



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

MAY-JUNE 2019

2018 Veterinarian of the Year, Dr. Robert Jones



SPARK A CONVERSATION. SPARK HIS METABOLISM.

Focus your weight conversation on metabolism — known to slow naturally over time — and make it easier for pet parents to commit to weight loss success.

- 1** Hill's® Prescription Diet® Metabolic is the only nutrition clinically proven to activate metabolism¹
- 2** Helps control begging in 9 out of 10 dogs²
- 3** 96% of dogs lost weight in two months at home³

IT'S PROVEN WEIGHT LOSS YOU CAN ALL FEEL HAPPY ABOUT.

Available in a full line of great tasting dry food, delicious stews and treats

For best results, feed Metabolic as directed in the feeding guide.

¹Hill's data on file. Based on current therapeutic products in market.

²Data on file. Hill's Pet Nutrition, Inc.

³Veterinarian-supervised feeding study with 351 client-owned pets; 314 pets completed after 67 days. Data on file. Hill's Pet Nutrition, Inc.

©2019 Hill's Pet Nutrition Canada, Inc. ®/™ Trademarks owned by Hill's Pet Nutrition, Inc.

VETS' #1 CHOICE



Editor's Notebook

As I write this column at the end of March, the political future in Alberta is full of both uncertainty and promise. At the time of writing, Alberta is currently in the early throes of a spirited election campaign. As you read this, you will know who the new premier and governing party is. As I write this, I have no idea who it will be, but I am confident that whoever it is, it will be an opportunity for us in the veterinary profession.

Going into the election, the development of regulations for Bill 31 remains an unfinished task. At the Annual General Meeting in February, members passed Resolution 19-III, which gives direction to the government with regards to Bill 31, and includes recommendations from the association to allow this regulation to proceed with the least disruption of the delivery of veterinary services in Alberta. This provides an opportunity to enact a regulation that equally suits the needs of the public and ourselves. In addition, the association looks forward to working with the sitting government following the election to tackle issues that challenge the veterinary profession, including a workforce shortage of both technologists and veterinarians. This may come about in multiple ways. Increasing enrolment of Alberta students in veterinary educational programs will help relieve the problem in the future, and is a good long-range plan. Increasing immigration of qualified professionals to Alberta to help relieve the stress on our workforce is a good short-term solution. Both will require understanding and cooperation.

Our engagement with government over the past year has grown enormously. The association has developed new contacts and nurtured existing contacts within government. We have built some common understanding with government around concepts that previously were not grasped by either side. Following the election, the new government will proceed with a fresh mandate. The association is confident that we will continue to work with them to propel the veterinary profession forward in Alberta for the betterment of both the public and the profession.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Inside this Issue

VOL. 21, ISSUE 3

Meet the ABVMA Team	14
2019 ABVMA Leadership Weekend	15
Letter to the Editor	19
Cost vs. Value, Continued ABVMA Market Research.....	20-23
2019 Livestock Care Conference.....	25
Animal Cancer Therapy Subsidization Society	25
Paving the Path Forward – Veterinary Leadership in the Use of Antimicrobials.....	26-27
Pro Bono Work — Does Your Practice Have a Leak?	28
Focus on Wellness — Adapting to Change.....	29
2018 ABVMA Award Recipients	30-35

REGULAR ARTICLES

Editor's Notebook	3
President's Report.....	4
Go Green.....	4
Registrar's Report	5-6
Keeping You Current.....	7
Council Highlights.....	8-9
Complaints Director's Report	10-12
Membership Matters	16-17
CVMA Report.....	18-19
In Memoriam	24
PIPS Tip	25
Dean's Corner (UCVM & WCVM).....	36-37
Student's Corner (WCVM & UCVM)	38-39
ABVTA News	40-43
CE Opportunities.....	45-46
Classified Ads.....	47-54
Advertiser's Index	54



The ABVMA *Members' Magazine* is a bi-monthly publication of the Alberta Veterinary Medical Association delivered free of charge to members of the ABVMA.

PRODUCTION

Editor – Dr. Darrell Dalton
Design, Layout & Printing – Burke Group
Communications and Professional
Enhancement – Kathy Naum

ADVERTISING

Display Advertising – Sarah Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

The ABVMA *Members' Magazine* welcomes article submissions, letters to the editor and advertising requests on topics and products related to the veterinary profession.

The editor reserves the right to reject submissions if they do not meet the ABVMA's editorial criteria.

The editor also reserves the right to edit submissions (including letters to the editor) for clarity, length and correction of factual inaccuracies.

CONTACT US

Alberta Veterinary Medical Association
Bldg. 3, Elm Business Park
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6

Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

Return Undeliverable Canadian Addresses to:

Alberta Veterinary Medical Association
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6 Canada

Canadian Publication Mail Agreement
40014637

President's Report



Lisa Lomsnes, DVM

President, Alberta Veterinary Medical Association

DO MILLENNIALS HAVE THE

capability to change the veterinary profession, or are they just dreamers?

You hear it time and time again — the younger generation don't know how to work hard, they demand unrealistic pay and need so much guidance. How true are these opinions?

Like it or not, the new generation, Millennials, are different but they have characteristics that will shape your business for the better. By as early as 2020, nearly half of the veterinarians and registered veterinary technologists practicing in the field will be composed of Millennials. The older generation took the first job they could get, worked long hours with little pay and never said a word, for this was what veterinarians needed to do for their profession. Millennials are high-achieving professionals that have priorities for their career, lifestyle and families.

Millennials choose and stay at a job based on these facts:

1. Working Culture

Millennials care about the values and culture of a business and will search through many companies to find the one that fits them. Their priority is on the culture and environment of the hospital/clinic. They look for high-level professionalism, positive relationships among the staff and with the clients and strong mentorship. They do not want to work in a hospital filled with conflict or negative attitudes, or one that is militant and follows strict policies.

2. Diversity and Inclusion

Millennials want to feel welcomed and respected for who they are. They are much more open-minded than the older generation. Millennials have a wide interest in culture, ideas and beliefs. They do not want a stereotypical place to work in.

3. Work-Life Balance

Millennials wish to work in an environment that prioritizes health — both physical and mental. This can involve flexible work hours, vacation time and understanding from the employer what their work-life balance looks like. It might just be a 7:30 a.m.–4:30 p.m. schedule of work rather than 8 a.m.–5 p.m. These requests do not mean this generation is lazy and cannot put in a “good day of work,” but they do believe this is a healthy work-life balance they require in order to stay healthy and continue working at your business. Veterinary businesses that demand employees to sacrifice everything for their job will have high turnover, which is definitely not good for business.

4. Cause and Purpose

The new generation needs a purpose and cause for their work. They need to feel that there is a purpose for their work and

contribute to the business. Having Millennials actively involved in the business's vision and mission is critical to being progressive. Young employees are a wealth of information and bring fresh ideas. If you embrace these qualities and allow them to flow in your company, success and satisfaction prevails. Encourage those in younger generations to have a voice.

5. Mentorship

Traditionally when you were hired, the next day you were expected to handle all the appointments and surgeries and rarely ever had the senior veterinarian there to help you. This is not a plan for developing confidence in a new grad. Mentorship is a big thing now and rightfully so. Mentorship can help new grads develop so much faster and instill in them a sense of confidence.

Mentorship is not a burden on the senior veterinarian or registered veterinary technologist. It is an honour to have someone you can share your knowledge and skill with, which translates into joy as you see the amazing growth in these individuals. Remember, mentorship works both ways. New grads have taught me so much in practice. They keep me on my toes with their questions and new progressive thinking. I would joke and call my new grads, “Grasshoppers.” It was with great honour and gratitude that they would respond back to me by calling me Sensei. Meaning “one who comes before” and represents a high level of respect.

Millennials are here and they will be the new associates, the new owners and the new members that lead the ABVMA. So yes, Millennials absolutely have the capability to change our profession. These individuals have so much to offer. Embrace this and watch your life and business succeed in a positive way beyond what you could have ever dreamed.



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.

AGM RESOLUTION REVIEW

THE 2019 ABVMA ANNUAL

General Meeting (AGM) took place Sunday, Feb. 24, 2019 at the Sheraton Cavalier Hotel in Calgary, AB. Several resolutions were on the agenda and attendance at the meeting was higher than usual. Attendance stats are provided below:

Attendance

- 101 veterinarians
- 61 technologists
- 23 non-voting
- **Total attendees: 185**

Voting Statistics:

- 101 veterinarians (out of 1,853 possible)
- 61 technologists (out of 1,832 possible)
- 103 proxy forms (45 veterinarians and 58 technologists sent their vote by proxy)
- **Total votes in the room: 265 (out of 3,685 possible)**

Four resolutions were presented to the membership for a vote at the 2019 AGM. Three of the resolutions were put forward from Council, and the fourth was a member's resolution. A summary of the resolutions and results follows.

Resolution 19-I

This resolution's intent is to recommend to the provincial government to make amendments to the *Veterinary Profession Act (VPA) General Regulation, Part 3 Ethics and Advertising* regarding a member's duty to report situations of animal abuse and neglect, and to take action to address these animals. Currently veterinary professionals in Alberta are in conflict, as the Animal Protection Act (APA) only describes animals in distress. The APA definition of an animal in distress is one that is:

- a. Deprived of adequate shelter, ventilation, space, food, water or veterinary care or reasonable protection from injurious heat or cold,
- b. Injured, sick, in pain or suffering, or
- c. Abused or subjected to undue hardship, privation or neglect.

As can be seen, many of our patients that are presented at veterinary practices are there because they are injured, sick, in pain or suffering. The APA, however, does not define in what situations that an animal is either

abused or neglected. Obviously animals that are abused or neglected are in distress as well, but in the APA, all situations are described as in "distress." This is where the conflict arises for veterinary professionals.

This resolution does **NOT** apply to clients that present their animals seeking medical aid. It defines what we consider to be abuse and neglect, separate from distress. Animal abuse is now defined as:

- a. Malicious or inappropriate infliction of physical injury such as blunt force trauma, stabbing, inhumane shooting,
- b. Sexual abuse,
- c. Mental abuse which is a deliberate action that induces a negative emotional or psychological state (such as fear, distress or depression),
- d. Poisoning (using a non-approved product),
- e. Asphyxia such as strangulation,
- f. Drowning, or
- g. Enabling animal fighting.

Animal neglect is now defined as:

- a. failing to provide animals with adequate basic necessities supporting health and well-being for extended periods leading to suffering, serious injury or death. This includes:
 - i. food and water,
 - ii. medical attention when wounded or ill,
 - iii. protection from injurious weather,
 - iv. adequate space,
 - v. sanitary housing,
 - vi. ventilation and lighting,
 - vii. opportunity for exercise, and
 - viii. stimulating social environment that prevents the induction of a negative emotional or psychological state.

Alberta and the three territories are the only Canadian jurisdictions that do not incorporate mandatory reporting into their animal protection statute. Including a mandatory reporting provision in the VPA General Regulation would be unique in Canada. This does not hamper the potential to include a broad mandatory reporting requirement for the public in general in the APA as may be desirable in the future. Council considers this to be taking strong leadership in animal welfare.

This resolution passed with overwhelming support.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Resolution 19-II

The ABVMA has long been a supporter of the CVMA position statement that "opposes the alteration of any animal by surgical or other invasive methods for cosmetic or competitive purposes." Council conducted a review of the other province's bylaws and legislation to determine the level to which they were following the CVMA position statement, and the results were varied. As leadership in animal welfare is one of the strategic priorities that Council considers of major significance, it was clear that the ABVMA needed to take a firmer stand in this area. A resolution was almost unanimously passed to direct the provincial government to amend the **VPA General Regulation Part 3 Ethics and Advertising, Section 16.1 Duties** to the following:

- 16.1 Every registered veterinarian, registered veterinary technologist, permit holder, student and other member of the association (new) must not perform any elective and/or non-therapeutic, unnecessary medical/surgical procedure. This includes the following procedures:
1. Ear Cropping: the surgical removal of a portion of the pinnae or auricles of the ear of a canine.
 2. Tail Docking: removal of all or part of the tail of dogs, horses, cattle, and includes tail blocking and tail nicking;
 3. Tail Nicking: cutting any of the tail muscles; and

Registrar's Report continued

4. Tail Blocking: Injecting the major nerves of the tail with a substance which affects the animal's ability to move the tail;
5. Partial Digital Amputation, (declawing or onychectomy), elective and non-therapeutic of any felid, including domestic cats.
6. Cosmetic Dentistry: to meet show or breed standards
7. Tattooing: other than for registration and identification
8. Body Piercing: except in the case of livestock animals for the purpose of identification or to protect human safety
9. Devocalization
10. Front Dew Claw Removal
11. Tendonectomy

This resolution provides the most comprehensive list of banned unnecessary medical procedures for any veterinary jurisdiction in Canada, and once again demonstrates the ABVMA memberships' commitment to animal welfare in Canada.

Resolution 19-III

This resolution consisted of a three-column document to be presented to the government of Alberta as a proposed way forward for the development of a Regulation to Bill 31, passed by the government in December 2017. This bill proposed to make two amendments to the VPA:

1. Amend the VPA to create an authority to make a regulation that will require full disclosure of fees before administering treatments for household pets. **This will include cats and dogs and a list of prescribed services.** Emergencies will be exempted.

2. Amend the VPA to enable the advertising of fees for certain **defined services.** This represented an intrusion into the self-regulation of the profession of veterinary medicine. The ABVMA regulates the profession in accordance with the VPA and General Regulation in the interest of protecting the public. Standards for practice are appropriately determined by the profession and are properly codified as minimum standards for facilities, equipment, personnel and operational procedures in the Practice Inspection Practice Standards (PIPS) Bylaw. A section in the VPA that would necessitate a detailed regulation, as required by Bill 31, which mandates fee disclosure and advertising of certain fees is not appropriate in legislation governing a self-regulated profession.

We believe that ABVMA members already are required to disclose fees to clients prior to administration of treatment. This is an aspect of informed consent, which is mandatory for all members to obtain prior to treatment. In addition, the ABVMA Marketing Activity Guideline was extensively reviewed and passed by the membership in 2017, at which time the membership voted against allowing the advertising of prices or fees.

The three-column document that was unanimously passed by the membership addresses the wishes of the government, while causing the least disruption of the delivery of veterinary services in Alberta. In addition, it will leave the decision-making powers within the hands of the profession, where it belongs.

Resolution O-1

The final resolution that was presented to the membership was one from a member

to ask the government to amend the VPA General Regulation regarding the ownership of a permit to practice veterinary medicine in Alberta. The proposed change would be:

- 11(1)** No corporation shall be approved for registration as a permit holder by the Council unless it provides evidence satisfactory to the Council that
- a) the corporation is registered under or established by an Act of Alberta, and
 - b) subject to subsection (1.1), the majority of the issued shares of the corporation having voting rights are beneficially owned by a **registered unrestricted member of the ABVMA (to include either an unrestricted Veterinarian, or an unrestricted Registered Veterinary Technologist).**

The proposed amendment to this section appears in bold. The reasons cited by the member are that:

1. There appears to be a lack of veterinarians in Alberta willing to take on the role of clinic owner or partner,
2. Corporate ownership of veterinary practices is increasing as a result of the above,
3. There is a business inequality between veterinarians and RVTs, as RVTs can only own up to 49% of the shares in a corporation approved as a permit holder that may own a practice under the current Veterinary Profession General Regulation.

This resolution was not supported by Council, and was referred back to committee by the membership for more review and consideration. No vote occurred, and Council revisited this issue at the April Council meeting.

Watch for further developments.



2019 ABVMA Staff

Standing (left to right): Ms. Brenda Betnar, Ms. Lisa Barry, Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forselle, Ms. Sandra Ward, Ms. Margaret Massey

Seated (left to right): Ms. Sarah Munn, Ms. Mandi Duggan, Ms. Desirée Sieben, Ms. Kathy Naum

KEEPING YOU CURRENT

Member Engagement

Nominations for the Metacam 20 Bovine Welfare Award are now open. The deadline for submission of nominations is May 31, 2019. Visit cabv.ca/about/awards for more details.

2020 Council Nominations and 2019 Award Nominations Go Digital in 2019

- Read Keeping You Current in the July/August issue of the *Members' Magazine* for instructions on where to download this year's Council nomination and award nomination packages.
- In an effort to reduce printing, paper nomination packages will not be included in the next issue.
- Nomination packages will be available on the ABVMA member portal. Check back next issue for more details.

Association Activities

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

MARCH 2019

- **March 4:** Registrar attended AMR Working Group at the College of Physicians & Surgeons of Alberta in Edmonton
- **March 5:** Registrar and Deputy Registrar met with MLA Rick Fraser in Edmonton
- **March 8:**
 - Deputy Registrar participated in AMR Stewardship Task Group Call
 - Registrar and Deputy Registrar met with Maryann Everett, Assistant Deputy Minister, Workforce Strategies Division, Labour in Edmonton
- **March 12:** PIPS Committee meeting held at ABVMA office
- **March 13-15:** Assistant Registrar CVMA AHTVTPAC accreditation site visit
- **March 16-18:** Assistant Registrar attended CVMA Committee Weekend in Ottawa

- **March 14:** President, Registrar and Deputy Registrar attended meeting with Alberta Beef Producers executive in Red Deer
- **March 15:** Registrar provided update to ABVTA at Board Meeting in Edmonton
- **March 19:** President, Registrar, Deputy Registrar and Assistant Registrar hosted a meeting with CVMA Executive at the ABVMA office
- **March 20-21:** Registrar, Assistant Registrar and Communications Manager attended AFAC Livestock Care Conference in Olds
- **March 22:**
 - Assistant Registrar attended Pain Mitigation roundtable in Airdrie
 - Registrar attended SVMA Registrar's retirement event in Saskatoon
- **March 24-30:** Assistant Registrar attended CVMA accreditation visits
- **March 28:**
 - Registrar attended producer meeting on antimicrobial stewardship with County of Lac La Biche/Athabasca in Plamondon
 - Registrar participated in CCVR Antimicrobial Stewardship teleconference
- **March 29:** Registrar attended AFAC Board Meeting in Calgary

APRIL 2019

- **April 1:** Registrar participated in Audit Committee teleconference
- **April 2-3:** Deputy Registrar attended AMR Stewardship Task Group meeting in Ottawa
- **April 4:** Registrar participated/attended in TPP AMR teleconference with CPSA and associated participants
- **April 6:** Registrar attended UCVM's AVMA Council on Education Site Visit Team reception at UCVM
- **April 8:** Registrar, Deputy Registrar and Assistant Registrar hosted a meeting with City of Edmonton Animal Care and Control Centre regarding Trap/Neuter/Release at the ABVMA office
- **April 10:** Deputy Registrar participated in quarterly Health Canada AMR teleconference
- **April 11:**
 - Registrar attended CCVR meeting in Toronto
 - Deputy Registrar participated in the Canadian Animal Health Products Regulatory Advisory Committee (CAHPRAC) AMR Sub Committee teleconference
- **April 13:** ABVMA President and Registrar attended NAIT graduation
- **April 16:**
 - Registrar participated in Innovation and Technology Working Group teleconference
 - Deputy Registrar participated in Role of Pharmacists Working Group teleconference
- **April 24-25:** Registrar, Deputy Registrar and Assistant Registrar attended ABVMA Council Meeting
- **April 25:** Registrar, Deputy Registrar, Assistant Registrar, Communications Manager, Council and advisory committee chairs attended strategic planning meeting at ABVMA office
- **April 24:** Assistant Registrar participated in GPRC Advisory Committee teleconference
- **April 26-28:**
 - Registrar attended International Conference on Communication in Veterinary Medicine conference in Banff
 - Assistant Registrar attended Committee on Veterinary Technician Education and Activities meeting in Chicago
- **April 28:** Deputy Registrar attended VCA Regional Conference in Calgary
- **April 30:** Registrar participated in TPP AMR teleconference with CPSA and associated participants

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

Council Highlights



Back row, standing (left to right): Dr. Ingrid Hildebrandt, Dr. Baljit Singh, Dr. Colleen Pratt, Mr. Mick Howden, Dr. Pat Burrage, Dr. Keith Lehman, Mr. Ross Plecash, Dr. Louis Kwantes, Dr. Darrell Dalton, Dr. Chris Belan, Dr. Daren Mandrusiak, Dr. Gurmeet Singh Tuli, Ms. Amanda Barker
Front row, seated (left to right): Dr. Kathy Keil, Ms. Kate Simon, Dr. Kirsten Aarbo, Dr. Lisa Lomsnes, Dr. Kim Romanufa, Ms. Darcie Steffler

Feb. 21, 2019

Andrea Edwards, RVT

- **COUNCIL CREATED A FINANCIAL Audit Committee.** They will attempt to create financial and profit loss statements that are easier to interpret, and have a better understanding of what they are looking at. They will work with the auditors for improved reporting to Council. It was created not to address any issues, just for more clarification for Council and best practice.
- A strategic planning session is scheduled on April 25, 2019, to review strategic directions of the association.
- The TPP program is moving to a duplicate pad. It was recognized that there will need to be clear communication to members about these upcoming changes.
- Council approved the CVMA Surgical Castration of Horses, Donkeys and Mules Position Statement.
- Mr. Ross Plecash was appointed and joined Council as the public member.
- Dr. Kevin MacAulay made a presentation to Council about the Vintage Veterinary Exhibit at Heritage Park in Calgary. Council agreed to support this exhibit and committed to a \$5,000 donation for this year.
- Dr. Baljit Singh spoke to a proposal for a Calgary Veterinary Student Research and Leadership Symposium possibly the end of 2019. Council voted in favour of staff investigating possible ABVMA participation in the symposium.
- The Calgary Humane Society presented to Council a request for approval to provide veterinary medical services to individual animal owners in certain circumstances. These circumstances include listed regular procedures to animals after they are adopted, post-operative care, pet safekeeping program, emergency boarding, providing emergency care to animals that are referred to CHS by their regular clinic and return of strays to owners after medical care has been provided. Council approved a one-year pilot program with a report to Council after the year to assess if there are issues to address.
- Council approved the addition of low-income individuals to the Community Cat Care and Control Program that operates similarly to the Alberta Spay and Neuter Task Force (ASNTF) under a temporary facility. It was recognized by the ASNTF that some of the cats that came into the community cat care may be owned by low-income individuals.
- Dr. Doug Freeman provided Council with a proposal for an Alberta veterinary medical conference and exposition. This would offer the ABVMA to form a strategic alliance with Macgregor Communications and become involved in this event in March 2020 with no financial investment. Council was in support of this idea and directed staff to further investigate this opportunity.



Andrea Edwards, RVT

RVT Member,
Northern Region

ANDREA GRADUATED FROM NAIT IN 1992 and starting working as an RVT in mixed animal practice. After six years, she made the change to small animal practice, where she recognized her passion for management and business, and became the hospital manager. She currently continues to work as a manger in multiple locations around the Edmonton area.

