



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JULY-AUGUST 2019

Bear Creek Animal Clinic



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

- **More Important Than Medicine — Building a Successful Team** — 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

Editor's Notebook

As I pen this Editor's Notebook, there are 24 wildfires burning in the province, with the communities of High Level, Slave Lake, Manning and their surrounding areas highly at risk. Seven of these fires are rated as out of control. At this time there are over 10,000 people that have been forced to leave their homes behind, with the hope that they will be there for them when they return.

We have learned lessons from the previous wildfires in Slave Lake and Fort McMurray. The province recognized the dangers early and implemented their emergency management procedures promptly. They called for timely evacuations, and carried out their duties of fighting the fires and moving people efficiently and orderly. During these evacuations, people had adequate time to arrange for transportation and the safety of their pets. There still remain challenges with herds of larger animals, both in how to move them and where to move them — an issue to tackle when looking back at this fire season.

It is times like these that I am extremely proud of our profession. Since the beginning of these fires, veterinary practices in the affected and surrounding areas immediately put out the word that they were available for support, treatment and boarding of displaced animals. Some practices even offered space for evacuees to camp after leaving their homes. When one practice became full, others picked up the slack. Veterinary practices also appear to have had their own plans in place.

This exemplifies the integrity and character that defines our profession. We are healers of animals, and helpers of people. We do this not with an expectation of reward, but because our reward is knowing that it is the right thing to do.

History will write the story of the wildfires of 2019, and I hope that it is a short one. We will read the history with an appreciation for the involvement of the veterinary profession.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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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.

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President's Report



Lisa Lomsnes, DVM

President, Alberta Veterinary
Medical Association

DON'T WORRY, BE HAPPY!

Skills and Knowledge

The demand for new and better skills and knowledge in veterinary medicine has increased exponentially over the years. Most of the time, performing a thorough physical examination was all that was required. Now, blood work, ultrasound, fine needle aspirations and X-rays are routine procedures we must perform. It is very difficult to keep up with the new enhanced procedures and protocols in veterinary medicine. Continuing education has become a necessity. The ABVMA requires 20 hours per year of CE for veterinarians and 15 hours per year for registered veterinary technologists (RVTs). This licensing requirement from the ABVMA ensures that veterinary professionals stay progressive and updated. This is crucial in keeping your practice successful and your personal growth progressive.

Member Wellness

We all know healthy minds and healthy bodies go hand in hand. While this is fundamentally accepted, many veterinarians and RVTs do not have this healthy balance in their lives. In recent years, statistics show that veterinarians have the highest rate for suicide. Take a moment to let that sink in. How can this happen to our friends, associates, colleagues in this profession? We all need to play our part in maintaining sound physical and mental wellness with our staff, colleagues and friends. The ABVMA has made this a priority in their strategic planning. The association facilitates Mental Health First Aid courses for the veterinary team, and has contracted Homewood Health to provide free counselling services, E-learning courses and addiction/crisis resources for both

veterinarians and RVTs. The ABVMA also has a Member Wellness Advisory Committee that provides mental wellness seminars, courses and support. Please use these services to help you and your employees stay healthy.

Business Management Support

Veterinarians are very competent at veterinary medicine but many of us are not educated in business management practices. Consider hiring an employee specific for managing your business. This will dramatically decrease your stress and free up your time to focus on being a progressive, successful veterinarian. Even better, it will allow you to enjoy more time with your family and give you some extra time for yourself. Wow, that is a new concept for hard-working veterinarians and RVTs.

Practice Ownership

Is it time to sell? Selling a business is a difficult and emotional decision. Traditionally, veterinarians would sell their business when they were emotionally drained or physically unable to perform their job. Selling does not mean you need to step away from veterinary medicine. It is an opportunity to receive financial compensation for your hard work. It places the responsibilities of management elsewhere and allows you time to do the things that you have always dreamed of doing. Selling is not the end of your veterinary career but perhaps a new start or a journey to a less stressful career.

Stop worrying and wasting time on non-productive tasks. Take positive actions to enhance your career and life. Happiness is bound to follow.

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

IN THE LAST ISSUE, I DISCUSSED THE details of the four resolutions that were presented at the 2019 Annual General Meeting. Since that time, Council has developed two of these resolutions into policies that came into effect July 1, 2019. This was announced in the ABVMA E-News, and I will attempt to clarify these policies for the membership.

The first resolution that has come into effect concerns mandatory reporting of animal abuse. Veterinary professionals have always been expected to report cases of abuse and neglect. This is not new to us. The unique aspect of this policy is that if a veterinary professional fails to report, then it is a matter of a professional complaint against the veterinarian or RVT and it stays within the ABVMA complaints process. If this were not the case, then a member that failed to report animal abuse or neglect would be subject to a complaint by a peace officer under the *Animal Protection Act* (APA) and out of the hands of the ABVMA.

The question now arising from the membership is: How does this apply to the prohibition by veterinary professionals to perform unnecessary medical procedures? The membership strongly supported both of these resolutions, but has asked questions regarding how they will intersect. ABVMA staff veterinarians met with representatives of the Alberta SPCA (ABSPCA) to discuss this, and this is our current understanding.

If a veterinary practice is presented with an animal that has undergone one of the prohibited procedures, they should ask where the procedure was performed. If performed by an Alberta registered veterinarian, the veterinarian should be contacted to discuss the possible medical reasons that the procedure was performed. If the procedure

was done only at the owner's request for an invalid medical reason, this should be discussed with the veterinarian to make sure they are aware of the policy. If there is a wilful and flagrant disregard of the policy, this should be reported to the ABVMA.

If the prohibited procedure was done by a non-veterinary professional, the owner should be educated that the procedure is not accepted as a necessary medical procedure and explain to them why. Many new puppy owners, for instance, may not appreciate that their new pet was meant to have an intact tail, floppy ears or both. Many are horrified to find that their puppies have been surgically altered, and once educated will never allow it to happen to another pet.

Others will present animals that have been altered, knowing that these procedures are not allowed by the veterinary profession, and should not be done by non-veterinarians. Most commonly these will be dogs that have had their tails docked or their ears cropped, and are purebred animals. These cases should be reported to the ABSPCA or the local humane society that enforces the APA. Discussions with the ABSPCA informed us that a docked tail or cropped ears is primary evidence that an animal has been put into distress, and they will investigate cases that are reported to them. Lay people performing veterinary procedures causing distress may be subject to charges under the APA.

Veterinary professionals must use their judgement when presented with these cases. It is a difficult situation, trying to avoid offending a client while maintaining the best possible welfare for the animals involved. While working through this transition period may be challenging, the implementation of these resolutions is a positive step forward for our profession.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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.

Council Highlights



2019 ABVMA Council

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

April 24-25, 2019

Dr. Pat Burrage

- **THE ABVMA HAS RECEIVED A** \$250,000 grant from Alberta Agriculture and Forestry for antimicrobial stewardship communications. The project will develop communications to promote antimicrobial stewardship for veterinarians and producers. ABVMA staff is currently working on a plan that extends to 2021.
- ABVMA staff recently met with the executive of Alberta Beef Producers to explore areas of mutual interest. Part of the discussion was to review any issues as the result of the Health Canada policy moving all medically important antimicrobials to the Prescription Drug List effective Dec. 1, 2018. The good news is that any issues that did arise were considered minor.
- The PIPS Bylaw is currently under review. A task force was struck to review feedback from membership and report back to Council by October 2019 with the intent the revised bylaw will go to membership for a vote this fall. Bylaw review is difficult and often painful, but very necessary to keep them current for an organization to function smoothly. ABVMA Council is very fortunate to have Dr. Aarbo (ABVMA Vice President), who is very passionate about PIPS, to lead in the review.
- Council approved the policy resulting from Resolution 19-II (Unnecessary Medical Procedures) that was passed at the 2019 Annual General Meeting (AGM). There was overwhelming social media support following the AGM from the majority of voting members and members of the public. The policy is expected to be in effect July 1, 2019.
- A task force was appointed by Council to work on Member Resolution 0-I that came out of the 2019 AGM. The mandate will be to explore the need for and feasibility of options to the current regulations regarding ownership of a corporation that is approved as a permit holder. A report is expected back to Council by Sept. 1, 2019.
- ABVMA Council is considering a policy regarding delegation of ultrasound image capture. Council agreed that image assessment and medical care is the responsibility of the veterinarian. Council directed staff to prepare a draft policy for delegation of capture of ultrasound images.
- A task force was appointed by Council to consider strategies to increase the uptake of pet insurance and consider an affinity partnership with industry.
- ABVMA/CVMA membership is a regularly discussed topic at Council meetings. Council has supported a request that CVMA consider a federation structure for ABVMA and provide an organizational membership to CVMA.
- ABVMA and UCVM have initiated discussion on training opportunities for graduates of non-accredited schools. Council supports staff working on an educational module in collaboration with UCVM to provide internationally trained veterinarians information about practicing veterinary medicine in the Canadian context.

What is presented above is a fraction of what was discussed at the April Council meeting. We encourage all members to provide comments and questions back to Council. Council minutes will be posted on the member website, in their entirety, once they have been approved at the next meeting.



Pat Burrage, DVM

Central Region

DR. PAT BURRAGE GRADUATED FROM WCVMA in 1989. He spent the first half of his career owning and operating a mixed animal practice in southern Alberta. He has spent the past 17 years in central Alberta where he owned and managed a mixed animal practice with five veterinarians, three registered veterinary technologists and four support staff in Bluffton.

He has successfully transitioned the ownership of Bluffton Veterinary Services to his young associates. He has recently taken on a part-time position at Lethbridge Animal Clinic as an associate managing feedlot and cow/calf clients.

He is the proud father of three daughters, two of whom have left the nest and the youngest soon to finish high school. He spends his spare time fly fishing, exercising his two dogs by chasing pheasants in the fall, coaching high school girls' volleyball and playing with his cows on the farm west of Bluffton.

He has been involved with the Alberta Veterinary Medical Association throughout his career, serving on the Food Animal Committee and a six-year term with the Complaint Review Committee, and most recently with Council.



Call For ABVMA Committee Volunteers For 2020

LEGISLATED COMMITTEES

ABVMA legislated committees carry out specific roles in accordance with the *Veterinary Profession Act*.

The following outlines current openings on legislated committees:

Practice Review Board (PRB) – two positions: two veterinarians. The PRB may carry out a review of a registered member's practice with the approval of Council. The PRB is the committee appointed by Council that deals with members who may be incapacitated.

Practice Inspection and Practice Standards Committee (PIPS) – two positions: one veterinarian (mixed or large animal practice preferable) and one veterinary technologist. This committee reviews practice inspection reports, and identifies deficiencies assuring compliance with the PIPS Bylaw. Members meet three times/year to review reports from the practice inspectors as well as holding some teleconferences.

Registration Committee – two positions: two veterinarians. This committee meets two to three times yearly to review registrations and registration processes for all veterinarian and veterinary technologist members.

PROFESSIONAL ADVISORY COMMITTEES

ABVMA professional advisory committees are established by and serve as a resource for Council. They meet in person twice/year and have teleconferences as needed. Members who have experience or interest in the following areas and would like to become involved in the governance of the ABVMA are invited to submit their name for consideration as a potential committee member. The following positions are available for terms starting in February 2020:

Animal Welfare Advisory Committee: two veterinarians

Companion Animal Advisory Committee: one veterinarian and one veterinary technologist

Equine Advisory Committee: five veterinarians

Food Animal Advisory Committee: one veterinarian or veterinary technologist

Member Wellness Advisory Committee: one veterinarian or veterinary technologist

Wildlife and Ecosystem Health Committee: one veterinarian or veterinary technologist

The deadline to submit your name for consideration is Sept. 20, 2019.

For more information, please contact Dr. Jocelyn Forseille at jocelyn.forseille@abvma.ca or 780-489-5007 Ext. 232.

2020 ABVMA Annual General Meeting



Call for Resolutions

THE ANNUAL GENERAL MEETING (AGM) OF THE ALBERTA VETERINARY MEDICAL

Association will be held on Sunday, March 1, 2020, at 9:00 a.m. at the Delta Hotels by Marriott Edmonton South Conference Centre, 4404 Gateway Boulevard, Edmonton, AB.

Members wishing to submit resolutions for consideration at the meeting are encouraged to do so, in accordance with the Council Policy on Submitting Resolutions (policy included below).

The deadline for resolution submissions is Tuesday, October 15, 2019.

POLICY – RESOLUTIONS PRESENTED AT AN ANNUAL GENERAL MEETING

The Alberta Veterinary Medical Association is the statutory body responsible for regulating the practice of veterinary medicine in Alberta under the authority of the *Veterinary Profession Act* (VPA) and General Regulations.

Veterinary medicine is a self-governing profession. The VPA establishes the Council of the ABVMA as the governing body and gives it the authority under the act to make regulations, bylaws and guidelines that govern the practice and conduct of its members.

The need to continually evolve the governance documents of the association is a reflection of the ever-changing field of veterinary medicine and the needs of society. Members of Council consider information from their own experience, from members, related stakeholder groups, government, media and a wide range of other sources. All registered members participate in the development of these governance documents.

POLICY:

Council Resolutions:

When there is a recognized need for a bylaw, regulation or guideline amendment, Council will take action and solicit input from committees and members of the association. These resolutions are drafted with full consideration of the needs of the public, their animals and the members. Resolutions are reviewed by legal counsel and must be consistent with the values of the profession and the laws of the province.

Once Council determines that the resolution will move forward for a vote by the voting members, it is circulated to the members thirty days prior to the meeting at which it will be voted on. Once formally approved by the majority of voting members present, bylaws and guidelines come into force immediately while proposed regulation changes are communicated, in principle, to the provincial government.

MEMBER RESOLUTIONS:

Through Council

Members of the association may have occasion to be aware of an issue that might best be resolved through amendments of the association's governance documents. These members are encouraged to bring this information to Council, either directly or through an individual Councillor or committee member. Council will consider the issue and may bring forward a resolution based on the merit of the submission. This resolution will move forward as a Council resolution as described above. This is the most expedient process to effect change in association governance documents.

OTHER RESOLUTIONS TO ANNUAL GENERAL MEETING

Members wishing to bring other resolutions to an annual general meeting are entitled and encouraged to do so.

Member resolutions must be:

1. focused on topics relating to the association's mandate and be consistent with the vision and mission of the veterinary profession in Alberta.
2. compliant with the *Veterinary Profession Act*, General Regulation and all other relevant legislation.
3. a direction to Council to take specific action that may include an amendment to the Act, General Regulations, Bylaws or Council Guideline or other appropriate action.
4. presented to the Registrar no later than October 15 of the year preceding the Annual General Meeting. This will permit review by the resolution committee and distribution to members in accordance with the legislation prior to a vote at the AGM.
5. supported with the signatures of 10 registered members.
6. submitted in a clear format, giving appropriate background and rationale.
7. specific and deal only with one subject.

Resolutions will not be accepted from the floor of an Annual General Meeting.

Council and Award Nominations Now Open

For information on nominating a colleague for Council or an award, please see page 18, Keeping You Current.



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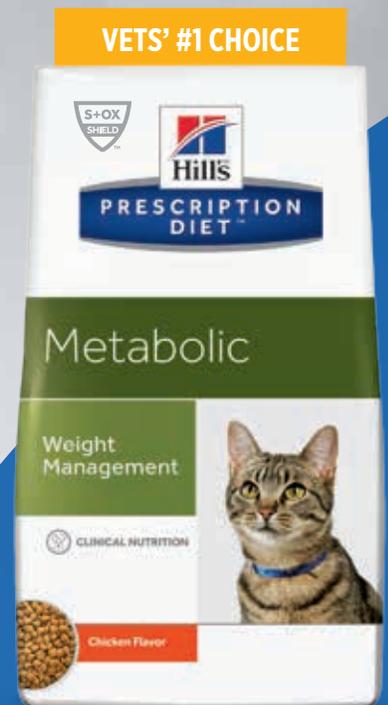
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Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

COMPLAINT CASE #16-08

A complaint was received about the conduct of a veterinarian relating to interactions between the complainant and the veterinarian when a Pomeranian was presented for weakness and vomiting bone fragments.

On April 1, 2016, the complainant arrived at the veterinary practice around 7:30 p.m. and paid for an examination, which was undertaken by the veterinarian. The veterinarian recommended X-rays and blood work be performed.

The complainant did not have the full amount of the deposit required to undertake the diagnostic tests without returning home to transfer the funds between accounts. The veterinarian would not undertake the diagnostic tests without receiving the full amount of the requested deposit. As a result, the complainant became very upset and swore at the veterinarian a number of times.

The veterinarian took the dog from the registered veterinary technologist (RVT) and placed the dog in a kennel. The complainant called 911 and went out to her vehicle to wait for the police to arrive. During the course of the events, the veterinarian videotaped his interaction with the RVT, specifically giving her direction to return the dog to the owner.

At approximately 8:25 p.m., the dog was returned to the owner. The owner went home to transfer funds and then attended at another emergency veterinary practice. The dog was checked in to the emergency practice at 9:26 p.m. The dog was examined and had X-rays and blood work performed. While the attending veterinarian was discussing surgery with the complainant, the dog went into cardiopulmonary arrest and died, despite efforts to provide CPR.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee (CRC), which made a decision to refer the matter for a hearing in accordance with section 33.1(3) (a).

A hearing was convened on June 21, 2017, which was adjourned at the request of the member. The hearing re-convened on Oct. 10 and 11, and Nov. 23, 2017.

ALLEGATIONS IN NOTICE OF HEARING

Medical Management

1. That on April 1, 2016, because of a shortfall of funds in the amount of \$50, you failed to act swiftly with respect to the dog who was in critical condition (when the owner had advised she would be able to return home and obtain the funds for treatment).

Professionalism

2. That on April 1, 2016, you deliberately withheld possession of the dog from her owner, until such time as a deposit for further medical testing could be procured.
3. That your conduct in withholding the dog from her owner caused the dog to have delayed access to life-saving treatment, ultimately contributing to her death.
4. That on April 1, 2016, you acted inappropriately in videotaping your staff member, a registered veterinary technologist after being expressly asked not to do so.
5. That on April 1, 2016, while videotaping the registered veterinary technologist, you acted unprofessionally in belittling her intelligence.
6. That you acted unprofessionally when you exited the veterinary practice on the evening on April 1, 2016, to yell profanities at individuals who were outside of your clinic.

Medical Records

7. That you failed to complete medical records with respect to the dog in an appropriately contemporaneous manner.

The Hearing Tribunal heard testimony from the complainant, the veterinary technologist and the veterinarian.

The veterinarian provided an additional document on October 11, which was purported to be a contemporaneous account of the events that had not been included or attached to the medical record, but which informed a paragraph in the medical record that was added some time after the events.

FINDINGS

The tribunal considered the evidence and testimony before it and made findings on two of the seven allegations of unprofessional conduct:

Complaints Director's Report

5. That on April 1, 2016, while videotaping [the registered veterinary technologist], you acted unprofessionally in belittling her intelligence.
7. That you failed to complete medical records with respect to [the dog] in an appropriately contemporaneous manner.

SANCTIONS

The Hearing Tribunal received submissions from the ABVMA and the veterinarian regarding sanctions and made the following order with respect to sanctions in the matter:

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall pay 1/4 of the costs of this matter, in the sum of \$13,746.01, within 12 months from the date of this Order.
3. The veterinarian shall be required to complete, at his own cost, the following continuing education obligations within 12 months from the date of this Order:
 - a. The veterinarian shall be required to successfully complete the veterinary medical records course offered online by Washington State University; and
 - b. The veterinarian shall be required to attend 15 hours of continuing education in communications, professional interactions or ethics. This continuing education must be approved by the Complaints Director.
4. Upon the veterinarian's practice reopening, it shall be subject to two unannounced practice audits by a practice auditor approved by the ABVMA over a period of one year. These audits shall focus on, but not be limited to, medical records. The veterinarian 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 be subject to their approval.
5. If the Complaints Director deems there to be a violation of this Order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director shall maintain this discretion until such times as all provisions of this Order are satisfied.

6. There shall be publication of this matter on a "no names" basis.

APPEAL TO COUNCIL

On Aug. 31, 2018, the member appealed the two findings of unprofessional conduct.

The member subsequently abandoned his appeal concerning allegation 5, relating to conduct while videotaping the veterinary technologist, and the appeal was limited to the finding of unprofessional conduct concerning allegation 7 on medical records. The remedy sought was to have the finding of unprofessional conduct overturned and the penalty ordered in the decision varied.

The member made arguments regarding the added paragraph in the medical record that described the interaction between the veterinarian and the client, specifically that the information was not medical in nature therefore did not need to be included in the record. The member also argued that in any case the record was created contemporaneously, as the veterinarian had produced a handwritten document that was purportedly made the night of the events but was not attached, which informed the added paragraph.

The member also argued that the failure to create a medical record does not rise to the level of unprofessional conduct.

Council of the ABVMA acts as the appeal body for the complaints process.

Appeal to Council

44(1) An investigated person or the Complaints Director, on behalf of the association, may commence an appeal to the Council of a decision of the Hearing Tribunal by a written notice of appeal that
(a) identifies the appealed decision, and
(b) states the reasons for the appeal.

One of the obligations of the Council is to determine the "standard of review" when undertaking an appeal. In most professional conduct appeal hearings, the appropriate standard of review is "reasonableness."

What is Reasonableness?

