



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2019

Setting Healthy Boundaries



GREAT NEWS: the Alberta Challenge is back again!

- Your help is vital to keep our applications process open!
- IF YOU HAVE NOT ALREADY REGISTERED, THEN DO IT NOW!



the ALBERTA CHALLENGE!

Coming Nov-Dec 2019!

NOV 1 – DEC 31, 2019

The Alberta Challenge is our annual public fundraising campaign where members of the veterinary community can join together with animal lovers and businesses across Alberta to provide aid for pets in need.

From November 1 through December 31, 2019, small fundraising events led by veterinary clinics and local groups/businesses raise public awareness and funding for Tails of Help to fulfill our mission:

Help keep more four-legged members of low income Alberta families healthy and happy for years to come!

In September 2019 Tails of Help had to place a temporary suspension on applications due to running low on funding.

Your support is vital: This is Tails of Help major fundraising event of the year. Donations made during the Alberta Challenge enable us to keep saving more pets in 2020.

For more information or to order your FREE Fundraising Kit, register to participate in the Alberta Challenge today!

Registration still open at tailsofhelp.ca/alberta-challenge or by email alberta-challenge@tailsofhelp.ca



Scan for more information:



VCA 
Caring For Life's Greatest Companions

2019 Premier Sponsor

Editor's Notebook

An undocumented activity in my role with the Association is learning of the passing of ABMVA members and attending funerals or memorials. While not always possible, the ABMVA strives to send representation from the office. As representatives of the profession, it is important to recognize the contribution every member gives to the profession. Sadly, the loss of some "not very old" members seems to be particularly heavy this year.

Two of the funerals that I attended this year were held in rural Alberta for practitioners who had lived in their communities for decades. The amount of people in attendance was such that a traditional church setting was unable to accommodate the service. Community centre halls and other large venues were required to fit all attendees. During these events, it profoundly struck me the remarkable influence that veterinary professionals have on the communities in which we live and work.

I am sure that all of us, in whatever practice type or species that we are involved, have never sat back and contemplated the tremendous communal influence that we all have on a daily basis. Whatever the social position that we embrace, or the involvement that we uphold within the community, it does not go unnoticed. People look up to their veterinary professionals as leaders, educators, experts and, most importantly, as friends. Never underestimate the power of the influence that you have over your community by virtue of what you do for a living and the services that you provide.

Embrace your communities and the warmth and friendship that they offer. You are appreciated.

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

LET'S NOT FORGET THE GOOD

Veterinary medicine is an outstanding profession that allows veterinarians and registered veterinary technologists (RVTs) to save lives and create long-lasting relationships. However, difficult days dealing with upset clients, saying goodbye to terminally ill patients and, at times, defending the cost of services can make it easy to forget the reasons why we chose this career. If we take a personal moment to consider the wonders of our profession, the positive aspects definitely outnumber the negatives.

At times, I know we all have questioned why we choose this career, but one small victory makes all the tears and sleepless nights worth it. We are doing a good job. It is not an easy job, but it is a job worth doing. Just take a look at where veterinary medicine was in the past and where it is today. No matter how big or small are the obstacles we face in veterinary medicine, we are the lucky professionals who get to save animals. Every day we impact lives, not just the lives of our four-legged patients, but the lives of our clients as well.

The relationships and friendships I have developed with my clients has helped motivate me through tough times. Clients believe in us, and the most rewarding feeling is seeing the positive effect you have made in someone's life. For many people, their animals are a part of their family. We, as veterinarians, have the gift of giving someone hope and reassurance when they need it the most. We are compassionate people dedicated to helping animals.

Every veterinarian and veterinary technologist joined this profession to make a difference — in an animal's life, in the owners' lives and our own lives. Every day we are able to witness the inseparable bond between animals and people. We feel for our clients when that bond is lost and the memory of their furry friend is the only thing they have left. No matter how many times we experience it, it never gets easier seeing someone lose their best friend and a part of their family. The truth behind our job is that we witness and feel heartache, tragedy, loss and everything else in between. However, let's not forget all the good we do and the good we will continue to do! I cannot express it enough how fortunate we are to be able to do what we do.

From delivering calves, to a typical spay, and taking in rescue and surrendered animals, we fight and speak for those that cannot speak for themselves. We are the voice that animals, big and small, depend on. At times, we are their only hope. Remember, no number of bad days can replace the feeling and emotion that overcomes us when we help those in need, both animals and people.



Registrar's Report

AS WE APPROACH THE CHRISTMAS

season, there are also certain annual tasks that roll out at this time of year. Annual membership renewals with the ABVMA should be in your hands now, or will be very shortly. Members are reminded that their annual registration is their responsibility to complete and submit. In some situations, the employer has agreed to pay the registration fee, but it remains your responsibility to ensure that the information provided is current, accurate and provided on time.

In addition, it is your responsibility to ensure that your annual dues are paid. Be sure to inform us if you are not renewing, otherwise your membership record will show you as being cancelled by Council for non-payment. Incomplete registrations or unpaid dues on Jan. 1, 2020, mean that you are not registered with the ABVMA, and therefore are not eligible to practice veterinary medicine in Alberta, nor are you likely covered by the clinic's professional liability insurance policy.

Your renewal invoice from the ABVMA also contains a section where you can donate to the ABVMA Members' Wellness Fund. The ABVMA Member Wellness Program features two distinct parts. The part used most often is the Homewood Health Member Assistance Program that you are eligible for as a result of your registration with the ABVMA. Homewood Health offers **Personal Counselling Services** face-to-face, over the telephone or online to meet each individual member's needs. The counsellors are highly qualified with a minimum of a master's degree, typically in social work or psychology. The counselling is based on a short-term model with a solution-focused approach that is meant to help people understand their concerns and develop a plan of action to address them. This service can be accessed 24-hours/day, year round.

Homewood Health also offers **Life Smart Lifestyle and Specialty Counselling**. This is a series of work-life services that offer advice from experts, information, coaching and resources that you can access and use in your own way. Each service has been developed to allow you to take a proactive approach to manage everyday challenges and life transitions, and receive information and support that suits your unique situation. For the most part, these services are delivered by telephone and often include an assessment, a personalized package of information and useful tools with your best interests in mind.

Lifestyle and Specialty Counselling services include: parenting, childcare and eldercare, legal consultation by qualified lawyers, financial guidance through certified financial experts, nutritional counselling by registered dietitians, career counselling that also includes pre-retirement and shiftwork guidance provided by career counsellors, smoking cessation support as well as a specialized **Jumpstart Your Wellness** program for people with specific health and/or weight management goals.

There are also a number of other online services available. **E-Learning** courses: self-directed, confidential and interactive online courses that include printable information, quizzes, and exercises on twenty topics designed to help you take charge of your health and well-being. **Health & Wellness Companion**: an online resource of healthcare-related materials, which is partnered with the Canadian Medical Association. The Health & Wellness Companion contains an interactive health risk assessment, access to a comprehensive library of medical information and can even create a personal health record. **Busy Family**: an online child- and elder-care services locator.

All Homewood Health programs are funded through the general funds of the ABVMA (your membership dues). Program



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

statistics from the last quarter are published on pages 26-27 of this issue.

The second part of the Member Wellness Program is the **ABVMA Addiction Rehabilitation Program**. This portion of the Program is funded through donations from individual ABVMA members. Members suffering from incapacitation due to an addiction may receive much needed financial assistance from the ABVMA on an interest-free-loan basis for treatment. Addiction treatment is funded by the generous voluntary donations of members to this program, donated primarily at renewal time.

Your donation will help members that currently cannot help themselves. Please consider giving generously to this program through your annual renewal.

To access Homewood Health 24 hours a day, 7 days a week
1-800-663-1142, TTY: 1-888-384-1152
International (call collect): 604-689-1717
www.homewoodhealth.com

OUR VISION

Healthy animals and people in a healthy environment.

OUR MISSION

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

OUR VALUES



PROFESSIONALISM

Demonstrating ethics, fairness, responsibility and accountability



INTEGRITY

Exemplifying honesty, trust and transparency



LEADERSHIP

Inspiring a path that is adaptable and visionary



INCLUSIVITY

Fostering a safe, positive and collaborative environment



RESPECT

Interacting with empathy, compassion and dignity

Council Highlights



2019 ABVMA Council

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

Sept. 3-4, 2019

Daren Mandrusiak, DVM

Strategic Plan

Council started off the meetings with an open discussion on the strategic plan of the organization, risks presenting to the profession and how to best address and mitigate these risks. Particular focus was spent on how Council can reach out to the membership for input, particularly rural mixed and large animal practices.

National Examining Board

Dr. Annabelle Denson presented to Council on behalf of the National Examining Board. Presentation and conversation focused on the veterinary shortage in the province and recent changes that have been implemented successfully to shorten wait times and increase preparedness to sit examinations.

Budget

A substantial amount of time was spent reviewing the upcoming 2020 budget for the organization. Some exciting highlights included:

- the ABVMA continues to be in a strong financial position with a conservative and balanced budget
- the Council Audit Committee is pleased with budget clarity and current financial statements

- PIPS continues to maintain financial independence and sustainability
- Council has approved increased support for Alberta Farm Animal Care (AFAC)
- a cost of living (COL) increase of 2.8% for the majority of ABVMA fees was approved (some exclusions)

Bylaws

There was healthy discussion around draft bylaw amendments for the upcoming 2020 AGM.

Telemedicine in the province

Policy review in regards to Council's position on telemedicine services in the province. In particular, Council discussed some of the challenges associated with the establishment of a veterinarian-client-patient relationship via telemedicine and the difficulties associated with out of province professionals providing these services. A draft policy is being worked on.

Specialist recognition of veterinarians and veterinary technologists

A policy was approved on specialist recognition for veterinarians and veterinary technologists in Alberta.

Increased UCVM student load

A meeting was had with Dr. Dru Marshall, University of Calgary Provost and Vice President (academic), and Dr. Baljit Singh, UCVM Dean. Vigorous discussion was had in regards to the University of Calgary and UCVM's preparedness for an increased student load, including the availability of funding, brick and mortar facilities, and teaching staff. Dr. Marshall and Dr. Singh assured the membership they are more than prepared for an increased student load to the college and are excited for this next stage for the UCVM. Discussion included how the ABVMA and the university can work together to approach the government for continued and increased support for the veterinary programs in the province to address a workforce shortage.

Olds College

Ms. Mary Medinsky, Chair of the school of Animal Science and Horticulture at Olds College, presented to Council on changes to the Olds College registered veterinary technologist (RVT) program and the increased number of graduates which will help alleviate a shortage of RVTs in the province. The Veterinary Technician National Examination examination pass rate and

retention rates in the program have remained stable. The expedited program focuses on three consecutive full terms with no summer term away from studies.

Member Resolution 19-01

The Council Task Force for Member Resolution 19-01 updated Council on recent interviews with the membership to inquire as to membership support for the resolution. A general interest is noted within the membership for exploring this

resolution. Caution was observed among most interviewees as to the ramifications that a change to the legislation could bring. Concerns were brought forth as to different areas of the legislation that may have to be opened to fully achieve this and the possible ramifications of such changes. Council is seeking a legal opinion as to the risk to the profession as well as the practicality of implementing this change.

Bill 31

Council received an update from the executive on continued work towards the rescindment of the VPA amendment in Bill 31.

Calgary Stampede

Council was updated on the success associated with ABVMA government relations at the Calgary Stampede with Pam Cholak. This work has gone a long way to put Alberta veterinarians in the forethought of a new government.



Daren Mandrusiak, DVM

Member of Council – Edmonton Region

DR. DAREN MANDRUSIAK WAS

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

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

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

Notice of the ABVMA Annual General Meeting Leadership Weekend and Member Recognition Banquet February 28 to March 1, 2020

Delta Edmonton South Hotel, 4404 Gateway Blvd, Edmonton, AB

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on Sunday, March 1, 2020. Members are encouraged to participate in association affairs and are invited to attend the AGM. Breakfast will be served at 8:00 a.m. and the meeting will commence at 9:00 a.m.

The Membership Recognition Banquet will be held on Saturday, February 29, 2020, commencing at 6:00 p.m. Complimentary tickets for this event are available to ABVMA members who attend the AGM. Tickets for accompanying guests and members who do not attend the AGM may be purchased through the ABVMA office at a cost of \$70.00 each plus GST. All tickets must be pre-purchased through the ABVMA office no later than January 31, 2020.

If you would like a ticket for the Membership Recognition Banquet on Saturday evening and/or the AGM on Sunday, please contact Mandi Duggan at the ABVMA office, Toll Free: 1-800-404-2862, Phone: (780) 489-5007 Ext. 222, Email: mandi.duggan@abvma.ca.

KEEPING YOU CURRENT

Legend

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

Member Engagement

Council election nominations

- Leadership Weekend and the Annual General Meeting will be held Feb. 28 to March 1, 2020, in Edmonton. Please see the announcement on page 7 of this issue.