Andrea has been active with both the ABVMA and the ABVTA, and enjoyed her term as ABVTA president in 2014. She has

completed two terms on the Practice Review Board and a three-year term on ABVMA Council as ex-officio ABVTA member. Andrea recently completed her term on ABVMA Council as the RVT representing the North Region this year. She was one of the first RVTs to vote on Council.

WDDC
WESTERN DRUG DISTRIBUTION CENTER LIMITED

Providing Service to Professionals
35
years

"Your Success is Our Business"

**MEMBER OWNED
SERVICE DRIVEN
INNOVATIVE**

- Largest selection of veterinary products in Canada with over 25,985 products sourced from 309 suppliers
- Annual product catalogue and full color instrument picture catalogue
- Extensive assortment of retail pet products and annual full color retail catalogue
- Multiple late cut-off times for most clinic locations in Western Canada
- Next day, pre-paid delivery utilizing the WDDC dedicated fleet of ambient temperature controlled trucks
- Weekend order fulfilment for Monday delivery
- Case lot discounts for members and annual dividends based on purchases
- 4% Discounted pet food pricing program (value pack)
- 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
Toll Free Phone 1-877-746-9332 • Toll Free Fax 1-800-329-9332 • mservice@wddc.com



Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

COMPLAINT CASE #17-09, BREACH OF ORDERS OF THE HEARING TRIBUNAL

BACKGROUND

In March 2017, a complaint was received about the conduct of Dr. Henryk Srubka. The complaint was regarding a dental procedure and surgery performed on a small dog. The matter was investigated and referred for a hearing. An admission of unprofessional conduct and a negotiated consent order were accepted at a consent hearing on Nov. 14, 2017.

The tribunal accepted the admissions of unprofessional conduct relating to informed consent, medical and surgical treatment including dental extractions and anesthesia, inappropriate anesthetic protocol, access to radiography for dental procedures, provision of follow-up care, delegating veterinary medical tasks to unregistered auxiliaries, ensuring a responsible veterinarian present at the practice when open and medical records.

The Hearing Tribunal ordered the following:

1. A reprimand shall be issued as against Dr. Srubka.
2. Dr. Srubka shall be suspended from the practice of veterinary medicine for a period of 30 days commencing Dec. 1, 2017.
3. Dr. Srubka shall be required to complete, at his own cost, within 90 days from the date of this Order, the following continuing education obligations:
 - i. Dr. Srubka is required to attend for on-site consultations with a recognized specialist in the area of anesthesiology (approved by the ABVMA) for 25 hours. Thereafter Dr. Srubka shall be required to develop anesthesia protocols which will be approved by the specialist; and
 - ii. Dr. Srubka shall be required to successfully complete the veterinary medical records course offered online by Washington State University.
4. Dr. Srubka shall be prohibited from undertaking any dental procedures on companion animals until such time that Dr. Srubka has:
 - i. Acquired 25 hours of continuing education in the area of companion animal dentistry (approved by the ABVMA); and
 - ii. Comply with all requirements of the Practice Inspection and Practice Standards (PIPS) Bylaw including the acquisition of required radiology equipment; and
- iii. Provide comprehensive and detailed standard operating procedures (SOPs) that describe the approach to companion animal dentistry cases, including but not limited to assessment, documentation, scaling, radiology, extraction, surgery, pain management and discharge/aftercare instructions, which shall be approved by the ABVMA.
5. Dr. Srubka's practice shall be subject to unannounced practice inspections by a practice inspector approved by the ABVMA twice yearly for a period of two years. These audits shall focus on but not be limited to medical records, anesthesia monitoring, dispensing and dental procedures. Dr. Srubka shall pay the costs of these practice inspections and shall provide any and all information requested by and to the inspector. The result of the practice inspections shall be provided to the Complaints Director and PIPS Committee and subject to their approval.
6. A condition shall be imposed on Dr. Srubka's annual certificate that he shall employ and practice with a registered veterinary technologist, on occasions when he practices veterinary medicine in the areas of:
 - i. Dispensing prescription pharmaceuticals in his absence from the practice;
 - ii. Undertaking of companion animal anesthesia; and
 - iii. Undertaking of companion animal surgery.
7. Dr. Srubka shall pay partial costs in the amount of \$4,000 payable within six months from the date of this Order.
8. Dr. Srubka shall pay a fine in the amount of \$2,000 to be paid within six months from the date of this Order (\$1,000 specifically relating to the finding of unauthorized use of non-registered staff and \$1,000 specifically relating to the finding of the Bashaw Veterinary Clinic remaining open when there was no responsible veterinarian to attend at the practice).
9. If the Complaints Director deems there to be a violation of this Order, including but not limited to determination that there have been the practice of veterinary medicine during the period of suspension or failure of any of the practice audits as unilaterally deemed by the Complaints Director, Dr. Srubka shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine

Complaints Director's Report

pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.

10. *There shall be publication of this Order on a "with names" basis in the Members' Magazine and on the ABVMA website for the duration of Dr. Srubka's suspension.*

BREACH OF ORDERS

At some time between May and July 2018, Dr. Srubka undertook the treatment of a six-year-old mixed breed dog named Zelda. The treatment records provided indicated an anesthetic record dated May 21, 2018, and a treatment record dated July 21, 2018. The anesthetic record indicates the procedure to be performed as "remove calculus" and the person performing the procedure, "surgeon" was indicated to be HS. The person monitoring the anesthetic, "anesthesia technician" was indicated to be HS.

There was no documentation that informed consent was obtained from the owner to proceed with the procedure or the anesthesia without a dedicated anesthetist. The conduct of Dr. Srubka in undertaking the dental procedure on Zelda was contrary to the orders of the Hearing Tribunal on Nov. 14, 2017, as set out in paragraphs 4 above and 6 above.

Specifically, paragraph 6 is a condition that is imposed on Dr. Srubka's Annual Certificate (license) that he was required to employ a registered veterinary technologist in order to undertake companion animal anesthesia and surgery.

Dr. Srubka's practice was also the subject of practice inspections, undertaken on Feb. 20, 2018, and Sept. 12, 2018. Dr. Srubka was informed by way of a letter June 8, 2018, of the decision of the PIPS Committee that Dr. Srubka's practice, Bashaw Veterinary Clinic, failed to meet the minimum professional standards with respect to the Feb. 20, 2018, inspection. The PIPS Committee determined that Dr. Srubka's practice, Bashaw Veterinary Clinic, did not meet with the minimum standards of the PIPS Bylaw during a second practice inspection of Sept. 12, 2018, particularly with respect to Dr. Srubka's medical records.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Breach of the Orders of the Hearing Tribunal

1. That by undertaking the dentistry on Zelda on May 21, 2018, Dr. Srubka contravened an Order under Part 5 of the *Veterinarian Profession Act* by practicing veterinary medicine contrary to the conditions imposed upon him by the Order of the Hearing Tribunal of Nov. 14, 2017.
2. That Dr. Srubka failed to successfully satisfy the PIPS audit of Feb. 20, 2018, and Sept. 12, 2018.
3. That in failing the PIPs audits of Feb. 20, 2018, and Sept. 12, 2018, Dr. Srubka failed to maintain the appropriate minimum standards for Bashaw Veterinary Clinic.

Medical Records

4. That Dr. Srubka failed to appropriately and promptly provide the medical records for Zelda to the Camrose Veterinary Hospital when requested.
5. That Dr. Srubka failed to create or maintain proper medical records for Zelda.

ORDERS AS TO SANCTIONS:

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

1. A reprimand shall be issued as against Dr. Srubka.
2. Dr. Srubka shall be suspended from the practice of veterinary medicine for a minimum of 60 days from the date of this Order. The suspension shall remain in place until such time that:
 - a. Dr. Srubka's practice, Bashaw Veterinary Clinic, successfully passes a PIPS Inspection by an inspector approved by the Complaints Director; and
 - b. Dr. Srubka completes the continuing education (CE) requirements described under paragraph 3 below.
3. Dr. Srubka shall complete the following CE requirements, which are in addition to the annual CE requirement of 20 hours and shall provide proof of successful completion to the Complaints Director (and his approval thereof), all of which shall be at Dr. Srubka's cost:
 - a. Dr. Srubka shall attend at a general

companion animal practice for 25 hours for the purpose of observing practice and improving the standard of veterinary medicine that he is providing; and

- b. Dr. Srubka shall complete the Washington State University Online Medical Records course.
4. Dr. Srubka shall pay fines in the amount of \$12,500 payable within six months:
 - a. \$10,000 for the breach of the order of the Hearing Tribunal (Admission #1) of Nov. 14, 2017;
 - b. \$2,500 for the failure to create and maintain appropriate medical record (Admission #4 and #5).
 5. Dr. Srubka shall pay costs in the amount of \$4,000 to be paid within six months from the date of this Order.
 6. Dr. Srubka's practice shall be subject to PIPS inspections, twice yearly for two years. These inspections shall be announced or unannounced. Dr. Srubka shall pay all costs associated with these inspections. The suspension ordered in paragraph 2 above shall remain in place until Dr. Srubka successfully passes an initial practice inspection.
 7. The condition imposed on Dr. Srubka's annual certificate (license) by the hearing tribunal in November 2017 shall be amended to read:
 - a. Dr. Srubka shall not practice in the area of companion animal anesthesia or companion animal dentistry.
 - b. This condition (6(a)) shall remain in place until such time that Dr. Srubka makes application to the Practice Review Board (PRB) to amend or remove the condition and the PRB is satisfied that Dr. Srubka may appropriately deliver companion animal anesthesia and companion animal dentistry services that meet the minimum professional standards. It is expected that such an application will require continuing education, hiring appropriate professional staff, acquiring appropriate equipment and proper oversight.
 8. There shall be publication on a "with names" basis in the *ABVMA Members' Magazine* and on the ABVMA website.

Complaints Director's Report continued

COMPLAINT CASE #18-01

A letter of complaint was received against a permit holder operating a veterinary practice, regarding the care provided to a dog, a five-year-old English Cocker Spaniel.

The dog was presented to the practice on Sept. 3, 2017, for vomiting, anorexia and lethargy. The dog was first seen on an outpatient basis, but was re-admitted later the same day. The dog had continued vomiting and a FAST ultrasound was performed which identified gas distended bowel ending at an inguinal swelling. The dog ultimately underwent an exploratory laparotomy, during which the attending veterinarian identified small intestines entrapped in a hernia which required resection and anastomosis. The surgery was performed late in the day on September 4, extending into the early morning of September 5. The attending veterinarian updated the owner immediately after surgery and was not on duty again until September 7.

A number of different veterinarians attended and entered notes in the medical record with respect to the dog. There was minimal communication initiated by the veterinary practice personnel with the client during Sept. 5 and 6, 2017.

The owner had attended at the practice to visit the dog and was concerned about the level of communication from staff and about the medical care being provided.

On the morning of Sept. 7, 2017, the veterinarian that performed the surgery met with the veterinarians who had provided care over the weekend and determined that the dog had not recovered as expected from surgery. A diagnosis of aspiration pneumonia was confirmed by radiographs and treatment was initiated. The client was updated by phone that day. The dog recovered from the aspiration pneumonia and was discharged on Sept. 9, 2017.

The complaint was investigated and the report of the investigation as provided to the Complaint Review Committee (CRC). The CRC requested additional information and, during a subsequent meeting to consider information from the additional investigation, made a decision to refer the matter to a hearing.

The owners of the veterinary practice entered into consent discussions and

ultimately provided an admission of unprofessional conduct. The admission and consent order were accepted by the hearing tribunal at a hearing on Feb. 26, 2019.

AGREED FINDINGS OF THE HEARING TRIBUNAL:

Responsible Veterinarian

1. That the veterinary practice failed to follow its policies and procedures with respect to the care of the dog, specifically with respect to the issues of communication, continuity of care and transfer of cases between responsible veterinarians.

Communication

2. That the veterinary practice failed to provide appropriate communication with the client during the dog's hospitalization.

Discharge Instructions

3. Appropriate discharge instructions were not provided to the owner upon discharge of the dog on Sept. 9, 2017.

Medical Records

4. That the veterinary practice failed to create appropriate medical records for the dog.

ACKNOWLEDGMENT OF RESPONSIBILITY:

It is acknowledged by the ABVMA and the veterinary practice that their conduct as described above constitutes unprofessional conduct. The veterinary practice has accepted responsibility for their conduct pursuant to s. 35.1 of the *Veterinary Profession Act*. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinary practice.

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A reprimand shall be issued as against the veterinary practice. This reprimand shall be expunged at the end of one year from the date of this order.
2. The veterinary practice shall be required to provide practice staff with five hours of continuing education in the area of continuity of care and medical records. This training shall be at the cost of the practice and specific topics and training modalities be approved by the Complaints Director.
3. Within 60 days of the date of this Order, the veterinary practice shall provide their Standard Operating Procedures (SOPs) to the Complaints Director for review and approval by a member of the CRC negotiating group.
4. The veterinary practice shall be subject to an announced practice inspection by a practice inspector approved by the ABVMA once within a period of one year. The practice shall pay the costs of the practice inspection and shall provide any and all information requested by and to the inspector. The result of the practice audit inspection shall be provided to the Complaints Director and PIPS Committee and subject to their approval. The veterinary practice shall be required to successfully pass the practice inspection.
5. The veterinary practice shall pay a fine in the amount of \$500 to be paid within six months from the date of this Order relating to the finding on medical records.
6. The veterinary practice shall pay costs in the amount of \$4,000 payable within six months from the date of this Order.
7. If the Complaints Director deems there to be a violation of this Order, including the failure to successfully pass the practice inspection, the veterinary practice shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a Hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
8. There shall be publication of this Order on a "no names" basis in the *Members' Magazine* and on the ABVMA website.

NEW



Just One Dose

An easier way to treat otitis externa.



Claro® – a new first-line treatment for canine otitis externa that lasts for 30 days.

One single dose applied in the clinic ensures compliance and means no additional work for your client.¹

Learn more at claro.bayer.ca

- ✓ Antibacterial
- ✓ Antifungal
- ✓ Anti-inflammatory

¹ Blake, J. et al. (2017) Veterinary Record Open 4: e000219.

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.



Brenda Betnar

Administrative Assistant/Receptionist
brenda.betnar@abvma.ca

WHEN ABVMA STAFF

introductions are made, Brenda is often described as the voice you will hear over the phone if you call the office. Many members that have called the ABVMA office will most likely have spoken with Brenda. She has filled the role of administrative assistant/receptionist for 17 years since starting with the association in October 2001. Brenda's instrumental role in the office provides administrative support for overall day-to-day office operations including phones, mail, courier, filing, data entry, etc. Brenda also provides administrative support to the advisory committees.

Born in Yorkton, SK, and raised on a farm 30 miles south of there, Brenda was the middle child of a large family of eight kids. Growing up in a large family no doubt led to Brenda's deep devotion to her family, including her two grown children and four grandchildren who are her pride and joy. Brenda also is step-mom to husband Bruce's children. Brenda and Bruce have been married for 11 years. In her free time, Brenda enjoys crafts of all kinds, reading, baking and spending time with family.



Desiree Sieben, RVT

Administrator, Practice Certification
and Radiation Programs
desiree.sieben@abvma.ca

DESIREE IS A REGISTERED

veterinary technologist (Olds '12). Following graduation, Desiree worked in both equine and companion animal practices, prior to starting with the ABVMA in April 2014 in Practice Inspection and Practice Standards (PIPS).

Desiree is responsible for the day-to-day administration of the PIPS program at the ABVMA office. This includes working with the PIPS Committee, facilitating practice inspections, working with PIPS inspectors, processing permits and new practice applications and numerous other support duties related to practices and permits.

Outside of the office, Desiree has numerous interests and activities that keep her busy. She is a

certified personal trainer and a registered 200-hour yoga teacher. She runs her own business, Mane Equestrian Athletics, and teaches classes primarily to equestrians and veterinary practices in and around the Edmonton area. When not teaching yoga, Desiree can often be found at the barn, riding her big appaloosa gelding, Hunter.

Desiree lives on an acreage east of Edmonton with her husband Jon and their fur children, Eli, Coco and Pixie, as well as numerous foster "sibling" pets that Desiree has fostered over the years through a local rescue organization.

2019 ABVMA Leadership Weekend

THE ABVMA HOSTS LEADERSHIP

Weekend each February to bring together the ABVMA leadership group and invited guests for plenary sessions, leadership training, committee meetings, the Member Recognition Banquet and the Annual General Meeting (AGM).

The 2019 event was hosted at the Sheraton Cavalier Hotel in Calgary, AB, February 22-24. Approximately 135 attended sessions and meetings on both Friday and Saturday. The Member Recognition Banquet was attended by 227 guests and the AGM yielded record attendance at 185 with additional votes sent by proxy.

Here is an overview of the weekend's activities:

- Council Update – provided by Dr. Kim Romanufa, ABVMA President, Dr. Kirsten Aarbo, Dr. Chris Belan and Dr. Margitta Dziwenka. This session updated the leadership group on Council activities over the past 12 months. The session also provided background on the Council resolutions being put forward at the 2019 AGM.
- ABVTA Job Retention Survey results were presented by Nichole Boutillier, RVT, NAIT.
- Fundamentals of Governance was presented Mr. Darren Rawson, Ozone Advisory Group, who spoke thoughtfully to the group about the importance of board fundamentals, responsibility of directors, the role of committees and the relationship between the board and management.
- Educational updates were brought to the group from UCVM, WCVM and the four technical colleges in Alberta,

GPRC, Lakeland College, NAIT and Olds College.

- Legislated training and advisory committee meetings took place Friday afternoon.
- Wildlife photographer and conservationist John E. Marriott provided an engaging presentation highlighting his stories and photos from his first 20 years as a wildlife photographer.
- Continuing Competency models were the topic for Saturday morning and featured two presentations. The first from Dr. David Cane, Catalysis Consulting, who spoke to the group about measuring competence across the career span. This was followed by Mr. Phong Van, College of Physicians and Surgeons, who highlighted how the CPSA has implemented its continuing competency program.
- Dr. Kevin MacAulay, Past President of the ABVMA, provided an introduction of the Vintage Veterinary Exhibit fundraising campaign that is underway to build a veterinary exhibit at Heritage Park in Calgary.
- Government relations is a strategic direction that has risen in importance for the association over the past 12-18 months. Ms. Pam Cholak, government advocate for the ABVMA, shared the exciting progress that has been made over the past year. Pam introduced the group to P.I.E. concept outlining the importance of Purpose, Impact and Engagement in our stakeholder and government relations. Pam also provided the group direction on the focus of our government relations moving forward with the upcoming election.

- Antimicrobial Stewardship – Success Stories. This session featured rapid-fire presentations delivered by Dr. Phil Buote, Ms. Grace Strom, Dr. Peter Lawson, Dr. Jennifer Willans, Dr. Cody Creelman, Dr. Pat Burrage and Dr. Luke Nickel. The session highlighted successes in stewardship activities following the Dec. 1, 2018, updates to the Health Canada policies and regulations. For more on this session, read Paving the Path Forward in this issue (pages 26-27)
- Membership Recognition Banquet – the banquet honoured the 2018 award recipients as well as awards for service and recognition for committee volunteers. Learn more about our award winners on pages 30-35 of this issue.
- The 2019 AGM was held Sunday, February 24, and featured three Council resolutions and one member resolution. A PIPS Bylaw discussion was held following the AGM. For more on attendance statistics and the important resolutions discussed at the AGM, please read the Registrar's Report on pages 5-6 of this issue.

The ABVMA thanks all members and invited guests for their participation throughout the weekend.

The association will host the 2020 ABVMA Leadership Weekend February 28 to March 1 at the Delta Hotels by Marriott Edmonton South Conference Centre.

