also mail you an information package that will include recommendations for treatments in Alberta and a *Honey Bee Diseases and Pest* booklet developed by the Canadian Association of Professional Apiculturists. Any veterinarians who wish to accompany an inspector on a colony inspection visit are also welcome.



If you are interested in downloading the Bee Health app, it is available through iTunes App Store and Google Play.



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.

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. Karen Allen, Animal Welfare Committee
Ms. Kate Cooper, RVT; Animal Welfare committee
Dr. Mike Petrik, Animal Welfare Committee
Dr. Henry Ceelen; 2019 Chair, National Issues Committee
Dr. Nicole Jewett, National Issues Committee
Dr. Ian Sandler, National Issues Committee
Dr. Louis Kwantes; Communications Advisory Group
Dr. Erin MacDonald; PE Representative, Council

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

Online Guidelines for Veterinary Antimicrobial Use Created by Canadian Veterinarians for Canadian Veterinarians

"The *CVMA Guidelines for Veterinary Antimicrobial Use* provides Canadian veterinarians with world-class advice on decision support for selecting which cases require antimicrobial treatment and what that recommended treatment might be," says Dr. Murray Gillies, dairy expert for the new online platform. "Hard-working Canadian veterinarians acting as subject-matter experts collected both national and international studies on antibiotic use as it pertained to their species group and authored these guidelines to help guide and direct Canadian

veterinarians in their efforts towards prudent use and client education."

All licensed veterinarians in Canada will be granted full access to all content on the platform until **April 1, 2019**, after which only active CVMA members will have full access. Visit: canadianveterinarians.net/AMU-UAM

Funding: Agriculture and Agri-Food Canada's AgriAssurance Program, and the Canadian Food Inspection Agency.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE.

CVMA Raises Concerns of Mitigation of Risks to Animal and Public Health from Dog Importation into Canada

CVMA's letter to the Public Health Agency of Canada's Chief Public Health Officer raised concerns about the **potential disease threat to animals and the public** from the largely unregulated importation of dogs into Canada. The letter requested leadership and support in addressing this issue. In many cases, the countries of origin do not have the high standards Canada enjoys in areas of public health, and animal health and welfare. Also, diseases of animals and zoonotic diseases may be endemic in such countries, but absent from Canada. Read the [letter](#) under the Policy & Advocacy tab, National Issues Resources 2019 CVMA Summit and National Issues Forum

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

Collaborative Program Re-engages Inactive Clients

CVMA announces another program that focuses on re-engaging inactive clients. The **program's unique empathetic messaging** consists of three compelling points: recognizing that pet owners are busy but want to provide the best care for their pets, expressing sincere concern from the practice for their pets' health and conveying that an annual exam is as important as food and love. Visit partnersforhealthypets.org/inactive_client_program.aspx for more information.

Online Data Collection Tool Facilitates Sales Reporting

Health Canada's Veterinary Drugs Directorate launched a **user-friendly online data collection tool** to facilitate veterinary antimicrobial sales reporting. This supports the regulatory requirement to report annual sales of medically important antimicrobials for veterinary use. The online tool, Veterinary Antimicrobial Sales Reporting (VASR) System, is available for use by relevant stakeholders to report 2018 sales by the deadline of **March 31, 2019**. See canadianveterinarians.net for more information.

New Canadian Integrated Program for Antimicrobial Resistance Surveillance Publication

The Public Health Agency of Canada released the **2016 Canadian Integrated Program for Antimicrobial Resistance Surveillance Annual Report** and an infographic about antimicrobial use and resistance. Visit the News & Events [section](#) of our website for more information.

Get your Free Monthly Global Digital Edition of Clinician's Brief

You're entitled to a **free monthly Global Digital Edition of Clinician's Brief** or a **discounted print edition** as part of your CVMA member benefits. You can also receive

a **30 per cent online subscription discount to Plumb's Veterinary Drugs™**. Call 1-800-567-2862 or (admin@cvma-acmv.org) to obtain your discount code.

CVMA and HRdownloads™ Partnership Offers Discounted Management Resources

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 our [Member Benefits and Services](#) section for your free human resources document bundle and learn more about HRdownloads.



PIPS Tip

PRE-EXPOSURE VACCINATION FOR RABIES FALLS under provincial Occupational Health and Safety legislation. (PIPS universal standard 2: Business Standards and Work Place Safety)

This is a cautionary tale from an Alberta veterinary practice and we thank them for sharing. It highlights the importance of having pre-exposure prophylaxis as well as the importance of regular titre checks.

An ABVMA member has had rabies antibody titres checked every two years as recommended. She was immunized in 2006 and her titre has been just above the acceptable range of 0.5 – 1.0 IU/ml. This year her titre rose to > 7 IU/ml. The explanation given by Alberta Health Services for the dramatic increase in titre is that she was exposed to rabies in the last two years. The source of the exposure is unknown. The consequences of having exposure

to the virus without having protective antibody titre could have been devastating.

Alberta Health provides publically funded rabies vaccine for Albertans at occupational risk for infection with the rabies virus. Most veterinary and veterinary technology students have pre-exposure immunization as a student. Determination of immunity is recommended every two years for individuals at continuing risk of rabies exposure.

For more information:

PIPS User Guide, page 2 (Member Portal > Practice Resources > PIPS > Quality Assurance Self-Verification)

Alberta Rabies Prevention and Control Manual, page 19 (Member Portal > Practice Resources > Rabies Exposure)



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Strategy & Leverage

Cost vs. Value: ABVMA Market Research

ABVMA Research Summary – Article 2 of 7



REGARDLESS OF PRODUCT OR service, locating an intersection between service and perceived value is paramount. Value, generally speaking, represents a confluence of organizational reputation, staff interaction with clients, the benefits of the product or service and an evaluation of comparable products and services offered by competitors.

Veterinarians know great service relies on achieving balance between cost and value, solving problems, exceeding expectations and delivering results that inspire gratitude in clients. To put it another way, value is in essence arising from the benefit of a service weighed against the cost of acquiring it.

A recurring anecdote heard in the profession is that many clients feel the cost of veterinary medicine is too high. While anecdotes often beg deeper insight, they don't constitute data. Cost and value of veterinary services were highlighted in Alberta following a survey completed by Service Alberta around consumer perceptions of the cost of veterinary care.

The limited results of this survey resulted in the Government of Alberta passing Bill 31: *A Better Deal for Consumers and Businesses Act* in late 2017. The bill mandated, among other things, changes to the *Veterinary Profession Act* specific to consumer protections already enforced through the bylaws of our self-regulated profession.

So the question remains, does a majority of the public and other stakeholders truly feel the cost and value of veterinary services are misaligned? If so, how can the profession improve?

Prior to the introduction of Bill 31, the ABVMA retained the services of Banister Research, to survey four key stakeholder groups: companion animal pet owners, commercial livestock producers, animal rescue operations and animal welfare organizations. Each of these were defined in part one of this series, *Understanding our Profession* (published Jan/Feb 2019).

This issue considers perceptions of cost vs. value for two specific stakeholder groups surveyed: pet owners and commercial livestock producers.

PET OWNERS AND COMMERCIAL LIVESTOCK PRODUCERS

The majority of veterinarians in Alberta work in small animal practices, making feedback from the companion animal pet owner segment particularly insightful. Insights from commercial livestock producers are equally important, given the scale of their operations and their substantial contribution to Alberta's economy and food supply. Their success is directly tied to herd health — a factor underscoring the integral role Alberta's large animal veterinarians fulfill in ensuring the food safety and economic health of this important sector.

Data from both the pet owner and livestock producer segments were collected through telephone interviews.

Overwhelmingly, both pet owners and livestock producers perceive substantial value in the services delivered by veterinary professionals, which, as noted in the introduction, is substantially linked to the costs of these services.

In the case of pet owners, the areas of strength and success underlying this relationship are compassion for animal

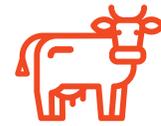
Cost vs. Value: ABVMA Market Research

patients, the level of skill and knowledge, the customer service experience, facility cleanliness, the overall standard of care provided by the practice and the ability to thoroughly explain medications, treatments and procedures, as well as any potential risks. Only one variable ranked as a secondary area of strength and success: location. With all of this data in mind, it's noteworthy that 35% of respondents have been going to the same practice for more than 15 years, while 91% have been loyal to a practice for >3 years. For those respondents who aren't loyal to a particular practice, 41% cited the infrequent need for veterinary services, with only 10% citing cost as a reason. Fourteen per cent didn't know or preferred not to state why they weren't loyal to a particular practice.



Pet owner interviews

- 38 questions
- 15 minutes on average
- 8,249 total calls attempted
- 320 completed calls, yielding a 19% response rate
- margin of error for this segment is $\pm 5.5\%$, with a 95% confidence level



Livestock interviews

- (Based on Alberta's 2016 municipal census data, identifying 44,705 farms in the province)
- 20 questions
 - 15 minutes on average
 - 420 calls attempted (smaller sample size than companion animals)
 - 80 completed calls
 - higher margin of error ($\pm 10.9\%$), with a 95% confidence level

DEMOGRAPHICS OF RESPONDENTS (AGE, GENDER AND INCOME, ETC.)

AGE



Mean Age
48.1
Years

Age	Per cent of Respondents
18 to 39	42
40 to 64	43
65 years and older	16

GENDER



Male
41%



Female
59%

What specific type(s) of pets or companion animals do you own?

Per cent (n=320) of respondents*



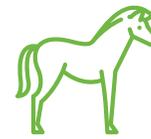
Dog

81%



Cat

54%



Horse

5%



Bird

4%



Rabbit

2%



Fish

2%



Small Animal

1%

eg. guinea pig, hamster, hedgehog, mouse, gerbil, etc.



Reptile

1%

eg. iguana, chameleon, gecko, etc.



Amphibian

<1%

eg. salamander, newt, frog, toad, etc.



Cow

<1%



Goat

<1%

*Multiple responses

Those who own a dog (n=253) owned an average of 1 to 2 dogs.

Cost vs. Value: ABVMA Market Research

Secondary areas of improvement identified by pet owners included convenient hours and the strength of personal relationships with veterinary professionals. The lowest areas of importance identified by pet owners were the availability of emergency after-hours services, community engagement and offering the lowest prices. By contrast, the area this segment cited as the highest priority for improvement was services that are fairly priced, not necessarily the lowest. In other words, they seek value.

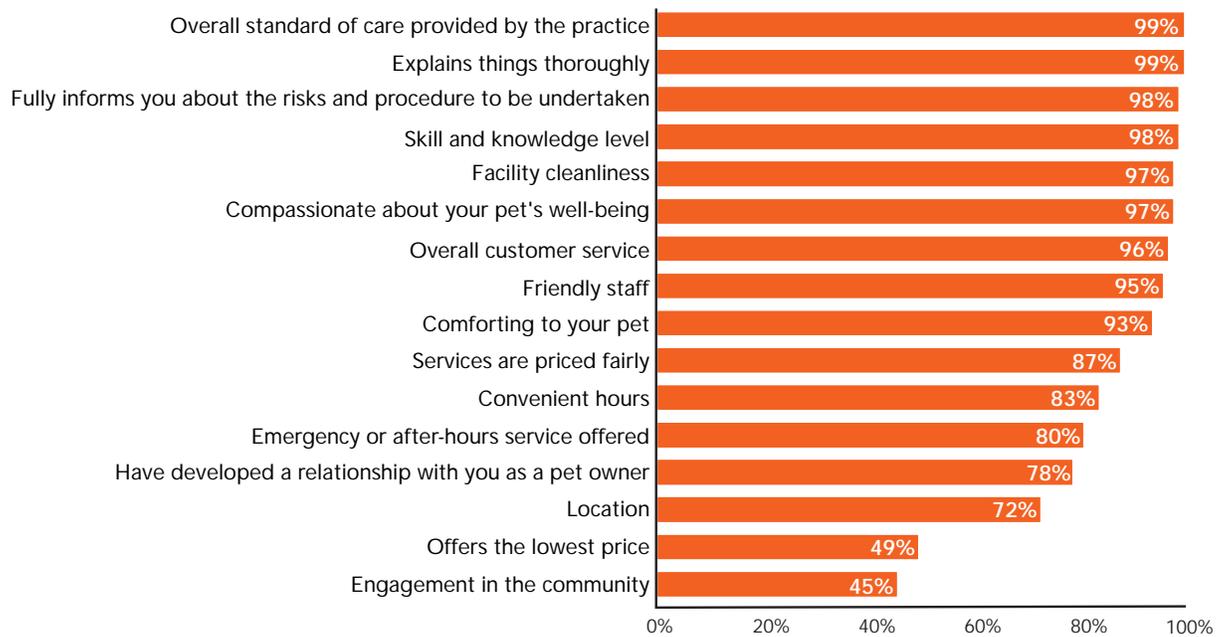
This last point is particularly important. Pet owners, who, according to the data collected, have a mean spend of \$3,936 per year on veterinary services, are primarily concerned with value — anchored in skill, knowledge, veterinarian-client-patient relationships, communication and more — instead of merely acquiring the lowest possible price. What's more, 87% of respondents felt their veterinarian fully informed them of all care options and associated fees prior to treatment, and 96%

understood all of the charges on their bill.

The results from livestock owners follow a similar pattern. In veterinarians and veterinary technologists, livestock owners value an interest in their animals' welfare, high levels of skill and knowledge, overall standards of care, knowledge of their industry, fully informing about procedures and risk prior to treatment and more. When asked about areas for improvement, respondents cited the need for more emergency and after-hours services.

