



# ABVMA

Alberta Veterinary Medical Association

## MEMBERS' MAGAZINE

SEPTEMBER-OCTOBER 2019

### Burwash Equine Services



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## 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
- **Equine Reproduction** — 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
- **Opportunities for Veterinarians to Get Involved in Beef and Dairy Cow Lameness** — Gerard Cramer, DVM, College of Veterinary Medicine, University of Minnesota, MN, USA
- **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

Promoting animal health and welfare is one of the ABVMA's Strategic Directions. The profession does this well and continuously strives to raise the bar. Most recently, the profession made a stand against unnecessary medical procedures that has brought the topic of animal welfare to the forefront for many people. Since the passage of Resolutions 19-I and 19-II at the 2019 Annual General Meeting, there have been policies passed by Council to bring these resolutions into effect, which has stimulated public discussion.

The bulk of the discussion seems to focus around the docking of tails and cropping of ears of dogs. There are advocates both for and against, with passionate arguments from each. It has become a competition between long-standing tradition and current views on animal welfare. When there is no medical reason to alter tails or ears, why would we do so? It appears that North America is the last bastion of support for these procedures. The rest of the world seems to have moved on long ago. When will the public of Canada accept this also?

Another hot topic that has arisen this summer was the loss of horses at the Calgary Stampede. Despite the increased veterinary presence to ensure animal health and welfare, as well as the more stringent rules and regulations governing chuckwagon racing, serious losses still occurred. Some of the losses were the result of human error, which resulted in monetary fines and lifetime bans. Other losses were the result of catastrophic physical breakdown of the horses resulting from racing stresses. Some losses were the result of pure bad racing luck. The end result, however, is they all were losses of horses' lives. Once again, we are faced with the struggle between long-standing tradition and the current views on animal welfare. We as a profession must evaluate, as leaders in animal welfare, what are acceptable losses — or are no losses acceptable?

**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

## I WAS FORTUNATE TO ATTEND THE

CVMA conference in Toronto this July. The highlight of the conference was participating in the president's meeting. Every president from each province presented a summary of accomplishments, concerns and difficulties being faced over the past year.

The hot topic was veterinarian workforce shortage. It was clear that each province was struggling with low numbers of veterinarians. Certain regions in each province seem to have a severe shortage of veterinarians. This was, not surprisingly, rural areas and remote areas. What can be done to combat this? Some opportunities that we have in Alberta are:

1. Increase seats to the veterinary colleges
  - a. Alberta has been privileged to have access to two veterinary colleges: the University of Calgary, Faculty of Veterinary Medicine (UCVM) and the Western College of Veterinary Medicine (WCVN). UCVM currently offers 30 seats/year and WCVN offers 20 seats/year to Alberta students.

As of 2020, Alberta will no longer have the 20 seats/year at WCVN due to the Alberta government's withdrawal from the long-standing interprovincial funding agreement with WCVN. The pressure is now on UCVM to increase their capacity from 30 to 50, thus maintaining the number

of Alberta graduates. This seems like a straightforward solution. However, even if UCVM in one year can be ready to handle the extra students, we are still not gaining more graduates but are just breaking even on numbers. ABVMA has been working hard in the discussion with both veterinary colleges and the Alberta Minister of Advanced Education to clarify that 50 veterinary graduates are not enough to help the shortage of veterinarians in Alberta. The shortage of veterinarians, especially in rural areas, has a serious negative effect on small communities. Additionally, veterinarians in these areas are exhausted and overwhelmed by the continuous and demanding work hours. This has been an issue that the ABVMA has taken seriously and is committed to working hard to find a solution. Increased numbers of graduates are necessary to provide sufficient veterinary care in Alberta.

2. Encourage foreign veterinarians to practice in Alberta
  - a. Canada has utilized the National Examination Board (NEB) to validate and assess all veterinarians' credentials to practice in Canada. NEB plays an important role in evaluating veterinarians through the examination process and ensuring competent veterinarians in our profession.
    - i. Veterinarians that graduate from a non-accredited veterinary college must take the Basic and Clinical Sciences Examination, North American Veterinary Licensing Examination (NAVLE) and Preliminary Surgical Assessment (PSA), as well as the Clinical Proficiency Examination (CPE), which is a series of clinical competency examinations. The NEB has increased the frequency of the PSA and CPE, thus allowing for foreign veterinarians to complete all necessary examinations with no wait times. A candidate can complete all examinations in 12-18 months now. This allows for faster availability of competent veterinarians entering the workforce.

- ii. Veterinarians from accredited veterinary colleges only require writing the NAVLE, as Canadian veterinary graduates do. ABVMA is in discussion with the Alberta Minister of Labour and Immigration to "fast-track" these individuals into Alberta, thus helping with the shortage of veterinarians. ABVMA is also in communication with many of the accredited veterinary colleges to inform the graduating students that Alberta is a great career option.
- b. Veterinarians working together
    - i. It was 1992 when I first met a hard-working veterinarian that understood the demands of veterinary medicine both physically and mentally. He also understood that in order to retain his fellow veterinarians, sharing call with another local veterinary hospital was not only necessary but also beneficial to the longevity of the two veterinary hospitals in his community. Beef cattle were the primary income for both veterinary hospitals and each hospital had approximately three veterinarians on staff. They made sharing call work. Can you imagine that happening 17 years ago!

When I moved to Red Deer and there was no emergency veterinary hospital available yet, I organized a meeting with all veterinary hospitals in Red Deer and we started sharing call together. The ABVMA was thrilled to help with this endeavour and sharing call went off without a hitch. We understand sharing call among veterinary hospitals is not always possible; however, sharing call can look different for each situation. This might be easier than you think. It is time to change the old ways and develop strong relationships with colleagues.

# Registrar's Report

## ONE OF THE STRATEGIC

directions that Council has identified this year is "The ABVMA is recognized as an important stakeholder by Alberta government ministries." This report is intended to inform the membership regarding what has been occurring in this regard.

The United Conservative Party (UCP) formed a majority government in this spring's provincial election and has been busy putting their own stamp on the future of Alberta. A spring legislative sitting saw government pass 13 Bills, including the *Red Tape Reduction Act* and the *Fair Registration Practices Act*, both of which directly impact ABVMA. We have been active with government, meeting new MLAs and cabinet ministers. We have focused most of our attention on the Agriculture and Forestry, Labour and Immigration, Advanced Education and Municipal Affairs portfolios. As each one of the new ministers has settled into their positions, the ABVMA has been positioning ourselves to have meaningful interaction and collaboration with each of them and with all members of this new government.

One of the questions members continue to ask is "what is happening with Bill 31, *A Better Deal for Consumers and Businesses Act*, passed in December 2017?" The ABVMA has been actively lobbying for over a year for this legislation to be repealed where it impacts ABVMA members. We are working with the Honourable Grant Hunter, the newly appointed Associate Minister of Red Tape Reduction, and with the Honourable Jason Copping, the Minister of Labour and Immigration, to repeal the legislation that

deals with the veterinary profession and to ensure elimination of the negative effects that Bill 31 was going to have on the profession. The government, including the Premier, is aware of our concerns and is willing to work with us on this issue.

Another concern that is very evident with the membership is the shortage of veterinarians and retention of technologists in the province. ABVMA staff have met with staff from the Ministry of Labour and Immigration to discuss this issue, and to work on finding ways of increasing immigration to Alberta for fully qualified individuals to help fill our labour gap. In addition, there have also been discussions regarding a workforce study that would better define the current and future shortages that we may encounter. At the CVMA convention in July, we encouraged the CVMA to conduct a nationwide workforce study to better define the national situation, and also suggested to the National Examining Board to consider looking at species specific examinations to evaluate foreign-qualified candidates for limited licensure in Canada.

As we have met with MLAs from around the province as well as with the Honourable Devin Dreeshen, Minister of Agriculture and Forestry, it is evident that the public and commodity producers are expressing their concern to MLAs around the shortages of rural veterinarians in the province. While immigration is a short-term strategy to address gaps, the education of veterinarians requires a longer-term strategy and government commitment that we continue to advocate for. Twenty seats are moving from the WCVM to UCVM in September of 2020. The previous government had allocated funds



**Darrell Dalton, DVM**

Registrar, Alberta Veterinary  
Medical Association

to upgrade the infrastructure to accommodate these students. These funds have been spent as intended, but the next step must be the hiring of additional faculty to facilitate delivery of the program when the increase occurs. Given the public's concerns to government regarding veterinary shortages as well as the profession's concerns regarding labour shortages, it is imperative that we continue to support veterinary education and increased funding for Alberta seats. Watch for future updates within this column and through other ABVMA communications.

Our advocacy with the government is robust and ongoing as we continue to work on the issues that impact our membership today, and in the future.



## 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](mailto: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](http://abvma.ca) under the **ADS/CE/LIBRARY** tab.

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

# Council Highlights



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

## June 12-13, 2019

### Dr. Kathy Keil

- **COUNCIL LEARNED ABOUT HOW** the ABVMA is continuing to lead the way on antimicrobial stewardship by organizing a One Health–focused antimicrobial conference in spring 2020.
- Council had healthy discussion on effective implementation of the newly revised Strategic Plan for 2020, including fulsome discussion on ways to reach out to membership.
- Dr. Ed Pajor, Director, W.A. Ranches, University of Calgary, presented the plans and vision to utilize the 19,000-acre W.A. Ranches donation. It will provide interdisciplinary research and educational opportunities, primarily on applied research for the beef cattle industry that is health and welfare oriented. However, it will also facilitate cross-faculty initiatives to improve overall animal health, human health and environmental outcomes.
- Council reviewed and updated seven existing policies.
- Council had in-depth discussion regarding what veterinary services are

acceptable under an ambulatory services category. This input has been forwarded to the Practice Inspection Practice Standards Bylaw Review Task Force for further discussion.

- Council made a motion to support the Canadian Council of Veterinary Registrar’s position statement with regards to veterinarians authorizing access to cannabis for animal patients.
- Council discussed the intersection of Resolution 19-I and 19-II on the Alberta SPCA, particularly the impact of possibly increased reporting of cases of animal abuse, neglect and distress beginning July 1, 2019.
- Pam Cholak gave an update to Council on ongoing government relations activities.
- ABVMA Council, staff and the executive from the Alberta Veterinary Technologist Association held its annual outreach trip, June 13-14, 2019, by touring a number of veterinary practice entities in the Edmonton area. During the various tours, the group learned about the

Community Veterinary Program at the Edmonton Community Veterinary Clinic and Alberta Helping Animals Society; learned about the roles of the Edmonton Humane Society and City of Edmonton Animal Care and Control Centre in the community and how they work together; saw the new location of the Blue Cross Animal Clinic, which was Edmonton’s first purpose built veterinary clinic; and learned about the incredible wildlife rehabilitation successes at WILDNorth. Other practices visited included: Millview Pet Hospital, Millwoods East Veterinary Clinic, VCA Guardian Veterinary Centre, Brintnell Veterinary Hospital, Hermitage Veterinary Hospital and Edmonton West Animal Hospital & Spay/Neuter Centre Council and staff would like to thank the practices for extending a warm welcome. See pages 18-19 for more highlights and photos from these tours.



**Kathy Keil, DVM**

Member of Council - South Region

**DR. KATHY KEIL IS ORIGINALLY FROM** London, ON, and has a Doctor of Veterinary Medicine degree from the Ontario Veterinary College, and a MA and BA in Experimental Psychology from University of Western Ontario.

Kathy has experience in equine, bovine and companion animal practice. She has 14 years of business experience in the veterinary pharmaceutical industry in technical services, management and training.

Most recently, she was the research lead on a University of Calgary Veterinary Medicine project to explore communication patterns between veterinary staff and pet owners during nutritional consultations of their overweight and obese pets.

Kathy believes that volunteering for veterinary associations helps keep the profession strong by keeping colleagues connected on important issues.

She was the Continuing Education Assistant Director and Director of the Calgary Academy of Veterinary Medicine (CAVM) over a four-year term. She has volunteered on two ABVMA committees, the Companion Animal Committee and currently the Wellness Committee.

Kathy does not hesitate to take on big issues like mental health and suicide in our profession. As chair of the Wellness Committee, she spearheaded the rollout of the first Mental Health First Aider courses, developed and facilitated four webinars on mental health, and co-authored an E-News article on stress management during the holiday season.

She is certified to teach a suicide awareness course called safeTALK and is the leading force behind the CVMA/Merck campaign, It's time to talk about Mental Health in Veterinary Medicine Awareness Week.

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# KEEPING YOU CURRENT

## Legend

- R = Registrar
- DR = Deputy Registrar
- AR = Assistant Registrar
- CM = Communications Manager

## Member Engagement

### Council election nominations

- Nominations for 2020 Council vacancies are now open
- Visit *Announcements & News > Announcements* on your member portal to view the Council Nomination Form and Council Terms of Reference. (Login required.)
- **Nominations close: Sept. 20, 2019**

### ABVMA award nominations

- Nominations for 2019 ABVMA Awards are now open.
- Visit *Announcements & News > Announcements* on your member portal to view the Nomination Form. (Login required.)
- **Nominations close: Sept. 20, 2019**

### Call for Annual General Meeting (AGM) resolutions

- See the full notice published on page 8 of the July/August *Members' Magazine*
- Members who wish to submit a resolution for consideration for the AGM in February 2020 must submit this to the ABVMA office by: **Tuesday, Oct. 15, 2019**

## Homewood Health report

- A quarterly report on the member assistance program is published on page 22 of this issue.
- Members may access this program 24 hours a day, 7 days a week at: 1-800-663-1142, TTY: 1-888-384-1152, international (call collect): 604-689-1717, or online at [homewoodhealth.com](http://homewoodhealth.com)

## Association Activities

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

### JULY 2019

- **July 2:** R, DR, AR attended meeting with Alberta SPCA in Edmonton
- **July 3:**
  - R, DR, AR, CM attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton
  - DR participated in Tails of Help (TOH) board meeting teleconference
- **July 5:**
  - R, DR, AR attended PIPS Bylaw Review Task Force meeting in Edmonton
  - DR participated in AMR Stewardship Task Group teleconference
- **July 7-11:** President, R, DR participated in various government relations activities in Calgary
- **July 11:** R, DR, AR, CM attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton
- **July 12:** DR attended hearing in Edmonton

- **July 16-18:** R, DR, AR, CM attended CVMA/WSAVA Congress in Toronto
  - **July 24:** AR participated in teleconference regarding One Health Antimicrobial Stewardship Networking Conference
  - **July 25:** R and Pam Cholak, government relations advocate, attended meeting in Camrose with MLA Jackie Lovely
  - **July 29:** R, DR, AR attended One Health Antimicrobial Conference - Planning Committee meeting in Edmonton
  - **July 30:**
    - DR participated in Complaint Review Committee teleconference
    - DR participated in AMR Stewardship Task Group teleconference
  - **July 30-31:** DR attended hearing in Edmonton
- ### AUGUST 2019
- **August 13:**
    - DR participated in TOH teleconference
    - R, DR, AR participated in teleconference with Calgary Humane Society
  - **August 14:**
    - R, DR, AR attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton
    - DR participated in Practice Review Board teleconference
  - **August 22-23:** DR attended hearing in Edmonton
  - **August 26:** R, DR, AR, CM attended Antimicrobial Stewardship Conference – Planning Committee Meeting in Edmonton
  - **August 28:** R, DR, AR attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Networking Conference in Edmonton

## 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



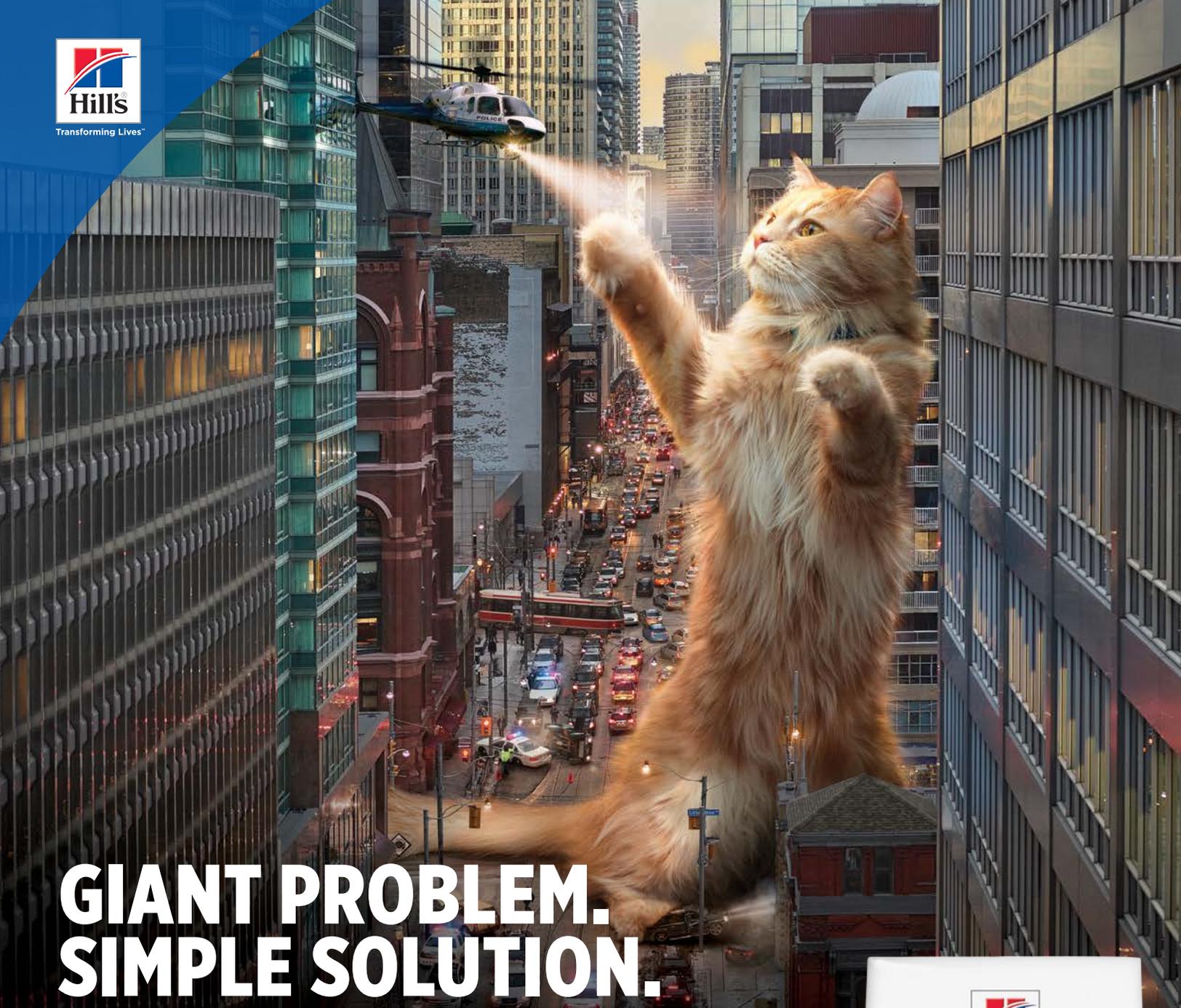
### INCLUSIVITY

Fostering a safe, positive and collaborative environment



### RESPECT

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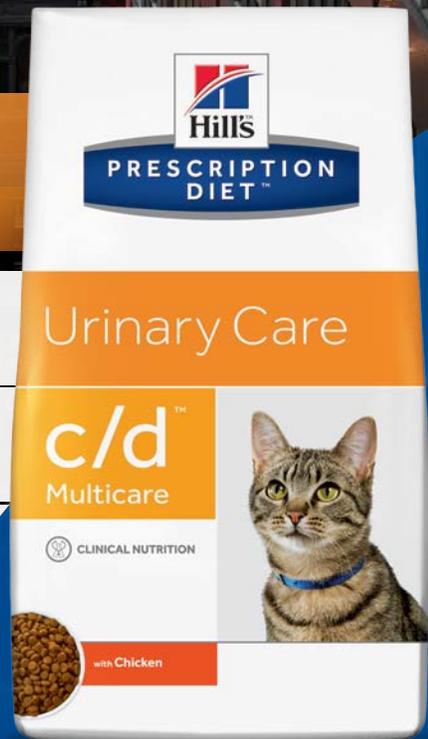
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<sup>1</sup>Kruger JM, Lulich JP, MacLeay J, et al. Comparison of foods with differing nutritional profiles for long-term management of acute nonobstructive idiopathic cystitis in cats. *J Am Vet Med Assoc.* 2015;247(5):508-517. <sup>2</sup>Lulich JP, Kruger JM, MacLeay JM, et al. Efficacy of two commercially available, low-magnesium, urine acidifying dry foods for the dissolution of struvite uroliths in cats. *J Am Vet Med Assoc.* 2013;243(3):1147-1153. <sup>3</sup>Gluhek T, Bartsches JW, Callens A, et al. Evaluation of 3 struvite-oxalate preventative diets in healthy cats. *J Vet Intern Med.* 2012;26:801. <sup>4</sup>Data on file. Hill's Pet Nutrition, Inc. 2017. Urine calcium directly measured and risk of calcium oxalate crystal formation measured by Hill's COT test vs. US ROYAL CANIN VETERINARY DIET<sup>®</sup> Feline Urinary SO<sup>®</sup> dry formula.