Ms. Kathy Naum

Manager, Communications and Professional Enhancement



Veterinarians

<u>Transfer Non-Practicing to Active General</u>	
Dr. Reza Hejazi, #1973	Jan. 31, 2019
<u>Transfer Active General to Non-Practicing</u>	
Dr. Amandeep Gill, #3682	Jan. 1, 2019
Dr. Carol Black, #2144	Jan. 1, 2019
Dr. Jami Frederick, #3409	Jan. 1, 2019
Dr. Harvey Cole, #254	Jan. 1, 2019
Dr. Megan Johnsen, #3264	Feb. 18, 2019
<u>Transfer Active General to Time Limited</u>	
Dr. Les Byers, #1038	Jan. 1, 2019
Dr. Krista Howden, #1761	Jan. 1, 2019
<u>Transfer Time Limited to Non-Practicing</u>	
Dr. Keith Jorgensen, #907	Jan. 1, 2019
<u>Reinstated Active General</u>	
Dr. Satwant Lohat, #3234	Jan. 10, 2019
Dr. Jennifer Morrissey, #3056	Jan. 30, 2019
<u>Reinstated cancelled Limited Supervised to Temporary</u>	
Dr. Furqan Manzoor, #3472	Jan. 21, 2019
<u>Transfer Limited Supervised to Active General</u>	
Dr. Sandeep Mehmi, #3670	Jan. 30, 2019
<u>Transfer Temporary to Active General</u>	
Dr. Barinderpal Singh Sidhu, #3588	Jan. 9, 2019
Dr. Jaden Narciso, #3453	Jan. 18, 2019
<u>Cancel Active General</u>	
Dr. Kellie Haggett, #3261	Jan. 1, 2019
Dr. Heidi Clouse, #3358	Jan. 1, 2019
Dr. Mira Kelada-Antoun, #3441	Jan. 1, 2019
Dr. Karanveer Khurmi, #3524	Jan. 1, 2019
Dr. Todd Griffiths, #2624	Jan. 1, 2019
Dr. Emily Wilson, #3165	Jan. 1, 2019
Dr. Jacqueline Bowal, #3649	Jan. 1, 2019
Dr. Ilona Houston, #3158	Jan. 1, 2019
Dr. Teresa Reitz, #3521	Jan. 1, 2019
Dr. Carol Sanio, #3656	Jan. 1, 2019
Dr. Paul Hardes, #3258	Jan. 1, 2019
<u>Cancel Time Limited</u>	
Dr. Maurice Smith, #3053	Jan. 1, 2019
Dr. Lucie Levy, #2622	Jan. 1, 2019
Dr. Amy Hery, #3244	Jan. 1, 2019
<u>Cancel Non-Practicing</u>	
Dr. Matthew Read, #2102	Jan. 1, 2019
Dr. Cornelia Kreplin, #1166	Jan. 1, 2019
Dr. Vanessa Holly, #3483	Jan. 1, 2019
Dr. Maggie Williams, #3494	Dec. 31, 2018
Dr. Judy McFarlen, #1509	Jan. 1, 2019
Dr. Geoff Skinner, #1715	Jan. 1, 2019
Dr. Tamara Skocylak, #3468	Jan. 1, 2019
<u>Cancel Limited Unsupervised</u>	
Elzbieta Misuno, #3571	Dec. 31, 2018

Veterinary Technologists

<u>Transfer Active General to Non-Practicing</u>	
Joanne Freeborn, #2944	Nov. 19, 2018
Jodi Stefanishion, #1906	Jan. 1, 2019
Stephanie Porter, #2669	Nov. 28, 2018
Andrea Radke, #2071	Jan. 1, 2019
Danielle Buscholl, #3097	Jan. 1, 2019
Maggie Barnes, #3493	Jan. 1, 2019
Kate Luymes, #1510	Dec. 31, 2018
Stacey Schlichter, #3118	Nov. 13, 2018
Janel Shaw, #808	Jan. 1, 2019
Samantha Budd, #2861	Jan. 21, 2019
Erin Young, #367	Jan. 1, 2019
Candace Pritchard, #3847	Jan. 1, 2019
Marissa Leier, #3451	Jan. 1, 2019
Jessica Livingston, #3172	Jan. 1, 2019
<u>Transfer Non-Practicing to Active General</u>	
Caitlyn Lind, #3294	Nov. 15, 2018
Dana Crossland, #1264	Jan. 4, 2019
Shannon Olan, #2022	Jan. 7, 2019
Angela Baldwin, #2831	Jan. 1, 2019
Tommy Talukder, #2951	Jan. 1, 2019
Stephanie Argueta, #3139	Jan. 1, 2019
<u>Reinstate Active General</u>	
Christine Garnier, #1921	Jan. 30, 2019
<u>Cancelled Provisional Reinstate to Active General</u>	
Samantha Rempel, #3735	Jan. 30, 2019
<u>Cancel Non-Practicing</u>	
Cindy Winchell, #1242	Jan. 1, 2019
Caylie Heathcote, #2757	Jan. 1, 2019
Lori Holt, #2303	Jan. 1, 2019
Laura Sadler, #3326	Jan. 1, 2019
Tobi Haywood, #2893	Jan. 1, 2019
Rachel MacLeod, #2967	Jan. 1, 2019
Janelle Haynes, #3494	Jan. 1, 2019
Julie Ritchie, #134	Jan. 1, 2019
Celine Calahoo, #182	Jan. 1, 2019
Morgan Irwin, #3747	Jan. 1, 2019
Jacqueline Look, #1577	Jan. 1, 2019
Astrid Stephenson, # 1873	Jan. 1, 2019
Miranda DeRuiter, #3003	Dec. 31, 2018
<u>Cancel Active General</u>	
Samantha Bennett, #3290	Jan. 1, 2019
Erin Leduc, #3184	Nov. 13, 2018
Stephanie Eeles, #3459	Nov. 12, 2018
Kristen Reid, #3693	Jan. 1, 2019
Thierry Locati, #779	Dec. 31, 2018
Shannon Eykelenboom, #1618	Jan. 1, 2019
Annette Darling, #409	Dec. 31, 2018
Hailey Fairless, #3528	Dec. 31, 2018
Kaylee Getz, #3217	Dec. 31, 2018
Megan McClarty, #3496	Jan. 1, 2019
Gregory Rankin, #3669	Jan. 1, 2019

ABVMA Membership Matters

Veterinary Technologists continued

Provisional to Active General

Sarah McCart, #3878	Jan. 14, 2019
Crystal Holmes, #3838	Jan. 14, 2019
Amanda Glass, #3848	Jan. 14, 2019
Brier-Lynn Dumouchel, #3872	Jan. 14, 2019
Chloe Hladik, #3873	Jan. 14, 2019
Andrea Bynkoski, #3874	Jan. 14, 2019
Brooklyn McDonald, #3839	Jan. 14, 2019
Lisa Steffler, #3864	Jan. 14, 2019
Kimberley Nguyen, #3865	Jan. 14, 2019
Heather Hood, #3845	Jan. 14, 2019
Katalin May, #3853	Jan. 14, 2019
Jenesse Frame, #3850	Jan. 14, 2019
Michele Nadeau, #3859	Jan. 14, 2019
Kristine Kahut, #3856	Jan. 14, 2019
Cori-Lynne Lepine, #3863	Jan. 14, 2019
Katlyn Dening, #3870	Jan. 14, 2019
Thomasine Peterson, #3840	Jan. 14, 2019
Carmella Ricioppo, #3782	Jan. 14, 2019
Rebecca Cowan, #3851	Jan. 14, 2019
Daphne Shum, #3868	Jan. 14, 2019
Jacqueline Priest, #3880	Jan. 14, 2019
Alejandro Vargas Lumbreras, #3852	Jan. 14, 2019
Natasha Laniel, #3844	Jan. 14, 2019

Cancelled for Non-Payment or Non-Renewal

General Practicing Veterinary Licensee

Dr. Andrew Boulter #2068	Jan. 1, 2019
Dr. Heather Connelly #1998	Jan. 1, 2019
Dr. Kathi Ellis #2507	Jan. 1, 2019
Dr. Shivani Gupta #2923	Jan. 1, 2019
Dr. Jordan Koivu #3439	Jan. 1, 2019
Dr. Lindsay Parker #3546	Jan. 1, 2019
Dr. Emma Read #1671	Jan. 1, 2019
Dr. Amin Sabzevari #3331	Jan. 1, 2019
Dr. Alison Williams #3503	Jan. 1, 2019

Non-Practicing Veterinary Member

Dr. Katherine Adair #3520	Jan. 1, 2019
Dr. Monica Nagy #3285	Jan. 1, 2019

General Veterinary Technologist

Don Ferguson #1912	Jan. 1, 2019
Tracy Hayden #3127	Jan. 1, 2019
Katelyn Heyfron #3694	Jan. 1, 2019
Stacey Hobman #2803	Jan. 1, 2019
Nicole Hussey #2932	Jan. 1, 2019
Emmanuelle Jomphe #2882	Jan. 1, 2019
Jennifer Kurek #882	Jan. 1, 2019
Mortisha (Tish) Lear #3737	Jan. 1, 2019
Melanie Lefebvre #3306	Jan. 1, 2019
Alison Manns #3593	Jan. 1, 2019
Kaitlyn Mason #2759	Jan. 1, 2019
Erica McKnight #3435	Jan. 1, 2019
Justine White #2505	Jan. 1, 2019

Non-Practicing Veterinary Technologist Member

Kodi Anderson #467	Jan. 1, 2019
Nicholle Auger #1676	Jan. 1, 2019
Maggie Barnes #3493	Jan. 1, 2019
Kirsh Berndt #1978	Jan. 1, 2019
Samantha Budd #2861	Jan. 1, 2019
Jessalyn Gillis #2026	Jan. 1, 2019
Jennifer Kozakewich #1733	Jan. 1, 2019
Taylor Ladouceur #3106	Jan. 1, 2019
Kristin Lescombe #2455	Jan. 1, 2019
Malinda Lewis #2748	Jan. 1, 2019
Tamara Taylor #2325	Jan. 1, 2019
Kelly Ann VanDeurzen #3324	Jan. 1, 2019
Michelle Whaling #1156	Jan. 1, 2019
Veronique Wiens #2715	Jan. 1, 2019

Provisional Approval of New Veterinary Practice Entities

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

<u>Practice Name</u>	<u>Location</u>
Range Road Veterinary Clinic	Beaumont
Precision Veterinary Services Inc.	Lacombe
Ambrose Poultry Veterinary Consulting	Lethbridge
Kathleen Long Poultry Services	Wetaskiwin
Chappelle Veterinary Clinic	Edmonton
Creature Comforts House Call Veterinary Services	Okotoks

Permit to Practice Approval

Effective Date

Fenton Veterinary Services Inc. (Dr. Raymond Fenton # 1841, Dr. Lise Tellier # 1815)	Jan. 17, 2019
KTP Veterinary Services Inc. (Dr. Kurt Preugschas # 2935, Dr. Tanja Preugschas #2936)	Jan. 19, 2019
RDG Veterinary Services Ltd. (Dr. Robyn Geers # 3579)	Jan. 30, 2019
Precision Veterinary Services Inc. (Dr. Kurt Preugschas # 2935)	Feb. 12, 2019
Innovative Vet Services (AB) Veterinary Corporation (Dr. Dawn Magrath #2139)	Feb. 14, 2019

Cancelled Permits

<u>Practice Name</u>	<u>Effective Date</u>
1540782 Alberta Ltd. (Dr. Andrew Boulter #2068)	Feb. 2019
Ross Creek Veterinary Services, Ltd. (Dr. Robyne Rosenberger #1395)	Dec. 31, 2018
Gulayets Veterinary Services Ltd. (Dr. Clare Gulayets #1619)	Dec. 31, 2018
Marda Loop Veterinary Centre Ltd. (Associate Veterinary Clinics 1981 Ltd)	Dec. 31, 2018
Landing Animal Clinic Ltd. (Associate Veterinary Clinics 1981 Ltd)	Dec. 31, 2018



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

CVMA/WORLD SMALL ANIMAL Veterinary Association joint Congress runs from **July 16 to 19, 2019**, in Toronto. Ten CE tracks per day will include dentistry, dermatology, business management, equine welfare and more. **CVMA signature events** include the CVMA Global Summit, CVMA Global Forum, CVMA Emerging Leaders Program, and the CVMA AGM and Awards Ceremony. Register here: wsava2019.com/registration.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

House of Commons Standing Committee on Agriculture Presentation: Public Perception of Canadian Agricultural Sector

Dr. Henry Ceelen, CVMA's National Issues Committee chair, stated **the veterinary profession has a responsibility to help ensure public perception of the agri-food system remains positive**. He highlighted the relevance of a One Health approach, and CVMA's commitment to helping the Government of Canada respond to the threat of antimicrobial resistance. Read more on canadianveterinarians.net.

Health Canada Letter: Open Consultation on Cannabis Edibles/Extracts/Topicals

CVMA submitted comments to Health Canada, which were originally sent in January 2018: 1) Sale and access of cannabis for medical purposes: CVMA strongly urges Part 14 of the Cannabis Regulations – Access to Cannabis for Medical Purposes be amended to allow veterinarians to provide necessary medication to their patients, while maintaining an arms-length oversight on its dispensing. 2) CVMA requests a warning statement on THC-containing products. Read more under the Policy & Advocacy tab of our website.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE.

CVMA Welcomes Humane Transportation Amendments with Some Reservations

CFIA published amendments to the Health of Animals Regulations on animal transportation in February 2019. CVMA acknowledges the complexity of the topic, but feels some sections could have been improved with more discussion; the regulations on compromised animals will place some animals at risk of suffering. Read more under [News & Events](#) on our website.

Veterinarians Play Role in African Swine Fever (ASF) Education

ASF is very contagious and is killing pigs and wild boars in Africa, Asia and parts of Europe. CVMA is collaborating with CFIA and other stakeholders to share information to prevent ASF from infecting Canadian pigs. Find documents for veterinarians and producers in the [Food Animal Practice Tools](#) section, under Practice & Economics tab of the CVMA website.

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

Full Access to Guidelines for Veterinary Antimicrobial Use Extended until End of Year

CVMA created the **Guidelines for Veterinary Antimicrobial Use** online platform to help Canadian veterinarian's decisions on antimicrobial use in animals. Access the platform using canadianveterinarians.net/AMU-UAM.

All licensed veterinarians in Canada will now be granted full access to all content on the platform until Dec. 31, 2019. After that date, only active CVMA members will have full access. Send comments/questions about the online platform to: AMU-UAM@cvma-acmv.org.

TickTalkCanada.com Launched

National Tick Awareness Month in March launched TickTalkCanada.com to help increase public awareness about ticks. Visit our Practice Tools section on our website for more information.

A Valuable Opportunity - Attend CVMA's Emerging Leaders Program!

CVMA's Emerging Leaders Program will be held at the 2019 joint WSAVA/CVMA Congress in Toronto across two half-days; Tuesday, July 16 and Wednesday, July 17. Sponsored by Virox Animal Health, the program helps Canadian veterinarians, registered veterinary technicians/technologists and veterinary leaders/managers identify and develop leadership skills while building a leadership network within the profession. Register through wsava2019.com/registration.

2018 CVMA Practice Owners Economic Survey Results

The Canadian veterinary economy chalked up a year of **modest growth**, culminating in a three-year period of overall strong growth in much of Canada. In Alberta, companion animal clinics experienced a slight decline in revenues, as economic headwinds prevailed. Also raising concern was an overall downturn in client numbers. As for mixed and

large animal hospitals, increasing revenues were outpaced by growing expenditures, resulting in a slight decline in net incomes. Find the complete article in the March CVJ or visit our [Practice Management Resources](#) web section.

2018 Non-DVM Wage Reports

Find your provincial report under the [Business Management](#) section of our website.

VALUE OF YOUR CVMA MEMBERSHIP

- **GoodLife Fitness Offers Members Discounted Gym Memberships:** CVMA's corporate membership can save you up to **44 per cent off** regular individual membership rates.
- **Save on LifeLearn Products:** A new partnership between LifeLearn Animal Health and CVMA entitles members to a 10 per cent savings on four LifeLearn products: **WebDVM** websites; **ALLYDVM**; **ClientEd**, and **Sofie**. Members can get a free 30-day Sofie trial prior to purchase. Visit lifelearn.com for more information. Find out more information under the [Member Benefits and Services](#) section of our website.

Letter to the Editor

An appeal for change within the Alberta Veterinary Medical Association

In the September/October *Members' Magazine*, the Registrar writes regarding the labour issues facing many practices, especially rural practices, in our province. The short-term solution that is suggested is to hire foreign-trained graduates to fill this void. I completely agree with this solution and would argue that it is likely the medium- and long-term solution for our province as well. I would like to detail my experience with labour issues and provide some recommendations for change that will facilitate and enhance this process.

In September 2017, our clinic became acutely understaffed and I advertised in Alberta, across Canada (CVJ), in the United States and in England for a qualified veterinarian for mixed practice. **The short story is that there were zero fully qualified applicants for the position in ten months.** It became apparent that this was not just a short-term issue and I began to look at foreign-trained graduates to come and work under a limited license. The clinic has since hired two experienced foreign-trained graduates who have been granted this license.

We have since lost our other fully qualified veterinarian to a maternity leave and are in a difficult situation. There are a couple of immediate issues that I have discovered:

1. There are very long delays in waiting for the PSA and the CPE exams. We need to fix this system.
2. The restrictive nature of the limited license (requiring immediate supervision prior to the PSA being passed) is difficult to integrate into a mixed practice in a busy season.

THE PROPOSAL

Modify the levels of supervision required for veterinarians who are not yet fully qualified. We need to look at the model from human medicine where a foreign-trained medical doctor undergoes an assessment period of three

months (under a fully licensed medical doctor). This assessment is indirect supervision and the candidate, if successful, is recommended or approved for work in another clinic. The candidate can then work under indirect supervision until medical licensing and examinations are complete.

We need to evaluate why foreign-trained and experienced veterinarians are placed under a higher degree of supervision than our final-year veterinary students.

We need to modify our levels of supervision required and to split levels of supervision depending on the risk of the procedure.

Here is what I propose:

1. Candidate has passed the BCSE and accepted into sequence for NAVLE: Immediate supervision for all surgical procedures and direct for non-surgical.
2. Candidate has passed NAVLE and has applied to sit the PSA: Direct supervision for surgical procedures requiring general anesthetic and indirect for all other surgical and medical procedures.
3. Candidate has passed the PSA and has applied to sit the CPE: Indirect supervision for all procedures.

Remember that these are minimum levels of supervision and the supervising veterinarian has to approve all activities. **We need to trust the experience and the judgement of the supervising veterinarian.** Failure is harmful for the patient, the candidate and the business.

As a profession, we have failed to adapt our regulations to the technologies available to us today (phone calls, texts, videos, digital radiographs sent electronically and bloodwork results sent to a smart phone). Technology allows us to elevate supervision and involvement in a case even though we are not right there.

In conclusion, the answer to our problem in rural mixed practice is foreign graduates. We need to change our system to more readily integrate them into our workplaces. We need to allow the supervising veterinarians to use their judgement to a greater degree in this integration. I believe that the survival of many rural mixed practices depends on our response to this critical issue.

- Tim Goodbrand, DVM, Vermilion Veterinary Clinic (1977) Ltd.

Cost vs. Value

- ABVMA Market Research

(continued from March/April 2019)

ABVMA Research Summary – Article 3 of 7



INTRODUCTION

IN THE LAST ISSUE, WE EXAMINED

research data gathered from two key stakeholder groups — pet owners and commercial livestock producers — and summarized how they perceive the intersection of cost and value with regard to veterinary services in Alberta. In our previous article in this series, we defined value in the following way:

Value, generally speaking, represents a confluence of organizational reputation, the way in which staff interact with clients, the benefits of the product or service, and an evaluative judgement of comparable products and services offered by competitors.

This summary builds upon our previous instalment by examining two other key stakeholder groups — animal welfare organizations and animal rescues — using data collected by the ABVMA and Banister market research into perceptions of our profession and industry.

In the first instalment of the series, we outlined the differences between

animal welfare organizations and rescue organizations. Humane societies or SPCAs were defined as those with brick-and-mortar facilities, and possibly an animal hospital. Rescue organizations were defined broadly as an operation that may or may not have charitable status, facilities or paid staff but does care for animals at a specific location or through a foster network, and offers an adoption program.

To ensure there was as low a margin of error as possible, in-depth interviews were conducted with senior staff at animal welfare organizations, whereas animal rescues, of which there are approximately 300 currently operating in the province, were asked to complete an online survey. While it was acknowledged that, like commercial livestock producers, many rescues are located in rural areas, we took into account that these operations are heavily reliant on digital platforms, such as websites or social media, to conduct their business and, therefore, would have consistent access to the Internet.

DISTINCTIONS BETWEEN ANIMAL WELFARE AND RESCUE ORGANIZATIONS

While there is some overlap between charitable status, missions, visions and operations of animal welfare and rescue organizations, there are key distinctions that, for the purpose of our market research had us place them in distinct stakeholder segments.

Generally speaking, humane societies and societies for the prevention of cruelty to animals (SPCAs) are the largest animal welfare organizations operating in the province, but even within this category, there's a spectrum related to size, operating budget and services.

In Alberta the biggest humane societies are in Edmonton (EHS) and Calgary (CHS). Each of these organizations operate as animal shelters, with animal hospitals to provide veterinary care to hundreds of animals under their care at any given time. Both organizations occasionally outsource veterinary services, when necessary.

These organizations also have well-defined adoption programs, barn cat programs, foster programs, low cost spay/neuter programs, public education programs, and additional services such as pet daycare, grooming facilities, behavioural training and sophisticated fundraising teams that regularly make appeals to raise money for veterinary care. CHS also offers animal protection services, enforcing Alberta's *Animal Protection Act* (APA) within the City of Calgary. Organizations such as these also commonly have working relationships with municipal animal control departments.

Larger humane societies often operate as hubs within the province's network of animal welfare organizations. Through agreements with rescues across the province, animals are transferred in and out of care, on a case-by-case basis, to ensure optimal access to care and re-homing.

The largest SPCA in the province is the Alberta SPCA. Unlike EHS and CHS, the Alberta SPCA focuses primarily on enforcement of the APA and public education, both of which are carried out at the provincial level. They do not have shelter facilities and work with rescues and humane societies to provide shelter for seized or unowned animals.

Many other organizations across the province incorporate "humane society" or "SPCA" into their trade names and, while they do offer some similar services to their larger counterparts, their scope of services and the facilities from which they operate are often much smaller.

The number of rescue organizations has grown considerably over the past 15 years. The reasons for this are many, but the most common theme is ease of entry — there is no formal regulatory oversight of rescue organizations, outside of required compliance with the APA.

Similar to humane societies and SCPAs, rescue organizations plot along a spectrum according to size and scope of their operations. Some are brick-and-mortar operations, while many operate out of the home of a single organizer or a network of homes. Some rescues choose to focus on rescuing a specific breed or type of companion or livestock animal.

Rescues who lack facilities for their operations often rely on foster networks

to manage day-to-day care for the animals they take in. Veterinary care is typically provided by a local veterinarian, often at a discounted rate.

Informed by these distinctions, we divided our segments into two groups: animal welfare organizations including those identifying as humane societies or SPCAs that have charitable status, animal hospitals and/or are empowered to enforce the APA, and animal rescues, which are smaller in scope, often rely on adoption networks, and outsource veterinary care of their animals.

While the organizations meeting the criteria of an animal welfare organization constituted a much smaller sample, we felt it was important to measure the responses separately, as their operational constraints inform different interactions with the veterinary profession.

METHODOLOGY

Animal welfare organizations were engaged with in-depth phone interviews. Ten interviews (lasting approximately 15 minutes) were conducted. It is important to note that in-depth interviews provide qualitative data, and, while valuable insights were gained through this process, the results are representative of key themes, not quantifiable measures.

Given the larger sample size for rescue organizations, we used a quantitative methodology to glean data. This segment was engaged using a web survey. One hundred and seventy rescue operations were included in our sample. Forty-four surveys were completed, resulting in a 26 per cent response rate and a ± 12.7 per cent margin of error with a 95 per cent level of confidence.

WHAT WE HEARD

Overwhelmingly, the response from animal welfare organizations and rescue operations regarding their perceptions of our profession was positive. Veterinarians and registered veterinary technologists are viewed as professional, caring and compassionate.

Both segments cited cost as a concern, but these concerns are expressed from different perspectives and operational contexts. While the larger animal welfare

organizations are mindful of the costs associated with maintaining animal hospitals and a staff of veterinarians and registered veterinary technologists, they are able to manage cost with a higher degree of predictability through budgetary forecasts, supported through social enterprise revenue streams and sophisticated fundraising.

Animal welfare organizations listed the following as potential issues facing their organizations

- the cost of vaccines
- the cost of routine medications (de-wormers, flea, tick, heartworm medications)
- the cost of drugs for sick animals

One of the confounding factors cited by these organizations was a lack of space in shelters to isolate sick animals and prevent the spread of illness.

Respondents were then provided with ABVMA objectives and were asked to rate their agreement that the ABVMA is meeting each objective using a 1 to 5 scale where 1 means "strongly disagree" and 5 meant "strongly agree." The results were as follows:

- Nearly all respondents agreed (ratings of 4 or 5 out of 5) that the ABVMA **protects the public interest, and integrity of the profession by regulating the practice of veterinary medicine in accordance with relevant legislation.**
- Nearly all respondents agreed (ratings of 4 or 5 out of 5) that the ABVMA **promotes, encourages and develops the profession and practice of veterinary medicine for the well-being of animals, society and the environment.**
- Nearly all respondents agreed (ratings of 4 or 5 out of 5) that the ABVMA **promotes animal health and welfare.**
- Approximately half of respondents agreed (ratings of 4 or 5 out of 5) that the ABVMA **enhances and supports member professional development and wellness.**
- The majority of respondents agreed (ratings of 4 or 5 out of 5) that the ABVMA **engages with organizations on issues pertinent to the association.**

Cost vs. Value – ABVMA Market Research continued

Forty-eight per cent of rescue operations stated they had non-profit or not-for-profit status, while only 43 per cent stated they had charitable status. These operations generally have smaller revenue streams and 98 per cent of respondents stated they did not own a veterinary practice, with 93 per cent disclosing they outsource veterinary care.