The Committee of Council (COC) undertaking the appeal adopted the test for reasonableness set out in Dunsmuir described, in part, as follows:

"Tribunals have a margin of appreciation within the range of acceptable and rational solutions. A court conducting a review for reasonableness inquires into the qualities, that

make a decision reasonable, referring both to the process of articulating the reasons and to outcomes. In judicial review, reasonableness is concerned mostly with the existence of justification, transparency and intelligibility within the decision-making process. But it is also concerned with whether the decision falls within a range of possible, acceptable outcomes which are defensible in respect of the facts and law."

The COC concluded that assessing the Hearing Tribunal decision on the reasonableness standard also involved determining whether the decision was defensible bearing in mind that more than one right answer may be possible in any given situation.

The COC concluded that those reasons were clear and understandable and were supported by the evidence before the Hearing Tribunal. The COC also concluded that the reasons fell within a range of possible outcomes and met the standard of reasonableness.

The COC concluded that it was reasonable for the Hearing Tribunal to find that the dog's medical record was not recorded contemporaneously.

The COC concluded that it was reasonable for the Hearing Tribunal to make a finding of unprofessional conduct, in that the Hearing Tribunal had the necessary specialized expertise and qualifications to determine what constitutes unprofessional conduct. The COC showed deference to the hearing tribunal conclusion concerning allegation 7 that the veterinarian's failure to complete the medical record in an appropriate contemporaneous manner rose to the level of unprofessional conduct.

DECISION ON COSTS

On the issue of costs of the appeal, the COC decided that since the ABVMA was entirely successful at the appeal stage and since the members of the veterinary profession should not "subsidize" unprofessional conduct, the veterinarian was ordered to pay the entire costs of the appeal in the amount of \$26,669.84.

The COC also accepted the ABVMA's submission that those costs be payable over a one year period, specifically that the appeal costs be paid in full by the veterinarian on or before March 15, 2020.

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Complaints Director's Report continued

COMPLAINT CASE #17-27

BACKGROUND

A letter of complaint was received in September 2017, against a veterinarian regarding the euthanasia of a 16-year-old neutered male Pekingese cross dog. The dog had been presented for an ear infection. The veterinarian and the complainant had a discussion about a lump on the dog's leg. An appointment was made for a lump removal surgery under general anesthetic for the following week, however, the dog deteriorated rapidly over the next 24 hours and the family decided to euthanize him.

When the veterinarian initiated the euthanasia procedure, he was unsuccessful in obtaining intravenous access and as a result had difficulty administering the injection. After many attempts to find a vein using multiple locations on his body, the veterinarian decided to give the dog an oral dose of the drug. After this took effect, the veterinarian was able to complete the euthanasia via an intravenous injection.

An investigator was appointed to conduct an investigation into the complaint. The investigator was unable to contact or interview the veterinarian. From the investigator's report:

Interview with [redacted]

Attempts to contact [redacted] regarding the assigned investigation were unsuccessful and were as follows:

- Telephone calls were made to his residence using his most recent self-reported contact information as found in the Alberta Veterinary Medical Association member database.

- Each attempt to reach [redacted] at this number resulted in no answer, with no opportunity to leave a message at the number. After many rings the line would however proceed to an electronic response similar to that made when calling a fax line.

- No new contact information has been provided to the Alberta Veterinary Medical Association by [redacted] as he is no longer listed as an active member of the association.

- [redacted] had previously provided the Alberta Veterinary Medical Association with the contact information for a legal representative but attempts to contact this individual by both telephone and electronic

communications remain unanswered. Only after informing the Alberta Veterinary Medical Association of the inability to contact his named legal counsel was it determined that this representation had been formally withdrawn from the Court Of Queen's Bench [redacted]

- The medical records pertaining to the care of the dog belonging to the complainant were fortuitously obtained from the Alberta Veterinary Medical Association as a result of the [redacted] medical records being turned over to the association after being found stored within the commercial retail space previously occupied by the same.

- The medical records pertaining to the events under review contain limited information and no details regarding client communication, drug identity, doses or routes of administration during the office visit dated August 1, 2017. There are no medical record entries documenting the actions or decisions taken by [redacted] during the euthanasia procedure under review.

Due to the inability to contact [redacted] and obtain his response to the complaint this investigation report is being submitted in its absence.

Practice has closed suddenly and the whereabouts was unknown. The investigator made multiple attempts using various means to contact the veterinarian. Ultimately, the investigator concluded the investigation without a letter of response or interview with the veterinarian.

During the course of the investigation, the veterinarian failed to renew registration with the ABVMA and was cancelled by Council on Feb. 22, 2018, effective Jan. 1, 2018. Notwithstanding that the veterinarian was cancelled, the ABVMA retained jurisdiction to proceed with the matter under section 27(2):

Complaints

...

(2) A complaint respecting the conduct of a registered member, permit holder or student whose registration was cancelled pursuant to this Act may be dealt with, notwithstanding the cancellation, within 2 years following the date of cancellation of the registration as if the cancellation had not occurred.

The report of the investigation was provided to the Complaint Review Committee (CRC). The CRC met on June

21, 2018, and made a referral in accordance with section 33.1(3)(a) that the matter be referred for a hearing.

The veterinarian did not respond to communication from the ABVMA and registered mail sent to the veterinarian was returned. A process server was unable to locate and personally serve the notice of hearing and disclosure documents on the veterinarian. The ABVMA took steps to provide notice by alternate means, including notice in the newspaper. These actions to provide notice to the veterinarian were determined to be satisfactory to the Hearing Tribunal:

The Hearing Tribunal acknowledged that the ABVMA, in accordance with section 61 of the Veterinary Profession Act, exercised and met the standard of due diligence in attempting to notify [redacted] of his summons to appear before the Hearing Tribunal. The Hearing Tribunal recognized that [redacted] was responsible for informing the ABVMA of any and all changes in his contact information, in accordance with section 14(1)(u) of the Veterinary Profession Act. Pursuant to sections 27(2) and 40(6)(a)(b) of the Veterinary Profession Act, the Hearing Tribunal confirmed that the ABVMA has the statutory authority, after exercising due diligence, to govern its members inclusive of having a cancelled registration and in absentia.

ALLEGATIONS IN THE NOTICE OF HEARING

Medical Management

1. On Aug. 2, 2017, you failed to implement an appropriate euthanasia protocol for the euthanasia of the dog.
2. That you failed to properly place a catheter intravenously into the dog after attempting 10 to 12 times unsuccessfully.
3. That you inappropriately gave an oral administration of Euthansol to the dog.
4. That you implemented a euthanasia protocol that was unacceptably traumatic to the dog and emotionally distressing to the clients.

Failure to Cooperate with the ABVMA

5. That you failed to properly respond to the ABVMA investigator.
6. That you failed to properly comply with the investigation into the complaint.

Medical Records

7. That you failed to complete and maintain

Complaints Director's Report continued

- appropriate medical records for the dog.
8. That you failed to complete any medical record with respect to the dog for the Aug. 2, 2017, euthanasia.

FINDINGS OF THE HEARING TRIBUNAL

With regards to the medical management of the euthanasia procedure, the Hearing Tribunal concluded that the veterinarian:

- (i) Failed to offer or place an intravenous catheter in the dog prior to euthanasia,
- (ii) Inappropriately made excessive attempts to accomplish venipuncture on the dog with the owners witnessing the process,
- (iii) Inflicted undue stress and trauma to the dog,
- (iv) In all probability, administered pentobarbital sodium for injection or T-61 Euthanasia Solution for injection orally to the dog, and
- (v) Failed to communicate and follow his usual and established euthanasia protocol causing the owners unacceptable emotional distress during the dog's euthanasia.

and such conduct constitutes unprofessional conduct pursuant to section 1(n.1)(i),(ii),(x) and (xi) of the *Veterinary Profession Act*, R.S.A.2000, c.v-2, amended.

With regards to cooperating with the ABVMA, the Hearing Tribunal found the veterinarian, a registered member of the ABVMA, guilty of:

- (i) Depriving the ABVMA of the right to govern him in the interest of protecting the public and the integrity of the veterinary profession and by failing to keep his contact information current, in accordance with section 14(1)(u) of the *Veterinary Profession Act*.
- (ii) Failing to properly respond, in accordance with section 32(1) the *Veterinary Profession Act*, to the ABVMA appointed Investigator, and
- (iii) Failing to properly comply with the investigation into the complaint in accordance with section 32(1) the *Veterinary Profession Act*.

and such conduct constitutes unprofessional conduct pursuant to section 1(n.1)(i),(ii),(vi.B),(x) and (xi) of the *Veterinary Profession Act*, R.S.A.2000, c.v-2, amended.

With regards to medical records, the Hearing Tribunal found the veterinarian guilty of:

- (i) Failing to complete and maintain appropriate medical records for the dog,
 - (ii) Failing to complete any medical record with respect to the dog's euthanasia on August 2, 2017, and
 - (iii) Failure to record the administration of pharmaceuticals, in all probability, pentobarbital sodium or T-61 Euthanasia Solution, in the medical record,
- and such conduct constitutes unprofessional conduct pursuant to section 1(n.1)(i),(ii),(x) and (xi) of the *Veterinary Profession Act*, R.S.A.2000, c.v-2, amended.

SANCTIONS OF THE HEARING TRIBUNAL

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

- (1) \$1000 fine for failure to appropriately conduct the euthanasia of the dog on Aug. 2, 2017, according to the veterinarian's usual and established euthanasia protocol,
- (2) \$2,000 fine for failure to cooperate with the ABVMA appointed Investigator and comply with the investigation into the complaint,
- (3) \$1,000 fine for failure to complete and maintain appropriate medical records for the dog, and
- (4) Publish this decision in the ABVMA *Members' Magazine* on a "without names" basis.

COMPLAINT CASE #17-08

BACKGROUND

In 2014, on referral from the Complaints Director, the Practice Review Board (PRB), which is the committee designated by Council to consider matters of incapacity, ordered Dr. James Irwin to attend for a medical examination and to cease practice in accordance with the *Veterinary Profession Act* (VPA) section 65.1 - Assessing incapacity:

Assessing incapacity

65.1(1) If the Complaints Director or the Complaint Review Committee has grounds to believe that a registered member is incapacitated, whether or not a complaint has been made or deemed to have been made

under section 27, the Complaints Director or Complaint Review Committee may refer the matter to a committee designated or established by the Council.

- (2) *The committee, on receipt of a referral under subsection (1), may direct the registered member to submit to specified physical or mental examinations, or both, by a person or at a facility specified by the committee and request the person or facility to report to the committee and the registered member within a time specified by the committee.*
- (3) *On receipt of the results of any mental or physical examination under subsection (2), the committee may direct the registered member to submit to treatment recommended by the person or facility referred to in subsection (2), by a person or at a facility specified by the committee.*

- ...
- (5) *The committee may direct that the registered member cease practising veterinary medicine until a report is received under subsection (2) or, if a direction is made under subsection (3), cease practising veterinary medicine until the committee is satisfied that the registered member is no longer incapacitated, and the committee must notify the Registrar of the direction to cease practising veterinary medicine.*

The physician conducting the examination confirmed a diagnosis of substance abuse disorder, severe, and noted a significant tolerance to hydromorphone. The PRB made orders that Dr. Irwin attend for treatment and the order to cease practice would remain until such time as a report that he is no longer incapacitated is received. Dr. Irwin appealed the orders to cease practice and attend for treatment to the Council.

Council heard the appeal on Feb. 3, 2015, and upheld the decision and orders of the PRB, specifically that Dr. Irwin attend for residential treatment, that the order cease practice would be continued and that if the orders were not complied with that professional conduct proceedings would be initiated.

Dr. Irwin appealed the orders of Council to the Court of Appeal of Alberta, and applied for a stay of the Orders. The Court of Appeal stayed the suspension pending the hearing of the appeal and Dr. Irwin returned to practice March 10, 2015. The appeal proper of the Orders of Council was heard by the Court of Appeal of Alberta on Oct. 9, 2015.

The Court of Appeal released its decision

Complaints Director's Report continued

on Dec. 18, 2015. The Court found that in the circumstances, the veterinarian had not been provided sufficient notice regarding the allegations against him prior to being suspended. Additionally, the Court found he was not provided with sufficient opportunity to respond to the allegations of incapacity. Those omissions were found to constitute breaches of the veterinarian's right to procedural fairness. Furthermore, the Court of Appeal found that the Committee of Council (COC) had failed to consider the issue of Dr. Irwin's medical condition, and that as a result, the COC's decision was unreasonable. The Court of Appeal quashed the COC's decision to suspend the veterinarian.

COMPLAINT

In early 2017, the ABVMA Complaints Director received a call from a community pharmacist who was concerned about the volume of hydromorphone being prescribed by Dr. Irwin. Specifically, that he has been prescribing 10 vials of hydromorphone at a time, every 4-5 days. The pharmacist further disclosed that upon questioning, Dr. Irwin told her that he was limited as to what he could purchase from his usual supplier.

The Complaints Director undertook to contact the College of Physicians and Surgeons of Alberta, which administers the Triplicate Prescription Program (TPP), to request Dr. Irwin's prescriber profile. The Complaints Director also requested Dr. Irwin's controlled drugs purchase records from Western Drug Distribution Center (WDDC).

The Complaints Director undertook an evaluation of the amounts of hydromorphone purchased and sought an expert opinion on the reasonableness of the amounts, considering that Dr. Irwin practiced in a single-person companion animal practice. The total amounts acquired by Dr. Irwin were considerably higher than what would be expected to be appropriately used in the course of a normal single-veterinarian companion animal practice.

The TPP prescriber profile, hydromorphone purchase records from WDDC and the report of the medical assessment undertaken in November 2014 were all treated as a complaint received under section 27.1.

Aware of unprofessional conduct

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

An investigator was appointed to conduct an investigation. Dr. Irwin was notified of the complaint and was requested to provide a response to the letter of complaint. Dr. Irwin was also informed that the matter could still be referred to the PRB as the complaint may very reasonably relate to incapacitation. In the event that Dr. Irwin was agreeable to move the matter to the PRB and comply with orders for assessment and treatment, the complaint could be set aside in accordance with section 65.1(10)

(10) If a complaint has been made against a registered member and the committee (a) is satisfied that the matter complained of arose because of the incapacity of the registered member, (b) has made one or more directions under subsections (2) and (3), and (c) is satisfied that the registered member is complying with the directions made under subsection (3),

the committee may, at any time before the matter has been referred to the Hearings Director, suspend any proceedings with respect to the complaint for a period of time that the committee considers appropriate.

Dr. Irwin did not accept the offer to move the matter to PRB and deal with the issue of incapacitation. An abbreviated response was received from Dr. Irwin's legal counsel by email on April 25, 2017. Dr. Irwin was interviewed by the investigator, but did not comply with the investigator's request to provide his controlled drug logs.

The investigator undertook significant efforts between June 28, 2017, and March 2018 to acquire and review documents including appointment book, controlled drug logs and medical records that would demonstrate the disposition of the hydromorphone purchased and acquired

from the pharmacy. These efforts included an application for a Court Order for Dr. Irwin to produce the documents.

Ultimately, the requested documents were never produced. The investigator concluded the investigation and provided the report to the Complaint Review Committee (CRC) on April 9, 2018.

The CRC met on June 21, 2018, and made a referral in accordance with section 33.1(3) (a) that the matter be referred for a hearing.

By that time and during the course of the investigation, Dr. Irwin became non-responsive to communication from the ABVMA and Dr. Irwin's legal counsel withdrew as counsel of record. Dr. Irwin's practice was abandoned in late 2017. Dr. Irwin failed to renew registration with the ABVMA and was cancelled by Council on Feb. 22, 2018, effective Jan. 1, 2018. Notwithstanding the veterinarian was cancelled the ABVMA retained jurisdiction to proceed with the matter under section 27(2) of the VPA.

The hearing was held on Nov. 7, 2018, in Dr. Irwin's absence. The tribunal was satisfied of the attempts made to serve Dr. Irwin notice and disclosure documents.

NOTICE OF HEARING

The allegations in the Notice of Hearing are as follows:

Improper Narcotics Purchases

1. That during the period June 2015 to December 2017, you undertook issuing prescriptions for and the purchase of an unjustifiable amount of hydromorphone.
2. That during the period June 2015 to December 2017, you failed to justify or demonstrate the disposition of the amount of hydromorphone and other controlled drugs from your veterinary practice.

Failure to Cooperate

3. You failed to comply with the request of the Investigator to provide:
 - i. The narcotics and controlled drug logbook indicating the disposition of all narcotics purchased since March 2015 to July 2017;
 - ii. The surgical log, appointment book, medical records, invoicing to clients and relevant triplicate prescription forms associated with the narcotic and controlled drug log books for the period of March 2015 to July 2017.

Complaints Director's Report continued

FINDINGS OF THE HEARING TRIBUNAL

The hearing tribunal made findings of unprofessional conduct relating to all of the allegations in the Notice of Hearing.

ORDERS AS TO SANCTIONS

As a result of the findings of unprofessional conduct against Dr. James Irwin the Hearing Tribunal of the ABVMA imposed the following sanctions and hereby orders;

1. A reprimand shall be issued against Dr. James Irwin.
2. Dr. James Irwin's registration in the Alberta Veterinary Medical Association will be cancelled for a minimum of five years.
3. If Dr. James Irwin applies for reinstatement of his registration after the five years of cancellation, he must undergo a complete assessment by a qualified medical professional agreeable to the Complaints Director of the Alberta Veterinary Medical Association. This qualified medical professional must provide a decision as to Dr. James Irwin's medical suitability to safely return to the practice of veterinary medicine.
4. If Dr. James Irwin applies for reinstatement of his registration after the five years of cancellation, he must meet the criteria set out in (3.) before being eligible to apply for registration. If the Registration Committee accepts his application, Dr. James Irwin must complete all registration requirements specified by the Registration Committee.
5. Dr. James Irwin will have continuing education requirements imposed at the discretion of the Registration Committee, if he fulfils the criteria set out in (3.) and (4.)
6. Fines to be paid by Dr. Irwin
 - i. \$10,000 fine for issuing prescriptions for and the purchase of an unjustifiable amount of hydromorphone during the period of June 2015 to December 2017.
 - ii. \$10,000 fine for failing to justify or demonstrate the disposition of the amount of hydromorphone and other controlled drugs from the West Edmonton Veterinary Office during the period of June 2015 to December 2017.
 - iii. \$5000 fine for failing to comply with the request of the Investigator to provide the narcotic and controlled drug logbook indicating the disposition of all narcotic and controlled drugs purchased

- between March 2015 to July 2017.
- iv. \$5000 fine for failing to comply with the request of the Investigator to provide the relevant surgical logs, appointment books, medical records, client invoices and the applicable Triple Prescription Program forms associated with the narcotic and controlled drug logs for the period of March 2015 to July 2017.

A minimum payment of \$10,000 is due within the first year of registration in the Alberta Veterinary Medical Association. If the entirety of fines (\$30,000) and costs (\$30,000-\$35,000) are not paid in full within the first year of registration, a repayment plan for the remaining balance must be agreeable to the Complaints Director by the end of the first year of registration.

7. Dr. James Irwin must pay all costs associated with the investigation, the Court Order and the Hearing (estimated \$30,000-\$35,000).
8. Publication "with names basis" to protect the public.

COMMENTARY

The ABVMA had information relating to Dr. Irwin's addiction difficulty during the summer of 2014. This information was appropriately considered and acted upon in the interest of Dr. Irwin's wellness and in accordance with the VPA section 65.1.

The ABVMA is of the opinion that the intent of section 65.1 of the VPA is to allow the ABVMA to act to address incapacitation of members. The provisions of section 65.1 are different than the provisions of Part 5, Discipline and section 11, which describe the powers of the PRB, both of which call for a high level of administrative and procedural fairness.

Section 65.1 allows the ABVMA to act swiftly and decisively in cases where a member's addiction difficulty leads to incapacitation. This section intentionally provides for a relaxation of the normal high level of procedural fairness to members.

The ABVMA acknowledges that this relaxation of the procedural requirements opens the ABVMA up to challenge and this case demonstrates the potential consequences. While having the orders of the PRB and

Council overturned is disappointing, most concerning is the downward spiral of Dr. Irwin's wellness, an abandoned veterinary practice and cancellation of his registration.

ABVMA received legal counsel on the Court of Appeal decision, which reads in part:

While the Court in this particular case may have found that additional procedural fairness was required for the member, it also confirmed that those procedural fairness requirements would not be the same in every case. Rather, the Court noted that where there is "obvious urgency and a requirement to protect the public", then those procedural fairness requirements may not be as high. It was only because of the fact that the member's right to procedural fairness outweighed these considerations that the member in Irwin was entitled to notice and disclosure.

Incapacity-related issues will vary from one case to another. The decision in Irwin clearly recognizes that reality, and confirms that self-governing professionals have some flexibility in how they implement their respective incapacity regimes. Going forward, self-governing professions will have to engage in a case-by-case analysis in order to determine what level of procedural fairness is required before engaging their incapacity regimes.

The ABVMA will carefully consider this Court of Appeal decision when proceeding with incapacitation matters moving forward.

ABVMA has resources in place to help members with addiction difficulty. Incapacitated members can successfully undergo treatment and once in good recovery are able to safely engage in practice with appropriate supports in place.

2019 Registration Day — Edmonton

THE ABVMA WAS VERY PROUD AND EXCITED TO WELCOME ANOTHER 183 MEMBERS (VETERINARIANS AND registered veterinarian technologists combined) to our organization at the June 11 ABVMA Registration Day at the Delta Hotels by Marriott Edmonton South Conference Centre. Following regards from various dignitaries, the participants at Registration Day participated in table discussions about common ABVMA regulations and policies and were led through didactics about the ABVMA and the complaints process with our Registrar and Complaints Director. Welcome everyone to the profession in Alberta!