Association Activities

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

SEPTEMBER 2019

- **3:** President, R, DR, CM attended White Coat Ceremony in Calgary
- **3-4:** R, DR attended Council Meeting in Calgary
- **5:** DR participated in Complaint Review Committee teleconference
- **6-8:** President, R attended SVMA Conference and AGM in Regina
- **9:**
 - R, AR, CM attended meeting with ABVTA in Edmonton
 - R, DR, AR attended Registration Committee meeting in Calgary
- **10:** R, DR, AR, CM attended Registration Day in Calgary
- **11:**
 - R, DR, AR attended meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
 - CM attended Classroom Agriculture Program meeting in Calgary
- **12:** R, CM attended Vet West meeting in Edmonton
- **17:**
 - R, AR participated in teleconference regarding *Fair Practices Act* and Regulation
 - R, CM participated in teleconference with Vintage Veterinary Exhibit Association

- **18:** AR presented lecture at University of Alberta
- **20:**
 - R participated in Audit Committee teleconference
 - R, AR attended meeting with NAIT representatives in Edmonton
 - AR participated in Wellness Webinar
- **23:**
 - DR attended Practice Review Board meeting in Edmonton
 - President attended UCVM Awards in Calgary
- **24:** DR participated in Complaint Review Committee teleconference
- **24-25:**
 - R presented at Infonex PRO seminar in Vancouver
 - DR attended hearing in Edmonton
- **25:**
 - AR attended CPSA Radiation Program meeting in Edmonton
 - CM participated in teleconference with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **26-28:** Vice President and R attended American Association of Veterinary State Boards Conference in St. Louis, MO
- **26:** AR attended Companion Animal Advisory Committee meeting in Edmonton
- **30:** R, AR, CM attended Executive Meeting with Simon Otto regarding the One Health Antimicrobial Stewardship Conference in Edmonton

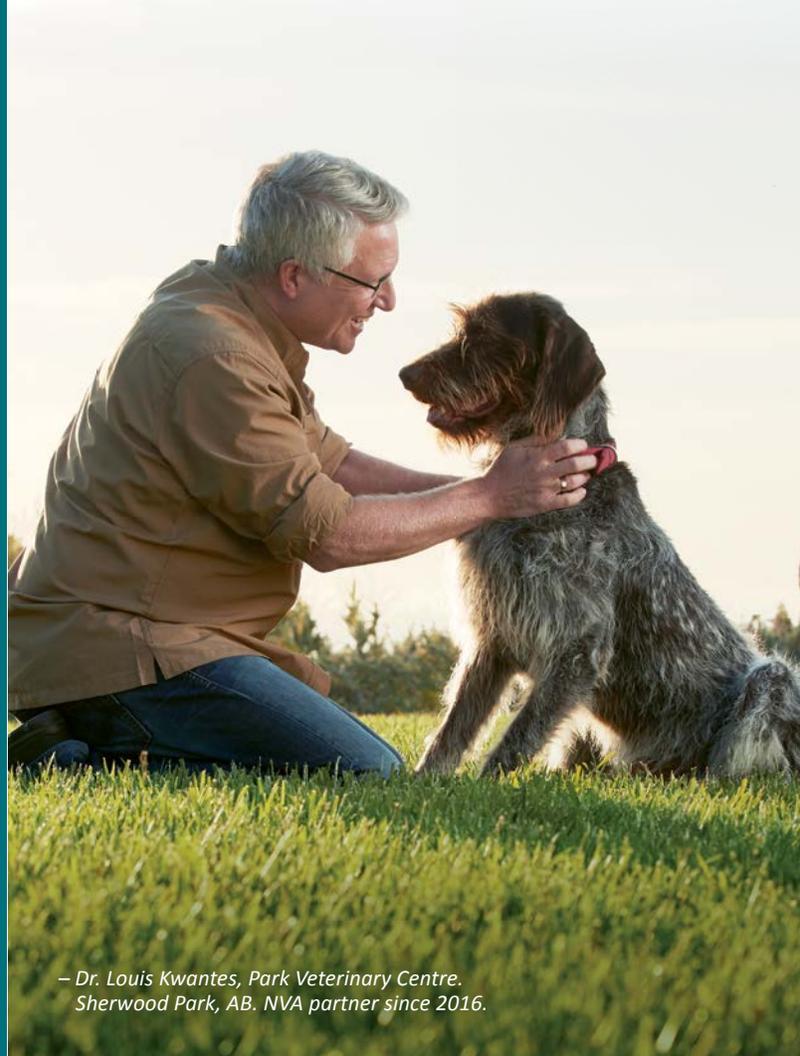
OCTOBER 2019

- **1:**
 - R, DR, AR attended Practice Inspection Practice Standards meeting in Edmonton
 - DR teleconference with Pam Cholak, government relations advocate
 - CM participated in Ag for Life Education Update teleconference
- **2:** AR presented lecture at UCVM in Calgary
- **3:**
 - DR participated in Complaint Review Committee teleconference
 - DR, AR, CM attended Steering Committee teleconference with Simon Otto regarding the One Health Antimicrobial Stewardship Conference in Edmonton
- CM participated in Provincial Communications Meeting teleconference
- **4:**
 - DR attended Municipalities of Central District meeting in Kananaskis
 - AR attended Member Wellness Advisory Committee meeting in Edmonton
- **7:**
 - R attended AFAC Board Meeting in Lacombe
 - AR presented at Read-In Week in Edmonton
- **8:**
 - R, DR participated in Cannabis Working Group teleconference
 - R, DR, AR, CM attended meeting with ABVTA and Pam Cholak, government relations advocate
- **9:**
 - R, DR attended meeting and tour with Andre Corbould, Deputy Minister, Agriculture and Forestry
 - AR, CM attended Steering Advisory meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **10:**
 - AR attended Food Animal Advisory Committee meeting in Edmonton
 - R participated in Registration Issues in Professional Regulation webinar
- **15:** DR participated in Tails of Help teleconference
- **16:** AR attended Human Resources Development Advisory Committee
- **17-18:** President, Vice President, R, DR, AR attended Council Meeting in Banff
- **19-21:** Vice President attended CanWest Veterinary Conference in Banff
- **19-22:** President, R, DR, AR, CM attended CanWest Veterinary Conference in Banff
- **24:** DR attended Companion Animal Disaster Response Working Group meeting in Edmonton
- **25:** AR attended Wildlife and Ecosystem Health Advisory Committee meeting in Edmonton
- **28-30:** DR attended Canadian Network of Agencies Regulation Conference in Quebec City

What's your vision for the future of your business?

3

Questions to ask as you enter discussions with potential partners.



— Dr. Louis Kwantes, Park Veterinary Centre.
Sherwood Park, AB. NVA partner since 2016.

NO. 01

Is it the right culture fit for your team?

As you begin considering your options for selling your pet hospital business, it's important to find a partner aligned with your values, respectful of the individuality of what you've built, and equipped to grow your business, while your team and culture remain intact.

Ask around to find out which buyers have the best reputation for caring for pets and the people who love them.

NO. 02

Are there flexible deal structures?

Because selling your pet hospital is such a personal decision, you'll want to understand what types of options are available, and to what level they can tailor the terms to meet your needs.

ASK IF THE BUYER CAN:

- Make all cash offers with no finance contingency
- Offer Joint Venture partnerships for growth and flexibility
- Buy the real estate outright or lease from you

NO. 03

How comprehensive are the support services?

As you contemplate transitioning your business, you'll want to know every aspect is covered. Seek out a partner with a dedicated team seasoned in marketing (including digital advertising and social media strategy), web development and hosting, client satisfaction surveys, IT, HR, accounting, taxes, legal and more.

NVA has over 700 partnerships in the US, Canada, Australia and New Zealand. Our passionate, visionary local pet resort and hospital leaders embody NVA's unique entrepreneurial spirit. We'd be more than happy to talk through your questions and concerns. You can reach us at 888.767.7755 or info@nva.com.

NVA 
Join Us. Stay You.

2019 Registration Day — Calgary

VETERINARIANS AND REGISTERED VETERINARY TECHNOLOGISTS (RVTS) FROM ACROSS THE PROVINCE CAME together for our biannual ABVMA Registration Day on Sept. 10, 2019, at the Best Western Premier Hotel in Calgary. Following breakfast, registrants were warmly welcomed by the association's dignitaries. Much of the day was spent in small group discussions of case scenarios exploring the various rules and regulations of the *Veterinary Profession Act* and Regulations, Bylaws, Practice Standards and the complaints process. And, of course, networking and catching up with old friends, classmates and colleagues during the breaks continues to be an important part of the day!

A combined 127 veterinarians and RVTs became members of the veterinary profession in Alberta. Welcome to the profession!

Lisa Lomsnes, DVM
President, Alberta Veterinary Medical Association

VETERINARIANS

Name	Membership	Reg # /Affiliation	Name	Membership	Reg # /Affiliation
Dr. Sivarathy Amarasinghe	Temporary Registered Veterinarian	3655	Dr. Jessica Pang	General Practice Registered Veterinarian	3820
Dr. Garry Arvesu	General Practice Registered Veterinarian	3333	Dr. Laura Perry	General Practice Registered Veterinarian	3793
Dr. Joel Ballard	General Practice Registered Veterinarian	3792	Dr. Shannon Phelps	General Practice Registered Veterinarian	3786
Dr. Michael Bartsoff	General Practice Registered Veterinarian	3785	Dr. Melanie Pinel	General Practice Registered Veterinarian	3706
Dr. Tayler Belosowsky	General Practice Registered Veterinarian	3783	Dr. Alma Laura Ramos Rojas	Temporary Registered Veterinarian	3805
Dr. Simon Bourassi	Supervised Limited Practice Registered Veterinarian	3804	Dr. Luke Runnion	Time Limited Registered Veterinarian	3724
Dr. Chinna Chegiredy	General Practice Registered Veterinarian	3714	Dr. Satinder Saini	General Practice Registered Veterinarian	3811
Dr. Erin Thirumal	General Practice Registered Veterinarian	2339	Dr. Sherisse Sakals	General Practice Registered Veterinarian	3309
Dr. Debbie De Rantere	General Practice Registered Veterinarian	2592	Dr. Jodie Santarossa	General Practice Registered Veterinarian	1933
Dr. Rebecca Gilday	General Practice Registered Veterinarian	3799	Dr. Laci Schmidt	General Practice Registered Veterinarian	3784
Dr. Larissa Goodman	General Practice Registered Veterinarian	3796	Dr. Tanja Schnabel	General Practice Registered Veterinarian	3795
Dr. Jasmine Grewal	Supervised Limited Practice Registered Veterinarian	3723	Dr. Sharandeep Sekhon	General Practice Registered Veterinarian	3813
Dr. Hanna Haardt	Supervised Limited Practice Registered Veterinarian	3801	Dr. Kevyn Smith	General Practice Registered Veterinarian	3797
Dr. Stephanie Jaggard	Supervised Limited Practice Registered Veterinarian	3693	Dr. Rebecca Tees	General Practice Registered Veterinarian	3789
Dr. Claire Janse Van Rensburg	General Practice Registered Veterinarian	3807	Dr. Harnarinder Uppal	Temporary Registered Veterinarian	3704
Dr. Gerges Keroles	Temporary Registered Veterinarian	3806	Dr. Thomas Vadakkethalakal Babu	General Practice Registered Veterinarian	3703
Dr. Lyndsay Kong	General Practice Registered Veterinarian	3818	Dr. Natasha Walzthoni	General Practice Registered Veterinarian	3794
Dr. Gary Kruger	General Practice Registered Veterinarian	1535	Dr. Ian Warrington	General Practice Registered Veterinarian	3779
Dr. Louise Lam	General Practice Registered Veterinarian	3808	Dr. Ellen Watkiss	General Practice Registered Veterinarian	3726
Dr. Ashley Lamond	General Practice Registered Veterinarian	3530	Dr. Lindsay Willis	Supervised Limited Practice Registered Veterinarian	3810
Dr. Julie Langeman	General Practice Registered Veterinarian	3727	Dr. Stephanie Wong	General Practice Registered Veterinarian	3778
Dr. Jeffrey Lees	General Practice Registered Veterinarian	3780	REGISTERED VETERINARY TECHNOLOGISTS		
Dr. Carolyn Legge	General Practice Registered Veterinarian	2970	Name	Membership	Reg # /Affiliation
Dr. Yiran Li	General Practice Registered Veterinarian	3787	Ms. Andrea Almhjell	General Practice Registered Veterinary Technologist	4032
Dr. Amy Lister	General Practice Registered Veterinarian	3800	Mr. Emil Aquino	Provisional Veterinary Technologist Member	4033
Dr. Satwant Lohat	General Practice Registered Veterinarian	3234	Ms. Shelby Bennett	Provisional Veterinary Technologist Member	4004
Dr. Anika Lohnherr	Supervised Limited Practice Registered Veterinarian	3803	Ms. Reagan Boucher	General Practice Registered Veterinary Technologist	3991
Dr. Kirklin Maclise	General Practice Registered Veterinarian	3781	Ms. Nicole Broussard	General Practice Registered Veterinary Technologist	3887
Dr. Mei Martin	General Practice Registered Veterinarian	3782	Mr. James Cazal	General Practice Registered Veterinary Technologist	3076
Dr. David McPhee	General Practice Registered Veterinarian	2823	Ms. Shaelan Clarkson	General Practice Registered Veterinary Technologist	3928
Dr. Jenna Meyer	Temporary Registered Veterinarian	3716	Ms. Eve Coers	General Practice Registered Veterinary Technologist	4013
Dr. Lisa Millican	General Practice Registered Veterinarian	3788	Ms. Valeria Convey	General Practice Registered Veterinary Technologist	4016
Dr. Merete Moeller-Jensen	Supervised Limited Practice Registered Veterinarian	3802	Ms. Emily Cook	General Practice Registered Veterinary Technologist	3904
Dr. Asel Murtatha	Supervised Limited Practice Registered Veterinarian	3809	Ms. Dakota Creguer-Norgate	General Practice Registered Veterinary Technologist	4027
Dr. Manvir Nahal	Supervised Limited Practice Registered Veterinarian	3798	Ms. Tiffany Davis	General Practice Registered Veterinary Technologist	3906
Dr. Cory Neumann	General Practice Registered Veterinarian	3791	Ms. Sarah Dawson	General Practice Registered Veterinary Technologist	3913
Dr. Narges Nourozieh	Supervised Limited Practice Registered Veterinarian	3712			
Dr. Omobolaji Ogun	General Practice Registered Veterinarian	3690			
Dr. Nallely Paez Nunez	General Practice Registered Veterinarian	3717			
Dr. Daniel Pang	Unsupervised Limited Practice Registered Veterinarian	2720			