At least three quarters of respondents from rescue organizations rated the following as important issues facing their organizations:

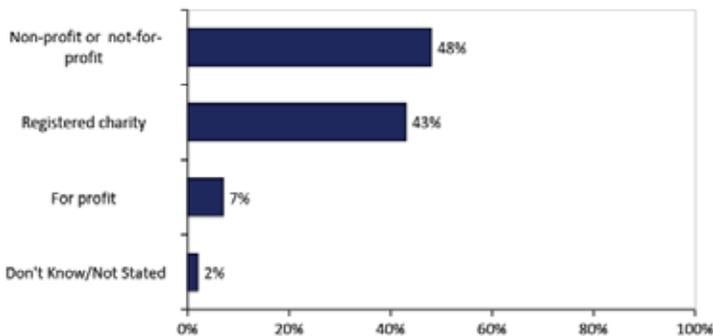
- the cost of routine veterinary procedures (89 per cent)
- the cost of emergency veterinary services (82 per cent)
- the cost of vaccinations (80 per cent)
- the cost of routine medication (77 per cent)
- the cost of drugs for sick animals (75 per cent)

When asked what word comes to mind when thinking about the veterinary profession, 36 per cent said “costly/expensive,” while the majority said the profession is compassionate, knowledgeable, caring and professional.

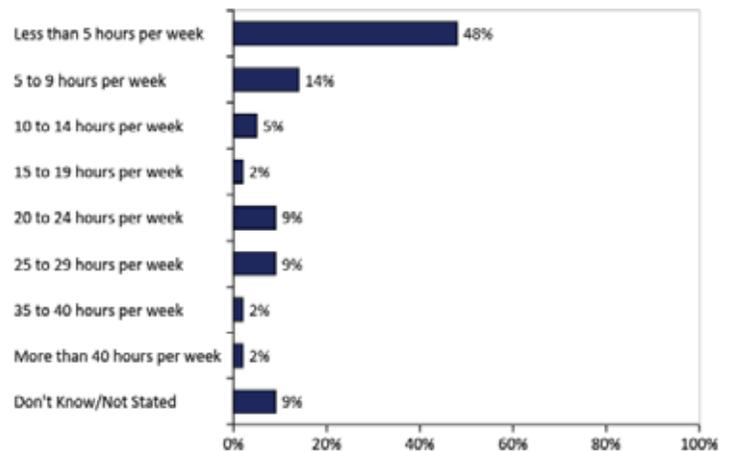
OUR TAKEAWAY

Overall, animal welfare organizations and rescue operations have a favourable perception of our profession and they see value in the services we provide. Some rescue organizations experience cost as a barrier to the work they do, which doesn't diminish the value they perceive in veterinary services, but it changes the way they think, feel and communicate their challenges with their audiences. With a majority of rescues reporting an annual increase in animal intake, year over year, there's a corresponding rise in their veterinary costs. The outcome of this — in particular, what this means for our profession's relationship with the rescue community — remains to be seen. If anything, the results from our market research suggests we can and should do more to engage rescue organizations.

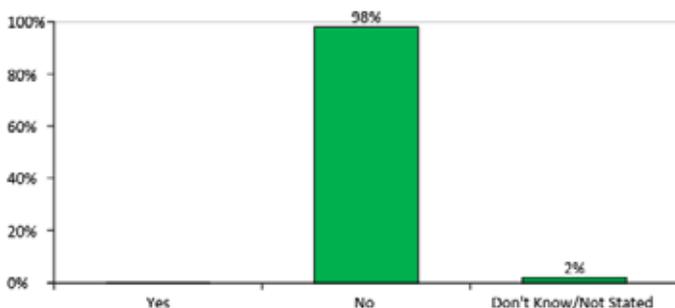
Please select the category that best describes your organization



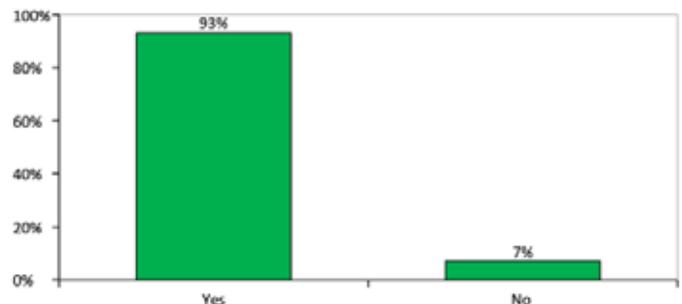
On average, how many hours of paid veterinary service does your organization utilize each week?



Does your organization own a veterinary practice?



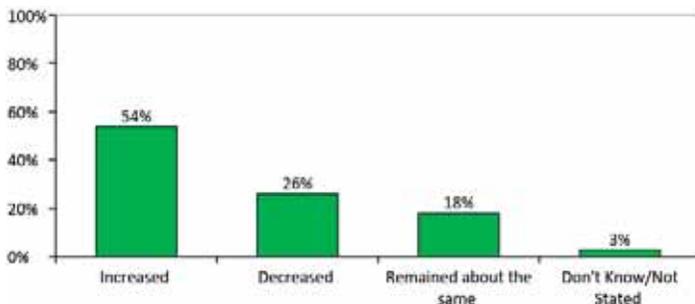
Does your organization outsource veterinary care?



WHEN THINKING ABOUT THE PROFESSION OF VETERINARY MEDICINE, WHAT ARE THE TOP FIVE WORDS OR PHRASES THAT COME TO MIND? (TOP RESPONSES)

	Per Cent Of Respondents* (N=44)
Costly/expense	36
Compassion/compassionate	25
Knowledgeable	21
Care/caring	21
Professional	16
Animal care/wellness	11
Health care	9
Dedication/commitment	9
Humane	9
Necessary/needed	9
Partner/partnership	7
Willing/willingness	7
Open/openness	7
Empathy/empathetic	7
Friendly	7
Spay/neuter	7
Helpful	7
Don't Know/Not Stated	9

Compared to the past 3 years, would you say the number of animals your organization is serving has...?



n=39Base: Respondents whose organization tracks the number of animals served each month

Must love ANIMALS

Veterinary Office Assistant
Start in September | norquest.ca/voa

In Memoriam



Gary (Doc) David Harbin, DVM
June 18, 1945 — March 9, 2019

Dr. Gary “Doc” Harbin passed away at home, surrounded by those who loved him, on March 9, 2019.

Gary fought a valiant and courageous fight against cancer, since his diagnosis in 2015. Gary’s dedication and love for people ran deep.

Dr. Harbin was actively involved in his community and was the Ponoka Stampede Director. Many attribute his hard work and dedication to putting the town of Ponoka and the rodeo on the international map. Dr. Harbin was inducted into the Canadian Pro Rodeo Hall of fame just weeks before his passing.

Dr. Harbin graduated from the Western College of Veterinary Medicine in 1969 and was a long-time member of the Alberta Veterinary Medical Association.



Ms. Colleen Marie MacDougall (Hnytka)
Sept. 20, 1960 — Feb. 4, 2019

Colleen Marie MacDougall passed away on Feb. 4, 2019, in Edmonton, at 58 years of age.

Colleen was born in Edmonton, AB, to Don and Edith Hnytka and was the youngest of four children.

Colleen served as the Executive Director for the Alberta Veterinary Medical Association from July 1985 through August 2000.



John Montgomery Dugan, DVM
May 24, 1931 — March 12, 2019

Dr. John Dugan passed away peacefully on March 12, 2019, surrounded by family at the Red Deer Regional Hospital.

John was born and raised in Montreal, and developed a love for animals working on farms in Vermont. John attended the Ontario Veterinary College, and during

his college years also trained as an Officer in the Royal Canadian Navy. Upon graduation in 1954, John moved west to practice first in Ryley, AB, then established the Red Deer Veterinary Clinic. He retired in 2015 after 61 years in practice.

John was a lifelong member of the Anglican Church. He served for a time as a member of the choir at St. Leonard’s on the Hill in Red Deer, and more recently a member of the church council. John was a Knight Commander and Officer of Merit of the Military and Hospitaller Order of St. Lazarus, and Commander Brother of the Venerable Order of the Hospital of St. John.

John enjoyed a long history of community service serving on the Red Deer Recreation Board, Red Deer Police Commission, Westerner Exhibition Association Board of Directors, founding Chairman of the St. John Ambulance Central Alberta Advisory Board, the St. John Council of Alberta, City of Red Deer College Arts Centre Founding Committee, Founder and Past Chair of the Royal Canadian Legion Musical Remembrance and Vice-Chair of the Royal Commonwealth Society. John also served as President of the Edmonton Branch of the Naval Officers Associate of Canada, as National Director of the Naval Officers Association of Canada, a Life Trustee and National Councilor of the Canadian Naval Memorial Trust and a Life Member of the Royal Canadian Legion. John was a Director and President of the Red Deer Rustlers Jr. A Hockey Club, and served as coach and manager for many of his son’s hockey teams from Peewee and Bantam through to Juvenile and Junior.

John had a long list of honours and awards, including the Canada 125 Medal, Canada 125 Exceptional Volunteer Award, Exceptional Service Award from the Naval Officers of Canada, Golden Jubilee Medal, Diamond Jubilee Medal, Alberta Centennial Medal, Honorary Companion of the University of Guelph, Honor Roll Member of the American Veterinary Medical Association, Founding Member and Honorary Member of the Red Deer and District Kennel Club and was the Alberta Veterinary Medical Association Veterinarian of the Year (2014).

John enjoyed seeing his children and grandchildren grow up, visiting with them and hearing about their accomplishments.

Dr. Dugan was a 50-year member of the Alberta Veterinary Medical Association and held an honorary life membership.





From left to right: Dr. Jocelyn Forseille, ABVMA; Lacey Berry, NAIT; Stephanie Shyshka, NAIT; Sage McAuley, Grande Prairie Regional College: Fairview Campus; Cayley Peltzer, Lakeland College; Dr. Darrell Dalton, ABVMA

2019 LIVESTOCK CARE CONFERENCE

March 20-21, 2019
Olds, AB

ALBERTA FARM ANIMAL CARE (AFAC) HOSTED

another successful Livestock Care Conference in Olds, AB, in March 2019. The theme for the 2019 conference was Partners in Progress: Tools for Success. Program highlights included: Technical Large Animal Emergency Rescue and Keynote presentation delivered by Dr. Rebecca (Giminez) Husted, and the annual Meet the Experts session that provides direct one-on-one networking between sponsored students and industry professionals. Other topics included: Equine RRSP (Retirement, Rescue, Slaughter and Public Opinion), Antimicrobial Use and Resistance Panel, Sample ALERT call panel, Navigating Tough Conversations, Poultry Behaviour and Lighting and Feedlot Assessment Tool.

The Alberta Veterinary Medical Association is a member of AFAC and currently sits on AFAC's Board of Directors. The association was proud to once again participate and sponsor the Keynote session by Dr. Rebecca (Giminez) Husted as well as sponsoring four students to attend the event. To learn more about AFAC and find out how you can become a member visit: www.afac.ab.ca.

ANIMAL CANCER THERAPY SUBSIDIZATION SOCIETY

The Animal Cancer Therapy Subsidization Society (ACTSS) is a non-profit organization whose main objective is to make cancer therapy more accessible and affordable to families whose pets have been diagnosed with the disease. Veterinarians in general practice can treat a large percentage of cancers, but many aggressive cancers need to be managed at specialized oncology centres. The cost of these procedures can sometimes be thousands of dollars, which many pet owners cannot afford. The expense and the access to therapy can prevent many animals from being treated for their cancers. Through our programs and various fundraising campaigns, we provide subsidies to dedicated pet owners seeking therapy and treatment options for veterinary cancer patients.

ACTSS is completely volunteer-run, and all funds we raise go towards helping to subsidize pets with cancer. To reach our goals, we depend on donations and sponsorship from the community to help us hold fundraisers such as our May Paws of Hope Campaign, Spring Dog Wash, Pet Calendar Square Campaign and our largest fundraiser, the Halloween Extravaganza. Partnering with community not only allows us to continue our mission, but also helps to educate both veterinarians and the public about animal cancer and the various treatments available.

Last year, ACTSS was able to raise nearly \$100,000 to help subsidize pet cancer therapies in Alberta. This is such a tremendous success story that could only be accomplished through the generosity of membership, volunteerism, donations and sponsorship. We are so thankful to everyone who helped in any way they could.

For more information on ACTSS' history, programs, subsidization or how you and your clinic could get involved, please visit our website at www.actssalberta.ca or visit us on Facebook!

Thank you for helping Alberta
pets LIVE with cancer.



PIPS Tip

IT'S THE TIME OF YEAR WHEN EACH VETERINARY practice entity (VPE) is required to complete their annual Quality Assurance Self-Verification Guide (QA Guide).

In early May, all VPEs will be emailed directions on how to complete the annual renewal. The online renewal is located on your VPE Portal.

You will know you are in the correct portal if you see Veterinary Practice Entity Portal displayed in the top left corner after login.

The annual renewal process consists of completing the online renewal form, completing a copy of the QA Guide (available as a PDF), and paying your annual dues.

The deadline for renewal and payment of annual dues is June 30, 2019.

The renewal process also requires confirmation of registration for the Radiation Health and Safety Program.

If your VPE provides diagnostic imaging services, you will be asked about your VPE's radiation quality control program including: proof of maintenance if the equipment has been serviced in the last year; name of dosimetry service used; number of patients x-rayed in the last calendar year; number of exposures taken in the last year; number of rejected images and the repeat analysis %. For additional information, please refer to the recently revised ABVMA Radiation Program Manual available on the member portal > Radiation Program

If you require assistance, please email pips@abvma.ca.

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

Stewardship Success Stories

By Ms. Kathy Naum, Manager, Communications and Professional Enhancement

As the Dec. 1, 2018, Health Canada regulatory and policy change deadline fades into memory, the actual work of implementing the stewardship of antimicrobial use kicks into high gear. The next 12-24 months will prove to be critical years in measuring the use of antimicrobials in animals in Canada. While 2018 focused on the “how” behind the policy changes, the profession must continue to embrace and educate clients on the “why” that precipitated these policy changes in the first place. One only needs to visit the World Health Organization’s (OIE) website (<https://www.who.int/>) to be reminded of the threat that antimicrobial resistance poses globally.

Interviews with several veterinarians took place on Feb. 23, 2019, at the ABVMA Leadership Weekend followed by a session regarding antimicrobial use in veterinary medicine featuring several speakers. Several common themes emerged and speakers shared numerous key insights with attendees.

Dr. Phil Buote provided an update on behalf of the ABVMA. Dr. Buote reiterated the OIE’s position that antimicrobial resistance is a global public health threat, with predictions that deaths related to resistance could go as high as 10 million annually by the year 2050 unless key stakeholders take action now. This reinforces the “key role veterinarians play in prescribing antibiotics for use in food animals and companion animals” said Dr. Buote. With this in mind, Dr. Buote described antimicrobial stewardship as the “optimizing of the choice, dosing, duration and route of administration, while minimizing the emergence of resistance and other adverse effects.” Veterinarians must remain vigilant in

deciding first if antimicrobials are required, and then making the most appropriate choices when using them, with the end goal being to use them less often and more effectively.

Ms. Grace Strom, representing the Alberta Beekeepers Commission provided some background on the disease outbreaks that can devastate hives and may require antimicrobials, most significantly American Foulbrood. Ms. Strom went on to discuss the challenges faced in this industry, given that working with a veterinarian to treat these diseases was previously not required. Ms. Strom recognized the importance of developing a relationship with a veterinarian moving forward. She feels there may be trust issues that will need to be overcome as beekeepers learn to work with veterinarians and as veterinarians learn more about the husbandry involved in bee keeping.

Establishing a veterinarian-client-patient relationship (VCPR) and working closely with producers to develop preventative programs and animal health protocols was a sentiment shared by several speakers in the beef and dairy industry including Dr. Cody Creelman, Dr. Pat Burrage and Dr. Peter Lawson. Dr. Lawson described these relationships as a “synergy — the interaction or cooperation of two or more organizations...to produce a combined effect greater than the sum of their separate effects.” When interviewed before the session, Dr. Lawson discussed prescribing and dispensing in practice, indicating he tries to approach it with “the as much as needed and as little as possible philosophy.” Dr. Burrage indicated that an important step in reduction of use, will be eliminating prescribing for conditions

that don’t require it. Producers may have used antimicrobials in the past “thinking it cured all evils” said Burrage and because “that’s what they’ve always done.” Educating the producer that they don’t need to use medicated feed when weaning calves and that instead vaccination protocols may better serve the needs of the animals will be critical in changing producers’ thinking about when they require antimicrobials and when they don’t.

While antimicrobial use in companion animals is not discussed as frequently in relationship to antimicrobial resistance, Dr. Jennifer Willans also discussed the need to change perceptions of companion animal owners. Periodontal disease accounts for 70 per cent of the dogs seen in companion animal practice, said Dr. Willans. “In the past, we would frequently send dogs home following dental surgery with antibiotics, and the recommendation is that we no longer do that. If we do a good job with the surgery, they don’t need antibiotics.” Dr. Willans also discussed preventive steps that can prevent infection in the clinic in the first place, with the ultimate goal of having to use less antimicrobials. Infection prevention and control steps that may seem a given in human health also apply with pets and in veterinary practice. Washing your hands before and after each case, and preventing infectious animals from coming into contact with each other in veterinary practices are basic steps that should be taken.

According to poultry veterinarian Dr. Luke Nickel, flock health checks in poultry medicine help veterinarians assess the flock based upon a number of variables. Identifying areas that can be improved



on-farm contribute to optimal performance that means “we can get around the band-aid of using some preventative antibiotics such as penicillin or BMD.” Nickel went on to say that veterinarians can do a better job educating consumers about what is responsible use and what does “raised without antibiotics” actually mean. Consumers should be aware that appropriate antimicrobial use in some instances is in the best interest of animal welfare, but that no antibiotics should be found in food hitting the retail market, because proper withdrawal times are employed across all industries — beef, dairy, swine and poultry.

Dr. Jessica Law indicated that the challenge the pork industry faces comes more with “just wrapping their heads around what they can still do on their own and what they have to consult us for.” While swine producers may not be able to call the feed mill for certain products anymore, success will be achieved by producers and veterinarians sitting down to “make sure that everything is laid out ahead of time.”

Ultimately, reducing antimicrobial use while maintaining consumer confidence in the safety of the food produced in Canada is the ongoing goal for veterinarians. Producers “are making food and they’re feeding that to their children. They want it to be safe and it is safe,” said Dr. Lawson. Dr. Nickel echoed this idea, stating that “the public had nothing to fear before” but that the public needs education on understanding withdrawal times before a product can be shipped.

Watch for more to come from these presentations on the Alberta Animal Health Source (www.albertanimalhealthsource.ca).

What will stewardship look like in Canada in 2019, 2020, 2021 and how will we measure success? The phrase “only time will tell” certainly applies in this case. If our neighbours to the south are any indication, promising results may be ahead of us. The US is two years ahead of Canada, with the US Food and Drug Administration (USFDA) implementing policy changes starting in May 2016 and taking effect fully in January 2017.

A USFDA report¹ released December 2018 summarized the use of antimicrobials sold or distributed for use in food-producing animals in 2017. Several key sets of statistics out of the US are worth noting:

- The sale of medically important antimicrobial drugs approved for use and actively marketed in food producing animals were broken down by species as follows: Cattle: 42%, Swine: 36%, Chicken: 5%, Turkey: 12%, Other (e.g. dogs, horses, fish): 5%.
- Sales of medically important drugs saw an overall reduction between 2017-2018 and 2016-2017: Cattle: down 35%, Swine: down 35%, Chicken: down 47%, Turkey: down 11%, Other: down 25%.
- The domestic sales and distribution of medically important antimicrobials approved for use in food-producing animals that have an approved indication for production use decreased from 5,770,655 kg to 0 kg from 2016 through 2017.
- Possibly most notable was the decrease in the use of tetracyclines, which represents the largest volume in domestic sales in the US, by 40% from 2016 through 2017.

Regardless of statistics that may come forward in Canada over the next few years, balancing animal welfare, safety and quality in food animal production in order to meet the needs of a food-consuming public will require ongoing commitment and care from all stakeholder groups. Providing education to the public about the food that they eat, raising awareness about appropriate use of antimicrobials (in both animals and humans) and fostering relationships between veterinarians, producers and the public will be essential to success in reducing antimicrobial use and resistance.

¹<https://www.fda.gov/downloads/ForIndustry/UserFees/AnimalDrugUserFeeActADUFA/UCM628538.pdf>



Does Your Practice Have a Leak?

By Darrell Dalton, DVM, Registrar

WE ALL SEEM TO KNOW IT AS THE “VETERINARY gene.” In essence, it inhibits our inability to say “no” to situations where an animal is in need, or to a client who cannot afford our services. We all have this genetic trait to some degree or another, or we would not be in the veterinary profession. It results in “leaks” from our practices. These leaks manifest themselves as time lost, unbilled or discounted materials, drugs dispensed or services provided, and unfortunately, sometimes professional burnout.

How do we quantify the value of these leaks? First of all, we need to identify what the leaks are. During the Banister market research survey conducted in 2018, it was determined that 53 per cent of ABVMA members reported being pressured to provide goods or services either at a discount or for no compensation at all. This is described by Wikipedia as “pro bono” work, which is a Latin phrase for professional work undertaken voluntarily and without payment. It is different from volunteerism in that it uses the specific skills of professionals to provide services to those who are unable to afford them.

According to the Banister survey, 72 per cent of the public have the perception of the veterinary profession that we are focused

exclusively on money. This is the antithesis of our provision of pro bono services. The other unrecognized aspect of this issue is the toll it takes on the mental well-being of our members. Daily, we are asked to deal with the financial barriers of clients, the stress of animal suffering and the resultant euthanizing of animals, the stress of client grief, and the pressure to provide services at a discount or for little or no compensation. There is an emotional cost to providing (or not providing) pro bono services. How do we track and put a value on this?