Dave Eisenbart, DVM, Chair, ABVMA Registration Committee

VETERINARIANS

Name	Membership	Reg # /Affiliation	Name	Membership	Reg # /Affiliation
Dr. Dawn Abbott	General Practice Licensee	2986	Dr. Christine Reinhart	General Practice Licensee	3771
Dr. Tatum Armstrong	General Practice Licensee	3728	Dr. Manuel Rodriguez	General Practice Licensee	3207
Dr. Jessica Artinger	General Practice Licensee	3741	Dr. Michelle Roy	General Practice Licensee	3767
Dr. Rita Baumann	General Practice Licensee	3754	Dr. Cornelia Sadler	Temporary Registered Member	3691
Dr. Ileana Berezanski	General Practice Licensee	3701	Dr. Hewa Samarawickrama	General Practice Licensee	3713
Dr. Sarah-Lynn Beukema	General Practice Licensee	3729	Dr. Elizabeth Sargeant	General Practice Licensee	3743
Dr. Meghan Biggar	General Practice Licensee	3705	Dr. Carmen Schneider	General Practice Licensee	3759
Dr. Erika Brandson	General Practice Licensee	3731	Dr. Chelsea Schuster	General Practice Licensee	3744
Dr. Jessica Breda	General Practice Licensee	3698	Dr. Lauren Sherwood	General Practice Licensee	3730
Dr. Kaitlyn Brown	General Practice Licensee	3752	Dr. Tara Snow	General Practice Licensee	3762
Dr. Joana Bruce	General Practice Licensee	3761	Dr. Alexandra Soengkono	General Practice Licensee	3770
Dr. Erik Burow	General Practice Licensee	3732	Dr. Leah Sparrow	General Practice Licensee	3745
Dr. Megan Cihak	General Practice Licensee	3775	Dr. Mirjam Stigter	General Practice Licensee	3751
Dr. Charlotte Corbett	General Practice Licensee	3769	Dr. Jasmin Teske	General Practice Licensee	3753
Dr. Amber Covello	General Practice Licensee	3758	Dr. Megan Verbeek	General Practice Licensee	3746
Dr. Geoffrey Cox	General Practice Licensee	3718	Dr. Yasmine Voegeli	General Practice Licensee	3747
Dr. Nicola Cribb	Limited Practice Licensee Unsupervised	3673	Dr. William Ware	General Practice Licensee	3773
Dr. Thomas Daborn	General Practice Licensee	3695	Dr. Joel Watts	General Practice Licensee	3766
Dr. Brittany Davis	General Practice Licensee	3764	Dr. Alycia Webster	General Practice Licensee	3736
Dr. Gabriel de Oliveira	Limited Practice Licensee Unsupervised	3686	Dr. Shannon Wesley	General Practice Licensee	3756
	Ribeiro Junior		Dr. Gregory Wideman	General Practice Licensee	3680
Dr. Greg Dimmers	General Practice Licensee	3725	Dr. Marthe Wildsmith	General Practice Licensee	3748
Dr. Tanya Duke	Time Limited General Licensee	3692	Dr. Jessica Williams Ware	General Practice Licensee	3777
Dr. Bailie Ericson	General Practice Licensee	3763	Dr. Marley Williamson	General Practice Licensee	3757
Dr. Bryony George	General Practice Licensee	3699	Dr. Rohanna Wong	General Practice Licensee	3749
Dr. Teryn Girard	General Practice Licensee	3733	Dr. Michelle Zingel	General Practice Licensee	3657
Dr. Zoe Gould	General Practice Licensee	3760			
Dr. Jessica Grieve	General Practice Licensee	3768			
Dr. Danielle Gutter	General Practice Licensee	3707			
Dr. Cindy Hague	Time Limited General Licensee	2637			
Dr. Louisa Henry	General Practice Licensee	3709			
Dr. Aoife Hogan	General Practice Licensee	3734			
Dr. Fiona Hooch-Antink	General Practice Licensee	3750			
Dr. Janis Hooge	Time Limited General Licensee	3683			
Dr. Lane Hudson	General Practice Licensee	3735			
Dr. Clare Hyatt	General Practice Licensee	3696			
Dr. Meg Irving	General Practice Licensee	3694			
Dr. Ammar Jawdat	Limited Practice Licensee Supervised	3688			
Dr. Jason Johnson	General Practice Licensee	3737			
Dr. Amy Kachurowski	General Practice Licensee	3702			
Dr. Travis Kelter	General Practice Licensee	3719			
Dr. Robyn Kennedy	General Practice Licensee	3738			
Dr. Ellen Lagore	Limited Practice Licensee Supervised	3722			
Dr. Jose Augusto Len Yin	Limited Practice Licensee Unsupervised	3720			
Dr. Steven Lesniak	General Practice Licensee	3711			
Dr. Mary Longstaff	General Practice Licensee	3755			
Dr. Alysso Macedo da Silva	Limited Practice Licensee Supervised	3721			
Dr. Kimberly MacKinnon	General Practice Licensee	3774			
Dr. Kayleigh Mahony	General Practice Licensee	3772			
Dr. Hollyn Maloney	General Practice Licensee	3739			
Dr. Jennifer Morrissey	General Practice Licensee	3056			
Dr. Kira Moser	General Practice Licensee	3740			
Dr. Matthew Mundy	General Practice Licensee	3697			
Dr. Jamie Neufeld	General Practice Licensee	3765			
Dr. Moniek Okkema	General Practice Licensee	3776			
Dr. Hailey Puznak	General Practice Licensee	3742			

REGISTERED VETERINARY TECHNOLOGISTS

Name	Membership	Reg # /Affiliation
Ms. Jourdan Airey	Provisional Veterinary Technologist Member	3939
Ms. Holly Altena	General Veterinary Technologist	3898
Ms. Kyla Atkinson	General Veterinary Technologist	2680
Ms. Brittany Baldock	Provisional Veterinary Technologist Member	3941
Ms. Faye Bambush	Provisional Veterinary Technologist Member	3942
Ms. Carina Beeksma	General Veterinary Technologist	2871
Ms. Aleigha Bell	Provisional Veterinary Technologist Member	3978
Ms. Katelyn Benoit	Provisional Veterinary Technologist Member	3983
Ms. Lacey Berry	Provisional Veterinary Technologist Member	3984
Ms. Shanelle Bleakney	Provisional Veterinary Technologist Member	3961
Ms. Rachel Bouma	General Veterinary Technologist	3892
Ms. Katherine Brebner	General Veterinary Technologist	3907
Ms. Jerry Carr	General Veterinary Technologist	3914
Ms. Shelby Christopher	Provisional Veterinary Technologist Member	3972
Ms. Rosemarie Coutu	General Veterinary Technologist	3885
Ms. Kailee Cripps	Provisional Veterinary Technologist Member	3962
Ms. Janae Cumberland	Provisional Veterinary Technologist Member	3933
Ms. Kelsey Dolen	Provisional Veterinary Technologist Member	3986
Ms. Jorgia Domes	Provisional Veterinary Technologist Member	3980
Ms. Jeanie Du Preez	Provisional Veterinary Technologist Member	3944
Ms. Kacie Duckett	Provisional Veterinary Technologist Member	3968
Ms. Rebecca Durocher	Provisional Veterinary Technologist Member	3973
Ms. Kelly Edal	General Veterinary Technologist	1605
Ms. Lindsay Edgar	General Veterinary Technologist	3908
Ms. Gabrielle Foerster	Provisional Veterinary Technologist Member	3975
Ms. Laurie Fugere	General Veterinary Technologist	3911

2019 Registration Day — Edmonton



Dr. Jason Johnson with ABVMA President Dr. Lisa Lomsnes



Ms. Aleigha Bell with ABVMA President Dr. Lisa Lomsnes

Name	Membership	Reg # /Affiliation	Name	Membership	Reg # /Affiliation
Ms. Christine Garnier	General Veterinary Technologist	1921	Ms. Mercedes Porteous	Provisional Veterinary Technologist Member	3963
Ms. Jodi Graham	General Veterinary Technologist	3902	Ms. Jacqueline Priest	General Veterinary Technologist	3880
Ms. Jori Grimm	Provisional Veterinary Technologist Member	3981	Ms. Colbey Prince	Provisional Veterinary Technologist Member	3946
Ms. Shasta Grundberg	Provisional Veterinary Technologist Member	3955	Ms. Sarah Richards	General Veterinary Technologist	3899
Ms. Kaylie Hall	Provisional Veterinary Technologist Member	3952	Ms. Janine Rioux	General Veterinary Technologist	3879
Ms. Kendra Hansen	General Veterinary Technologist	2366	Ms. Victoria Roberts	General Veterinary Technologist	3545
Ms. Jamie Heney	Provisional Veterinary Technologist Member	3987	Ms. Nicole Rose	General Veterinary Technologist	3918
Ms. Shanna Hlady	General Veterinary Technologist	2552	Ms. Jessica Schwabenbauer	Provisional Veterinary Technologist Member	3934
Ms. Victoria Hoffman	General Veterinary Technologist	3919	Ms. Victoria Seeger	Provisional Veterinary Technologist Member	3937
Ms. Sarah Howe	Provisional Veterinary Technologist Member	3977	Ms. Jody Seewalt	General Veterinary Technologist	2777
Ms. Breanne Hryhurchuk	Provisional Veterinary Technologist Member	3965	Ms. Roberta Shand	Provisional Veterinary Technologist Member	3931
Mr. Julian Jacome	General Veterinary Technologist	3901	Ms. Brittany Shaw	Provisional Veterinary Technologist Member	3951
Ms. Hailey Johnstone	Provisional Veterinary Technologist Member	3930	Ms. Kaylee Shmyruk	Provisional Veterinary Technologist Member	3979
Ms. Livia Keogh	Provisional Veterinary Technologist Member	3893	Ms. Stephanie Shyshka	Provisional Veterinary Technologist Member	3936
Ms. Taralee Kirk	Provisional Veterinary Technologist Member	3953	Ms. Heidi Silver	Provisional Veterinary Technologist Member	3974
Ms. Jenna Kostyshyn	General Veterinary Technologist	3837	Ms. Brandie Smith	General Veterinary Technologist	3882
Ms. Haylie-Ann LaFrance	Provisional Veterinary Technologist Member	3959	Ms. Taylor Smith	General Veterinary Technologist	3886
Ms. Terra Larson	General Veterinary Technologist	3920	Ms. Kayla Spicer	Provisional Veterinary Technologist Member	3982
Ms. Taylor Leaney	Provisional Veterinary Technologist Member	3966	Ms. Rebecca Standing	Provisional Veterinary Technologist Member	3929
Ms. Marissa Lemay	General Veterinary Technologist	3916	Ms. Veronica Starko	Provisional Veterinary Technologist Member	3945
Ms. Julianne Loppnow	Provisional Veterinary Technologist Member	3926	Ms. Shaylene Syrota	General Veterinary Technologist	3884
Ms. Bailey Lorenzen	Provisional Veterinary Technologist Member	3969	Ms. Britt-Marie Thachuk	General Veterinary Technologist	3888
Ms. Augusta Lozowski	General Veterinary Technologist	3924	Ms. Leah Thorsteinson	General Veterinary Technologist	1187
Ms. Shauntelle MacDonald	General Veterinary Technologist	3925	Mr. Kevin Valdes	General Veterinary Technologist	3988
Ms. Leah MacSwain	Provisional Veterinary Technologist Member	3956	Ms. Julia Van Strien	Provisional Veterinary Technologist Member	3967
Ms. Abbey Mantel	Provisional Veterinary Technologist Member	3938	Ms. Pamela Veldman	General Veterinary Technologist	3922
Ms. Sara Masters	Provisional Veterinary Technologist Member	3947	Ms. Karen Visser	General Veterinary Technologist	63
Ms. Sarah McCart	General Veterinary Technologist	3878	Ms. Sara Vriend	Provisional Veterinary Technologist Member	3948
Ms. Nicole McIntyre	General Veterinary Technologist	3877	Ms. Jenessa Walz	Provisional Veterinary Technologist Member	3976
Ms. Madison Morgan	Provisional Veterinary Technologist Member	3935	Ms. Taylor Wells	Provisional Veterinary Technologist Member	3943
Ms. Makayla Morgan	Provisional Veterinary Technologist Member	3971	Ms. Veronique Wiens	General Veterinary Technologist	2715
Ms. Katrina Mullen	Provisional Veterinary Technologist Member	3932	(Nikki)		
Ms. Jessica Nabozniak	General Veterinary Technologist	3903	Ms. Brooke Wildman	Provisional Veterinary Technologist Member	3970
Ms. Ellysa Nesbitt	Provisional Veterinary Technologist Member	3949	Ms. Kelsey Will	Provisional Veterinary Technologist Member	3940
Ms. Ciara O'Higgins	Provisional Veterinary Technologist Member	3954	Ms. Meagan Wirsta	Provisional Veterinary Technologist Member	3960
Ms. Katie Ostertag	General Veterinary Technologist	3985	Ms. Hannah Wong	Provisional Veterinary Technologist Member	3950
Ms. Kayleigh Pepper	Provisional Veterinary Technologist Member	3958	Ms. Nicole Yam	General Veterinary Technologist	3895
Ms. Kendelle Perneel	Provisional Veterinary Technologist Member	3957	Ms. Siana Young	Provisional Veterinary Technologist Member	3964

KEEPING YOU CURRENT

Member Engagement

2019 ABVMA Council Call for Nominations

- In accordance with ABVMA Bylaws, upcoming Council vacancies require the election of:
 - three veterinarian Members of Council (one – Central Region, one – Calgary Region, one – South Region)
 - one registered veterinary technologist Member of Council for the South District
- Visit *Announcements & News > Announcements* on your member portal to view the Council Nomination Form and Council Terms of Reference. (Login required.)

2019 ABVMA Award Nominations

- Nominate a deserving colleague for an ABVMA award. Nominations for 2019 are now being accepted. The 2019 awards will be presented in February 2020 at the Member Recognition Banquet in Edmonton, AB.
- Visit *Announcements & News > Announcements* on your member portal to view the Nomination Form. (Login required.)

Deadline for Council and Award nominations: Sept. 21, 2019

Association Activities

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

MAY 2019

- **May 1:**
 - Deputy Registrar attended hearing
 - Registrar participated in Triplicate Prescription Program AMR teleconference
- **May 2:** Registrar attended Council on Licensure, Enforcement and Regulation conference at the College and Association of Registered Nurses of Alberta office in Edmonton
- **May 3:** Registrar provided update at ABVTA Board Meeting
- **May 4-5:** Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended various events at ABVTA 40-Year Anniversary and CE Event in Edmonton
- **May 7:** Deputy Registrar attended consent discussion
- **May 8:**
 - Deputy Registrar participated in AMR Task Group teleconference
 - Registrar, Assistant Registrar and Communications Manager attended meeting with ABVTA
 - Registrar attended AFAC Board Training in Airdrie
- **May 13-15:** Assistant Registrar CVTEA accreditation site visit
- **May 13:** Registrar participated in Triplicate Prescription Program AMR teleconference
- **May 14:** Registrar and Deputy Registrar attended meeting with Geoff Perry, Director Employment Programs and Industry Partnerships, and Blaine Yamkovy, Industry Workforce Partnerships of Alberta Labour
- **May 15:** Deputy Registrar attended hearing
- **May 16:**
 - Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton
 - Registrar attended TPPSC meeting at the College of Physicians & Surgeons of Alberta in Edmonton
- **May 17:** Registrar, Deputy Registrar, Assistant Registrar attended meeting with ABSPCA in Edmonton
- **May 22:**
 - Assistant Registrar attended UCVM Stakeholder Advisory Meeting in Calgary
 - Deputy Registrar presented Medical Records lecture to the Calgary Academy of Veterinary Medicine in Calgary
- **May 23:**
 - Deputy Registrar participated in Complaint Review Committee teleconference
 - President, Registrar, Deputy Registrar and Assistant Registrar attended meeting with Darren Rawson, Ozone Advisory Group in Edmonton
- **May 27:** Registrar and Deputy Registrar attended AFAC Advisory Committee meeting in Leduc
- **May 28:**
 - Registrar attended AFAC Board meeting at ABVMA office
 - Deputy Registrar participated in Practice Review Board teleconference
- **May 29:**
 - Registrar and Deputy Registrar participated in teleconference with CVMA regarding the cannabis media event
 - Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton
 - Registrar and Deputy Registrar participated in Health Canada teleconference with CCVR Cannabis working Group
- **May 31:** Wildlife & Ecosystem Health Advisory Committee meeting was held at ABVMA office in Edmonton.

JUNE 2019

- **June 3:**
 - Registrar and Deputy Registrar attended meeting with Alberta Labour in Edmonton
 - Registrar attended UCVM Convocation in Calgary
 - Assistant Registrar attended Alberta Educators Meeting and Working Session at NAIT in Edmonton
- **June 3-5:** Registrar and Assistant Registrar attended PIPS Committee meeting in Calgary
- **June 7:** Registrar, Deputy Registrar and Assistant Registrar participated in PIPS Bylaw Review Task Force teleconference
- **June 10:** Registrar attended Registration Committee meeting in Edmonton
- **June 11:** Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended Registration Day in Edmonton
- **June 12-13:** Registrar, Deputy Registrar and Assistant Registrar attended Council Meeting at ABVMA office in Edmonton
- **June 13-14:** Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended practice tours in Edmonton area
- **June 17:** Deputy Registrar attended Companion Animal Disaster Response Capability Steering Committee meeting in Edmonton
- **June 18:** Deputy Registrar participated in Tails of Help teleconference
- **June 20:** Communications Manager attended Classroom Agriculture Program meeting at ABVMA office in Edmonton
- **June 21:**
 - Assistant Registrar participated in ABVMA Wellness Webinar
 - Registrar and Deputy Registrar participated in Cannabis Working Group teleconference
- **June 24:** Deputy Registrar attended hearing
- **June 25:** Registrar and Deputy Registrar attended CCVR meeting in Vancouver
- **June 26-27:** Deputy Registrar attended hearing
- **June 27:**
 - Registrar and Deputy Registrar participated in CCVR Antimicrobial Stewardship teleconference
 - Registrar, Deputy Registrar, Assistant Registrar and Communications Manager attended meeting regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **June 28:** Deputy Registrar attended Practice Review Board meeting

SVMA 2019

CONFERENCE, AGM
& TRADESHOW
SEPTEMBER 6-8 DELTA REGINA

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for Saskatchewan's
best veterinary CE and
networking event
of the year!

Saskatchewan's best
veterinary CE value!

SVMA Annual General
Meeting, Members' Forum
and CE Mini-sessions

Latest products and services
from veterinary industry
partners in the Trade Expo

Tons of leading edge discussion
and networking opportunities

Total of 30.5 hours
RACE-approved CE hours;
17.5 per registrant

Friday night:
Welcome Reception,
UnWINEd for Wellness

Saturday night:
Awards Night Gala
featuring Yuk Yuk's
comedian Ted Morris, DVM



Visit www.svma.sk.ca for complete details.

2019 CE PROGRAM:

COMPANION ANIMAL

STEPHAN CAREY, DVM

Canine Influenza: outbreaks, vaccines,
kennel cough.

MIKE WILLARD, DVM

GI in Depth: ulcers, erosions, chronic
small bowel disease, protein losing
enteropathies, chronic large bowel
diarrhea, chronic liver disease.

GREG HARASEN, DVM

Orthopedics: 15 Years on VIN,
feline orthopedics.

DANIELLE ZWUESTE, DVM

Neurology: neurological emergencies,
the neurological exam revisited.

LARGE ANIMAL

CHRIS SANCHEZ, DVM

Equine pain management, equine GI
syndrome, critical care of equine
neonates.

LAURA SOLANO, DVM

Bovine podiatry

MURRAY FEIST

New bovine feedstuffs,
bovine feed disasters.

KATE ROBINSON, DVM

Equine podiatry

JENNIFER PEARSON, DVM

Pain mitigation in adult bovines
and calves.

PLENARY

BECKY TAYLOR, RVT

Maximizing RVT potential in practice

LORRAINE SERHIENKO, RVT

Emergency Preparedness

Top Ten Deficiencies at Practice Inspections

THE PIPS COMMITTEE HAS COMPILED THE NUMBERS

to give members a heads-up on the 10 most common deficiencies found during practice inspections in 2018. If your practice has an upcoming PIPS inspection, check if you meet the PIPS standard for the following deficiencies by accessing the references given below. The documents quoted below are found, after login, under:

Practice Resources > PIPS or > Radiation Program

Member Resources > TPP Information & Forms

10. Radiation warning signs

Some veterinary practice entities (VPEs) lacked radiation warning signage as required under Safety Code 28, Radiation Protection in Veterinary Medicine. Radiation signage is required for both survey and dental x-ray machines.

References: ABVMA PIPS Bylaw Service Category 8: Diagnostic Imaging, page 58, #4. ABVMA Radiation Protection Program Manual 2019, page 28, #28.

9. Expired drugs

Some VPEs had expired drugs on the pharmacy shelf. Some VPEs had expired controlled drugs.

Reference: ABVMA PIPS Bylaw, Universal Standard: Pharmaceutical Management page 30, #3.h and 4.g (note: VPEs no longer have to receive permission from the Office of Controlled Substances before denaturing and disposing of controlled/narcotic/targeted drugs but the other steps in the bylaw are still required).