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# Complaints Director's Report



**Phil Buote, DVM**

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

## COMPLAINT CASE #18-17

A letter of complaint was received against a veterinarian regarding the castration of a five-year-old stallion. On April 23, 2018, the veterinarian attended for the castration of a horse but did not realize until arriving at the farm that the horse was a five-year-old stallion.

Later that day, the veterinarian received a report that the horse was still bleeding. The veterinarian and spouse revisited the farm to re-examine the horse, which was treated with meloxicam subcutaneously.

The following morning it was reported that the horse was still bleeding and was now swollen around the surgery site. The veterinarian's spouse was sent to the farm to deliver and administer Hemostam and Vitamin K.

Later that second day, the owner called and reported that the horse was still bleeding. The veterinarian stopped at the farm late in the evening to treat the horse and despite travelling from her practice, did not have the required drugs to appropriately sedate the horse to allow for examination and treatment. Notwithstanding the horse was not sedated, the veterinarian attempted to control the bleeding with hemostats, clotting powder and gauze.

The horse was not amenable to continued treatment so the veterinarian left the hemostats and gauze with the owner with instructions if the horse started bleeding more.

The following morning the owner, upon confirming that the horse was still bleeding, on his own initiative with no direction from the veterinarian, sought veterinary care at another practice. The horse was hospitalized for a number of days, treated for anemia and fully recovered.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC referred the matter for a hearing.

The veterinarian entered into a consent discussion which resulted in a signed admission of unprofessional conduct and consent order, which was ultimately accepted by the Hearing Tribunal at a hearing on May 1, 2019.

## AGREED FINDINGS OF THE HEARING TRIBUNAL

### Medical Management

1. That the veterinarian failed to recognize the serious nature of the complications in the horse which arose from the castration

### Anesthetic Protocol

2. That the veterinarian failed to use an appropriate anesthetic protocol for the sedation and anesthetizing of the horse on April 23, 2018, for the purposes of undertaking castration.
3. That the veterinarian failed to use appropriate anesthetic protocols (sedation) for the purposes of treating the horse on April 23, 2018, and April 24, 2018.

### Failure to Refer

4. That the veterinarian failed to properly recommend referral to the owner for the horse to attend at an emergency or referral practice for the purpose of addressing complications, which arose following the castration of the horse on April 23, 2018.

### Unauthorized Use of Non-Registered Staff

5. That the veterinarian inappropriately delegated medical procedures to a non-registered lay individual (spouse), including:
  - a. Allowing the individual to attend at the owner's farm for the purposes of evaluating the horse; and
  - b. Drawing up and administering medication(s) to the horse

### Professionalism

6. That the veterinarian failed to conduct herself appropriately:
  - a. By not meeting the minimum standard of an ambulatory veterinary practice;
  - b. By failure to have appropriate equipment and supplies to treat the horse on April 24, 2018; and
  - c. By leaving the horse early in the morning of April 25, 2018, when the horse was still suffering complications.
7. That the veterinarian inappropriately left Carmalt clamps (hemostats) and instructions with the owners to use in the event that bleeding continued.

# Complaints Director's Report

## Medical Records

8. That the veterinarian failed to create or maintain appropriate medical records.
9. That the veterinarian failed to create the medical records contemporaneously with the events of April 23 and 24, 2018.

## NO RIGHT OF APPEAL

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

## ACKNOWLEDGEMENT OF RESPONSIBILITY:

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

## SANCTION 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 VPA.

1. A reprimand shall be issued against the veterinarian
2. The veterinarian shall be required to complete, at her own cost, the following continuing education obligations, in addition to her annual requirement, to be approved by the Complaints Director of the ABVMA. All of the continuing education shall be completed within six months of the date of this Order:
  - i. The veterinarian shall undertake 10 hours of continuing education relating to equine procedures;
  - ii. The veterinarian shall complete 10 hours of continuing education relating to large animal anesthesia;
  - iii. The veterinarian shall attend in person for a period of 25 hours with an ambulatory veterinary medical practitioner for the purposes of supervision and/or mentoring constituting continuing education regarding surgery, anesthesia and the

business operations of a large animal practice. This continuing education shall be approved by the ABVMA; and

- iv. The veterinarian shall be required to successfully complete the veterinary medical records course offered online by Washington State University.

3. Within 60 days of the date of this Order, the veterinarian shall attend with a medical practitioner for the purposes of obtaining a physical wellness exam confirming she is sufficiently fit to practice veterinary medicine.
4. The veterinarian shall be required to attend for counselling with a mental health practitioner, to be approved by the ABVMA, monthly for a period of one year, the specifics of such counselling shall be established between the practitioner and the veterinarian. The mental health practitioner shall confirm to the ABVMA that the veterinarian is fit to practice veterinary medicine. No reporting shall be required by the ABVMA but to confirm fitness and attendance at the counselling. The veterinarian shall be responsible for all costs associated with respect to the counselling.
5. The veterinarian shall pay fines with respect to this matter within one year of the date of this Order:
  - i. \$1,000 fine for the use of an unregistered auxiliary in the practice of veterinary medicine;
  - ii. \$1,000 fine for failing to properly operate an ambulatory practice with appropriate medical equipment and supplies;
  - iii. \$500 fine with respect to the failure to create and maintain appropriate medical records; and
  - iv. \$500 fine with respect to the failure to refer the horse or appropriately offer a referral to the owner.
6. The veterinarian's practice shall be subject to announced or unannounced practice inspections by a practice inspector approved by the ABVMA twice yearly over the next one-year period. These inspections shall be focused on but not limited to the issue of matters relating to her large animal practice. The veterinarian shall pay the costs of these practice inspections and shall provide any and all information requested by and to the inspector. The results of the practice inspection shall be provided to the Complaints Director and PIPS Committee and subject to a pass/fail. In the event that the veterinarian does not successfully pass the inspections, the veterinarian shall be obliged to appear before the Hearing Tribunal with respect to the failed practice inspections.
7. The veterinarian shall provide standard operating procedures to a member of the ABVMA CRC Negotiating Committee, within 90 days of the date of this Order, as follows:
  - i. Equine dental (floating teeth)
  - ii. Castration of:
    - a. Horse less than two years of age;
    - b. Horse greater than two years of age;
  - iii. Bovine C-section; and
  - iv. Bovine uterine prolapse.
8. The veterinarian shall pay costs in the amount of \$4,000 payable within six months of the date of this Order.
9. If the Complaints Director deems there to be a violation of this Order, including, but not limited to, the determination as to whether there has been a failure of any of the practice inspections, the veterinarian shall, upon notice by the Complaints Director and/or Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from breach of this Order. The Complaints Director and/or Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
10. There shall be publication of this Order on a "without-names" basis in the *Members' Magazine* and on the ABVMA website.

The CRC negotiating committee, during the consent discussion recognized that there may be issues with the veterinarian's wellness. The veterinarian readily agreed with the sanctions related to medical examination and counselling. The Hearing Tribunal noted in their written decision:

*"There is a significant component of the sanctions that deal with physical and mental health. These Orders, although of a personal nature, are directed specifically as protection of the public interest. Having an emotionally and physically healthy practitioner serves the public interest to the greatest of degrees."*

CONTINUED ON NEXT PAGE

# Complaints Director's Report continued

## COMPLAINT CASES #17-22, #17-31 AND #18-04

A hearing was held into the conduct of Dr. Jeff Serfas of Forestburg Veterinary Clinic (FVC) on December 13 & 14, 2018, and January 17 & 22, 2019.

The hearing was convened to consider matters related to two letters of complaint from members of the public and one complaint initiated by the Complaints Director under section 27.1 of the *Veterinary Profession Act* (VPA).

## ALLEGATIONS OF UNPROFESSIONAL CONDUCT

The first complaint was regarding Dr. Serfas' conduct related to performing dental procedure on a 10-year-old Chihuahua. Dr. Serfas undertook to remove most of the dog's teeth under anesthesia. There was bleeding noted at the practice following the dental surgery, which was monitored. Pressure was applied to control the bleeding. The dog was discharged that afternoon and died at home at some time through the night.

The ABVMA advanced allegations of unprofessional conduct related to failure to obtain informed consent; failure to use a dedicated anesthetist; failure to offer or undertake pre-operative blood work; failure to place IV catheter and provide iv fluids; failure to use dental blocks; failure to suture gingiva or use gingival flaps; failure to recognize or take appropriate action to address bleeding, failure to offer a necropsy; failure to proceed with an appropriate anesthetic protocol; failure to undertake radiographs; discharging the dog while it was at considerable risk; failure to provide discharge instructions; and failure to create or maintain appropriate medical records.

The second complaint was regarding a five-year-old Mastiff that presented with a seven-day history of anorexia. There was a questionable history of ingestion of a foreign body. Bloodwork and radiographs were inconclusive and the dog was treated medically overnight. The following day the dog was vomiting. Dr. Serfas performed an exploratory laparotomy and enterotomy to remove a rope toy. The dog was discharged approximately two hours after surgery and died at home.

The ABVMA advanced allegations of unprofessional conduct related to failure to proceed with an appropriate anesthetic protocol; inappropriate administration of a corticosteroid; failure to ensure IV fluid administration; failure to ensure appropriate anesthetic monitoring, discharging the dog in an unstable condition; failure to refer the client; failure to offer a necropsy; and failure to create or maintain appropriate medical records.

The third matter considered at the hearing was a complaint advanced in accordance with section 27.1 of the VPA:

### *Aware of unprofessional conduct*

*27.1 Despite not receiving a complaint under section 27(1), if the Complaints Director has information that on reasonable grounds causes the Complaints Director to believe that the conduct of a registered member constitutes unprofessional conduct... the Complaints Director may treat the information as a complaint received under section 27(1).*

The complaint was regarding a letter that was sent by Dr. Serfas to his clients following a hearing held on Aug. 2, 2017. In the letter, Dr. Serfas disclosed and misrepresented confidential consent discussions, intentionally undermined the consent negotiation and joint submission made at the Aug. 2, 2017, hearing, undermined the integrity of the profession and failed to accept his responsibilities as a registered veterinarian.

## FINDINGS OF UNPROFESSIONAL CONDUCT

Dr. Serfas provided an admission of unprofessional conduct on four allegations related to the section 27.1 complaint.

The Hearing Tribunal heard evidence related to the two complaints from the public and made findings of unprofessional conduct on 12 of the 20 allegations related to one complaint case and made findings of unprofessional conduct on two of the nine allegations in the other.

## SANCTIONS

Following the findings of unprofessional conduct, the hearing tribunal considered submissions from the ABVMA and Dr. Serfas with regards to sanctions. The Hearing Tribunal made the following orders in their decision of May 29, 2019:

- Order 1 – A reprimand shall be issued against Dr. Serfas.
- Order 2(a) – Dr. Serfas' registration shall be suspended from the practice of veterinary medicine in Alberta for a period of one year commencing on June 15, 2019.
- Order 2(b) – Commencing on June 15, 2020, and contingent on meeting all other requirements in this order, as well as all applicable ABVMA requirements for licensure, for a period of three years Dr. Serfas' practice will be restricted to the practice of large animal veterinary medicine in Alberta.
- Order 3(a) – Dr. Serfas will be suspended from the practice of companion animal veterinary medicine in Alberta for a period of four years commencing on June 15, 2019.
- Order 3(b) – Commencing on June 15, 2023, and contingent on meeting all other requirements of these orders, as well as all other ABVMA requirements for licensure, Dr. Serfas will be eligible to practice companion animal veterinary medicine in Alberta under the immediate or direct supervision of an unrestricted ABVMA General Practice Licensee.
- Order 3(c) – Commencing on June 15, 2024, and contingent on meeting all other requirements in this order, as well as all other ABVMA requirements for licensure, Dr. Serfas will be eligible to practice companion animal veterinary medicine in Alberta as unrestricted ABVMA General Practice Licensee Veterinarian.
- Order 4 – FVC shall be closed effective as of the date of this decision and shall remain closed until the veterinary practice entity (VPE) passes the ABVMA PIPS inspection, there is an unrestricted ABVMA Practice Licensee assigned as the responsible veterinarian for FVC, and the PIPS Committee and the Complaints Director, acting reasonably, approve the reopening of the FVC clinic.
- Order 5 – After reopening, FVC shall be subject to an unannounced PIPS inspection by an ABVMA PIPS inspector every six months for five years. These inspections shall focus on, but not be limited to, medical records, anesthesia monitoring, appropriate professional staffing, proper equipment (use and maintenance), dispensing (drugs), dental procedures and companion animal (care).

# Complaints Director's Report continued

Dr. Serfas shall pay the costs of these practice inspections and shall provide any and all information requested by and to the inspector. The results of each PIPS inspection shall be provided to the PIPS Committee and the Complaints Director for approval. If joint approval is not granted, the VPE will be closed immediately and remain closed until the VPE passes the ABVMA PIPS inspection.

Order 6 – Dr. Serfas shall be required to complete, at his own cost, within six months from the date of this decision, the following continuing education obligations:

Order 6(a) – Complete 25 hours of continuing education in the area of companion animal dentistry (approved by the Complaints Director).

Order 6(b) – Provide comprehensive and detailed standard operating procedure (SOPs) that describe the approach to the companion animal dentistry cases, including but not limited to, assessment, documentation, scaling, radiology, extraction, surgery, pain management and discharge/aftercare instructions, which SOPs must be approved by the Complaints Director.

Order 6(c) – Complete 10 hours of continuing education in area of companion animal pain management (approved by the Complaints Director).

Order 6(d) – Complete 10 hours of continuing education in area of medical records (approved by the Complaints Director).

Order 6(e) – Complete 10 hours of continuing education in area of client communication (approved by the Complaints Director).

Order 6(f) – For clarification, these continuing education hours are in addition to the ABVMA's annual requirement of 20 hours of continuing education.

Order 7 – Dr. Serfas shall pay fines to the association for the findings of unprofessional conduct in the maximum amount of \$50,000 as follows, which represents \$20,000 for Discipline Case #18-04, \$25,000 for Discipline Case #17-22 and \$5,000 for Discipline Case #17-31. The fine for Discipline Case #18-04 is payable over one year and is payable prior to June 15, 2020. The fines for Discipline Cases #17-22 and #17-31 are payable over five years and are payable prior to June 15, 2024.

Order 8 – Dr. Serfas shall pay costs of \$60,000 associated with these investigations and the hearing. These costs are payable over five years and are payable prior to June 15, 2024.

Order 9 – If the Complaints Director determines that Dr. Serfas has breached any of the above penalty orders, including, but not limited to, the determination that Dr. Serfas practices veterinary medicine during the period of suspension and/or restricted companion animal practice, Dr. Serfas' registration with the ABVMA will be cancelled for a period of five years.

Order 10 – There shall be publication of this order on a "with-names" basis in the ABVMA *Members' Magazine* and these orders shall be posted on the ABVMA website until Dr. Serfas has complied with all orders of the Hearing Tribunal.

The complete decision and reasons *Decision of the Hearing Tribunal: Findings, Reasons and Penalty Orders* are available on the ABVMA website at: <https://abvma.in1touch.org/uploaded/web/Suspended%20Members%20Documents/HEARING%20TRIBUNAL%20DECISION%20-%20DR.%20JEFF%20SERFAS.pdf>



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T5S 2W4



# ABVMA Membership Matters

## COUNCIL APPROVED THE FOLLOWING AT THE APRIL 2019 COUNCIL MEETING:

### Veterinarians

#### Transfer Non-Practicing to Active General

Dr. Patricia Tulloch, #2983	May 1, 2019
Dr. Colleen Chan, #2985	June 10, 2019
Dr. Thuy-Duong Pham, #3121	May 6, 2019

#### Reinstated Active General

Dr. Erin Culligan, #2339	May 21, 2019
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#### Transfer Limited Supervised to Temporary

Dr. Raafat Farag, #3715	May 6, 2019
Dr. Cornelia Sadler, #3691	May 14, 2019

#### Transfer Temporary to Active General

Dr. Furqan Manzoor, #3472	April 26, 2019
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### Veterinary Technologists

#### Transfer Active General to Non-Practicing

Kaitlan Salmon, #3018	May 1, 2019
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#### Transfer Non-Practicing to Active General

Shayne Lawrence, #3537	May 1, 2019
Kelsey Watkinson, #3185	June 3, 2019
Alexandra Pattison, #3397	Feb. 12, 2019

#### Reinstate Active General

Karen Visser, #63	April 26, 2019
Victoria Roberts, #3545	April 26, 2019
Carina Beeksma, #2871	April 26, 2019
James Cazal, #3076	May 6, 2019
Veronique Wiens, #2715	May 14, 2019

#### Cancelled Provisional

Lynnette Meechan, #3883	May 2, 2019
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#### Cancelled Provisional Reinstate to Active General

Laura Schmitke, #3842	May 14, 2019
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#### Provisional to Active General

Rosemarie Coutu, #3885	May 6, 2019
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#### Provisional to General

Sarah Richards, #3899	April 18, 2019
Jodi Graham, #3902	April 18, 2019
Nicole Gillette, #3909	April 18, 2019
Laurie Fugere, #3911	April 18, 2019
Emily Cook, #3904	April 18, 2019
Tiffany Davis, #3906	April 19, 2019
Julian Jacome, #3901	April 19, 2019
Marissa Lemay, #3916	April 19, 2019
Niina Mihara, #3912	April 19, 2019
Jerry Carr, #3914	April 19, 2019
Brittney Stark, #3905	April 19, 2019
Jordyn Turnquist, #3858	April 19, 2019
Erin Wozney, #3897	April 19, 2019

#### Provisional to General continued

Samantha Thompson, #3917	April 19, 2019
Shaelyn Fate, #3896	April 19, 2019
Sarah Dawson, #3913	April 19, 2019
Nicole Rose, #3918	April 19, 2019
Holly Altena, #3898	April 19, 2019
Nicole Yam, #3895	April 19, 2019
Jessica Nabozniak, #3903	April 19, 2019
Briana Grant, #3738	April 19, 2019

### Permits

#### Permit to Practice Approval

Vulcan Veterinary Hospital Ltd. (Dr. Gordon Strick #1891, Dr. Yolanda Miles #1892)	April 18, 2019
Alberta Bee Veterinary Services Ltd. (Dr. Christina Spence #3155)	April 28, 2019
Synergy Cattle Consultants Inc. (Dr. Tye Perrett #1745, Dr. Craig Dorin #1567, Dr. Ian Goodbrand (#1308)	May 23, 2019
HRHS Olds Pioneer Veterinary Services Ltd. (Dr. Hans Reimert #3253, Dr. Haley Safnuk # 3436)	May 31, 2019

#### Cancelled Permits

McKnight 24 Hour Veterinary Hospital Ltd. (VetStrategy Alberta Inc.)	Dec. 31, 2018
M.N. Stewart Equine Veterinary Services Ltd. (Dr. Maurice Stewart #577)	June 1, 2019

### Provisional Approval of New Veterinary Practice Entities

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

#### Practice Name

South West - Alberta Veterinary Services  
Creekside Veterinary Service (ambulatory only)  
Alberta Bee Veterinary Services Ltd.