Registration Day



Name	Membership	Reg # /Affiliation	Name	Membership	Reg # /Affiliation
Ms. Rachel DeMan	Provisional Veterinary Technologist Member	4020	Ms. Montana Nault	General Practice Registered Veterinary Technologist	3998
Ms. Lindsay Dion	Provisional Veterinary Technologist Member	4010	Ms. Kristina Piché	General Practice Registered Veterinary Technologist	4000
Ms. Kaytlin Evans	Provisional Veterinary Technologist Member	3990	Ms. Jessica Piercey	General Practice Registered Veterinary Technologist	4024
Ms. Sabrina Fagan	General Practice Registered Veterinary Technologist	4006	Ms. Jory Pollard	Provisional Veterinary Technologist Member	4021
Ms. Shaelyn Fate	General Practice Registered Veterinary Technologist	3896	Ms. Mackenzie Porrill	General Practice Registered Veterinary Technologist	3995
Ms. Katie Frost	General Practice Registered Veterinary Technologist	3328	Ms. Francesca Pretto	General Practice Registered Veterinary Technologist	3910
Ms. Brooke Fulmore	General Practice Registered Veterinary Technologist	3378	Ms. Meg Rogers	General Practice Registered Veterinary Technologist	3891
Ms. Kelly Gagnon	Provisional Veterinary Technologist Member	3915	Ms. Brittney Stark	General Practice Registered Veterinary Technologist	3905
Ms. Nicole Gillette	General Practice Registered Veterinary Technologist	3909	Ms. Megan Storey	General Practice Registered Veterinary Technologist	3900
Ms. Alexandra Grove	General Practice Registered Veterinary Technologist	3894	Ms. Natalie Taylor	General Practice Registered Veterinary Technologist	4029
Ms. Kimberly Hatley	General Practice Registered Veterinary Technologist	3923	Ms. Lisa Thompson	Provisional Veterinary Technologist Member	4023
Ms. Carley Hauser	Provisional Veterinary Technologist Member	4030	Ms. Samantha Thompson	General Practice Registered Veterinary Technologist	3917
Ms. Brittany Hicks	Limited Practice Registered Veterinary Technologist	3890	Ms. Adrianna Tooth	Provisional Veterinary Technologist Member	4022
Ms. Rebecca Johnston	General Practice Registered Veterinary Technologist	3889	Ms. Lauren Toth	General Practice Registered Veterinary Technologist	3927
Ms. Angela Joseph	General Practice Registered Veterinary Technologist	3989	Ms. Jordyn Turnquist	General Practice Registered Veterinary Technologist	3858
Ms. Veda Kaczmar	General Practice Registered Veterinary Technologist	3992	Ms. Alyson Watters	Provisional Veterinary Technologist Member	4003
Ms. Telisa Kapcsos	General Practice Registered Veterinary Technologist	4007	Ms. Ashley Wetzstein	General Practice Registered Veterinary Technologist	4012
Ms. Vanessa Kapusta	General Practice Registered Veterinary Technologist	3921	Ms. Ranasinhe Wijethunge	General Practice Registered Veterinary Technologist	4014
Ms. Sarah Karim	Provisional Veterinary Technologist Member	3999	Ms. Terri Wilkinson	General Practice Registered Veterinary Technologist	980
Ms. Julia Klinger	Provisional Veterinary Technologist Member	4011	Ms. Madison Williams	General Practice Registered Veterinary Technologist	3994
Ms. Kimberly Large	General Practice Registered Veterinary Technologist	1715	Ms. Kendra Wilson	General Practice Registered Veterinary Technologist	3881
Ms. Miranda MacDonald	General Practice Registered Veterinary Technologist	4015	Ms. Erin Wozney	General Practice Registered Veterinary Technologist	3897
Ms. Taylor MacPhail	Provisional Veterinary Technologist Member	4031	Ms. Kristyn Wuerstl	General Practice Registered Veterinary Technologist	4026
Ms. Hannah Malin	General Practice Registered Veterinary Technologist	4002	Ms. Alex Young	General Practice Registered Veterinary Technologist	4017
Ms. Niina Mihara	General Practice Registered Veterinary Technologist	3912	Ms. Amber Zacharias	Provisional Veterinary Technologist Member	3993
Ms. Mary Lou Moore	General Practice Registered Veterinary Technologist	1067	Ms. Merisa Zorzetti	General Practice Registered Veterinary Technologist	4005
Ms. Peggy Mountjoy	General Practice Registered Veterinary Technologist	863			

Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

COMPLAINT CASES #18-19 AND #18-20

A letter of complaint was received against a veterinarian and the permit holder operating the veterinary practice where the veterinarian was working regarding the unintentional euthanasia of a cat.

The complainant brought her cat to the veterinary practice for examination because it was limping. At the same time, another cat presented for urinary tract blockage. The owners of the cat with the urinary tract blockage had consented to euthanasia. The veterinarian, having misidentified the cat, euthanized the cat that was presented for the limping instead of the blocked cat.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC referred the complaints against both the veterinarian and the permit holder to the Hearings Director for a hearing. The veterinarian and the responsible veterinarian and representatives of the permit holder entered into consent discussions with the ABVMA. The respective parties provided admissions of unprofessional conduct.

Two hearings were held on May 15, 2019. The Hearing Tribunal accepted the admissions of unprofessional conduct and the Consent Orders presented as joint submissions for both matters.

Complaint Case #18-19, the matter regarding the conduct of the veterinarian:

CONSENT ORDER AGREED STATEMENT OF FACTS:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 1999.
2. At all material times, the veterinarian was employed by the veterinary practice located in Alberta.
3. On May 27, 2018, LB brought her neutered black and white male cat to the veterinary practice because of lameness in his hind legs.
4. On May 27, 2018, the cat was inadvertently euthanized.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Professionalism

1. That on Sunday, May 27, 2018, the veterinarian euthanized the cat in error, having misidentified the cat. Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act* (VPA), R.S.A. 2000, c. V-2, as amended.

ACKNOWLEDGMENT 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 VPA. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinarian.

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A reprimand shall be issued against the veterinarian.
2. 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 the counselling.
3. The veterinarian shall pay costs in this matter of \$4,000 within one year of the date of this order.
4. If the Complaints Director deems there to be a violation of this order, as unilaterally deemed by the Complaints Director, the

Complaints Director's Report

veterinarian shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.

7. There shall be publication of this order on a "without-names" basis.

Complaint Case #18-20, the matter regarding the conduct of the permit holder operating the veterinary practice:

CONSENT ORDER AGREED STATEMENT OF FACTS:

1. At all material times the permit holder has been approved by the ABVMA since 1981.
2. At all material times the veterinary practice was a veterinary hospital located in Alberta.
3. On May 27, 2018, LB brought her neutered black and white male cat to the veterinary practice because of lameness in his hind legs.
4. After being x-rayed, the cat was returned to his carrier and placed in a kennel awaiting further medical treatment. There was no patient ID information on the cat, his carrier or the kennel door.
5. As a result of the lack of information attached to the cat, he was inadvertently euthanized, having been mistaken for another cat.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Responsible Veterinarian

1. That the veterinary practice failed to have and/or implement appropriate policies and procedures to ensure proper identification of all animals under its care, thereby resulting in the inadvertent euthanasia of the cat.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act* (VPA), R.S.A. 2000, c. V-2, as amended.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A reprimand shall be issued against the permit holder.
2. The permit holder shall provide a written Standard Operating Procedures (SOP) to the Complaints Director for approval within 90 days of the date of this order. This SOP shall relate to matters regarding policy on animal intake and animal identification.
3. The permit holder shall complete, at its own cost, two hours of additional continuing education aimed towards staff education and training at the veterinary practice on practice management regarding following practices and procedures of the permit holder. This continuing education shall be facilitated by an outside service provider. All of the continuing education shall be completed within six months of the date of this order.
4. The permit holder shall pay a fine in the sum of \$500 relating to failure to implement appropriate corporate policy payable within six months of the date of this order.
5. The permit holder shall pay costs in the amount of \$4,000 within six months of the date of this order.
6. If the Complaints Director deems there to be a violation of this order, as unilaterally deemed by the Complaints Director, the permit holder shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing

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

7. There shall be publication of this order on a "without-names" basis.

COMMENTARY:

These complaint cases deal with what may be reasonably described as a medical error with a tragic outcome.

It is clear from the investigation, review and findings of the Hearing Tribunal in these cases that the veterinarian and the permit holder share responsibility for the inadvertent euthanasia of the cat.

It is not uncommon that an investigation of the circumstances surrounding a medical error will reveal certain risk factors that contributed to the occurrence of the error in addition to the individual medical professional's actions.

Effective veterinary practice policies can minimize certain risk factors and help minimize the risk of medical errors. For example, in this case, a practice policy on applying a neck band to identify patients may have reduced the likelihood of this medical error.

In order to be effective, SOPs and policies must be documented and periodically reviewed, compulsory for and accepted and implemented by all practice staff. Further, veterinary practices must have processes for verification of compliance and corrective action when necessary.

Effective SOPs and practice policies will support veterinary healthcare professionals, protect the public interest and health and welfare of animals.

COMPLAINT CASE #18-30

A letter of complaint was received against a veterinarian regarding the care provided to a dog that was presented for a spay and a dental procedure and the medical care required for complications that arose following the procedures.

The complaint was investigated and the report of the investigation as provided to the Complaint Review Committee (CRC), which

Complaints Director's Report continued

made a decision to refer the matter to the Hearings Director for a hearing in accordance with section 33.1 (3)(a) of the *Veterinary Profession Act* (VPA).

The member entered into consent negotiations with the ABVMA and ultimately provided an admission of unprofessional conduct.

A Consent Order was jointly submitted to the Hearing Tribunal on Aug. 22, 2019, which was accepted.

AGREED STATEMENT OF FACTS:

1. The veterinarian has been a registered veterinarian with the Alberta Veterinary Medical Association (ABVMA) since 2009.
2. The veterinarian is the sole shareholder of the permit holder who owns the veterinary practice.
3. The veterinarian was the responsible veterinarian for the veterinary practice and provided veterinary medical services to a dog, a nine-year-old intact female Schnauzer.
4. The dog was owned by the CYY and CLY, having been purchased approximately 10 days prior to the events at issue in this matter.
5. The dog attended at the veterinary practice on Friday, Aug. 10, 2018, for the purpose of a dental surgery and spay. The owners of the dog did not speak to the veterinarian or any registered veterinary technologist with respect to the surgical procedures. The veterinarian did not obtain consent for the purposes of undertaking the dental surgery and spay on Aug. 10, 2018.
6. Prior to undertaking the surgeries, the veterinarian did not properly evaluate the dog.
7. During the course of the surgery, the veterinarian determined that the dog was pregnant. His office contacted CLY for the purposes of obtaining consent to continue with the surgery. Consent was given by CLY to terminate the pregnancy and continue with the spay.
8. During the course of the surgery, insufficient medical records were created with respect to the dental procedure or extractions undertaken.
9. On the evening of Aug. 10, 2018, CLY attended at the veterinary practice to pick up the dog at approximately 5:30 p.m.
10. During the course of the evening on Aug. 10, 2018, and the early morning of Aug. 11, 2018, the dog suffered post-operative complications including vomiting, bleeding from her surgical site, trembling and shortness of breath.
11. On the morning of Saturday, Aug. 11, 2018, CLY returned with the dog to the veterinary practice. The dog was admitted to the veterinary practice.
12. During the course of the day of Aug. 11, 2018, the clients did not receive any ongoing information until such time as CLY called the veterinary practice to inquire as to the status of the dog. At that time, CLY was advised that the dog was improving but she should stay overnight at the veterinary practice.
13. Thereafter, CYY attended at the veterinary practice and met with the veterinarian. The veterinarian advised that the dog was improving. CYY made specific inquiries as to the x-rays and blood tests. The veterinarian recommended that the dog be hospitalized. In response to an inquiry about the dog staying in the facility without overnight monitoring, the veterinarian reported that she was improving and would be fine.
14. The dog was not monitored throughout the evening of Aug. 11, 2018.
15. The dog's condition was not stable during the evening of Aug. 11, 2018, and Aug. 12, 2018.
16. The clients did not receive any contact from the veterinary practice until they contacted the practice for an update at 10 a.m. on Aug. 12, 2018. At that time, they were advised that no veterinarians were available and were advised that the dog was doing better and more alert than the day prior.
17. At approximately 12 p.m. on Aug. 12, 2018, the clients were contacted and informed by voicemail that the dog was going into heart failure and inquiring about how they would like to proceed.
18. The clients returned the call to the veterinary practice and were advised of possible treatment options including performing further diagnostic testing, consulting an emergency and referral practice and chronic medication.
19. The critical nature of the dog's condition was not communicated in any manner to the clients.
20. CYY and CLY attended at the veterinary practice at approximately 1:45 p.m. on Aug. 12, 2018. At that time, all veterinarians were absent from the practice as they were attending a birthday party for the veterinarian's child. While the clients remained with the dog they noticed that

she had trouble breathing, her body was cold, she was shaking and the surgical site was open, uncovered and continuing to leak.

21. Subsequently, an associate veterinarian attended at the veterinary practice and advised that the dog was in heart failure and recommended that they attend at an emergency and referral facility for the purposes of having the fluid in the dog's lungs cleared. The veterinary practice was unable to proceed with the procedure as it was closing at 6 p.m. that day. There was no indication of any urgency to the dog's condition.
22. Thereafter, the dog was taken to the emergency and referral facility by friends of the clients. CYY and CLY attended at the emergency and referral practice at approximately 4:30 p.m. (half an hour after waiting to pay the bill at the veterinary practice) where she was placed on oxygen and the clients were advised she was in critical condition with her heart having failed. At no time prior to this time were the clients referred to any other facility. Resuscitation efforts on the dog were unsuccessful and she passed away at approximately 4:45 p.m. on Aug. 12, 2018.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Medical Management

1. That the veterinarian failed to properly evaluate the dog subsequent to the surgery and/or during her re-attendances at the veterinary practice on Aug. 11 and/or Aug. 12, 2018;

Informed Consent

2. That the veterinarian failed to obtain appropriate informed consent from CYY and/or CLY for the purposes of undertaking the dental surgery and spay on Aug. 10, 2018;

Communication with Clients

3. That the veterinarian failed to ensure that the clients CYY and CLY were properly advised of the status of the dog's well-being on Aug. 10, 11, and/or 12, 2018;
4. That the veterinarian failed to be candid with the clients when they advised CYY and/or CLY that the dog was stable when in fact that was not so on Aug. 11, 2018;
5. That the veterinarian failed to ensure that a protocol was in place for the proper communication to the owners of the dog regarding her health status and condition;

Complaints Director's Report continued

Hospitalization

6. That the veterinarian failed to ensure the proper medical management of the dog while hospitalized, specifically that she was not properly monitored on Aug. 11, 2018 overnight;
7. That the veterinarian failed to ensure proper monitoring on the dog when the dog was not in a stable condition on Aug. 11 and/or 12, 2018;

Responsible Veterinarian

8. That the veterinarian failed to take responsibility for the medical management and care of the dog after undertaking the surgery on Aug. 10, 2018;
9. That the veterinarian failed to take responsibility for the care of the dog when her condition was declining during her course of treatment;

Failure to Refer

10. That the veterinarian failed to refer the dog to another 24-hour emergency clinic for proper monitoring and/or care;

Medical Records

11. That the veterinarian failed to create or maintain appropriate medical records with respect to the dog;
12. That the veterinarian failed to create or maintain appropriate anesthetic records with respect to the dog's surgery, specifically with respect to the dental surgery and extractions undertaken and the spray was of a part-term pregnant dog.

ACKNOWLEDGEMENT OF RESPONSIBILITY

It is acknowledged by the ABVMA and the veterinarian that his conduct as described above constitutes unprofessional conduct. The veterinarian has accepted responsibility for his conduct pursuant to section 35.1 of the VPA.

SANCTIONS OF THE HEARING TRIBUNAL

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

1. A reprimand shall be issued against the veterinarian.
2. The veterinarian should be required to successfully complete, at his own cost, within six months from the date of this

order the following continuing education obligations:

- i. An additional 10 hours of continuing education in small animal medicine to be approved by the Complaints Director;
 - ii. An additional 10 hours of continuing education in communication;
 - iii. Successful completion of the Professional Ethics Course with ProBE Ethics Program within one year of the date of this order;
3. The veterinarian shall pay fines in the amount of \$5,000 within six months of the date of this order.
 4. The veterinarian shall pay costs of this matter in the amount of \$8,000 within 90 days of this order.
 5. If the Complaints Director deems there to be a violation of this order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
 6. There shall be publication of this order on a "without-names" basis.
 7. The veterinarian shall be restricted from supervising any veterinarian (including students) until such time as the provisions of this order and orders rising from the previous disciplinary matter are satisfied.