8. Surgical suite not meeting the PIPS standard

The PIPS Bylaw states “The surgical suite is maintained in a clean and orderly fashion” as well as “No open front shelving is present within the surgical suite.” Having all necessary equipment and supplies stored within cupboards decreases dust and hair settling on surfaces in the surgical suite contributing to a cleaner environment.

Reference: ABVMA PIPS Bylaw, Service Category 5: Sterile Surgery page 52.

7. Securing of oxygen tanks

The VPE must act in accordance with the Government of Alberta, Occupational Health & Safety (OHS) Act, Regulations and Code as stated in Universal Standard 2: Business Standards and Work Place Safety. In following Alberta’s OHS Act, when storing oxygen tanks in a veterinary practice, the practice must ensure that cylinders are properly secured so that they cannot fall over and valves are protected from damage.

Reference: PIPS User Guide, page 2.

6. Storage of controlled/narcotic/targeted drugs

Some VPEs did not store their controlled/narcotic/targeted drugs in a “limited access, securely locked, substantially constructed cabinet or safe.” Some locked containers were easily moveable and sometimes the VPE did not routinely lock the cabinet and/or had the keys readily accessible to all staff.

Reference: ABVMA PIPS Bylaw, Universal Statement 9: Pharmaceutical Management, page 30, #4a.

5. Radiation quality control program

Since 1997, the ABVMA has acted as the Authorized Radiation Health Administrative Organization under the Government Organization Act and assumed the responsibility for ensuring the safe delivery of radiation health services for veterinary facilities and veterinary education facilities in the province of Alberta. The ABVMA Radiation Protection Program Manual outlines the responsibility of ABVMA members in complying with radiation safety principles and legislation. One of the responsibilities is to have a documented quality assurance program for all radiation equipment in use.

References: ABVMA Radiation Protection Program Manual 2019, page 13. ABVMA PIPS Bylaw Service Category 8: Diagnostic Imaging, page 59. PIPS User Guide, page 15.

4. Triplicate Prescription Program

Some VPEs did not fill out the Triplicate Prescription Program (TPP) in entirety; often, the bottom of the form “Pharmacy Use Only” was not completed when TPP medications were dispensed from the practice. Some VPEs did not submit their completed forms to the CPSA in a timely manner. The ABVMA PIPS Bylaw Universal Standard 9: Pharmaceutical Management states that TPP pads are used in accordance with Council Guidelines.

References: Triplicate Prescription Program (TPP) Information for the Prescriber and the Dispenser and the ABVMA *Prescribing and Dispensing Handbook* second edition, page 68/69.

3. Controlled/narcotic/targeted drug acquisition and use logs

Tracking of controlled, narcotic and targeted drugs is essential to retain the privilege of using these pharmaceuticals as well as avoiding diversion of these drugs. PIPS inspectors and the PIPS committee take this responsibility very seriously and will ask for continued submission of the acquisition and use logs until tracking complies with the PIPS Bylaw.

References: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 30 and PIPS User Guide, page 8.

2. Emergency plans

The ABVMA PIPS Bylaw, Universal Standard 4: Safety/Emergency Preparedness calls for emergency plans for short term and long term interruptions of business.

References: ABVMA PIPS Bylaw, Universal Standard 4: Safety/Emergency Preparedness, page 13. PIPS User Guide, page 4.

AND THE MOST COMMON DEFICIENCY?

1. Medical records

As we all learned in veterinary and veterinary technologist programs, if it isn't written down it didn't happen. Medical records is another area that PIPS inspectors and the PIPS committee consider very seriously. The changes in Health Canada regulations moving all medically important antimicrobials to the Prescription Drug List that came into effect Dec. 1, 2018, require increased veterinary oversight and documentation of medical need in medical records. Also, most complaint cases that are considered by the Complaints Review Committee, the Hearing Tribunal and the Practice Review Board contain some element of concern with medical records. In some VPEs, medical records do not contain sufficient detail of physical exam findings and other investigations, do not document medical need for prescriptions written by veterinarians, do not document informed consent, do not include consent forms, and do not document all medically relevant communication with the client or alternative animal caregiver.



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



Veterinarians

Transfer Active General to Non-Practicing

Dr. Nicole MacDonald, #3246	Feb. 19, 2019
Dr. Kevin Skelley, #1518	March 1, 2019
Dr. Jun Yang, #2391 (suspended)	Jan. 1, 2019
Dr. Joshua Relf, #3477	March 19, 2019
Dr. Yasmin Abdalla, #3476	March 19, 2019

Transfer Active General to Time Limited

Dr. John Neufeld, #824	Jan. 1, 2019
Dr. Samantha Tetlock, #3516	Jan. 1, 2019

Reinstated Active General

Dr. Sherise Sakals, #3309	Feb. 14, 2019
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Transfer Limited Supervised to Temporary

Dr. Manoj Thomas, #3671	Feb. 26, 2019
Dr. Gregor Hein, #3658	March 8, 2019
Dr. Omobolaji Ogun, #3690	March 8, 2019
Dr. Anupreet Toor, #3687	March 22, 2019
Dr. Dev Gunputrao, #3583	March 18, 2019
Dr. Nermeen Mohamed, #3464	April 10, 2019

Cancel Active General

Dr. Lauren Adelman, #3535	Jan. 1, 2019
Dr. Nathan Meyer, #3058	Dec. 31, 2018
Dr. Natasha Kean, #2461	May 1, 2019

Cancel Limited Unsupervised

Dr. Jenni Auvinen, #3567	Nov. 13, 2018
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Cancel Temporary

Dr. Walid Awad, #3573	Feb. 2, 2019
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Cancel Limited Unsupervised

Dr. Adrienne Bonilha, #3463	March 17, 2019
Dr. Alessandra do Vale Bertolucci, #3660	March 7, 2019
Dr. Andre Mendes Chaves, #3474	April 16, 2019
Dr. Aruna Amarasinghe, #3684	April 2, 2019
Dr. Veronika Kulinova, #3685	April 9, 2019

Veterinary Technologists

Transfer Active General to Non-Practicing

Skyla Schwalm, #3501	Jan. 25, 2019
Nicole Deering, #3063	Jan. 1, 2019
Megan Konopelky-Koehler, #2924	March 18, 2019
Amy Field, #3525	Feb. 28, 2019
Cresse Brochu, #2332	March 22, 2019
Stephanie Glackin, #2615	March 14, 2019
Julie Gish, #3033	March 16, 2019
MacKenzie Taylor, #3227	March 19, 2019
Michelle Stoyko, #2703	March 22, 2019
Sheridan Walters, #3387	Jan. 1, 2019
Tamara Kuriga, #1949	April 4, 2019

Transfer Non-Practicing to Active General

Lonneke Nooijen, #3603	March 1, 2019
Jessica Settee, #3576	Feb. 22, 2019
Kassandra Huculak, #2088	March 1, 2019
Julie Zarbatany, #2444	April 8, 2019
Kaitlynn Trudeau, #2982	April 1, 2019

Reinstate Active General

Shanna Hlady, #2552	March 8, 2019
Jody Seewalt, #2777	March 8, 2019
Katie Frost, #3328	April 10, 2019

Cancelled Provisional

Laura Schmitke, #3842	Feb. 28, 2019
Alexandra Chanski, #3875	March 18, 2019
Sarah MacVicar, #3846	April 9, 2019

Cancel Non-Practicing

Samantha Friesen, #2937	Jan. 1, 2019
Summer Merrills, #1786	Jan. 1, 2019

Cancel Active General

Dale Holmes, #1573	Jan. 1, 2019
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Provisional to Limited

Brittany Hicks, #3890	March 11, 2019
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Permits

Permit to Practice Approval

Chappelle Veterinary Corporation (Dr. Sherif Boctor #2148, Dr. Rory Wiens #2067)	Feb. 21, 2019
21697756 Alberta Ltd. (Dr. Lisa Sinclair #2055)	Feb. 25, 2019
Kosheluk Veterinary Services Ltd. (Dr. Craig Kosheluk #1880)	March 13, 2019
Madra Veterinary Ltd. (Dr. Margaret Doyle #2600)	April 2, 2019

Transfer Active General to Non-Practicing

Brindle Vet Inc. (Dr. Kelda Lawlor #3036)	March 13, 2019
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Meet the ABVMA Team

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



Kathy Naum

Manager, Communications and
Professional Enhancement
kathy.naum@abvma.ca

KATHY STARTED WORKING WITH THE association in December 2007 in the role of Executive Assistant, Communications and Professional Enhancement, before being promoted to her current role as Manager in May 2016.

In her role as Manager of Communications and Professional Enhancement, Kathy is responsible for overseeing numerous communications activities in the office, including the ABVMA *Members' Magazine*, ABVMA E-News, ABVMA Member Directory, Annual Report and more.

On the professional enhancement side, Kathy coordinates and oversees most ABVMA-hosted events including ABVMA Leadership Weekend, the CanWest Veterinary Conference, the annual UCVM Whitecoat Ceremony and various other meetings and CE events hosted by the

association throughout the year.

In the 11 years Kathy has worked for the ABVMA, she feels privileged to work with such an amazing group of professionals, and is impressed by the compassion, integrity and dedication of the veterinarians and veterinary technologists in Alberta.

Kathy was born and raised in Edmonton. She enjoys cooking, is an avid reader and hopes to incorporate much more travel into her life in the next few years. She enjoys spending time with her two adult daughters and being “Grammy” to two delightful grandsons. She currently shares her home with Keisha, a devilish diva disguised as a Shiba Inu.



Phil Buote, DVM

Complaints Director and
Deputy Registrar
phil.buote@abvma.ca

DR. PHIL BUOTE IS THE ABVMA Deputy Registrar and Complaints Director. He grew up in rural Prince Edward Island, completed an undergraduate Bachelor of Science degree at the University of Prince Edward Island and graduated from the Atlantic Veterinary College in 1995. Phil completed a rotating internship in large animal medicine and surgery at Washington State University in 1996.

Dr. Buote began clinical practice in Alberta as a mixed animal practitioner in the Peace River region. He did two years of mainly beef cow-calf practice before moving to Sherwood Park where he joined a practice limited to horses. Three years into equine practice he found himself wanting to return to mixed practice and explore practice ownership. He moved to Cochrane where he eventually purchased the Cochrane Animal Clinic.

Dr. Buote was a member of the ABVMA Food Animal Committee from 2002 through 2004 when he was elected as a member of Council. Following his term on Council he was appointed to the Complaint Review Committee, and took on the role of Chair in 2010. Looking for a change of careers, and given his satisfaction with his volunteer work with the ABVMA, he applied for the position of Complaints Director and joined the ABVMA staff in July of 2010. He was appointed as Deputy Registrar in 2013.

Phil lives with his wife Carmen and their two sons on an acreage near Devon. In his spare time, he enjoys coaching his son's minor hockey team, canoeing, camping and hunting.



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.

Find Timely Veterinary News on CVMA's Website

View our veterinary news feed, featuring the latest Canadian and international issues, on the canadianveterinarians.net homepage.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

CVMA Participates in Forum Discussing the Prevention and Control of African Swine Fever (ASF) in the Americas

CVMA participated in an Ottawa forum in May, organized by the Canadian Food Inspection Agency (CFIA), including 150 delegates from 15 countries, to collaborate on a global plan to prevent and mitigate the ASF risk in North and South America. The forum gathered government, industry leaders, and decision-makers to discuss the ASF threat, learn from recent outbreak experiences in Europe and Asia, and collaborate on concrete actions to mitigate the ASF threat in the region.

The forum also began a collaborative framework development for managing the disease's threat. CVMA continues collaborations with the CFIA and stakeholders to prevent ASF from infecting the Canadian pig herd. For more ASF information, visit: canadianveterinarians.net/practice-economics/asf.

Veterinarians Press Ottawa to Approve Medicinal Cannabis as a Safe Treatment for Pets

CVMA and the Canadian Association of Veterinary Cannabinoid Medicine (CAVCM) called on the federal government to make two cannabis regulations changes to better protect pets' safety and health. "Warning labels need to be changed to explicitly advise Canadians to keep these products out of pets' reach and regulations need updates to permit veterinarians to consult with pet owners seeking cannabis use as a therapeutic treatment and authorize appropriate products and doses," said Dr. Terri Chotowetz, CVMA President.

CVMA RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

Breach of Privacy and Data Mining Concerns

A CVMA member submitted a question containing breach of privacy and data mining concerns through VetLaw™, the CVMA's online legal advice column. The CVMA believes Mr. Doug Jack's answer could serve as information for practice owners and a reminder to closely review agreements signed with service providers ensuring it's compliant with Canadian Data Protection Laws. To read Mr. Jack's answer, visit: canadianveterinarians.net/practice-economics/vetlaw.

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE.

New Website Provides another Resource for Monitoring and Identifying Ticks in Canada

Etick.ca is a new Canadian, public-platform website providing another tick resource for clinics and pet owners. eTick.ca is for image-based identification and tick population monitoring in Canada, inviting the public to help by submitting tick photos for professional identification. The results, combined with collection date and locality, can be consulted and mapped so users visualize the information related to species for any year and/or location. Access to eTick.ca is free and contributing data is not necessary to consult the database.

Vector Borne Disease Surveillance Workshop

On March 21 and 22, 2019, in Winnipeg, 30 representatives from CVMA, government, industry and academia participated in a Vector Borne Disease Surveillance Workshop, convened by the Canadian Animal Health Surveillance System. Vector-borne diseases (VBD) affects people and animals and are influenced by multiple factors. Understanding and managing these diseases' risks involves different people, organizations and disciplines. This workshop described and categorized this diversity with respect to VBD surveillance. The National Farmed Animal Health and Welfare Council and the Canadian Food

Inspection Agency (CFIA) co-sponsored the workshop, which was preceded by an interdisciplinary symposium on VBD.

The CVMA updated its Vaccination of Animals position statement.

Note:

- Vaccines are important in supporting both animals' and humans' health and welfare.
- Vaccines registered for use in Canada were tested for safety and efficacy and can be confidently administered when used in accordance with instructions and veterinary advice.
- Adverse effects, if any, should be reported.
- Every patients' or patient groups' vaccination needs should be assessed regularly by a veterinarian as part of a preventative health care strategy.

Access position statements in the Policy & Advocacy section of our website.

The CVMA updated its Electroejaculation of Ruminants position statement.

Note:

- Compared with alternatives electroejaculation is convenient, quick and reliable for the collection of semen.

- Electroejaculation has the potential to cause discomfort, especially if the procedure is not conducted appropriately.
- When possible, less invasive procedures should be used for semen collection in preference to electroejaculation.
- Where there is no practical alternative, the procedure must be undertaken in a manner minimizing discomfort, and when possible, pain relief, sedatives or anaesthesia should be used.

Access position statements in the Policy & Advocacy section of our website.

YOUR CVMA MEMBERSHIP VALUE

CVMA Members Benefit from Exclusive Privileges Including:

- **Moneris:** provides preferred pricing on leading payment processing solutions.
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For more information, visit: canadianveterinarians.net/membership/benefits-services.



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On the Cover: Bear Creek Animal Clinic



The team at Bear Creek Animal Clinic

SINCE THE 1970s, BEAR CREEK ANIMAL CLINIC HAS

thrived in the middle of the melting pot that is Grande Prairie, AB, supplying care for both large and small animals in the Peace Country and growing and changing with the times, hand in hand with the city. In 2010, the clinic underwent new ownership and Dr. Aleeta Haas, Dr. Lisa McClarty and registered veterinary technologist (RVT) Loni Boychuk took over both mixed animal practices — Bear Creek Animal Clinic and its sister clinic West County Animal clinic in Beaverlodge, AB. Shortly after, Country Club Animal Clinic, a third location on the south side of Grande Prairie, was added to the group. Today, the three clinics employ seven veterinarians and 19 RVTs, along with six client care representatives and other support staff.

In order to meet the demand of their growing city, Bear Creek Animal Clinic moved from its original 3,400-square-foot facility to a newly renovated 7,500-plus-square-foot facility in October 2017. The new building boasts dual surgery suites, seven exam rooms, a dedicated bereavement room and separate bovine and equine facilities, all encompassed in a state-of-the-art clinic setting.

Like the city the clinic calls home, Bear Creek has also been working hard to incorporate new advancements in technology to better serve their clients and patients. A new online store for clients has made shopping for their veterinary products more accessible, and a client app is allowing clients to text the clinic, access some of their pet's medical history and even book appointments. In addition, Bear Creek is employing the use of laser and shockwave technology in both small and large animal rehab, making Bear Creek a leader in considering new initiatives.

Bear Creek Animal Clinic is rooted in their community and holds the belief that it should support the neighbourhood that



Cheyenne and Boon using the new shockwave system



The new home of Bear Creek Animal Clinic

has supported the clinics. As such, they are involved in numerous charitable events throughout the year. One of their own pet projects that they are incredibly proud of is their Barn Buddy Program. Managed in partnership with the local pound, the Grande Prairie Regional Animal Care Facility, cats that are deemed “unadoptable” due to behaviour enter the Barn Buddy program. Bear Creek donates the spay/neuter and places these cats into farm homes, where they can provide rodent control in exchange for a warm place to sleep and food and water. The program is a win for all involved as it helps to reduce the unwanted population of cats, aids farmers in reducing their mice populations and the shelter doesn’t have to resort to euthanizing these otherwise healthy cats. Of course, there are always Barn Buddies that end up as lap cats in the house as well! Bear Creek Animal Clinic adopts out these Barn Buddies by donation, of which 100 per cent of the money is donated to another rescue that works closely with the clinics — Bandaged Paws Animal Rescue. In 2018, 46 cats were placed in homes through the Barn Buddy Program.

Another way the clinics are staying in touch with the community is through paid volunteer hours for our staff. Each staff member can receive their hourly wage for up to eight hours of volunteer work of their choice in their community. Staff have volunteered at their children’s schools and church events, taken part in spay/neuter clinics and helped feed the homeless as a result of this program.

Bear Creek and its affiliates have become an integral part of the entire community and were honoured by the Grande Prairie Chamber of Commerce when they were awarded the Grande Prairie Small Business of the Year for 2018. The practice was also awarded the Community Champion award by the Peace Area Riding for the Disabled Society.

If you ask the owners and staff what drives them to keep growing and changing, you may expect the typical answer to be “We love helping animals.” While this is of course an integral part of what drives the Bear Creek team, many would be able to sum it up simply in one word — integrity. The very definition of integrity is “adherence to moral and ethical principles; soundness of moral character; and honesty.” Bear Creek Animal Clinic strives to do the right thing. “To serve the community and the animals in our care, we continue to learn and grow because we owe it to the community we have chosen to serve. Our sense of integrity is what keeps us unlocking the door and turning on the lights every single morning, even at minus 50 degrees Celsius! Our integrity is what drives the staff to stand and speak for the animals that cannot speak for themselves, be it a Barn Buddy Cat that needs a home or a newborn foal that is failing to thrive.” For almost 50 years, Bear Creek has opened its doors to care for the pets and livestock in this community. “We look forward to keeping this tradition going in the spirit of what drives us all — integrity, community and caring for our patients.”



Top: Molly and Mallory and the Barn Buddies Jon Snow and Rickan
Middle: The Client Lounge at Bear Creek Animal Clinic
Bottom: Kim, RVT, using the therapeutic laser on Charlie

Mental Health in Vet Med Awareness



IT'S TIME TO TALK ABOUT MENTAL HEALTH IN VET MED AWARENESS WEEK

THERE ARE IMPORTANT REASONS TO START TALKING

about mental health in the veterinary profession. Mental health issues, problems and illness are difficult to see, but affect many people working in veterinary clinics. While one in five Canadian veterinarians and technologists have reported suicide ideation, burnout and depression, most will be cautious about talking to a co-worker, friend or family member about it, let alone adopt self-care strategies or seek professional help. And while some members of the veterinary profession may not experience mental illness first-hand, it is likely that they know someone who has or will have mental illness. Stigma is one of the biggest obstacles to overcome. Merck Animal Health and the CVMA are leading the way to start open and honest conversations about mental health in the veterinary community, help breakdown stigma and create a community where members look out for and help each other. The conversation will kick off with an inaugural "It's time to talk about Mental Health in Vet Med Awareness Week," Sept. 9-15, 2019. In recognition of National Suicide Awareness day on September 10, a live webinar will be available for all veterinarians, registered veterinary technologists and clinic staff.

Participants will:

- Learn and practice the four evidence-based coping strategies that have been specifically researched in veterinarians and technologists to be correlated with reducing burnout and stress
- Learn and practice the simple steps on what to do to help a co-worker who is in distress
- Leave the webinar with practical guidelines on how to start conversations about mental health in their work environment
- Have access to a list of provincial and community mental health resources

We all deserve to be heard, to listen and know that we are not alone, to feel worthy to look after ourselves and to feel empowered to keep each other safe from harm.

Visit the CVMA website <https://www.canadianveterinarians.net/> website in August to download helpful resources such as:

- "It's time to talk about Mental Health Awareness Week" poster
- Provincial and regional mental health community resource lists
- Mental health alert checklist to recognize signs and symptoms of burnout, depression and suicidal thoughts

This article was written by ABVMA member Dr. Kathy Keil.

Dr. Keil is a member of the ABVMA Member Wellness Committee. She is also a technical services veterinarian for Merck and is the leading force behind the Awareness Week campaign in collaboration with CVMA.