#### Location

Acme  
Maple Creek, SK  
Yellowhead County

**NEW**



# Just One Dose

An easier way to treat otitis externa.



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

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Learn more at [claro.bayer.ca](http://claro.bayer.ca)

- ✓ Antibacterial
- ✓ Antifungal
- ✓ Anti-inflammatory

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



**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](mailto:admin@cvma-acmv.org), or contact your Alberta Council Representative: Dr. Louis Kwantes at 780-417-1119 or [louis.kwantes@abvma.ca](mailto:louis.kwantes@abvma.ca).

## One Profession. One Strong Voice.

### CVMA Welcomes its 2019-20 Council:

**President:** Dr. Melanie Hicks  
**President-Elect:** Dr. Enid Stiles  
**Vice-President:** Dr. Louis Kwantes (AB)  
**Executive Member:** Dr. Christopher Bell  
**Immediate Past-President:** Dr. Terri Chotowetz  
**Chief Executive Officer:** Mr. Jost am Rhyn  
**Treasurer:** Dr. Brian Evans

### Animal Health Week 2019 - Optimal Nutrition for Optimal Health: Talk to Your Veterinary Team about Your Animals' Dietary Needs

Animal Health Week (AHW) is from Oct. 6 to 12, 2019. AHW is an annual national public awareness campaign organized by the CVMA and hosted by veterinarians across Canada. During the first week of October, veterinary teams celebrate while promoting a significant animal health-related message and responsible animal ownership as part of AHW celebrations. Visit our website for more information and ideas on how to promote AHW in your clinic.

### It's time to talk about Mental Health in Veterinary Medicine Awareness Week from Sept. 9 to 15, 2019

One in five Canadian veterinarians and technologists reported suicide ideation, burnout and depression, but most did not reach out due to stigma. Merck Animal Health and the CVMA are starting open and honest mental health conversations, helping breakdown stigma and creating a community to help one another. The conversation starts with **It's time to talk about Mental Health in Veterinary Medicine Awareness Week** from Sept. 9 to 15, 2019. Visit [canadianveterinarians.net](http://canadianveterinarians.net) to learn more and download resources.

### WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

### New Multi-Partner Trust Fund Launched to Combat Antimicrobial Resistance Globally

In a boost to combat one of the gravest risks to global health, a dedicated funding vehicle allowing partners to devote resources to accelerate global action against

antimicrobial resistance was unveiled at a Ministerial Conference. Read more under the [News & Events](#) section of our website.

### What You Need to Know about African Swine Fever (ASF)

The CVMA has collaborated with CFIA and other stakeholders to share information to prevent ASF from infecting the Canadian pig herd. Read more in our [African Swine Fever](#) section of the CVMA website.

### The CVMA Supports Animal Health Canada – strengthening Canada's animal disease prevention, preparedness, response and recovery

Building on direction from federal, provincial and territorial governments in the National Plant and Animal Health Strategy, industry leaders championed the development of **Animal Health Canada**, a new governance model built on industry-government partnership in decision-making, resource sharing, and program management. The goal is to **strengthen Canada's capacity for animal disease prevention, preparedness, response and recovery**. Visit [www.canadianveterinarians.net/news-events/news/animal-health-canada-strengthening-canadas-capacity-prrr](http://www.canadianveterinarians.net/news-events/news/animal-health-canada-strengthening-canadas-capacity-prrr) to learn more about Animal Health Canada's proposed activities.

### CVMA RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

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

The *CVMA Guidelines for Veterinary Antimicrobial Use* provides Canadian veterinarians with world-class advice on decision support for selecting which cases require antimicrobial treatment and recommended treatments. All licensed veterinarians in Canada have full access to the platform until Dec. 31, 2019, after which only active CVMA members will have full access. Visit: [canadianveterinarians.net/AMU-UAM](http://canadianveterinarians.net/AMU-UAM)  
**Funding: Agriculture and Agri-Food Canada's AgriAssurance Program, and the Canadian Food Inspection Agency**

## WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE.

The CVMA developed two position statements, titled **Animals in Sport and Competition** and **Animals in Entertainment and the Arts**.

- Although the positions could appear to overlap, the critical difference is the animals' activity in each situation.
- When considering an activity's animal welfare implications, it's the animals' experience that matters. The animal welfare risks are markedly different when used for sport and competition, and when used for entertainment or in the arts.
- The entertainment position addresses, for example, animals performing in a circus. The sport and competition position would cover dogs running in a sled race or horses on a track.
- Some activities, such as rodeos, need to be viewed through both statements.
- Access position statements in the [Policy & Advocacy](#) section of our website.

## Canada Bans Bestiality and Animal Fighting (Bill C-84 has been Passed into Law)

Bill C-84, *An Act to Amend the Criminal Code pertaining to Bestiality and Animal Fighting*, has passed through Parliament and into law. The CVMA has actively lobbied for many years for amendments to the Criminal Code aimed at strengthening the law with respect to animal cruelty. Read more under the [News & Events](#) section of our website.

**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**

## WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE.

The CVMA proudly recognizes outstanding contributions to veterinary medicine.

**The 2019 CVMA Award recipients:**

**Merck Veterinary Award:** Dr. Karin Orsel

**Small Animal Practitioner Award:** Dr. Kate Lupton

**CVMA Humane Award:** Dr. Dennis Will

**CVMA Life Membership:** Dr. Jim Brackett

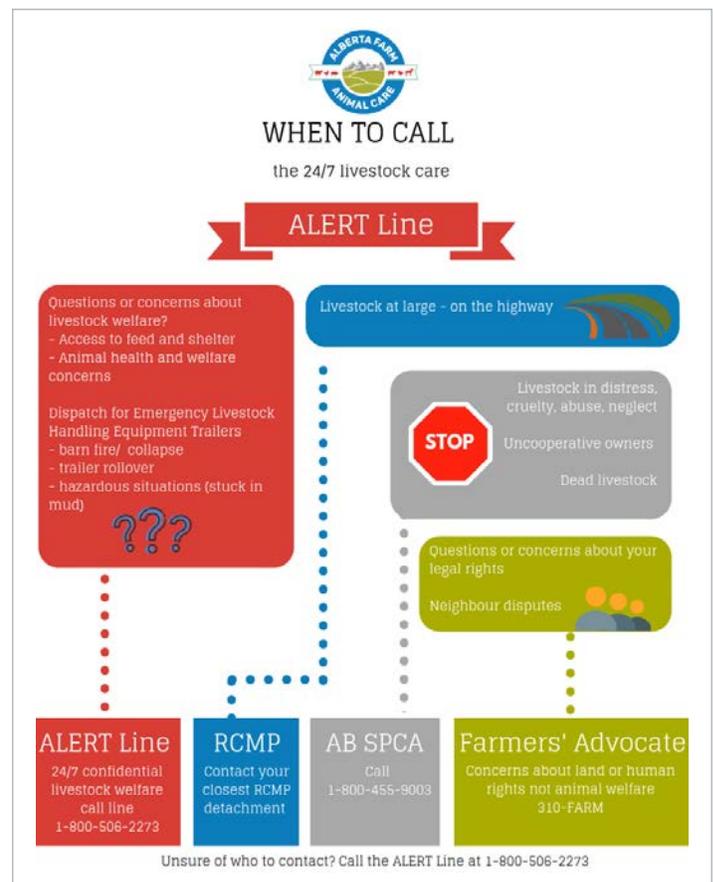
**CVMA President's Award:** Dr. Lloyd Keddie

**CVMA Practice of the Year Award:** Veterinary Specialty Centre of Newfoundland and Labrador

## YOUR CVMA MEMBERSHIP VALUE

### CVMA Hotel Discount Program

CVMA members receive exclusive **national and international hotel discounts**. You can save up to 50 per cent, with rates averaging between 5 to 20 per cent better than other online hotel booking services. Members must log on to the CVMA website, using their personal CVMA ID or password, to access the **CVMA Hotel Discount Program**. Find more information under the [\\_](#) section of our website.



# ABVMA Road Trip – June 13-14, 2019

## COUNCIL ENDEAVOURS TO VISIT PRACTICES IN

different regions of the province annually to meet face-to-face with members and their staff to see first-hand the great work being carried out in the veterinary community in Alberta. This year was no exception. ABVMA Council, staff and executive members of the Board of Directors of the ABVTA visited numerous practices in the Edmonton area. From wildlife to shelter medicine, high tech equipment to community based services, it is clear the veterinary profession continues to provide quality care to their patients and essential services to the public.



ABVMA Council, staff and ABVTA reps with Edmonton Animal Care and Control Centre staff



Edmonton Community Vet Clinic  
**Left to right:** John Doyle, Dr. Natacha Russell, Tonjra Sutherland, Chantelle Neufeld, Connie Varnhagen

## Thank you to the following for opening their doors to us:

- Millview Pet Hospital (Dr. Gurmeet Singh Tuli)
- Millwoods East Veterinary Clinic (Jennifer Uchacz, RVT)
- Edmonton Community Veterinary Clinic (Dr. Natacha Russell and Connie Varnhagen, RVT)
- Blue Cross Animal Hospital (Dr. David Littlejohn and Mrs. Kelly Littlejohn)
- VCA Guardian (Ms. Shaunna Bearcell, Practice Manager, Dr. Eoin Clancy, Emerg)
- Brintnell Veterinary Hospital (Dr. Jocelyn Fredlund)
- Animal Care and Control Centre Edmonton (Dr. Karen Lange and Karen Melnyk, RVT)
- Edmonton Humane Society (Dr. Michele Meckelborg and Ms. Catherine Stevenson)
- Edmonton West Animal Hospital and Spay/Neuter Centre (Dr. Navjot Gosal)
- WildNorth Northern Alberta Wildlife Rescue and Rehabilitation (Kim Blomme, RVT, and Dale Gienow)



Blue Cross Animal Hospital: Dr. David Littlejohn (left) with Dr. Phil Buote (right)



Brintnell Veterinary Hospital, Dr. Jocelyn Fredlund (left) with staff

# ABVMA Road Trip – June 13-14, 2019



WildNorth Northern Alberta Wildlife Rescue and Rehabilitation

Dr. Navjot Gosal at Edmonton West Animal Hospital and Spay/Neuter Centre



VCA Guardian Veterinary Centre CT Scan

Dr. Gurmeet Singh Tuli and his wife



Millwoods East Veterinary Clinic reception

Edmonton Humane Society

## Marital/Relationships

**IN EACH MEMBERS' MAGAZINE, THE ABVMA MEMBER WELLNESS ADVISORY COMMITTEE WILL HIGHLIGHT** information that is available through Homewood Health at [homeweb.ca](http://homeweb.ca). If you have not had an opportunity to sign up yet, go to [homeweb.ca](http://homeweb.ca) and click on "sign up." You will be directed to answer a few basic questions and select Alberta Veterinary Medical Association from a drop-down menu. For assistance, contact Homewood Health at 1-800-663-1142.

### Separation and divorce: how to make the best of a difficult situation

When a marriage or common-law relationship fails, both partners (and children) are likely to experience a range of unwelcome emotions. It is important that everybody involved is properly considered and supported.

- if you have children, put their needs first
- decide on your goals, and keep them in perspective
- get help when you need it
- don't allow your emotions to control you
- take steps to stay healthy

Unless there is good reason, there should be no rush to file for a divorce. Wait until you can both handle it, financially as well as psychologically. With divorce, most people go through steps similar to the grieving process after a death: denial, anger, grief, and, with time, healing and acceptance.

Separation and divorce are common occurrences in today's society, and Homewood Health has a variety of articles and resources that ABVMA members can access. Check out the link below to learn more tips and guidance for yourself or a loved one facing separation or divorce.

<https://homeweb.ca/articles/563a8bc6b0a8f8611bd55d58> after login to [homeweb.ca](http://homeweb.ca)

### Dispelling myths: marital conflict

Homewood Health addresses common misconceptions surrounding conflict in our personal relationships, and provides many useful articles and resources to help guide ABVMA members through marital conflicts that arise in our everyday lives.

- Myth 1: Unhappy couples are unhappy because they lack communication skills
- Myth 2: Healthy marriages are impossible unless couples learn how to solve their problems
- Myth 3: Conflict signals an unhealthy relationship
- Myth 4: Expressing anger is destructive to a relationship

Check out the link below by Homewood Health to learn more about how marital conflict is not only healthy, but can help our marriages and relationships grow.

<https://homeweb.ca/articles/56253aac8f07582d11584da7> after login to [homeweb.ca](http://homeweb.ca)

**"Happy couples have these unsolvable issues as much as unhappy couples. The difference is that happy, stable couples focus on maintaining an open dialogue about these issues; they try to understand and accept each other's differences and work towards compromise. Unhappy couples, however, focus on trying to change each other."**

**Contact us 24 hours a day, 7 days a week**

1-800-663-1142 TTY: 1-888-384-1152

International (Call collect): 604-689-1717

[homewoodhealth.com](http://homewoodhealth.com)



# 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.



**Darrell Dalton, DVM**

Registrar

[darrell.dalton@abvma.ca](mailto:darrell.dalton@abvma.ca)

## **DR. DARRELL DALTON WAS BORN**

and raised in Calgary, attended the University of Alberta for his pre-veterinary training, and graduated from the Western College of Veterinary Medicine 1980.

Dr. Dalton immediately started a private equine practice in Calgary focused primarily on the Standardbred racetrack. In 1986, he moved to the Red Deer area and opened a pleasure horse practice.

Darrell married his wife Lorri on New Year's Eve in 1998 and they have three children Liam, Shelby, and Brett. Darrell also has an older son Adam, and three grand kids.

Dr. Dalton has been a continuous member of the Alberta Veterinary Medical Association (ABVMA) for 39 years. Prior

to his employment with the ABVMA, he volunteered on the ABVMA Equine and Animal Welfare committees, as well as on ABVMA Council. He was Vice President of Council in 2007.

Dr. Dalton began working with the ABVMA as the Assistant to the Registrar in September 2007, as Deputy Registrar in 2008 and he was appointed to his current position of Registrar Secretary/Treasurer in September 2013.

In his off time, Darrell can be found either chasing his teenagers, or with a book or a Nikon camera in his hand.



**Sarah Munn**

Executive Assistant, Communications  
and Professional Enhancement  
[sarah.munn@abvma.ca](mailto:sarah.munn@abvma.ca)

## **SARAH JOINED THE ABVMA IN MAY**

2016 as the Executive Assistant, Communications and Professional Enhancement. She started working for the association during the Fort McMurray Wildfire and was immediately taken by the dedication of volunteers and impressed with how quickly everyone in the veterinary profession came together to help.

Sarah works on numerous communications projects, including the layout of the ABVMA *Members' Magazine*, weekly distribution of the ABVMA E-News, production of the Annual Report and various other publications

throughout the year. In professional enhancement, Sarah works closely with the Manager of Communications in preparation for the execution of various events including Leadership Weekend, CanWest and more.

Sarah grew up on Vancouver Island, where she completed her Bachelor of Arts degree, and lived overseas in London, England, before settling in Alberta in 2011.

She lives in Edmonton with her husband Mike and retired racing greyhound, Archer. In her free time, Sarah enjoys barre classes, reading, camping and travelling.



## **CanWest Veterinary Conference**

**Beat the early bird deadline: Sept. 20, 2019**

Register now at [www.canwestconference.ca](http://www.canwestconference.ca)

# Homewood Health Member Assistance Program

## Program Update

**ABVMA MEMBER WELLNESS CONTINUES TO BE** supported through two distinct programs:

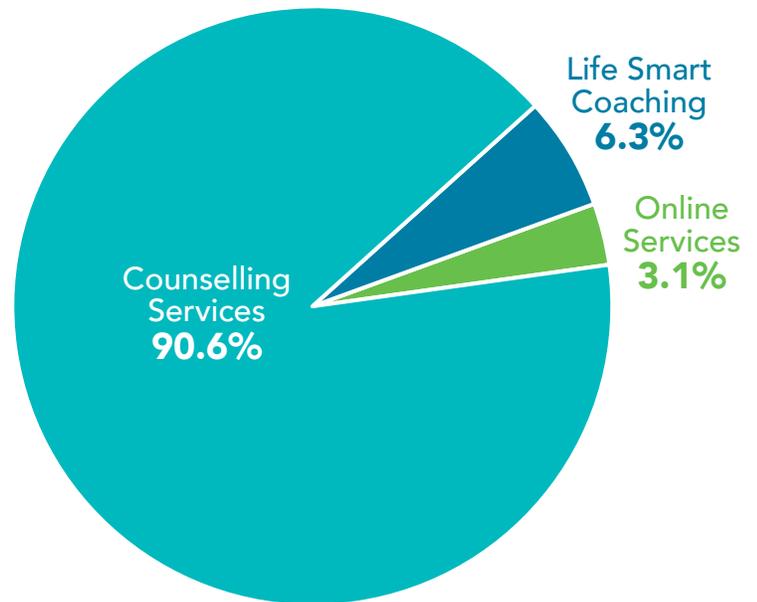
- 1) **Member Assistance Program** – offered through Homewood Health
  - Provides resources, counselling and other wellness services to members including:
    - Counselling Services
    - Life Smart Lifestyle and Specialty Counselling
    - Online Services
- 2) **Member Wellness Program** – offers members that qualify access to recovery treatment due to incapacitation from addictions through interest free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office.

For more information on the member wellness program contact [darrell.dalton@abvma.ca](mailto:darrell.dalton@abvma.ca).