During the Banister survey, members were asked to describe how pro bono services were provided in their practices. There were many responses, some of which included:

- Don't know
- As needed
- No charge
- Discounts
- Number of cases allotted to each employee
- Number of hours or dollars allotted per year for the employee or practice
- Percentage of clinic budget

The bottom line is that there is no standard used in the profession to calculate the value of services that we give away. Nor is there a method of calculating the emotional toll exerted on our members by providing pro bono services. It is time that we begin tracking these financial and emotional “leaks” from our practices. We need to begin converting our many methods of tracking these services to a dollar value per year. Those that don't know how to track this must figure out how to do it. Services not charged for need to be tracked and given a dollar value. The dollar value of discounts needs to be tracked. The value of time spent on cases that is donated must be tracked. The public seems to understand the value of a dollar, so we need to be able to demonstrate to them the dollar value of the pro bono services that we provide. Also, as noted in the Market Research Cost vs Value article on page 20 in this magazine, when rescue organizations were asked what word comes to mind when thinking about the veterinary profession, 36 per cent said “costly/expensive.” However you track the provision of pro bono services, convert it to a dollar amount so that the ABVMA can educate the public about the amount of pro bono work taking place. Otherwise, the only message the public has is that rescue organizations are fundraising for some costly veterinary procedure required for a dog imported from outside of Canada.

We should also be tracking the time spent by members taking “mental health” days, the value of counselling services, or the value of members lost from the profession due to burnout. This is also a dollar value of which the public should be aware.

We have a tremendously compassionate and caring profession. It is not wrong to be able to demonstrate to the public that there is a cost to that compassion, either personal or financial.

WDDC
WESTERN DRUG DISTRIBUTION CENTER LIMITED

35
YEARS
PROVIDING SERVICE TO PROFESSIONALS

Bj Desjardins, PTA, CCRA
Client Service Representative
(Southern Alberta)

“Your Success is Our Business”

DIRECT: (403) 324-5926
Direct Fax: (780) 329-9332
Toll Free: 1-877-329-9332 ext. 1125
Email: bjdesjardins@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4



WDDC
WESTERN DRUG DISTRIBUTION CENTER LIMITED

35
YEARS
PROVIDING SERVICE TO PROFESSIONALS

Tanya Kushneryk, B.Com.
Client Services Representative
(Northern Alberta)

“Your Success is Our Business”

DIRECT: (780) 224-2265
Direct Fax: (780) 413-2530
Toll Free: 1-877-329-9332 ext. 1127
Email: tkushneryk@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4



Adapting to Change

Article reprinted with permission from Homeweb.ca

MOST PEOPLE AREN'T FOND OF change. We like our habits and prefer stability to the uncertainty and upheaval that often come with change. We prefer to feel secure rather than to feel destabilized by change. But we also know that change is an integral part of life; there's no such thing as a life without change. That's precisely what makes change paradoxical: we don't really like it, but we couldn't imagine life if it stayed the same.

When you think about it, change has always been part of our lives. For example, ever since childhood, we've learned to live with the changes happening in our body. We've had to deal with all sorts of events, some positive, some not so positive, which we struggled with until we regained our sense of balance. In fact, both our professional life and personal life are characterized by periods of instability that we have to work through until we reestablish our sense of equilibrium.

And every time we're faced with a change, we generally go through more or less the same stages.

Humans don't like instability or uncertainty. We prefer to have a clear idea of where we're going. That's why one of our first reactions to change is anxiety. Even if you know that change is part of life, even if you're excited by certain changes (e.g. having a baby), it's always the same story: You feel that pang in the pit of your stomach, and you ask yourself, "What have I gotten myself into?" or "Why is this happening to me?"

The change process

Soon enough, you start to figure out why you're worried about this change. For one thing, you realize that this change will make you lose certain things you took for granted, things you felt good about; in other words, you'll have to move out of your comfort zone.

Also, the idea of not knowing exactly where you're headed, not being sure you'll be able to deal with this change, makes you feel insecure: "Wait a minute! I'm not sure I like this! What if I can't deal with this change? What if I can't do what I need to do? What if I fail?"

This is a crucial step because you have to grieve the loss of your comfort zone, and risk moving forward into the unknown.

After a while you get to the point where you realize you have no choice; you have to deal with the change. This frame of mind helps you to look ahead and actively explore what this change will involve, how it will affect you, what behaviours and habits you'll have to change, and what skills you'll need to develop.

At this stage, even though you may still feel somewhat fearful about the change, you realize that there's no turning back. You have to become proactive about the change, ask questions, learn new things, get involved, and work at reestablishing your sense of equilibrium.

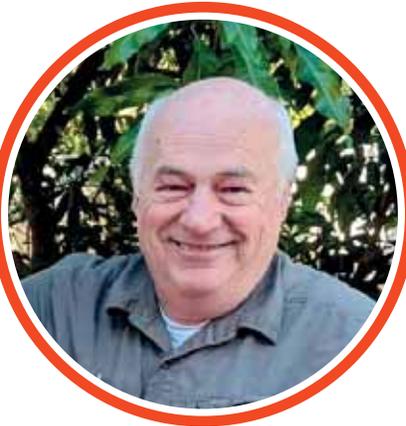
Without necessarily realizing it, exploring the opportunities that change presents and developing adaptive skills and attitudes can help you deal with the change. You gradually find that you've established a new sense of equilibrium or stability, and you begin to feel more comfortable with the change and more competent with new responsibilities.

WHAT CAN YOU DO?

Some people adapt quickly to a particular change, while others take more time, depending on the magnitude of the change, the presence of other changes or stressors, and coping skills. However, there are helpful strategies that can help you adapt more easily to change:

1. Don't get overly alarmed. It's normal that change makes you feel uncomfortable, at least for a certain amount of time.
2. Try to figure out how the change affects you. Adapting to change requires you to leave behind comfortable old habits and behaviours. It also requires you to make room for new behaviours that you don't necessarily feel you've mastered yet. Take the time to figure out what bothers you about the change; this will help you move forward.
3. Ask questions. Confront rumours, and clarify the things you're worried about. Don't just sit there and let change happen to you. Find out what you can about the changes that are happening and try to get involved with influencing (or supporting) their direction.
4. Keep a positive attitude! You'll need all your energy to motivate yourself and learn to deal with this change. Don't waste your energy on negative thinking that gets you nowhere.
5. Review your skills, and be proactive to update or improve them. What skills will you need to deal with this change? What can you do to acquire or improve these skills?
6. Talk about your feelings and reactions with people you trust (e.g., a spouse, relative, coworker or friend). This may be a good time to ask trusted others for their support and advice.
7. Take care of yourself. During this transition period, it's important to enjoy yourself, go out with friends or family, get some exercise, and pursue your hobbies. It will help you recharge your batteries and perhaps even gain a new perspective on the situation.

ON THE COVER



DR. BOB JONES

2018 Veterinarian of the Year

DR. BOB JONES
PRESENTED AND RECEIVED ON BEHALF OF
DR. JONES: MS. KARINA TRUDEL

Dr. Jones is a very knowledgeable and caring veterinarian who has dedicated his life to his profession. As an employee/co-worker of his for almost 11 years, Karina is beyond thankful for the opportunity to work with him. Dr. Jones has always encouraged learning, genuinely shows care for his staff and treats everyone equal regardless of position.

Clients and staff enjoy his personality and he goes out of his way for everyone. In addition to his regular duties as a veterinarian, Bob has often prepared amazing meals for his team, brought ice cream, cares for staff animals after hours, helps staff with non-veterinary related things like how to paint, how to change a furnace filter, etc. and he always has a story to tell.

Bob has enjoyed an incredible career, and all the animals, clients, students and people he has helped along the way. For many who know and have worked with him, they thank him for making them the professional and person they are today.



Ms. Karina Trudel (left) accepting award on behalf of Dr. Bob Jones, Dr. Kim Romanufa (right)

Meritorious Service Award

DR. PETER MARTIN

PRESENTED BY: DR. PHIL BUOTE

If there is any reservation in seeing Dr. Martin receive this award, it is that he might think that his work with the association is finished. Hopefully that is not the case.

Dr. Martin has been a strong supporter of the ABVMA and an engaged member in the activities of the association. It is for that involvement that he is being recognized by Council and the association this evening.

Since 2011, Dr. Martin has served as one of the investigators appointed to conduct investigations into letters of complaint against members. He has completed investigations into 33 letters of complaint.

His role as an investigator is to collect information and present his findings in a report.

The report is to be provided without any opinions or conclusions — which for anyone who knows Dr. Martin, that can prove to be a bit of a test.

Despite this, Dr. Martin does an exceptional job collecting the facts to be included in his reports.

Dr. Martin is tenacious in his investigations whether he is dealing with a difficult witness or an uncooperative lawyer. Peter finds brilliant ways to overcome these obstacles.

Dr. Martin was appointed to the Discipline Review Task Force following the ABVMA's 1996 Annual General Meeting to review the purpose and function of the discipline process. The work of that Task Force led to numerous changes and improvement in the process including the formation of the Conduct Review Section (the precursor to the current Complaint Review Committee), separate from the Judicial Section, the use of mediation to resolve complaints, and the establishment of the Complaints Manager position as a degree of separation from the Registrar position.

Subsequent to his involvement on the Discipline Review Task Force, Dr. Martin served on several disciplinary committees including the Conduct Review Section in 2002-2003, the Complaint Review Committee in 2004 and as a member of the Hearing Tribunal from 2005 through 2010, as Chair in 2008 and 2009.

Dr. Martin's strong sense of right and wrong and unwavering moral compass were valued as a member of the tribunal. It is clearly not in his nature to give favour to one side or the other and he gave



Dr. Peter Martin (left), Dr. Phil Buote (right)

no deference to the ABVMA position at a hearing. He sat as a fair judge, giving equal consideration to both parties.

In addition to his time serving the legislated committees noted previously, Dr. Martin also spent considerable time contracted to the ABVMA as a Practice Inspector from September 1987 through 1999.

Dr. Martin's other notable contributions to the ABVMA include:

- Dr. Martin served as the Secretary-Treasurer for Veterinary Services Incorporated from 1976-1979.
- Dr. Martin was a member of the AVMA Liaison Committee between 1990-1992
- AVMA Equine Sub-Committee, serving as chair from 1990-1993
- Dr. Martin was the ABVMA Community Representative for Edmonton-Highlands-Norwood (2008-2010) constituency between 2008 and 2010.

You will read on this evening's program that Dr. Martin says that his best friends are veterinarians and that he is proud to be a veterinarian, I think that this pride very evident in the contributions that he has made to the profession and in particular to the ABVMA.

Dr. Martin, Council is happy that you have been a friend of the association and is very pleased to recognize your contributions to the ABVMA throughout your career as the recipient of the 2018 Meritorious Service Award.

ABVMA Young Veterinarian of the Year Award

DR. GRAEME BOENDER

PRESENTED BY: DR. STEVE RADOSTITS

Graeme is an outstanding example for the veterinary profession. Since he first arrived at the practice, he has worked very hard to provide great customer service and veterinary care. His early success is due in part to his exceptional clinical skills and his ability to communicate effectively. Graeme has had difficult individual animal and complex herd problems, which he has solved by exhaustive research and collaboration with other professionals. It is impressive how well he collaborates with veterinarians, nutritionists, toxicologists, bacteriologists and others to better understand a case and follow it to its conclusion. He has quickly earned the trust of clients and staff. He has gone out of his way to introduce himself to any new face that walks in the clinic doors. Graeme really promotes the profession by encouraging producers to have us come out and have a look at an animal or situation rather than just offering advice over the phone. He never hesitates to go out on a call even if it is an evening or weekend. Clients call him “The Happy Vet.”

Graeme also has a passion for teaching. Registered veterinary technologist and veterinary students love to go on calls with him because he gives them the time and space to perform procedures they have not done before. You can see and hear the excitement in their eyes and voices (following their initial fear!) after working on a case with him. He revised practice protocol books for the dairy herd health clients and gets excited about teaching them a new procedure or protocol. Graeme was asked by The Dairy Research and Extension Consortium of Alberta (DRECA) to participate in their annual dairy extension program in 2018. He and three other speakers spent four



Dr. Graeme Boender (left), Dr. Steve Radostits (right)

days travelling across Alberta speaking to dairy producers. Graeme’s presentations were focused on calf health and were very well received.

Graeme has also been involved with some research trials. For the past two springs he has collaborated with Dr. Marcos Colazo and Alberta Agriculture. They have completed two large trials examining the differences in synchronized breeding programs for beef heifers. The results of the first study have been published and the second study will be submitted for publication this year.

Graeme and his wife Susan volunteer as councillors at a camp called Rehoboth Christian Ministries. It is a summer camp for children and adults with developmental disabilities or special needs. They both give up holiday time to organize and participate in the camp activities.

ABVMA Veterinary Technologist of the Year

MS. CINDEE BURNS

PRESENTED BY: MS. KRISTEN LEVIE

Cindee was born and raised in the small community of Bassano, AB. During her adolescence, she spent much of her time helping run the family ranch, studying the trade of taxidermy, hunting and fishing in the local area and playing music in the family band, which consisted of Cindee and her three siblings.

She left home to attend Fairview College, graduating in 1984, and became one of the few veterinary technologists working in the industry at the time. She returned to her roots and began her now lifelong career working as a vet tech. Cindee also operates her own successful taxidermy business, called Trax Taxidermy, and runs a cow-calf operation on her ranch in Bassano, AB.

In her role as a technologist, Cindee has worked for Bow Valley Veterinary Clinic in Brooks, AB, for the past 32 years, and is the clinic's director of medical services. Cindee is often referred to as the Jack-Of-All-Trades around the clinic as she takes on many roles to ensure the clinic runs smoothly. Cindee has seen many veterinarians and veterinary technologists pass through the clinic over the last three decades, and can be described as an essential part in the learning and growth in many of their careers, especially those who have just finished their schooling. Cindee is the smiling face and confidence booster that so many young people in the industry need.

For Kristen personally, Cindee has been like a second mother to her. She is always there to lend a helping a hand, fix any fender benders Kristen may have caused, and helped develop her skills as a



Ms. Kristen Levie (left), Ms. Cindee Burns (right)

veterinary technologist. Colleagues can look forward to the mornings when Cindee walks through the swinging doors with a loud "good morning gang" because she just makes the day brighter by being in the room. She has taken several co-workers on trail rides at her cabin, taught them how to shoot a gun and gave up a good day of fishing just to help everyone else rescue their hooks off the rocks. Cindee is the very deserving recipient of the 2018 ABVMA Technologist of the Year Award.

ABVMA Communications Award

DR. CODY CREELMAN

**PRESENTED BY: DR. CRAIG DORIN AND
MS. CEANNA TANNAS**

Dr. Creelman is a worthy recipient of the ABVMA Communications Award because we believe he sets an excellent example of promoting veterinary medicine and food animal practice through his use of social media.

Cody began his journey with communicating through electronic media platforms when he was challenged to develop a website for Veterinary Agri-Health Services (VAHS). He developed a close relationship with the programmer who was contracted to assist in this project. This programmer had a strong background in use of social media platforms for small business promotion and exposure. What started as a website for VAHS gradually transitioned into a passion for understanding how to use and apply various forms of audio, visual and written communication to many of the available social media platforms.

Cody has created a large following of committed fans called the “Palpation Nation.” They are a diverse set of people ranging from veterinary students and clients, to those looking for more information about animal agriculture. The people who follow his content are not just those involved in veterinary medicine or agriculture, but all types of people who just enjoy learning about how farm animals are cared for and how their food is produced.

Cody makes everyday life in beef cattle practice an interesting story to be enjoyed by everyone. For Baby Boomers, he really is like a modern-day James Herriot. For the younger generation, he is a role model in business, in veterinary medicine and in character. Whether it is caring for an injured calf, telling about how Hutterite Brethren live their lives or just taking a simple picture of a farm scene and turning it into a message about farm life, he is able to engage his audience in so many ways.

Another reason Cody is deserving of this award is the personal impact he has had on his colleagues through continuous mentorship. Having worked with Cody for over five years at VAHS as a technologist, Ceanna indicates that Cody has had a huge impact



(Left to right) Dr. Cody Creelman, Ms. Ceanna Tannas, Dr. Craig Dorin

on her life and career, helping her see the value she can bring to the business and the joy that can be found in everyday work.

Cody also has an impact on students. Cody works with many students in different capacities such through UCVM student rotations at our practice, externships, podcasts, interviews, speaking engagements and ride-alongs. He not only interacts with these students regularly, but also inspires them. A quote from a vet student that Cody had never before met speaks to the personal impact he has had: “Do not underestimate the powerful and positive effect you have had on students aspiring to do what you do.”

Finally, Cody’s online content has an exponential impact. Cody recently shared an informative Facebook post and at the end of it, he opened it up for discussion and asked everyone what they thought. This created a conversation that was able to continue between people of many different backgrounds and demographics. Cody has created and continues to create a forum for communication.

Cody should be very proud of the image he has created for the veterinary profession and the support he has provided for many people.

Outstanding Mentor Individual Award

DR. KEVIN BREKER

PRESENTED BY: DR. JOCELYN GIBSON

When Dr. Kevin Breker was nominated for the Outstanding Mentor Individual Award by Dr. Kellie Hagggett, several colleagues and practitioners stepped up to the plate and provided letters of support.

Dr. Breker has made it part of his life's work to mentor veterinarians and veterinary students as well as registered veterinary technologists. Though novels could be written about the adventures and advice of Dr. Breker, a few themes seemed to intertwine themselves among the stories.

Dr. Breker has always maintained that to be a well-rounded and successful practitioner, one must strive for a work-life balance, have a good support network and a sense of community. He leads by example when it comes to these areas. Since moving to the Peace Country in 1984, Dr. Breker and his wife Peggy raised three boys, became involved with the Rotary Club, and were a driving force behind the creation of the Peace River community pool, organizing and competing in the local triathlon and more. In the summer, he enjoyed going on canoe trips with his boys and heading out to Slave Lake to the cabin, fishing and taking the boat out on the water. Besides giving gentle nudges to encourage others to get involved in the community, come for a bike ride or run, Dr. Breker also set up an employee wellness fund that was to be used for whatever one felt would add to their wellbeing (art courses, running shoes, ski passes, etc.).

One of the reoccurring comments made by Dr. Breker's nominators was an uncanny ability to learn all about his mentees and employees as unique individuals. This process was often aided in what was commonly referred to as "windshield time." Dr. Breker has a talent for learning a surprising amount about a person with a few simple questions, then listening and remembering. Even after seeing a difficult case that would take the wind out of your sails, Dr. Breker would share his own stories of cases that had gone... not so right, cheering people up and letting colleagues know that sometimes things don't go as planned.



Dr. Kevin Breker (left), Dr. Jocelyn Gibson (right)

It was this honest, safe space of support that helped people to grow. Yes, he was there to lend a hand for those nasty 3 a.m. C-sections but often more importantly, he always picked up the phone when all you needed to hear was "yep, you are on the right track."

Dr. Breker's success is also due in part to his passion for veterinary medicine and his willingness to try new things. His contagious can-do attitude was one that would rub off on his mentees. Despite trying to pass himself off as old school, Dr. Breker could be caught reading research papers and asking recent grads and vet students about new developments in veterinary medicine. Then when the time came that a challenging case would arise and referral was not an option, Dr. Breker would encourage people to put their heads together to find a way.

Dr. Kevin Breker was instrumental in shaping not only the character of other practitioners, but also set a fine example as to the type of mentor others can be for others in the field of veterinary medicine.

Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



UCVM'S ONE COMMUNITY, ONE

Health Strategic Plan has identified One Health as a priority. Over the last two years we have significantly advanced this priority to enable interdisciplinary teams to solve complex problems.

Recently, the University of Calgary held an open competition to bring forward bold proposals for emerging cross-cutting research themes. UCVM's Dr. Herman Barkema led a team to present One Health as a campus-wide theme and it was selected to receive an injection of funding to develop a One Health Cross-Cutting Research Theme. We will also create an Office of One Health.

UCVM faculty members Dr. Jeroen de Buck and Dr. Karin Orsel are members of the Antimicrobial Resistance – One Health Consortium multidisciplinary team led Dr. Barkema. This team was successful in receiving nearly \$6.3 million in funding in the Government of Alberta's Major Innovation Fund grant competition. The Major Innovation Fund supports research and innovation investments to attract and retain top talent that will support industries and local businesses. This may be the largest AMR project funded in Canada to date.

The consortium includes expertise within veterinary medicine, medicine, public health, biological sciences, environmental sciences, agriculture, economics, communication, public policy and law. This collaborative, transdisciplinary approach will be used for translating highly integrated and innovative research into evidence-based policy and improved health outcomes.

The following institutions are partners in the initiative: University of Alberta, University of Lethbridge, Athabasca University, Mount Royal

University, Olds College, Lakeland College, Southern Alberta Institute of Technology, Agriculture and Agri-Food Canada, Lethbridge Research Center, Alberta Health Services and Public Health Laboratories.

UCVM is now recruiting a Canada Research Chair-Tier 2 in One Health.

I also want to share news of the renewal of Jeff Biernaskie's \$1-million Calgary Firefighters Burn Treatment Society Chair in Skin Regeneration and Wound Healing.

Dr. Biernaskie's research team shares the vision of Calgary firefighters to help people who have survived fires — a third of them children — by finding stem cell therapies to significantly improve wound healing.

We are grateful for the society's continued support of Dr. Biernaskie's groundbreaking skin regeneration research efforts, which aims to improve burn care and outcomes for patients, and make Calgary an internationally recognized centre for excellence in burn care and research. Considering the collaboration between Dr. Biernaskie and Dr. Duncan Nickerson, Medical Director of the Calgary Firefighters' Burn Treatment Centre at the Foothills Medical Centre, and veterinary medicine specialists, Dr. Rob McCorkell and Dr. Holly Sparks, we are seeing the emergence of a One Health Regenerative Medicine Group.

Lastly, I want to commend a student-led initiative to pay tribute to the animals that contribute to the lives and learning of students at UCVM. A team, led by Joanne Yi and Chelsey Zurowski, has organized a Thank You to the Animals Ceremony on the last day of classes, which will include profiles of some of the animals who have touched their lives and a commemorative plaque to be installed in our Clinical Skills Building.



**Wealth Management
Dominion Securities**

Steven Kim, B. Comm., CIM

Vice-President & Portfolio Manager

Tel: 780-409-5355

RBC Dominion Securities Inc.

Suite 2300 Edmonton Tower

Toll free: 1-866-261-4565

10111-104 Avenue

Fax: 780-426-7838

Edmonton, AB T5J 0J4

steven.kim@rbc.com

HERE ARE SOME RECENT NEWS

items from the Western College of Veterinary Medicine (WCVM) on the University of Saskatchewan (USask) campus:

New master's program a first in

Canada: A new master's program in field epidemiology will put the WCVM at the forefront of the study and control of disease outbreaks. This two-year program is one of only two in the world designed specifically for veterinarians. It will focus on animal health issues, with potential for incorporating human and public health links. Students will participate firsthand in disease cases, whether assisting government agencies or producers. The project-based program will give participants an understanding of how to manage disease outbreaks and prevention, and it will position graduates to become leaders in animal health.

Antibiotic advancement: Dr. Antonio Ruzzini, a researcher in the WCVM's Department of Veterinary Microbiology, has received \$109,619 from the Canada Foundation for Innovation (CFI) to purchase equipment for his work cataloguing and isolating small, bacterial molecules. Dr. Ruzzini's research focuses on how bacteria contribute to health and disease of animals, including humans. This research will accelerate his antibiotic discovery program, one day leading to new molecules that can be used to treat disease.