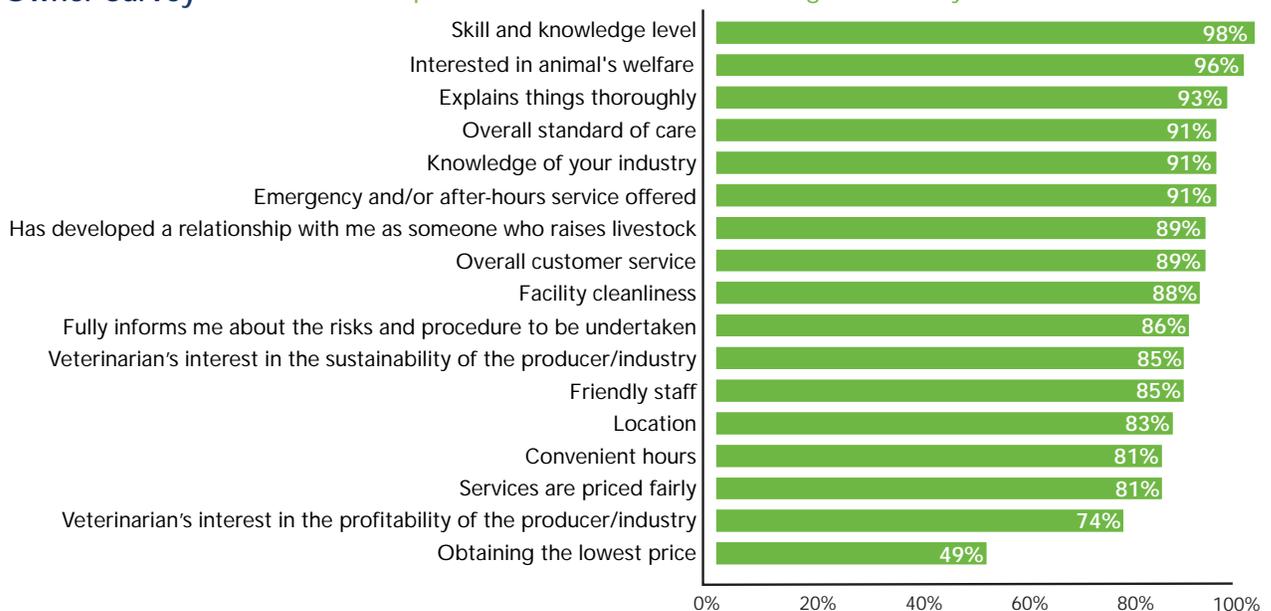
Pet Owner Survey

Importance of Factors when Choosing a Veterinary Practice*:



Livestock Owner Survey

Importance of Factors when Choosing a Veterinary Practice*:



*Per cent of respondents who rated each factor as important (ratings of 4 or 5 out of 5)

Cost vs. Value: ABVMA Market Research

For livestock producers, the area of improvement that ranked lowest in importance when choosing a veterinary practice was obtaining the lowest price.

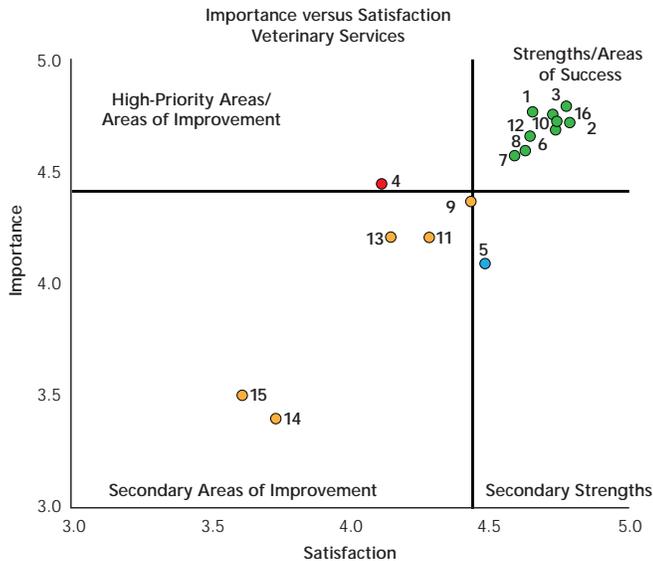
This is a detail of note given the relationship between livestock producers and veterinarians. Among livestock producers, 5% of respondents

reported spending over \$10,000 on veterinary services annually, while 15% reported spending between \$2,000 and \$2,999 annually. The mean annual spend on veterinary services among this segment was \$6,638.

The ABVMA is encouraged by these results, as we reflect and affirm our ongoing

commitment to providing clear and distinct value in veterinary services, derived from the professionalism and expertise of veterinary professionals and the self-governing regulatory oversight provided in the interests of the public and animal welfare.

Pet Owner



Note: Axes set at 4.44 mean satisfaction rating and 4.41 mean importance rating
Scale: 1="not important/dissatisfied"; 5="very important/satisfied"

1. Compassionate about your pet's well-being
2. Skill and knowledge level
3. Explains things thoroughly
4. Services are priced fairly
5. Location
6. Comforting to your pet
7. Friendly staff
8. Overall customer service
9. Convenient hours
10. Facility cleanliness
11. Has developed a relationship with you as a pet owner
12. Fully informs you about the risks and procedure to be undertaken before treatment
13. Emergency or after-hours service offered
14. Engagement in the community
15. Offers the lowest price
16. Overall standard of care provided by the practice

Livestock Owner



Note: Axes set at 4.38 mean satisfaction rating and 4.42 mean importance rating
Scale: 1="not important/dissatisfied"; 5="very important/satisfied"

1. Interested in animal's welfare
2. Skill and knowledge level
3. Explains things thoroughly
4. Services are priced fairly
5. Location
6. Friendly staff
7. Overall customer service
8. Convenient hours
9. Facility cleanliness
10. Has developed a relationship with me as someone who raises livestock
11. Fully informs me about the risks and procedure to be undertaken before treatment
12. Emergency or after-hours service offered
13. Knowledge of your industry
14. Veterinarian's interest in profitability of the producer/industry
15. Veterinarian's interest in the sustainability of the producer/industry
16. Obtaining the lowest price
17. Overall standard of care

CONCLUSION

This ought to be a summary of the findings and an explanation of how veterinary services are priced. It is important that value is considered within the context of protecting animal welfare. For instance, bargain veterinary services would have to cut corners in order to be profitable, and the loser in this scenario are the animal patients receiving care.

Next issue, the second part of cost vs. value will examine the two other important stakeholder segments: animal welfare organizations and animal rescues.

KEEPING YOU CURRENT

ASSOCIATION ACTIVITIES

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

January 2019

- **Jan. 3:** Assistant Registrar attended AHT/VMA NAIT Curriculum Review in Edmonton
- **Jan. 11:**
 - Assistant Registrar attended HRD subcommittee meeting at NAIT in Edmonton
 - Registrar participated in Alberta Agriculture and Forestry (AAF) call updating on Porcine Epidemic Diarrhea (PED)
- **Jan. 14:**
 - Communications Manager attended Classroom Agriculture Program meeting in Calgary
 - Registrar, Deputy Registrar and Assistant Registrar participated in teleconference with UCVM
- **Jan. 15-16:** Registrar, Deputy Registrar and Assistant Registrar attended ABVMA Council Meeting, joint meeting with SVMA Council and dinner with ABVMA student members in Saskatoon
- **Jan. 17:** Registrar participated in AAF call updating on PED
- **Jan. 18:** Registrar participated in the ABVTA Board meeting
- **Jan. 21:** Deputy Registrar participated in CCVR/NAPRA Working Group teleconference
- **Jan. 23-24:** Deputy Registrar attended Western Canadian One Health Antimicrobial Stewardship Conference in Regina
- **Jan. 24:**
 - Registrar participated in AAF call updating on PED
 - Registrar and Deputy Registrar participated in CCVR teleconference on antimicrobial stewardship
- **Jan. 25:**
 - Registrar participated in teleconference with CVO regarding criminal record screening
 - Deputy Registrar attended meeting in Edmonton with AAF and Provincial Apiculturists to discuss veterinarians providing services to bee keepers and American Foul Brood disease.
- **Jan. 28:**
 - Registrar, Deputy Registrar and President attended meeting with Assistant Deputy Minister of Labour in Edmonton
 - Registrar, Deputy Registrar, Assistant Registrar and Communications Manager met with the Alberta College of Pharmacists in Edmonton
- **Jan. 29:**
 - Registrar attended Alberta Farm Animal Care Association Board Meeting in Lacombe
 - Deputy Registrar participated in Federal-Provincial-Territorial (F/P/T) Call on Increased Veterinary Oversight for Medically Important Antimicrobials

Jan. 31:

- Registrar and Deputy Registrar attended University of Calgary meeting in Calgary
- Assistant Registrar participated in CVTEA teleconference
- Assistant Registrar attended orientation meeting with new ABVMA Council Members

February 2019

- **Feb. 4:** Deputy Registrar participated in meeting of the Canadian Animal Health Products Regulatory Advisory Committee (CAHPRAC) sub-committee on AMR Communication
- **Feb. 5:** Registrar participated in organizational meeting for Financial Committee
- **Feb. 6:** Deputy Registrar and Assistant Registrar participated in teleconference with members regarding prescribing and dispensing for auction mart animals
- **Feb. 7:** Assistant Registrar attended Alberta Federation of Regulated Health Professions Continuing Competence workshop in Edmonton
- **Feb. 8:** Deputy Registrar participated in F/P/T Antimicrobial Stewardship Task Group teleconference
- **Feb. 11:** Assistant Registrar participated in teleconference with CVMA and the Canadian Council on Animal Care
- **Feb. 12:**
 - Registrar presented to GPRC students in Fairview
 - Deputy Registrar participated in follow-up teleconference on the Canadian Animal Health Products Regulatory Advisory Committee (CAHPRAC) sub-committee on AMR Communication
- **Feb. 13:** Assistant Registrar participated in American Association of Veterinary State Boards webinar
- **Feb. 15:** Deputy Registrar participated in F/P/T Antimicrobial Stewardship Task Group teleconference
- **Feb. 19:** Deputy Registrar participated in Tails of Help Board Meeting teleconference
- **Feb. 21:** Registrar, Deputy Registrar and Assistant Registrar attended ABVMA Council Meeting in Calgary
- **Feb. 22-24:** Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended ABVMA Leadership Weekend and Annual General Meeting in Calgary
- **Feb. 25:** Deputy Registrar presented to UCVM students second-year Public Health class in Calgary
- **Feb. 28:**
 - Deputy Registrar presented to Olds College Board of Governors in Olds
 - Registrar and Deputy Registrar participated in CCVR teleconference

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

Public Recognition Corner



Left to right: Dr. Wayne Sereda (nominator), Dr. Steve Radostits (recipient), Dr. Robert Tremblay (Boehringer Ingelheim)

2019 Boehringer Ingelheim/ Western Canadian Association of Bovine Practitioners (WCABP) Veterinarian of the Year Award

THIS YEAR'S RECIPIENT OF THE BOEHRINGER

Ingelheim WCABP Veterinarian of the Year award is Dr. Steve Radostits from Leduc, AB.

Dr. Radostits graduated from WCVU in 1988 and has spent his entire career practicing at the Farm Animal Hospital in Leduc, AB. Steve has always been a very progressive and dedicated veterinarian as well as a dedicated and devoted husband and father. He and his wife Robin have raised four sons.

Steve inherited a number of qualities from his father, Dr. Otto M. Radostits: his positive attitude, his skill as a diagnostician, his talent as a mentor and teacher, his desire to learn and his drive to resolve every problem or question put to him. He also inherited certain qualities from his mother, such as his quiet and thoughtful demeanour, his communication skills and his gift for dispute resolution.

Steve has also made time for family, community and his church. Professionally, Steve has been involved in many areas of veterinary medicine such as: WCABP, AABP, Herd Health program at the U of A dairy barn, guest lecturer at the U of A Faculty of Agriculture, active in the local 4-H as a guest speaker and a sponsor, advisory committee for the Western Canadian Dairy Seminar and has participated in several steering committees at the request of pharmaceutical companies.

Dr. Radostits is an outstanding example of a veterinarian that has made a difference to the cattle industry in western Canada and is a very deserving recipient of the WCABP Veterinarian of the Year award.

Congratulations Steve on being named the 2019 Boehringer Ingelheim/WCABP Veterinarian of the Year!



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.



In Memoriam



Dr. Heather Maria Braconnier

1955-2018

HEATHER WAS BORN JAN. 19, 1955, IN BARRHEAD, AB, AND PASSED AWAY in December 2018.

Heather is survived by her husband Henry Braconnier, her three daughters; Colleen Cook, Robin Braconnier, Amy Braconnier, as well as her older sister Ruth Martin Williams.

Heather was actively involved in 4-H and animal husbandry from an early age. She spent most of her time in the outdoors; riding, training and tending to horses as well as other livestock.

Heather graduated from Parkland Composite High School in 1973. She moved to Augustana Lutheran College to pursue Pre-Veterinary Medicine for two years. She was accepted to the Western College of Veterinary Medicine and graduated with her DVM in 1980. Upon graduation, Heather worked at veterinary practices located in Edmonton, Drayton Valley and Acme.

She met her future husband Henry in 1981 during a vet call to the Braconnier farm. They were married shortly thereafter in Edson, AB (1982). Henry and Heather welcomed their first child Colleen in 1983, their second Robin in 1984 and their third daughter Amy in 1986. During this time, Heather also started her own veterinary practice (Kneehill Veterinary Clinic). Eventually, she settled her mobile practice to a permanent clinic at the family farm where they lived, worked and raised their three daughters. Heather was recognized by her peers for her professional accomplishments, specifically her techniques used to mitigate toxicology effects. Heather balanced her professional practice as well as an active family life, until her illness stole her ability to do so.



Dr. John (Larry) Delver

1938-2018

IT IS WITH DEEP SORROW THAT THE FAMILY OF LARRY DELVER ANNOUNCES his death at the age of 80 years. He was born July 9, 1938, and passed away Nov. 24, 2018.

Larry was born and raised in Saskatoon, completed his veterinary degree at the University of Guelph, ON, and began his career in mixed animal practice in Saskatchewan. He was never afraid of the challenge of something new and enjoyed an exciting career as a veterinarian, insurance adjuster, and ranch manager, both in Canada and abroad. In later years his interest in cattle breeding lead to developing a pedigree herd of his own, and advising and regulating artificial insemination, embryo transfer, and health aspects of animal import and export. Larry has been a staunch supporter of the livestock industry, always keeping the interests of producers at heart while protecting animal health and welfare. His honesty, friendly style, flexible thinking and sense of fairness will be sorely missed in the agricultural and regulatory world.

Larry is mourned by his loving wife Hilary; his son Curtis (Marney); grandchildren Justin and Cassie; and siblings Jenny (David) Christensen, Peter (Debra) Delver, Linda Delver, and Ron (Arla) Delver. He was predeceased by his father Peter and mother Mary (nee Waldner).

In Memoriam



Dr. Myroslav Hladyshevsky

1921-2018

MYROSLAV WAS BORN ON MAY 22, 1921, IN LYPIVKA (IVANO-FRANKIVSK), Ukraine, and passed away on Dec. 15, 2018, while surrounded by his loving family at home. Predeceased by his loving wife (Lydia), and dearly missed by his devoted children Irene, Andrew (Daria), Lydia (Mykhailo), and Christine (Don), his eight grandchildren, Gregory, Luke, Andriy, Ashley, Roman, Alexa, Olesia, and Zenon, and his great-granddaughter Caydence. In Ukraine, Myroslav was predeceased by his parents Ivan and Cornelia, his sister Nadia, niece Luba, and in Canada his brother Lubomyr (Helen), his sister-in-law Irene (Myroslav) Warenycia and parents-in-law Very Reverend Basil and Olena Chohey. He is survived by his nieces and nephews in both countries.