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Public Recognition Corner

Winner of the 2019 Harry C. Rowsell Award for Outstanding Service to the CCAC

THE CANADIAN COUNCIL ON ANIMAL CARE (CCAC) IS pleased to announce that Dr. Douglas W. Morck, the University of Calgary's Head Veterinarian, is this year's winner of the Harry C. Rowsell Award for Outstanding Service to the CCAC.

Dr. Morck has dedicated his remarkable career to enhancing and promoting the ethics and care of animals in science, underlining our responsibility as a community to strive for best practices in research, teaching and testing activities involving animals.

His valuable and insightful contributions to the CCAC over the years have helped preserve and maintain our unique oversight system for animals in Canadian science.

In addition to his work with the University of Calgary and the CCAC, Dr. Morck was also involved in the drafting of the Government of Alberta's *Animal Protection Act*.

The CCAC relies on hundreds of dedicated volunteers every year to effectively and collaboratively contribute to animal ethics and care, and to carry out our mandate.

About the Award

The Harry C. Rowsell Award for Outstanding Service to the CCAC is named for the CCAC's founding executive director, Dr. Harry C. Rowsell, who devoted his life to promoting optimal care for animals in Canadian science.



The Harry C. Rowsell Award, presented by Mr. Pierre Verreault, CCAC Executive Director, and Dr. Eileen Denovan-Wright, Chair, CCAC Board of Directors, to Dr. Douglas W. Morck.

In Memoriam



Dr. Gordon Davis (1947-2019)

Gordon Davis, age 71, passed away at home on Sunday, May 5, 2019. He is survived by his sons Reed (Christie Pryor) and Lane (Alsu) Davis and grandchildren Ellie and Ada Davis.

He is preceded in death by his parents Jessie and Sidney Davis, and brother Ronald Davis.

Gordon's childhood dream came true when he graduated from the Western College of Veterinary Medicine, where he learned the science and biology of animal medicine. He moved to Okotoks, AB, helped to open a veterinary clinic and practiced for 47 years.

Gordon was passionate about helping friends, especially while telling jokes from the back of a horse. He did not pass up an opportunity to sort and brand calves.

He enjoyed many things, including fishing, horseback riding, cowboy poetry, country music, woodworking, playing cards, reading family history, collecting books and, most importantly, his family.

Pro Bono Work - ABVMA Market Research

ABVMA Research Summary – Article 4 of 7



INTRODUCTION

WHEN THE ABVMA BEGAN WORK WITH BANISTER

Research to measure perceptions of the veterinary profession in Alberta, we identified stakeholder groups for which we derived representative samples from across the province, including our members.

The survey population consisted entirely of ABVMA members (3,671 in total at the time this research was conducted). Respondents were allowed to have multiple access to their survey forms, thereby providing participants with an opportunity to complete the questionnaire at their own convenience. The Internet link was available from Nov. 28 to Dec. 15, 2017. A total of 640 questionnaires were completed by the deadline. Based on a total of 3,671 members, overall results provide a margin of error no greater than ± 3.5 per cent at 95 per cent level of confidence, 19 times out of 20. The overall participation rate was 17 per cent.

Part of the broader picture we sought to understand was the scope and measurement of pro bono services provided by our profession so that we could identify potential opportunities to communicate the data publicly, in an effort to tell the story of this important aspect of our commitment to animal welfare, a story that often goes unstated.

This supports our membership's most common response to the question asked during the course of this research project, *what goals, services, roles or activities should the ABVMA undertake in the next five years*, the most frequent answer to which was increased public education of the veterinary profession.

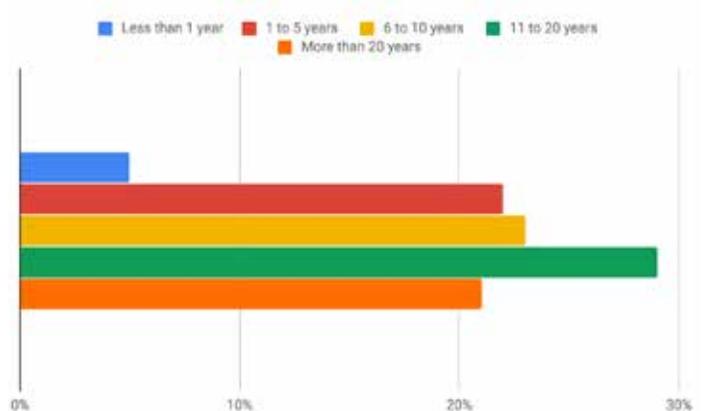
In this instalment of our market research summary, we take a look at membership demographics, the amount of pro bono services provided, the way in which they are tracked and measured, and what opportunities there might be to standardize and report results, in the form of increased public relations and education.

MEMBER DEMOGRAPHICS

The following is a brief overview of the demographic makeup of ABVMA members. The purpose of providing this information is to provide context for the data regarding pro bono services provided by Alberta veterinarians.

ABVMA MEMBERSHIP TYPE	
Veterinarians	50%
Registered Veterinary Technologists	36%
LOCATION	
Edmonton	24%
Calgary	32%
Other	44%

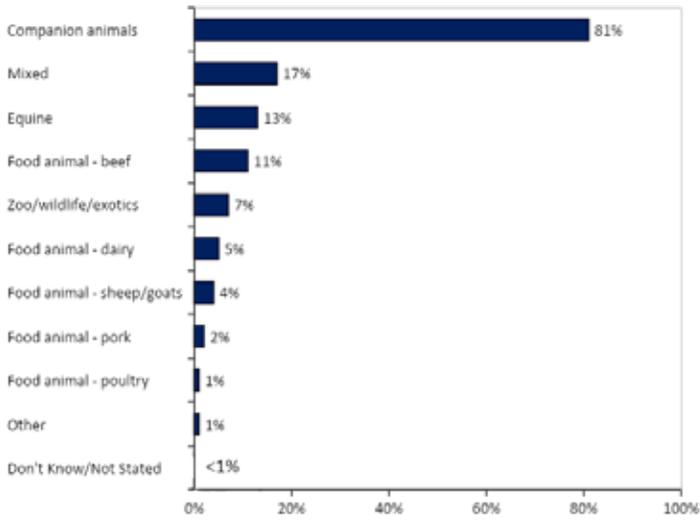
How long have you worked in Alberta?



n=533 Base: Respondents who actively work in clinical practice

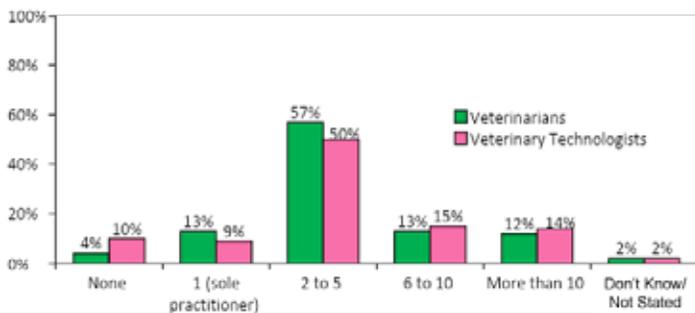
Pro Bono Work – ABVMA Market Research

What is your primary area of practice?



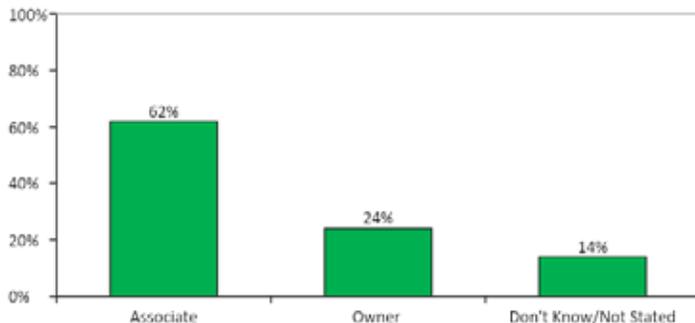
n=533 Base: Respondents who actively work in clinical practice

How many veterinarians/veterinary technologists are employed at your place of business/organization?



n=640 Base: Respondents who actively work in clinical practice

What is your position within your clinical practice?



The majority of members (29 per cent) have stated they've worked in Alberta >11 years, with a mean of 13.8 years.

The majority of respondents (85 per cent) stated they worked in clinical practice, and the majority (81 per cent) of those who actively work in clinical practice indicated their primary area of practice focuses on companion animals. What's more, the majority (62 per cent) of those who actively work in clinical practice were associates, while 24 per cent were owners. When asked how many veterinarians are employed at their place of business, over half of respondents stated two to five (57 per cent). Half of respondents (50 per cent) said two to five veterinary technologists were employed at their place of business.

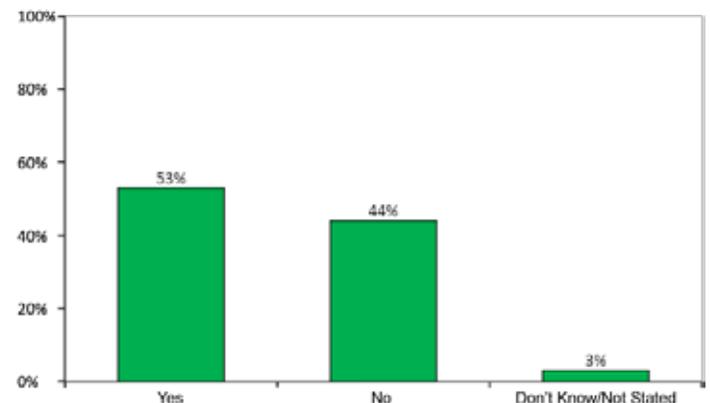
PRO BONO SERVICES

Based on anecdotal and personal experience, it is well known that many veterinarians and registered veterinary technologists offer pro bono services to clients in their place of employment, as well as through external organizations, such as the Alberta Spay Neuter Task Force. With recent criticisms about the cost of veterinary services, there was almost no discussion about the many ways in which veterinarians go above and beyond, helping people overcome financial barriers to provide their animals with veterinary care. Part of the challenge was the lack of comprehensive data to back the narrative of this contribution, which we have begun to address through our market research.

THE FINDINGS

Fifty-three per cent of respondents stated they personally provide reduced fee rates or pro bono services to support those who faced financial barriers to veterinary care for their pets. The ways in which they track pro bono services vary. Among these respondents, just over a quarter (26 per cent) who own a clinical practice calculate the value of pro bono services based on the number of cases, while others calculate value based on the number of hours attributed to this service, a budget line item for an established annual amount, or on an ad hoc basis. Some respondents tracked pro bono services through a combination of these tracking methods, while others who provide pro bono services do not track them at all.

Do you personally provide reduced fee rates or pro bono service or support?



n=356 Base: Veterinarians

CONTINUED ON NEXT PAGE

Pro Bono Work – ABVMA Market Research continued

THINKING ABOUT REDUCED FEES OR PRO BONO SUPPORT YOUR PRACTICE PROVIDES OVER AN ENTIRE YEAR, DO YOU CALCULATE THE VALUE OF THESE SERVICES BY...?

	Per cent of Respondents (N=92)
The number of cases	26
By an overall budget amount per year	16
Do not calculate the value of reduced fees/pro bono support	13
The number or hours	8
Depends on the client/customer/organization (in general)	4
Apply discount amount/free services for all services (no calculation)	4
Is done on an "as needed" basis (in general)	2
All of the above (in general)	1
Don't Know/Not Stated	1

Base: Veterinarians (excluding non-practicing) who own a clinical practice and personally provide reduced fee rates or pro bono services or support

Those who calculated the value by the number of cases most frequently provided five pro bono cases per year. Those who calculated the value by a budgeted dollar amount reported a mean amount of \$7,123 of pro bono service per year. Twenty-seven per cent of respondents calculate annual pro bono services in the form of discounts.

PLEASE DESCRIBE HOW A REDUCED FEE OR PRO BONO SUPPORT IS PROVIDED, INCLUDING AN ESTIMATE OF THE OVERALL VALUE PROVIDED

Value calculated by other criteria	Per cent of Respondents* (N=45)
Discounts/reduced fees/cost of services	27
Is provided to clients who are in need/cannot afford the fees	13
Is provided on a case-by-case basis (in general)	4
Is provided when charitable donations are given	4
Is provided to lost/abandoned/rescued animals	4
Other (single responses)	7
Don't Know/Not Stated	7

*Multiple responses

Base: Veterinarians (excluding non-practicing) who own a clinical practice and personally provide reduced fee rates or pro bono services or support where the value is calculated by other criteria

Among those who calculated the value of pro bono services based on hours, the mean was 47.1 hours. However, given the small sample size for this set of data, the results should be interpreted with caution.

HOW MANY HOURS PER YEAR DO YOU PROVIDE AT A REDUCED FEE OR PRO BONO THROUGH YOUR PRIMARY PLACE OF EMPLOYMENT?

Value calculated by number of hours	Number of Respondents* (N=7)
10	2
20	1
40	1
50	1
100	2
Mean	47.1 hours

*Use caution interpreting results when n<30

Base: Veterinarians (excluding non-practicing) who own a clinical practice and personally provide reduced fee rates or pro bono services or support where the value is calculated by the number of hours

Among those who calculated the value of pro bono services by the number of hours contributed to an organization outside of their primary place of employment, the mean was 11 hours. Again, the sample size of respondents for this question was less than 30 and should be interpreted cautiously.

HOW MANY HOURS PER YEAR DO YOU PROVIDE AT A REDUCED FEE OR PRO BONO WITH AN ORGANIZATION OUTSIDE OF YOUR PRIMARY PLACE OF EMPLOYMENT?

Value calculated by number of hours	Number of Respondents* (N=7)
2	1
20	1
Don't Know/Not Stated	5
Mean	11 hours

*Use caution interpreting results when n<30

Base: Veterinarians (excluding non-practicing) who own a clinical practice and personally provide reduced fee rates or pro bono services or support where the value is calculated by the number of hours

Those who calculated the value of pro bono services by the number of cases most frequently provided five pro bono cases in a year.

Pro Bono Work – ABVMA Market Research continued

HOW MANY CASES PER YEAR DO YOU PROVIDE AT A REDUCED FEE OR PRO BONO?

Value calculated by number of cases	Number of Respondents* (N=24)
2	2
4	1
5	5
10	4
15	1
20	1
25	2
30	1
40	1
50	2
60	1
100	1
210	1
Mean	32 hours

*Use caution interpreting results when n<30

Base: Veterinarians (excluding non-practicing) who own a clinical practice and personally provide reduced fee rates or pro bono services or support where the value is calculated by the number of cases

Those who calculated the value by a budgeted dollar amount reported a mean amount of \$7,123 of pro bono services per year.

WHAT IS THE VALUE (TO THE NEAREST DOLLAR) OF THE REDUCED FEE OR PRO BONO PROVIDED PER YEAR?

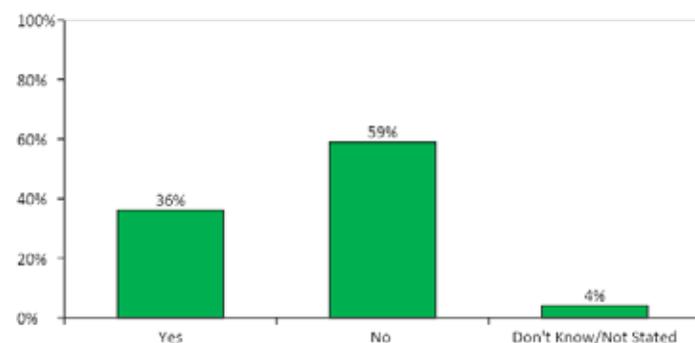
Value calculated by overall budget amount per year	Number of Respondents* (N=15)
\$500	1
\$2,000	3
\$2,500	1
\$3,000	1
\$5,000	1
\$8,600	1
\$10,000	2
\$15,000	1
\$20,000	1
Don't Know/Not Stated	2
Mean	\$7,123

*Use caution interpreting results when n<30

Base: Veterinarians (excluding non-practicing) who are owners of a clinical practice and personally provide reduced fee rates or pro bono services or support where the value is calculated by an overall budget amount per year

When asked if they personally provide reduced fee rates or pro bono services or support, over one-third of veterinary technologists indicated they did.

Do you personally provide reduced fee rates or pro bono service or support?



n=270 Base: Veterinary technologists

CONCLUSIONS

There is no question that the majority of Alberta's veterinarians and registered veterinary technologists help clients and their pets access veterinary care through pro bono and discounted services. While some of the data collected must be cautiously interpreted due to small sample sizes, what is abundantly clear is that there is no standardized method of tracking these services to provide a clear and consistent high level picture of the positive impact these services have.

This warrants further discussion among ABVMA members, to look at ways of potentially standardizing the tracking of this information so that it can be meaningfully used as the profession continues to share our story with the public, shaping perceptions and managing our reputation as guardians of animal welfare, who serve the public interest.

Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



BUSY AND EXCITING TIMES

continue at UCVM. I'd like to share a few highlights of the accomplishments of our DVM students, graduate students, postdoctoral scholars, faculty and staff.

- On June 3, Convocation ceremonies were held for our Class of 2019. We are proud of these 29 new veterinary leaders and excited to watch their careers develop in the future. Congratulations to all.
- Dr. Stephanie Peacock, a mathematical ecologist, has earned a prestigious Banting Postdoctoral Fellowship that connects scientific, local and Indigenous knowledge to understand the role of disease in wildlife population declines. Her Banting project will specifically focus on caribou.
- Sarthak Sinha, a doctoral student supervised by Dr. Jeff Biernaskie, was awarded a Vanier Canada Graduate Scholar. His work focuses on understanding fibrotic disorders and the skin and immune cells at work during tissue regeneration and scarring.
- Dr. Herman Barkema is leading the new Antimicrobial Resistance – One Health Consortium, supported by a grant from Alberta's Major Innovation Fund. The consortium includes expertise within medicine, veterinary medicine, public health, biological sciences, environmental sciences, agriculture, economics, communication, public policy and law. It will provide a collaborative transdisciplinary approach for translating highly integrated research into evidence-based policy and improved health outcomes.

- Dr. Sabine Gilch's Tier II CRC in Prion Disease Research has been renewed by the federal government. Dr. Gilch's research program focuses on how prion infection interferes with neuronal metabolism, and how this may lead to neurodegeneration. The long-term goal is to translate basic research into novel diagnostic or therapeutic targets to combat prion diseases.
- Congratulations to Dr. Doug Morck, who has been awarded the Harry C. Rowsell Award for Outstanding Service to the Canadian Council on Animal Care.
- For the second year, UCVM hosted 10 Indigenous high school students from Alberta, B.C., NWT and the Yukon as part of the Verna J. Kirkness Science and Engineering Education Program. Through the efforts of Dr. Herman Schaeztl, Nicole Stublely, Paul Gajda and his team, Lisa Colangeli and her team, Rahil Tarique, and mentors Drs. Faizal Careem, Sabine Gilch, Karen Liljebjelke, Nathan Peters, Jocelyn Poissant and Bruce Stover, these future scientists spent an incredible week learning about veterinary medical research.

In closing, I want to congratulate Dr. Alastair Cribb, founding dean of UCVM, on being appointed dean of the Cummings School of Veterinary Medicine at Tufts University, effective July 15, 2019. This appointment recognizes Dr. Cribb's visionary leadership in veterinary medicine — leadership that grew UCVM from an idea to a unique and world-class faculty ranked among the top 50 veterinary colleges in the world. UCVM has established the A.E. Cribb Lecture to recognize Dr. Cribb's exceptional leadership at UCVM and advancing biomedical research. We want to thank Dr. Cribb for his outstanding contributions and wish him all the best in his new role at Tufts.

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Dean's Corner – WCVM

HERE ARE SOME RECENT NEWS

items from the Western College of Veterinary Medicine (WCVM):

Researcher receives prestigious fellowship: WCVM researcher Dr. Maud Ferrari is one of six Canadian academics to be awarded a \$250,000 E.W.R. Steacie Memorial Fellowship by the Natural Sciences and Engineering Council of Canada (NSERC) in 2019. These awards were presented by Governor General Julie Payette in Ottawa on May 6. Ferrari, an associate professor in the WCVM's Department of Veterinary Biomedical Sciences, is regarded as one of the most innovative researchers working in the fields of aquatic and behavioural ecology today.

Arctic researchers awarded: WCVM researchers have received recognition and support for their research work in the Canadian Arctic:

- Kayla Buhler, a graduate student in the WCVM's Department of Veterinary Microbiology, won first place in the Government of Canada's POLARflicks video contest for early career and Indigenous researchers. Buhler's video details her travels in northern Canada to study the effects of climate change on human and animal health. Her work focuses on viruses transmitted by mosquitoes, with the goal of creating baseline data about viral exposure in animals.
- The Canadian Arctic One Health network, co-led by WCVM researcher Dr. Emily Jenkins, has received \$369,000 from ArcticNet Network, which is part of the federal Network of Centres of Excellence of Canada. This funding is part of an overall federal commitment of \$32.4 million for ArcticNet. Its objective is to study the effects of climate change and modernization in the coastal Canadian Arctic. Jenkins is an associate professor in the WCVM's Department of Veterinary Microbiology.

Research centres get funding boost: Two University of Saskatchewan research centres — the Canadian Light Source and Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac) — will receive a \$13.4-million increase in operating support over two years from the Canada Foundation for Innovation. WCVM researchers are involved in several projects that use the advanced imaging capabilities available at the synchrotron's Biomedical Imaging and Therapy (BMIT) beamline. One recent example is a collaborative One Health project using pig models to advance treatment for cystic fibrosis. VIDO-InterVac is a global leader in the protection of human and animal health through vaccine research and development.