One Health research: WCVM scientists have been key in several recent translational research projects.

- A research team led by Dr. Juan Ianowski, a physiologist at the USask College of Medicine, has made a discovery with potential to improve treatments for people with cystic fibrosis. This finding was recently published in the online Nature Research journal Scientific Reports. By using imaging at the Canadian Light Source synchrotron, the team concluded scientists do not fully understand the body's reaction to a saline treatment commonly used for cystic fibrosis patients. They hope that by better understanding the body's response to the treatment, they could begin human trials on new, more beneficial formulations.

Several WCVM faculty were involved including Dr. James Carmalt, anesthesiologist Dr. Tanya Duke and Dr. Yanyun-Huang, a veterinary pathologist. The research was performed with the help of the college's Animal Care Unit, whose staff members assisted with the live pig models used to conduct the investigation.

- Veterinarian Dr. Romany Pinto, a clinical associate in rehabilitation at the WCVM, is an integral part of an investigation that has shown therapy dogs help children with cerebral palsy walk and gain self-confidence and independence. Sarah Donkers, a physiotherapist in USask's School of Rehabilitation Science, leads the interdisciplinary team. The researchers work with therapy dogs that assist the children to walk, help open doors, navigate uneven terrain and brace them if the children are unsteady. Dr. Pinto's role in the project is to study the effects of the work on the health and welfare of the dogs. This study could have implications for continued research in other working dogs, and eventually help develop standards of care for working dogs that enhance the animal-human interaction.
- Both people and dogs could benefit from a novel therapy for bone cancer being developed at USask. A multi-disciplinary research team of human and veterinary specialists were awarded \$765,000 in funding from the Canadian Institute of Health Research to develop a new treatment for osteosarcoma, a type of bone cancer that particularly affects individuals under the age of 25, and a common cause of death in large-breed dogs. The team includes medical oncologist Dr. Valerie MacDonald Dickinson and Dr. Ryan Dickinson, a veterinary pathologist. Following the first phase of the program — testing new radioactive antibodies on human and canine tumours in mouse models — the researchers plan to make the treatment available in a clinical trial for dogs with osteosarcoma. The next stage will be a clinical trial for human cancer patients.



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



HELLO AGAIN FROM THE WCVM!

Spring has sprung in Saskatoon and I, along with many of my fellow classmates, am headed home for the summer for a chance to recharge and put a few dollars back into the bank account. Working in clinics over the summer is a great way to remind ourselves why the intense four years of the DVM program are so worth it. These positions provide us with invaluable mentorship and clinical experience that will help us become better veterinarians in the future. Thanks to every veterinarian, vet tech and hospital manager that welcome us into their practices!

With the completion of first year, students in the class of 2022 have crossed off a major milestone and have a vast knowledge of how the animal's body is supposed to work. Anatomical landmarks have been palpated, cranial nerves have been dissected and blood cells have been counted. Meanwhile, second-years have taken a crash course in almost everything that could possibly go wrong with an animal's health and have described each disease in pathological precision. For those of us that are leaving third year, we have some idea of how to fix the things that go wrong and are eagerly looking forward to putting the culmination of our three years of knowledge to the test as we start rotations. The fourth-years are real doctors now and are off to finally start their careers or jump into internships and residencies.

In March, the student-led initiative of Mental Health Month was celebrated. Our fantastic student association plans numerous events throughout the month that allow us to take some time away from the books and reconnect with the more human side of veterinary medicine. There were lunch talks throughout March on topics such as building mental resilience, medical mistakes, physiotherapy and injury prevention and a Q and A session with new grads. There were also scheduled events to help get us away

from studying for the chance to pursue new hobbies. Planting succulents, throwing axes and working up a sweat by attending rowing or pole dancing classes at local businesses were some of the events that we kept busy with. There were also weekly pancake breakfasts, lunchtime visits with professor's pets, dog and cat yoga classes and a three-hour course that introduced the concept and practices of mindfulness. Events like these remind us to invest time in our own self-care, which can be difficult to maintain at times during our busy lives. The mental strength and resilience that we can build early on in our careers will help provide the tools we need to be able to prevent issues such as burnout and depression and the knowledge of when to seek help.

On a personal note, I have to say how proud I was to attend the ABVMA conference and Annual General Meeting held in Calgary and to witness the historic vote that occurred to mandate obligatory reporting of animal abuse and the ban of unnecessary medical and surgical procedures. I am honoured to be part of an organization that continues to be the greatest advocate for those in our society who do not have a voice. As a young professional on the cusp of starting my career, the meeting was a good lesson in engaging in a polite but opinionated debate about sensitive and controversial topics. I want to thank the ABVMA for allowing me the opportunity to attend the conference — it was truly an eye-opening experience!

Student's Corner – UCVM

THE END OF AN ACADEMIC YEAR

in veterinary school is a busy time, and the students of UCVM always manage to charge full speed through the last few weeks of classes. It seems to be non-stop throughout the months of March and April, but with an end in sight. My normal updates usually summarize all of the things that make life so busy for us, but this time I am choosing to focus on a few things that highlight the spirit of our school, and the commitment of the greater veterinary community to a better future for both people and animals.

Firstly, our Behaviour and Training Club hosted an exceptional Welfare Symposium, which featured many guests on a wide variety of topics in welfare. These included behavioural health in shelters, zoo medicine welfare and recognizing abuse, just to name a few. The guest lecturers came from UCVM faculty and from a greater network of animal professionals, including behaviourists and the Calgary Police. This symposium showcased some of topics that are important for us to be thinking about as students, veterinarians and human beings. Education in welfare topics will help us take essential steps toward improvement — both immediately and in our future — and having exposure to these concepts as students will put us ahead of the curve.

Another event this year was the first annual Thank You to the Animals Ceremony. This special event was envisioned by current second-year students, Joanne Yi and Chelsey Zurovski, and was brought to life by students and faculty in order to commemorate the animals that make our education possible. This ceremony included a display of some of the life stories of the animals who came into our cadaver program after being so kindly shared by their owners. The stories of some of our now-adopted teaching animals were also shared by their new families. Dean Singh spoke to the gratitude we hold for all

animals that come into our program, and a plaque was laid out in a special place. We are so very grateful for all of the creatures, both great and small, that make it possible for us to enter the profession as competent veterinarians, so we may do the best we can for our future patients.

Our third-year students spent six days this semester providing free veterinary check-ups and vaccinations to low-income clients of Calgary Urban Projects Society (CUPS). They were joined by several first-year students as well. Another group of dedicated students will be headed down to Northern Mexico as soon as exams finish to participate in a spay and neuter clinic. We also hosted our annual Vet Ball in March. This is a fun event for students, faculty and their guests, to come together for dinner, drinks, and some dancing. The greatest part about this year's event was that we were able to raise \$500 dollars for Tails of Help through our door prize raffle sales. Thank you to our generous sponsors for making it possible for us to help provide essential care to animals in need!

As a school and student body we have many little things to keep us busy, but sometimes I think it's important to take a step back and look at the bigger picture. We can then recognize how we are able to use our talents, education and resources to progress forwards, into a brighter future. We are grateful for the many opportunities we have to learn and to give back to our community. I know that as our fourth-years head into practice as graduates, they will have so much more than just textbook-facts to share with the world.



Ms. Jen Girard

UCVM Class of 2020
ABVMA Student Representative
2018/2019



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



Amanda Barker, RVT
2019 ABVTA President



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

SUMMER IS ALMOST HERE AND I'M left wondering where the first half of the year has gone.

The ABVTA has had a busy and productive start to 2019. In March, the Board of Directors met to review and outline our Strategic Plan for the next three years. We reflected on our accomplishments since our last planning session, and we were proud to fill a page with several achievements. These include the promotion of veterinary technology as a profession, becoming full voting members of the ABVMA, and changing our name and logo to unify our title with the rest of Canada. We reaffirmed our vision and mission statements, and set out new strategic priorities. The Official Strategic Plan will be available on the ABVTA website, and we are always open to any feedback, questions or concerns you may have.

In May, we will host our 40 and Fabulous Conference at the Delta in Edmonton. We expect a great turnout, and it was wonderful to see so many of our members register. We will also be joined by veterinarians, support staff and RVTs from across Canada. Aside from all of the amazing lectures, I'm excited for the anniversary celebration and fun money casino on Saturday night. I always love the opportunity to meet new people in our industry and network with colleagues.

Planning for this event started in the fall of 2014, and over the past five years, several volunteers and committee members dedicated countless hours to make this a reality. I would like to extend a heartfelt thank you to Vanessa

George, Penny Steffen and Connie Varnhagen for taking on the majority of this project. I would also like to thank the staff at the ABVMA for their assistance with fine-tuning the details, as well as the Board and Committee members that volunteered. We wouldn't be able to host such a successful event without everyone's hard work and enthusiasm — so thank you!

The Board of Directors said goodbye to our outgoing student reps in the spring, and welcomed some new faces to the board for the upcoming year. On behalf of our association, I would like to thank Brittany Baldock (NAIT), Shelby Bennett (Olds College), Kirby Zimmer (Lakeland College) and Reagan Boulter (GPRC-Fairview) for the time they gave to the ABVTA — we hope to see you back as voting Directors once you've graduated! I would also like to welcome Becky Peters (NAIT), Hayley Warren (Olds College), Sydney Frost (Lakeland College) and Courtney Stevens (GPRC-Fairview) to the team. We are all looking forward to your input and ideas during your term.

Nominations will be opening in a few short months for vacancies on the Communications Committee, Continuing Education Committee and the Board of Directors. I would like to encourage everyone to participate in your association, and consider putting your name forward. If you have any questions about volunteering, please don't hesitate to reach out.



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, Elly Paslawsky, Kelsey Connolly, Denise Allison, Ivana Novosel

2019 ABVTA BOARD OF DIRECTORS



ABVTA Meritorious Service Award

Karen Melnyk, RVT | Presented by: Penny Steffen, RVT

Karen has been a vital member of the Board of the Alberta Veterinary Technologist Association (ABVTA) for the last few years, serving as the association's treasurer. She has always managed to balance her demanding career with her roles as a hockey mom, outdoor enthusiast and Devon Rex rescuer.

She is a passionate registered veterinary technologist (RVT) and has dedicated her life to a part of the profession often overlooked, shelter medicine. As an experienced shelter RVT, the occupational hazard of compassion fatigue is something that is very near and dear to Karen. She has recently completed the Compassion Fatigue Strategies course through Maddie's Shelter Medicine Program, which teaches you how to recognize signs and symptoms of compassion fatigue, to manage your stress levels and increase your self-care practices.

Karen's countless hours as ABVTA Treasurer and her dedication to the advocacy of responsible care and treatment of animals has made her a very deserving candidate for this year's ABVTA Meritorious Service Award.



ABVTA Appreciation Award

Tracey Ruzicka, RVT | Presented by: Penny Steffen, RVT

It is a sincere pleasure to see Tracey Ruzicka receive the 2018 ABVTA Appreciation Award.

Tracey has contributed to the veterinary technology profession on many different levels throughout her years as a registered veterinary technologist. She has been an engaged member of the Leadership Group of the Alberta Veterinary Technologist Association (ABVTA), as well as sitting on various committees for the Alberta Veterinary Medical Association. She clearly promotes and contributes to her profession through her work as well as in any public setting.

She constantly shows care and professionalism while dealing with her patients and leaves a permanent impression on the integrity of the veterinary profession with her numerous clients.

Tracey actively promotes and enhances the image of our profession while talking to animal health technology students and on social media. She has never been shy to lend a hand or offer advice when being asked. She has made significant contributions to the ABVTA through projects and activities while volunteering as a board and committee member.

Tracey is a well-rounded, down-to-earth person that is truly passionate about our profession and its future. The ABVTA cannot thank her enough for the contributions she has made in the veterinary profession.



ABVTA Lucille Landals Emerging Leader Award

Heather McGrath, RVT | Presented by: Penny Steffen, RVT

Before graduation from the NAIT AHT program, Heather was actively involved in leadership of her profession through her position as student representative on the Board of Directors of the Alberta Veterinary Technologist Association (ABVTA).

Being an active member of the board is a great responsibility; however, Heather surpassed these expectations while maintaining her studies and performance in school.

After graduation, Heather was elected back onto the Board of Directors as a Director at Large, but quickly accepted the added responsibility and time commitment to act as the liaison for the Public Relations Committee.

Her passion for veterinary medicine is rich, and her efforts to contribute to the ABVTA are clear. Heather has demonstrated both leadership and initiative during her involvement with the ABVTA, and we believe she will continue to engage and support our membership wherever possible.

ABVTA Board Highlights:

By Kate Simon, RVT, VTS (ECC), ABVTA RVTTC Representative

MARCH WAS A VERY BUSY MONTH FOR THE BOARD OF Directors! We met twice, first via Zoom Teleconferencing on March 11 and then again at the ABVMA Office in Edmonton on March 15 and 16.

HIGHLIGHTS:

- The BOD approved to 2018 Financial Report
- Penny Steffen was appointed to be the ABVTA representative on the ABVMA CanWest Selection Committee for the RVT Track
- Approved a new Expense Policy that will be reviewed annually
- Approved an updated Board Terms of Reference document to be reviewed every two years
- Created an ex-officio confidentiality agreement for Board members

- We will be revamping our *The Many Lives of a Registered Vet Tech* and *The Role of the ABVTA* videos with footage captured at the 40 and Fabulous Conference
- Follow up Wage & Benefits Survey that was launched in conjunction with the conference
- Maryanne Urbanowski facilitated our Strategic Planning session on March 15/16. After an exhausting weekend, we are proud of what we accomplished. Look out for the Official Strategic Plan to be presented on the ABVTA website this spring.
- One thing that we are hearing loud and clear is that our members are seeking to discuss wages, benefits, and health and wellness. This has become a high priority for the Board and will be included in our new goals and strategic priorities.



OLDS COLLEGE

Greetings from Olds College

SPRING HAS SPRUNG HERE AT OLDS COLLEGE. DOWN ON THE FARM WE HAVE welcomed many new calves and lambs. Student involvement with the farm has been overwhelmingly positive this season with many students signing up to help outside of class time. We are very pleased to have our veterinary medical receptionist class sign up to help with lambing this season.

We are happy to introduce a new instructor here at Olds College, Dr. Laureen Hall. We are very excited to welcome her to the Olds College family.



NAIT News

SPOTLIGHT ON LARGE ANIMAL: BOVINE SKILLS

Second-year AHT students recently put their skills to good use during an extremely busy calving rotation! Whether it was moving cows, checking the herd for signs of impending parturition, assisting with a C-section and local/regional anesthesia, helping pull calves or calf processing, each student ended their rotation with a big smile (although slightly exhausted) and a huge appreciation for cattle producers and all of the work they put in on a daily basis!

Earlier this year, first-year AHT students processed cattle, while the second-years had a simulation lab and four weeks of training at the U of A Dairy Research and Technology Centre (learning restraint, blood collection, oral medication and IV jugular administration, caudal epidural and paravertebral anesthesia, IV jugular catheter placement in a calf, esophageal feeder usage and cornual nerve blocks). In addition, the second-years participated in a week of semen testing labs. Our students were excited to be off to Westlock Veterinary Centre in April, where they applied their skills in a clinical setting.

We would like to thank our amazing bovine industry partners, including the University of Alberta DRTC, Bilan Ranches, Lewis Farms and Westlock Veterinary Centre.



Lakeland COLLEGE

Greetings from Lakeland College

THE LAST TWO WEEKS OF SCHOOL FOR THE

second-year students were busy. The Student Led Clinic teams did a formal presentation to first-year students and staff on their roles, accomplishments and highlights over the past year. First-year students then applied to be on one of the teams and were interviewed by the second-year students to fill the executive positions for next year.

Team PR also organized and brought in several RVTs for an Industry Night to showcase some less-traditional career opportunities for RVTs, which included swine health, owning your own business, obtaining a specialty in Clinical Pathology as well as working at WCVI in areas such as anesthesia, surgery and management.

Once again we did a day long spay/neuter clinic where 12 cats and dogs were spayed. This is a great opportunity for students to perform the essential skills of blood collection and analysis, taking radiographs, inducing and monitoring anesthesia, performing surgical prep and providing post-op care one more time in a realistic clinic setting before heading out on practicum. Thank you to all those clinics who generously share their experience and knowledge as they mentor our students on their practicums.



GPRC

Greetings from GPRC

GRANDE PRAIRIE REGIONAL COLLEGE (GPRC)

Fairview campus celebrated convocation of the 2019 Animal Health Technology graduates on March 9. Celebration included a ceremony and a President's Tea. This year's Valedictorian was Animal Health Technology diploma graduate, Melissa Zizek. Melissa completed her GPRC credentials with academic excellence, and was honoured to represent her fellow classmates.

GPRC students and staff participated in National Cupcake Day with proceeds going towards the Alberta Spay Neuter Task Force. Staff and students baked up some delicious cupcakes and adorable looking cake pops and sold them for a donation. We are very excited to announce that we raised \$904! Thank you to all GPRC staff, GPRC students and members of the community that stopped by to have a treat and donate to such a great cause.

Our program would like to give a shout out to long-time AHT instructor Rhonda Shaw, RVT, who has received her Fear Free Certification. Behaviour is Rhonda's passion and she enjoys assisting students training the rescue dogs and cats we utilize in the program, using positive reinforcement techniques. This is beneficial to both students and animals as students get to practice what they've been taught in theory and it can increase the adoptability of the dogs and



Photo: Randy Vanderveen

plus providing mental and physical stimulation. You can access videos posted on our Facebook page to see some of the behaviours students have taught the dogs.

Congratulations to Cassandra Kuhn and Sage McAuley as students chosen to be sponsored to attend the 2019 Livestock Care Conference!

2019 CANWEST VETERINARY CONFERENCE

CANWESTCONFERENCE.CA



OCTOBER 19-22, 2019

FAIRMONT BANFF SPRINGS HOTEL, BANFF, AB

FULL PROGRAM AND ONLINE REGISTRATION – JULY 2019

Program subject to change

Clinical education, communication and practice management skills — surrounded by the beauty of the Rocky Mountains!

PRELIMINARY PROGRAM

COMPANION ANIMAL

- **Dental Radiology, Dental Diseases, Principles of Maxillofacial Trauma Repair, Principles of Oral Oncology** — Santiago Peralta, DVM, DAVDC, Department of Clinical Sciences, Cornell University of Veterinary Medicine, Ithaca, NY, USA
- **Nutrition** — Lori Prantil, DVM, VCA South Shore (Weymouth) Animal Hospital, South Weymouth, MA, USA
- **Anesthesia and Analgesia** — Craig Mosley, DVM, MSC, DACVAA and Cornelia Mosley, DVM, DACVAA, CVA, VCA 404 Emergency and Referral Hospital, Newmarket, ON, CAN
- **Neurology** — Dr. Curtis Wells Dewy, Cornell University College of Veterinary Medicine, Ithaca, NY, USA

EQUINE

- **TBA** — Betsy Charles, DVM, MA, Veterinary Leadership Institute/Western University of Health Sciences
- **Practical Reproduction for Rural Practitioners** — Etta Bradecamp, DVM, ACT, ABVP, Rood and Riddle Equine Hospital, Lexington, VA, USA
- **Equine Farriery and Hoof Related Topics** — Sammy L. Pittman, DVM, Innovative Equine Podiatry and Veterinary Services, Collinsville, TX, USA

FOOD ANIMAL

- **Pharmacology and Pathology** — Antimicrobial Stewardship, Phil Buote, DVM, Alberta Veterinary Medical Association, Edmonton, AB, CAN; Reproduction Pathology and Bovine Reproductive Disease, Jennifer Davies, DVM, MVSc, DACVP, University of Calgary, Faculty of Veterinary Medicine, Calgary, AB, CAN
- **Monday, Oct. 21 — TBA**
- **Food Animal Medicine** — Calf Resuscitation, Claire Windeyer, DVM, DVSc, University of Calgary, Faculty of Veterinary Medicine, Calgary, AB, CAN; Field Post Mortems, Ashley Gaudet, RVT, VTS-CP, Veterinary Agri-Health Services, Airdrie, AB, CAN; External Parasites, Douglas D. Colwell, PhD, Agriculture and Agri-Food Canada, Lethbridge, AB, CAN; Penis Surgery of the Ruminant, Roy Lewis, DVM, Roy Lewis Veterinary Services, AB, CAN

VETERINARY TEAM

- ***Fear Free: Fear Free is the Ultimate Win, Exam Room Secrets Revealed, What does the perfect visit look like, no feel like, for both the vet and the client** — Marty Becker, DVM, Founder and CEO of Fear Free, Bonner Ferry, ID, USA
- **Client and Staff Communications** — Sarah Wooten, DVM, Greely, CO, USA
- **Human Resources: hiring, job descriptions, performance reviews** — Ms. Heather Lowe, AHT, MBA, Heather Lowe Veterinary Consulting Inc., Acton, ON, CAN

VETERINARY TECHNOLOGIST

- ***See Vet Team Program Above** — Marty Becker, DVM, Founder and CEO of Fear Free, Bonner Ferry, ID, USA
 - **Wildlife (1/2 day) — Pain treatment for birds, better animal welfare for wildlife; Restraint, regulations, reducing stress and basic technical skills** — Kim Blomme, RVT, WildNorth Northern Alberta Wildlife Rescue and Rehabilitation, Edmonton, AB, CAN
 - **Dermatology (1/2 day)** — Tyler Udenberg, DVM, Dipl. ACVD, North West Veterinary Dermatology Services, Ltd, Vancouver, BC/St. Albert, AB, CAN
- *Sunday's Vet Team and Vet Tech session featuring Dr. Marty Becker will be a combined session**

ABVTA PRE-CONFERENCE CE

— **SATURDAY, OCT. 19, 2019**



- **Why Fear Free veterinary visits are the most important transformation to hit veterinary practice in 50 years. Why veterinary technologists must drive fear free and the client experience** — Marty Becker, DVM, Founder and CEO of Fear Free, Bonner Ferry, ID, USA

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

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

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

Working Through Unexpected Vaccine Associated Adverse Events

– Sponsored by AAEP – Webcast – OBJECTIVES:

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

Watch the video here <https://vimeo.com/221903600/e24503f560>

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

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

Inventory, A Vital Organ In Your Practice

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

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

– CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVT's only. Speaker is Andrea Wasko, RVT.

To register your clinic, contact your representative Andrea.