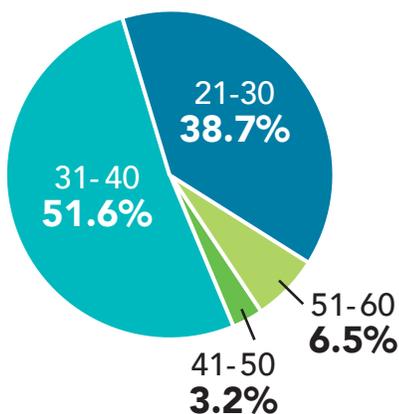
## Program Statistics

(March 1 – May 31, 2019)

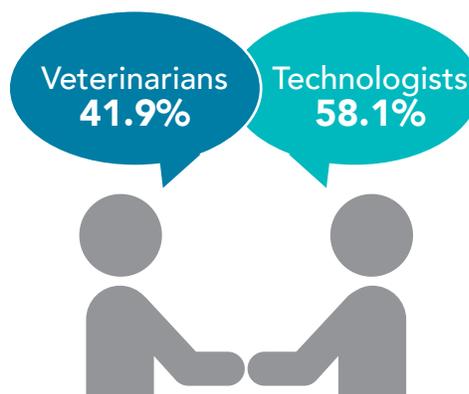
Total active cases: **32**



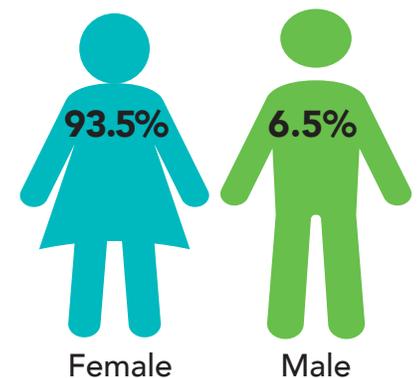
Age Group:



Member Type:



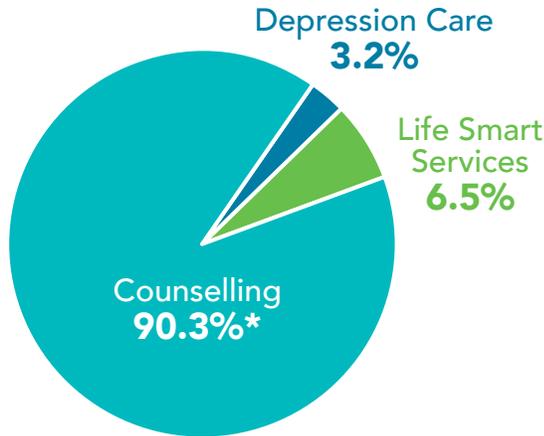
Gender:



**Members are encouraged to access the numerous services offered by Homewood Health.**

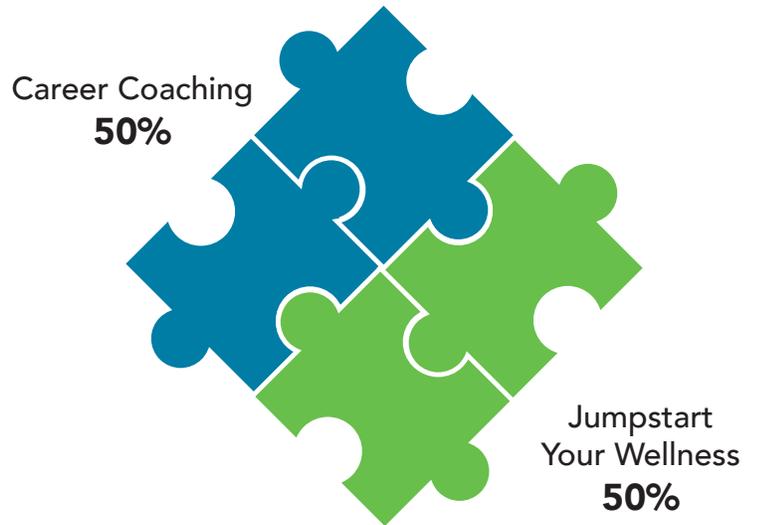
# Homewood Health Member Assistance Program

## Service Type Accessed:

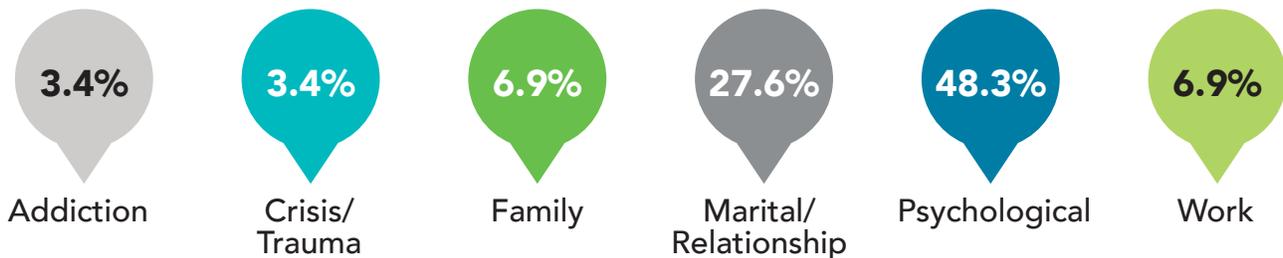


\*55.2% were face-to-face sessions, 17.2% were by phone and 27.6% were web-based

## Life Smart Coaching Services:



## Counselling services by category:



### E-Courses Accessed

- Foundations of Effective Parenting
- Resolving Conflict in Intimate Relationships
- Taking Control of Stress

Contact us 24 hours a day, 7 days a week

1-800-663-1142 TTY: 1-888-384-1152

International (Call collect): 604-689-1717

[homewoodhealth.com](http://homewoodhealth.com)



# On the Cover: Burwash Equine Services



**By Kirby Penttila, DVM**  
**Co-owner, Burwash Equine Services**

**BURWASH EQUINE SERVICES HAS BEEN PART OF THE** fabric of the horse industry in Alberta for over forty years. Dr. Wayne Burwash started the practice in 1977 and became known for the compassionate care he provided to his patients and the trustworthy relationships he built with his clients. The current owners, Dr. Kirby Penttila (who purchased the practice in 2013) and Dr. Crystal Lee (who came on as partner in 2017), made a commitment to uphold these traditions as they made plans to move to a new clinic and expand the services that they are able to offer to horse owners and their veterinary colleagues in Alberta. For many years, the practice was focused on Dr. Burwash's passion — equine reproduction — and was a leader in bringing many of the advanced reproductive techniques to the horse industry in Alberta. Over the years, the practice has grown and diversified and now offers a full spectrum of equine services, including surgery, podiatry, lameness, advanced dentistry and internal medicine.

In August of 2018, the practice made the move to its beautiful, brand new, state-of-the-art 16,000-square-foot clinic nestled in the foothills just south of Cochrane. This new equine veterinary hospital was designed to push industry standards for horse health care to new levels. With the integration of a spacious and bright surgical suite

and two safe and welcoming isolation suites, Burwash Equine is now able to handle every type of case that comes its way. The surgical suite features a unique curved monorail hoist system that allows for a smooth ride for the horse from induction through surgery and on to recovery, an assisted recovery room with elevated platforms for staff to rope-recover horses (optimizing patient recovery after surgery) and a client surgery viewing area that are the first of their kind in Alberta. The new facility allowed Drs. Penttila and Lee to achieve their dream of offering referral services to the horse community in central and southern Alberta, and they have been incredibly pleased with the reception this has had in the veterinary community.

The wonderful team of veterinarians at Burwash Equine is made up of Dr. Kirby Penttila, a 2008 WCVVM graduate whose interest in the intricacies of the horse's foot have led to a full-blown passion for podiatry and a rapidly growing caseload of unique and challenging foot cases; Dr. Crystal Lee, a 2009 WCVVM graduate who went on to become a board-certified surgeon after completing a surgical residency at Oklahoma State University; Dr. Ben Reed, a 2017 UCVM graduate who enjoys all aspects of general equine practice but has a particular affinity for dentistry; and Dr. Jennifer Morrissey, a 2013 graduate of Cornell University whose interest in all things reproduction led to her completion of a theriogenology residency at Colorado State University and achievement of board certification in theriogenology.



Dr. Burwash placing lucky horseshoes in concrete of new clinic

Over the last few years, Burwash Equine Services has worked hard to implement and refine an internship program to encourage young veterinarians to get into equine practice and help them gain the confidence and skills necessary to become competent equine practitioners. This has been a very gratifying and rewarding addition to the practice as we all watch these new graduates grow and develop throughout their first year. Burwash Equine has also been a member of the Distributed Veterinary Learning Community (DVLC) since its inception and was the proud recipient of the 2018 DVLC Practice of the Year Award. Additionally, Burwash Equine has provided mentorship for many an aspiring veterinary and technician student through volunteer opportunities, practicum placements, weekend employment and summer student positions.

The team at Burwash Equine strives to provide cutting-edge care to all of their patients through discussion and collaboration. The day starts with a briefing for all staff on the cases in hospital and any emergencies that were seen after hours. Then, the team disperses and sees a vast mixture of cases both in hospital and on the farm. The practice area covers the eastern slope of the Rockies, from Airdrie to Okotoks to Canmore and everywhere in between, but clients will haul in from all over Alberta and eastern BC.

The practice has grown and evolved over the years, but the friendly, patient-centered care that Burwash Equine is known for has continued for a clientele that ranges from World Champions and Olympians to backyard companion horse owners. Our vision is to deliver complete and compassionate horse health care by providing exceptional diagnostics and personal care with honesty and integrity.



Reception



Anesthesia

# Mental Health and Wellness - ABVMA Market Research

ABVMA Research Summary – Article 5 of 7



## INTRODUCTION

Increasingly, the narrative concerning mental health and wellness has grown in recent years, casting light on a vitally important issue in the workplace. Veterinarians and registered veterinary technologists encounter many challenges unique to the profession that impact wellness and mental health.

While Canadian research regarding the wellness and mental health of veterinarians is limited, the research that has been conducted does align with research conducted in other areas, such as the United States and the UK. In general, research demonstrates trends for issues such as compassion fatigue, stress and suicidal ideation.

As part of the research conducted by Banister Research on behalf of the ABVMA, we surveyed our members on the topic of stress and compassion fatigue, to get a picture of how members are impacted by these trends in our profession.

The survey population consisted entirely of ABVMA members (3,671 in total). An email notice was circulated to all ABVMA members who had emails, to achieve the following:

- inform them of the purpose of the upcoming study, while stressing the importance of their participation in the project
- provide the Internet link to the web survey

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 ABVMA Member Survey website was developed and hosted by Banister Research. The Internet link was available from Nov. 28 to Dec. 15, 2017. A total of 640 questionnaires were completed by the cut-off date. Based on a total of 3,671 members, overall results provide a margin of error no greater than  $\pm 3.5\%$  at the 95 per cent confidence level or 19 times out of 20. There was a participation rate of 17 per cent overall, based on 3,671 at the time the survey was conducted.

What follows is a synopsis on the results of our research into member wellness.

## OUR FINDINGS

### Hours Worked

Nearly everyone in the profession can relate to stressful stories, hostile or time consuming clients, the financial challenges of running a practice (from covering the usual expenses to providing pro bono services to animals and owners in need, and more), and the long hours often required to manage it all.

Long hours play a critical role in member burnout and member wellness, which is why we sought to support anecdotes with quantitative data.

We began by asking how many paid hours our members work each week. On average, the most common response was 35 to 40 hours (39 per cent) followed by more than 40 hours per week (31 per cent). Nearly half of respondents (44 per cent) indicated their practice offers “after-hours or emergency” service requests.

When asked how many hours of after-hours or emergency service they work in an average week, over two-fifths of respondents (41 per cent) said between 1 and 5 hours, while 17 per cent did not work any after hours or emergency hours.

## Stress/Compassion Fatigue

The unique nature of the work we do is such that stress and compassion fatigue are wellness issues that each of us needs to be mindful of, particularly with increasing pet ownership and the need for more veterinary professionals to meet rising demand.

Over one-third of respondents (35 per cent) rated their stress level as healthy (ratings of 4 or 5 out of 5), while 35 per cent also rated their stress level as unhealthy (ratings of 1 or 2 out of 5).

Over half of respondents agreed with the following statements regarding compassion fatigue (ratings of 4 or 5 out of 5):

- I can effectively handle client grief (79 per cent)
- I feel stressed by my clients' financial barriers to provide the best possible care to their animals (59 per cent)

Conversely, less than one-third of respondents agreed with the following statements:

- I feel stressed by the amount of animal suffering I see in my day-to-day work (25 per cent)
- I feel stressed by my practice's financial situation (24 per cent)
- I feel stressed from euthanizing animals (21 per cent)

Respondents were also asked how they deal with stress caused by work. Most commonly, respondents indicated they spend time with family and friends (27 per cent) or engage in physical exercise (22 per cent).

Respondent subgroups who were significantly more likely to have rated the level of stress in their position as high (ratings of 4 or 5 out of 5) included:

- Those who work in Red Deer (44 per cent) versus those who work in Edmonton (26 per cent);

- Owners of a clinical practice (43 per cent) versus associates in a clinical practice (33 per cent);
- Those who have worked in Alberta for more than 20 years (48 per cent) versus 20 years or less (30 to 34 per cent);
- Males (45 per cent) versus females (32 per cent); and
- Those aged 55 and older (56 per cent) versus those under the age of 55 (27 to 35 per cent).

Over two-thirds of respondents (69 per cent) were personally satisfied (ratings of 4 or 5 out of 5) working as a veterinarian or veterinary technologist.

Those who were not personally satisfied working as a veterinarian or veterinary technologist (n=135; ratings of 1, 2, or 3 out of 5) were asked why they provided this response. Forty per cent of respondents cited low wages, followed by 19 per cent who said that staff are overworked.

Those who were personally satisfied working as a veterinarian or veterinary technologist (n=260; ratings of 4 or 5 out of 5) were asked why they provided this response. Twenty-eight per cent of respondents stated it was a career they enjoy, while 21 per cent said they enjoy working with animals.

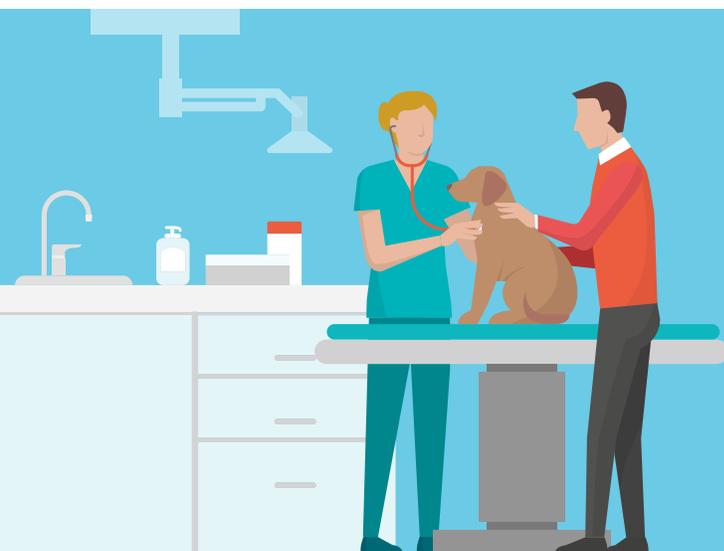
When respondents were asked what makes them most proud of the work they do as a veterinarian or veterinary technologist, saving animals was the most frequent response (42 per cent) followed by helping or building relationships with clients (24 per cent).

When asked what the three most valuable changes or improvements that would better meet their needs as a member, the top response was public education of the veterinary profession (9 per cent).

Respondents were asked to rate their personal satisfaction working as a veterinarian or veterinary technologist using a 1 to 5 scale where 1 meant 'not at all satisfied' and 5 meant "very satisfied." Over two-thirds of respondents (69 per cent) were satisfied (ratings of 4 or 5 out of 5).

CONTINUED ON NEXT PAGE

## STRESS/COMPASSION FATIGUE RESPONSES



**79%** I can effectively handle client grief

**59%** I feel stressed by my clients' financial barriers to provide the best possible care to their animals

**25%** I feel stressed by the amount of animal suffering I see in my day-to-day work

**24%** I feel stressed by my practice's financial situation

**21%** I feel stressed from euthanizing animals

## NEXT STEPS

In 2013, Dr. Jean Wallace prepared an article titled *The Downs: What Stresses Veterinarians and AHTs Out*, based on research conducted in March and April of that year. The results provided meaningful insight into member wellness, at a time when very little Canadian research in this area existed. In the coming months, the ABVMA will be working on an article comparing that work with the Banister research, analyzing any changes in member reporting on wellness.

In the meantime, enhancing and supporting member wellness is a key part of the ABVMA's strategic direction, and we are committed to providing support to members experiencing health and wellness challenges. Using research to gain a quantitative understanding of the issue is an important step, especially at a time when society's open, honest and empathetic dialogue about mental health and wellness progresses, but we recognize there is still work to be done, beginning with ensuring our profession continues its own dialogue among members and leadership.

If you or someone you know requires mental health and wellness support, you are not alone.

Visit your member portal > Member Resources > Professional Wellness, to access health and wellness resources.



## PIPS Tip

### The Top Ten PIPS Deficiencies Deconstructed: #1 Medical Records

The July/August *Members' Magazine* outlined the 10 most common deficiencies found during practice inspections in 2018. The PIPS Committee will provide more in-depth information about each of these problem areas.

The PIPS Bylaw, Universal Standard 7: Medical Records, is very specific about the requirements for medical records. Visit ABVMA website > Legislation > ABVMA Bylaws > ABVMA Practice Inspection and Practice Standards Bylaw, pages 20-26, to review these expectations.

Members also should refer to the ABVMA *Medical Records Handbook* (Member Portal > Practice Resources > PIPS > Quality Assurance Self-Verification) and the ABVMA *Prescribing and Dispensing Handbook* (Member Portal home page). The sample forms in the Medical Records Handbook are outdated and have been updated and posted at Member Portal > Practice Resources > PIPS > PIPS Sample Forms.

A particular area of concern is the documentation of prescribing and dispensing pharmaceuticals. All pharmaceuticals sold at the veterinary practice must have a corresponding medical

record, established veterinarian-client-patient relationship and, if applicable, a prescription. When a veterinary practice entity (VPE) is dispensing for another VPE, a written prescription is on file.

The ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 31, states:

*Medical records are maintained regarding all drugs used or dispensed by the VPE, and specifically:*

- i. Are sufficient to identify the reason the medication was used or dispensed. This reason must be a prescription in the client file based on medical need as determined by the VPE or a prescription from another VPE that established such medical need.*
- ii. Indicate the dosage and volume of product prescribed.*
- iii. Indicate when refills are dispensed and a descending balance of refills is available.*
- iv. Contain a copy of written prescriptions filled for clients that were generated by a registered veterinarian other than in the VPE.*

# Public Recognition Corner

## ABVMA Members Recognized with Canadian Veterinary Medical Association (CVMA) Awards

### THE CVMA HONORED MEMBERS AT THEIR AWARDS

Ceremony held July 16, 2019, in conjunction with the CVMA/WSAVA Congress in Toronto, ON.

Alberta was well represented by several members who were recognized with awards.

#### Congratulations to:

##### Dr. Lloyd Keddie – 2019 CVMA President’s Award

Dr. Keddie was presented with this award in recognition of his exceptional contributions and devotion to the association.

##### Dr. Kate Lupton – 2019 CVMA Small Animal Practitioner Award

This award is presented to a CVMA member whose work in small animal practice, clinical research or basic sciences is judged to have contributed significantly to the advancement of small animal medicine, surgery, or the management of a small animal practice.

##### Dr. Karin Orsel – 2019 CVMA Merck Veterinary Award

This award is presented to a CVMA member whose work in food animal production practice, clinical research, or basic sciences is judged to have contributed significantly to the advancement of food animal medicine and surgery, including herd health management.

The ABVMA would also like to welcome Dr. Melanie Hicks as the CVMA President for 2019 and wishes her a successful term as president.



2019 CVMA President’s Award presented to Dr. Lloyd Keddie (right)



Dr. Kate Lupton, recipient of the 2019 CVMA Small Animal Practitioner Award



2019 CVMA Merck Veterinary Award presented to Dr. Karen Orsel (left)

## Dr. Alex Rattray — Pioneer of Pet Medicine in Edmonton — Celebrates 100th Birthday



Dr. Rattray with children (left to right) Don, Janet (standing) and Doug

### MEDIA WERE INVITED TO MEET DR. ALEX RATTRAY IN

May as he celebrated his 100th birthday along with residents and staff of his care home.

Dr. Rattray opened the Blue Cross Animal Hospital at 97 Street/111 Avenue on Jan. 28, 1948. It was Edmonton's first purpose-built veterinary services clinic for small pets. To spay a dog cost \$7.

Dr. Rattray was raised on a farm in Wainwright, AB, and obtained his degree in veterinary medicine from the University of Guelph in Ontario. He and his wife Marion (who were married 71 years before Marion passed away in 2015) built the hospital and lived in the apartment upstairs.

The building may be named a municipal historic resource. The Blue Cross Animal Hospital remains open today in another location.

Dr. Rattray moved on from the clinic in 1963 to specialize in horses. He retired in 1986 after working for the Alberta Racing Commission at Northlands Park.

He has three children, 10 grandchildren and 21 great-grandchildren.

# Dean's Corner – UCVM



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

Dean, University of Calgary –  
Faculty of Veterinary Medicine



## EXPANDING OUR DVM PROGRAM

The countdown to the fall of 2020 is on. In one year's time, UCVM will welcome the largest cohort of DVM students since its inception. Fifty students, the future Class of 2024, will begin their studies in our newly expanded facilities.

**Infrastructure:** Last year, the Alberta government invested \$7.2 million to expand our faculty, which will help meet the increasing demand for veterinarians across the province. This one-time capital funding has enabled us to increase teaching, laboratory and student spaces throughout our Spy Hill campus, including state-of-the-art equipment, an expanded surgery suite and new laboratory space, as well as bigger locker rooms, a kitchenette and student study and wellness spaces. The construction is underway and will be completed by December 2019.