COMPLAINT CASE #16-21

A letter of complaint was received Oct. 4, 2016, regarding the care of a dog with a mass that had been referred for diagnosis and treatment that was undertaken between Aug. 30 and Sept. 12, 2016.

The complainant raised numerous concerns regarding the diagnostics including diagnostic imaging, biopsy, prescriptions, costs, informed consent, monitoring of anesthesia and communication of diagnostic test results.

These concerns were related to the presence of a mass on their dog which presented as an emergency following a two-week history of progressive disease.

The complaint was investigated, and several months into the investigation on

Mar. 20, 2017, the complainant submitted an additional letter of complaint regarding the technologist involved in the case. The investigation was delayed as the investigator dealt with procedural matters related to the additional letter of complaint.

The investigation was completed and the report of the investigation was reviewed by the Complaint Review Committee (CRC) on Sept. 14, 2017.

The CRC made a decision to refer a number of the issues raised in the complaint against the veterinarian for a hearing. The other issues raised in the letter of complaint were dismissed. The CRC made a decision to dismiss the complaint against the veterinary technologist.

The complainants were provided reasons for dismissal of those aspects of their complaint that were dismissed by the CRC. The complainants were provided the opportunity to request a review of the CRC decision to dismiss those issues in accordance with the *Veterinary Profession Act* (VPA), sec 34. The complainants requested a review of the decision to dismiss which was undertaken by a Committee of Council (COC). Council upheld the CRC decision to dismiss those matters and issued their written decision on Dec. 8, 2018.

The veterinarian entered into consent negotiations on the matters that were referred to a hearing. The member made admissions of unprofessional conduct on three allegations of unprofessional conduct.

The hearing into the matters that were referred for a hearing, which had been held in abeyance until such time as the Council review was completed.

A hearing was held on June 24, 2019.

CONSENT ORDER AGREED STATEMENT OF FACTS:

1. At all material times the veterinarian has been a registered veterinarian with the Alberta Veterinary Medical Association (ABVMA) since 2015.
2. At all material times, the veterinarian was employed by a certified and inspected veterinary practice entity located in Alberta.
3. On Aug. 30, 2016, the dog, a 12-year-old neutered male black Labrador retriever was seen by the veterinarian who performed a physical examination and

Complaints Director's Report continued

subsequent veterinary diagnostic medical testing.

4. Diagnostic imaging was performed on the dog indicating that he had developed a mass, likely neoplasia with pulmonary metastases.
5. A biopsy was performed on the dog on Aug. 30, 2016, with the consent of the clients.
6. Subsequent to the biopsy, the veterinarian did not properly report the results of the Aug. 30, 2016, biopsy to the clients nor were those results ultimately reported in a timely fashion.
7. The veterinarian did not maintain appropriate medical records regarding the dog with respect to:
 - a. Certain client communications;
 - b. Her physical examination of the dog; and
 - c. Complete anesthetic monitoring of the dog during the biopsy.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Professionalism

1. The veterinarian failed to properly report the results of the Aug. 30, 2016, biopsy to the clients.
2. The veterinarian failed to properly report the results of the biopsy in a timely fashion.

Medical Records

3. That the veterinarian failed to maintain appropriate medical records regarding the dog with respect to:
 - a. Certain client communications;

- b. Physical examination of the dog; and
- c. Complete anesthetic monitoring of the dog.

Such conduct constitutes unprofessional conduct pursuant to s. 1-n. (I), (ii), (x) and/or (xi) of the VPA, R.S.A. 2000, c. V-2, as amended.

ACKNOWLEDGMENT 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 VPA. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinarian.

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A reprimand shall be issued against the veterinarian, which shall be expunged two years from the date of this order;
2. The veterinarian shall pay costs in the amount of \$4,000 within six months of the date of this order.
3. If the Complaints Director deems there to

be a violation of this order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director and/or the Registrar, be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.

4. There shall be publication of this order on a "without-names" basis.

COMMENT:

The complainants launched a civil suit against the veterinarian which was heard in court on Apr. 14-17, 2018, seeking \$10,000 (return of \$2,408.97 plus \$7,591.01 in punitive damages), betrayal of trust, negligence and failure to obtain informed consent.

The judge dismissed all claims of the plaintiff against the veterinarian and in addition, the Court ordered costs payable as against the complainants in the amount of over \$26,000.

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Membership Matters

COUNCIL APPROVED THE FOLLOWING AT THE SEPTEMBER 2019 COUNCIL MEETING:

Veterinarians

Transfer Non-Practicing to General Practice

Dr. Nicole Rose, #3046	August 1, 2019
Dr. Linda Ratcliff, #2537	June 10, 2019
Dr. Natasha Kutryk, #3357	August 5, 2019
Dr. Christopher Sauve, #2836	July 4, 2019
Dr. Eryn Hanak, #3061	July 17, 2019
Dr. Laurina LeBoldus, #2556	July 26, 2019
Dr. Richard Uwiera, #1816	September 1, 2019
Dr. Jennifer Dixon, #3089	September 3, 2019

Transfer General Practice to Non-Practicing

Dr. Kelly MacLeod, #2957	May 30, 2019
Dr. Furqan Manzoor, #3472	June 22, 2019
Dr. Brittani D'Amicio, #3700	July 3, 2019
Dr. Jaimee Gillis, #3600	July 27, 2019
Dr. Brittney Rigby, #3637	July 28, 2019
Dr. Jennifer Pelchat, #3627	July 15, 2019

Reinstated General Practice

Dr. Carolyn Legge, #2970	May 31, 2019
Dr. Jodie Santarossa, #1933	July 1, 2019
Dr. Ashley Book, #3094	July 23, 2019
Dr. Ashley Lamond, #3530	September 1, 2019
Dr. Evy Van Nobelen, #3078	October 1, 2019

Reinstated Supervised Limited Practice

Dr. Alessandra do Vale Bertolucci, #3660	June 1, 2019
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Reinstated Temporary

Dr. Walid Awad, #3573	July 9, 2019
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Reinstated Temporary to General Practice

Dr. Anthony Abo El Saad, #3128	July 17, 2019
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Transfer Temporary to General Practice

Dr. Gregor Hein, #3658	June 26, 2019
Dr. Lalith Ranaweera, #2951	July 4, 2019
Dr. Anupreet Toor, #3687	July 4, 2019

Transfer Supervised Limited Practice to Temporary

Dr. Harnarinder Singh Uppal, #3704	July 23, 2019
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Cancel Temporary

Dr. Omobolati Ogun, #3690	June 8, 2019
Dr. Faustin Joy, #3708	July 1, 2019

Cancel Supervised Limited Practice

Dr. Jana Voss, #3659	July 17, 2019
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Cancel General Practice

Dr. Michelle Zingel, #3657	June 30, 2019
Dr. Claudia Koch, #3607	August 12, 2019

Veterinary Technologists

Transfer General Practice to Non-Practicing

Abigail Ugalde, #3530	June 30, 2019
Andrea Robinson, #3874	July 1, 2019
Mackenzie Kielstra, #3817	August 1, 2019

Transfer Non-Practicing to General Practice

Candace Pritchard, #3847	May 30, 2019
Andrea Byrnes, #1494	May 7, 2019
Robyn Klein, #2920	July 1, 2019
Ashley French, #3099	June 10, 2019
Jenelle Copeland, #2828	June 17, 2019
Mona Pohl, #48	June 25, 2019
Adrienne Lyall, #1993	May 1, 2019
Erinn Sandul, #2955	August 16, 2019
Corrie Opsahl, #2805	August 21, 2019
Kyla Dahms, #2758	August 19, 2019

Reinstate Provisional

Sarah MacVicar, 3846	July 23, 2019
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Cancel Limited Practice

Natasha Lyell, #3617	June 15, 2019
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Cancel General Practice

Erica Edwards, #3369	June 17, 2019
Shelly Hoyles, #3028	August 1, 2019

Transfer Provisional to General Practice

Jourdan Airey, #3939	August 16, 2019
Brittany Baldock, #3941	August 16, 2019
Faye Bambush, #3942	August 16, 2019
Katelyn Benoit, #3983	August 16, 2019
Lacey Berry, #3984	August 16, 2019
Shanelle Bleakney, #3961	August 16, 2019
Reagan Boucher, #3991	August 16, 2019
Eve Coers, #4013	August 16, 2019
Valeria Convey, #4016	August 16, 2019
Kailee Cripps, #3962	August 16, 2019
Janae Cumberland, #3933	August 16, 2019
Jorgia Domes, #3980	August 16, 2019
Jeanie Du Preez, #3944	August 16, 2019
Kacie Duckett, #3968	August 16, 2019
Rebecca Durocher, #3973	August 16, 2019
Sabrina Fagan, #4006	August 16, 2019
Gabrielle Foerster, #3975	August 16, 2019
Jori Grimm, #3981	August 16, 2019
Sarah Howe, 3977	August 16, 2019
Amanda Howlett, #4009	August 16, 2019
Breanne Hryhchuk, #3965	August 16, 2019
Hailey Johnstone, #3930	August 16, 2019
Taylor Leaney, #3966	August 16, 2019
Miranda MacDonald, #4015	August 16, 2019
Hannah Malin, #4002	August 16, 2019
Madison Morgan, #3935	August 16, 2019
Katrina Mullen, #3932	August 16, 2019
Montana Nault, #3998	August 16, 2019
Ellysa Nesbitt, #3949	August 16, 2019
Ciara O'Higgins, #3954	August 16, 2019
Kendelle Perneel, #3957	August 16, 2019
Mackenzie Porrill, #3995	August 16, 2019
Mercedes Porteous, #3963	August 16, 2019
Colbey Prince, #3946	August 16, 2019

Membership Matters

Elmer Sandoval, #3841 August 16, 2019
 Jessica Schwabenbauer, #3934 August 16, 2019
 Victoria Seeger, #3937 August 16, 2019
 Roberta Shand, #3931 August 16, 2019
 Molly Sharp, #4001 August 16, 2019
 Brittany Shaw, #3951 August 16, 2019
 Stephanie Shyshka, #3936 August 16, 2019
 Kayla Spicer, #3982 August 16, 2019
 Rebecca Standing, #3929 August 16, 2019
 Veronica Starko, #3945 August 16, 2019
 Megan Storey, #3900 August 16, 2019
 Lauren Toth, #3927 August 16, 2019
 Julia Van Strien, #3967 August 16, 2019
 Sara Vriend, #3948 August 16, 2019
 Jenessa Walz, #3976 August 16, 2019
 Taylor Wells, #3943 August 16, 2019
 Ashley Wetzstein, #4012 August 16, 2019
 Ranasinhe Wijethunge, #4014 August 16, 2019
 Madison Williams, #3994 August 16, 2019
 Meagan Wirsta, #3960 August 16, 2019
 Siana Young, #3964 August 16, 2019
 Alex Young, #4017 August 16, 2019
 Merisa Zorzetti, #4005 August 16, 2019
 Bailey Lorenzen, #3969 August 16, 2019
 Veda Kaczmar, #3992 August 16, 2019

Kristina Piche, #4000 August 16, 2019
 Telisa Kapcsos, #4007 August 16, 2019

Permits

Permit to Practice Approval

Stanton Equine Veterinary Services Ltd. June 19, 2019
 (Dr. Bailee Stanton #3287)
 Independence Inc. (Dr. Dana Decker #3572) March 5, 2019
 1012389 Alberta Ltd.
 (Dr. Wanda Vockeroth # 1281) June 27, 2019
 Elevate Veterinary Services Ltd.
 (Dr. Christopher Sauve #2836) August 21, 2019

Reinstated Requests

1491305 Alberta Ltd. (Dr. Sameer Gupta #2397) July 11, 2019

Cancelled Permits

395682 Alberta Ltd. (Dr. Gregory Davis #1029) June 30, 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

Rockyview Veterinary Behaviour Consulting

Location

Cochrane



Go Green!

Opting out of the paper magazine

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

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

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



WHEN TO CALL

the 24/7 livestock care

ALERT Line

Questions or concerns about livestock welfare?
 - Access to feed and shelter
 - Animal health and welfare concerns
 Dispatch for Emergency Livestock Handling Equipment Trailers
 - barn fire/ collapse
 - trailer rollover
 - hazardous situations (stuck in mud)

Livestock at large - on the highway

Livestock in distress, cruelty, abuse, neglect
STOP
 Uncooperative owners
 Dead livestock

Questions or concerns about your legal rights
 Neighbour disputes

ALERT Line
 24/7 confidential livestock welfare call line
 1-800-506-2273

RCMP
 Contact your closest RCMP detachment

AB SPCA
 Call
 1-800-455-9003

Farmers' Advocate
 Concerns about land or human rights not animal welfare
 310-FARM

Unsure of who to contact? Call the ALERT Line at 1-800-506-2273



Louis Kwantes, DVM

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

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



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

Questions or Suggestions?

Contact your CVMA National Office by telephone at 1-800-567-2862, by email at admin@cvma-acmv.org, or contact your Alberta Council Representative: Dr. Louis Kwantes at 780-417-1119 or louis.kwantes@abvma.ca.

One Profession. One Strong Voice.

Find Timely Veterinary News on CVMA's Website

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

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

Canada, Mexico and US plan North American Strategy for African Swine Fever Prevention and Preparedness
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.

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.

Visit: canadianveterinarians.net/AMU-UAM
Funding: Agriculture and Agri-Food Canada's AgriAssurance Program, and the Canadian Food Inspection Agency.

CVMA RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

Mental Health Awareness Week It's Time to Talk about Mental Health in Veterinary Medicine

The CVMA, in partnership with Merck Animal Health, held its inaugural Mental Health Awareness Week, Sept. 9-15, 2019. Visit the CVMA website to view our recorded [Suicide Awareness and Prevention Webinar](#) and other resources, including a Mental Health Checklist and Resource List: canadianveterinarians.net/mental-health-awareness-week.

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE.

Canadian Cannabis Pet Poisoning Statistics

The CVMA recently received Canadian cannabis pet poisoning statistics from the [Pet Poison Helpline](#) in the U.S. Read more under the [News & Events](#) section of our website.

The CVMA Revised Two Position Statements:

Neutering of Cats and Dogs

Note:

- The CVMA supports all educational efforts to promote responsible pet ownership. Prevention of unplanned breeding is an integral part of being a responsible owner.
- Neutering dogs and cats can also provide health and behavioural benefits, such as reduced risk of some diseases and undesirable behaviours influenced by reproductive hormones.
- An owner's decision to neuter, including when to neuter their pet, should be made in consultation with a licensed veterinarian.
- The CVMA advocates for pre-pubertal neutering of cats.
- The CVMA advocates for pre-pubertal neutering of dogs.
- The CVMA advocates for further research into preliminary data suggesting large and giant breed dogs benefit from neutering after growth plate closure.
- The CVMA supports neutering of dogs and cats prior to adoption from animal shelters.