In 1940, he began studies at Lviv Veterinary Medical College and continued these studies during WWII. In 1945, he graduated with his Doctor of Veterinary Medicine. He decided to immigrate to Canada, and in 1949 Myroslav married Lydia Chohey in Grindrod, BC. He moved to Calgary to find work connected with his profession. He worked at numerous packing plant facilities and was the Chief Veterinarian. He was a founding member of the Alberta Veterinary Medical Association, and Dr. Myroslav spent 37 years in the Federal Health of Animals Branch. In 1986, he received the Public Service Long Service Award from Prime Minister Brian Mulroney, and the ABVMA bestowed on him a Life Membership. Besides his professional work, he was very active in his community and church.

**Alberta SPCA
After Hours Contact Info**

**1-800-455-9003
Press 7 to be connected
to a Peace Officer**



Menu item #7 is not listed in the menu directory

It is intended for veterinarians who need immediate approval to alleviate the stress of a stray animal

**During regular business hours, call 1-800-455-9003
and press menu option #1**

Classroom Agriculture Program **Volunteers Needed**

Volunteers teach Alberta Grade 4 students the importance of agriculture in their daily lives

**587-877-2544 don.george@classroomagriculture.com
www.classroomagriculture.com**

2019 ABVMA PRESIDENT

Dr. Lisa Lomsnes

WCVM '91



Lisa with husband Del at the Festival of Trees in Red Deer



Daughter Kaitlyn with Pixie and Sadie



Son Tanner in front of hockey locker at Niagara University, NY

Dr. Lisa Lomsnes grew up on a farm close to the small town of Montmartre, SK. Grain farming is the common way of life in southern Saskatchewan, however her family also raised 100 head of commercial cattle. Living on a farm exposed Lisa to many different animals that she would foster and care for. This included calves, piglets, deer, cats, dogs, ducks, orphan coyotes and rabbits. Her favourite was a raccoon named Rascal. Veterinary care was not close by so the family did what they could for the animals but if a veterinarian was needed, Dr. Kessler would always come.

As a young child, Lisa thrived on the opportunity to care for animals, which ultimately led her to veterinary medicine. She was determined to make a difference in the lives of animals. Lisa attended the University of Saskatchewan and graduated with a degree in animal science and was extremely fortunate enough to work during summers at the Research University Farm called Tremuende Farm in Lanigan, SK. Lisa was accepted into WCVM and graduated in 1991.

Lisa and her husband Del moved to Alberta for employment. She practiced mixed animal veterinary medicine for approximately 15 years and then converted to a small animal practice in Red Deer.

Lisa has been blessed with two children, Tanner (23) and Kaitlyn (22), a dedicated husband and an amazing staff at Lomsnes Veterinary Hospital. Her career in veterinary medicine



First day of class at WCVM



Large animal surgery rotation at WCVM

has had its challenges and successes, but she truly loves her career and still has a deep passion for the care of animals, practicing veterinary medicine and professional development within her career.

Lisa became involved with the ABVMA many years ago when she joined the Food Animal Advisory Committee (formerly the Large Animal Committee). Even back then, the proper use and dispensing of antibiotics was a major concern. Lisa then went on to serve on the Complaints Review Committee and Registration Committee before she took the big jump to Council in 2016.

Lisa is honoured to be the President of the ABVMA for 2019. She promises to lead with professionalism, energy and compassion and looks forward to working with Council, staff and members. Lisa hopes to build capacity within the membership by listening and developing the most important resource the ABVMA has — its members.



Staff at Lomsnes Veterinary Hospital

Living with Lyme Disease

By Melanie Joy, RVT

MY NAME IS MELANIE JOY AND I am a registered veterinary technologist. I graduated from St. Lawrence College in Kingston, ON, in 2006. I have been off work due to illness from the Airdrie Animal Clinic since October 2016.

It started as a cold/bronchitis on Oct. 9, 2016. I had noticed the last few years when I had been sick, it could take two to three weeks to recover and be back to work. This particular occasion seemed no different — but then it kept going. I would sleep 16 hours a day and still have no energy. I had laryngitis and horrible coughing continuing into November and then December. Something was not right. I had never felt so weak and exhausted in my entire life. My GP had done chest x-rays, bloodwork and nothing of significance came out of the tests. Everything just pointed to a really bad virus that I was having a hard time shaking.

My GP sent me to an internal medicine specialist who sent me for an ECG, lung function test, sleep test and more bloodwork. Everything came back normal. I was referred to an ear, nose and throat specialist due to the laryngitis still holding on. He did a scope and everything was fine, all normal. I had throat swabs done — normal. In January 2017, the only other thing the internal medicine doctor could think to do was change my blood pressure medicine as an off chance that could be causing the laryngitis. My voice came back

two weeks later and the coughing lessened, however I was having insomnia, still lethargic, having tremors/shaking in my hands, getting depressed because no one could figure out what was wrong. I thought perhaps it was Chronic Fatigue Syndrome.

By March, my boss suggested I get tested for Lyme disease. As far as I knew, I had never been bit by a tick, and I had never had a bulleye rash that I was aware of either. I figured I might as well take the test; it couldn't hurt. The province took some convincing to agree to run the test, but they did agree. The test came back negative. Relaying the results to my employer, they asked me if the test that had been completed was an Elisa test, and I confirmed that it was. I was informed that the test is only about 50% effective and the medical community likes to even dismiss positive results when they get them because they know it is unreliable. He suggested I see a different doctor for a second opinion. He also recommended I check out the CanLyme website to see if they could suggest a physician.

By this time it was May 2017 and my symptoms had gotten much worse. The tremors were felt all over my body, my joints were becoming increasingly stiff and sore (especially knees and elbows). I would experience muscle spasms, and I was forgetful of simple tasks and words. I felt like I must be crazy because the medical community could not figure out what was wrong. I made an appointment to see a

physician on the CanLyme list in Alberta.

Upon seeing this physician and sharing my symptoms with her, she thought there was a likelihood that it could be Lyme. She sent away a bunch more bloodwork, checking for Lyme and many co-infections as well as Mono. Three weeks later the results came back positive for Lyme, Bartonella and Mycoplasma pneumonia (walking pneumonia). Apparently only about 50% of people know of having a tick bite and have seen a bullseye rash so it is not uncommon for people to not have any of the obvious signs. I was so relieved to have a diagnosis and know I was not crazy. Little did I know this was just the beginning of more complications.

Lyme disease is not well known in the medical community, nor are the co-infections that go along with it. The medical community does not believe Lyme disease exists in Alberta (barely recognized anywhere in Canada). Chronic Lyme is even less believed to exist, though there is medical and human evidence that it does. The diagnosis from the initial physician was Fibromyalgia and Chronic Fatigue Syndrome.

Our clinic actually did have a dog come in who had not been outside of Airdrie with a tick pulled off that was Lyme positive. The more I thought about where I could have gotten this, the more I think I have probably had it for a good 12 or so years, back when I lived in Kingston, ON. It would explain the anxiety (which I never



had before) a few years back, why illnesses seemed to be so much worse for me and harder to recover from, and why I had been suffering from migraines continuously for the last three years.

Treatment has not been going as well as I would like. The antibiotics have been causing problems with my liver and stomach, so there have been some learning curves and changes with medications that are ongoing. I now waddle, instead of walk, and I should use a cane but my shoulder joints wear out quickly. I still feel as weak and exhausted as ever. I do credit my animals for keeping me as mobile as I am, otherwise I may have become bedridden or in a wheelchair.

I think about the veterinary industry and the various things veterinarians and technologists are exposed to. The industry has a high suicide rate. I have to wonder if we are not getting medically tested and treated properly to help our wellness. The rate of suicide is also high in people who suffer from Lyme disease. Chronic illness takes a huge toll both physically and psychologically.

I have had this for years and worked with it for as long as I could without even knowing I had it. I would lay odds that I am not the only one. The type of people who work in the veterinary profession tend to persevere and do the job without really taking into account that there may be something physically wrong. We assume we are just tired from the physical and emotional aspects of our jobs. Perhaps research into these possible connections is worthwhile.

If anyone is feeling something is “just not right” and you are not getting any answers, I would recommend getting tested through a physician from the CanLyme list. Early detection leads to better chances for recovery.

Having been dealing with this for several years, now I know I still have a very long road ahead. By sharing my experience, I hope others in the industry keep this in mind, and are truly conscious of their own well-being.

LYME DISEASE SURVEILLANCE IN ALBERTA

We are heading back into tick season again. March is national Tick Awareness Month.

The Alberta tick surveillance program helps to assess the Lyme disease risk to Albertans and their pets in a One Health approach at www.alberta.ca/lyme-disease-tick-surveillance.aspx?utm_source=redirector

Passive tick surveillance in Alberta began in 2007. This program tests ticks found by the public on companion animals (primarily dogs and cats) voluntarily submitted by veterinarians to the program. Since 2013, ticks found on humans or in the environment are accepted at many Alberta Health Services Environmental Health offices and health centres on First Nation reserves.

LYME DISEASE CASES IN ALBERTA

Humans: Between 1991 and 2017, 100 cases of Lyme disease were reported to the Alberta government. All were reported as having been acquired while travelling outside of the province in areas where the bacteria causing Lyme disease and the ticks that carry it are known to circulate.

MyHealth.Alberta.ca carries information on the disease in humans including a page on *Misdiagnosis of Lyme Disease*.

Animals: ([www1.agric.gov.ab.ca/\\$department/deptdocs.nsf/all/cpv13168](http://www1.agric.gov.ab.ca/$department/deptdocs.nsf/all/cpv13168))

Program Highlights (2017 statistics):

- 1,942 ticks from 1,356 host companion animals were submitted, 78% of ticks submitted between April, May, June and July
- ticks were primarily recovered from dogs (89%), with horses (4%), cats (4%) and others (rabbits, cows, etc.) comprising the remainder of submissions
- of the 1,356 submissions, 413 host animals had associated travel outside of Alberta in the two weeks prior to the submission, 857 host animals had no associated travel and 86 submissions were received with no travel history
- of the 288 ticks identified as possible carriers of *B. burgdorferi*, 50 tested positive for presence of the bacteria

Resources to recommend to your clients:

www.albertaanimalhealthsource.ca/content/tick-surveillance-and-lyme-disease-wormsandgermsmap.com

Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



AFTER AN EXCEPTIONALLY EXCITING and busy year last year, 2019 started right out of the gates with the first DVM class visit to our new 19,000-acre classroom, W.A. Ranches, on January 2. It was also the first day of work for the ranch's new General Manager, Matt Williams. Matt and ranch manager Alvin Downie gave students an overview of the ranch operations and offered some insights into the daily workings of a cow-calf operation.

One of the UCVM Class of 2022 students on the trip, Emma Jackson, grew up on a cattle ranch in northern Alberta and said, "Honestly, I'm speechless. I don't really know what to think about it because it's so grand." Her classmate Jackelyn Elgert, who grew up on a cow-calf operation near Athabasca and plans to work as a large animal veterinarian on graduation, was excited about the educational opportunities a ranch of 1000-head offers to her. "We just have 150 cows so this is much bigger. And when there are 45-50 calves born a day, if students want to come out and see what calving is really like they're going to see it happen. I think that's awesome."

Preparations are underway for a site visit by the American Veterinary Medical Association Council on Education (COE) the week of April 7. We have completed our self-study and look forward to this opportunity to showcase our outstanding programs to the COE Site Visit Team. The accreditation visit will include site team members touring our Clinical Skills

Building facilities and research labs, an operational overview and meetings with curriculum, admissions and research committees, and students and faculty. Their agenda also includes visits to the practices that comprise our Distributed Veterinary Teaching Hospital.

We have finished the architectural design of the expansion of the teaching and student spaces as part of the DVM class expansion. This will be funded largely through \$7.2 million announced by Minister Marlin Schmidt in September 2018. The process was highly collaborative and had strong engagement from the UCVM community.

In closing, I want to express my thanks and appreciation for the incredible efforts of Dr. Annabelle Denson who retired on March 4. Annabelle oversaw the successful recruitment, training and initiation of the practices comprising our DVTH and created the original rotation matrix. Annabelle was recruited by our founding Dean, Dr. Alastair Cribb, and says her first interview was held in an ATCO trailer on the construction site of our Clinical Skills Building.

Although she has "retired," Annabelle continues to represent Alberta on the National Exam Board, sits on the Hearing Tribunal for the ABVMA and starts a new role for the ABVMA as an investigator for professional complaint cases. We wish her all the best with her new adventures.



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HERE ARE SOME RECENT NEWS

highlights from the Western College of Veterinary Medicine:

• Inpatient feeding centre opens:

The WCVM hosted a grand opening on Nov. 30, 2019, for its new Nestlé Purina Inpatient Feeding Centre, located in the college's Veterinary Medical Centre. All food for hospitalized patients in the Small Animal Clinic now comes from this one room, which is stocked with dry and canned pet foods for veterinary therapeutic diets. It's also equipped with the tools and resources needed for making meals that are delivered through feeding tubes as well as preparing special diets for some patients.

The centre enhances the hospital staff's ability to feed small animal patients. As well, it supports the work of Dr. Tammy Owens, the college's board-certified nutritionist, in teaching veterinary students about clinical nutrition. The new room makes it easier for students to compare products and to easily see the key differences between different diets. Nestlé Purina, a long-time supporter of the regional veterinary college, donated a significant amount toward the construction of the inpatient feeding centre that was built in one of the teaching hospital's former examination rooms.

• Pilot project for DVM program:

Through a pilot project for fall 2019 entry, the WCVM will offer five seats to western Canadian students in the college's DVM program that are not supported by the college's Interprovincial Agreement (IPA). Tuition rates for students admitted through this pilot project will be comparable to rates paid by Canadians who attend international veterinary schools.

Students admitted through the non-IPA seats must pay the standard WCVM tuition and fees (about \$11,000 per year) plus an additional, non-IPA tuition cost of \$50,000 per year. Total tuition costs are about \$61,000 per year.

Applicants must meet the WCVM's current residency and admission requirements to be eligible for consideration of a non-IPA seat. In addition, only applicants who applied for fall 2019 entry using the WCVM online application are eligible for this pilot program.

The pilot project is in response to the Government of Alberta's decision in October 2017 to withdraw from the provincial partnership outlined in the IPA. This decision means the college will no longer allocate 20 seats per year to Alberta residents after the 2019-20 academic year. The pilot project is one of several funding options under consideration to address the loss of Alberta's partnership and funding.

• New director for VIDO-InterVac:

Dr. Volker Gerdts has been selected to lead the University of Saskatchewan's Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac), a world leader in infectious disease research and vaccine development. The five-year renewable appointment was recently approved by the university's board of governors and the VIDO-InterVac board of directors.