**Recruitment of new staff:** We have begun the process to determine the hiring of new faculty and staff to accommodate a larger class size. The aim is to advertise the positions this fall with start dates of July 2020, aligning with the flow of new operating dollars in the range of \$4.7 million/year, resulting in savings of \$3.3 million to the Government of Alberta.

**Admissions Process:** To further refine our program intake, UCVM's Admissions Committee is evaluating the data gathered so far to modify the admissions process with an aim to fulfil Alberta's need for veterinarians. The expansion of our DVM class size comes at an opportune time, as many of our future graduates will go on to play an important role in Alberta's

agriculture industry and rural communities. Agriculture continues to provide needed diversification to the province's economy and the expansion of our world-class teaching and research programs at UCVM gives us the flexibility to target more students with an interest in working in production animal medicine and rural practices.

**Curriculum Review:** UCVM is in the process of a review and renewal of its DVM program curriculum. The review has been completed, and we are now focusing on the determination and alignment of curricular content. This process will also include any changes needed in the methods of delivery of the content, based on the data gathered over the last 11 years.

## Distributed Veterinary Learning

**Community:** We are examining the spaces available in our community-embedded practicum model, which connects veterinary students with rural practices. The increase in the number of students will allow us to work with more veterinary practices in the province and continue to develop stronger relationships with veterinary business owners. The expansion funding will also help fund collaborative programs with institutions and veterinary clinics across the province. And increasing the number of students trained in Alberta is good news for animal owners, who will benefit by improved access to quality veterinary care.

With strong support from the Government of Alberta and Alberta's veterinary medical community, UCVM continues to grow its abilities to support Alberta's animal owners.



**Wealth Management  
Dominion Securities**

**Steven Kim, B. Comm., CIM**

Vice-President & Portfolio Manager

**RBC Dominion Securities Inc.**

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Fax: 780-426-7838

steven.kim@rbc.com

# Dean's Corner – WCVM

## ON JUNE 5, WE JOINED MEMBERS

of the WCVM Class of 2019 in celebrating their graduation after four years of hard work and dedication. I always look forward to this annual gathering of graduates along with their supportive family and friends. It is a proud, joyous day for all of us, and we wish this group of new veterinarians all the best in their careers.

This year's event was even more special because of the presence of other WCVM graduates — 16 members of the WCVM Class of 1969, the college's first graduating class. To mark their 50th anniversary, the original graduates attended the University of Saskatchewan's (USask) convocation ceremonies as well as the WCVM awards banquet. The mingling of all these graduates — members of the WCVM's first and most recent classes — was an unforgettable experience for everyone.

Another highlight of the day was presenting the WCVM Faculty Gold Medal — our college's highest honour — to Dr. Rita Baumann of Thorsby, who graduated from the WCVM with great distinction. Dr. Baumann is now working with cows (her passion) at a primarily bovine practice in Leduc, AB.

Another WCVM graduate was honoured during the USask spring convocation: Dr. Arinjay Banerjee, a recent PhD graduate from the WCVM's Department of Veterinary Microbiology, received the Governor General's Gold Medal, the university's top academic prize, as well as the Life Sciences Graduate Thesis Award for PhD students. Banerjee is now a post-doctoral fellow at McMaster University in Hamilton, ON.

Here's a selection of other news items from the WCVM:

**PET-CT now available for clinical and research use:** The WCVM celebrated the grand opening of the Allard-Roozen Imaging Suite on June 7. The imaging suite contains Canada's first PET-CT unit dedicated to animals — thanks to

Cathy Roozen, an Alberta donor whose \$2.5-million gift is the largest private donation in WCVM's history. The PET-CT unit is an important part of the WCVM's growing veterinary oncology capabilities, and it will be used for treatment, diagnostics, research and education.

**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.

**NSERC funding:** Researchers linked to the WCVM have been awarded nearly \$1.5 million to address a wide range of issues including preventing pregnancy loss in horses, evaluating tick-borne diseases and protecting pigs from influenza A infection. This total is part of a larger funding announcement from the Natural Sciences and Engineering Research Council of Canada, which awarded nearly \$11 million in USask research projects. NSERC allocated an additional \$125,000 to augment support for 10 early-career researchers at USask. Two WCVM scientists — Drs. Kristen Conn and Michael Wu — received the additional support.

**Equine and companion animal research supported:** This year, the WCVM's Companion Animal Health Fund and the Townsend Equine Health Research Fund supported 14 different research projects, totalling more than \$175,000. Nine of the studies, worth \$107,062, are focused on pet health issues, while another \$68,175 supports five studies aimed at solving horse health-related problems.



**Douglas Freeman, DVM, PhD**

Dean, Western College of  
Veterinary Medicine



Western College of  
Veterinary Medicine

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

# Student's Corner – WCVM



**Ms. Erika Duperreault**  
WCVM Class of 2021  
ABVMA Student Representative  
2019/2020



Western College of  
Veterinary Medicine

## HELLO ABVMA COMMUNITY!

I am delighted to be your senior WCVM Student ABVMA Representative for the 2019-20 academic year. Thank you to Maren Goos, the outgoing representative, for her friendship and ongoing support.

I was born in Montreal, QC, and raised in the heart of Edmonton. I completed my Bachelor of Science at MacEwan University before being accepted to the WCVM. This summer I had the privilege of volunteering in South Africa and Tanzania, before returning home to Edmonton where I worked at Crestwood Veterinary Centre. My primary interest is in companion animal medicine and I plan on returning to Edmonton upon graduation.

First of all, congratulations to the Class of 2019! A group of 78 bright students convoked in June, many starting as clinical associates or interns. Make sure to keep an eye out for these new graduates among the ABVMA community and help guide them in this new phase of their careers. To the Class of 2019: you will be missed around the college, and I wish you all the best of luck in your careers.

Throughout the 2019 summer, WCVM students participated in a variety of animal-related programs. A number of students worked at the college, including the Veterinary Medical Centre, Prairie Diagnostic Services and summer camps. Several students also participated in research projects at the college, giving them valuable experience and the opportunity to share their findings with the WCVM community at the fall poster fair. Approximately one-quarter of the second-year class took their knowledge abroad and volunteered either independently or with our student-run group, Global Vets. I am sure everyone is excited to hear about the interesting areas of veterinary medicine that all students were exposed to during the summer.

As the new school year begins, I would like to welcome the Class of 2023 and congratulate them all on their admission to the WCVM. The fall semester begins with a number of social events to introduce the first years to other students at the college. The new students also have their White Coat Ceremony on September 20, where they are formally welcomed into the profession and receive their ABVMA stethoscope. To the incoming class: this year will be filled with new adventures and challenges, and I guarantee you will meet some of the best people and build many relationships that will last beyond your years at the WCVM. Above all, the year flies by, so enjoy it!

This is an exciting year for the WCVM, which is hosting several noteworthy events. First, Vetavision 2019, which takes place every other year, is on September 27-28. Vetavision is an open house for the college and is entirely run by the student body. The public is invited to the college over the weekend to experience a day in the life of a WCVM student. The entire college is filled with various booths, such as exotics, surgery, food inspection and many more. It involves interactive activities and tours for children and adults of all ages. The WCVM is also hosting the 2020 SCVMA Symposium in January. The symposium rotates between Canadian colleges and has not been at the WCVM since 2015. Students from across the country come for a weekend of lectures, labs, social activities and tours, in and around Saskatoon. I will be providing more details about the symposium, and other events, as the year progresses.

I look forward to keeping the ABVMA community up to date on student life at the WCVM.

# Student's Corner – UCVM

## HELLO EVERYONE! I WOULD LIKE

to congratulate and thank our outgoing Senior ABVMA Student Representative from University of Calgary's Faculty of Veterinary Medicine, Jen Girard, for her contribution to Student's Corner and the ABVMA for the past year. My name is Tess McGarvey and I am the new Senior ABVMA Student Representative from UCVM. I am very excited to fill this role and update you all on the news out of UCVM over the next year. I am originally from Edmonton, but I now live on an acreage near Calgary with my boyfriend, two border collies and a number of other critters. I hope to work as a mixed animal practitioner following graduation, and I am really looking forward to having more opportunities to get out into clinics and work with many of you over the next few years.

Although classes were out for the summer, UCVM remained as busy as ever. Some of our students helped to run the summer camps at our Clinical Skills Building, where kids from grades 7 to 9 learned about animal handling and husbandry and what it is like to be a veterinary student. Student representatives from UCVM also appeared at several events throughout the summer, including at the Calgary Stampede and Spruce Meadows, where members of the public could learn about anatomy, clinical skills and our curriculum at UCVM. At the Calgary Stampede, Dr. Ed Pajor and a number of UCVM students tracked bucking bulls before and after their rodeo performances to assess how we might be able to improve their animal welfare. A number of other UCVM students worked in clinics around the province, and some participated in the Summer Undergraduate Research Experience (SURE) program, where students work for 16 weeks on a research project with a faculty member, learning about topics such as anatomy and parasitology.

As part of a new partnership between UCVM and Stoney Nakoda, students in grades 3-5 from Nakoda Elementary School had the opportunity to learn about bandaging, anatomy and even cow palpation from some of our students and professors this summer. This partnership aims to act as a co-learning environment where children have the opportunity to learn about veterinary medicine, and UCVM can learn more about the importance of animals to Indigenous culture. This is just the beginning of an important relationship with Stoney Nakoda that we are all very excited about.

This summer we saw some of the most highly regarded members of the UCVM community move on to new adventures. Cattle expert Dr. Eugene Janzen retired earlier this summer, and Dr. Alastair Cribb, former UCVM dean, accepted a position as dean of the Cummings School of Veterinary Medicine at Tufts University. We wish both of them, as well as our other faculty and staff members who are moving on to pursue new challenges, the best of luck in their future endeavours. And with that said, we cannot forget our Class of 2019, the Hummingbirds, who graduated in June! A huge congratulations to the new DVMs on all their hard work and best of luck to them in their new careers.

Lastly, we are all looking forward to welcoming a new batch of first-years, the Class of 2023, to UCVM this fall. I will never forget the excitement I experienced when I was first accepted to veterinary school, and I am looking forward to being surrounded by that enthusiasm in the Class of 2023 as this new school year begins. That is all for now, but I look forward to bringing UCVM's updates to all of you over the course of the next year.



**Ms. Tess McGarvey**

UCVM Class of 2021  
ABVMA Student Representative  
2019/2020



**UNIVERSITY OF CALGARY**  
FACULTY OF VETERINARY MEDICINE



**Amanda Barker, RVT**  
2019 ABVTA President



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

## FALL IS MY FAVOURITE TIME OF

year. There are so many things to love about this season, such as the crispness in the air, fuzzy sweaters and socks, hot drinks on a cold day and, my personal favourite, RVT Month! The 3rd annual RVT Month will be kicking off across Canada on October 1, and the ABVTA couldn't be more excited. Make sure you put in your order for the RVT Month kits from WDDC to help this year be the best one yet. Please share photos of your celebrations with us on Instagram @abvta.official or on Facebook. We love to see all of the ways our amazing members are celebrated.

The Board of Directors was busy throughout the summer, meeting several times via teleconference to approve budgets and finalize meeting plans for the Annual General Meeting (AGM). The AGM will be held in Banff on October 19, in conjunction with the CanWest Veterinary Conference. Dr. Marty Becker, founder of the Fear Free Initiative, will be speaking on this exciting topic prior to our meeting. There are several bylaw amendments that require your vote, and I would encourage you to come out and participate. Saturday evening we will also be hosting our year-end celebration for our 40th Anniversary before the CanWest Meet and Greet Social. These will both be fantastic events and I hope to see you there.

RVTs are amazing individuals. We work long hours, skip breaks and always put ourselves second to our patients. We all know someone that goes even farther and does even more — those individuals that go the extra mile above and beyond what is expected. Why not recognize that? The ABVTA has three annual awards dedicated to acknowledging the efforts made by those members that make exceptional strides towards promoting the RVT profession and association. I encourage each of you to take the time to read the criteria, and fill out a nomination form if someone comes to mind. Nominations are open until September 20 and information can be found online at [www.abvta.com](http://www.abvta.com).

Thank you to everyone that put their name forward for a position on the BOD, CE Committee or Communications Committee. We will be announcing our new directors and committee members at the AGM. Volunteering is an amazing way to learn more about the ABVTA and veterinary medicine in Alberta. The connections you will make and experiences you will have are priceless. If you missed the deadline and would still like an opportunity to be involved with your association, please don't hesitate to reach out — we would love to hear from you.



**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**

## Association Activities

### THE ABVTA IS THE VOICE OF

Alberta's RVTs. Throughout May, June and July, the ABVTA Board and Executive Director have represented the association in the following activities:

- **May 8:** President, Treasurer and Executive Director attended meeting with ABVMA
- **May 22:** President, Executive Director attended meeting with the ABVMA Government Relations Advocate in Red Deer
- **May 23:** Executive Director participated in meeting with the RVTTC RVT Month Task Force
- **May 24:** Executive Director participated in meeting with the ABVMA Member Resolution O-1 Task Force
- **May 27:**
  - Vice President attended AFAC Advisory Committee meeting in Leduc
  - Executive Director participated in meeting with RVTTC RVT Month Task Force
- **May 28:** Communications Committee Chair and Vice Chair hosted Paint Your Pet Night — ABVTA Member social and Tails of Help Fundraiser in Edmonton
- **June 1:** Executive Director attended annual in-person meeting with Continuing Education Committee in Edmonton
- **June 3:** Executive Director participated in Alberta Educators Meeting and Working Session via web conference
- **June 7:** Past President and Executive Director attended meeting with ABVMA Communications Department in Edmonton
- **June 8:** ABVTA Communications Committee member participated in the Lloydminster Pet Expo with ABVTA promotional booth
- **June 11:**
  - Several ABVTA Board members participated in ABVMA Registration Day
  - Executive Director and Alberta RVTTC Representative handed out new member welcome and information packages to new RVT members at Registration Day
  - Communications Committee Liaison participated in monthly meeting via web conference
- **June 12:**
  - Executive Director participated in tour of local veterinary practices with ABVMA staff and Council
  - CE Committee Chair and Executive Director hosted "Physical and Mental Fitness for Senior Dogs" webinar
- **June 13:** Vice President, Past President and Executive Director participated in second day of tour of local veterinary practices with ABVMA staff and Council
- **June 16:** Executive Director hosted second webinar, "Physical and Mental Fitness of Senior Dogs"
- **June 22:** Communications Committee members participated in Pets in the Park with ABVTA Booth in Edmonton
- **June 26:** CE Committee Liaison participated in monthly CE Committee meeting
- **June 27:** ABVTA Board Meeting via web conference
- **July 8:** Executive Director participated in on-location filming for ABVTA video project in Barrhead
- **July 10:** Executive Director participated in National Executive Director/Office Administrator meeting via web conference
- **July 15-18:** RVTTC Representatives attended RVTTC Board meetings and AGM at CVMA Conference in Toronto
- **July 17:** Executive Director participated in on-location filming for ABVTA video project in Edmonton
- **July 25:** Executive Director participated in RVTTC RVT Month Task Force meeting

## HEADED TO CANWEST?

JOIN US ON SATURDAY, OCTOBER 19 AS WE WRAP UP THE ABVTA'S 40TH ANNIVERSARY!

ABVTA members and attendees of the Saturday continuing education session are invited to stay on for this complimentary evening reception. Come join members of the Board of Directors to wind up the association's 40-year anniversary that has been celebrated throughout 2019. Appetizers and light snacks will be provided. Cash bar. \$25 charge for non-members, guests and other attendees.

Register online at [www.CanwestConference.ca](http://www.CanwestConference.ca)

Location: Riverview Lounge, Mezzanine Level 2, Hotel 5-8 P.M.

REGISTRATION NOW OPEN - [WWW.CANWESTCONFERENCE.CA](http://WWW.CANWESTCONFERENCE.CA)



## Canadian RVT of the Year Award

### CONGRATULATIONS ARE IN ORDER!

Every year the RVTTC and its partners recognize individuals that demonstrate exceptional efforts towards the RVT profession and their commitment to animal health and welfare. One of the awards available to these individuals is the Canadian RVT of the Year Award. We are proud to announce that this year's recipient is Alberta's own Ivana Novosel.

Ivana is an active member on the ABVTA Board of Directors as one of the RVTTC representatives. She also sits on the ABVMA Animal Welfare Committee, and recently represented Canadian RVTs at the World Veterinary Congress in South Korea. She a dedicated member of our association, and her enthusiasm and passion towards the veterinary profession is contagious.

"Immense thank you to my colleagues for the inspiration and support; ABVTA, RVTTC and Hills for this award, and thank you for making this wonderful profession what it is. I believe that as individuals, we can help about 10 animals a day. But if we can help 100 veterinary professionals help 10 animals each, we're talking thousands of animals getting care they deserve...and so I will continue helping people who help animals."

– Ivana Novosel, RVT,  
2019 Canadian RVT of the Year  
Award Recipient

## ABVTA Board Highlights

Submitted by Karen Melnyk, RVT, ABVTA Treasurer

### HIGHLIGHTS:

The Board of Directors met via Zoom Conference on June 27, 2019. The main purpose of this teleconference was to discuss the 2020 ABVTA Budget. Updates from the ABVMA were brought by Dr. Darrell Dalton, Registrar, on the last ABVMA Council Meeting — please see the Council Highlights for details.

- Discussion regarding the 2020 ABVTA operating budget. A 2.2% Cost of Living Allowance will be added to the cost of the ABVTA membership to be in line with our financial policy and the rising costs of operating our association.
- Planning for the CanWest Conference is in full force. The ABVTA will be hosting a cocktail reception in honour of our 40th Anniversary. This reception will be on Saturday evening before

the CanWest Meet and Greet. ABVTA members and attendees of the Saturday continuing education session are invited to join the Board of Directors to wind up our 40th Anniversary as we have celebrated throughout 2019! Both these socials are a great opportunity to come out and meet other techs and vets from near and far.

- Both the CE and the Communications committees are looking for members to join the committees. This is a great opportunity to get involved with the association. For more information, please see our website.
- The 40-Year Anniversary Vet Tech Conference was a success and was well received. The event financial audit is currently under way.

## Interview: Tammy Brooks RVT, VTS Dentistry

### TAMMY BROOKS WAS BORN IN

Edmonton and raised in Calgary. She grew up with a love for animals and always knew that she wanted to be a vet. She helped care for the family pets, and her love for the industry continued to grow. During junior high school, she had the opportunity to job shadow a veterinary technologist and came to the realization that she actually didn't want to be a veterinarian — she wanted to be a tech!

After high school, she continued with her plans to pursue the veterinary profession, and enrolled at Fairview College in 2000 in the Animal Health Technology program. She graduated in 2002, and was hired at Woodlands Veterinary Clinic with Dr. Faber. She was trained to cover a leave of absence for one of the dentistry techs, and started her journey into the world of veterinary dentistry. During this time, she realized her passion for this area of practice and has been actively working in the dental field since 2003.

When she isn't polishing teeth or taking radiographs, she can be found spending her time outdoors with family. She enjoys camping with her husband and daughter, going for walks and bike rides, and gardening. She also has a motorcycle, which she tries to get out on as often as possible.

We were able to steal a moment of Tammy's time to conduct an interview to see what the life is like of a dentistry tech, and learn about her road to specialization.

### What made you want to specialize in dentistry?

I love teaching people and seeing the light go on when they learn a new concept or find understanding of something they didn't have before. I want to pursue teaching and giving presentations, and by having a specialization behind me, it will give me more push to be able to teach others.

### What was the application process like for you?

When you apply, you need to find a mentor to help you through. It's a two-year process that takes a lot of time and dedication. You

are required to obtain 25 hours of CE in advanced dentistry lectures and 15 hours in dentistry wet labs, which was hard to find locally, so there was a lot of travel to accommodate this. You need to write up five case reports on different dental topics, log 100 cases in different subjects, identify a full instrument list and be able to take full mouth radiographs. If your package passes after being graded, you go on to write the exam. The exam was in Ohio and took eight hours to complete. I wrote in June 2018 and passed on my first attempt. There are only two RVTs with a VTS in dentistry in Canada.