Fighting viruses in utero: Uladzimir Karniychuk, an adjunct professor in the WCVM's Department of Veterinary Microbiology, has received \$250,000 from the New Frontiers in Research Fund, a new federal fund designed to promote interdisciplinary exploratory research. His work explores the development of in utero therapies that would allow treating congenital infections, such as Zika virus, that can cause abnormalities in developing fetuses and after birth.

Support for livestock and forage research: Merck Animal Health has announced a 10-year, \$250,000 investment to advance livestock and forage research at the Livestock and Forage Centre of Excellence (LFCE). This investment will support the LFCE's capital building project. Merck is among several organizations in the agri-business sector that have committed funding to the \$38-million project, which supports livestock and forage research in Western Canada.



Douglas Freeman, DVM, PhD

Dean, Western College of
Veterinary Medicine



Western College of
Veterinary Medicine

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

Student's Corner – WCVM



Ms. Maren Goos

WCVM Class of 2020
ABVMA Student Representative
2018/2019



Western College of
Veterinary Medicine

HELLO, ONCE AGAIN! I HOPE

everyone reading this has been able to get outside to enjoy the summer sunshine.

Although classes aren't in session, the WCVM is still a very busy place as many students stay during the summer to continue working and learning. Some students from each class are spending their summer working in the Veterinary Medical Centre (VMC) in a wide variety of positions. Students have the opportunity to work in services including the Small Animal Clinic, Large Animal Clinic, Pharmacy, Exotics, Radiology, Anesthesia and Field Service departments. These roles provide valuable opportunities for vet students to observe and participate in the diverse caseload that the VMC sees and provides a welcome chance for students to become more comfortable with the clinic before they reach fourth year.

Other students keep busy and earn a bit of spending money (to pay off student loans, let's be real here) by working on research projects with professors at the WCVM. After a summer of collecting and analyzing data and attending workshops, students present their results at the annual Undergraduate Poster Competition in the fall. These research projects provide an opportunity for students to familiarize themselves with academic research and potentially publish their findings.

Many students entering fourth year take the summer months as an opportunity to get a head start on rotations. Some of the rotations offered at the WCVM during the summer include Large Animal Medicine and Surgery, Equine Field Service and Remote Clinical Practice, which takes students to La Ronge, SK, to participate in a high-volume spay/neuter clinic, an important educational opportunity in the community. There is also a new rotation being offered this summer in Emergency and Critical Care. Students can also choose to travel to other schools and clinics as a part of their fourth-year curriculum. For example, students can take

equine dentistry at the UCVM, cardiology at AVC or spend two weeks at the Vancouver Aquarium. Furthermore, many students choose to set up externships in specific fields of interest to increase the diversity of their fourth-year experience and gather a broader depth of the scope that veterinary medicine has to offer.

As I look forward to beginning my fourth and final year in vet school, I often still fondly reflect on the day I received the life-changing phone call that informed me that I was accepted. Congratulations to everyone who, after countless hours of working and volunteering in clinics and preparing for their interviews, received their phone calls and will be a part of the Class of 2023! The next four years will be full of ups and downs but the priceless memories and lifelong friendships that are formed will surely make the challenges worth it.

After a rigorous year in the clinics, completing OSCEs and writing the NAVLE, the class of 2019 graduated in style and are moving forward in their careers. Check out the WCVM Today website and Facebook page to see highlights of what some of the recent grads are looking forward to in their next chapter as fully fledged veterinarians (finally!).

As this is my final article, I would like to extend a heartfelt thank you to the ABVMA for giving me the opportunity to be the student representative for the WCVM during the past year. I have enjoyed the chance to be involved with the organization and hopefully, I have adequately and honestly represented my college and the student experience.

Student's Corner – UCVM

AS ANOTHER YEAR CAME TO A

close, the veterinary students of UCVM dove head first into their summer. Not a moment was wasted, whether it was relaxing with family or jumping into a new job. I can't believe how quickly the year flew by!

It was a great year with many exciting things on top of our ordinary learning routine, not least of all the announcement of the donation of W.A. Ranches. The Faculty of Veterinary Medicine is already putting the ranch to good use, and research summer students were out helping with processing and branding. Some summer student research includes investigating factors affecting calf nursing, and determining normal parameters of calf blood analysis, which will be a useful tool for many practitioners. Other exciting student projects outside of the ranch include work looking at bull behaviour at rodeos, establishment of a new endotoxin activity assay for use in horses and the investigation of parasite resistance in sheep. We also have a student spending her summer contributing to One Health in a different way, as she heads off to volunteer with Veterinarians Without Borders in Meru, Kenya.

As the summer hit, the class of 2020 tossed their books aside as they finished up their final weeks in the classroom and ran straight to the mountains.... Just kidding — they ran straight into clinics, where we veterinary students love to be! As a member of the class of 2020, I can say that we are ecstatic to be out in the Distributed Veterinary Learning Community (DVLC). The DVLC is an assortment of clinics and organizations throughout Alberta and abroad who host us as final year students for our clinical rotations. Some more exotic rotations include a six-week trip to Tanzania where students are heavily involved in community efforts related to foot and mouth disease, rabies, circling disease and more. Another student went to Paris to shadow the Canadian delegation at the OIE meeting.

This was a fantastic opportunity to learn about global issues, such as the epidemiology of African Swine fever, and the effects of external factors on global veterinary services and animal health. Other students have wrestled 100kg sturgeon for research requiring fish measurements at Vancouver Island University, and another did a dental exam and gastroscope on a Red Panda. Of course, we also appreciate the opportunity to be out in day-to-day clinical practice doing wellness exams, general surgery, emergency medicine and more.

The class of 2019 "Hummingbirds" have enjoyed some well-earned time off and are now heading off into practice. I have had an opportunity to get to know some of these new graduates over the last three years and I can say without a doubt that we are putting out exceptional veterinarians with more to offer than just knowledge and clinical skill. They are full of passion, compassion, curiosity and heart. The Hummingbirds will be heading out into rural practice, equine internships, small animal internships, urban practice and more. Keep an eye out for these fresh faces coming into your practice with new and exciting ideas. I am proud to be following in their footsteps.

Finally, this will be my last article writing about our veterinary school adventures. Tess McGarvey, Class of 2021, will be taking over for the next year; I look forward to reading her updates. I have enjoyed sharing a glimpse of life at UCVM with you over the last year. Thank you for welcoming me into the ABVMA, and I look forward to working with many of you in the future.



Ms. Jen Girard

UCVM Class of 2020
ABVMA Student Representative
2018/2019





Amanda Barker, RVT
2019 ABVTA President



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

IT'S CRAZY TO THINK THAT SUMMER

is already here. It feels like it was just yesterday we were scraping ice off our windshields and bundling in multiple layers to venture out to work. Now we're enjoying the beautiful weather with patios and camping trips. I hope everyone has an opportunity to take some time off this summer to spend with their loved ones, even if it's just a weekend getaway.

The 40 and Fabulous Conference was a huge success. I would like to thank everyone again for attending, we couldn't have done it without you! But, our celebration doesn't end there, and we invite you to continue celebrating with us throughout 2019. Please join us at our CE event in October that will be held prior to the CanWest Veterinary Conference in Banff. We are pleased to announce our speaker will be Dr. Marty Becker, founder of the Fear Free Initiative. We are also planning a 40-Year Anniversary Cocktail Reception, so stay tuned for details.

Over the next few months, while the summer winds down, your Board of Directors will be busy preparing for the fall. In September, we will help facilitate tables at the ABVMA Registration Day in Calgary, and have the opportunity to welcome new registered veterinary technologists (RVTs) to our association. A few weeks after that, we will be kicking off the 3rd Annual RVT Month in October! Kits will be available again through WDDC for distribution to

clinics across the province, but supplies are limited so order early. Our AGM and pre-conference CE event with Dr. Becker will take place in Banff, in conjunction with the CanWest Veterinary Conference, and we hope to see you all there.

Nominations will be opening soon for positions on the Board and both committees, and I would like to encourage everyone to put their name forward. Being involved with the association has been an amazing experience for me. I have learned so much about the veterinary profession in Alberta, made lifelong connections with so many incredible people, and have seen my passion for the industry continue to grow. It is definitely something I would recommend, and invite you to reach out if you have any questions about volunteering.



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 40-Year Anniversary Vet Tech Conference

THE BOARD OF DIRECTORS WOULD like to thank everyone that came to celebrate our 40 and Fabulous Conference in Edmonton on May 4 & 5. It was a wonderful weekend, and if you had as much fun as we did, we know it was a success! Here's to the next 40 years!



Interview: April Berukoff, RVT, VTS Anesthesia



APRIL BERUKOFF WAS BORN AND raised in a small town in British Columbia. She grew up on a cattle farm and always had a love for animals of all kinds. In addition to helping out on the farm, she maintained an active lifestyle growing up and could always be found playing sports or riding horses.

After high school, she enrolled at Selkirk College and then transferred to Thompson Rivers University (TRU), where she graduated with a Bachelor of Science. While at TRU, she discovered the animal health program and started on the road to becoming a registered veterinary technologist. She graduated with her AHT Diploma in 2007; however, at the time she didn't see it as a long-term career, and continued to further her education in interior design, attending both Quantum University in Vancouver and Shetfield School of Design. She found her way back to veterinary medicine and worked in a variety of specialties, including general practice, ophthalmology, surgery, emergency and critical care. She has been working in a large emergency centre in Calgary since 2011, and after discovering the different career

paths a technologist can take, she decided to complete a specialty.

When she isn't in the surgery suite or ICU, she can be found spending her time outside and staying active. She enjoys going to the gym, attending pilates and yoga classes, hiking in the mountains and riding horses. Interior design is still one of her biggest passions, and she loves to renovate and design houses. She shares her home with three cats, Cher, Limo and Sunny, and has recently added Briar the Rotti to the family.

April was able to give us a moment out of her busy schedule to conduct an interview to see what the life is like of an anesthesia tech, and what her experience was on the road to specialization.

What made you want to specialize in anesthesia?

Initially my plan was to specialize in emergency and critical care, but the hours that were required made it a difficult lifestyle to maintain. Anesthesia was always a second love of mine though, so I started to look into it. Working in anesthesia allows you the opportunity to be more independent.

ABVTA Board Highlights

Submitted by Amanda Barker, RVT

HIGHLIGHTS:

- The Board of Directors met on May 3 ahead of our 40 and Fabulous Conference in Edmonton.
- Updates were brought by Dr. Dalton regarding the last ABVMA Council Meeting — see the Council Highlights for details.
- Penny Steffen was appointed to the ABVMA Human Resources Advisory Committee as the ABVTA Representative.
- Vanessa George was appointed to the Member Resolution O-I Task Force as the ABVTA Representative.
- We discussed the possibility of hosting an anniversary social event at CanWest to end our 40th year on a high note — please stay tuned for more information!
- We approved a Confidentiality Policy that all volunteers to the Board and Committees will be required to sign.
- Discussed possible future CE events and topics, such as cannabis and technology.
- Started to plan and budget for RVT Month Kits that will be available once again through WDDC in the fall.
- Next meeting scheduled for June 27 via Zoom Teleconference.

There is also a greater demand as there aren't as many techs with a VTS (anesthesia) designation. After some consideration, I decided that anesthesia was a better option for me, and started the process.

What was the application process like for you?

Specializing was definitely a challenge, mostly because I did it on my own. I didn't have a mentor or team that was behind me to bounce ideas off and go over cases with. There were veterinarians that supported me, but the level of skill and knowledge required exceeded what they could help me with. I was self-taught and most of what I learned I either read on a forum or found in a textbook. The process was also a lot of work and required a lot of time dedication to case studies and reports, but I was determined to see it through no matter what challenges were presented.

What recommendation would you make to someone wanting to pursue a VTS?

Work hard and stay focused. Keep your motivation and remember that everything is achievable in life. It just depends on how badly you want it. Hard work and determination will pay off.

Can you describe a typical shift as a VTS in Anesthesia?

For scheduled surgeries I admit the patient and go over any concerns with the owner. Once the patient is admitted to hospital I take initial vitals and run diagnostics, then consult with the doctor on the appropriate anesthetic protocol to use. I induce the patients, prep them for surgery and monitor the anesthesia throughout their procedure. They are monitored closely until fully recovered, then I consult with the doctor again to make post-operative plans for medications and analgesia. Sometimes patients go home same day, and I go over discharge instructions and medications with the owner when they come back to pick up. I am also available to consult with my team members on their procedures, and am available to step in when emergency surgeries present that may be less stable or higher risk.

What was your most memorable case?

I love PDAs, crazy masses and gall bladder surgeries, but I'll always remember Molly. She was a bulldog with a septic abdomen that required emergency surgery. Just prior to induction she started to seize due to a low blood glucose. I corrected the BG, induced her and transferred her to the surgery suite. Our surgeon and another



veterinarian were scrubbed in and found an internal abscess. She was a very unstable patient and anesthesia, but we didn't have time to stabilize her prior to surgery. It was challenging, but she made a full recovery, which made it a very rewarding (and fun) case.

Do you have plans on obtaining a second VTS in the future?

Probably. I always like to challenge myself and continue to learn and grow. I'd likely get bored otherwise.

ABVTA 2019 Student Awards

THE ABVTA PROVIDES

recognition to students who best demonstrate in the academic setting:

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

The student receiving an ABVTA award must also:

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

Congratulations to the 2019 ABVTA Student Award recipients!

LAKELAND:

AHT Award: Haylie-Ann Lafrance

AHT Award: Kirby Zimmer

VMA Award: Bailey Petryshen

NAIT:

AHT Award: Victoria Seeger

AHT Award: Brittany Baldock

VMA Award: Amy Kim

GPRC Fairview:

AHT Award: Madison Williams

AHT Award: Kaylee Shmyruk

OLDS:

AHT Award: Jacqueline Jorsvick

AHT Award: Pamela Veldman

AHT Award: Kristine Piche

VMA Award: Jadyne Jeanson

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/ffe79fdec7>
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 Stowen, DVM, MSW, RSW, PHD. This unique, fully accredited veterinary continuing professional development program reflects our commitment to you, your practice and the profession. It's designed to help you and your team do what you do even better by providing insight, guidance and strategies on the non-medical aspects of practice so you can offer the very best to your patients, clients and each other. Choose from Lunch & Learns or Interactive Workshop Formats offered on the following topics: Facilitating Euthanasia Conversations, Compassion Fatigue – What it is, What it isn't and What can be Done, Compassion Satisfaction – Flourishing in Practice, and This is Your Life – Let's Talk About It. For more information and to register please call 1-800-700-3391, or e-mail care@petsplusus.com. Sponsored by Pets Plus Us.

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

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

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

Continuing Education Opportunities

MONTHLY OFFERINGS

JULY 2019

July 25, 2019 – Equine Gastric Scoping Lab and Lecture – 2 Hours ABVMA Credits Speaker: Dr. Tiago Afonso, DVM, PhD, DACVIM, Dr. Doug Myers, DVM. Equine Gastric Ulcer Syndrome (EGUS) is a commonly diagnosed syndrome of the equine athlete. This 2 hour event will discuss the causes, diagnosis and treatment of EGUS. There will be a 1 hour lecture followed by a 1 hour live gastroscopy of two horses. Location: WCVM Rayn/Dube Performance Equine Centre, Saskatoon SK. Supper will be provided. RSVP by July 19, 2019 to Lana Graham 1-306-501-0211.

Sponsored by Boehringer-Ingelheim.

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

October 6, 2019 – Tune Up Your Sport Horse Patients for Their Year End Finals – 8 Hours ABVMA Credits Speaker: Dr. Kevin May, DVM Certified in Acupuncture and Chiropractic.

Annual AAVA/IVAS Equine Regional Meeting, 8 AM - 5 PM, Encinitas California. The day will consist of evaluating and treating horses that are currently competing in dressage, hunters and jumpers, some on the FEI level. Please visit the following for more information and/or to register: <https://aava.site-ym.com/events/register.aspx?id=1227091&cid=f9fb4a93-548e-4bc0-97c4-37adcc595e2b>

October 19 through to October 22, 2019 – CanWest Veterinary Conference – 28 Hours ABVMA Credits

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. Please visit: www.canwestconference.ca for more details.

October 19 through to October 22, 2019 – An Update on the Diagnosis and Treatment of Equine Lameness – 12 Hours ABVMA Credits Speaker: Dr. Sue Dyson, MA, Vet MB, DEO, ECVSMR, FRCVS. World renowned equine veterinarian Dr. Sue Dyson will speak on various aspects of diagnosis and treatment of equine lameness with a focus on "what we have learned in the last 20 years". Dr. Dyson has an in-depth knowledge and understanding of performance problems in horses from all disciplines. Her presentations include lectures and case studies.

The two-day seminar includes coffee breaks, lunches and a seafood buffet dinner on the Monday night. For further details, please visit: <https://deltaequineseminar.com/>

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, DABVPBMS, 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.

Classified Ads

VETERINARIAN REQUIRED

ELLERSLIE PET HOSPITAL IN SOUTH

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

CALGARY HUMANE SOCIETY IS SEEKING A

full-time Veterinarian to join our team. CHS Vets are responsible for providing complete veterinary care to all animals housed at CHS and in our Foster Program. This includes, but is not limited to, examinations, vaccinations, diagnostics, development and implementation of treatment plans, surgery and post-operative care. This position requires a compassionate individual who is able to offer high quality veterinary care in an extremely fast-paced and demanding environment. The successful candidate will be comfortable working with animals of all types and sizes and possesses strong interpersonal and customer service skills in order to foster collaborative relationships with staff, volunteers and members of the public. Email: careers@calgaryhumane.ca, website: www.calgaryhumane.ca.

CHINOOK COUNTRY VETERINARY CLINIC IN

Olds, Alberta, is an independently-owned clinic seeking a full-time small animal/equine veterinarian to join our expanding rural practice. We are looking for a new team member who, while assisting with our growing caseload, will strive to build the equine practice. 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 and 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. New grads welcome as small and large animal mentoring will be provided. If you interested in becoming part of our dynamic team, please send your CV to: manageccv@gmail.com.

BOVINE ONLY VETERINARIAN – STRONG

team / excellent clients: Do you want to work with a bovine only practice in the heart of cattle country? Do you want to be a part of a specialized and amazing team of 6 bovine practitioners? Do you want a great work/life balance? We are planning to hire a full-time veterinarian to complement our bovine practice in southern Alberta. Our practice continues to grow, and we are looking for someone to share in the growth opportunities with us. We are committed to providing our cattle clients with the most up to date and professional veterinary consultation services for feedlot, dairy, and cow / calf operations. Our goal is to assist our clients in obtaining optimal animal health and welfare while supporting economic returns through efficient production animal management. We have a strong and diverse team of veterinarians with many years of experience. We enjoy practice and the relationships we have with our clients. Our practice offers great wages, mentorship, benefits, and call schedules

along with coverage for your continuing education and professional dues. The practice is based outside Lethbridge. Please contact: chase@coaldalevet.com.

ARE YOU LOOKING FOR A UNIQUE PLACE TO

work or start your career? Have we got the place for you! Our clinic offers a work environment like no other from a very supportive team environment to fresh baked cookies at weekly staff meetings, a popcorn machine and even a heated toilet seat! We've got it all. Oh yeah, we are also a well-equipped, high quality medicine 4-vet small animal practice including digital r/g, digital dental r/g, ultrasound and surgery. We are a BDA newly-renovated hospital with plenty of working space, fun colours with a children's hospital kind of feel. We offer competitive wages, health benefits and CE. Our support staff is like no other. We make work/life balance and a team atmosphere a top priority. Interested? Please send resumes to admin@greenacres.vet or feel free to call Dr. Felicia Lloyd at 403-634-9632. (Once your probation period is done, you get your own app to customize your toilet seat settings).

VETERINARY INTERNAL MEDICINE SPECIALIST

- Board Certified, VCA Canada Guardian Veterinary Centre. VCA Canada Guardian Veterinary Centre is seeking a Board Certified Internist to join our small animal emergency, specialty referral and 24-hour critical care centre in Edmonton, Alberta. Our hospital currently includes the following services: surgery, medicine, critical care, cardiology and ophthalmology. With an enduring connection in Edmonton, VCA Canada Guardian Veterinary Centre has built a trusting relationship with a large referral veterinary community over the past 10 years. VCA Canada offers comprehensive compensation packages and many perks. To view the full position details, please visit: <https://careers.vcacanada.com/JOB#R-03021> or email: careers.canada@vca.com.

VCA CANADA CARE CENTRE ANIMAL

Hospital in Calgary, AB, is seeking a board-certified Cardiologist (permanent, full-time) to join our specialty health care team. Our Cardiology department is a busy and growing service that works closely with both the ER and specialty services. The specialty team currently includes a board-certified radiologist, neurologist, oncologist, oromaxillofacial surgeon, dermatologist, ophthalmologist, three surgeons, two internal medicine specialists, board-certified practitioner, a criticalist and a part time Cardiologist. We have a full complement of on-site diagnostic imaging equipment includes a Canon digital radiography suite, Philips Affiniti 70 ultrasound unit, OEC 9800 Plus fluoroscopy unit, Toshiba Aquilion 16 Slice CT, and Symphony 1.5T MRI suite. The candidate's responsibilities will include further advancement of the cardiology department and provide mentoring, training and CE for interns, students and support staff. Apply: <https://careers.vcacanada.com/JOB#R-11878>. Email: Lisa.Booker@vca.com.