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

Veterinary Nutritional Advocate Program

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

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

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

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 2019 - 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. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

The Social Side of Practice: Module 1: Veterinary Wellness – Debbie Stoewen, DVM, MSW, RSW, PHD. This unique, fully accredited veterinary continuing professional development program reflects our commitment to you, your practice and the profession. It's designed to help you and your team do what you do even better by providing insight, guidance and strategies on the

non-medical aspects of practice so you can offer the very best to your patients, clients and each other. Choose from Lunch & Learns or Interactive Workshop Formats offered on the following topics: Facilitating Euthanasia Conversations, Compassion Fatigue - What it is, What it isn't and What can be Done, Compassion Satisfaction - Flourishing in Practice, and This is Your Life - Let's Talk About It. For more information and to register please call 1-800-700-3391, or e-mail care@petsplusus.com. Sponsored by Pets Plus Us.

A New Approach to Pain Management - Webinar.

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

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

WDDC Practice Tool Kit (WHMIS and SDS)

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

MONTHLY OFFERINGS

MAY 2019

May 10 & May 11, 2019 – Bridging the Gap: An Intensive CE for Veterinarians and Farriers with Dr. Raul Bras of Rood & Riddle Equine Hospital – 13 Hours
ABVMA Credits Speaker: Raul Bras DVM, CJF. Led by acclaimed veterinary podiatrist, Dr. Raul Bras, this CE will integrate the theoretical, dynamic and practical application of shoeing practices to treat and maintain horses with commonly found sport-related injuries. Live case examples will include navicular, proximal suspensory injuries and stifle injuries. A large focus of this CE will be on shoeing for the surface and how farriers and veterinarians can proactively shoe horses to maintain a certain level of competition, despite injury. Location: Energy Equine - 281056 Dickson Stevenson Trail, Rocky View No. 44, AB Veterinarians, to register, please follow: <https://www.eventbrite.ca/e/bridging-the-gap-with-dr-raul-bras-veterinarian-registration-tickets-58821127576> Please contact the office at 403-700-0818 with any questions. Sponsored by Energy Equine and Dechra.

Continuing Education Opportunities

May 11 to May 12, 2019 – Intermediate Pearls of Genitourinary Ultrasound Course – 12 Hours ABVMA Credits

– Speaker: Bob Hylands DVM, IVUSS Come and learned a focused approach to scanning the Genitourinary system with a lecture that concentrates on helping you recognize and interpret normal and abnormal architecture and anatomy changes with pathology. The lab will focus on scan technique, image and equipment optimization, and the different approaches and anatomy. For more information and/or to register email: scilvetacademyca@scilvet.com

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 8 to June 10, 2019 – Living and Learning with Animals – 19.5 Hours ABVMA Credits

– Speaker: Dr. Susan Friedman - Living and Learning with Animals (LLA) is a seminar focused on the fundamental principles of learning and behavior, and the behavior change technology known as applied behavior analysis. A framework for accomplishing a functional assessment, analysis, and systematic intervention planning is presented. All animals change their behavior due to experience, i.e., they learn, which gives this course trans-species, and interdisciplinary relevance to all professionals working with behavior. As a result of attending this seminar, participants will be better able to teach learners effectively and humanely. Seminar is held at the Radisson Hotel and Convention Centre in Edmonton, AB. For more information and /or to register, visit: www.goodboydogtraining.ca

June 23, 2019 -The Pancreas: Pancreatitis and Diabetes in the Dog and Cat – 6 Hours ABVMA Credits

– Speaker: Jonathan Lidbury 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

OCTOBER 2019

Oct. 19-22, 2019 – CanWest Veterinary Conference

The CanWest Veterinary Conference is renowned as the most engaging and informative veterinary event in western Canada, with high-calibre, world-class speakers. The conference offers an extensive educational program with five learning tracks — companion animal, equine, food animal, veterinary team and veterinary technologist — designed for the entire animal health care team.

Hosted by the Alberta Veterinary Medical Association, CanWest takes place in beautiful Banff, Alberta, surrounded by the stunning Rocky Mountains. Come early or stay on afterwards and make it a vacation.

www.canwestconferenace.ca

NOVEMBER 2019

November 2, 2019 – Putting the Principles of Pain Management into Practice – 2 Hours ABVMA Credits

– Speaker: Trisha Dowling DVM, MSc, DACVIM (LAIM), DACVCP Date: November 2, 2019. Time: 6 – 8 pm; Registration and light supper at 5:15 pm. Sponsored by EESAV. For complete seminar information, fees & to register online, go to www.easav.ca; Have questions? Contact our Executive Assistant by email to: info@easav.ca or phone: (780)970-3728.

November 24, 2019 – Managing Your Feline Patients, in Practice and in the Home – 6 Hours ABVMA Credits

– Speaker: Kelly St. Denis, BSc, MSc, DVM, DABVPBVMs, DACVIM, PhD Date: November 24, 2019. Full day time: 8:45 am – 4 pm; Registrations & breakfast at 8:00 am; **AM session:** 8:45 - 12 noon; **PM session:** 12:45-4 pm. For complete seminar information, fees & to register online, go to www.easav.ca; Have questions? Contact our Executive Assistant by email to: info@easav.ca or phone: (780)970-3728. Sponsored by Idexx Laboratories and Hills Pet Nutrition.

VETERINARIAN REQUIRED

STURGEON ANIMAL HOSPITAL IS GROWING!

We are in need of an additional full or part-time veterinarian to join our current team. We are a privately-owned small animal practice located in the city of St. Albert, striving to provide the highest quality of service and care to our growing client base. We are managed by a diplomate of the ABVP (canine and feline practice), and although our main focus is canine and feline medicine we would welcome the addition of a veterinarian with extended knowledge of pocket pets and/or exotics. Our hospital offers general health exams, vaccinations, ophthalmology services, spay/neuter, orthopedics, soft tissue surgery, and dental care. We have a full in-house lab, as well as radiology, ultrasound, and ERG equipment to help promptly diagnose patients. Applicants must be fully licensed to practice in the province of Alberta, have confidence in their surgical skills and medicine, and demonstrate excellent communication skills. Benefits are negotiable (dependent on experience and position filled) and may include a full health/dental package, CE allowance, vacation time and staff discounts. Email sturgeonvet@yahoo.ca, website: www.sturgeonanimalhospital.ca.

WE HAVE AN OPENING FOR AN ASSOCIATE

Veterinarian in our family orientated, AAHA accredited small animal practice in Wetaskiwin, Alberta. We are seeking a compassionate team player with excellent communication skills and confidence in their medicine and surgical skills. This is an ideal opportunity to explore your full potential and to develop your special interests. Please visit our website www.wacvet.ca for greater details and contact us for more information. We encourage you to contact any of our team members to determine what it is like working here. We offer a competitive salary, dependent upon previous experience, along with a complete benefit package with group health insurance, vacation, CE time, etc. New graduates are most welcome to apply since we offer plenty of opportunity to develop your surgical and medical skills. We do strongly promote the AAHA philosophy, practice guidelines and mentorship program. Email wetanel@telus.net.

OLDS PET CLINIC, AN AAHA ACCREDITED

Veterinary Clinic, in Olds, Alberta, is looking for a confident companion animal veterinarian. 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 be. Our clinic is well-equipped with Cornerstone software, in-house lab, CR digital x-ray and dental x-ray. Come practice where you have control over the care you provide and enjoy the benefits of living in a town big enough to have all the amenities, close enough to the bigger centers when needed and still have that close community feeling. Please email your resume in confidence to Dr. Lauren Hall at opcmanagement@hotmail.com.

ANIMAL EMERGENCY HOSPITAL (AEH) IN RED

Deer, AB, is looking to add casual or locum doctors to our group. AEH is a 24 hour hospital staffed with excellent RVTs and support staff. We see a great variety of small animal caseload, making the work rewarding as well as interesting. We have a compassionate and supportive group of doctors with different interests, strengths and abilities to help with mentorship if needed. If you love emergency work, and like to have fun at work, consider

picking up a shift or a few per month. AEH shares the building with a day practice Cedarwood Veterinary Hospital and they are part of the UCVM distributed teaching hospitals. The practice is well-equipped with digital xray, in house lab, endoscopy, ultrasound, two surgery suites. If you have been considering adding some emergency work into your life, contact Dr. Dagmar Schouten at dschouten72@gmail.com or 403-347-3277. It's a rewarding place to work!

CLINIC SOLUTIONS INC IS AN INDEPENDENT,

local and family-owned company, which encompasses 5 Veterinary Clinics within St. Albert and Edmonton. We are currently looking for an experienced Veterinarian to join our team. Our Clinics are fully equipped for the care of Small Animals including Exotics, and between them offer in-house labs, digital radiography, digital dental radiography, ultrasound, ECG, therapeutic laser, rehab and chemotherapy. Some of the benefits in addition to a competitive salary with CE allowance, health benefits, and paid vacation include getting two days off back to back, closed Sundays, very few to no evenings, no on call, and a support pod of animal health technicians. We are looking to add a team member who can provide excellent quality customer service, while using experience and knowledge to perform surgical and diagnostic skills. If this interests you, please send your resume to bryce@clincsolutions.ca.

YOU DIDN'T BECOME A VET TO OFFER

mediocre medicine. You didn't go to school for all those years to just be some vet in some practice. You're a vet because you believe it's your calling not just a job. You want a clinic that allows you to practice great medicine & provide the best care to all your clients. Being a part of an AAHA accredited clinic will give you that. Being the primary vet in our clinic will allow you to call the shots & set the standard for how your clients are treated. Our busy neighborhood with diverse clientele gives you new experiences to expand your knowledge & grow your skills. We can Taylor make a compensation plan just for you including flexible payment options and a signing bonus. Our scheduling is consistent & predictable so you won't have to worry about cancelling your plans for that last minute client. Benefits include health, travel, & more. If you're a value based, compassionate, team driven leader with your help we can offer the best service in Edmonton. Terra Losa Animal Clinic is looking for you to join our team. Send your qualifications to my email travis.young@primevetcorporation.com and we can help you create the life you always wanted today!

EMERGENCY VETERINARIAN WANTED. BASE

wage \$110K plus production + \$10K signing bonus, group health & dental plan (single/family), CE allowance, flexible holidays & more. Total remuneration package well over \$150K for an experienced & motivated veterinarian. Family Pet Hospital & 24 Hour Pet Emergency Centre is a 24 hour emergency clinic in which we staff an RVT on site 24/7 & offer referral emergency services to other clinics. DVMs rotate on-call for emergencies overnight. FPH is a 6-DVM, 10-RVT & several awesome veterinary assistants, plus skilled practice manager, state-of-the-art practice. We are pet enthusiasts with focus on high-quality medicine & surgery, having fun at work, & collaboration. Our centrally located modern 7,500 sqf high tech facility includes CT, DR, ultrasound, endoscopes, dental DR, stem cell lab & full in-house lab. We have 5 exam rooms, double dental suite, three surgery rooms, isolation ward, family (euth) room, two DR rooms & more. We encourage special interests & are known for

our emergency & critical care services 24/7, orthopaedic surgery services, & Gold Standard feline practice. Contact dvmjacob@gmail.com. Visit www.familypet.ca.

*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 DVMs 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: https://vca.wd1.myworkdayjobs.com/Careers/job/Vancouver-Veterinarian--ER_R-03006.

DIDSBURY VETERINARY SERVICES IS SEEKING

a full-time small animal veterinarian. We are a 5-Vet, 5-RVT practice located in central Alberta. We are fully-equipped and offer digital and dental x-ray, full in house lab, acupuncture, and orthopedic surgery to name a few. We offer a competitive wage and benefits. Please send your resume to dennise@didsburyvet.ca.

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

seeking a full-time Emergency Veterinarian to add to our growing team. We promote the values of a collegial & team based approach to medicine, excellent client service, continuing education & work life balance. Our Emergency Veterinarians work closely with the Specialty services to deliver the highest standard of medicine. There are endless opportunities for professional development, including teaching of interns & UCVM students, formal mentorship of interns, in house continuing education events, & opportunities to assume other ancillary roles & committee positions. A full complement of onsite diagnostics include digital radiography, fluoroscopy, ultrasound, in house lab, endoscopy, CT & MRI. All of our Emergency Veterinarians rotate equally through day, evening & night shifts regardless of tenure. Additionally, we offer a competitive compensation package including medical benefits, ABVMA & CVMA licensing, VIN membership, generous continuing education allowance, uniform allowance & employee discounts. <https://vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta-Veterinarian--ER--Calgary-Animal-Referral--Emergency-Centre--CARE-R-13689>.

DIDSBURY VETERINARY SERVICES IS SEEKING

a full-time mixed animal veterinarian. We are a 5-Vet, 5-RVT mixed animal practice located in central Alberta. We are fully-equipped and offer digital and dental x-ray, full in house lab, acupuncture, and orthopedic surgery to name a few. Our clinic is equipped with large animal facilities. We offer a competitive wage and benefits. Please send your resume to dennise@didsburyvet.ca.

Classified Ads

***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.

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 mins from Lethbridge, 90 mins from Calgary and 45 mins to the Rocky Mountains. 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.

VCA CANADA VETEMERG, IN EDMONTON, AB, is seeking an experienced ER Veterinarian to join our 24-hour emergency hospital. We are a state-of-the-art, 8000 square foot facility that is fully equipped and prepared to perform surgical intervention around the clock. Our team offers advanced diagnostic services, intensive care monitoring, pain control, as well as high quality timely ultrasounds. We strive to provide our clients with the highest levels of support, comfort and peace of mind knowing they are in the best possible hands. We offer competitive compensation and great benefits for eligible employees, including medical/dental, generous personal pet care discounts, paid wellness days, paid dues and more! To apply, please visit URL: <https://vca.wd1.myworkdayjobs.com/Careers/job/Edmonton-Alberta-Veterinarian--ER--VetEmerg-R-13291>.

CHINOOK COUNTRY VETERINARY CLINIC IN Olds, Alberta, is seeking a full/part-time veterinarian to join our expanding mixed Small Animal and Equine 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.

NEED A CHANGE OR ADVENTURE? Strathmore Veterinary Clinic and Langdon Veterinary Clinic modern small animal practices are looking for an enthusiastic associate veterinarian to join its team. Fully-equipped facilities: in-house CBC-chemistry IDEXX lab, digital x-rays, digital dental x-rays, ultrasound, Tonovet, etc. Competitive compensation package, CE allowance, health benefits and above average vacation allowance. Our great team of 4 DVMs, 4 RVTs, assistants and receptionist is waiting for you. Strathmore and Langdon are thriving communities just 15-30 minutes east of Calgary and within one hour of the Rocky Mountains. Send your resume to strathmorevetapplications@gmail.com.

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

CHINOOK PET CLINIC LOCATED IN Lethbridge, Alberta, is looking to add a full-time small animal veterinarian to our current two veterinarian Companion Animal Practice. Lethbridge is located 2 hours south of Calgary and close to beautiful Waterton Lake and the Rocky Mountains. We are a well equipped, longstanding practice with a loyal client base and an expanding new client base. Our practice strives to provide high quality veterinary services in a caring and professional manner. We also place a strong emphasis on client education and preventative care. The ideal candidate is a self motivated, enthusiastic team player with strong communication skills. New grads are encouraged to apply. We offer a competitive salary (based on experience) and benefit package. Future buy in potential exists for the right candidate. If interested, please email your resume and cover letter to chinookpetclinic@hotmail.com.

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.

***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.

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.

****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 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.

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

Classified Ads

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.

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.

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.

SASKATCHEWAN'S LARGEST ANIMAL shelter, leading with progressive spay/neuter, adoption, foster care & animal protection programs, is seeking a permanent part-time to full-time Associate Veterinarian. The position presents an excellent opportunity for a dedicated veterinarian to join our lifesaving team to make a difference for homeless animals. The ideal candidate will possess a mixed animal or shelter medicine background with strong herd management skills to support Western Canada's newest & most rapidly growing shelter hospital. It is the first shelter hospital in the province of Saskatchewan offering in house shelter animal care, high volume sterilization clinic & subsidized sterilization program to financially disadvantaged pet owners. We offer regular weekday hours with significant technician support, no after-hours emergencies & limited client contact while providing a significant community service to reduce the overpopulation of unwanted pets & improve their welfare in our community. Competitive salary, comprehensive medical, dental & vision care benefits package, continuing education, dues & uniform allowance is provided. Email: bhamblin@reginahumane.ca.

WHITEMUD CROSSING ANIMAL HOSPITAL IS looking for a full-time Veterinarian who is confident, experienced and can independently manage medical cases, routine surgery and basic dentistry. We offer health and dental benefits, coverage of annual fees and dues, as well as veterinary discounts. Give us a call at 780-709-2902 to inquire more about the position. Please send your resume to shilton@whitemudvet.com.

LONG-ESTABLISHED, COMPANION ANIMAL practice in SE Calgary seeking a FT associate veterinarian. Experience an asset but new grads considered. Competitive salary commensurate with experience. Potential partnership/ownership option to successful candidate Interested individuals contact us via email: midlakevet@shaw.ca.

THE CALGARY CAT CLINIC IS LOOKING FOR an associate veterinarian to join our team. We are a small, independent clinic located in Calgary's northwest quadrant. We strive to balance work and home life and offer flexible scheduling. Our focus is primary care and practicing quality medicine for our feline patients. Successful applicants must be fully qualified (or eligible for full licensing) in the province of Alberta. For

additional information or to submit a CV, please contact Lara Chan at: admin@calgarycatclinic.com. Website: www.calgarycatclinic.com.

WESTHILLS VETERINARY CLINIC IS SEEKING A permanent part-time companion animal veterinarian to join our team May 1, 2019. We are an independently-owned practice, in southwest Calgary, that prides itself on compassion, skilled medicine and surgery, as well as terrific customer service. The successful applicant will be team oriented, enthusiastic, and self motivated, with strong communication skills. We offer a competitive salary, CE allowance, annual association dues, VIN membership and a very enjoyable work environment! Contact: whvc1995@gmail.com.

MCKNIGHT VETERINARY HOSPITAL IS seeking experienced Emergency Veterinarians to join a rapidly growing 24-hour emergency hospital. The hospital has undergone new ownership by the VetStrategy Team and is now operated by new management. We are building a strong emergency team of dedicated and skilled emergency doctors, supported by our new medical director. New grads and DVMs with less emergency experience are welcome as mentorship is available to improve skills and become a proficient emergency doctor with a high standard of medicine. Our 6000 squared foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art laboratory equipment, surgical suite and dental radiography. We offer CE, mentorship and a continuous opportunity to learn. Furthermore, we offer health and dental benefits, coverage of annual fees and dues, as well as veterinary discounts. If you enjoy practicing fast-paced, high-quality emergency medicine - all the while maintaining a good work-life balance, and have excellent personal, emergency and surgical skills, join us! Send your resume to tamara@vetstrategy.com.

KILLARNEY CAT HOSPITAL IS A FULL-SERVICE clinic and outpatient facility exclusively for the treatment of felines, located in Calgary, AB. With a team of 3-doctors and a highly-experienced fun team, we always attempt to practice the best, up-to-date medicine possible and we will strive to create a warm and caring atmosphere! Our top priority is to provide a positive experience for each and every client-pet visit. We are currently looking for an Associate DVM to join our dynamic practice! The right candidate will enjoy a dedicated, professional and experienced support team with a great clientele and a fully-equipped facility. Please send your resume to tamara@vetstrategy.com.

SPEND YOUR DAYS CRUISING THE COWBOY Trail! Eastern Slopes Veterinary Services is hiring another veterinarian to share the large animal ambulatory caseload. Our practice is a mixed practice with the large animal portion being strictly ambulatory at this time. This is a flexible position with either F/T or P/T negotiable. If interested, some small animal work could be available. The applicant will be expected to provide cow/calf and equine veterinary services in an ambulatory setting and share in a reasonable and negotiable on-call schedule. A special interest in equine work would certainly be welcomed. New grads are welcome to apply and can expect to be thoroughly mentored. In our practice we pride ourselves on being a relaxed, family-oriented, and friendly group. We take our quality of life seriously and are fortunate to live in an area that is on the doorstep of some the most beautiful and scenic areas of the province as well as just a short drive from Calgary. Apply to admin@easternslopesvet.com.

Classified Ads

THE CANADIAN FOOD INSPECTION AGENCY (CFIA) is dedicated to safeguarding food, animals and plants which enhance the health of Canada's people, environment and economy. The CFIA is seeking applications for Veterinarians for full-time positions either permanent or temporary for various locations within British Columbia, Alberta, Saskatchewan, Manitoba and Ontario. These positions are open to graduates of a recognized veterinary medicine school who are eligible to be registered and licensed by the Canadian Veterinary Medical Association. We seek individuals who are good communicators, planners and organizers, analytical thinkers and who are team players with interpersonal effectiveness and are dependable. Successful candidates may work out of a district office or in a slaughter facility. The responsibilities include interacting with industry, producers, consumers and other governments. Please submit your application by creating a profile on: <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srpf/applicant/page1800?poster=1044873>. For more information on careers with the CFIA and the application process, please visit www.inspection.ca and click on "CFIA Jobs."

COCHRANE ANIMAL CLINIC IS LOOKING FOR an experienced PT or FT small animal veterinarian to join our 6-doctor practice in Cochrane, Alberta. Our busy, growing clinic is situated in a newly renovated, large space and offers the latest in radiology, dental radiology, ultrasound and lab equipment. We have an exciting, challenging caseload and value a team approach to diagnostics, medicine and surgery. Our vets are well supported by experienced technicians and technician assistants. Close proximity to both Calgary and the mountains, and an emphasis on work life balance, makes our clinic an ideal place to practice long term. CE, benefits, professional dues and uniform allowance all offered. Please send cover letters and resume to Tara.Risling@cochraneanimalclinic.com.

MORINVILLE VETERINARY CLINIC HAS BEEN serving the Morinville community for over 35 years! We are a 5- doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. We are a fully-equipped facility, including a digital dental suite. We are also certified AAFP Silver! We are seeking an associate DVM to join the team on a full-time capacity. Recent grads with 1+ years of experience are welcome to apply. Do not miss out on being part of a growing and dynamic team! To apply, please send your resume to tamara@vetstrategy.com.

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. As a member of the VCA family, your passion for medicine and compassion for pets and people is matched with a commitment to your professional growth. As part of VCA Canada, we can offer career growth opportunities, CE allowance and opportunities with access to exclusive VCA conferences, networking and knowledge exchange with other veterinarians, continued investments in new technologies, advanced diagnostics, and modern facilities. We offer competitive compensation, great group benefits

to eligible employees, generous CE allowance, paid dues, paid wellness days, veterinary discounts and more. Email: careers.canada@vca.com.

OUR WELL-ESTABLISHED, INDEPENDENTLY- owned clinic in the heart of Calgary is looking to add a new vet. Macleod Trail Animal Hospital is a busy 5-veterinarian clinic, and is looking to add another veterinarian that is motivated by a strong patient-client bond as well as providing excellent customer service. 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. A strong love of internal medicine or surgery is an asset though we are eager to foster your professional development in a number of areas. New graduates are welcome and encouraged to apply. Please send all applications and resumes to taylor@mactrailvet.com.