Surgical Castration of Horses, Donkeys, and Mules

Note:

- Surgical castration is an elective procedure which can pose significant animal welfare risks.
- Castration is a painful procedure requiring close peri-operative monitoring and can be associated with serious post-surgical complications.
- Donkeys, mules and mature horses carry the greatest risk of surgery complications.

- The CVMA strongly recommends provincial regulatory authorities regard the castration of horses, donkeys, and mules as an act of veterinary practice and regulate accordingly.
- Castration without anesthesia and analgesia results in significant preventable animal suffering; therefore, the CVMA considers it animal cruelty.

Access position statements in the [Policy & Advocacy](#) section of our website.

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE.

2019 CVMA Awards Nominations

Each year, through its awards program, the CVMA proudly recognizes individuals who have demonstrated significant accomplishments, exemplary leadership, and tireless commitment to Canada's veterinary community. [Nominations for the 2020 CVMA Awards](#) will be accepted from the first week in November until Jan. 31, 2020. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members to be eligible for nomination; however, they can be nominated by non-CVMA members. More information about the awards and nomination criteria can be found at canadianveterinarians.net/about/awards.

YOUR CVMA MEMBERSHIP VALUE

Learn About PetNurse and How it Can Improve Your Practice!

LifeLearn added [PetNurse](#) to their list of services, an after-hours tele-health triage service. The CVMA's partnership with LifeLearn entitles CVMA members to a 10 per cent discount on PetNurse and all other LifeLearn services. PetNurse provides your clients with after-hours support and quality pet health care, while maintaining your clinic's focus. In addition to PetNurse, LifeLearn continues to offer:

- **WebDVM websites**, custom-built to rank veterinary practices higher on search engines.
- **Sofie search tool**, created by veterinarians to provide veterinary teams with the most current, trusted and credible veterinary medical information (CVMA members are eligible for a free 30-day trial of Sofie prior to purchase!).
- **ALLYDVM scheduling and tracking tool**, which sends automatic appointment reminders.
- **ClientEd library** contains over 2,000 pet health articles written, edited and reviewed by animal health experts.

Visit the [Member Benefits and Services](#) section of our website to learn more about what LifeLearn Animal Health offers CVMA members.



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Meet the ABVMA Team



Mandi Duggan

Administrative Assistant, Communications
and Professional Enhancement
mandi.duggan@abvma.ca

MANDI JOINED THE ABVMA IN

June 2017. Mandi's duties include designing registration systems/websites, handling registrations and CE certificates for continuing education events, attending and supporting various ABVMA events, creating and designing programs and event-related materials, posting classified ads and updating the ABVMA website/member portal, as well as providing event and communications support to the ABVMA.

Born and raised in Edmonton, Mandi spends her free time with her husband Stu and their 12-year-old Maltese/poodle rescue Gibson. She enjoys travelling to hot destinations and visiting family regularly in BC. Mandi is an avid and well-versed NFL, NBA and MLB sports fan. Entering her second year with the ABVMA, Mandi is grateful to work for the association because of the devotion and dedication of its members to their profession.



Jocelyn Forseille, DVM

Assistant Registrar
jocelyn.forseille@abvma.ca

JOCELYN WAS BORN AND RAISED

in Rosthern, SK. She graduated with her DVM from WCVM in 1981. She moved to Spruce Grove, AB, and worked as an associate at Spruce Grove Veterinary Clinic, Lynnwood Veterinary Hospital and Tudor Glen Veterinary Hospital before joining the staff at NAIT's Animal Health Technology program. Jocelyn joined the ABVMA in 2014.

As Assistant Registrar, Jocelyn works closely with the Practice Inspection Practice Standard Committee as well as managing all member advisory committees. Jocelyn is heavily involved representing the association

at meetings, managing the ABVMA Strategic Plan and attending Council meetings. Jocelyn approves continuing education applications and oversees content for both the Alberta Animal Health Source and ABVMA social media platforms, as well as working on various projects for the association.

She lives with husband Glenn in Spruce Grove and has two adult kids, and pets, Theo and SusiQ. Volunteering is a self-proclaimed hobby for Jocelyn, who has been actively involved with ACTSS over the years and volunteers with AHAS.



Margaret Massey, RVT

Administrator, Member Registrations
margaret.massey@abvma.ca

BEFORE MARGARET CALLED

Canada home, she spent her early childhood years in Poland and Austria before immigrating to Canada with her family in 1991. Following high school, Margaret graduated from NAIT with her animal health technology diploma in 2002 and went on to work in companion animal practice and laboratory services for three years before joining the ABVMA.

Margaret is responsible for managing member registrations for almost 4,000 registered veterinarians and veterinary technologists. Margaret processes new

applications and oversees the annual renewal process. She works closely with the Registration Committee and coordinates two registration days per year. Margaret spends significant time working with the database and generates member reports and statistics for various uses.

Margaret has a passion for photography, running her own private business, Margaret Massey Photography, in her spare time. She lives with her husband John, her two children, Gaby and Jacob, and two dogs, Lucy and Georgie.

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

Echinococcus multilocularis Fact Sheet

Echinococcus multilocularis Fact Sheet for veterinary and medical professionals

WHAT IS IT?

Echinococcus multilocularis (*E. multilocularis*) is a tapeworm that can infect many animal species as well as humans. The adult stage of the parasite lives in the intestine of a canid definitive host (e.g. fox, coyote, dog) and these adult tapeworms produce eggs, which are excreted with the host feces. The tapeworm eggs in the feces are able to contaminate vegetation, soil and potentially water. When these eggs are ingested by an intermediate host (mostly rodents), they hatch and the larvae migrate to the liver of the host and multiply, causing severe lesions that are fatal to the host. When a canid ingests an infectious rodent, it becomes infected and the cycle continues.

When eggs in the environment are accidentally ingested by humans, they may cause a disease called Alveolar Echinococcosis (AE), a potentially life-threatening condition in which cyst-like lesions develop in organs (most common being the liver).

HOW DO PETS GET THIS INFECTION?

1. By eating a rodent with liver lesions caused by the larvae of this parasite. This leads to intestinal infections with adult worms in dogs excreting eggs in their feces.
2. Very rarely, when ingesting parasite eggs to whose infection they are normally immune, dogs can develop cyst-like disease (canine AE) in organs such as the liver, acting as aberrant intermediate hosts. However, when a dog develops this form of disease, it is not dangerous to people unless the dog is also concurrently acting as a definitive host and passing eggs in its feces. Canine AE in dogs is very rare because usually definitive hosts are resistant to infections from the tapeworm eggs, and are only infected by larvae from the liver of infectious rodents.

HOW CAN HUMANS GET INFECTED?

1. Eating fruits and vegetables contaminated with eggs is believed to be the most common mode of infection.
2. By handling contaminated soil (e.g. children playing outside and not washing hands before eating).
3. By ingesting the eggs from an infected pet's fur or other areas in the home that could have been contaminated with fecal matter. The eggs are microscopic in size and so not visible to the human eye.
4. By handling animals or animals' fur or feces for professional purposes.

Humans are accidental hosts and are not able to transmit the disease to other humans or animals (they are sometimes called dead-end hosts).

IS IT A THREAT IN ALBERTA?

E. multilocularis has been identified in wildlife for many years in northern climates, and in Canada and US. More recently, this parasite has been frequently detected in Edmonton and Calgary. Recently, a research group at the Faculty of Veterinary Medicine of the University of Calgary has identified a Calgary city park with a high rate of infections in coyotes. This same research group has found that most of the parasite specimens in both Edmonton and Calgary are genetically more similar to the European strain than the previously described North American strain, suggesting this strain might have been recently imported from Europe.

It is unclear whether the European strain is more virulent for humans, but it has been speculated as the parasite causes more than 150 new human AE cases every year in Europe, and more than 18,000 worldwide. In the US and Canada, diagnosed human infections are typically in patients who have travelled to other parts of the world. Until recently, only two cases were ever reported in continental North America, but since 2013, 14 cases have been reported in Alberta that are very likely to be locally acquired. A recent joint research effort by University of Calgary, University of Alberta, and Alberta Health Services conducted on seven of those cases found out that some of these cases were caused by an European-like strain of the parasite that differentiated from the original European strain and it is now common in Alberta wildlife. These findings suggest that the overall risk of infection by AE has changed, and needs assessment.

The risk of humans becoming infected is very low; however, the incubation of the disease and growth of the liver lesions in humans can take five to 15 years to cause symptoms.

Immunocompromised individuals such as those with HIV/AIDS, organ transplant recipients, patients receiving chemotherapy, as well as pediatric and geriatric individuals are most susceptible and develop lesions more quickly. Nonetheless, the risk is still considered low. Other individuals with a potential risk of exposure would include those working in close contact with animals that hunt and eat rodents, and people who eat locally grown fruits and vegetables that are accessible by infected canids.

WHAT ARE THE CLINICAL SIGNS OF DISEASE?

Definitive hosts (e.g. foxes, coyotes, dogs) show no symptoms when infected by the adult worms so surveillance is difficult. The methods routinely used in veterinary clinics for fecal flotations may not detect *E. multilocularis* eggs and specific modifications are needed to increase the diagnostic sensitivity of this test. *E. multilocularis* eggs cannot be distinguished from some other tapeworm eggs when

Echinococcus multilocularis Fact Sheet

examined under the microscope and a molecular diagnostic test is needed to confirm the infection is from *E. multilocularis*.

The aberrant liver infection in dogs (canine AE), although very rare, is very severe and most of the time starts in the liver, but quickly spreads as metastatic tumours involving other organs.

In humans, AE clinical signs include weight loss, abdominal pain, general malaise and signs of hepatic failure. Development of cyst-like lesions is most common in the liver, but can occur in other organs as well. Although it is very rare, it is a serious disease if it occurs and is fatal if not treated. It is also costly, complicated to treat, requires prolonged drug therapy and patients may require extensive surgery.

Liver lesions caused by AE in humans or dogs are diagnosed via ultrasound, CT and/or MRI. Blood tests and biopsy follow to confirm the diagnosis.

CAN THIS TAPEWORM INFECTION BE PREVENTED IN THE PET POPULATION?

Prevention steps to discuss with pet owners:

- Educate clients about how all parasites are acquired. https://abvma.in1touch.org/uploaded/web/ABVMA_ENEWS/2019/Aug_2019/Client_Fact_Sheet_E_multilocularis_revised_Aug_2019.pdf
- Recommend to pet owners that they shouldn't allow pets to wander freely and unobserved to capture and eat small rodents or other animals' fecal matter.
- Educate clients about the importance of cleaning up animal waste.
- The lifestyle of individual pets should be discussed with clients as this will influence preventive health protocols.

The dewormer, praziquantel, is licensed for use in dogs and cats against *E. multilocularis*.

- Some examples, at this time, of dewormers in Canada that contain praziquantel are: Dolpac, Droncit, Drontal, Interceptor Plus, Milbemax and Profender.

Prevention steps for humans:

- Wash hands thoroughly with soap and warm water after handling pets/animals/potentially contaminated materials and before handling food.
- Teach children the importance of washing hands to prevent infection.
- Thoroughly wash fruits and vegetables prior to eating them.
- Wash hands after handling soil.
- Pick up pet feces promptly and wash your hands thoroughly afterwards.
- Laboratory or veterinary clinic employees handling fecal samples should wear gloves.

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LINKS AND SUPPORTING DOCUMENTATION

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Last accessed August 20, 2019.
- Echinococcus for pet owners: Worms and Germs Blog. Available from: <https://www.wormsandgermsblog.com/files/2008/04/M2-Echinococcus.pdf>
- Echinococcus spp: Centers for Disease Control and Prevention (CDC). Available from: <http://www.cdc.gov/parasites/echinococcosis/>
- Echinococcosis: World Health Organization. Available from: <http://www.who.int/mediacentre/factsheets/fs377/en/>
- One Health in Practice - Alveolar Echinococcosis in Alberta. Available from: <https://www.facebook.com/AlveolarEchinococcosisAB/>



Homewood Health Member Assistance Program

Program Update

(March 1 – Aug. 31, 2019)

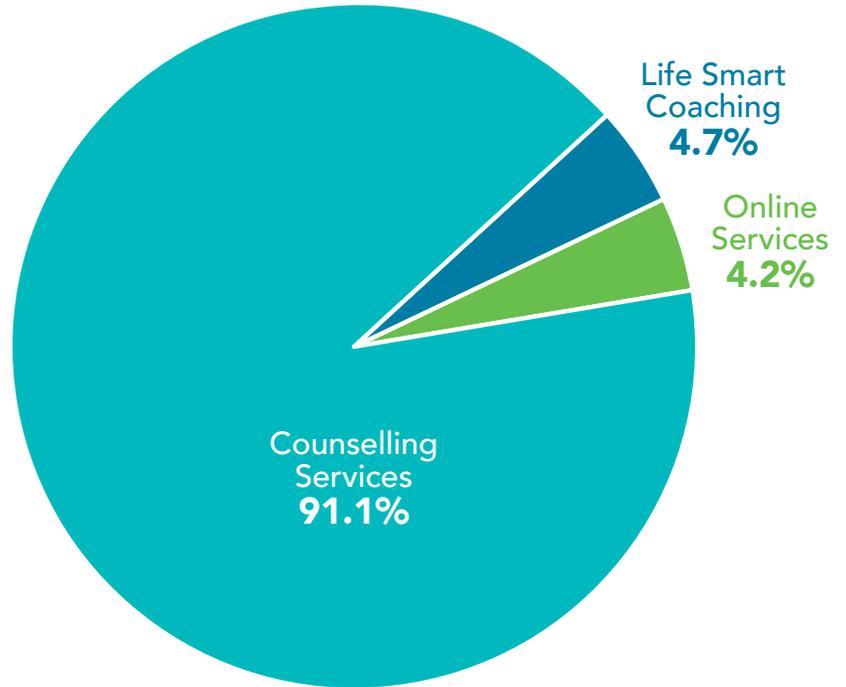
ABVMA MEMBER WELLNESS IS SUPPORTED

through two distinct programs:

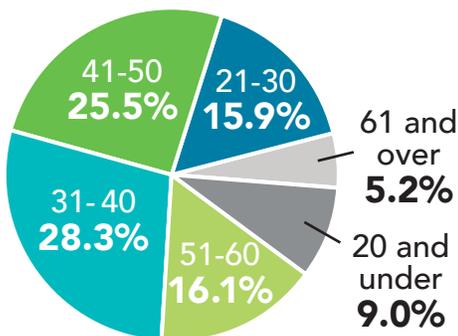
- 1) **Member Assistance Program** – offered through Homewood Health
 - Provides resources, counselling and other wellness services to members including:
 - Counselling Services
 - Life Smart Lifestyle and Specialty Counselling
 - Online Services
- 2) **Member Wellness Program** – offers members that 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.