Dr. Gerdts, who has served as VIDO-InterVac's associate director of research for the past 11 years, succeeds Dr. Andrew Potter as the organization's fifth director. Dr. Gerdts is also a professor in the WCVM's Department of Veterinary Microbiology.

Dr. Gerdts has led numerous international research projects, including one of the initial Grand Challenges in Global Health projects funded by the Bill and Melinda Gates Foundation. As part of this research, the group developed a novel vaccine platform for neonates that is being used to develop vaccines for pertussis and respiratory syncytial virus. He was also a member of the team that developed a vaccine against contagious bovine pleuropneumonia and, in 2016, Dr. Gerdts was the scientific lead in developing and testing a vaccine for porcine epidemic diarrhea virus.



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.

Student's Corner – WCVM



Ms. Maren Goos

WCVM Class of 2020
ABVMA Student Representative
2018/2019



Western College of
Veterinary Medicine

THE DAYS IN SASKATOON ARE

getting longer and warmer as the first signs of spring start to peek around the corner. Students have been staying warm and keeping busy with a diverse variety of social experiences and learning opportunities on top of the lectures, labs and exams that fill our days.

Earlier in the year, the ABVMA Council invited students for a dinner and opportunity to interact and network with veterinarians and members of the public serving on Council. The evening saw students from the first-, second- and third-year classes enjoy a delicious dinner as they learned about the diverse career paths that veterinary medicine has offered Council members.

Students also had the opportunity to attend a few different conferences in early 2019. The Western Canadian Association of Bovine Practitioners conference was held in Saskatoon this year, to the delight of those of us that are interested in bovine practice. The three-day conference was free for students to attend and featured lectures focused on both dairy and beef medicine. There was also a student social mixer where students chatted with practitioners over a friendly poker rally. A number of students travelled a bit further to the Faculté de Médecine Vétérinaire in Saint-Hyacinthe, QC, for the 2019 SCVMA Symposium. The busy weekend was filled with lectures, wet labs and tours that included the opportunity to go dog sledding, learn about veterinary care at zoos and visit a local alpaca farm! Social events showed off the local Québécois cuisine and culture.

Staying a bit closer to home, various club activities have been keeping students busy throughout the term. Labs are often offered on our unscheduled Wednesday afternoons and focus on giving us experience in clinical skills that there often is not room or time for in the curriculum. Labs offered this year have included a workshop on

rabbit handling, injections and anesthesia, bandaging and wound management in small animals and the equine lameness lab, which let students practice lameness localization and flexion tests. The Emergency and Critical Care Club recently started a new program that allows students to work with ER doctors and interns in the small animal clinic on cases which provide hands-on experience with emergency and critical care medicine.

Reading week is always immensely looked forward to as a restful break away from the classroom and a chance for many of us to go home and visit our friends and family. For most of us, the break is needed and well-deserved. First-years have had a busier second semester, continuing many courses from first semester and starting new courses such as epidemiology, neurology and immunology. Meanwhile, students in second year have been busy in the surgical suite, practicing surgeries on cadavers such as an exploratory laparotomy with splenectomy and mass removal and wound management. These exercises allow students to practice surgical principles and maintaining sterility ahead of the live surgeries that they'll be expected to perform in third year. Speaking of third year, my classmates and I are enjoying our chosen electives along with the required courses we're still taking. Electives have given us the opportunity to get a more in-depth look at the variety of skills and procedures that we will use in our future careers. Fourth-years continue along in their rotations, with graduation the exciting light at the end of the tunnel!

That's all from the WCVM for now — I look forward to bringing you more updates as summer commences.

Student's Corner – UCVM

AFTER A WELL-EARNED WINTER

break, the students of UCVM dove enthusiastically back into another semester. January was a month packed full of conferences. Twelve students attended SCVMA Symposium at the Faculté de médecine vétérinaire at the University of Montreal. Students enjoyed lectures and wet labs on a variety of topics, including rabbit dentistry and turtle shell repair. Off-campus activities were enjoyed as well, including dog sledding in -30 temperatures! Eleven students attended the Western Canadian Association of Bovine Practitioners Conference in Saskatoon, with three UCVM students presenting cases. Congratulations to our own Rae-Leigh Pederzoli who took first-place with her presentation on late-term feedlot death. We also had students go to SCAAEP Wet Lab at Texas A&M, VMX in Orlando and the CDC Veterinary Student day in Atlanta.

We have also hosted local events, such as the Equine Club's SCAAEP Wet Lab on equine dentistry, the Ecosystems and Public Health Club's ever-popular snowshoe trip and the Emergency and Critical Care Club's CPR competition. Our first-, second-, and third-year classes gathered together for "Summit Day" which focused on business skills and research. The 2020s presented their class research project to the students, faculty and community stakeholders. Results from their research into hybrid vigour in beef calves were discussed and with the hope of publishing these results in the future.

The fourth-year class is in their final semester of veterinary school and are only a few months away from graduation! These students have been excellent role models for the younger students, and we are proud to have them represent UCVM in the DVLC as they finish the year. We look forward to their Grand Rounds presentations due to be presented in March.

The 2020 class kicked off 2019 with their first feline spays. Throughout this semester, they will be completing more spays, castrations and abdominal exploratory surgeries. They were relieved to finish their

final full OSCE of third year in January, and to have drafted their rotations for fourth year. They are looking forward to being out in community practices soon. Through our professional skills program, students have been improving their communication skills and giving back to the community by providing basic veterinary care to the pets of clients at Calgary Urban Project Society.

The second-years completed their first surgeries this semester, which was an exciting endeavour for all. They are also due to spend a well-deserved week out of the classroom this March, exploring their interests in the different areas of emphasis on a field course. This course allows students to get out of the classroom and get hands-on experience. Students who choose investigative medicine will start planning their class research project, while other students will spend time working with horses or exploring cow-calf ranches, for example. Both second- and third-year classes also spent two weeks each caring for reptiles in order to improve their understanding of husbandry.

The first-years have been learning more exciting clinical skills in their labs, such as more advanced suture patterns, and pocket-pet handling and care. They are looking forward to their first Vet Ball, an annual semi-formal affair all students look forward to. They will also get to engage for the first time with many members of industry at our annual Trade Fair, where we invite industry members to network with our students. This not only exposes students to different products in veterinary medicine, but it also to different ways of thinking and reminds us the vast possibilities of careers within the profession.

We have much to look forward to in the coming days, and I am excited to be able to update you all on it again soon!



Ms. Jen Girard

UCVM Class of 2020
ABVMA Student Representative
2018/2019





Amanda Barker, RVT
2019 ABVTA President



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

2019 IS WELL UNDER WAY AND THERE are many exciting things the ABVTA has to look forward to this year!

The Board of Directors met on January 18 and 19 at the ABVMA Office in Edmonton for our first meeting of the year. Our Directors were educated on the importance of board governance and the legislation surrounding it. After our governance training, we spent a large portion of the day reviewing and revising the numerous policies that our Board follows. After a long day of training and policy review, we were treated to a night out to view the Telus World of Science's Animal Inside Out Exhibit, which is highly recommended. The ABVTA would like to thank the Telus World of Science for its generosity in donating tickets to veterinary team staff and students to visit the exhibit. Saturday was more business than training, and we accomplished a lot during our meeting. The year is certainly off to a great start.

Our Executive Board members were invited to attend the ABVMA's Leadership Weekend held in Calgary at the end of February. The agenda featured sessions including, but not limited to, Fundamentals of Governance and Antimicrobial Stewardship. I co-emceed the Membership Recognition Awards Banquet on Saturday night and am so grateful to have been a part of such a wonderful evening.

Congratulations are in order for the RVT recipients of the 2018 ABVTA awards. They are all well deserving individuals that have shown a great deal of dedication to our profession and association.

Congratulations to:
ABVTA Meritorious Service Award – Karen Melnyk, RVT
ABVTA Appreciation Award – Tracey Ruzicka, RVT
Lucille Landals Emerging Leader Award – Heather McGrath, RVT

Our 40th Anniversary Conference is coming up quickly. Registration is now open and we have an amazing weekend planned with great continuing education lectures and opportunities for networking with RVTs from across Canada. We hope to see you there, and I would encourage you to stop by and say hello to all of the great volunteers that have been dedicating so much of their time to make this an amazing event.

Our theme for this year is "40 and Fabulous, the Future is Ours." It is an exciting time for the ABVTA and RVTs in Alberta. Our relationship with the ABVMA is admired across the country and we set the precedence for the value of technologists in the veterinary profession. I can't wait to see the incredible things that 2019 is going to bring.



2019 ABVTA BOARD OF DIRECTORS

ABVTA Board Highlights: By Dani Harris

THE ABVTA BOARD OF DIRECTORS met on January 18 and 19 in Edmonton for the first board meeting of 2019.

- On January 18, the Board focused most of its time on board training and development. A presentation was given by Amanda Barker

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Back row (left to right): Dani Harris, Kate Simon, Heather McGrath, Kirby Zimmer, Dr. Colleen Pratt
Front row (left to right): Vanessa George, Karen Melnyk, Amanda Barker, Penny Steffen, Darryl Haugen
Missing from photo: Fiona Kowalczyk, Eilly Paslawsky, Kelsey Connolly, Denise Allison, Ivana Novosel
.....

2018 ABVTA Job Retention and Wage Survey Results

THE 2018 ABVTA JOB RETENTION AND WAGE SURVEY

was a huge success and provided an abundance of useful information gathered from over 1,100 responses, approximately 75% of ABVTA general members. Very quickly, it became evident that analyzing this amount of data would be a complex undertaking. After consulting with statistical researchers with NAIT's Institutional Research Team, they have suggested to us that although these results provide a great start, it is advisable to follow up with our membership with a second survey to get an even larger picture of RVT life in Alberta as well as take a more in-depth look at wages. It is clear how interested the membership is with this survey, and the ultimate goal of the ABVTA is to provide accurate results that can be used to better enhance the RVT profession. In the meantime, these are the trends discovered from the initial survey and will be used to formulate questions for the new survey.

Of the 1,130 respondents, approximately 41.68% worked in companion private practice. 19.65% worked in companion corporate practice. 18.76% worked in large animal practice. 9.20% no longer work in the industry and the remaining 9.29% work in government, sales, education, research and other sectors of the industry.

The survey questions did not allow us to determine a wage average but did show a trend with regards to years practiced as well as type of practice.

The approximate wage in companion animal private practice included 486 responses.

- Over 50% of those with 0-5 years in practice earn over \$20 per hour
- 40% of those with 10+ years in practice earn over \$25 per hour

0-5 years (171 responses)	< \$15 per hour	3.51%
	\$15-20 per hour	48.86%
	\$20-25 per hour	50.29%
	\$25-30 per hour	2.34%

10+ years (184 responses)	\$15-20 per hour	4.89%
	\$20-25 per hour	54.89%
	\$25-30 per hour	34.78%
	> \$30 per hour	5.44%

The approximate wage in companion animal corporate practice included 219 responses.

- 50% of those with 0-5 years in practice earn between \$15 and \$20 per hour.
- Over 40% of those with 10+ years in practice earn over \$25 per hour.

The survey showed that with most industries, 95% respondents were within a \$10 variance in wage.

The survey also showed that 10% of responses belong to members that are no longer employed in the veterinary industry.

RVTs would like to see a more incentives in their workplaces; RRSP contribution, profit sharing and subsidized childcare was a common theme throughout the survey. RVTs with less than five years in practice would like to see more financially supported benefits in their workplace, including health and wellness benefits, health spending accounts, bonus system, wage increase, staff pet benefits/insurance, increase in sick days, commission and uniform allowances.

CONTINUED ON NEXT PAGE



outlining the duties and responsibilities of the ABVTA Board as well as outlined a governance review.

- “40 and Fabulous, The Future is Ours” was chosen as our 2019 theme.
- Kate Simon, the ABVTA's RVTTC Representative, will attend the MVTA AGM to bring greetings on behalf of the ABVTA Board on February 2 in Winnipeg.
- Registration for the 40th Anniversary Conference is now open for ABVTA RVT members. ABVTA members and AHT students will receive a reduced rate at the conference.
- A strong emphasis was placed on policy review and development over the weekend as well as the draft of a new confidentiality agreement for ex-officio members of the Board.
- An ABVTA member was appointed to proceed with the 2018 ABVTA member financial review. Allen and Associates will proceed with the 2018 accountant financial review in February.

- Oath's of Office for new Board and Committee Members were accepted.
- The signing authority was updated to include the new members of the ABVTA Executive Board.
- The ABVTA and ABVMA met in December to discuss the Administration Agreement for 2019. Changes were presented and accepted by the BOD in January.
- A presentation was given by Fiona Kowalczyk, Vice President, on the ABVTA Job Retention and Wage Survey results. The results will be presented to the ABVMA Leadership Group at the 2019 Leadership Weekend in February.

2018 ABVTA JOB RETENTION AND WAGE SURVEY RESULTS CONTINUED

When identifying the most important aspects of a workplace, shared values of all RVTs responding include (not in any particular order):

- schedule, hours and work-life balance
- wage/salary
- benefits
- standards of care and practice
- workplace culture/environment — collaboration focused values & ethics
- location (close to home)
- positive relationship between the veterinary team as well as between the management and staff — being a respected and valued member of the team

- communication between the team as well as between management and staff
- opportunities for growth, promotion and professional development

Those with less than five years in practice also consider these qualities as extremely important in the workplace:

- strong relationships with clients and families
- workplace flow
- duties and role of the RVT within the team
- quality of the equipment and technology available
- current staff: retention rates, presence of support staff

- reputation of the practice, length of establishment
- Those with more than 10 years in practice also consider these qualities as extremely important in the workplace:

- Flexibility — holidays, days off, stability

Thank you to all the members who participated in the survey. More importantly though, thank you for your patience in receiving the survey results. This has been a learning curve and we anticipate the new survey will provide us the accurate information we are seeking to enhance RVT employment and retention.



NAIT News

PRACTICUM SITE LIABILITY — HOW IT AFFECTS YOU

We value our clinical partners and look forward to expanding our list of participating practicum sites. NAIT supports each site with student management, clarity of responsibility and any considerations during the selection process.

In an effort to clarify the liability of hosting an AHT practicum student, we offer the following breakdown of responsibility:

- If a student is injured during a practicum (worksites), paid or not, the owner/employer (host) as per Occupational Health and Safety (OHS) legislation is responsible for the health and safety of all employees for providing first aid, and reporting to OHS and NAIT as necessary.