STOP!! IT'S HAPPY TIME!! OH-OH-OH-OH-OH-

oh-oh-oh-oh oh-oh. (Grab your knees and sing to MC Hammer Tune) Now that I have your attention Happy Paws Vet Clinic in Airdrie is searching for a vet as we are growing. Communication is so important to our family style culture. As you can tell we like to have fun, build relationships and take care of clients and their pets. We are looking for someone with flexibility around evenings and Saturdays as we feel it is important to our clients to be there for them at those hours. Apply to Erin Heck at dr.erin@happypawsvets.com and include why you would like to work for us. All inquiries are confidential.

VETERINARY OPPORTUNITIES: VCA CANADA

(Ontario, Saskatchewan, Alberta and British Columbia) is currently expanding and recruiting Veterinary Professionals for a variety of Specialist and General Practice roles. Our hospitals and clinics throughout Canada provide a wide variety of general practice and 24-hour emergency services operating with over 100+ Board Certified Specialists and 300+ Compassionate Veterinarians in over 100+ animal hospitals throughout Canada. We offer career growth opportunities, C.E. opportunities, networking, collaboration and knowledge exchange with other veterinarians, continued investments in new technologies, advanced diagnostics, and modern facilities and a commitment to give back through initiatives such as Paw It Forward and Pet Pantry. We offer competitive salaries and additional comprehensive salary structures, including many additional benefits and perks. For more information on who we are, what we do, Paw It Forward and opportunities with VCA Canada, please visit us: <https://careers.vcacanada.com>. Or forward a resume, indicating your location interest to careers.canada@vca.com. All resumes will be treated confidentially.

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TABER PET CLINIC IS SEEKING A FRIENDLY,

compassionate, and knowledgeable full-time veterinarian. Our small animal clinic is located in Taber, AB which boasts a strong town community and offers basic amenities and activities. The community and surrounding area offer a diverse and plentiful case load for the new or experienced veterinarian. Our clinic has a close-knit family feel and we strive to achieve a healthy work-life balance. The clinic is recently renovated and offers an equipped dental station with dental xray, ultrasound, digital xray, endoscopy, cold laser, electrosurgery, and much more! We are an almost paperless clinic running AVImark with multiple computers for accessing patient files throughout the clinic. Lethbridge is a close commute and offers the benefits of city life such as events shopping, and many services completed with many outdoor activity options in the area. Please send cover letters and resumes to Dr. Lima at taberpetclinic@gmail.com.

MIXED ANIMAL VETERINARIANS, KEEP

reading! Mosaic Veterinary Partners is looking for practitioners to provide exceptional patient care and client service in rural community practices and who want to be leaders in animal care. What do we offer? Diverse caseload with all species, current diagnostic equipment, mentoring within the practice and access to an experienced partner

Classified Ads

group and top notch support teams that are strength based, highly competent and include RVTs, VMRs, VTAs and practice managers. Of course, signing incentives, competitive wages, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package. Mosaic Veterinary Partners provides management and leadership support, mentoring, sharing of best ideas among a larger community and an opportunity to collaborate with like-minded professionals committed to the special nature of mixed animal practice. Our philosophy and values are rooted in our belief that the only path to great medicine is to invest in great people. Practice locations hiring: High Prairie, AB, Peace River, AB, Maple Creek, SK.
Email: becky.taylor@mosaicvet.com.

ARE YOU LOOKING TO PICK UP SOME EXTRA

shifts? Maybe you're looking for new & different experiences? Edmonton South Animal Hospital is an AAHA accredited small animal practice open 7 days a week, we are looking for Veterinarians who would like to work for us on Sundays & Saturdays. We are willing to pay \$65-75/per hour for Locums depending on your experience. We are looking for DMVs who can work 1, 2, 3 or even every Sunday of the month. However if you can only work 1 Sunday a month we would still like to hear from you. Generally we only book sick appointments, vaccines, and minor surgeries on weekends and we have techs and CSRs on staff to support you also. We have a full in house lab, x-rays, and everything else you will need to get the job done. Please send your information to travis.young@primevetcorporation.com we look forward to both hearing from you & working with you.

THE SYLVAN LAKE VETERINARY CLINIC IS

looking to hire a full-time SA veterinarian to join our progressive, energetic, fun team. We are an expanding 2.0 FTE Veterinary clinic with 2 RVTs, 1 VTA and 2 Client Care Specialists. We are in beautiful Central Alberta 15 minutes from Red Deer. Compensation will be competitive and dependent on experience. New graduates welcome and can be provided mentorship. Full in-house lab, digital radiology, dental radiology, abdominal ultrasound, Tonovet, new dental cart, surgical and therapeutic lasers. No on call shifts required. Future buy in potential for the right candidate. Come join our amazing team. For inquiries contact Dr. Sandy Jameson at 403-506-2146 or sandyjameson@ymail.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!

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.

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.

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.

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.

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.

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.

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.

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

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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.

THE GLENWOOD PARK VETERINARY CLINIC

in Edson is looking for a full-time or part-time vet. Edson is a vibrant community located 200 KM West of Edmonton. It is close to the mountains for outdoor enthusiasts and a short drive into the city for day trips. For more information on Edson go to www.edson.ca. Our Small animal practice does it all including surgeries, dentals, vaccines, diagnostics, digital radiology and in house lab. We are computer based/ paperless using E-Vet practice. We are always looking to improve and expand our client care and service. You must be eligible to be licensed in Alberta. The ideal candidate will have experience in companion animal procedures and good communication skills placing priority on clients concerns. We offer a very competitive salary, CE allowance, medical benefits, uniform allowance, membership dues and staff discounts. Moving expenses will be considered for eligible candidates. Contact: 780-725-0133 (phone), 780-725-0136 (fax), or email info@gpvet.com. Visit www.gparkvet.com, Follow us on Facebook.

WEST COAST ANIMAL VETERINARY

Emergency Specialty Hospital (WAVES) is a brand new independent emergency and multi-specialty hospital in Victoria BC. We are currently recruiting experienced Emergency Veterinarians. We offer Emergency services alongside boarded specialists in critical care, surgery, internal medicine, interventional radiology/ endoscopy and offer certified rehabilitation services. We are equipped to handle high acuity cases from all over Vancouver Island. Previous ER experience, especially internship training, is an asset but mentorship will be provided. Shift work including nights, weekends, and holidays will be required in order to offer 24/7 emergency coverage. Overall, the position offers flexibility in scheduling and allows for ample time to spend with family or pursue hobbies. If you are looking to be part of an amazing team that provides compassionate patient and client care, exceptional medicine, with great benefits, please email us at: info@wavesvet.com.

LONG-ESTABLISHED, COMPANION ANIMAL

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

ARE YOU A SMALL ANIMAL DVM LOOKING

for a practice that supports your professional interests, and allows you to practice high quality medicine while working in a fun team oriented environment? We are looking for a full time DVM to join us as we expand the scope of our practice. Grand Valley Animal Clinic is currently undergoing a major renovation that will allow us to offer up to date treatment modalities such as ultrasound, chemotherapy, rehabilitation and advanced surgery. This is an exciting time to join us, with many opportunities to explore areas of interest. We support our DVMs by providing CE allowance and providing the

most up to date technology, including digital x-ray and digital dental xray, abdominal and cardiac ultrasound, endoscopy, and orthopedics. We value work-life balance. As the largest practice in the area, our shared workload gives you more time to enjoy life outside of work. We offer competitive compensation (guaranteed base salary plus commission), as well as after hours compensation and a generous benefits package. Located in Brandon, MB, our area offers both city and rural life and is within an hour of national and provincial parks. Email: jennifer@gvac.ca.

RANCH DOCS IS A GROWING, BUSY MIXED

animal practice that services clients across southern Alberta. Currently we are a 6-vet, 6-RVT practice with ample support staff. We have a great team dynamic and offer a balanced work/personal life balance. We are looking for a vet to enhance our small animal department, work as a mixed practitioner or work as a bovine veterinarian. No regular hours on weekend or evenings! On call rotates between all vets, so every 5th-7th night and weekend. Competitive wage, benefits, paid dues and great CE package. Email: robin.ranchdocs@gmail.com.

THE WHITECOURT VETERINARY CLINIC IS

looking for a full-time Vet. Whitecourt is a vibrant community located 90 minutes Northwest of Edmonton that has something for everyone; nestled in the comforts of small town living, close enough to Edmonton for day trips and still in close proximity for outdoor enthusiast. For more information on Whitecourt go to www.whitecourt.ca. Our rural mixed animal practice is well equipped with digital x-ray, surgical and therapy laser, in-house lab and ultrasound. We are a computer based business always looking to improve and expand our client care and service. You must be eligible to be licensed in Alberta and have clean driving record. The ideal candidate will have more than 3 years' experience in large and companion animal procedures and good communication skills placing priority on clients concerns. We offer a very competitive salary, CE allowance, medical benefits, uniform allowance, membership dues, and staff discounts. Moving expenses will be considered for eligible candidates. Please contact Charlene Sisson at 780-778-5767, fax: 780-778-5452, or email: csisson@whitecourtvvet.com. Website: www.whitecourtvvet.com.

WELCOME TO CENTRE ANIMAL HOSPITAL; A

companion animal clinic located in Cold Lake, in the Lakeland Region of North-Eastern Alberta. Family, community, friendship, client relations and teamwork are the keystones of our practice. When asked to describe the atmosphere of our clinic, our DVMs and support staff said: Welcoming. Compassionate. Supportive. Positive Energy. Commitment. Mentorship. Friendship. Home. This is all at the heart of what we do. We are looking for a full-time DVM who perfectly complements our team. Please visit our website at <https://animalhealthproviders.com/careers/> for the complete job posting and details. Come join our family and make a difference in our community. Email your cover letter & CV in confidentiality to our Practice Manager, Tracy at: tracy.coonce@gmail.com to apply.

VALLEY VETERINARY CLINIC (DRUMHELLER)

Ltd. is looking for a licensed mixed animal veterinarian. We encourage the pursuit of special interests and independent thinking. Our clinic offers a diverse case load, shared call schedule, paid dues and CE allowance. Email: mlehmann@telusplanet.net, fax: 403-823-6858.

FT VETERINARIAN REQUIRED FOR A RAPIDLY

growing predominately equine practice in central Alberta. The qualified candidate would attend primarily to companion animal cases but would be required to

have some willingness to perform equine and/or bovine procedures. Our team is very helpful and willing to help you learn on the job. On-call will be shared between all veterinarians. New grads welcome to apply. Our facility is 12,000 square foot hospital suitably equipped. Our current case load is very diverse and includes equine arthroscopy, laparoscopy, colic surgery as well as a full complement of bovine and companion animal services. Red Deer is located 1 hour from Calgary, Edmonton and the Rocky Mountains where work/life balance can be attained. A competitive compensation package including medical benefits and CE is available. The practice is situated in Red Deer, AB. If you would like an opportunity to join a fresh and innovative atmosphere, contact us: rick157@telus.net.

SOOKE, A VIBRANT SEASIDE FAMILY-

oriented community on the southern tip of Vancouver Island is a paradise for outdoor enthusiasts, nature lovers and explorers. How about whale watching from work? Otter Point Veterinary Hospital is a locally-owned, well-established clinic nestled in the Sooke basin 40 minutes from Victoria. We are proud to boast a very fun loving and supportive staff. We appreciate a stress-free work environment as a cohesive team. We are a 1.5-doctor practice and require a part to full-time associate veterinarian. We utilize a completely new laboratory suite, digital radiography, full surgical suite and have active plans to expand the clinic. We currently operate 5 days per week, Monday to Friday. We do not offer after hours calls thus fostering that work/life balance we all covet in this industry. A generous salary is offered and for the right candidate, there is a strong potential for partnership as the clinic itself has grown twice the provincial average over the last year. New grads welcomed and will be mentored. Check out our reviews! Experience the west coast lifestyle; send your resume to Rhiannon at: admin_otterpointvet@shaw.ca.

PT VETERINARIAN REQUIRED WITH AT LEAST

3 years of experience for small animal clinic in Okotoks, AB. Locums welcome! Need to be comfortable with general surgery and medicine. No after hours. Email: carectr@telus.net.

WE ARE LOOKING FOR A 6TH FULL OR PART-

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

ERIN RIDGE VETERINARY CENTRE IS

looking for an experienced DVM to join our amazing, compassionate team. We are a small animal and exotics practice in St. Albert, providing top-quality patient care with a focus on client education in a friendly, family-oriented environment. The ideal candidate will be comfortable performing surgical procedures, have excellent communication skills and enjoy building relationships with clients and their pets. We offer competitive wages, uniforms, paid dues, CE allowance, and benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you are interested in joining our team we'd love to hear from you! Applications can be sent in confidence to Laura Bogdan at laura@erinridgevet.com.

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AMAZING OPPORTUNITY! NEW GRADUATES

Welcome! Agrifarm Health Centre located in beautiful Okotoks, Alberta is seeking one or two full-time large animal veterinarians to join our mobile large animal clinic. We have a well-equipped office with amazing support staff. We are a growing practice with a loyal client base. We are equipped with digital radiography, equine power float, bovine ultrasound, endoscopy and a truck equipped with Bowie Box. Our senior veterinarians on staff are willing and excited to mentor the new associate. We offer competitive wages, CE allowance, professional dues, CVMA and ABVMA dues, cell phone, clothing allowance and health/dental benefits. Please forward resume to jgodwin@agrifarm.ca.

COCHRANE LAKE SMALL ANIMAL CLINIC:

privately-owned clinic (established in 1997) in beautiful rural setting, just outside of Cochrane. Close to Calgary, yet no need to fight traffic. Looking for PT (Tues, Thurs, Fri) / FT negotiable, veterinarian with experience. Special interest in dental radiology would be an asset. If you are confident in your diagnostic skills and self motivated, we can offer you an experience based, instead a production based, salary. Our priority is that you have compassion for the pets and their owners.

Contact: ckoebisch@gmail.com.

WE'RE HIRING! SEEKING A FULL-TIME OR

part-time Veterinarian to join our dynamic team. Stony Plain Veterinary Clinic is a well-established small animal clinic located just west of Edmonton. Stony Plain is a great place to call home. It has that small-town feel, yet you are close enough to all of Edmonton's many amenities. Currently, we have 3 full-time veterinarians, 3 full-time RVTs and 2 part-time RVTs, so there is lots of mentorship available for new grads. Our clinic is well-equipped with digital radiology, a full in clinic laboratory, digital dental radiology, and a brand new ultrasound. We emphasize patient care and client communication. We offer competitive wages, paid dues, CE allowance, staff discounts and a benefit plan.

Contact: admin@stonyplainvetclinic.com.

INNISFAIL VETERINARY SERVICES REQUIRES

a veterinarian for mixed animal practice (50% companion animal, 30% beef, 20% dairy) in a small town (pop. 8,000) located 20 minutes south of Red Deer and an hour north of Calgary. The caseload is diverse and we have a very experienced support staff. We offer a competitive wage, CE allowance, medical/dental benefits and a flexible schedule. Financial opportunity is great with the potential of equity buy-in or profit sharing. After hours call is shared with the neighboring practice in town. Please check us out! Contact: Rob DeHaan; 5239 50th St. Innisfail, AB, T4G 1S1: 403-227-3535: innvet@telus.net.

EXPERIENCED, ENERGETIC ASSOCIATE

wanted for a busy 3-dvm, mixed animal practice in Bonnyville, AB, the heart of the Lakeland Region. F/T, P/T, or a flexible combination! We practice high-level medicine & surgery on small & large animals. To achieve this, we have a fully-equipped, newly renovated 4,000 sq ft main/small animal building with separate, stand-alone EQ and BV facilities. Our team is focused on quality medicine & patient care, housing a full complement of services incl. digital x-ray (incl. dental radiographs), ultrasound, endoscopy, orthopedic surgeries, an in-house lab & comprehensive wellness programs. The practice is high-paced - we need a passionate associate who possesses a broad range of knowledge & has a strong work ethic. The position involves a flexible combination of companion animal, bovine & equine medicine. Our clientele is significant & diverse and can support many areas of special interest. We offer 24-hr emergency services, & shared on-call responsibilities with our sister

clinic. Salary, moving allowance, and additional benefits commensurate with experience. To apply, email CV to Tracy Coonce, Practice Manager at: tracy.coonce@gmail.com.

LOOKING FOR AN ENTHUSIASTIC

Veterinarian to rebuild equine portion of 1.75 vet mixed practice (opened in 2007). Owner health and relocation of EQ Assoc forced reduction in services. SA flourishing. EQ facility and equipment ready for someone with vision, commitment & initiative. Great potential to expand. Supportive owner. Buy-in potential. Prime location for haul in, 4 lane 40 min drive to Edmonton yet affordable rural living. Year round recreation with Lac Ste. Anne next door. Email lsavet@xplornet.com or call 780-967-5152 to discuss.

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 resumes to Tara.Risling@cochraneanimalclinic.com.

SOUTHWOOD VETERINARY HOSPITAL IS A

privately owned busy two-vet practice looking for a third full- or part-time veterinarian. We have a wonderful support staff and a well-established client base. Successful applicants must excel at communication, work well as part of a team and strive to deliver excellent client service. As a family run business we are dedicated to finding a schedule that suits our successful applicants needs and support's their interests. Please send resumes and references to contact@southwoodveterinaryhospital.com. We look forward to working with you!

CRESTWOOD VETERINARY CENTRE IS

looking for a dynamic, confident small animal veterinarian to join our already exceptional team of 30 veterinary professionals. The full-time position can be made available immediately for the right individual. We are a busy, thriving practice located in west Edmonton. All candidates including new graduates are welcome to apply for the position so long as they are willing to become dedicated to providing excellent client and patient care. Our clinic has extensive surgical capabilities and offers services such as advanced orthopedics as well as rehabilitation. We are fully equipped with digital radiography, ultrasound, in house laboratory, endoscopy, therapeutic laser, and more. We offer above average salaries, paid professional dues, health benefits, generous CE allowances and the opportunity for you to use all your skills and training in a fun and challenging work environment. Our large staff also allows for the development of professional interests. Interested applicants can send resume with cover letter to: maryandandrea.crestwoodvets@gmail.com.

VETERINARIAN NEEDED FOR MIXED ANIMAL

practice in Athabasca, AB. Athabasca is situated in a beautiful river valley 1.5 hours north of Edmonton. The clinic is 70:30 small to large animal. The large animal consists mainly of horses and cow/calf with all of the cow c-sections done in clinic. The clinic has ultrasound, digital xray and in house lab equipment. Both our support staff and our clientele are excellent. Salary negotiable.

New grads are welcome to apply. Send resumes to avs2191@telus.net or call 780-675-2194 for more information.

THE TEAM AT THE NEW GLASGOW

Veterinary Clinic currently has openings for one to two experienced veterinarians to join our busy practice in New Glasgow, Nova Scotia. The clinic is fully-equipped with modern diagnostic and treatment facilities, and has an outstanding support team of technicians and front-office staff. Small animal work may be supplemented with a modest amount of equine practice work, if desired. Suitable candidates will have an opportunity to reach their full potential as veterinarians in a non-corporate environment. We offer continuing education support, medical benefits, and professional fee coverage. Relocation assistance and future equity opportunities are available. Please email ngvetclinic@gmail.com or phone 902-752-4277 to request more information.

THE GRANDE PRAIRIE ANIMAL HOSPITAL IS A

growing AAHA-accredited facility in Grande Prairie, AB. We are looking for an associate veterinarian to join our incredible team of 4-veterinarians and 6-experienced RAHTs. We can be flexible for the right candidate and can accommodate a full or part-time schedule. Our facility includes a surgical and dental suite, digital x-rays, digital dental x-rays and a full in-house IDEX lab. We offer an above average salary, medical, dental and life insurance, Continuing Education allowance, paid professional dues, and a signing bonus. We will also help with relocation expenses if needed. Grande Prairie is a vibrant community of over 63,000 that offers a regional College, a regional Hospital, the Eastlink Centre multi-sport facility within the city limits and quick access for outdoor enthusiasts to pursue their activities. The city is the hub of the Alberta and BC Peace Region and is just a five-hour drive from Edmonton. If you are a keen, positive thinking individual who believes they would be an asset to our team, please email your resume to dmarshall@p3vetpartners.ca.

ENTHUSIASTIC, FULLY-LICENSED

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

WASCANA ANIMAL HOSPITAL IS LOOKING

for a full-time veterinarian to join our dynamic team. We are a fully-equipped companion animal hospital located on the east side of Regina, SK, close to all major amenities. We offer a positive, supportive team environment and excellent work-life balance with no after hours on-call! Our unique practice lives by its core values and encourages wellness and personal growth for each member of our team. We also offer alternative therapies such as traditional Chinese Veterinary medical exams, acupuncture and laser treatment. If you feel you could be the right fit for our team please forward us your CV attn: Drs. Potts & Ulmer, to: wascanaanimalhospital@gmail.com. Website: www.wascanaanimalhospital.ca.

Classified Ads

MILL CREEK ANIMAL HOSPITAL, LOCATED IN the desirable Old Strathcona neighbourhood of Edmonton, offers health and wellness programs as well as complete veterinary hospital facilities for medicine, x-ray, dentistry, surgery and intensive care. We are looking for an associate DVM to join our growing team of 2-DVMs and 9-support staff! We pride ourselves in providing an amazing client experience, as well as the greatest in pet care. This is an amazing opportunity to be part of a dynamic and supportive team! Please send your resume to tamara@vetstrategy.com.