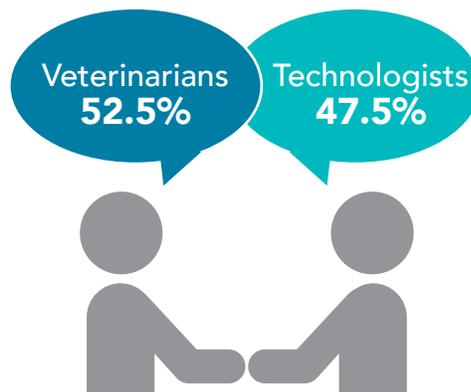
Total active cases: **58**



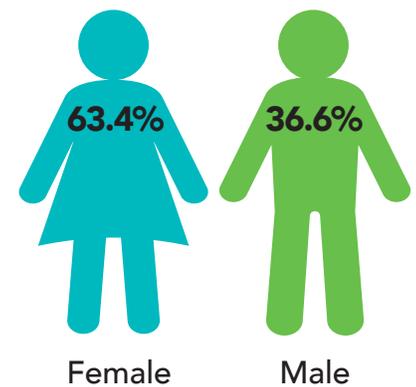
Age Group:



Member Type:



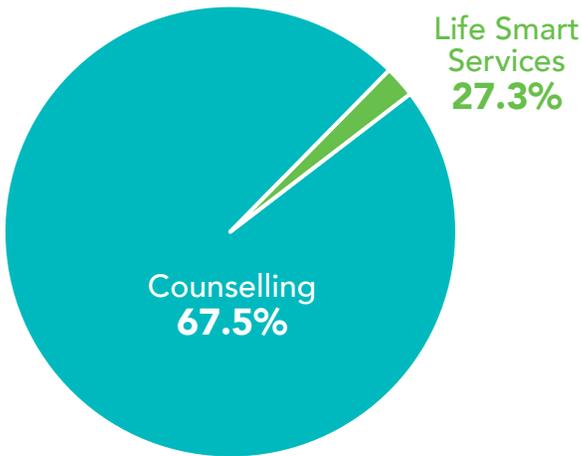
Gender:



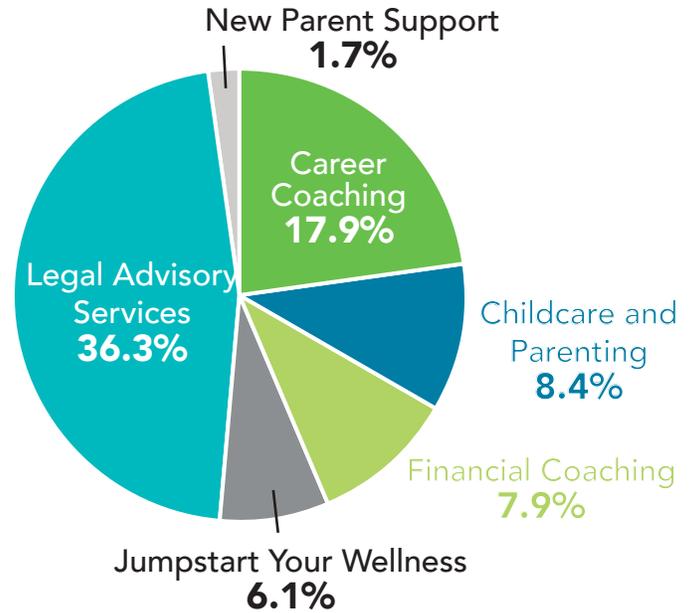
Members are encouraged to access the numerous services offered by Homewood Health.

Homewood Health Member Assistance Program

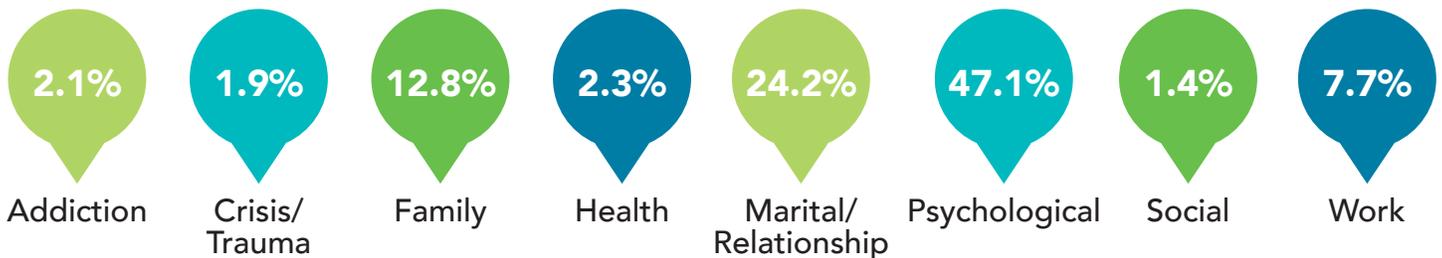
Service Type Accessed:



Life Smart Coaching Services:



Counselling services by category:



E-Courses Accessed

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Ransomware: Why You Should Be Scared

By Jesse Reiter, CEO, Reflex Integrated Inc.

IT'S A TYPICAL BUSY TUESDAY MORNING. YOU'RE JUST

finishing an exploratory laparotomy. Patients are coming in for regular appointments, owners are buying food or picking up prescriptions. Dental treatments are going on in the back, along with grooming, kennel cleaning, etc. — just a normal day. Suddenly someone shouts “I can't open medical notes!”, then another person shouts “Neither can I!” The resident techno guru checks the internet and reboots the server, but nothing helps. You phone your IT support person, who dials in and says, “Uh oh, it looks like you've got Crypto!” There it is — you've been hit by ransomware. What now?

Make no mistake, the perpetrators of ransomware attacks are not individuals sitting in their basement writing unsavoury code, they are organized cybercriminal gangs in a rapidly growing business. According to Datto, a manufacturer of data management equipment, the FBI estimates that ransomware payments totaled approximately \$1B annually in 2018, whereas the cost to businesses with recovery and downtime factored in is more than tenfold that.

WHAT IS RANSOMWARE?

Malware is a class of software that is specifically designed to disrupt and damage computer systems and data. Ransomware is a subclass of malware that locks up your computer systems, renders them inoperable and demands a ransom payment in order to reverse the damage. Payments are demanded in cybercurrencies that are difficult to track and easy to anonymize, the modern equivalent to clandestine meetings with a suitcase full of cash.

There are many different strands of ransomware, and new varieties appear almost daily. While antivirus software vendors are forever focused on identifying and combatting the latest threats, virus perpetrators are continuously identifying new vulnerabilities in the operating systems and antivirus software and are becoming increasingly sophisticated in eluding and undermining the antivirus methodologies.

It is not true that only Windows computers are vulnerable. Windows infections are indeed more common, but there are variants of ransomware that attack Macs, web servers and even mobile phones and Smart TVs.

Ransomware is a subclass of malware that locks up your computer systems, renders them inoperable and demands a ransom payment in order to reverse the damage.

According to recent statistics from cybersecurity company Symantec, the number of random ransomware infections is on the decline, but targeted ones are on the rise and so are the ransom demands. Particularly vulnerable targets are municipalities, enterprises and healthcare providers — all of which are considered high-value targets that have traditionally been ill-prepared and are willing to pay larger sums of ransom for retrieval.

The bottom line is that as long as the ransomware business remains lucrative for cybercriminals, it is not going away.

HOW IT WORKS

For computers to get infected, a user must download and execute the malicious code — which requires active participation from the user. A common tactic for ransomware distribution is disguising itself as a familiar email or attachment and tricking the recipient to click a link in the email — for example, a receipt from Apple Music or an invoice. Once the link is clicked, the malicious file is downloaded to the computer and automatically executed without you knowing that anything has even happened. Typically, nothing happens immediately, and everything appears normal. But at some point in the future the virus wakes up and proceeds to encrypt anything and everything it can find, generally leaving a note with a random email address to contact and a ransom amount that typically increases every day. Depending on the size of the network, the amount of data and the spread of infection, the encryption process can take days or weeks to complete as it works silently in the background. It is only discovered when someone tries to access an encrypted file.

BE PREPARED — MORE THAN PEACE OF MIND

While it is not possible today to immunize from the threat of ransomware, there is much that can be done to dramatically reduce



the risk of infection and provide a safety net for recovery. Protecting the network is not cheap, but it is far less expensive than dealing with the alternative.

Network protection must begin with a strong firewall that acts as a door or gatekeeper between the internal network and the outside world. Firewalls must be smart and up-to-date, be able to identify current threats and behaviours, and actively monitor and inspect all incoming and outgoing traffic.

Internal networks must also be protected with antivirus software on every computing device that is connected to the network. Similar to firewalls, for protection to be effective the software, you must update it regularly and proactively monitor all activities on the computer to detect anything suspicious.

Since protection is not guaranteed, proper data backups are an absolute must and provide a fallback position from which data can be restored in the event an infection occurs. It is critical that multiple versions of backups be kept that are physically disconnected from your network, so they remain protected from any possible infection. Regardless the number of historical backups, backed up data must be tested regularly to verify its viability.

Finally, the most effective (and often overlooked) way of protecting against malware is by educating users on appropriate behaviour and identifying the telltale signs of phishing scams and spoofed websites. A simple rule of thumb that always holds true — don't click on unknown links or email attachments. Use common sense to determine if an email is suspicious, and when in doubt ask your provider.

WHAT TO DO IF ATTACKED

Despite taking all the recommended precautions, there is still a chance you will be attacked. Part of being prepared is having a plan of action for when you need to respond.

Key things to remember:

- a. Time is of the essence. Ransomware spreads at its own internal pace and the faster it can be stopped the better the outcome.
- b. Containment first. The first thing that must be done when under a ransomware attack is to stop its spread and contain the damage.

- c. Once the viral activity has ceased, the restoration work can begin.
- c. Call a professional. Leave the heavy work to professionals who are experienced in dealing with these situations.

WHAT TO DO IF CAUGHT UNPREPARED

If you are not prepared and don't have a viable recent backup to fall back to, there is still some hope. But recovery will not be cheap.

- If you have an older backup that is not recent you may wish to revert to that. Factor in the cost of restoration, the lost time and irrecoverable lost data.
- There are several companies that deal with ransomware recovery and data decryption. The chances of success are not great, but this may be worth considering and you might be lucky. This will cost you more, even if its not successful.
- Pay the ransom. This is the least desirable option since there is no guarantee of success, may set you up for a repeat attack and effectively promotes the practice of ransoming. This will cost you even more.

All these options should be pursued with the assistance of professionals who can guide you through the process and help assess the ramifications of each. Neither option is straightforward and should be carefully considered.

FINAL NOTES

Unfortunately, ransomware is the new reality, and every business must be prepared for dealing with it. Even if you were unlucky enough to be hit once and lucky enough to recover, you are not immune and there is no guarantee your network will not be hit again.

Invest in protection in advance. It is money well spent.

JESSE REITER IS THE FOUNDER AND CEO OF REFLEX

Integrated Inc., an IT Services company that specializes in the veterinary industry to help hospitals optimize their computer environment to get the most out of their systems. www.reflexint.com

Setting Healthy Boundaries

By Terrie Ann Meikle, BA, MACP (in progress), Member of the ABVMA Wellness Committee



Daring to set boundaries is about having the courage to love ourselves, even when we risk disappointing others. – Brené Brown

MEMBERS OF THE ABVMA MEMBER WELLNESS

Committee have seen first-hand the pressure that clients place on veterinary teams, which challenges professional boundaries. Often that means requesting discounts and omitting services to reduce costs, but there are other things that compromise ethics and standards. Whether that be requesting prescriptions being returned or exchanged, changing dates on documents, or expecting teams to work through lunch or stay after hours, boundaries are pushed on a regular basis. Veterinary teams are comprised primarily of compassionate people who suffer because of these pressures. What can you do to protect yourself and your teams?

UNDERSTAND YOUR BOUNDARIES

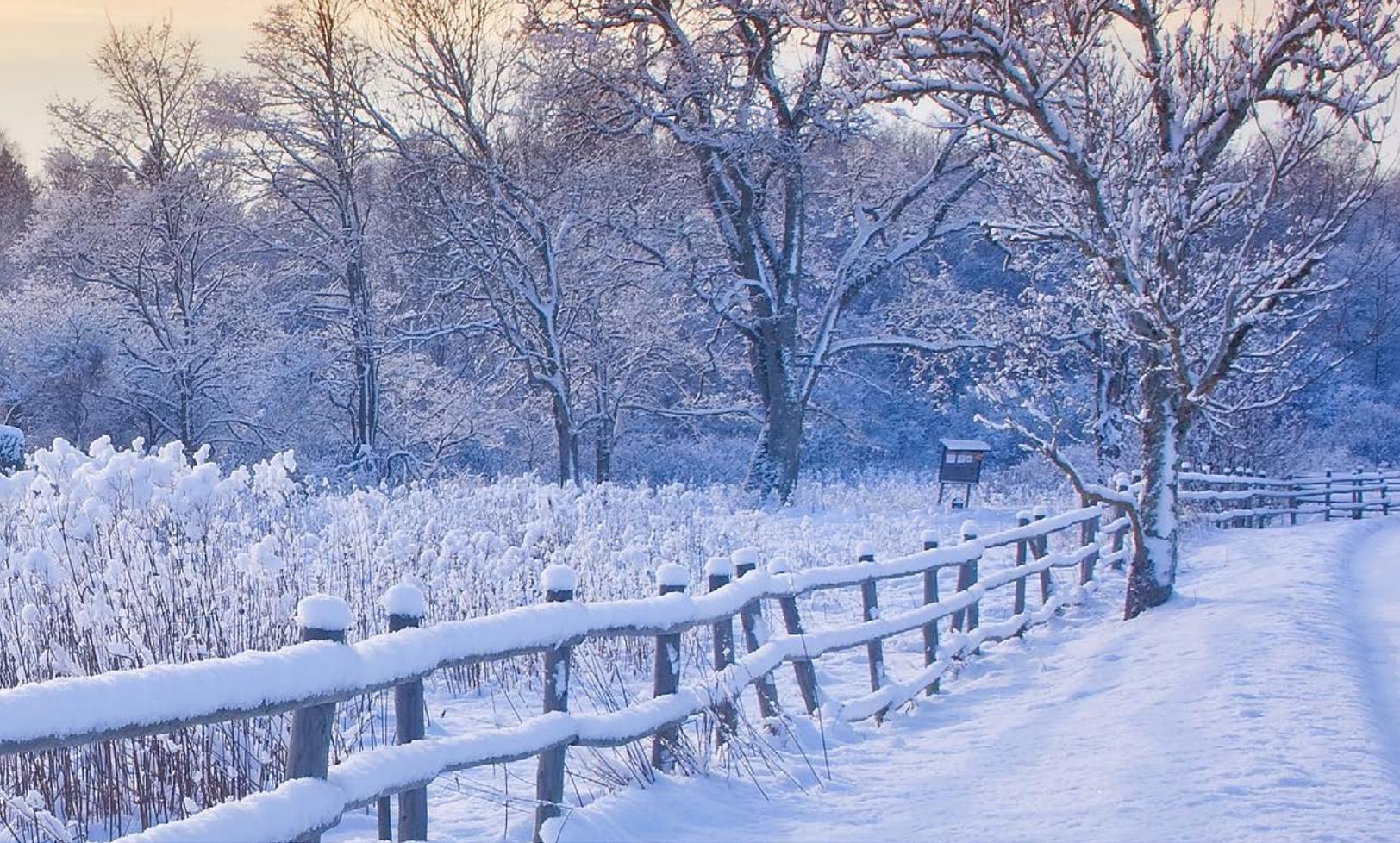
The first part is to understand your boundaries. There is a range in the level of care in which a veterinarian believes. If you feel that the cost of veterinary medicine is high and you would like to see a return to basic services, that is okay. If you expect a high level of care for your own pets, you might want to reconsider a job offer from a practice that does not believe in the same standard of care and instead seek out opportunities at clinics that support your style of medicine. For

those that prefer to use modern approaches, be prepared to defend the cost, in a professional way of course. There are a range of clients that seek out services and clinics to suit them; if you find an employer that represents your value system, you will feel much more congruent and comfortable.