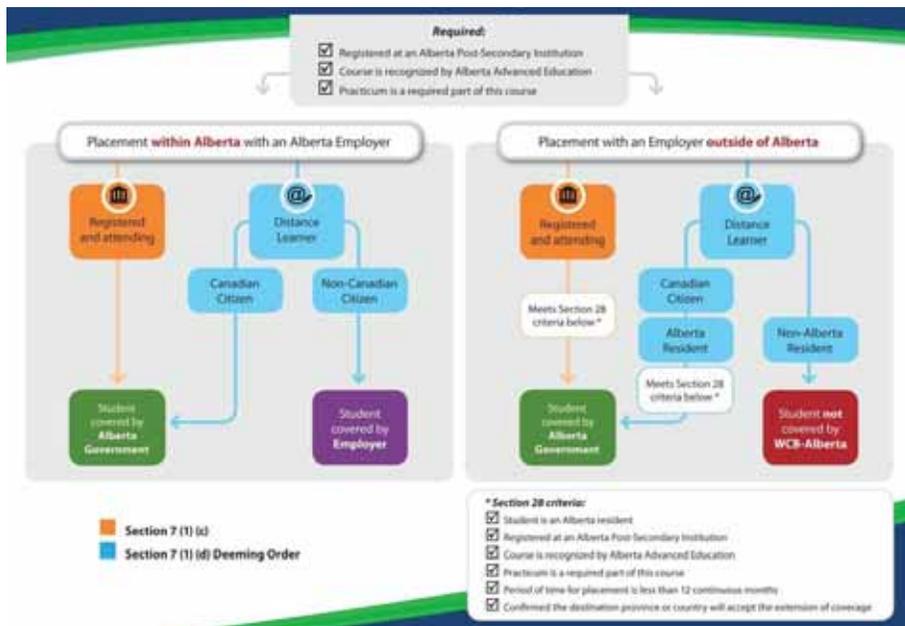
- In terms of WCB coverage, students are considered workers of the Government of Alberta when on practicum. NAIT Health Services will support the medical treatment and WCB claim.

As such, NAIT assists students with regards to WCB coverage claim support.

NAIT AHT and VMA students go to practicum in April and May and Preceptor training is available at several different times starting March 13, 2019. A practicum agreement is required to host a student on practicum.

If you are interested in hosting a NAIT AHT or VMA student, please contact AHT@NAIT.ca. This is a great way to interview your next RVT/VMA!

Flow chart combining legislation



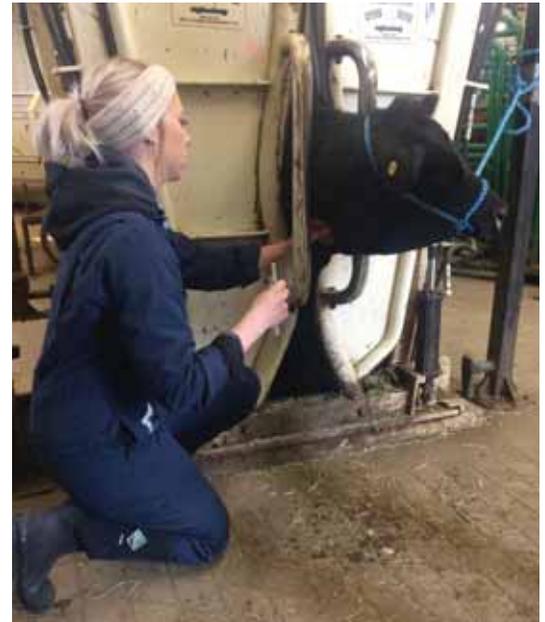


Greetings from Olds College

HERE AT OLDS COLLEGE WE ARE VERY EXCITED TO A HAVE A FEW new members on the team. We would like to welcome Krystal Lohr to the position of Small Animal Hospital Coordinator and Danielle (Dani) Harris to the position of Instructional Assistant. Both come to us with a wealth of experience and are eager to help students on their educational journey.

At Olds College we pride ourselves on personal development. We are extremely excited to announce Misty Clouston has moved into the role of instructor. Misty has been at the college over 10 years and has always been an inspiration for students. Her energy and passion for teaching is contagious.

As of the end December, the first group of students from our new curriculum finished their time on campus program and are now in their practicums. One of the classes we are offering with our new curriculum is called Stream Your Dream. In this class, students get to explore industry with hands-on experience in different areas of their interests. For three one-week rotations, students get to learn more in depth information and skills in these areas. In our fall semester we had 26 placements, ranging from shelter medicine to bovine specialty, reference laboratory and more. Student and industry feedback was extremely positive. During the presentations, the most common notation from students was “We are so glad we got to experience these different places.” We currently have two students working at their placements.



Victoria Hoffman practicing blood draws on bovine patients.



Greetings from GPRC

IT WAS A BUSY HOLIDAY SEASON FOR THE STUDENTS HERE at GPRC. This included pet photos with Santa and participation in the Town of Fairview’s Santa Clause parade. Many students helped with handing out candy and riding the GPRC float.

First- and second-year students participated in fundraisers to raise additional funds for their second-year field trip. This year they had a fun and unique idea to raise money. First-year students created a calendar with each month incorporating pictures of different animals and fun themes. The calendar fundraiser proved very successful! “This calendar was a way for us to come together as a team; we wanted to highlight our individual personalities and showcase our pets! Our intention with this calendar is to express our passion for animal health in a fun and creative way.” – The AHT 1 Class of GPRC.

In January, second-year students got to visit a local veterinary clinic. Big thanks go out to Bear Creek Animal Clinic in Grande Prairie for touring our group of second-years around their facilities! Everyone loved getting to see behind the scenes at the clinic. In February, the second-year students headed out on field trip. Students visited Animals Inside Out at the TELUS World of Science, The Edmonton Zoo, Guardian Veterinary Centre, Edmonton Humane Society, Wild North Clinic and Delaney Veterinary Services. Thank you to all those who hosted our students.

Year-two students are finishing up their final semester and will be heading out to practicum beginning April 1. Good luck in your future endeavours!



AHT 1 calendar photo

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

– Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: 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
vimeo.com/221903600/e24503f560

Additional readings:

This link: 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: 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

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

Veterinary Technologist Correspondence

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

Vetoquinol Webinar – “Doc, does my pet really need all these medications to treat his liver disease?” Lisa Carioto, DVM, DVSc, Diplomate ACVIM. Dogs and cats can suffer from a

number of different diseases, which can be treated with a variety of medications. The 90 minute webinar will address a number of these hepatic diseases in both species, as well as the medications and nutraceuticals available. Clinical cases will be used to present the information. Please go to www.vetoquinol.ca for more info on this webinar. Sponsored by Vetoquinol Canada.

Royal Canin Veterinary Diets Online

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

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

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

Continuing Education Opportunities

The Social Side of Practice: Module 1:

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

A New Approach to Pain Management

– Webinar. Please see www.thewebinarvet.com/webinar/a-new-approach-to-pain-management/ for more info and to register. 1.5 CE credits.

Preceptor Training – Both in person workshops and online formats are offered. Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@na.it.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

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 abvma.in1touch.org/viewEvent.html?noheader=true&productId=6848, or visit the Events page on the website: www.abvma.ca

March 20 & March 21, 2019 – 2019 Livestock Care Conference & Condensed Technical Large Animal Emergency Rescue – Awareness Level Course – 9 Hours ABVMA Credits – Speakers: Dr. Rebecca Gimenez, Ms. Becky Taylor RVT, Dr. Joyce Van Donkersgoed, Sage Pullen McIntosh, Dr. Bettina Bobsien, Karen Schwean-Lardner PhD, Dr. Keith Lehman, Cassandra Kirkpatrick B.A., Janet Patriquin. Join us at the 26th annual Livestock Care Conference to be part of the experience as we highlight the

practical, hands on, side of agriculture. Keynote speaker, Dr. Rebecca Gimenez will set the stage with a condensed Technical Large Animal Emergency Rescue Workshop on March 20. This will be a jam packed, introductory segment of the full course that will allow attendees to gain perspective as to what the full course entails – If the workshop isn't enough to convince you of the importance behind her work, Rebecca will also do a presentation during the actual conference day (March 21). Sponsored by Alberta Farm Animal Care. CE hours are 4 for the Condensed Technical Large Animal Rescue Workshop on March 20/19 and 5 for the Livestock Care Conference on March 21/19. For more details and/or to register, visit: www.afac.ab.ca

March 21, 2019 – Vasectomies, Ovarietomies & Implications of Early Desexing – 2 Hours ABVMA Credits – Speaker: Audrey Remedios, DVM, DACVS – Registrations: To register for this event and for more information, go to easav.ca. To make credit card payments, all registrants must create a profile on the EASAV website, then register and pay for the CE online. Questions? Contact Smokey Walters at info@easav.ca or call 780-970-3728 Location: NAIT Main Campus from 7:00 to 9:00 p.m.; Registration & supper at 6:15 p.m.

March 30, 2019 – 2019 RVT Equine Dissection Clinic – 9 Hours ABVMA Credits – Veterinarians on hand to assist: Dr. Kasara Toth, DVM, Dr. Matt Mundy, DVM & Dr. Travis Kelter, DVM. As an RVT, here is your chance for a unique opportunity to acquire CE while gaining in-depth knowledge away from the often hectic environment of your veterinary clinic. The day will highlight procedures, an inside look at overall structure and visible pathology that techs often only see via x-ray. This dissection is a fantastic learning opportunity where attendees will be asked to provide beforehand what they want to discuss and discover and will be given the time to investigate on their own comfort level. The three veterinarians listed above will be on hand to assist attendees. A light breakfast and full lunch will be provided. Cost is \$300 & must be paid to hold your spot. To register please email eooffice@energyequine.ca or call 403-700-0818

Continuing Education Opportunities

APRIL 2019

April 11, 2019 – Why Don't We See Eye to Eye? – 1 Hour ABVMA Credit – Speaker: Jayne Takahashi DVM, MBA - Registrations: To register for this event and for more information, go to easav.ca. Questions? Contact Smokey Walters at info@easav.ca or call (780)970-3728

Location: Ernests at NAIT, Edmonton AB
Time: 6:00 p.m. to 10:00 p.m., 4 course plated dinner and cash bar included.

April 12 & 13, 2019 – Cochrane & Area Humane Society Presents a 2 Day Seminar with Dr. Karen L. Overall, MA, VMD, PhD – This 2 day seminar focuses on behavioral problems being the most common class of veterinary concerns that pets will face. These are the problems that result in relinquishment and euthanasia of otherwise healthy, young animals, and yet they are the problems for which there is the least formal training. Building on a series of introductory talks given last year, this 2 day series will focus on the special topics germane to shelters, trainers, veterinarians and veterinary nurses and support staff. This year, the formal lecture series includes a hands on lab. The lectures are designed in 45 minute topical sessions that encourage questions and group discussion. The intent of this series is to give participants information that they can use immediately in their daily lives. Please visit the following for more information and/or to register: www.cochranehumane.ca/programs/animal-training/

April 14 to 16, 2019 – The 2019 National Animal Welfare Conference – 11.5 Hours ABVMA Credits – The National Animal Welfare Conference (NAWC) is an annual professional development and community-building event organized by Humane Canada for anyone who works with, cares for or advocates for animals. It is the biggest and best-attended animal welfare conference in Canada. This year we will be hosted in beautiful Montreal, QC from April 14th-15th with a deep-dive training day on the 16th. This event includes presentations, workshops, keynote addresses and panel discussions on new animal welfare initiatives, emerging animal welfare research, best practices in animal sheltering, leadership practices in an animal welfare context, animal welfare community engagement, advocacy and stakeholder relations techniques. In 2019, there will be more content on animal sheltering, humane education and leadership best practices than ever before. For more information visit: www.conference.humanecanada.ca

April 28, 2019 – Dermatology Forum – 4.75 Hours ABVMA Credits – Speakers: Dr. Becky Valentine, Dr. Steve Waisglass and Dr. Defalque. **Topics include:** Pyoderma, Topical Therapy, New Therapies, Allergic Dermatitis, Feline Dermatology + Dermatology Panel Discussion with Dr. Defalque and our speakers, Drs. Becky Valentine and Steve Waisglass. Location: Room CAT 191 at NAIT main campus from 9:00 a.m. to 4:00 p.m. Online registration deadline: Monday, April 15, 2018. Sponsored by: Royal Canin, Zoetis, Vetoquinol and Dechra. Discounted fees for CAVD members. More information on the event at www.cavd.ca/cavdforum. How to become a member? Go to www.cavd.ca/membership. Have questions? Contact Smokey Walters at cavdevents@gmail.com. **MAY 2019**

May 26, 2019 - Essential Oral Skills for the Private Practitioner: Lecture and Wet-Lab – 7 Hours ABVMA Credits – Speaker: Robert Campbell DVM, DAVDC Workshop Abstract: Lecture Topics: clinical decision making in oral surgery (review of dental and maxillofacial anatomy, periodontology pathogenesis, indications & alternatives for extraction); extractions (regional anesthesia, simple and surgical extraction techniques, flaps); maxillofacial trauma (mechanisms of injury, diagnostic imaging and surgical management of MFT, when to refer and tx of symphyseal separation)

Lab Schedule: review of anatomy, regional anesthesia techniques; simple extraction techniques; surgical extraction techniques; intro to minimally invasive extraction technique; time permitting: symphyseal wiring in cats.

Registrations: To register for this event and for more information, go to easav.ca. To make credit card payments, all registrants must create a profile on the EASAV website, then register and pay for the CE online. Online registrations and payments receive priority bookings for all wet-labs. Payments must be received to hold a spot. Priority EASAV Member registrations are in effect until January 31, 2019. Questions? Contact Smokey Walters at info@easav.ca or call 780-970-3728 Location: NAIT main campus. Sponsored by Serona and Pronorth Solutions.

May 26, 2019 - Essential Oral Skills for the Private Practitioner: Lecture – 3.5 Hours ABVMA Credits – Speaker: Robert Campbell DVM, DACVDC Lecture Abstract: 1) Clinical decision making in oral surgery (review of dental and maxillofacial anatomy, periodontology pathogenesis, indications and alternatives for extraction); 2) extractions (regional anesthesia, simple and surgical extraction techniques, flaps); 3) maxillofacial

trauma (mechanisms of injury, diagnostic imaging and surgical management of MRT, when to refer and tx of symphyseal separation)

Registrations: To register for this event and for more information, go to easav.ca. To make credit card payments, all registrants must create a profile on the EASAV website, then register and pay for the CE online. Online registrations and payments receive priority bookings for all wet-labs. Questions? Contact Smokey Walters at info@easav.ca or call 780-970-3728. Location: NAIT main campus. Sponsored by Serona and Pronorth Solutions.