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

ANIMAL MEDICAL CENTRE NORTH IS A FAST- paced practice that treats small animals and exotics in Grande Prairie, AB. We are looking for an associate DVM to join our dynamic and growing team! We believe in a high standard for medicine and are well equipped, with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team! We have mentorship capabilities, so new grads are welcome to apply. Do not miss out on this opportunity to join a motivated and growing team! 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 of the most beautiful and scenic areas of the province as well as just a short drive from Calgary. Apply to admin@easternslopesvet.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.

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 at schaas@sasktel.net or 306-445-3757.

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.

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, cdsovet1@telus.net or call 780-723-3354 for more details.

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

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.

RVT REQUIRED

SOUTHFORT VET CLINIC IS SEEKING FULL &/ or part-time RVT and full &/or part-time assistant to join our team. We are looking for self-motivated team players eager to learn. New grads welcome. Evening & weekend availability is an asset. We reward high performing team members and offer competitive wages, staff discounts, uniform allowance, CE allowance, paid dues, & health benefits. Our team provides full veterinary services including dentistry and in house diagnostics. All inquiries appreciated. Please send resumes to: bassem_bastorous@yahoo.ca.

FULL-TIME RVT WANTED FOR OUR BUSY NW companion animal practice. We are a privately-owned companion animal practice located in the community of Tuscany in Calgary's NW. We take pride in our high standard of care and we have amazing clients! We have digital dental and DR x-ray, full surgical suite and in-house blood analyzers. We utilize our RVTs to their fullest potential. If you are interested in working in a fun environment while utilizing your RVT skills, we are the clinic for you! We provide uniform allowance, benefits, CE allowance and pay membership dues. If you need a change check us out! Email: drmoet@tuscanyvetyyc.com. Website: www.tuscanyvetyyc.com.

COME JOIN OUR BUSY, FULL SERVICE, privately-owned, small animal practice in the beautiful Rocky Mountains. The Canmore Veterinary Hospital is looking for an RVT who can join our friendly and professional team. We offer full CR x-ray, ultrasound, IDEXX blood machines, a complete dental suite and digital dental radiology. This is a full-time position that offers RRSP matching, great pet discounts, uniform allowance, health/dental benefit plan and paid CE and membership dues. Our staff includes a certified canine rehabilitation therapist and a certified holistic and acupuncturist veterinarian. Our clients love our forward thinking and innovative clinic. To apply, please send: 1) cover letter 2) resume including 2-3 references to: clientinfo@canmorevet.com.

ANIMAL EMERGENCY HOSPITAL IN RED DEER has an opportunity for an experienced Registered Veterinary Technologist to join our team in a full-time position. We are a progressive hospital that constantly strives for excellence in pet health care. We are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We are looking to hire a full-time RVT to fill our rotation. We offer a great wage which is dependent on experience and shift compensation, as well as a benefit package. A suitable applicant would be comfortable in a fast-paced environment, possess a high level of technical skills and a positive attitude. Please submit a resume by email to rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave., attention Ronnel Palmer.

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EDMONTON SOUTH ANIMAL HOSPITAL IS AN AAHA-accredited full service small animal hospital equipped with the latest technology in veterinary medicine. We have x-rays, dental x-rays, a full in house lab, access to rehabilitation facilities and we are looking for RVTs who would be interested in pursuing excellence, and forwarding their career. This full-time position could be made available immediately for the right individual. We offer competitive rates, a \$1,000 signing bonus, flexible schedules that allow focus on both professional development & quality of life, mentoring environments to offer support in increasing your skills & developing your confidence, benefits that cover dental, vision, & much more. We would love to partner with you to help you move forward in pursuing a career that brings both yourself and the people you serve complete satisfaction. Please email your resume & cover letter to travis.young@primevetcorporation.com to begin your journey today. *New grads encouraged to apply. We look forward to hearing from you!

skills in your areas of interest. Check us out on Facebook or at www.cypressviewvet.ca. Submit your resume to tammy.duggan@cypressviewvet.ca.

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.

STONY PLAIN VETERINARY CLINIC IS A SMALL animal clinic located in the great community of Stony Plain, AB. We are looking for a motivated F/T or P/T RVT who can multitask, work well alone or as a team and keep up with a busy yet fun fast paced clinic! We are made up of a fabulous team of 3-vets, 4 F/T RVTs and 2 P/T RVTs and numerous tech assistants and receptionists. We are a progressive clinic that has all the up to date equipment including digital radiology, digital dental radiology, ultrasound and a full in clinic Idexx lab. We pride ourselves in great patient care and have an amazing clientele. We offer above average wage, paid dues, staff discounts, uniform allowance and benefit plan. New grads are encouraged to apply. Please forward your resume ATTN: Morgan Wawryk to vets@stonyplainvetclinic.com.

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.

WE ARE LOOKING FOR A RVT TO EXPAND our growing team. Our team members are all fear-free certified and we encourage the use of gentle handling and pre-visit pharmaceuticals as required to make the clinic a low stress environment for our patients and their families. Part-time to full-time hours are available. Benefits include fear free certification, wellness allowance, dues, uniform allowance, discounted pet care and continuing education allowance. This practice allows use of all of your skills as we welcome emergencies during regular office hours. We have state-of-the-art equipment and practice gold standard medicine. Experience level isn't as important as a happy disposition, a great attitude and a love of learning. Our team is proud of the care we offer and it shows. Work life balance is also a priority. If you are interested in finding out more about us, please contact our practice manager, Amy Smith via email at asmith.admin@tamarackvet.com. Please feel free to check out our practice website www.tamarackvet.com as well as our Facebook page.

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.

SILVERADO VETERINARY HOSPITAL IN SW Calgary is looking for a full-time RVT to join our team! We offer competitive wages, membership fees and CE. Please email resume and references to silveradovets@gmail.com. New graduates welcome to apply.

REGISTERED VETERINARY TECHNOLOGIST required for a maternity leave in a busy 4-Vet practice in Fort Saskatchewan, AB. 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. Experience is an asset. Please contact Lani or Monica at: Fort Saskatchewan Veterinary Clinic (780-998-3755) or email: fortvet@shaw.ca, address: 10408-100 Ave., Fort Saskatchewan, AB.

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

WEST COAST ANIMAL VETERINARY Emergency Specialty Hospital (WAVES) is a brand new independent emergency and multi-specialty hospital in Victoria, BC. We are currently recruiting experienced RVTs for the hospital, including emergency/critical care. WAVES is located in the heart of the West Shore, 20 minutes from downtown Victoria. If you love the outdoors, and are looking for year-round recreation opportunities with a flexible schedule, then this is the place for you! We are seeking individuals who are interested in helping a locally-owned and run veterinary hospital that will provide both exceptional care and a fun, warm family work environment that serves our community. Please email your CV and with a brief introduction to: info@wavesvet.com.

ARE YOU INTERESTED IN WORKING IN A bovine only practice in southern Alberta? Coaldale Veterinary Clinic is looking for a full-time or part-time RVT to join our team of 6+ veterinarians in the Coaldale/Taber area. Our practice continues to grow, and we are looking for someone to share in the growth opportunities with us. We are a bovine consultant practice providing services to feedlot, dairy, cow/calf, and research operations. We are looking for an enthusiastic, motivated individual who has an interest in food animal practice and associated duties and tasks. Duties include, but are not limited to: assisting with bovine surgical procedures, crew training, dispensing pharmaceuticals, data collection and input, cleaning, assistance with protocol and multi-media development, phone and customer support duties. Requirement: proficient with Microsoft office, experience with customer service, and attention to detail. Experience with cattle is an asset. Excellent salary and benefits including RVT fees and CE along with a coverall/work apparel allowance. Send resumes to: chase@coaldalevet.com.

YOU ARE LOOKING FOR A GREAT TEAM TO call your own. You are looking for a practice who takes pride in quality medicine and delivering a superior experience for both clients and pets. You are looking for a place that values your ideas, input and personal development. Well as it turns out, we are looking for a full-time, energetic and enthusiastic RVT to join us at Northside Veterinary Clinic! We are looking for somebody who loves veterinary medicine and enjoys being part of a fun, hard-working team. We are a 3-DVM, well-equipped, AAHA-accredited companion animal hospital in Lethbridge, AB. We offer a competitive compensation package including paid medical and dental benefits, CE and professional dues. If you think we sound like a great place for you, then we cannot wait to hear from you! Please submit your resume to: dmarshall@p3vetpartners.ca.

STURGEON ANIMAL HOSPITAL IS IN NEED OF another experienced full-time RVT to join our growing team! We are a well-established small animal practice located in St. Albert, AB. Shifts would be primarily Mon-Fri 8:30am-5:30pm, with approximately one Saturday and one Thursday-night shift per month. Benefits include paid ABVMA dues, group medical and dental benefit plans, and CE and uniform allowances. Come grow with us as we make some exciting new changes in the coming year! Please send resumes to: sturgeonanimalhospitalhr@gmail.com.

MONTEREY VET CLINIC LOCATED IN NE Calgary is looking FT/PT RVT to join our team. New grads welcome! We are well-established small animal practice, Tue to Fri with rotating Sat. We offer competitive wages, benefits & uniform allowance. Please send your resume & cover letter to: myveterinaryclinic@shaw.ca.

SAVE - SOUTHERN ALBERTA VETERINARY Emergency is currently seeking RVTs to join our great family! Our hospital, privately-owned and located 15 minutes south of Calgary in the beautiful town of Okotoks, AB. SAVE opened its doors June 2016 and has been growing ever since. The most recent expansion included the CT scanner. We are well-equipped with new monitoring equipment, in-house labs, digital radiography, ultrasound, endoscopy and seasoned professionals! We currently provide 24/7/365 emergency service with surgery and theriogenology referrals. If you are looking for a fun place to work and increase your skills while learning all the time... SAVE is it! SAVE offers an awesome work environment with balance for one's personal life. An ideal candidate is a motivated, good humored, and compassionate

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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. Email: lindsay@saveveterinary.com.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT and a full-time VMA 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 evening 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 dentistry, digital x-ray, Abaxis in-house lab equipment and diagnostics. Please send resumes to Tammy at: blueseal21@hotmail.com.

VETERINARY AGRI-HEALTH SERVICES LTD.,

located in Airdrie, Alberta is seeking a full-time veterinary technician to complement our current team of cow-lovers. The ideal person will be independent, have excellent communication skills, a strong interest in bovine production & medicine as well as research interest and/or experience. Experience would be an asset to the position, but we have lots of great mentors to develop your skills and knowledge of bovines. Field work will compliment office duties in this position. The primary duty of an RVT at our progressive beef practice is to support and grow the business through expertise in technical field work as well as experience & knowledge in performing administrative tasks and projects. This full-time position will be Wednesday through Sunday. Salary will be negotiable depending on experience. Benefits offered will include: group health benefits, annual bonus based on company profit sharing, continuing education allowance, ABVMA membership fees and uniform allowance. If you are interested in this career opportunity, please email your resume and cover letter to Dr. Cody Creelman at: CodyC@vahs.net.

FULL-TIME RVTS REQUIRED IN OUR

expanding support staff team!! Bonnyville Vet Clinic is a busy 3-dvm, mixed-animal practice located in the community of Bonnyville, in the heart of north-eastern Alberta. Our ideal candidate is highly motivated and energetic, with excellent communication skills, and willing to work shared on-call. Reliability, communication, providing client satisfaction and team commitment are of utmost importance to our work family. Our progressive practice provides many diverse learning opportunities as well as offering variety in your role, you'll never be bored! The practice has a high pace of work, which means we are looking for an applicant who is passionate about the job, wants to learn a broad range of skills and has a strong work ethic. This position is ideal for an experienced RVT, however new grads who are the right fit for our team will be considered. For more information about the tasks and salary package, please see our website: <https://bonnyvillevetclinic.com/careers/>. Submit your resume referencing job posting BVCRTV2019-1 via email to: tracy.coonce@gmail.com, Attn: Tracy Coonce.

ANIMAL MEDICAL CENTRE NORTH IS A FAST-

paced practice that treats small animals and exotics in Grand Prairie, AB. We are looking for an RVT to join our dynamic and growing team! We believe in a high standard for medicine and are well equipped, with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team. Do not miss out on this opportunity! This is a unique opportunity to join a dynamic and

competent team! The shift schedule is flexible in a way that complements a work/life balance. Our RVTs are passionate about what they do and ensure our clients and patients have a great experience while at our hospital. We offer above average compensation, an intimate and exciting work environment and an excellent staff discount. Benefits include medical/dental, CE, uniform allowance and a generous pet discount. Please send your resume to sarah@animalmedicalcentrenorth.ca.

RANCLANDS VETERINARY CLINIC LOCATED

in NW Calgary is hiring a RVT. Customer service skills are required. New graduates are encouraged to apply. This position comes with benefits, paid professional fees and an opportunity for management position in the future. If interested, please send a resume to cristinat5770@gmail.com.

OKOTOKS VETERINARY CLINIC (okvc.ca)

requires a P/T or F/T Animal Health Technologist for our modern fully equipped small animal day clinic. You will be working with a fabulous, dynamic team continually providing excellent patient care and customer support. Please contact us in person or via email to: info@okvc.ca

WE HAVE A FANTASTIC OPPORTUNITY FOR A

dynamic RVT to join our team at Crossroads Animal Hospital! We are an established small animal practice in Medicine Hat that has been serving the community for over 9 years, providing multi-faceted services including orthopedic, ophthalmic, and dental surgery on top of ultrasound, emergency care as well as an in-house lab for specialized tests and blood work. Our hospital is fully-staffed with a dynamic and supportive staff! New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this chance to be part of a collaborative and growing team, where learning opportunities are endless. We offer above average compensation, an intimate and exciting work environment and an excellent staff discount. Please send your resume to barb@crossroadsanimalhospital.ca.

ALPINE VETERINARY MEDICAL CENTRE IS

looking for a RVT to join our team. We are looking for a strong team player who is enthusiastic, professional, and has excellent people and communication skills. We are a mixed animal practice but the majority of our case load is small animal in nature. We are a highly progressive practice that prides itself on practicing the highest quality of medicine with the best in medical technology while maintaining a solid work-lifestyle balance. Some of the attributes to our practice include a fully computerized paperless veterinary system, a full in-house lab (IDEXX), digital radiography, ultrasonography, endoscopy, a full dental suite including digital dental radiography, progressive anaesthetic protocols and an outdoor equine facility with stocks and surgical area. Benefits include paid vacation, paid sick days and health benefits, annual CE allowance, supplied uniforms and discounted services. Our clinic hours are Monday to Friday, 7:30am-6:00pm with shared on-call duties for evenings and weekends. Contact: clinic@alpinevet.ca.

RANCLANDS VETERINARY CLINIC LOCATED

in NW Calgary is hiring a RVT. Customer service skills and experience required. This position comes with benefits, paid professional fees and an opportunity for management position in the future. If interested, please send a resume to cristinat5770@gmail.com.

SIFTON PARK VETERINARY CLINIC IN NE

Edmonton is a small, busy 2-DVM companion animal practice. We are seeking a full or part-time RVT who is experienced, confident, and can work independently as well as part of a team. Work hours may include one evening per week and occasional Saturdays. Familiarity with AviMark software is an asset. We offer competitive wage commensurate with experience, paid vacation and dues, health coverage, uniform and CE allowance, and staff discounts. Please email your resume to spxa101@gmail.com.

CLINIC IN NORTH EDMONTON IS LOOKING

for two full-time RVTs to join our team of 2 Veterinarians, 2 existing RVTs and 5 other staff. We are a small animal clinic with lot of surgery load and some outpatient medicine. We have a full in house lab, digital microscope, excellent anesthetic monitoring equipment including etCo2. We are offering industry leading wage along with 100% Health/dental premiums. Mentorship is available for new grads as well. Please send you resume to edmontonospay@gmail.com.

THE FARM ANIMAL HOSPITAL (A DIVISION OF

Leduc Veterinary Hospital) requires a full-time RVT to join our team. The successful candidate will be enthusiastic and outgoing with a strong work ethic and excellent client and team skills with preference given to those with livestock experience. New grads are welcome. We are a well-established and fully-equipped large animal practice located 10 minutes south of Edmonton in Leduc. We offer a competitive remuneration package which includes uniform allowance, health/dental benefits, health spending account, CE allowance, paid professional dues, pet insurance/pet health spending account and staff discounts. Please send resume and cover letter to drc327@hotmail.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.

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.

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

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 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

WOODLANDS VET NEEDS AN EXPERIENCED Practice Manager to head our team of dedicated staff. You must be motivational, have strong communication skills, good attention to detail and are committed to run the hospital effectively. We offer a highly competitive salary, signing bonus, healthcare/pet benefits, bonuses and a chance to grow professionally. Woodlands is a longstanding hospital in SW Calgary and offers routine and advanced care as well as being an advanced dentistry referral hospital. Please contact Lacey at: admin@woodlandsvet.com.

CASTLEDOWNS ANIMAL HOSPITAL IS looking to add a full-time receptionist to our AAHA-accredited small animal practice. We are a 3-veterinarian clinic looking for an outgoing and positive person. No evenings or weekends, competitive pay, scrub allowance and health/dental benefits! Please send your resume and cover letter to: info@castledownsvet.ca.

MILLWOODS EAST VETERINARY CLINIC IS seeking a full-time Receptionist to work in a dynamic, fast paced clinic in southeast Edmonton. The successful candidate will be an enthusiastic team player with a strong work ethic and the ability to manage their time efficiently. Most importantly, this individual must be client oriented, friendly & willing to contribute to a team. We offer competitive wages, uniforms, CE, health/dental benefits & a great working environment. Please forward cover letter and resume to Jen at: jgibney30@shaw.ca.

ALBERTA VETERINARY CENTER (RED DEER) IS seeking a seasonal equine ICSI technologist needed immediately. Candidate will be willing to work

overtime and weekends. Duties will include performing reproductive ultrasounds of breeding mares, performing artificial insemination techniques for both fresh and frozen semen. Handling and preparing immature oocytes after aspiration and performing intracytoplasmic sperm injection (ICSI) will be an essential part of this position. At least 5 years experience performing reproductive ultrasound and artificial insemination of mares, with 2 years experience performing ICSI and handling both mature and immature oocytes will be required. Must be fluent speaking and writing in English. Position starts immediately and will be full-time hours until August 31, 2019. Wage \$7,500/month. Please contact Dr. Rick Katchuik with questions or to apply: rick157@telus.net.

ENTHUSIASTIC, ORGANIZED RECEPTIONIST/ tech assistant required for a part-time position on Saturdays. The primary duties are reception related, but assisting the AHTs and veterinarians with daily tasks and patient care is also required. Previous veterinary experience or VOA training is considered an asset. In addition to on-going training opportunities, we offer competitive wages and veterinary discounts. If you are interested in joining our team please forward your resume via email to: info@calgaryvet.com or drop it off in person.

BURWASH EQUINE SERVICES IS LOOKING for an experienced receptionist. A strong knowledge of the horse industry, exceptional communication skills, and an ability to maintain calm in a fast-paced environment are a must. As an established equine practice with over forty years in the Calgary area, we recently opened a brand new hospital facility, and we are seeking an individual who will fit in well with our team and our clients. Please forward your resume, cover letter, and contact information for three references to crystal.lee@burwashequine.ca.

PART-TIME WITH THE POSSIBILITY OF FULL- time Veterinary Client Service Representative needed for our veterinary rehab centre. We offer aqua therapy, chiropractic, laser, orthotics, and much more. Do you want to become part of our team? Additional information and application available at: <https://canineaquafitness.ca/careers/>.

GLENORA FAMILY PET CLINIC IS CURRENTLY looking for PT/FT Veterinary Assistant/Receptionist to join our wonderful team. In our busy practice, our colleagues are happy to help each other and treat each other kindly and professionally at all times creating a joyful work environment. The ideal candidate is an outstanding team player, flexible, energetic, and eager to learn new skills. Experience is appreciated, however training is available. Please email your resume to office@glenoravet.com or drop off in person (attn: Diana).

TERWILLEGAR VETERINARY CLINIC IS looking for a friendly enthusiastic and experienced full time receptionist for our companion animal practice in Edmonton. We are seeking a motivated, and hard working individual who will play an integral role in providing outstanding customer service to our clients as well as providing excellent care to our patients. It will be a challenging position that will require someone who is flexible, adaptable, compassionate, dependable and devoted to their career. Completion of a VR program and/or experience with Avimark would be preferred, but we are ready and willing to train the right candidate. Uniform allowance and medical benefits included. Salary to commensurate with experience. Days of work required are Tuesdays through Saturdays (no evenings). Please email resume and cover letter to: terwillegarvet@shaw.ca, or fax: 780-430-7646, Attention: Terri.

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.

SMALL ANIMAL PRACTICE FOR SALE IN Edmonton. Established, growing, very well-equipped, DR, full Abaxis lab including VS2, HM5, UA and VSpro, Cloud Based Paperless records. 2000 sq. ft., prime location, ample room for growth, reasonable price. Email: bcsales2015@gmail.com.

ESTABLISHED, SMALL ANIMAL PRACTICE FOR sale (full/half) with great client base and has documented constant growth and revenue each year. Last year revenue just shy of half million. This single veterinarian practice is located in fast growing town 30 minutes north of Edmonton, very reasonably priced. Low lease rate and has lots of potential for expansion to multi vet practice. Equipped with digital x-ray machine & in house Abaxis lab. For this unique opportunity please email: vetclinicsale@yahoo.com.

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.

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