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

You really need to love dentistry. If you aren't sure, you really need to look into it ahead of time. There is a lot of time involved and a lot of cost to obtain appropriate levels of CE and write the exam. You need to be willing to travel to other practices to get the cases and experience that you need. You basically live dentistry for two or three years. Ultimately, you gain a lot of knowledge, and the connections you make with the people you meet are priceless. It was a lot of work, but definitely worthwhile, and I'm happy to talk to anyone about the process if they are considering it.

### Can you describe a typical shift as a VTS in dentistry?

I admit patients for their procedures, and do regular "tech" duties pre-op: placing catheters, calculating induction and anesthesia drugs, taking pre-surgical vitals, etc. After anesthetizing the patient, I clean their teeth and take full mouth radiographs for the doctor. I assist the veterinarian with their procedures and recover my patient. We typically have several procedures booked each day, and having the knowledge to understand them allows me to better plan the veterinarian's day, and also be able to set up, prepare and have a timeline for the day. I assist in answering questions from referring veterinarians to help determine if



they need to send their patient as a referral. We also interpret radiographs from other clinics, so I help facilitate these. We offer dental CE in-clinic, and I go to other clinics to help them learn radiograph techniques and instrument care.

### Can you talk a little about your work with the Calgary Zoo?

Dr. Faber has been assisting the zoo with their animals for several years, and I generally accompany her when she needs to do procedures. While performing their annual veterinary checks, they keep a list of animals with dental concerns that are outside of their realm of being able to treat. We always have the intent of saving the teeth, and will often perform root canals or advanced periodontal therapy instead of doing extractions.

Some of the animals we have treated are fruit bat, tiger, lion, grizzly bear, opossum, snow leopard, red panda, otter, wolf, ring-tailed lemur and meerkat.

# Continuing Education Opportunities

## ONGOING/WEB OFFERINGS

### Evidence Based Internal Parasite Control

– Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: <https://vimeo.com/241068811/ffe79fee7>  
Worth one 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](http://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](http://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](mailto: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](http://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](http://www.mvm.massey.ac.nz) or email [mvm@massey.ac.nz](mailto:mvm@massey.ac.nz)

**The Social Side of Practice: Module 1: Veterinary Wellness** – Debbie Stoeven, 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](mailto: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](mailto:preceptortraining@nait.ca). 6 CE credits.

### 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](mailto:lbussey@wddc.com)

# Continuing Education Opportunities

## MONTHLY OFFERINGS

### 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](http://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](mailto:info@easav.ca) or call (780)970-3728.

### OCTOBER 2019

#### October 4 & 5, 2019 – WCABP 10 and Under Conference – 10 Hours ABVMA Credits

– This inaugural conference is targeted at veterinarians who have graduated within the last 10 years (2009 to 2019) and focuses on bovine-oriented continuing education. Register at <https://www.wcabp.com/events/wcabp-10-and-under-conference>

#### 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&itemid=f9fb4a93-548e-4bc0-97c4-37adcc595e2b>

#### October 18 & 19, 2019 – 2019 Alberta Sheep Symposium – 13 Hours ABVMA Credits

– The Alberta Sheep Symposium is a biannual event that provides current research and information on sheep management and production. Topics for 2019 include parasite research, enzootic abortion, nutrition, performance metrics measurement and analysis as well as flock financial management. It is targeted towards sheep producers as well as small ruminant veterinarians. Register at <https://albertasheepbreeders.ca/symposium>

#### 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](http://www.canwestconference.ca) for more details.

#### October 21 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](http://www.easav.ca); Have questions? Contact our Executive Assistant by email to: [info@easav.ca](mailto: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](http://www.easav.ca); Have questions? Contact our Executive Assistant by email to: [info@easav.ca](mailto:info@easav.ca) or phone: (780) 970-3728. Sponsored by Idexx Laboratories and Hills Pet Nutrition.

# Classified Ads

## VETERINARIAN REQUIRED

**LOOKING FOR A FRIENDLY, ENTHUSIASTIC,** team orientated veterinarian to join our team at the Vegreville Veterinary Clinic. We a busy, progressive mixed animal practice located east of Edmonton in Vegreville, AB. Our practice has a large case load of both small and large animals with separate small and large animal facility to better serve our clients. Small animal facility is a fully-equipped clinic with digital x-rays, lab, ultrasound, separate dental and surgical suites servicing, but not limited to wellness exams, medical, dental and surgical cases from soft tissue surgery to orthopaedics. Large animal facility has 360 degree hydraulic tilt chute and handling system with separate c-section area. Candidate will have lots of mentorship if required, benefits and paid dues. Contact: daralyn@vegvetclinic.ca. Website: <http://vegvet.ca>.

**WESTLOCK VETERINARY CENTER (WVC) IS** looking for a mixed animal veterinarian to join our team. WVC is a mixed practice with 10 full-time & two part-time veterinarians. Caseload is a 50/50 split between small & large with generally 3 to 4 vets on both large & small animal medicine/surgery each day. Small animal equipment includes digital x-ray, digital dental x-ray, ultrasound, therapy laser, in house labs (IDEXX) & complete equipment for fracture repair/TTA surgery. Large animal has four Easi-Scan ultrasounds, mobile digital x-ray, equine powerfloat, hydraulic squeeze & tilt table combination, calving squeeze, horse stocks & both large & small animal isolation wards. We offer 24/7 emergency services, call equally shared between all full-time veterinarians. Interest & experience in bovine medicine & surgery is an asset. We have an excellent team of support staff consisting of 9-technicians, 3-kennel staff, 5-receptionists, dedicated inventory manager, HR & office manager. Westlock is a town of approximately 5,000, 1 hour north of Edmonton, with a rec center, aquatic center, outdoor courts, 18-hole golf course, ski hill & close to recreational and fishing lakes. Email: [hr@westlockvet.com](mailto:hr@westlockvet.com). Website: [www.westlockvetcenter.com](http://www.westlockvetcenter.com).

**STRATHMORE VETERINARY CLINIC, A MODERN** small animal practice is looking for a full-time/part-time enthusiastic associate to join its team. Fully-equipped facility: in house CBC-Chemistry IDEXX lab, digital x-ray, digital dental x-ray, ultrasound, etc. Competitive compensation package, CE allowance, health benefits and above average vacation allowance. Our great team of four veterinarians and excellent support members is waiting for you. Strathmore is a thriving community 30 minutes east of Calgary and within one hour of the rocky Mountains. Send your resume to: [Strathmorevetapplications@gmail.com](mailto:Strathmorevetapplications@gmail.com).

**VETERINARIAN DVM - HARVEST HILLS ANIMAL** Hospital Calgary (Contract). VCA Canada Harvest Hills Animal Hospital is currently recruiting for a veterinarian to join our team of highly engaged and professional veterinary professionals for a Maternity Leave position. This position has a flexible start date in the Fall of 2019. In this role, you will examine patients to diagnose and treat health needs. You understand the importance of collaborating with the pet-owner and the support team to provide the best care possible to your patient. You are confident in operating various medical equipment and performing medical procedures; physical examinations, immunization and surgery. You pride yourself on providing expert patient care! To apply, please visit <https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Calgary-Alberta/Veterinarian-DVM---Harvest-Hills-Animal-Hospital-Calgary-Contract-R-18006>.

**\*\*SIGNIFICANT SIGNING BONUS\*\* CENTRE** Animal Hospital is a well-established, privately-owned small animal clinic in the heart of the Lakeland Region of north-eastern Alberta. We are in search of the right DVM for our compassionate team. Part of the community of Cold Lake since 1983, we are a unique, close family. If this sounds like a fit for you, find out more about us, and what we offer in our complete ad on our website: <https://animalhealthproviders.com/>, under CAREERS. To apply, e-mail your CV to our Practice Manager at: [tracy.coonce@gmail.com](mailto:tracy.coonce@gmail.com), & come meet us in person.

**LEDUC ANIMAL CLINIC IS SEEKING A FULLY-** licensed FT DVM. We are a well-established and family-oriented small animal practice with great support staff. We offer a full suite of IDEXX in-house labs, digital radiology, surgical suite and ultrasound. We use Avimark for medical records. We are located a few minutes south of Edmonton. We have regular hours with no on call or after hours work, and roughly one Saturday morning per month. We offer a competitive salary, profit sharing and CE allowance. Interested parties please call or forward a resume to: Dr. Zuzana Smith at: [z.smith@leducanimalclinic.com](mailto:z.smith@leducanimalclinic.com) or call 780-986-3913.

**SMALL ANIMAL VETERINARIANS NEEDED AT** Carstairs Vet Services. High demand for high quality medicine and surgery. We're hoping to fit your schedule into our schedule. We are also in search of veterinarians with strengths that improve the overall quality that we offer. If you could fit 3-5 days into our Monday to Saturday schedule then that would be FANTASTIC. If this interests you then please phone me (Tom) to discuss at 403-888-8519. NO ON CALL REQUIRED. We would appreciate someone with special interest strengths, whether a skill set or particular system interest (eg cardiac). HP ultrasound for the tech type, orthopedic (TPLO and intermediate fracture repair), a full lab for a complete workup. BENEFITS provided by Great West Life (dental, oph, drugs, chiro, etc.). Definitely competitive compensation to Calgary and more, no more fighting traffic. Let's discuss positive change!!! Email: [tompicherack@gmail.com](mailto:tompicherack@gmail.com).

**WHAT SETS CYPRESS VIEW VETERINARY CLINIC** apart? In addition to practicing high quality veterinary medicine and surgery, we have the only Canine Rehabilitation Center in southern Alberta, complete with therapeutic laser and an underwater treadmill. We also offer laparoscopic surgery, endoscopy, orthopedics and diagnostic ultrasound. Training is available in a fun, supportive environment. New grads encouraged to apply. Check us out on Facebook or our website. Signing bonus to the successful candidates! Email your resume to: [tammy.duggan@cypressviewvet.ca](mailto:tammy.duggan@cypressviewvet.ca).

**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](mailto:doug@ellersliepet.ca).

**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](mailto: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](mailto: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](mailto: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](mailto:Lisa.Booker@vca.com).

# Classified Ads

**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 [taberpetchin@ gmail.com](mailto:taberpetchin@ 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 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](mailto:becky.taylor@mosaicvet.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](mailto:dschouten72@ gmail.com) or 403-347-3277. It's a rewarding place to work!

**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](mailto: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](mailto:gatewaycompanionanimalclinic@ gmail.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](mailto:dennise@didsburyvet.ca).

**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](mailto:chinookpetclinic@hotmail.com).

**DIDSBURY VET IS LOOKING TO ADD A SMALL** animal veterinarian to our team! Why would you want this position? Full or part-time position! Competitive compensation! Clothing allowance, ABVMA dues, CE allowance! Fun, fast paced environment with an awesome team that sees a huge variety of cases everyday! Well-equipped clinic - digital and dental X-ray, in house Abaxis lab, ultrasound, Cornerstone software just to name a few! Location! Didsbury is a short, easy commute north of Calgary which has you close to all the great attractions of Alberta! Check us out on Facebook, Instagram and our website to get a taste of the fun work environment you could be a part of! Quick! Send your resume to: [dennise@didsburyvet.ca](mailto:dennise@didsburyvet.ca) to snap up this position before someone else does!

**LOOKING FOR A PRACTICE THAT VALUES** work/life balance in a city where fighting traffic is not an issue? Then look no further! Chinook Pet Clinic in Lethbridge, AB, is seeking a FT (or PT) DVM to add to our 2-veterinarian companion animal practice. We are a longstanding, well-equipped practice with excellent support staff. 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. We offer a competitive salary (commensurate with experience) + benefit package and NO on call. New grads welcome to apply. Signing bonus to the successful candidate! Please send resume to: [chinookpetclinic@hotmail.com](mailto:chinookpetclinic@hotmail.com).

**CROSSROADS ANIMAL HOSPITAL IS AN** established, 4-DVM, small animal practice in Medicine Hat. We have 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. New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this amazing chance to be part of a supportive and growing team, where learning opportunities are endless. The right candidate will enjoy a dedicated, professional and experienced support team with a great clientele and a fully-equipped facility. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**ARE YOU A DR. POL CLONE? WE NEED YOU.** Langley Animal Clinic is looking for a large animal or mixed animal veterinarian. We are a busy, mixed animal practice with more than 30 staff members. We have an opening for a full-time or part-time veterinarian. Candidates should be proficient at rectal palpation and ultrasonic reproductive examinations of dairy cattle. Remuneration will be commensurate with experience and we are willing to pay a handsome premium for a highly suitable candidate. Come and join us in the most beautiful part of the world. For more information on our practice, please visit our website: [langleyanimalclinic.ca](http://langleyanimalclinic.ca). Interested candidates should contact: [gordon@langleyanimalclinic.ca](mailto:gordon@langleyanimalclinic.ca).

**WE INVITE YOU TO BECOME PART OF OUR** team! The Lloydminster Animal Hospital is a well-established mixed animal practice located on the AB-SK border in Lloydminster, AB. Lloydminster has all the amenities of a city, and is close to lakes and rivers. We provide high quality service to all of our small animal clients and livestock producers in a busy and fun atmosphere. We pride ourselves on providing mentorship to new veterinarians and allow our associates to explore avenues of the profession that excite them, while allowing for a strong work life balance. Our team of 7-veterinarians and 25-support staff are here to aid in your success! We are searching for an enthusiastic veterinarian with an interest in mixed or small animal practice. We have a full-service main hospital facility as well as a small animal clinic. We have progressive livestock and equine clients and newly renovated facilities to be able to do most large animal calls in clinic. We offer a competitive wage, paid CE, group health insurance, coverage of ABVMA and SVMA dues, along with compensation for mileage and emergency call duties. Please contact Georgette Wawryk, Practice Manager, via email [gwawryk@lah.ca](mailto:gwawryk@lah.ca). Website: [www.lah.ca](http://www.lah.ca).

**ARE YOU A MIXED ANIMAL VETERINARIAN** looking for a great team to be a part of? Want to work in a new building that is fully-equipped, and has first class support staff? If you are nodding your head, then you should probably shoot us an email! Contract terms can be flexible based on your needs, as we recognize that everyone is different. We are located in the sunniest city in Canada - Medicine Hat, AB. Come enjoy over 100kms of bike trails, the peaceful Elkwater Lake and the warmest winters around. If the great craft breweries we have in town aren't your thing, we're only a short drive to Montana and the cheap beer there. Come and enjoy where you live and work. Send resumes to: [southern.ab.vet@gmail.com](mailto:southern.ab.vet@gmail.com).

**URUS WAS ESTABLISHED TO MEET THE NEEDS** of dairy and beef cattle producers around the globe today and far into the future. As a holding company with cooperative and private ownership, URUS connects well-established agricultural organizations - AgSource, Alta Genetics, GENEX, Jetstream Genetics, PEAK/GENESIS, SCCL and VAS. Each of these organizations has its own unique identity, products and services. We are looking for a Veterinarian to join our team on a Contract basis! You will be responsible for the health and biosecurity of bovine

# Classified Ads

AI animals that URUS presently houses in its facilities in Alberta. The role assures that URUS's production systems in Canada and the products produced fit with national and international regulations monitored and dictated by CFIA and required by the Canadian AI program for cattle. The role continuously measures, monitors and manages performance in the area of biosecurity, bull health & care and thereby facilitates and maximizes life-time productions and sales on URUS's AI bulls. Email: [laurel.borysuk@altagenetics.com](mailto:laurel.borysuk@altagenetics.com). Website: <https://altagenetics.referrals.selectminds.com/jobs/contract-associate-veterinarian-59>.

## WE ARE SEEKING A BOARD CERTIFIED

Veterinary Dermatologist to add to our growing team at Little Creek Veterinary Hospital! We are closely associated with Fish Creek 24 Hour Pet Hospital. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. Our team includes board certified specialists, experienced clinicians and an amazing team of over 100 support staff. We are a fully-equipped purpose built 28-doctor hospital. This is a wonderful opportunity to develop the service from the beginning with a group that is willing to invest in the success of the department. This is an amazing opportunity to be part of a dynamic and supportive team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**MORINVILLE VETERINARY CLINIC, LOCATED IN** Morinville, AB, has been serving the community for over 35 years! We are a 4-doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. We are a fully-equipped facility, including a digital dental suite. We are also certified AAFP Silver! We are seeking an associate DVM to join the team on a full-time basis. Our experienced team is willing to provide mentorship so new grads are welcome to apply! Do not miss out on being part of a growing and dynamic team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**WE HAVE A FANTASTIC OPPORTUNITY FOR AN** associate veterinarian to join the largest hospital in our network, Fish Creek 24 Hour Pet Hospital! We are a fully-equipped purpose built 28-doctor hospital. Our team includes board certified specialists, experienced clinicians and an amazing team of over 100 support staff. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state of the art diagnostics and in-hospital treatment 24 hours a day. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion, and quality-of-life for pets and their owners. This is an amazing opportunity to be part of a dynamic and supportive team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**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 3-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! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: [ali@vetstrategy.com](mailto:ali@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! As part of our network, you will receive competitive compensation, signing bonus, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**MCKNIGHT VETERINARY HOSPITAL IS SEEKING** experienced emergency Veterinarians to join a rapidly growing 24-hour emergency hospital. The hospital has undergone new ownership by the VetStrategy Team and is now operated by new management. We are building a strong emergency team of dedicated and skilled emergency doctors, supported by our new medical director. New grads and DVMs with less emergency experience are welcome as mentorship is available to improve skills and become a proficient emergency doctor with a high standard of medicine. Our 6,000 squared foot facility is well-equipped with ultrasound, digital radiography, full state-of-the-art laboratory equipment, surgical suite and dental radiography. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**MCKNIGHT VETERINARY HOSPITAL IS SEEKING** a Primary Care Veterinarian to join our experienced and rapidly growing team of veterinarians. The hospital has undergone new ownership by the Vet Strategy Team and is now operated by new management. We are in need of a compassionate, dedicated primary care doctor with an interest in constantly evolving and providing quality medicine, all the while building a strong relationship with our clients and their pets. New grads are welcome as mentorship is available through our medical director and our experienced veterinarians. Our 6,000 square-foot facility is well-equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. We offer CE, mentorship and a continuous opportunity to learn. Furthermore, we offer health and dental benefits, coverage of annual fees and dues, as well as veterinary discounts. If you enjoy practicing fast-paced, high-quality medicine - while maintaining a good work-life balance, and have excellent personal and surgical skills, join us! Please send your resume to: [ali@vetstrategy.com](mailto:ali@vetstrategy.com).

**WE ARE SEARCHING FOR A FULL OR PART-** time Veterinarian that would be a good fit for our easy going team. We currently staff two full-time veterinarians and have 4-RVTs (2 f/t, 2 p/t). We are a new clinic in the deep south of Calgary with brand new equipment (in house digital/HD radiographs, dental radiographs,

in house bloodwork and full anesthetic monitoring equipment [including dopplers, oscillometric BP, ECG, SPO2 and CO2]). We also have an in house ultrasound (currently used for a/tFAST). If you are interested in joining our progressive and dedicated team, please send a resume to: [info@mahoganyvet.ca](mailto:info@mahoganyvet.ca).

**WE ARE LOOKING FOR A PART-TIME DVM,** working one day a week from October 2019, increasing to 3 days a week in January 2020. We are a small animal clinic in Millwoods, Edmonton, with two Veterinarians working part-time. We are a family-run business offering a friendly work environment and willingness to accommodate our employees' needs. Registration with ABVMA and experience in small animal medicine is a must. Please email your resume to: [meadowbrookanimalclinic@gmail.com](mailto:meadowbrookanimalclinic@gmail.com).

## MINUTES SOUTH OF EDMONTON, RANGE

Road Veterinary is a small animal practice that is looking for a compassionate, communication focused veterinarian to help grow our practice. Every client impression is vital, we are looking for a candidate that takes their time with each client and focuses on open communication that goes above and beyond to discuss/explain/educate our clients. We are looking for an empathetic, outgoing doctor who takes initiative, has a strong work ethic and interpersonal skills. We value work-life balance and have the flexibility to create a schedule that works with our successful applicant's needs. We want our vets to love their day to day and encourage career development and special interests. Come see why life is better in Beaumont! Please send cover letter and resume to: [katrina.ponich@rangeroadvet.com](mailto:katrina.ponich@rangeroadvet.com).