JUNE 2019

June 23, 2019 -The Pancreas: Pancreatitis and Diabetes in the Dog and Cat – 6 Hours ABVMA Credits – Speaker: Jonathan Liddbury BVMS, MRCVS, PhD, DACVIM, DECVIM-CA. Time: 2 Sessions available: 8:45 am-12:00 noon; Registrations & breakfast at 8:15 am – Canine Pancreatitis; Feline Pancreatitis; Exocrine Pancreatic Insufficiency 12:45 pm - 4 pm; Registrations and lunch at 12:00 noon - Canine Diabetes, Feline Diabetes, Diabetic Ketoacidosis. Seminar Venue: NAIT Main Campus, Edmonton, Room TBA. Sponsored by: Purina Proplan Veterinary Diets

Registrations: To register for this event and for more information, go to easav.ca or use this registration form. To make credit card payments, all registrants must create a profile on the EASAV website, then register and pay for the CE online. Online registrations and payments receive priority bookings for all wet-labs. Questions? Contact Smokey Walters at info@easav.ca or call 780-970-3728

SEPTEMBER 2019

September 29, 2019 – A Comprehensive Review and Update for Ophtho Nerds! – 6 Hours ABVMA Credits – Speaker: Dennis Brooks DVM, PhD, DACVO Date: Sunday, September 29, 2019 Time: 9 am - 4 pm; Registrations & breakfast at 8:15 am Seminar Venue: NAIT Main Campus, Edmonton Sponsored by: Summit Veterinary Pharmacy

Registrations: To register for this event and for more information, go to easav.ca or use this registration form. To make credit card payments, all registrants must create a profile on the EASAV website, then register and pay for the CE online. Questions? Contact Smokey Walters at info@easav.ca or call 780-970-3728

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VETERINARIAN REQUIRED

ELLERSLIE PET HOSPITAL IN SOUTH

Edmonton is looking to add a fourth veterinarian to our growing hospital. Our business is a well-established, full-service practice with a pet store and grooming on-site. We are a client driven practice so good interpersonal skills are a must. Surgical skills or the desire to pursue those skills would be preferred. We offer attractive hours, incentive bonuses, group benefits, excellent support staff as well as many other perks. Please forward your resume to doug@ellersliepet.ca.

BANDED PEAK VET HOSPITAL,

independently-owned and growing for 20 years, is located in gorgeous stress-free Bragg Creek just 20 minutes west of Calgary. We are seeking a new associate (FT or PT) to join our fun-loving dedicated team. We have full diagnostic equipment including ultrasound and super friendly highly trained support staff. We are just finishing a 1000 sq ft prep area and surgery extension, with full views of the forest and mischievous roaming donkeys! If you have at least two years experience, please send us your resume on an exciting time as a veterinarian. Life is too short, let's make it better for all! Email kim@bpvh.ca.

*** SIGNIFICANT SIGNING BONUS* 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, 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.**

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: careers.vcacanada.com or contact us directly at: careers.canada@vca.com.

URGENT PET CARE CLINIC IS LOOKING TO

add members to our Veterinary Team! Are you looking for extra dollars \$\$\$? We offer flexible scheduling options that allow you to work in the evening to earn extra income. Whether you want to work one shift a week, or one shift a month, we can make that happen! Urgent Pet Care Clinic offers an in house Idexx Lab, and digital radiography to allow for timely assessments and treatment plans to be created. We offer competitive wages, and flexible scheduling options. CE, benefits and paid dues are negotiable depending on the amount of shifts one desires. If interested, please send your resume to bryce@clincsolutions.ca.

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: vca.wd1.myworkdayjobs.com/Careers/job/Calgary/Veterinarian_R-03011.

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.

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: vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta/Veterinarian_R-03015.

PRIVATELY-OWNED, PROGRESSIVE

companion animal practice in Medicine Hat, AB is looking for an enthusiastic fully-licensed veterinarian to join our team of 7-veterinarians and 9-RVTs. We house all the usual high-end equipment plus a new ultrasound, BIOVISION laparoscope and rigid endoscope. We have the only physical rehabilitation facility in the area, which includes an underwater treadmill. At Cypress View Veterinary Clinic, we offer full benefits, CE allocations and health spending incentives. We invite you to come join us in the sunniest city in Canada! New graduates encouraged to apply with plenty of mentorship available! Visit our website and Facebook page for more information on our clinic. Email your resume to: tammy.duggan@cypressviewvet.ca.

INDEPENDENTLY-OWNED AND OPERATED

Calgary clinic is seeking a positive, open minded, and compassionate veterinarian. We are focused on creating a stress-free environment for the patients we serve. Work with state-of-the-art equipment in a modern facility with highly trained support staff. Our focus is on providing the best veterinary care, making the client a partner in the process. If you feel bogged down by corporate medicine and want to have more opportunity to make a difference, this might be the position for you. We are seeking a fully licensed veterinarian with two or more years' experience who is able to prioritize and be adaptive. We offer a competitive wage, flexibility, health benefits, support staff, extensive training and mentoring and of course fun! Contact: drdekens@dekensvet.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

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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 UCVM 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.

TABER PET CLINIC IS SEEKING A FRIENDLY, compassionate, and knowledgeable full-time veterinarian. Our small animal clinic is located in Taber, Alberta which boasts a strong town community and offers basic amenities and activities. The community and surrounding area offer a diverse and plentiful case load for the new or experienced veterinarian. Our clinic has a close-knit family feel and we strive to achieve a healthy work-life balance. The clinic is recently renovated and offers an equipped dental station with dental xray, ultrasound, digital xray, endoscopy, endoscopy, electrosurgery, and much more! We are an almost paperless clinic running AVImark with multiple computers for accessing patient files throughout the clinic. Lethbridge is a close commute and offers the benefits of city life such as events shopping, and many services completed with many outdoor activity options in the area. Sign in bonus for the right candidate! Contact: taberpetchlinic@gmail.com.

ILVER SPRINGS ANIMAL HOSPITAL IS looking for an experienced veterinarian to cover a maternity leave starting June 2019. We are a small, independently-owned companion animal clinic in NW Calgary that prides itself on customer service. Our excellent support staff and terrific clients also allow us to provide the best medical and surgical care for our patients. As a primary care practice we're able to offer longer appointments with no after hours work. If this sounds like the type of work environment you're looking for please send your CV to ssah@shaw.ca.

RESPONSIBILITIES, JOB DUTIES, requirements and terms of employment can be accessed at the following link: www.feedlothealth.com/career-listings/820/.

***SIGNING BONUS AND MOVING** allowance offered* VCA Canada Vancouver Animal Emergency & Referral Centre is seeking experienced ER Veterinarians to join our rapidly growing 24-hour emergency and specialty referral hospital. Our 12,500 square foot hospital is well equipped with a robust Imaging Center and the technology one would expect in a specialty medicine practice. We are building an incredible team of dedicated ER DVM's who are committed to utilizing their passion, experience and expertise as a part of a high performing team with the support of our ER, ICU

trained techs. We offer CE, commission based compensation, comprehensive health benefits, employee experience benefits, veterinary discounts, signing bonus, moving allowance and more! Come explore the opportunity to live and grow your career in one of the most beautiful cities and enjoy all it has to offer. If you thrive practicing cooperative, team based medicine and have excellent interpersonal, emergency, surgical and diagnostic skills, please join us! To APPLY, please visit: vca.wd1.myworkdayjobs.com/Careers/job/Vancouver/Veterinarian--ER_R-03006.

GLENORA FAMILY PET CLINIC, A SMALL animal practice in downtown Edmonton, is hiring PT/ FT DVM. We thrive to provide outstanding medical care to our patients and a unique experience for our clients. We are certified cat-friendly and we promote a fear-free culture. The successful veterinarian is an excellent team player, demonstrates fine interpersonal skills and the ability to support our collaborative work environment. The clinic is equipped with full in-house laboratory, ultrasound, digital x-ray including dental. We offer flexible schedules and generous compensation, health plan, license fees, paid CE, relocation expenses and signing bonus. Mentorship available. Please apply at glenoravet@gmail.com.

ARE YOU LOOKING TO TAKE THE NEXT step in your Veterinary career? Calgary Humane Society is seeking a full time Lead Veterinarian to work closely with the Management team to ensure the continued success of the Society by supporting the Animal Health and Wellness team in offering the highest standard of care to every animal that enters the facility. This individual will work alongside the team to create innovative preventative health programs and protocols to ensure the continuous well-being of the entire CHS animal population. They will also be responsible for providing mentorship, supervision, and regular feedback to team members, including veterinary students, to build a team culture which embodies the values of the organization. Please visit our website www.calgaryhumane.ca to learn more about this exciting new position at CHS.

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.

HIGHLANDS PET HOSPITAL IS LOOKING for a licensed full-time or part-time veterinarian to join our companion animal practice. Situated on the West side of Lethbridge, we are a well-established practice with a loyal and growing client base. The ideal candidate is an enthusiastic and self-motivated individual with strong communication skills and has the desire to work alongside our close-knit team to offer high quality, trusted and compassionate care to our patients and clients. We offer competitive salary, CE allowance, annual association dues and veterinary costs. If you believe you would be an asset to our team, please email your resume with a cover letter to highlandspethospital@shaw.ca. Website: www.highlandspethospital.ca.

***EQUINE AMBULATORY ASSOCIATE** Position. TD Equine Veterinary Group offers an ambulatory based position with a focus on performance horse health & complete care of the equine athlete. The practice is located just south of Calgary, Alberta & is involved with venues including Spruce Meadows, Rocky Mountain Show Jumping & the Calgary Polo Club. Our practice will give you exposure in a number of athletic disciplines including western performance, hunter/jumper, polo & dressage horses. This position will provide mentorship for less experienced associates if required. We strongly encourage candidates that have interest in chiropractic, acupuncture, podiatry & imaging. We offer competitive compensation, health & dental benefits, short & long term disability, ABVMA dues & CE funding. Email teradanequine@gmail.com to the attention of Dr. Dan French.

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): vca.wd1.myworkdayjobs.com/Careers/job/Vancouver-British-Columbia/Veterinarian---Ladysmith-Animal-Hospital_R-09458.

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BRAND NEW CLINIC LOOKING TO HIRE

new & experienced vets who wants to grow a practice in one of the fastest developing communities in Edmonton. Our beautiful two-year-old clinic is filled with state of the art equipment & includes the only water treadmill & laser therapy rehabilitation center in Edmonton. This clinic was conceived from the desire to provide complete & total care from start to finish for any pet that comes through our doors. With managements support we will help you grow your clientele & create opportunities you haven't had anywhere else. Our clinic supports a full in-house lab, dental radiographs, & a brand new operating room. We are looking to create a position that gives you the full benefits of a reliable schedule & lots of room for you to pursue your quality of life. Compensation shall begin as salary with \$15,000 signing bonus & profit sharing potentials as the clinic gets busier. We provide CE to invest in yourself & benefits to take care of you. If you're interested in joining our amazing team please send your resume to travis.young@primvetcorporation.com to begin your journey today! (Contractors, business owners, Locums & employees also encouraged to apply).

UNIQUELY GENEROUS COMPENSATION +

relocation & signing bonus for an associate DVM role in Medicine Hat, Alberta! Crossroads Animal Hospital is an established small animal practice that has 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 the team on FT or PT basis. Mentorship is available and new grads are welcome to apply. This opportunity presents a great exposure to a variety of cases and will be compensated generously on top of all health benefits, very generous pet services discount, paid associate dues and generous CE among others. We provide visa support for international applicants that have passed the NAVLE exam! Email: tamara@vetstrategy.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.

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.

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 ftmacvet@hotmail.com or 403-553-4887.

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.

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.

Classified Ads

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 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.

THE GRANDE PRAIRIE ANIMAL HOSPITAL

is a growing AAHA-accredited facility in Grande Prairie, Alberta. We are looking for an associate veterinarian to join our incredible team of 4-veterinarians and 6-experienced RAHTs. We can be flexible for the right candidate and can accommodate a full or part-time schedule. Our facility includes a surgical and dental suite, digital x-rays, digital dental x-rays and a full in-house Idexx lab. We offer an above average salary, medical, dental and life insurance, Continuing Education allowance, paid professional dues, and a signing bonus. We will also help with relocation expenses if needed. 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 they would be an asset to our team, please email your resume to dmarshall@p3vetpartners.ca.

BRIDGWATER VETERINARY HOSPITAL &

Wellness Centre 24 Hour Emergency & Critical Care located in Winnipeg, Manitoba is growing. We are offering the opportunity to join our team of 11-veterinarians. We seek a veterinarian for overnight emergency care to our patients. Our new hospital offers a wealth of tools and technologies. We offer the only CT scanner in Manitoba. Our veterinarians have access to all the diagnostic tools including Idexx in-house laboratory, digital radiology, ultrasound, fluoroscopy, rigid & flexibility endoscopy, & a physical rehabilitation center which utilizes utilizes

therapeutic lasers, acupuncture, physiotherapy & underwater treadmill therapy. We perform a range of orthopedic and soft tissue surgery. We host dermatology, ophthalmology & dental specialists. With over 40 veterinary professionals we are able to care for our patients with the compassion they deserve. Our benefits include continuing education, health & wellness. Salary is reflective of overnight employment. Send your curriculum vitae to Crystal Miller Hospital Administrator, Bridgewater Veterinary Hospital & Wellness Center at 204-452-0911, email: crystal.miller@bridgewatervethospital.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.

ENTHUSIASTIC, FULLY-LICENSED

veterinarian required to join our fun and friendly multi-vet practice in sunny Lethbridge. New grads welcome! Veterinarians dedicated to mentoring. This is a full-time permanent position. We are fully-equipped with CO2 laser, video endoscopy, ultrasound, digital dental x-ray and in-house Idexx lab. Our progressive clinic has excellent support staff with 2 experienced RVTs per veterinarian and 30 minute scheduled appointments which allows us to put an emphasis on preventive medicine and client education. Besides a competitive salary, this position includes paid dues, health benefit package, no "after hours call", CE benefits, 4 weeks paid vacation and signing bonus. Contact: dmarshall@p3vetpartners.ca.

FULL OR PART-TIME VETERINARIAN

required to join our mixed animal practice. We are a client-focused, community-based practice that values quality-of-life. Barrhead is a wonderful small town to practice in and we are close enough to Edmonton that you can enjoy the amenities of a city. We are a busy practice with a very supportive team, we offer mentorship to new grads. Please look at our website www.barnorthvet.com or our Facebook page. Come and meet our team! Phone 780-674-2100, or e-mail your resume to barnorthvet@gmail.com, Attn: Lisa.

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!

DO YOU LOVE PETS, PEOPLE AND

providing exceptional veterinary care? Bowmont Animal Hospital is looking for a full or part-time veterinary associate! We are an independent, small animal practice just off the Trans Canada Highway near the Bow River in Northwest Calgary. Under new ownership, our focus at Bowmont is providing high-quality medical care and nurturing the human-animal bond. We are looking for an individual that is excited to work in an intimate team environment and is passionate about small animal medicine and surgery. Our clinic is well-equipped. We provide competitive wages, CE allowances, health and dental benefits & ABVMA dues. Please submit resumes to bowmontAnimalHospital@gmail.com.