VCA CANADA WHITEMUD CREEK Veterinary Clinic in beautiful Edmonton, AB, is hiring a full-time Veterinarian to join the team to cover a maternity leave contract. Following the completion of the contract, there is opportunity to remain with the company. In this position you'll use your superior medical judgment combined with a high level of empathy, confidence and humility to build a loyal client base and heal pets. We believe in giving back to the community and are affiliated with a number of pet rescue organizations. We also raise funds and awareness for many human health and societal issues which have touched the lives of staff and clients. We offer competitive compensation and great benefits for eligible employees, including medical/dental, generous personal pet care discounts, paid wellness days, paid dues and more! To apply, please visit URL: https://vca.wd1.myworkdayjobs.com/Careers/job/Edmonton-Alberta/Veterinarian---Whitemud-Creek-Veterinary-Clinic_R-13434-1.

LAKELAND VETERINARY SERVICES OF NORTH Battleford, SK, is seeking a full-time permanent veterinarian to join our well-equipped mixed (75% small animal and 25% beef/equine) animal practice. We have a thriving practice with three veterinarians, four RVTs and reception staff. The working environment is relaxed and the staff are experienced mentoring veterinary and technician students. We encourage development of areas of excellence through continuing education and team continuity. Our goal is to provide the highest quality of medicine and an excellent customer experience. For more information on CE and license allowance, group health and RRSP plans, employee discounts, on call incentives, bonus structure and salary contact Dr. Shawn Haas, DACT, at sdhaas@sasktel.net or 306-445-3757.

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.

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.

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.

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.

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.

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](mailto:innvet@telus.net).

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

Classified Ads

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.

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.

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.

****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 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.

****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 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.

RVT REQUIRED

COME JOIN OUR FUN AND FRIENDLY TEAM in the beautiful Rocky Mountains! The Canmore Veterinary Hospital is looking for an RVT to join us in April for a full-time position in our full service small animal clinic. We provide high-quality veterinary care and treat our staff like family. Outdoor recreation, a friendly community and beautiful scenery make this a great area to live in. Check us out at www.canmorevet.com, and FB and IG as "Canmore Veterinary Hospital". To apply, please send: 1) A cover letter, 2) A copy of your registration, 3) Two-three references and 4) Your resume to clientinfo@canmorevet.com.

PROGRESSIVE COMPANION ANIMAL CLINIC in sunny Medicine Hat, Alberta, is seeking an RVT to join our supportive team! Our clinic offers a wide variety of services including rehabilitation therapy and laparoscopic surgery. We have all the toys! Medicine Hat is a small city with all the amenities of a larger center, and close proximity to the beautiful Cypress Hills. We offer competitive salary, benefits and the ability to develop your skills in your areas of interest. Check us out on Facebook or at www.cypressviewvet.ca. Submit your resume to tammy.duggan@cypressviewvet.ca.

YOU DIDN'T BECOME A TECH TO OFFER mediocre medicine. You didn't go to school to just be some Tech in some practice. You're a Tech because you believe it's your calling not just a job. You want a clinic that allows you to practice great medicine & provide the best care to all your clients. Being a part of a full service small animal AAHA accredited clinic will give you that. Joining our team will give you the opportunity both to grow on a personal level but also contribute your talents to our practice as well. Our busy neighborhood with diverse clientele will offer new experiences daily to increase your knowledge and skills. Our competitive rates, set schedules and a great work life balance, makes this opportunity perfect for someone who is looking for freedom in their evenings and most weekends. Benefits include health, travel, CE, ABVMA dues paid & much more. If you're a value based, compassionate, team driven leader with your help we can offer the best service in Edmonton. Terra Losa Animal Clinic is looking for you to join our team. Send your qualifications to my email travis.young@primevetcorporation.com and we can help you create the life you always wanted today!

HELLO..... IT'S ME. I WAS WONDERING IF after all these years you'd like to meet, to go over everything they say veterinary medicine's supposed to be. Coast Mountain Veterinary Services, in Whistler, BC, is looking for an RVT with a passion for exceptional patient care, client service, and if it's not obvious.... a sense of humour. We see mostly dogs, some cats, and the odd little tiny creature. We have amazing clients that are really invested in their pets well being and veterinarians that encourage you to use all the amazing skills you learned through your training and experience. We offer a great work week (4 days so you can enjoy the amazing skiing, snowboarding, hiking, biking and all around awesomeness of living in this mountain town), competitive pay (\$23+/hr), benefits, and maybe most importantly an environment that encourages your further growth and development in veterinary medicine. Feel free to say hello from the other side, but please don't call a thousand times. If you are interested in working with a fun (and at times odd) group of veterinary professionals, email your resume and cover letter to jonathan@coastvet.com.

SUNNY SOUTH VETERINARY SERVICES IN Lethbridge, AB, is seeking a full-time Administrative RVT to join our team. The position is both office and laboratory based. Duties would center around both working in our in-house diagnostic laboratory and assisting with the dispensing of pharmaceuticals and management of prescriptions. We are looking for someone who is a motivated team player, has a positive attitude, great communication and client service skills. Our clinic offers health and dental benefits, competitive wages, CE allowance, paid RVT dues and a friendly working environment. Please send your resume with cover letter and reference letters to Vanessa at: office@sunnysouthvet.com.

VCA CANADA RIVERBEND VETERINARY Hospital is hiring a full-time RVT. We are looking for candidates that believe in providing a high quality veterinary medicine and patient care with the experience and technical know-how to make that happen. Someone who is a devoted team player who thrives in a collaborative environment and who takes enormous pride in developing relationships by speaking to clients like a trusted friend. This customer service focused professional is energized by delivering an outstanding client experience. Your passion

Classified Ads

for medicine and compassion for pets and people is matched with a commitment to your professional growth. You enjoy exposure to diverse caseloads and welcome the opportunity to sharpen your skills, learn some new ones and explore learning opportunities. Experience is considered an asset, but not required. New grads are welcome to apply. We offer competitive wages, wellness days, paid sick days, pet and veterinary discounts, group benefits for eligible employees and more. Join Us! To APPLY, please visit:
<https://vca.wd1.myworkdayjobs.com/Careers/>.

WE ARE LOOKING FOR AN ENTHUSIASTIC FT RVT for a busy 4-vet practice in Fort Macleod, AB. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in house chemistry/CBC, surgivet anesthetic monitors, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits and a CE package. Please contact Dr. Bruce Kostelansky and Dr. Todd Baker at Fort Macleod Veterinary Clinic, Box 1390 Fort Macleod, AB, T0L 0Z0. PH: 403-553-4887, FAX: 403-553-2924, EMAIL: ftmacvet@hotmail.com.

VCA CANADA GUARDIAN VETERINARY Centre in Edmonton, AB, is looking for a full-time experienced Veterinary Ophthalmologist Technician to join our team! Our hospital offers referral-based, board-certified specialty pet care in the disciplines of Internal Medicine, Surgery, Cardiology, and Critical Care with access to cutting edge diagnostic tools. Our staff enjoy flexible work schedules in a challenging but fulfilling work environment. We offer competitive compensation, generous ce allowance, group benefits to eligible employees, paid wellness days, paid sick days, paid dues, pet and veterinary discounts and more. Please apply: <https://vca.wd1.myworkdayjobs.com/Careers/job/Edmonton-Alberta/Registered-Veterinary-Technologist--Specialty-Department--Ophthalmology-R-14148>.

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.

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.

***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.

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.

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: <https://abhs.ca/>.

COCHRANE VETERINARY CARE CLINIC IS seeking a registered AHT to join our busy practice. We seeking someone with strong communication skills who is able to work independently or as part of a team. We offer competitive wages, AHT membership fees and CE. Please email resume and references to datkin@cochranevet.com.

THE CREMONA VETERINARY CLINIC, 45 minutes NW of Calgary off Hwy 22, is looking for a full-time or part-time RVT or VMA for our mixed animal practice (80% companion animal, 10% cow calf, 5% pleasure horses and 5% sheep/goats/backyard poultry/bees). We are a 1-vet, 2-tech practice but sadly one of our RVTs is leaving us at the end of April. The right match for us would be someone looking for a job in a beautiful community that is close to Calgary but has a small town/rural feel, who has great customer service skills, enjoys working as part of a small team, is organized, has a life outside of work, and is highly motivated and capable of providing excellent care for our patients and their owners. New grads considered. Please email Dr. Heather Van Esch at heather@cremonavet.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 85% small animal and 15% large animal ambulatory services. We have an experienced staff, in-house lab, digital x-ray and digital dental x-ray. We offer competitive wage, RVT dues, uniform allowance, paid CE and health spending. Please send resumes to mike.devries@trimunicipalvet.com.

SUMMERSIDE VET HOSPITAL IS LOOKING TO hire one more RVT (P/time OR F/time). Our hospital is equipped with an in-house lab, digital radiology, digital dental radiology. We offer competitive compensation, generous CE allowance, group benefits, paid dues, pet and veterinary discounts and more. Contact: m.summersidevet@gmail.com.

LOOKING FOR RURAL SMALL TOWN employment? Sangudo Veterinary Clinic has currently one veterinarian and 1½ RVTs on staff and is looking for a FT/PT RVT and a VMA. We are a busy fully-equipped, mixed animal clinic with Idexx in house lab, portable digital x-rays, therapeutic laser and ultra sound. We offer paid dues, CE, clothing allowance and Blue Cross benefits. Please contact us at sangudovet@telus.net.

REGISTERED VETERINARY TECHNOLOGIST required for a maternity leave in a busy 4-Vet practice in Fort Saskatchewan, Alberta. We are located 20 minutes from Edmonton. Clinic is complete with an in house lab, digital radiology, ultrasound, digital dental radiology and computerized medical files. We offer competitive wages, health/dental benefits, CE allowance, pay professional dues. Please contact Lani or Monica at Fort Saskatchewan Veterinary Clinic: 780-998-3755, email: fortvet@shaw.ca, 10408-100 Ave Fort Saskatchewan, AB.

IRON CREEK VETERINARY HOSPITAL IS looking for a full time RVT to join our team! We have a fun supportive work environment and offer competitive salary with a great benefits package including a health plan and a continuing education allowance. We are a rural mixed animal practice with a comprehensive in house lab, digital xray and progressive dental services. A lot of large animal cases come into the clinic and our techs go out on farm calls as well. Our techs get to use all of their skills

Classified Ads

and are very valued members of our team. Check out our website for pics and more info: www.ironcreekvet.ca. Email: evelyn@ironcreekvet.ca.

ATTENTION VETERINARY TECHNOLOGISTS!

Southpointe Pet Hospital is a great place to work with a supportive and hilarious team, which practices a high standard of care in a busy 5-DVM small animal general practice. Southpointe is located on vibrant 130 Ave in SE Calgary with easy access from Deerfoot Trail. We are looking for just the right fit to expand our RVT team and support our growing clientele. We need someone who is comfortable with anesthesia and can clean teeth with the best of them! Part-time or full-time hours can be arranged for the right candidate, but will include rotating through evening and weekends with our three other RVTs. We'd love to read your resume if you'd send it to rvt@southpointepethospital.ca.

VCA CANADA CALGARY ANIMAL REFERRAL

and Emergency (C.A.R.E.) centre has several exciting opportunities for Registered Veterinary Technicians (RVT) to join our established network of highly-skilled professionals. You will have an opportunity to use your skills to the fullest potential! Do you have a keen interest in pursuing one or more speciality services; ophthalmology, internal medicine, emergency medicine, surgery, oncology, neurology, dermatology and radiology. Our RVTs are given the necessary tools and resources to be successful in pursuing multiple passions within our state-of-the-art fully renovated 26,000 square foot hospital. We also offer competitive compensation, generous CE allowance, group benefits to eligible employees, paid wellness days, paid sick days, paid dues, pet and veterinary discounts and more. To apply, please use URL: https://vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta/CARE-Centre-Calgary-Registered-Veterinary-Technologist-Emergency_R-12889-1.

BUSY, FUN, SOUTH EDMONTON VETERINARY

hospital is looking for the right individual for a full-time RVT position to start immediately (part-time is negotiable). We are looking for a positive, motivated and dedicated team member to join our long-term staff. Must have a desire to provide exceptional patient care and client service. Our practice provides a combination of traditional and alternative medicine at our hospital, offering RVTs a wide range of experience, with lots of opportunity to work independently and utilize technical skills. We offer a competitive salary with above average benefits including profit-sharing bonuses, health/dental, staff discounts, uniform allowance, and CE allowance with paid days provided. Come join our fun veterinary team! Email resume to pet.care@towncentrevet.ca, attn: Kari Hogan.

WE ARE LOOKING FOR A FULL-TIME

Registered Veterinary Technician (RVT) to join our dedicated team. We care for dogs, cats, and any exotic species. Our hospital is located in Heritage Pointe, AB (only a few driving minutes south of Calgary and north of Okotoks - just off of highway 2) and is equipped with the latest technology including: CO2 laser, digital radiology, and in-house blood analyzers. We are looking for a responsible, driven, and fast paced individual to help play a key role in the continued growth and success of our hospital. The individual will be responsible for assisting the veterinarians (ex. with surgeries/anesthesia, performing diagnostics, patient treatments), as well as office duties and client care/communication. Our hospital is open evenings and throughout the weekend, therefore a flexible schedule is a must. Medical/dental benefits, uniform allowance and staff discounts are offered after

3 month probationary period. Salary is competitive. Only candidates that are selected for an interview will be contacted. Please submit resume with cover letter to manager.dewintonpethospital@gmail.com ATTN: Nicole Hébert.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT as well as a full-time Receptionist/Assistant to join our team. We are looking for a self-motivated team player, with a willingness to learn. New grads are welcome to apply. Availability to work some evenings and weekends is an asset. We reward high performing team members. Additionally, we offer competitive wages, pet and veterinary discounts, uniform allowance, CE allowance, paid dues and health and dental benefits. Our team provides full veterinary services, including general medicine and pet wellness care, canine and feline dentistry, surgery and diagnostics. We have state-of-the-art Abaxis laboratory machines, digital x-ray and anesthetic equipment. Send resumes to blueseal21@hotmail.com.

IF YOU ARE TIRED OF LONG HOURS, HIGH

stress and abundant overtime, this could be the perfect opportunity for you! Animal Clinic Downtown Calgary is searching for a full-time temporary RVT for a 12 to 18 month leave. Animal Clinic is a well-established, independently-owned and newly renovated practice that prides itself on taking excellent care of pets, clients and staff alike. Parking, benefits, uniform allowance, staff discount and annual RVT dues included. Experience is an asset but new graduates are welcome. Please email resume and cover-letter to admin@animalcliniccalgary.com.

FULL-TIME RVT REQUIRED FOR BUSY MIXED

animal practice in Viking, AB, starting May-June 2019 to fill a maternity leave, potential for long term. We offer competitive wages, paid dues, CE, benefits and uniform allowance. If you are interested please send a resume to vwmain@telus.net or fax us at 780-336-2094.

RANGLANDS VETERINARY CLINIC LOCATED

in Calgary NW is looking for a Registered Veterinary Technologist to join our team. This is full-time position, casual working environment. Please send your resume to ranchlandsvetclinic@hotmail.com.

LOOKING FOR A RURAL MIXED ANIMAL

practice within 1 hour of the mountains, prairies and Calgary? Highview Animal Clinic is the place for you. We are currently a busy 4-vet practice, adding a 5th vet in May. We are looking to add a 5th RVT to our expanding practice, bring us 5-DVMs, 5.5-RVTs, 1.5-assistants and 2-receptionists. Our practice is 30% cow-calf, 10% equine and 60% small animal. Full-time hours, benefits, clothing and CE allowance. New grads and experienced RVTs welcome. Email haclinic@telus.net.

PARKLAND VETERINARY HOSPITAL IN

Sylvan Lake, is looking to add a permanent part-time RVT to our staff. Position includes some Saturdays in rotation. We offer competitive wages and flexibility. We are a growing small animal clinic focused on providing excellent client and patient care. Please email resumes and cover letter to shan@kbsl.ca.

DIAMOND VALLEY VETERINARY IS SEEKING A

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

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

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@pioneervetsab.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.

VETERINARY STUDENT REQUIRED

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.

AHT STUDENT REQUIRED

SMALL ANIMAL VETERINARY CLINIC IN

Sylvan Lake is looking to fill a summer position for an RVT student. Applicant must meet eligibility under STEP program, and be enrolled F/T in secondary or post-secondary school for fall 2019. This position is to start in May and end in August. Weekdays only. Student will gain valuable practical experience in a clinic/hospital setting. Please send resumes to shan@kbsl.ca.

WE ARE LOOKING FOR AN AHT PRACTICUM

student to join our dedicated team. We care for dogs, cats, and any exotic species. Our hospital is located in Heritage Pointe, AB (only a few driving minutes south of Calgary and north of Okotoks, just off of highway 2) and is

Classified Ads

equipped with the latest technology including: CO2 laser, digital radiology, and in-house blood analyzers. We are looking for a responsible, driven, and fast paced individual to help play a key role in the continued growth and success of our hospital. The individual will be responsible for assisting the veterinarians and veterinary technicians (ex. with surgeries/anesthesia, performing diagnostics, patient treatments), as well as office duties and client care/communication. Our hospital is open evenings and throughout the weekend, therefore a flexible schedule is a must. Only candidates that are selected for an interview will be contacted. Please submit resume with cover letter to manager.dewintonpethospital@gmail.com ATTN: Nicole Hébert.

OTHER EMPLOYMENT

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: <https://careers.vcanada.com/> or contact us directly by email: careers.canada@vca.com.

CALGARY FULL-TIME (GLAMORGAN ANIMAL

Clinic). We are looking for a motivated receptionist with a great work ethic and friendly approach to customer care. With 2 FTE vets, 2 RVTs and 1 other receptionist, we are a progressive small animal practice that includes in-clinic lab diagnostics, and digital dental and table-top radiography. Experience with Cornerstone an asset. We offer a competitive wage, uniform allowance, 100% paid health and dental benefits, etc. Contact Brenda at gac3@shaw.ca or 403-246-1774. www.glamorgananimalclinic.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, 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.

MACLEOD TRAIL ANIMAL HOSPITAL IS

looking for a friendly and enthusiastic customer care representative to join our team. If you love helping people and their animal companions then this is the job for you! We are looking for someone who is a team player, has the ability to work in a fast-paced environment, is dependable, and above all is passionate about animals. Experience in the veterinary office (especially with Cornerstone and with a variety of products) is an asset. We offer medical and dental benefits, a uniform allowance, as well as CE opportunities. If you are interested in joining our team, please forward your resume to taylor@mactrailvet.com or please feel free to drop by with it, we would love to meet you!

PRACTICE FOR SALE

UNIQUE OPPORTUNITY TO OWN A HIGH NET

small animal practice close to Edmonton and just minutes from the International Airport. Single Veterinarian practice with lots of potential for growth. Perfect situation for expansion to multi veterinarian practice serving Equine and/or Bovine if desired. Email: calmarclinic@gmail.com or phone Dr. Jack Williams at 780-916-0727.

INCREDIBLE, 1-DOCTOR VETERINARY

practice equipped with x-ray set up for sale in Edmonton, AB, at a prime location. Fabulous clientele with a lot

of potential for growth. Option for full or partial share to buy. Practice has history of 10+ years. Please email: gurmeett@hotmail.com.

MIXED ANIMAL PRACTICE FOR SALE: EARL

Grey Veterinary Services P.C. Ltd. Are you ready to be your own boss? Owners wanting to retire but need to find someone with the ambition and motivation to continue this well established and profitable business! We have great staff, including 2 local RVT's that make running all the diagnostic testing in our in-house lab fast and efficient. Our clients are exceptional, loyal and appreciative of having the convenience of all our services offered at the clinic in one location. This business is very rewarding, not only financially but the location is close enough to the big city to have all your desired amenities but not the traffic and noise of the city. Great location to raise a young family, ideal for husband and wife team! Recent valuation has been completed and we will help make this an easy profitable transition to you. Owners are willing to stay for transitional period. Contact: Dr. Debbie Hupka-Butz at egvets@sasktel.net.

WELL-ESTABLISHED, NICELY EQUIPPED SMALL

animal practice FOR SALE in Alberta. This attractive practice is located in a scenic community with all the amenities, exceptional recreational opportunities and a strong economy. The practice generates enviable revenue and can easily support more than one veterinarian. Very reasonable and attainable asking price. Outstanding value and a unique opportunity for a new owner to purchase a turnkey operation, hit the ground running and thrive! Contact the owner for further details by email: helpinganimals24seven@shaw.ca.

CUTTING-EDGE, WELL-ESTABLISHED,

Growing small animal hospital in Southern Alberta. AVIMARK veterinary software, Digital DR x-rays, dental care equipment, CO2 laser machine, Blood analyzers, List goes on, long term lease. For more information kindly contact Dr. Rohit Chhabra via email at: rohitvet2003@yahoo.com.

EDMONTON - ONE-DVM, INCREDIBLE, WELL-

equipped practice in leased space which is attractively located in central Edmonton, Alberta. A must see. Call today! Contact: Mr. Jey Arul, phone: 780-469-4769; email: info@vralta.com.

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.

Advertiser's Index

*Hill's Pet Nutrition www.hillspet.ca	IFC	*WDDC - Tanya Kushneryk wddc.com	28	*Boehringer Ingelheim www.boehringer-ingelheim.com	IBC
*WDDC Member Owned Service Driven wddc.com	9	*WDDC - BJ Desjardins wddc.com	28	*ABVMA - Homewood Health homewoodhealth.com	OBC
*Bayer Animal Health www.animalhealth.bayer.ca	13	*RBC Wealth Management - Steven Kim steven.kim@rbc.com	36		
*Norquest College norquest.ca/voa	23	*CanWest Veterinary Conference http://canwestconference.ca	44		

SO STRONG SO SAFE



NexGard® is the ONLY isoxazoline* soft chewable that kills fleas and ticks, including *Ixodes scapularis*, that is approved for puppies 8 weeks of age or older.¹



* isoxazoline class of parasiticides (afoxolaner, fluralaner, sarolaner)
¹ NexGard® Canadian product label.

NexGard® is a registered trademark of Merial (a member of the Boehringer Ingelheim group of companies), used under license. ©2018 Merial Canada Inc. (a member of the Boehringer Ingelheim group of companies). All rights reserved. XCN312304.





The ABVMA Member Assistance Program launched March 1, 2018.

Achieving your health and wellness goals just got easier.
Get support for health, work-life balance and career.

Access in-person or e-Counselling services for a broad range of support from relationship, stress, anxiety, depression and workplace issues. Learn at your own pace with Homewood Health e-Courses with topics that support manager and employee development.

COACHING | COUNSELLING | CONFIDENTIAL | SUPPORT

Contact us 24 hours a day, 7 days a week
1-800-663-1142 TTY: 1-888-384-1152
International (Call collect): 604-689-
1717 homewoodhealth.com