## LIFESTYLE AND PRACTICE PARADISE IN THE

Canadian Rockies! Located in the stunning Crownsnest Pass, Bellevue Veterinary Clinic is looking for 2 full-time companion animal veterinarians to join our team. We are a well-established clinic located in the south-west corner of Alberta. If you are compassionate, friendly, dedicated, want to connect with your clients and patients, practice high-quality veterinary medicine and prefer small town living and instant access to outdoor adventures to crowded city life - this is for you! See [www.gocrownsnest.ca](http://www.gocrownsnest.ca) and [www.albertasouthwest.com](http://www.albertasouthwest.com). You are just over a 1-hour drive to Lethbridge, and only a 2-hour drive from Calgary. New graduates and foreign graduates are welcomed with NAVLE completion and sufficient language skills. Our clinic is well-equipped. We offer competitive salary, health care, continuing education allowance, coverage of membership dues. Shared after hours coverage. Come and enjoy "complete" veterinary medicine. In small town practice many procedures are done in house rather than constantly referring to specialists, although there are options for that as well. Please forward your CV to [bellvet@shaw.ca](mailto:bellvet@shaw.ca).

## NORTH EAST ANIMAL CLINIC IN CALGARY IS

looking for a full-time Veterinarian. We are a busy small animal practice located in NE Calgary. We offer competitive wages and much more. Please email your resume to: [northeastclinic@gmail.com](mailto:northeastclinic@gmail.com).

## SUMMERLAND, BC, IS LOCATED IN THE

middle of the Okanagan Wine Country. This beautiful area has so much to offer the outdoor adventurer with still being close to Kelowna if anyone misses any of the bigger city bustle. We are looking for an associate to join our team. We offer great benefits such as paid dues, memberships, extended health plan, worldwide CE opportunities and RRSP benefits package. If you are looking for great work life balance in an incredible community please send me your resume in confidence to [shannonfisk@shaw.ca](mailto:shannonfisk@shaw.ca) or reach me on my cell 250-212-9138.

# Classified Ads

## SEEKING EAGER, INTELLIGENT,

adventurous, enthusiastic, energetic, personable, confident, independent veterinarian(s) to take over a large practice area centered in Breton, Alberta...all options are possible for lease, rent or purchase of real estate if desired. The type of practice you offer the community will be totally dependent on your own dreams, passions, skills and experience. Ideally located 1 hour south west of Edmonton (1.5 hours to Rogers Place)...close enough to civilization...yet still the wild west too if that's what you love. A unique, friendly place to call home, have a career, raise a family, make a difference, live a large life....a life where you are valued, appreciated,... where you are an important, integral part of the lives of your clients, their animals and the community. Ph 780-514-4852 to chat or stop in for a visit any time!!! 5404-46 St Breton, Alberta. Email: [breton.vet@gmail.com](mailto:breton.vet@gmail.com).

## OUR WELL-ESTABLISHED, INDEPENDENTLY

owned clinic in the heart of Calgary is looking to add a new vet. Our busy 4 veterinarian clinic is hoping that you'll become the fifth. We are well equipped with: ultrasound, digital radiology, digital dental radiology, full in-house laboratory, and full dental and surgical suites. We offer full medical and dental benefits, ABVMA and CVMA dues, and generous CE and uniform allowances. Surgical skills are an asset, as is an interest in dentistry or internal medicine. If you have an interest in these or other areas we are eager to foster your professional development. New graduates are welcome and encouraged to apply. Please send all applications and resumes to: [taylor@macrailvet.com](mailto:taylor@macrailvet.com).

## NEIGHBOURHOOD PET CLINIC OPENED ITS

doors just over 10 years ago. We have two locations in London, ON. Our mission is to create a pet health care facility that pets actually want to visit. Every day we work hard to hear our clients say: "He just loves coming here!" We strive to hire people who enjoy making clients feel heard and appreciated while making their pets feel at ease and at home. We have a solid track record of working with new and recent graduates in search of a supportive mentoring environment. We are constantly working to improve the quality of medicine, surgery and dentistry we offer. London is one of the fastest growing cities in Canada. Is it time for a move to Ontario? Google us and then apply to: [alec@neighbourhoodpetclinic.com](mailto:alec@neighbourhoodpetclinic.com).

## THE GREENVIEW VETERINARY CLINIC IS A

mixed animal practice located in Valleyview, AB. Our spacious clinic has extensive large and small animal areas. Small animal dental scaler/polisher, Powerfloat, portable CR X-ray and Vetscan cbc/chemistry analyzers all fully integrated with practice software and computers in all exam rooms are only a part of the arsenal of tools you'd have at your fingertips, and we've a strong interest in investing in more. We have a dedicated team of support staff with experienced RVTs to assist you. Valleyview has all the amenities of both rural and urban life including a brand-new sports Multiplex, and even a Tim Hortons a few blocks from our clinic! Numerous schools, a hospital, and medical/dental facility, the county seat and diverse economy round out the other services and employment opportunities for families. We have a lot to offer the right candidate and will accept both experienced and newly graduated applicants, offering both above average salaries and full benefits. Call or email us at 780-524-4616 or [vvvetclinic@gmail.com](mailto:vvvetclinic@gmail.com) and check out our FB page to see pics and more info about us.

## 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](mailto:ckoebisch@gmail.com).

## WHITECOURT VETERINARY CLINIC AND

Glenwood Park Veterinary Clinic is looking for a full-time Vet to rotate between both clinics if required. Edson and Whitecourt are located less than 2 hours from Edmonton. We are offering \$140-150,000 plus/year or more depending on qualifications and experience. In addition there is extra pay for on calls. Our ideal candidate would require excellent clear communication skills. We value good humor, social skills and an initiative to discuss and explain over and above the minimal requirements to clients, fellow staff members and Vets. Glenwood Park Veterinary Clinic is a small animal clinic only and Whitecourt Veterinary Clinic is predominantly a small animal clinic but does have a small amount of large animal clients as well. Experience with large animals would be an asset for our Whitecourt location. Recommended but not absolutely necessary to have 5 years or more of experience and/ or some large animal knowledge and/ or keen interest in learning more as well as mentoring others. We do welcome new graduates who are looking to be mentored and are interested in learning. Willingness to do on call as needed or scheduled. Email: [info@whitecourtvet.com](mailto:info@whitecourtvet.com).

## OKOTOKS VETERINARY CLINIC (OKVC.CA)

requires a regular or locum Saturday DVM for our modern fully-equipped small animal day clinic with immediate effect. Hours are 9am - 1pm. A dynamic team will provide you full support. Alberta license as well as experience is required. Please contact us via email: [info@okvc.ca](mailto:info@okvc.ca).

## JOB TITLE: SHELTER VETERINARIAN.

Employer: Fort McMurray Society for the Prevention of Cruelty to Animals (FMSPCA). Closing Date: This will remain open until filled. Competitive salary to be negotiated. Benefits: The FMSPCA is seeking a talented and driven full time veterinarian to help lead our health team and support our organization. The ideal candidate would possess a passion for providing the highest level of care at our shelter in order to keep our companion animals healthy and ready for adoption. Experience in a high paced surgically driven environment and a strong interest in learning the practice of shelter medicine is required. The ideal candidate will possess the skills necessary to complete medical procedures independently and/or with the assistance of kennel/health staff (not RVTs). The FMSPCA is in a unique position to be able to assist in employment opportunities for spouses, if your spouse would require assistance in finding employment, if you are successful in the position. Please include their resume with your application. Submit to: [ed@fortmcmurrayspca.ca](mailto:ed@fortmcmurrayspca.ca). Please refer to [www.fmspca.ca](http://www.fmspca.ca) for a more in depth job description.

## EMERGENCY VETERINARIAN REQUIRED TO

join our Southern Alberta Veterinary Emergency (SAVE) Team in Okotoks, AB. We are a growing 24-Hour Emergency and Referral Hospital (surgery, reproduction, CT/ultrasound & endoscopy). We have a skilled team providing exceptional client and patient care. SAVE is equipped with in-house IDEXX lab equipment (blood gasses, coagulation testing, urinalysis, snap testing, chemistry & CBC), DR x-ray, ultrasound, endoscopy & CT. If you have a passion for emergency medicine, then SAVE is the place for you! You must have a valid Canadian DVM degree or equivalent, positive attitude, excellent diagnostic and critical care skills, first-rate customer service skills and ability to work under pressure. Our hospital team strives for a collaborative, supportive work environment and building a work community where we care about our patients, clients and our fellow team. New grads and foreign veterinarians are welcome to apply. Please send your CV by email to: [tammy@saveveterinary.com](mailto:tammy@saveveterinary.com) or call Tammy at 403-995-3270.

## LOOKING TO GROW PROFESSIONALLY?

Cochrane Veterinary Care Clinic is seeking to add a Veterinarian to our practice (either full or part-time) for our evening shift. The evening shift offers opportunities to spread your wings as a vet and help clients when they need it the most. We are independently-owned and have a wonderful client base. If interested please contact us at: [clinic@cochranevet.com](mailto:clinic@cochranevet.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 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 applicant's needs and supports their interests. Please send resumes and references to: [contact@southwoodveterinaryhospital.com](mailto:contact@southwoodveterinaryhospital.com). We look forward to working with you!

## ARE YOU LOOKING FOR A FLEXIBLE WORK

opportunity? Are you looking for a work culture that is supportive of family life as well as personal development? We are looking for a fourth veterinarian to join our dynamic team full-time, however part-time hours would also be considered. There is no after hours on-call at our hospital, so it's very easy to maintain work-life balance or to be home at night with your family. Our hospital is located on the beautiful east side of Regina, SK, close to great restaurants, shopping and neighbourhoods. We have all the bells and whistles of a modern companion animal hospital, with added holistic therapies such as Traditional Chinese Veterinary Medical (TCVM) exam, acupuncture and therapeutic laser. Our entire team is currently Fear Free Certified! Read the "Work With Us" section of our website to learn about what it's like to be part of our team, then come and visit our unique hospital to see what sets us apart! Email: [wascanaanimalhospital@gmail.com](mailto:wascanaanimalhospital@gmail.com). Website: [www.wascanaanimalhospital.ca](http://www.wascanaanimalhospital.ca).

## THE CREMONA VETERINARY CLINIC IS

seeking one FT or two PT vets (to job-share a FT position) at a privately-owned mixed animal practice 45min NW of Calgary. We are 80% companion animal, 10% cow-calf, 5% equine (mainly pleasure horses) and 5% other. Ideal candidate is already confident with routine small animal surgical and dental procedures including extractions. Emphasis is on teamwork, effective client communication, offering high quality services, and having a sustainable and enjoyable work/life balance. Mentoring is provided depending on your confidence level and experience. On-call is shared with other area clinics. Must be a fully licensed, unrestricted DVM. Salary pay structure based on a 38-hour work week, with additional compensation for after-hours calls. Would love a commitment thru Dec. 2020, as owner is pursuing higher academic studies until then. Position would be perfect for someone interested in future ownership. Please contact Dr. Heather Van Esch at: [heather@cremonavet.com](mailto:heather@cremonavet.com).

## SIGNING BONUS AND RELOCATION

allowance for the right candidate!! Are you looking to work in a fast paced and exciting clinic? Look no more, the Airdrie Animal Clinic is looking to hire a full-time DVM that has a passion for excellence and the desire to foster relationships with our clients! We are a well-established and independently-owned practice that sees many different small animal cases daily including some exotics. We have all the "bells and whistles" to provide quality veterinary care including brand new DR digital x-ray, a new dental suite with adjustable height table and ultrasound machine. We offer salaried positions (not production) based on performance with paid dues, uniform allowance and offer group health benefits. Email your resume or CV to Nicole Gigian (Practice Manager, RVT) at: [nicole@airdrieanimalclinic.ca](mailto:nicole@airdrieanimalclinic.ca).

# Classified Ads

**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](mailto:robin_ranchdocs@gmail.com).

**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](mailto: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](mailto:rick157@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.barnorthvet.com](http://www.barnorthvet.com) or our Facebook page. Send resumes Attn: Lisa, [barnorthvet@gmail.com](mailto:barnorthvet@gmail.com) or call 780-674-2100.

**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](mailto:jgodwin@agrifarm.ca).

**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](mailto: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 sqft 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](mailto:tracy.coonce@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](mailto:avs2191@telus.net) or call 780-675-2194 for more information.

## LOCUM REQUIRED

**WE ARE A RURAL MIXED ANIMAL CLINIC WITH** great staff, a full in house lab and x-ray and most calvings are done in clinic. We are looking for a large animal, or mixed animal locum for this fall/winter 2019 preg checking season and spring 2020 calving season. Candidate would not need to commit to the whole time; any blocks or part-time availability would be welcomed. Generous compensation offered. Check out our website for pics and more on what services we offer, at <http://www.ironcreekvet.ca>. Email: [evelyn@ironcreekvet.ca](mailto:evelyn@ironcreekvet.ca).

## LOCUM AVAILABLE

**EXPERIENCED AND COMPASSIONATE** veterinarian available for small animal locums in Edmonton and the surrounding area. Team player and excellent communicator who takes pride in patient and client care. Long term commitments considered. For availability, please contact: [albertalocum@gmail.com](mailto:albertalocum@gmail.com).

## RVT REQUIRED

**WE NEED YOU! TUSCANY VETERINARY** Hospital requires a full-time RVT! We are a busy small animal practice located in the community of Tuscany in NW Calgary. We pride ourselves in high standard of care and we have amazing clients!! Our clinic is equipped with digital x-ray machines, in-house blood machines, anesthetic monitoring equipment and a fabulous team! We have a great staff team and we like to have fun. We figure if you are working you might as well have some fun! We are looking for someone who wants to be fully-utilized as a RVT- we use you to your full potential. The clinic is open Monday to Fridays and the Boutique is open Saturdays.

The RVT schedule is such that you get a 4-day weekend every month and you would work 1 Saturday every 3 weeks. If you want to learn more about this opportunity or join our team please contact us: [drmoec@tuscanyvetyyc.com](mailto:drmoec@tuscanyvetyyc.com). Website: [www.tuscanyvetyyc.com](http://www.tuscanyvetyyc.com).

**ANIMAL EMERGENCY HOSPITAL IN RED DEER** has an opportunity for a Registered Veterinary Technologist to join our team. We are a progressive hospital that constantly strives for excellence in pet health care and are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We are looking to hire a RVT to fill a rotation of 4 days on and 4 off consisting of days, evenings and overnights. We are looking for someone who is compassionate, positive, willing to learn and who loves a fast paced environment. Please submit a resume by email to: [rpalmer@cedarwoodvet.ca](mailto:rpalmer@cedarwoodvet.ca), fax: 403-340-8418, or in person at 7644 Gaetz Ave., Red Deer, attention Ronnel Palmer.

**WHAT DO YOU THINK ABOUT A 4-DAY WORK** week? Above average wages, benefits and perks? What about NO on-call? And an awesome and supportive team to work with? Coast Mountain Veterinary Services offers that and so much more!! We moved into our new facility just over two years ago and we are looking for a few exceptional RVTs to join our team! The ideal candidate is a team player, motivated to learn and grow, and has great interpersonal skills. If you would like to learn more about this position, please email Jonathan Kirby at: [jonathan@coastvet.com](mailto:jonathan@coastvet.com).

**EDMONTON SOUTH ANIMAL HOSPITAL IS** looking to hire a full-time RVT for our busiest location on the south side of Edmonton. We are looking for a dedicated, motivated, compassionate individual, who would be willing to contribute to the culture & success of our practice. We are an AAHA-accredited small animal practice that has a diverse range of cases & clientele. If you're looking for new experience & unique cases to expand your knowledge & problem-solving skills, this is the place for you. You will have access to the latest technology & treatment including x-rays, a full in house lab, laser therapy & much more. We also have a sister clinic that offers water treadmill therapy for maximum recovery plans. We offer competitive wages, flexible scheduling, ABVMA dues paid, CE & full benefits to take care of you. If you have been around for years or are just getting started we would love to have the potential opportunity to partner with you. Send your resume to [travis.young@primevetcorporation.com](mailto:travis.young@primevetcorporation.com) to start your journey with us today!

**ANIMAL HEALTH TECHNICIAN NEEDED IN A** feedlot veterinary practice in Picture Butte, Alberta. Looking for an RVT who is interested in office duties, dispensing pharmaceuticals, managing pharmaceutical inventory both for the veterinary clinic and feedlot clients, data entry (basic skills in Microsoft Word and Excel required), and assisting with research trials. Experience with cattle is an asset, but not required. Looking for someone who is organized, independent/self-motivated, detail oriented, flexible, reliable, physically fit (able to lift 35+ lbs for inventory and dispensing product), and work well in a team environment. Must have a valid driver's license and speak/write English. Job is located in a new vet office close to Lethbridge, Alberta, with all amenities. Competitive salary and benefits provided, along with CE opportunities to maintain your registration as an RVT. Practice includes 3-veterinarians, 1-office manager, a CPA/Controller, and 3-research assistants. Please send resume with 3 references and their contact information to Destiny ([destiny@abhs.ca](mailto:destiny@abhs.ca)). To learn more about the practice and the people who work there, please visit [www.abhs.ca](http://www.abhs.ca).

# Classified Ads

**COME JOIN OUR FUN AND FRIENDLY TEAM IN** the beautiful Rocky Mountains, one hour west of Calgary! The Canmore Veterinary Hospital is a full service small animal facility with full in house Idexx lab station, Avimark software, digital xray, digital dental xray, ultrasound, certified rehab, acupuncture and herbal medicine. We are locally-owned and operated and treat staff like family. We are offering a starting salary of \$21 to \$25 per hour, uniform allowance, paid association fees, continuing education benefit (we sent 2 techs to Las Vegas for the WVC last year!), RRSP matching and a Green Shield health plan. Canmore is a lively community with great restaurants, 2 recreation centers, hospital and endless outdoors adventures! Please email a cover letter, resume and references to: [clientinfo@canmorevet.com](mailto:clientinfo@canmorevet.com), attention Dr. Sylvia.

**WARMAN VETERINARY SERVICES (WVS)** Saskatoon location is currently seeking a full-time RVT to join our team of food animal veterinarians and support staff. The hours of operation are Mon-Fri: 8am-5pm. There is no on-call or after hours. WVS is a unique clinic in that all work is ambulatory. This position offers opportunity for office, regulatory and laboratory veterinary technician support to our veterinary team. WVS prides itself on being a work environment that is fast-paced but fun. And employees are valued and treated like second family. Opportunity exists for individuals looking for increased responsibility. Strong organizational skills and work ethic are an asset. Experience in the food animal industry is valuable but not a requirement. We offer a competitive wage and staff benefits. If this sounds like something you are interested in, please contact Sandy Koskie, office manager at: [skoskie@warmanvetservices.ca](mailto:skoskie@warmanvetservices.ca).

**NOTICE FOR TECHS WHO LOVE DENTISTRY:** Alberta Veterinary Dentistry has an opening for a full-time RVT to join our progressive team. We are a busy referral-only veterinary dental practice in SW Calgary. We offer a compressed work week (Monday-Thursday), health benefits, and an exceptional work environment reinforced by positive attitudes and teamwork. Our generous continuing education opportunities support and encourage a desire to learn. We focus on advanced dental procedures that allow us to return happy and pain-free companions back to their owners. We pride ourselves on outstanding patient and client care and superior, clear communication with owners and referring veterinarians. The right candidate will be team-oriented, have significant interest in dentistry, confidence in anesthesia, and strong overall technical skills. If you are a compassionate tech looking for a new challenge in your career, this may be the job for you. New grads are welcome to apply. If you believe you are a good fit for our practice, we'd love to hear from you! Please email your resume and cover letter to Amy at: [amy@albertavetdentistry.com](mailto:amy@albertavetdentistry.com).