THE CENTRAL ALBERTA HUMANE SOCIETY

is seeking a part-time veterinarian for maternity leave coverage in 2019. The veterinarian will provide complete health care to the animals housed in shelter and in foster, including performing exams & vaccines, diagnostics & treatment plans, surgeries and dentals. Our modern in house clinic is equipped with digital dental x-ray, modern anesthesia monitoring equipment, a well stocked pharmacy, and two experienced full time AHTs to allow you to practice quality veterinary care. The successful candidate will be independent, friendly and have a minimum of 2-3 years of experience practicing small animal veterinary medicine. CAHumane offers a competitive hourly wage, flexible scheduling, uniform allowance, CE allowance and AbVMA dues. E-mail resume & cover letter to: ssteves@cahumane.com.

LOOKING FOR A VETERINARIAN TO JOIN

our mixed animal practice in Vegreville, Alberta. Looking for a fun, enthusiastic DVM with excellent communication skills who likes to have fun and enjoys the diversity of mixed animal practice. We are a busy mixed animal clinic with new large and small animal facilities. We offer flexible scheduling, CE allowance, competitive wages, benefits. Recent graduates are welcomed and will have mentorship provided. Please contact Daralyn for more information at daralyn@vegvetclinic.ca.

AN OPPORTUNITY FOR A LICENSED

veterinarian to join our team in Turner Valley, Alberta. The successful candidate will share after hour calls and be expected to work 42 hours per week. One year experience would be preferable but new grads would be considered. Buy-in potential is available in a high net to gross business. Compensation based on experience. Contact Dr. W.A. Steiger at dvvet@telusplanet.net or fax 403-933-3218.

THE GRANDE PRAIRIE ANIMAL HOSPITAL IS

a growing AAHA-accredited facility in Grande Prairie, Alberta. We are looking for an associate veterinarian to join our incredible team of 4-veterinarians and 6-experienced RAHTs. We can

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be flexible for the right candidate and can accommodate a full or part-time schedule. Our facility includes a surgical and dental suite, digital x-rays, digital dental x-rays and a full in-house Idexx lab. We offer an above average salary, medical, dental and life insurance, Continuing Education allowance, and paid professional dues. We will also help with relocation expenses if needed. 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 they would be an asset to our team, please email your resume to dmarshall@p3vetpartners.ca.

AAHA ACCREDITED VETERINARY CLINIC IN Olds, Alberta, has an immediate opening for a full-time (or 2 part time) fully licensed, confident companion animal veterinarian(s). The ideal candidate would provide excellent patient care, build lasting vet-client-patient relationships and work with all team members to make the clinic the best place to practice. Our clinic is well equipped with Cornerstone, in-house lab, CR digital x-ray, dental x-ray, Tonopen and a PanOptic ophthalmoscope. This opportunity allows for work-life balance as it is Monday - Friday, no weekends and no after-hour call. Please email your resume in confidence to opcmanagement@hotmail.com.

ENTHUSIASTIC, FULLY LICENSED

veterinarian required to join our fun and friendly multi-vet practice in sunny Lethbridge. New grads welcome! Veterinarians dedicated to mentoring. This is a full-time permanent position. We are fully equipped with CO2 laser, video endoscopy, ultrasound, digital dental x-ray and in-house Idexx lab. Our progressive clinic has excellent support staff with 2 experienced RVTs per veterinarian and 30 minute scheduled appointments which allows us to put an emphasis on preventive medicine and client education. Besides a competitive salary, this position includes paid dues, health benefit package, no "after hours call", CE benefits, 4 weeks paid vacation and signing bonus. Contact: dmarshall@p3vetpartners.ca.

EMERGENCY VETERINARIAN. FAMILY PET Hospital & 24 Hour Pet Emergency Centre is a 6-veterinarian, awesome RVTs and vet assistants, plus skilled practice manager, state of the art practice. We are pet enthusiasts with focus on high quality medicine and surgery, having fun at work, collaboration and work-life balance. Our centrally located, modern, high tech facility includes CT, DR, Ultrasound, Endoscopes, Dental DR, Stem cell lab, and full in-house lab. We have 5 exam rooms, double dental suite, three surgery rooms, isolation ward, family (euth) room, two DR rooms +. We encourage special interests and are known for our Emergency and Critical care services 24/7, Orthopaedic surgery services, and Gold Standard Feline practice. Lethbridge offers an abundance of indoor and outdoor recreational activities. \$110 base wage plus production, group health and dental plan, CE and CE days, association dues, flexible holidays and more. Total remuneration package well over \$150K for an experienced and motivated veterinarian. Please check us out at: www.familypet.ca, www.chooselethbridge.ca.

Please contact us at your convenience at Jacob.adserballe@gmail.com or call or text 403-360-5002.

SOUTHERN ALBERTA VETERINARY

Emergency (SAVE) in Okotoks, Alberta, Canada is looking for a board-certified internal medicine specialist or an internal medicine trained veterinarian to join our rapidly growing team. We offer 24-hour emergency service for small animal patients and referral service by appointment. Our facility includes in house IDEXX lab equipment (blood gases, coagulation testing, urinalysis, snap testing, chemistry and CBC machines), a brand-new digital DR x-ray unit, ultrasound, endoscopy, and a 16 slice CT. SAVE is looking for an internal medicine trained (or boarded) veterinarian that has an interest in ultrasound, managing hospitalized patients, consulting on outpatients and inpatients, and working alongside the surgeons and emergency veterinarians on complex cases. We offer a competitive salary and package including CE, health and dental benefits, provincial and national licensing fees and benefits for your pets. Contact: lindsay@saveveterinary.com.

FOOTHILLS ANIMAL HOSPITAL IN

Okotoks, AB, is looking for veterinarian to cover a maternity leave, with the possibility to stay on afterwards! Located just 20 minutes south of Calgary, our busy small animal practice boasts in house lab analyzers, digital x-ray and dental x-ray, AVImark software, various patient monitors and is paper lite. We have an experienced team of 12, including front desk staff, vet assistants and RVTs. Okotoks is a city of roughly 29,000 people. Our clients tend to be willing and compliant, a testament to our hospital motto "where pets are family". Could Foothills be the right team for you? Email us at pj.thomson@outlook.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.

LOOKING FOR A JOB WITH SOMETHING

different every day? Great recreational opportunities nearby? A chance to develop your interests and expertise within a busy mixed animal practice? A practice that offers great mentorship? We are searching for a full-time veterinarian to join our multi - vet practice. Our staff currently includes 3-veterinarians, 4 fantastic RVTs and great long term staff. Call is shared equally between vets. New grads and experienced DVMs are welcome to apply. We would consider an applicant with interest in mixed practice or just small animal. (Must be eligible for full licensure). We have a team oriented environment with experienced and friendly staff. Our practice is mixed, so you have a great opportunity to develop your specific areas of interest within a multi-vet practice. We are on Highway 16 with great access to skiing in Jasper, but also an easy day trip to Edmonton for shopping and travel. Edson offers a wide variety of activities and recreational pursuits. Please submit a letter of interest and resume to Dr Anne Rogers or Dr Taylor Sobchuk, edsovet1@telus.net or call 780-723-3354 for more details.

RANCH DOCS VETERINARY SERVICES IS

looking for 1-2 full-time companion or mixed animal veterinarians 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 candidates will be working and learning alongside a wonderful team of DVMs, highly skilled RVTs and support staff. We offer a balanced schedule, above average salary, benefits, annual CE allowance and paid CE days. New or recent grads welcome. Come live the dream! Email robin.ranchdocs@gmail.com.

DO YOU LIKE SMALL TOWN LIVING, BUT

like to know that the big city isn't too far? We have an opportunity for you. We are needing a mixed animal practitioner. Nanton Veterinary Clinic is a 4-veterinarian practice plus 2-RVTs and 3-other support staff. We are situated on the edge of Alberta's foothills with a fantastic view of the mountains. We serve a varied clientele including pets, ranch cattle and horses. We provide immediate care to sick and injured animals using our in-house lab, digital radiology and ultrasound. Call is shared equally among the veterinarians. Much of our large animal obstetrical work is done in clinic. We are looking for a team player who is motivated, positive attitude and great communication/client service skills. Please contact us at 403-646-2060 or email to info@nantonvetclinic.com.

OKOTOKS VETERINARY CLINIC REQUIRES

a permanent or part-time veterinarian for Saturdays (and Fridays). We are a modern full-service dog and cat practice with excellent support staff. Experience and a local Alberta license are required. Please contact us by telephone at 403-995-9700 or email to: info@okvc.ca.

AIRDRIE ANIMAL HEALTH CENTRE HAS

been a long-standing part of the Airdrie community since 1982. Our clinic is home to a team of four experienced veterinary practitioners with a knowledgeable support staff. We are looking for an associate Veterinarian to join our growing team! Our new clinic building was specifically designed to cater to the needs of a veterinary clinic, providing a spacious interior that is equipped with digital technology. Accredited by AAHA, our busy practice caters to dogs, cats, pocket pets, exotics and birds. 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!

INNISFAIL VETERINARY SERVICES

requires veterinarians for our mixed animal practise (50% companion animal, 30% beef, 20% dairy) We are a busy, high revenue clinic with very good facilities to handle companion and farm animals. FT and PT positions are available and we welcome recent graduates to apply. We offer a flexible schedule, competitive wages, limited after hours call duty, CE allowances, paid license fees, and medical and dental benefits. Ownership possibilities would also be offered to the right candidate. Stop by for a visit or contact us for more information. Contact: Rob DeHaan, 5239 50th St., Innisfail, AB, T4G 1S1; phone 403-227-3535; email: innvet@telus.net.

Classified Ads

ANIMAL MEDICAL CENTRE SOUTH IN

Medicine Hat, Alberta, is looking for a veterinarian to join our multi-vet team. We are a fully equipped clinic including digital radiology, in house blood work, large and small animal ultrasound, therapeutic laser, etc... We have a large modern facility that accommodates large and small animals. We are team oriented and new grads are welcome to apply. Competitive salary, health benefits, paid membership dues, paid CE and paid vacation are offered. If you have any questions, would like more information or would like to apply, email Megan at amcsouth@gmail.com.

THE VACCINE AND INFECTIOUS DISEASE

Organization - International Vaccine Centre (VIDO-InterVac), a research organization at the University of Saskatchewan in Saskatoon, Canada, is seeking a Clinical Research Veterinarian for its clinical research group. This group is currently comprised of 3-veterinarians and 9-animal care technicians and is responsible for all large and small animals used in experimental research in biocontainment levels 2 and 3. The group works closely with scientists at VIDO-InterVac to help understand infectious diseases of humans and animals and to develop effective strategies for improving human and animal health. Qualifications: DVM degree with knowledge encompassing multiple species; surgical and clinical skills; eligible for licensure to practice in Saskatchewan; valid driver's license; pathology training would be an asset, as would competency in ultrasound use and interpretation. Inquiries regarding this job posting can be submitted to Raf Jamil, Associate Director Human Resources at raf.jamil@usask.ca. Visit www.vido.org/careers/current-opportunities to apply. Applications will be reviewed on an ongoing basis until suitable candidates are found.

DO YOU WANT A REGULAR MON-FRI

schedule and free weekends, so you can live a healthy and balanced life style? Would you like to be part of something new and exciting, and work with a fun and supportive team? Then this is the position for you! Healthy Paws Forward Vet Hospital is seeking a compassionate and communicative primary care veterinarian who values a collaborative relationship between clients and our team to achieve PAWSitive outcomes. We are an established and growing, independently-owned hospital, offering spay/neuter & wellness services. Our hospital is fully-equipped with a comprehensive IDEXX laboratory and digital radiology (including dental). We offer a competitive salary based on experience, CE allowance, uniform allowance, frequent in-house CE, ABVMA dues, employee discounts, as well as health and dental benefits. Don't miss this opportunity to apply for your dream job! Interested applicants should submit their CV to: careers@healthypawsvet.ca.

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.

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@mactrailvet.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.

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.

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.

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.

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 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.

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 UCVM 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

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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.

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.

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 UCVI 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.

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.

VETERINARIAN AVAILABLE

AVAILABLE FOR YOUR HOLIDAYS AND/OR to help fill temporary positions. I have experience in both equine and small animal medicine and surgery. I graduated in 2013 and started as an intern for an equine specialty center and after having a family, started into small animal medicine. If you need some time off or to fill in some empty hours in your clinic, I would be happy to help and please feel free to contact me at any time. Email: dr.lowes.vet@gmail.com.

RVT REQUIRED

FAMILY PET HOSPITAL & 24 HOUR PET

Emergency Centre is looking for full time Registered Veterinary Technicians. We are a growing clinic, located in Lethbridge Alberta, which prides itself in providing high-quality medicine for all of our patients. Our centrally located, state-of-the-art facility is modern with an efficient layout, 5 exams rooms, full diagnostic lab, two surgical suites, two dental suites, isolation ward, conference room and full staff lounge. Diagnostic imaging includes CT, digital radiography, digital dental radiography, ultrasound and endoscopy. We are a fun, friendly and compassionate team. We are looking for a driven RVT who would like to work evenings and overnights while making a premium wage. The suitable candidate would be comfortable in a fast-paced environment, possess a high level of technical skills and have a positive attitude. We offer a great starting wage between \$25-\$29 depending on experience. We also offer staff discounts, uniform allowance, CE, health benefits and coverage of licensing fees. All RVT positions have the opportunity for growth within the company. Please apply with confidence to info@familypet.ca.

COCHRANE ANIMAL CLINIC IS LOOKING

to add a full-time RVT to our 6-vet team in a busy and well-equipped mixed animal practice just west of Calgary. Large animal experience is an asset. The ideal candidate enjoys multitasking and is positive and reliable. We offer a supportive team environment, CE allowance, competitive wage & benefits and a uniform allowance. Please email a cover letter & resume to: office@cochraneanimalclinic.com.

BLACKFALDS VETERINARY HOSPITAL IS

hiring a full-time RVT to start immediately. Competitive wages, paid CE dues and a health care spending account, one evening per week until 9 PM, no weekends or on call. We have digital X-ray, Abaxis lab equipment and therapeutic laser. We are situated just outside the beautiful city of Red Deer. Please submit your resume in person to 5025 Parkwood Rd. in Blackfalds or via email to dvolk@blackfaldsvet.ca. We look forward to meeting the perfect candidate!

FULLER ANIMAL SPECIALTY SURGERY,

located at the Fish Creek 24 Hour Pet Hospital, is looking for a full-time RVT to join our exciting surgical referral team. The service is led by Dr. Mark Fuller, a board-certified small animal surgeon. We perform advanced orthopedic, soft tissue and oncologic procedures. Daily tasks range from client communication, preoperative diagnostics, anesthesia, assisting in surgery, and postoperative care. Salary

starts at \$24/hour and increases with experience. We offer CE, clothing allowance and benefits. Send resume to admin@fulleranimal.ca.