“Maintaining solid boundaries is easier when we are feeling our best”

IDENTIFY YOUR VALUE SYSTEM

Next, ensure that your teams share a similar value system and can honour the clinic's boundaries. Having a receptionist who does not respect a no-return policy on medications will harm the overall reputation of the practice and lead to client confusion. The team may decide that donating returned medications is a more agreeable way to address such issues. There should be few, preferably no, exceptions. Clients need to be educated appropriately (in advance), including safety reasons, to decrease client frustration and the abuse of front



office staff. Those clients who do not agree with your policies may want to find a clinic that is more in-line with their beliefs. Letting them go will decrease potential problems for everyone, and you have the right to choose who your clients are (Bourque & Horney, 2016).

PRACTICE GOOD SELF-CARE

Third, and most important, take care of yourself. Eating well and exercising are always the first steps to increasing one's well-being. Create clinic self-care practices like regular stretching breaks or a staff-supplied rotating healthy snack schedule. Setting an example for self-care for junior staff members will help you, and it makes everyone feel good. Maintaining solid boundaries is easier when we are feeling our best. Meditate, debrief challenges with team members and leave stresses at work as much as possible. This allows you to show up in a more compassionate way with both your team and your clients.

It is not your job to take on the emotional responsibility of your clients or the financial responsibility of your client's pets. If you feel this pressure often, seeking counselling may help to identify how you can begin to view these circumstances differently. Your association can provide you with resources to help you. Each of us has an ethical obligation to be well (Bourque & Horney, 2016). Actively seek support when you have challenges. This will help you, your team members, your professional reputation and the quality of veterinary medicine.

Bourque, T. & Horney, B. (2016). Principles of Veterinary Medical Ethics of the CVMA. Retrieved from <https://www.canadianveterinarians.net/documents/principles-of-veterinary-medical-ethics-of-the-cvma>

ABVMA MENTAL HEALTH FIRST AID COURSES

The ABVMA is offering two Mental Health First Aid Courses this November.

Nov. 21-22, 2019: Calgary, AB

https://abvma.in1touch.org/viewEvent.html?no_header=true&productId=6920

Nov. 28-29, 2019: Edmonton, AB

https://abvma.in1touch.org/viewEvent.html?no_header=true&productId=6919

Food Animal Veterinary Medicine - ABVMA Market Research

ABVMA Research Summary – Article 7 of 7



INTRODUCTION

Alberta's commercial livestock producers and the veterinary profession have a rich history of collaboration, working together in the interests of animal welfare and food safety. As animal husbandry and veterinary medicine have evolved, so too has the relationship.

In late 2017 through early 2018, the Alberta Veterinary Medical Association (ABVMA) commissioned Banister Research to survey stakeholders, including companion animal owners, animal welfare groups and commercial livestock producers, to gain an accurate picture of how our profession is perceived by each group.

A key motivation for this research was the anecdotes we've heard from members and the public in recent years, through a variety of mediums, regarding the many aspects of our profession, the services we provide, and the ways in which we work towards fulfilling our mandate as a professional association and a profession. By surveying stakeholders, the ABVMA was able to elevate anecdote to reliable data and determine if our current activities go far enough to stay engaged with our stakeholders in a meaningful and impactful way.

This piece, which is the seventh in a series of articles that have appeared in this magazine summarizing the data gleaned from our research, examines responses provided by Alberta's commercial livestock producers.

METHODOLOGY

Telephone interviews were conducted from the Banister Research Call Centre between Jan. 26 and Feb. 9, 2018. During this period, a total of 80 telephone interviews were completed with livestock producers in Alberta, providing a margin of error of ± 10.9 per cent at the 95 per cent confidence level.¹

To maximize the sample, up to five call back attempts were made to each listing, prior to excluding it from the final sample. Busy numbers were scheduled for a call back every 15 minutes. Where there was an answering machine, fax, or no answer, the call back was scheduled for a different time period the following day. The first attempts to reach each listing were made during the evening or on weekends. Subsequent attempts were made at a different time on the following day. Using the call summary standard established by the Market Research and Intelligence Association, there was a 19 per cent response rate and a 68 per cent refusal rate.

At ± 10.9 per cent, the margin of error for this segment was higher than most other groups surveyed over the course of this research project. Some of the challenges attributed to this were the lack of reliable internet access in rural areas, and the anticipated higher percentage of those who declined to complete phone interviews. Nevertheless, the results have a confidence level of 95 per cent.

1. Based on a calculation of 44,705 farms in Alberta per the 2016 Municipal Census

SUMMARY OF FINDINGS

Demographics

Rightfully so, livestock producers take great pride in their profession, operations, abilities, and knowledge that has been acquired first hand or passed down by previous generations. Therefore, understanding this segment’s demographic breakdown in terms of age and size of operation are important factors in determining not only how they perceive our profession but in understanding how our professions can best engage and evolve together.

The majority of respondents own both companion animals and livestock (71 per cent). Over two-thirds of respondents own beef cattle (68 per cent), while 40 per cent of respondents own horses. When asked how many years they have raised livestock, at least one-quarter of respondents indicated they have raised livestock for 41 to 50 years (25 per cent) or more than 50 years (28 per cent).

84 per cent of respondents rated themselves as knowledgeable, while 80 per cent also rated themselves as confident with regards to providing care for their livestock on their own (ratings of 4 or 5 out of 5).

While those who are involved in commercial livestock operations represent a wide range of ages, the majority are 55 years of age or older, with a median age of 62.5 years.

Fifty three per cent of respondents were men and 48 per cent were women.

Perceptions of Veterinarians, Veterinary Technologists and the ABVMA

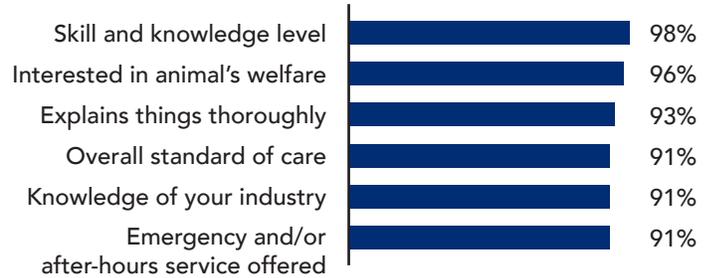
Respondents were asked what five words or phrases that come to mind when thinking about their veterinary team. Frequent responses included “knowledgeable,” “intelligent” or “educated” (43 per cent), and “they do a good job, in general” (28 per cent).

Eighty-five per cent of respondents were satisfied (ratings of 4 or 5 out of 5) with the professionalism of veterinarians, while 71 per cent were satisfied with veterinary technologists. Those who were not satisfied with the professionalism of veterinarians (n=10; ratings of 1 to 3 out of 5) most often stated a belief that veterinarians are profit-driven (n=4).

Those who were satisfied with the professionalism of veterinarians in Alberta (n=68; ratings of 4 or 5 out of 5) most often stated that

veterinarians are experienced, in general (41 per cent). Those who were satisfied with the professionalism of veterinary technologists in Alberta (n=57; ratings of 4 or 5 out of 5) most often stated that veterinary technologists are experienced, in general (39 per cent).

Respondents were provided with factors to consider when choosing a veterinary practice for their livestock and asked to rate the scale of importance of each factor, between 1-5, where 1 meant “not at all important” and 5 meant “very important.” At least 90 per cent of respondents rated the following as important (ratings of 4 or 5 out of 5):



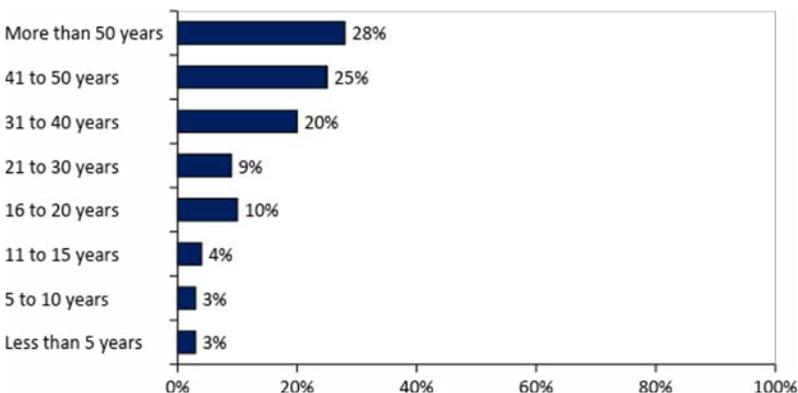
Using the same criteria they were asked to rate when choosing a veterinary practice, respondents were also asked to rate their current veterinarian or veterinary practice. At least 90 per cent of respondents were satisfied with the following (ratings of 4 or 5 out of 5):



The factor seen as the primary area in need of improvement was the offering of emergency or after-hours services. Improvements to this would do most to increase livestock owner’s satisfaction with their veterinary practice.

CONTINUED ON NEXT PAGE

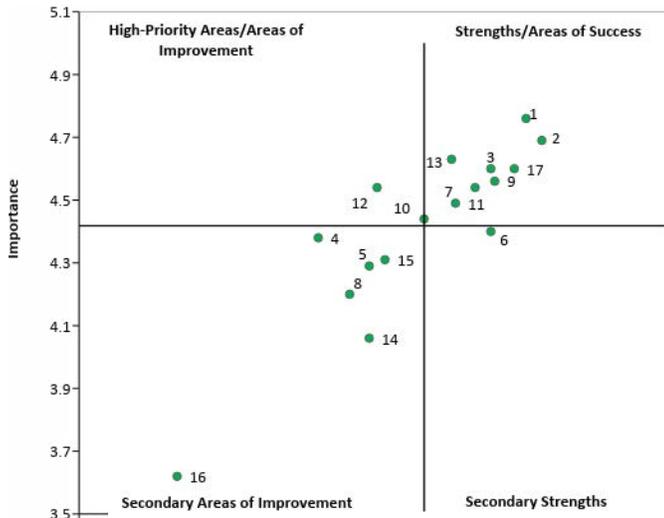
How many years have you raised livestock?



AGE RANGE	% OF RESPONDENTS (N=80)
18-24	1
25-34	3
35-44	5
45-54	15
55-64	30
65-older	46
Mean	62.5
GENDER	
Male	53
Female	48

Food Animal Veterinary Medicine – ABVMA Market Research continued

Importance versus Satisfaction Veterinary Services



When assessing the factors, the areas in the upper right quadrant were calculated as key strengths or successes.

In other words, the following elements garnered ratings of higher than average importance and higher than average satisfaction:

- Interested in animal's welfare;
- Skill and knowledge level;
- Explains things thoroughly;
- Overall customer service;
- Facility cleanliness;
- Fully informs me about the risks and procedure to be undertaken before treatment;
- Knowledge of your industry; and
- Overall standard of care.

Over one-third of respondents (36 per cent) used 5 to 10 hours of paid veterinary service per year, followed by 25 per cent who used 11 to 20 hours per year. When asked why they required the service of a veterinarian last year, the most common response was pregnancy detection (40 per cent) followed by treatment of sick animals (39 per cent). Those who did not use a veterinarian in the past year (n=6) most often stated that they treated their livestock themselves (n=3).

Mean Satisfaction and Importance Ratings (out of 5)

	SATISFACTION	IMPORTANCE
1. Interested in animal's welfare	4.68	4.69
2. Skill and knowledge level	4.64	4.76
3. Explains things thoroughly	4.55	4.60
4. Services are priced fairly	4.11	4.38
5. Location	4.24	4.29
6. Friendly staff	4.55	4.40
7. Overall customer service	4.51	4.54
8. Convenient hours	4.19	4.20
9. Facility cleanliness	4.56	4.56
10. Has developed a relationship with me as someone who raises livestock	4.38	4.44
11. Fully informs me about the risks and procedure to be undertaken before treatment	4.46	4.49
12. Emergency or after-hours service offered	4.26	4.54
13. Knowledge of your industry	4.45	4.63
14. Veterinarian's interest in profitability of the producer/industry	4.24	4.06
15. Veterinarian's interest in the sustainability of the producer/industry	4.28	4.31
16. Obtaining the lowest price	3.75	3.62
17. Overall standard of care	4.61	4.60
MEAN (OUT OF 5)	4.38	4.42



Respondents were provided with factors to consider when choosing a veterinary practice for their livestock and were asked how important each factor was using a 1 to 5 scale, where 1 means “not at all important” and 5 means “very important.” At least 75 per cent of respondents rated the following as important (ratings of 4 or 5 out of 5):

- Disease or injury diagnosis (90 per cent)
- Pharmaceutical access (86 per cent)
- Surgery (81 per cent)
- Herd health (79 per cent)

Attitudes towards the Cost of Veterinary Medicine

Overall, commercial livestock producers see tremendous value in their relationship with their veterinarian and registered veterinary technologists, since it’s vital to herd health and ensuring the economic viability of their operations. Although the perceived value is there, cost remains a necessary consideration for producers.

When asked approximately how much their operation spends annually on veterinary services for the livestock in their care, the mean dollar amount was \$6,638.