**VCA CANADA CAPITAL CITY ANIMAL HOSPITAL** has an opportunity for an RVT to join our established network of highly skilled professionals. You will have an opportunity to use your skills to the fullest potential! The successful candidate will be a believer in the possibilities of high quality veterinary medicine and patient care—with the expertise and technical know-how to make them happen. Additional qualifications and attributes you must embrace to be successful in this role: willing to enhance technical skills; anesthesia, CRIs, epidurals and mechanical ventilators, ability to thrive in a steady and often fast paced environment, exceptional interpersonal skills in working with your colleagues and pet parents. To view role and apply: [https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Edmonton-Alberta/Registered-Veterinarian-Technician---VCA-Canada-Capital-City-Animal-Hospital-Edmonton--Alberta\\_R-17938](https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Edmonton-Alberta/Registered-Veterinarian-Technician---VCA-Canada-Capital-City-Animal-Hospital-Edmonton--Alberta_R-17938) or email: [careers.canada@vca.com](mailto:careers.canada@vca.com).

**FULL-TIME RVT REQUIRED IMMEDIATELY FOR** busy, progressive small animal practice in St Albert. Modern well-equipped facility, great team to work with, fantastic clients! Competitive salary and benefits. If you have great technical and communication skills, we look forward having you join our team. Please email resumes to: [kekwk@hotmail.com](mailto:kekwk@hotmail.com).

**LEDUC ANIMAL CLINIC IS SEEKING A MATURE** FT RVT/RAHT. We are a well-established small animal clinic located a short drive south of Edmonton. We are a busy practice with 4-vets on staff. We are looking for someone who shares our passion for high quality medicine and compassionate patient care. We have regular hours with no after hours work, and roughly one Saturday morning per month. We offer a competitive salary with health benefits, CE allowance and a uniform allowance. Please forward resumes to: Dr. Zuzana Smith AT: [z.smith@leducanimalclinic.com](mailto:z.smith@leducanimalclinic.com), phone: 780-986-3913.

**OXFORD ANIMAL HOSPITAL IS LOOKING FOR** their next super RVT to join the team. Are you the perfect fit for our team? Can you provide a warm welcome and lasting impression when greeting our clients and four legged furry patients taking the time and interest in the client and their concerns? Do you pride yourself on your great memory addressing them by name the next time they come to visit? Your friendly and compassionate nature is genuinely interested in their pet's well-being. If you thrive in a fast paced environment and are comfortable juggling tech and clerical duties, answering the phones, providing a compassionate ear and offering the best possible client service, you may be our newest team member! Previous experience is preferred, but the right personality is key! This is a full-time position, we offer competitive wages, group benefits and discounts on veterinary services and food. Signing bonus for the right candidate! Please send you resume to: [contact@oxfordanimalvet.com](mailto:contact@oxfordanimalvet.com) or drop it off at our location: Oxford Animal Hospital, 15154 127 Street NW Edmonton, AB. Phone: 780-705-2131.

**CEDARWOOD VETERINARY HOSPITAL IN RED** Deer, AB, is looking for a RVT to join our team. 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, endoscopy, ultrasound, blood donor program and more. We offer a competitive starting wage as well as benefits package. A suitable applicant would be comfortable in a fast-paced environment, enjoy working as a team and have a positive attitude. Please submit resumes by email to: [rpalmer@cedarwoodvet.ca](mailto:rpalmer@cedarwoodvet.ca), fax 403-340-8418 or in person at 7644 Gaetz Ave., Red Deer, attention Ronnel Palmer.

**RIMBEY VET CLINIC IS SEEKING AN** enthusiastic full-time RVT with a great sense of humor for our 80% small 20% large animal 3-vet mixed animal practice. Our practice accepts referral surgery and orthopedic cases and advanced small animal dental cases. We offer competitive wages, paid fees, CE and uniform allowances, health and dental benefits, staff discounts and team bonuses. Clinic tour is available on our website: [www.rimbeyvet.ca](http://www.rimbeyvet.ca). Rimbeiy is in lovely Central Alberta, between Edmonton and Calgary and near Red Deer, Sylvan Lake and Lacombe. Our fantastic community is in the middle of everything, great place to call home. Email: [rinvet@telusplanet.net](mailto:rinvet@telusplanet.net).

**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](mailto:rpalmer@cedarwoodvet.ca), fax 403-340-8418 or in person at 7644 Gaetz Ave., attention Ronnel Palmer.

**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](mailto:vets@stonyplainvetclinic.com).

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

**THE STONEY TRAIL VETERINARY CLINIC IN NW** Calgary is looking for a full-time or part-time RVT. We have in house labs, digital x-ray, digital dental x-ray. We are looking for someone with experience who enjoys dentals and has good client communication. We offer a competitive salary, benefits, no weekend shifts and flexible holidays. Please send you resume to: [melishu@hotmail.com](mailto:melishu@hotmail.com).

**WESTLAND VETERINARY HOSPITAL IS** looking for a full-time RVT. We are searching for an enthusiastic and mature team player. We are a busy progressive small animal practice located on 17th Avenue SW, Calgary. If interested please forward your resume to: [pbudihal@shaw.ca](mailto:pbudihal@shaw.ca) or drop in to meet us.

# Classified Ads

**DIAMOND VALLEY VETERINARY IS SEEKING A** part/full-time RVT. We are a mixed practice, but small animal experience is required. Turner Valley is a quiet safe community 35 minutes from Calgary on the Cowboy Trail, which borders Kananaskis Country. Contact Dr. W. A. Steiger at 403-933-4397 or [dvvet@telusplanet.net](mailto:dvvet@telusplanet.net).

**LIVE IN PARADISE! PENTICTON, BC HAS** hiking, skiing, white sand beaches, warm climate, minimal freezing/snow. We truly are a family and allow our technicians to use their full range of skills. Beautiful modern facility with lots of natural light. Please contact [lvhmanager@shaw.ca](mailto:lvhmanager@shaw.ca) for full job ad and list of perks - too many to list!!

**RTVS NEEDED. THE SANGUDO VET CLINIC IS A** busy mixed animal clinic in a small rural hamlet along HWY 43. It is fully-equipped including Idexx in house lab, digital x-ray, ultrasound, therapeutic laser, bovie electrosurgery etc. We offer CE, paid dues and Blue Cross benefits. Come live in the country by the Pembina River! Email: [sangudovet@telus.net](mailto:sangudovet@telus.net).

**DO YOU WANT TO BE INVOLVED IN ALL** aspects of the clinic as a valued member of the team? Best Friend's Animal Hospital in Spruce Grove is looking for a dedicated RVT to join our small team of fully-licensed staff. We are a well-equipped small animal and exotics practice, and our patient's well-being is our top priority. We offer competitive wages with a generous benefit package, including health & dental coverage, ABVMA dues, CE and staff discounts. We love our jobs and want you to love yours! Apply via email: [office@bestfriendsah.ca](mailto:office@bestfriendsah.ca) today!

**FANTASTIC OPPORTUNITY! WE ARE BUSY BUT** we love to have fun! We are looking for a full-time motivated RVT to join our practice at Bow Valley Veterinary Clinic in Brooks, AB. We have a beautiful 9,600 sq ft hospital. The practice is predominantly companion animal with the potential for some large animal duties. We require someone who is resourceful, a team player, and values client and patient care. We have a great team that are friendly and outgoing. Salary is dependent on experience. We also have an extensive benefit package. If this opportunity appeals to you please contact Candy Stables, DVM, at 403-362-5114, or email: [candy@bowvalleyvet.ca](mailto:candy@bowvalleyvet.ca).

**MINUTES SOUTH OF EDMONTON, RANGE** Road Veterinary is looking for a RVT who is confident in their skills, outgoing and focused on providing top-quality patient care and building relationships. We have a warm and friendly environment that encourages our RVTs to use their full skillset and grow their special interests. The successful candidate will be an organized, motivated, energetic team player who is passionate about client education and has excellent communication skills. Come find out why life is better in Beaumont! Please send cover letter and resume to: [katrina.ponich@rangeroadvet.com](mailto:katrina.ponich@rangeroadvet.com).

**EDMONTON SPAY AND NEUTER CLINIC IS** looking for one to two full time RVTs to join our existing team of 2-veterinarians, 2-RVTs and 5 other support staff. Successful candidate is expected to be able to work in a team environment and have good communication skills. Training is available for new grads. We are a small clinic environment with focusing on Surgery, dentistry, vaccinations and outpatient medicine. Clinic is equipped with state of art anesthesia monitoring equipment, full in house lab, digital video microscopy, iStat etc. Industry leading wage, 100% health dental benefits, paid vacation, staff discount and CE allowance available for right individual. Contact: [edmontonspay@gmail.com](mailto:edmontonspay@gmail.com).

**NORTH EAST ANIMAL CLINIC IS LOOKING FOR** full-time RVT to join our team. We are a busy small animal clinic located in NE Calgary. We offer competitive wages. Please email your resume to: [northeastclinic@gmail.com](mailto:northeastclinic@gmail.com).

**BRITANNIA KINGSLAND VETERINARY CLINIC IS** looking for an experienced RVT to join our team with a FT position. We are a busy small animal & exotic practice. We have digital x-ray, laser surgery, a full in-house lab system & the latest monitoring equipment. The successful candidate will have excellent client service skills, communication skills, and be a reliable team player. In addition to on-going training opportunities, we offer competitive wages & veterinary discounts. If you are interested in joining our team please forward your resume via email to: [info@calgaryvet.com](mailto:info@calgaryvet.com).

**WHITCOURT VETERINARY CLINIC IS LOOKING** to add a full-time Certified Technician for our energetic and caring team. New Grads welcome to apply. Whitecourt Veterinary clinic is located 90 minutes northwest of Edmonton on Highway 43. We are a vibrant community which offers something for everyone. Our rural practice is well equipped with Digital X-ray, Surgical and Therapy Laser, dental units, in house lab and Ultrasound. We are a computer based business that is always looking to improve and expand our client care. Our perfect team member would boast being a drama-free team player, who is a great communicator, would have a quirky sense of humor and works together for an environment that supports one another. Compensation for this position could include a moving allowance and residential compensation. We offer highly competitive salary (experience would be considered) paid ABVTA dues, group benefits, and scrub allowance just to name a few. Inquiries and to learn more about the position or our clinic, please contact; Charlene Sisson for more details at 780-778-5767 or Email [csisson@whitecourtvet.com](mailto:csisson@whitecourtvet.com). Our clinic website is [www.whitecourtvet.com](http://www.whitecourtvet.com).

**NEW GRADS WELCOME! CURRENTS** Veterinary Centre is seeking an RVT to join our amazing, compassionate team. We are a small animal and exotics practice in the Windermere area of Edmonton, providing top-quality patient care with a focus on client education and building relationships in a friendly, family-oriented environment. The successful candidate will be a motivated, energetic team player who is passionate about client service. We offer competitive wages, uniform allowance, paid dues, benefits and staff discounts, along with a schedule rotation that supports work-life balance. If you are interested in joining our team, we'd love to hear from you! Please send cover letter and resume in confidence to Laura Bogdan at [laura@currentsvet.com](mailto:laura@currentsvet.com).

**BURWASH EQUINE IS EXPANDING AND WE** want you to join our team! We are a busy, progressive, exclusively equine practice located in the foothills just south of Cochrane, AB. We recently moved into a huge, beautiful, new, state-of-the-art clinic, complete with full surgical capabilities and isolation facilities. As such, we have a rapidly growing caseload of ICU patients and surgical cases so we need a skilled RVT to join our team! We strive to maintain a collaborative environment where the entire team works together to optimize patient care and clinical outcome. The practice sees a wide variety of cases ranging from medicine to surgery to lameness to reproduction, with a good mix of general equine work as well - no two days are ever the same! Experience with horses is required. Experience with equine anesthesia an asset, interest in it is required - we do have a fantastic RVT and a DVM that can train you! M-F 8am-5pm; hourly pay - wage negotiable. After hours on call duties are intended - will increase with anesthesia experience and is compensated accordingly. Start date mid-July to August

1. Complete job description can be provided - contact us for details! Email: [crystal.lee@burwashequine.ca](mailto:crystal.lee@burwashequine.ca). Website: [www.burwashequine.ca](http://www.burwashequine.ca).

**WANT YOUR EVENINGS AND WEEKENDS** free? Want to work with a great team and utilize your skills? Ranch Docs is looking for an energetic RVT to join our busy practice. We have mixed animal or small only rotations Mon-Fri 8am-5pm with on-call optional! Thinking about getting your VTS? We have a very supportive team to help you through the process. Competitive wage (based on experience), CE/clothing allowance, ABVMA dues paid and an amazing staff discount program! Don't hesitate! Apply now: [robin.ranchdocs@gmail.com](mailto:robin.ranchdocs@gmail.com).

**GULL LAKE VETERINARY SERVICES IS SEEKING** a full-time administrative RVT. We are a large animal clinic which provides veterinary services to the dairy, beef and small ruminant industries. This position is mainly office and laboratory based with some on-farm assistance with activities such as semen testing, calf health, and sample collection. We are looking for a self-motivated, mature individual with good interpersonal skills to assist with scheduling, prescription filling, data and inventory management, in-house laboratory work, clinic maintenance, and assistance with some in-clinic and ambulatory veterinary calls. We offer a competitive wage, CE allowance, ABVTA dues and medical benefits. Part-time work could be negotiable. If you are interested in becoming a member of our team, please email your resume to [clinic@gulllakevet.com](mailto:clinic@gulllakevet.com).

**SUPERSTAR TECH WANTED! NOT A SUPERSTAR** quite yet? That's OK, we can help! Foothills Animal Hospital is looking to complete our team by adding a full-time RVT. Located just 20 minutes south of Calgary, our fast paced small animal hospital offers many of the same benefits that these other practices are! What makes us different is our enthusiastic and experienced team, our belief that RVTs are invaluable, and our compressed work schedule. Our motto is "where pets are family". If you agree, then this is the position for you! Please email resumes to: [exec@foothillsanimalhospital.ca](mailto:exec@foothillsanimalhospital.ca).

**\*RARE OPPORTUNITY\* ACADIA DRIVE ANIMAL** Clinic is looking for a mature, experienced full-time RVT. We have fabulous vets who treat their RVTs as true team members and allow them to use their skills to the absolute fullest extent. We are a busy clinic and work hard but also know how to have fun too! We are looking for someone with a positive attitude that can handle a fast paced environment and will value working alongside vets and RVTs who ALL have over 20 years' experience to learn from! We offer above average salary, generous pet discounts, low staff turnover, paid dues, health benefits and uniform allowance. Please email resumes to: [info@acadiadriveanimalclinic.ca](mailto:info@acadiadriveanimalclinic.ca), or fax: 403-278-4633, attn Amanda.

**ARE YOU LOOKING FOR A NEW** opportunity? Cochrane Veterinary Care Clinic is seeking a full or part-time RVT to staff our evening shift. The evening shift offers independence and great opportunities for professional growth. We are independently-owned and have a wonderful client base. If this interests you, please contact us at: [clinic@cochranevet.com](mailto:clinic@cochranevet.com).

**BOW RIVER VETERINARY CENTRE HAS** worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic RVT to join our growing team. Our busy and well-equipped practice is able to provide 24/7 emergency care, behaviour training, boarding kennels, dental care, examinations, grooming,

# Classified Ads

laboratory services, spaying/neutering, surgery, ultrasound, vaccinations, x-rays and an extensive retail shop for everything your dog or cat might desire! This is a great chance to be part of a supportive team, where learning and development opportunities are endless. We offer above average compensation, a signing bonus, an intimate and exciting work environment, medical/dental, CE, uniform allowance and a generous pet discount. Please send your resume to: [dawnt@vetstrategy.com](mailto:dawnt@vetstrategy.com).

**ALPINE VETERINARY MEDICAL CENTRE IS** looking for a RVT to expand 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. Some of the attributes to our practice include a paperless medical record system, a full in-house lab (IDEXX), digital radiography, ultrasonography, endoscopy, video otoscopy, a full dental suite including digital dental radiography, progressive anaesthetic protocols, and an outdoor equine facility with stocks and surgical area. Experience with dentistry or large animals would be considered an asset. Benefits include paid vacation, paid sick days and health benefits, annual CE allowance, supplied uniforms and discounted services. Email: [alpinevetmc@gmail.com](mailto:alpinevetmc@gmail.com).

**WE ARE A BUSY 5-VETERINARIAN MIXED** animal practice located in the scenic foothills, looking for a 5th full-time RVT to add to our team. Our case load consists of 30% bovine, 10% equine and 60% small animal. We have been growing steadily over the last 5 years and are excited to add to our team. We offer competitive wages, paid CE and dues, clothing allowance, and minimal weekends (1 Saturday out of every 6-8). Our RVTs are guaranteed 40 hours per week. Our clinic boasts an in-house lab, digital radiology (dental, small and portable large), ultrasound and surgical laser. We welcome both new and experienced techs. Email: [haclinic@telus.net](mailto:haclinic@telus.net), website: [www.highviewanimal.clinic](http://www.highviewanimal.clinic).

**GLAMORGAN ANIMAL CLINIC IN SW CALGARY** is looking for a friendly, compassionate, and motivated full-time RVT to join our fantastic team! We are a busy small animal practice with 2 FT veterinarians, 2 RVTs, and 1 receptionist at a brand new location! This is a fast paced position that requires a positive attitude, great communication skills and teamwork. We offer a competitive wage, CE benefits, uniform allowance, 100% paid health and dental benefits, veterinary discounts, etc. Please send your cover letter and resume to Brenda at: [gac3@shaw.ca](mailto:gac3@shaw.ca).

**RVT REQUIRED FOR A BUSY 3-DOCTOR SMALL** animal practice located in Red Deer, AB. We are modern, fully-equipped and offer digital and dental x-ray, laser surgery and numerous other services. Occasional Saturdays may be required to work and we offer excellent wages and benefits. Please contact Dr. Greg Linnell at: [linnell40@hotmail.com](mailto:linnell40@hotmail.com).

**HEALTHY PAWS FORWARD VETERINARY** Hospital is an established, reputable and growing spay/neuter & primary care veterinary hospital in NW Calgary. We are looking for an experienced RVT with a long-term vision that will foster relationships, and work to build and maintain our client base. Part-time or full-time applicants will be considered. Some evenings and weekends may be required. Our hospital has a comprehensive in-house IDEXX laboratory and digital radiology (including dental). We offer a competitive salary, CE allowance, frequent in-house CE, ABVTA dues, employee discounts, as well as health and dental benefits. Interested candidates should submit a cover letter and resume to: [manager@healthypawsvet.ca](mailto:manager@healthypawsvet.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 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](mailto:lindsay@saveveterinary.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](mailto: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](mailto:manager.dewintonpethospital@gmail.com) ATTN: Nicole Hébert.

## OTHER EMPLOYMENT

**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 Katchuk with questions or to apply: [rick157@telus.net](mailto:rick157@telus.net).

## PRACTICE FOR SALE

**WELL-ESTABLISHED, NICELY EQUIPPED SINGLE** veterinarian small animal practice (with lots of potential for growth) is for sale in Edmonton, AB. Very reasonable asking price which is negotiable. Outstanding value and unique opportunity for a new owner to purchase a turnkey operation. Please contact: [vetclinicsale19@gmail.com](mailto:vetclinicsale19@gmail.com).

**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](mailto:bcsales2015@gmail.com).

## EQUIPMENT FOR SALE/ WANTED

**EQUIPMENT FOR SALE: LABOIT SUV INSERT** Mobile Vet Box (white; 8 drawers) \$1200; Quincy Lab Incubator \$400; Equitainer x 2 (\$100 each); Aloka 500 Ultrasound Probes (7.5 and 3.5) \$500; Aloka 900 Ultrasound (Parts only) \$100; HopTech Centrifuge \$800; Breeding Hobbles \$75. Pictures at: [www.equistarvet.com](http://www.equistarvet.com). Email: [office@equistarvet.com](mailto:office@equistarvet.com).

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**The ABVMA Member Assistance Program launched March 1, 2018.**

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