PROGRESSIVE COMPANION ANIMAL

practice in Tofield, a smaller friendly community within 40 minutes of Edmonton, is looking to add an RVT to their team. Our practice is client oriented and well equipped with surgical laser, digital radiography, modern dental unit, in-house IDEXX laboratory and Advantage Plus software. We are in need of a team player interested in our clientele as well as their pets. This is a low stress practice offering health and dental benefits, CE and uniform allowance as well as professional dues. The position is open to experienced or recent graduates, no weekend or evening responsibility will be required. Wages will be more than competitive and based on experience. If you would like to join our team, please send Resume to: beavet@outlook.com.

WE ARE LOOKING FOR AN AMAZING TECH

to join our team! You probably don't love being covered in poop, blood, or hearing the cries of animals, however this often comes with the job on the journey to provide excellent care & compassion to all of our clients while nursing them back to full health. If you're looking for an opportunity in this New Year to be part of an amazing team, then look no further. Terra Losa Animal Clinic is an AHAA accredited small animal hospital in Edmonton Alberta. We are looking to fill full time & part time positions. Your compensation includes a \$1000 signing bonus, flexible scheduling, & mentorship opportunities to advance your skills & abilities. We offer bonuses, CE to invest in yourself & benefits to take care of you. We will provide you with valuable experience & with managements help we will ensure you are equipped with all the tools needed to provide the very best in care to all who enter our doors. With our diverse caseloads you are always learning something new. We value integrity, teamwork, & a positive attitude. If that describes you then send your resume to travis.young@primevetcorporation.com. New Year, new opportunities join our team today!

COR VETERINARY SERVICES IS SEEKING A

full time Registered Veterinary Technician. We are an Equine Veterinary Practise located East of Strathmore. Our main focus is Equine Lameness & Sports Medicine. We are seeking a personable, hard-working individual that is well experienced with handling horses. We offer benefits, paid annual ABVMA fees, CE allowance, etc. Compensation is determined by experience & skills. Please email your resume/cover letter to office@corvetservices.com or call 403-734-0011 for more information.

RVT REQUIRED FOR A BUSY 3 DOCTOR

small animal practice located in Red Deer, Alberta. We are fully equipped and modern and offer digital and dental x-ray, laser surgery and numerous other services. We are very flexible with hours and holiday times. Occasional Saturdays may be required to work and we offer excellent wages and benefits. A signing bonus is available. Red Deer is located between Edmonton and Calgary. Please contact Dr. Greg Linnell at: linnell40@hotmail.com.

Classified Ads

***SIGNING BONUS* FULL OR PART-TIME**
RVT wanted in a busy companion animal clinic (90% small animal, 10% equine expanding to develop a stallion station). Fully equipped with digital and dental x-ray, ultrasound, class IV laser only to name a few. This is a single vet, 3 technician clinic with additional front end staff and technical assistant. Great mentor-ship with outstanding compensation package. Come join our team in Fort Macleod, only 25 minutes from Lethbridge. New grads welcome. Email: edgewateranimalclinic@outlook.com.

SAVE - SOUTHERN ALBERTA VETERINARY
Emergency is currently seeking full and part-time RVTs to join our great family! Our hospital is privately owned, located 15 minutes south of Calgary in the beautiful town of Okotoks. SAVE opened its doors June 2016 & 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, & seasoned professionals! We currently provide 24/7/365 emergency service with surgery & theriogenology referrals. If you are looking for a fun place to work & 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 & 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. Join our Team before Feb. 1st & you will get level 1 training and certification in Emergency & Critical Care! Email: lindsay@saveveterinary.com.

THE FORESTBURG VETERINARY CLINIC IS A
privately owned mixed animal practice serving Forestburg, AB, and surrounding area. We value integrity, teamwork, and pride ourselves on going the extra mile and giving the best possible care to our clients. Our clinic is busy and our case load is always unique and diverse. We are searching for 1-2 positive and motivated RVTs to join our dedicated team full time. We offer a professional, fun and friendly work environment, competitive wages, provincial licensing fees, CE coverage and other attractive incentives. If you would like to learn more about the position and our team, please contact Jeff Serfas at 780-608-7163 or send us an email to drjeff5@hotmail.ca or forestburgvetclinic@gmail.ca.

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 & medicine, or your compassion drives you to care for animals of all shapes & sizes. Mercy Animal Hospital is an AHAA accredited hospital and we are looking for both full time and part-time positions. Your compensation includes competitive rates, a \$1000 signing bonus, flexible scheduling, and mentorship opportunities to advance all your skills and abilities. We also offer incentives through bonuses as well as CE to invest in yourself & benefits to take care of you. We know we can provide a valuable experience for you & 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 busy & our case load is always unique & diverse. We would love to partner with you & help you accomplish becoming the best tech you can be. Please submit your resume to travis.young@primevetcorporation.com & your journey could start today!

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.

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.

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. 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: abhs.ca.

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.

LOOKING FOR A FULL-TIME RVT FOR A
small animal clinic in Edmonton. At Edmonton Spay and Neuter Clinic we focus on quality patient care, Anesthesia, Surgery and outpatient medicine. The new RVT will be working with 2 other experienced RVTs and 2 Veterinarians and support staff. New Grad or experienced RVT's are welcome to apply. Package includes industry leading salary and 100% health, dental Premiums, paid vacation and Staff discounts. Interested candidates please submit their CV at edmontonspay@gmail.com.

WOODLANDS VETERINARY HOSPITAL AND
Animal Dental Centre is looking to add a full-time RVT to our amazing team. We are looking for a fun, outgoing tech with an interest in small animal dentistry. We are a small, fast paced clinic that practices high-quality veterinary medicine. We are a state-of-the-art clinic in SW Calgary. Hours are Monday to Thursday, with rotating Saturdays. We offer above average compensation, uniform, CE allowance, health benefits and ABVTA dues paid annually. If this sounds like the place for you, please email your resume to admin@woodlandsvet.com.

WE ARE SEEKING A FULL-TIME RVT TO
join our passionate team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB. Our practice consists of 80% small animal and 20% large animal ambulatory services. We have an experienced staff, in-house lab, digital xray and digital dental xray. We offer competitive wage, RVT dues, uniform allowance, paid CE and health spending. Please send resumes to mike.devries@trimunicipalvet.com.

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

RUTHERFORD VET CLINIC IN SW
Edmonton is looking to expand our awesome team and add a motivated and outstanding skilled full-time RVT. If you have the passion providing the best customer service and pet care, we have a spot for

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you. We are offering above average wages, professional dues, uniform allowance, benefit package, CE and opportunities for advancement. New grads are welcome. To join our fun loving, passionate and experienced team, please email your resume to Mary at mary@rutherfordvetclinic.com.

AHT F/T OR P/T REQUIRED FOR OKOTOKS Veterinary Clinic. Compensation will depend on experience and will include CE, AHT dues, medical plan and staff discounts. See more about us at www.okvc.ca or on FB. Please send resumes to info@okvc.ca or call 403-995-9700.

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 drvvet@telusplanet.net.

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: careers.vcacanada.com or contact us directly at: careers.canada@vca.com.

WE'RE LOOKING FOR A F/P TIME RVT. We're a small animal hospital with an excellent team. Candidate has to be available to work some 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 welcomed. Email: m.summersidevet@gmail.com.

RANGE ROAD VETERINARY CLINIC IS A new small animal clinic opening in Beaumont, just minutes south of Edmonton. We are looking for another enthusiastic and outgoing RVT to join our team! Our perfect match would have strong technical skills, excellent communication skills and be looking for a fun and positive work environment. We are looking for a reliable individual with a strong work ethic, awesome attitude and the ability to work with a team or independently. We are proud to offer a warm and inviting work atmosphere that is enjoyable for employees as well as our clients. Fully equipped practice with DR Xray, Dental Xray and in house lab. Life really is better in Beaumont, come find out why! Check us out at www.rangeroadvet.com. Send applications to reception@rangeroadvet.com.

SANGUDO VETERINARY CLINIC IS looking for a part/full time RVT to join our small team. We are a one veterinarian, very busy mixed animal facility (50/50) in a small rural town. The clinic has in-house Idexx lab technology, digital x-ray system, laser therapy and ultrasound. We offer paid CE, membership dues, yearly uniform allowance and Blue Cross benefits. Please contact Michele at 780-305-3542 or sangudovet@telus.net.

SIGNAL HILL ANIMAL CLINIC IS A privately owned veterinary clinic serving our SW community for over 20 years. We pride ourselves in providing excellent patient and client care to everyone who comes in the door. We are looking for an experienced RVT who shares our passion for pet health care and nurturing the animal-human bond. The right candidate has excellent technical skills, works well both independently and with a team, enjoys working in a fast-paced environment and loves both people and animals. We offer competitive wages, CE allowance, benefits and uniform allowance. If you think you would make a great addition to our team, please email your cover letter and resume to Sarah at aspenanimalhospital@gmail.com.

MISSION RIDGE ANIMAL HOSPITAL 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 AAFP certified and pride ourselves in providing quality veterinary care for our pets; offering orthopedic procedures, acupuncture and care for pocket pets! We are looking for a passionate RVT to join our dynamic and supportive team. We offer a competitive compensation package, generous CE allowance, benefits and outstanding medical and pet supply discounts. Do not miss out on this great opportunity! For more info and to apply, please contact debra@missionridgevet.com.

PIONEER VETERINARY SERVICES IS looking for a full-time RVT to add to our combined team of 5-veterinarians and 4-technicians. We are a local business with three rural mixed animal practices located in Sundre, Olds and Caroline, Alberta. We are a busy, approximately 50% small, 50% large animal, service and are looking for a fun team player with a love of animals of all sizes. The ideal candidate must be motivated, independent and enjoy working as a team. We like to work in a safe but fun environment and strive to be like a family. For more information please contact Dr. Haley Safnuk or Velma at Pioneer Vet Services at 403-638-3774 or email admin@pioneerpetsab.com.

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

CORNERSTONE SQUARE VETERINARY Hospital is a rapidly growing clinic looking a full-time or part-time RVT to add to our family. We

are a young, privately-owned, 3-veterinarian, small animal practice in a beautiful area of SW Calgary with modern facilities (including digital x-ray, ultrasound and in-house blood lab) and a fantastic team. The qualities that we are searching for, in addition to technical knowledge and skills, include team-oriented, self-sufficient, motivated, reliable, professional, compassionate and an excellent communicator. We are offering a competitive wage with a variety of benefits. If you are interested in this position please contact Jason at: jason.tolton@cornerstonevets.com.

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.

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.

VETERINARY STUDENT REQUIRED

DO YOU LOVE GETTING POOPED ON, peed 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.

Classified Ads

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

TD EQUINE VETERINARY GROUP IS looking for a full-time receptionist to join our team! We are looking for a mature, self-motivated team player with strong communication & customer service skills. Main duties include client communication: answering the phone & emails, scheduling appointments, invoicing & administrative paperwork. Hours are Monday to Friday 8.30am to 5.00pm. We offer competitive wages, health benefits & staff discounts. Experience with horses is a requirement. Please email your resume & cover letter with your horse experience to Karli@tdequinevet.com. Only qualified applicants will be contacted for an interview.

VCA CANADA IS EXPERIENCING HIGH levels of growth and we need you! There has never been a better time to explore an exciting opportunity to join our family. From veterinarians to technicians to support staff, we are always in search for dedicated individuals who connect with animals on a meaningful level. When you choose to work with VCA Canada, you become part of an exceptional network of individuals who believe the value of pet care is no different than human care. We are in pursuit of those candidates who want to give back to the veterinary community and contribute to a new level of veterinary knowledge. Our company believes in enhancing careers through professional development by mentorship, exclusive VCA conferences, CE allowances and a Canada-wide network of exchange with like-minded veterinarians and medical support teams. Come and practice your passion for pets with a company that continues to invest in new technologies, advanced diagnostics, innovative equipment and modern facilities and most importantly, their people. For

more detailed information on career opportunities visit: careers.vcacanada.com or contact us directly by email: careers.canada@vca.com.

SAVE IS SEEKING AN EXPERIENCED Practice Manager to lead our team. We are looking for a strong and motivated leader, with laser-focused attention to detail. You possess excellent team motivation, recruitment, communication and organizational skills. You are deadline driven, analytical and capable of prioritizing appropriately. You're comfortable leading a team and are a self-starter. SAVE is a growing 24-hour Companion Animal Emergency. Okotoks is 15 minutes south of Calgary, Alberta, and an easy hour's drive to the Rocky Mountains offering year round outdoor adventure and recreation. YOU: are proficient in Cornerstone, financial statement analysis, budgeting and monthly reporting, are skilled in client relations, marketing, HR recruitment and management, have more than 5 years of veterinary management experience, have managed more than 35 team members and have degrees such as CVPM, CPA, and business administration. This position offers competitive salary, bonus, benefits and opportunities for growth. Please reply with resume and other information you think pertinent to: SAVE322233@gmail.com.

PRACTICE FOR SALE

INCREDIBLE, WELL-EQUIPPED, 1-DOCTOR veterinary practice for sale in Lacombe, AB. Good clientele, prime location with lots of potential for growth. Reasonable lease rates. Contact: Dr. Ravi, Tel: 647-295-7106, Email: ravi.grewal14@gmail.com.

EXCELLENT OPPORTUNITY FOR SOMEONE wishing to establish their ownership career at less than start-up costs. This established, AAHA companion animal practice is fully equipped (including dental x-ray) and staffed for immediate assumption. The practice has spacious premises and is located in a visible commercial strip mall with plenty of parking. The practice is located in Central Alberta, in a vibrant and growing community with all amenities. For more information please contact vetpracticesalesbc@gmail.com.

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.

EQUIPMENT FOR SALE/ WANTED

INCREDIBLE, WELL-EQUIPPED, 1-DOCTOR veterinary practice for sale in Lacombe, AB. Good clientele, prime location with lots of potential for growth. Reasonable lease rates. Contact: Dr. Ravi, Tel: 647-295-7106, Email: ravi.grewal14@gmail.com.

2016 VETSCAN ISTAT & DOWNLOADER with printer, all cables & manual. Tests blood gases, chemistry, etc. Asking \$5,000. Email edgewateranimalclinic@outlook.com.

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**SAVE
THE DATE**



2019 CANWEST VETERINARY CONFERENCE

OCTOBER 19-22, 2019

**FAIRMONT BANFF
SPRINGS HOTEL
BANFF, AB**

- Hosted by the Alberta Veterinary Medical Association
- All-inclusive registration package includes: CE, trade fair access, breakfast, lunch and refreshment breaks for one low price
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