When asked how much they would expect the veterinary cost to be for a typical medical emergency involving their livestock (excluding death loss), the mean dollar amount was \$1,005.

Respondents were asked if their veterinary bill at the end of their call is usually lower, higher, or exactly what they expected. Over half of respondents indicated it was exactly as expected (58 per cent).

Those who found that their bill was higher than expected at the end of their call (n=23) most commonly felt the reason was that they were overcharged (n=5), followed by having to cover travel costs for veterinarians who had to travel long distances to treat their animal(s) (n=3).

Communication

When asked what the best way was to contact their veterinarian to book an appointment, the majority of respondents stated they would call the veterinary office (96 per cent).

When asked what the best way was for their veterinarian to contact them to book an appointment, the majority of respondents indicated they would want their veterinarian to call their house phone (60 per cent).

Over one-third of respondents (36 per cent) use Facebook, followed by 21 per cent who use or access YouTube. Nearly half of respondents (49 per cent) do not use social media.

Forty-four per cent of those who use social media (n=36) follow or “like” their veterinary clinic on Facebook.

Conclusion

Overall, commercial livestock producers’ perception of the veterinary profession is excellent but there are opportunities to further evolve the profession’s relationship with commercial producers, especially given the potential for a new generation to take over from the current cohort of producers, whose median age is 62.5 years.

In particular, this could involve strengthening the value of a sound veterinarian-client-patient relationship, and finding ways to alleviate the stress associated with managing budgets in order to maintain healthy margins for commercial operations. There are no immediate strategies for achieving this, but the opportunity presents itself and ought engender healthy discussion on next steps.



Amanda Barker, RVT
2019 ABVTA President



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

THE SNOW IS STARTING TO FALL, there is a chill in the air and the countdown is on to the holiday season. Winter already!

Time has flown by, and the Board of Directors have been busy wrapping up an exciting year. In October, we held our Annual General Meeting at the CanWest Veterinary Conference in Banff in conjunction with an exciting continuing education session with Dr. Marty Becker on the Fear Free Initiative. We continued the celebration of our 40th Anniversary by hosting a year-end reception on Saturday evening, which was very well attended. Many thanks to everyone that came out to celebrate with us. October was the third Annual RVT Month, and we celebrated with multiple proclamations, an RVT Month Wine & Dine event, Light the Tower (Calgary), Light the Bridge (Edmonton) and City Hall Light Up (Lethbridge).

In November, we will have our first meeting with our new Directors and be back to business as usual. Keep an eye out for meeting highlights and association activity summaries throughout the year so you can stay up to date with association business and current projects.

Writing this article has me reflecting on my last two years on the Board of Directors. When I first joined the Board, I would have never thought I would be stepping into the shoes of President so soon — or at all for that matter. Serving as President of the ABVTA during our milestone 40th year has truly been an honour. It has been a lot of hard work — there were countless emails, teleconferences, meetings, agenda packages to review, among other tasks and responsibilities that came up along the way. I have learned

so much throughout the last year and will be forever grateful for the encouragement and experience of those around me that helped make my presidency a success. I would like to extend a huge thank you to Penny Steffen, Past President, and Vanessa George, Executive Director, for all of their guidance over the last year, and welcome Fiona Kowalczyk into the role of 2020 ABVTA President. I would also like to thank the management team at my clinic for being so supportive — I wouldn't have been able to balance the last year without their understanding and flexibility.

This last year wouldn't have been a success without the dedication of everyone that serves on the Board of Directors, Communications Committee and Continuing Education Committee. These dedicated and passionate individuals are what keeps our association moving forward, and I would like to personally acknowledge the commitment shown by each of them. To our outgoing committee members and Directors — thank you!

As I have done throughout the year, I would like to, once again, encourage everyone to take an active role in your associations. Whether it is volunteering on the ABVTA Board of Directors, ABVMA Council or one of the many committees that help keep both associations on track, the experience will be well worth your time and hard work. The best way to spark change is to be part of that change, and with the momentum that we have, I know there are great things to come.

Thank you again for the opportunity to serve the RVTs of Alberta. I wish you all a happy holiday season and all the best in the New Year.



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

2019 ABVTA BOARD OF DIRECTORS

ABVTA News Continued



News at NAIT

FOCUS ON EQUINE: AS WE HEAD INTO THE FALL

semester, our second-year AHT students will be heading out to practice their equine skills and handling. Using an equine simulator model, students have a chance to practice and brush up on their skills before heading out to work on live horses! This semester, students will be practicing equine restraint and handling, injection and blood collection techniques, bandaging, radiology, assisting with dental procedures and surgical assisting, just to name a few.

Here at NAIT, we are extremely proud to have partnerships with some incredible facilities, each of which allows for a tremendous student learning experience. We would like to send a huge thank you out to Whitemud Equine Learning Centre Association, Amberlea Meadows, Westwind Veterinary Hospital and Delaney Veterinary Services Ltd, for your commitment and dedication to our students' equine learning.



OLDS COLLEGE

Greetings from Olds College

WE ALL KNOW VETERINARY MEDICINE IS A TEAM sport. Here at Olds College, we strive to make that an important part of our students' learning process. Many of our classes have mentor/mentee relationships built into them to incorporate teamwork and calibration. We get to see so many different team dynamics and these next two students are no exceptions.

Crystal and Kaycee have a very important bond, one that cannot be broken. Although in different semesters (Crystal in fourth semester and Kaycee in third semester) they can be seen around campus studying, catching up or texting each other between classes. What is so unique about their bond is that Crystal and Kaycee are mother and daughter. When asked why they both enrolled in the AHT program Kaycee responded, "I was telling my mom about it and thought she would be interested in it as well." Although in different roles of the team, their passion shines through every class they attend. We are very excited to see this team carry their passion into the world of veterinary medicine.



ABVTA News Continued



Greetings from GPRC

IT'S BEEN A BUSY SPRING AND SUMMER FOR THE staff at GPRC AHT Program. In May and June, GPRC's Fairview campus became home for some important members of families evacuated from northwestern Alberta due to wildfires. Our program put out the call offering to house any animals for displaced families shortly after the mandatory evacuations started in northwestern Alberta. Over the course of the evacuation notice, GPRC housed a total of 11 dogs, one cat and one hamster. The program faculty and staff continued any treatments the animals needed and monitored them daily to ensure they were doing well. Volunteer students, faculty, and staff at the Fairview campus provided a lot of help. We even had a waitlist of people wanting to volunteer. Thank you to all the volunteers who helped feed, water, walk and play with the animals in our care!

Tiffany Duncan and Rhonda Shaw attended the WVC Veterinary Technician Symposium in Las Vegas, NV, and received their Recover Advanced Life Support Rescuer Certification. Dr. Susan Klassen also received her Fear Free Certification. Great work ladies!

In September, we welcomed back our second-year students and are getting to know our 35 first-year students!

We would like to welcome back Karlee Worobetz after her year off to spend time with her young family and thank Bonnie Danielson-Keller for covering Karlee's leave; students and staff miss you! We would also like to congratulate the Chair of our Animal Health Program, Dr. Christy Barlund, on the birth of her little girl, Sylvi, in March.



Class of 2021



Greetings from Lakeland College

WE WOULD LIKE TO WELCOME OUR INCOMING first-year AHT class. We are excited for a new year. There are a few staff changes occurring in our program this year. Congratulations to Elaine Suddaby on the birth of a sweet baby boy named Grady. Amy Mackenzie, RVT, has taken a release from her Ed Lab Tech duties to instruct her courses, and Crystal Mullen, DVM, will be Program Head. Welcome to Sarah Golinowski, RVT, who has come in as our new Ed Lab Tech.

Our Student Led Clinic is off to a great start with second-year students organizing the Animal Health Clinic and all animals required for labs. Students are also stocking and organizing the retail store which opened in early October, hosting a job fair on November 22, and taking dogs to the schools for the K9 Reading Buddy Program as well as to the Senior's Nursing Home.



First-year AHT class

ABVTA News Continued

Association Activities

THE ABVTA IS THE VOICE OF ALBERTA'S RVTS.

Throughout August and September 2019, the ABVTA Board and Executive Director has represented the association in the following activities:

- **Aug. 8:** Executive Director participated in ABVMA Member Resolution 0-I Task Force meeting
- **Aug. 22:** ABVTA Board Meeting – to approve 2019 Annual Report
- **Aug. 27:** Executive Director participated in on-location filming for ABVTA video project in Edmonton
- **Sept. 9:** President, Vice President, Treasurer and Executive Director met with ABVMA Executive for quarterly meeting
- **Sept. 10:**
 - President and RVTTC Representative attended ABVMA Registration Day in Calgary
 - President, Communications Liaison and Executive Director participated in Communications Committee monthly meeting
- **Sept. 12:** Executive Director participated in National Executive Director/Office Administrator meeting via web conference
- **Sept. 14:** CE Committee Chair hosted Wildlife Rehabilitations Essentials Workshop in Vermilion at Lakeland College
- **Sept. 17:** President chaired Executive Meeting – all Executive participated
- **Sept. 19**
 - Executive Director and Past President toured Lakeland College Dairy Barn
 - Executive Director visited first-year AHT students
- **Sept. 20:** Executive Director met with NAIT AHT/VMA Program Chair, Clinical Sciences Department Head and ABVMA Registrar
- **Sept. 24:** Executive Director and CE Committee Liaison participated in monthly CE Committee meeting
- **Sept. 25:** Executive Director and CE Committee Chair facilitated Cytology Sample Collection webinar
- **Sept. 29:** Executive Director facilitated Cytology Sample Collection webinar

ABVTA Board Highlights

Submitted by Fiona Kowalczyk, ABVTA Vice President

HIGHLIGHTS:

The Board of Directors held a teleconference meeting, which was our last meeting before the Annual General Meeting (AGM), Oct. 19, 2019, held prior to the CanWest Veterinary Conference. The following items were discussed:

- approval of the June 27, 2019, Meeting Minutes
- approval of the 2019 AGM Report and the AGM Agenda
- Approval of the Bylaw Changes. These will be ready to present to the membership as a resolution at the AGM in October.
- quick updates were given regarding wage and survey task force as well as the task force with ABVMA Resolution 0-1.
- all cities in Alberta have been invited by the ABVTA to proclaim October as RVT Month.
- all reports were accepted as presented.

Thank you to all board members who took time during their busy summer to participate in the meeting.

Continuing Ed Launches New Platform

THE CONTINUING EDUCATION COMMITTEE HAS

been busy planning live webinars for the first time for its members. Our first-ever session, *Physical and Mental Fitness for Sr. Dogs*, was presented by Brianne Bellwood and had great attendance when it was offered both June 12 and 17. Our next session was *Cytology Sample Collection and Preparation*, offered September 25 and 29, were also well attended. Our goal is to offer a webinar on a regular basis throughout the year, so keep checking for future opportunities.

Kim Blomme, RVT, from WildNorth did a hands-on workshop at Lakeland College on Sept 14, where 13 attendees shared her wealth of knowledge and years of experience. Technologists practiced bird restraint, injection techniques and bandaging. The wet lab was well received, and the committee will be offering more wet lab opportunities in 2020, so stay tuned.

2019 CANWEST VETERINARY CONFERENCE



THE 2019 CANWEST CONFERENCE, HELD AT THE stunning Fairmont Banff Spring Hotel and Conference Centre, had the highest yet number of attendees: over 1,000! In addition to continuing education across five learning tracks, five social events were hosted: the Meet and Greet on Saturday night, the Welcome Reception on Sunday evening, the Fun Run/Walk and two yoga classes on Monday evening.

Three pre-conference wet labs were hosted on Friday, October 18, in partnership with the University of Calgary, Faculty of Veterinary Medicine.

CanWest played host to several other organizations that held events in conjunction with the conference including:

- The Alberta Veterinary Technologist Association
- The Canadian Veterinary Medical Association
- Christian Veterinary Mission Canada
- Western College of Veterinary Medicine Alumni

Mark your calendars for next year: Oct. 17-20, 2020

By Country

Canada – **945**
 USA – **50**
 Australia – **2**
 New Zealand – **1**
 India – **2**
 Other/not indicated – **1**
 Total: **1001**

By Region

British Columbia – **98**
 Alberta – **623**
 Saskatchewan – **42**
 Manitoba – **32**
 Ontario – **101**
 Quebec – **42**
 Nova Scotia – **0**
 New Brunswick – **0**
 Newfoundland – **0**
 P.E.I. – **2**
 Yukon – **0**
 Other/not indicated – **5**

By Category

Veterinarians – **324**
 Veterinary Technologists – **181**
 Practice Staff – **21**
 Students – **17**
 Speakers – **23**
 Staff/Council – **24**
 Moderators – **19**
 Industry Representatives – **249**
 Guests/Other – **130**
 General Attendee – **13**

By Learning Track

Companion Animal Program:

Sunday Track 1 – **173**
 Track 2 – **138**
 Monday – **318**
 Tuesday – **245**

Equine Program:

Sunday – **49**
 Monday – **34**
 Tuesday – **46**

Food Animal Program:

Sunday – **61**
 Monday – **34**
 Tuesday – **46**

Vet Team Program:

*Sunday – **86**
 Monday – **65**
 Tuesday – **62**

Veterinary Technologist Program:

Monday – **28**

Wet Labs:

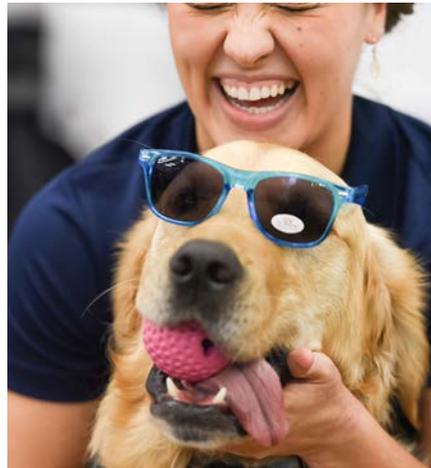
Dental – **20**
 Ultrasound – **20**
 CPR – **9**

Others:

Keynote Lunch – **442**
 ABVTA CE Session – **94**
 ABVTA AGM – **81**

*Combined with Veterinary Technologist Program





2019 SPONSORSHIP

CanWest would like to take this opportunity to send a sincere thank you to our sponsors. The conference would not be possible without their annual support.

PLATINUM



GOLD



SILVER



BRONZE

- | | |
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| By My Side Pet Memorials | pi Veterinary Consultants |
| CDMV Inc. | Pro Concepts Animal Health |
| Ceva Animal Health | ProNorth Medical |
| Chiron Compounding Pharmacy | Raised with Care |
| Click Peaks Ltd. | Reflex Integrated Inc. |
| CWB National Leasing | Riverview Insurance Solutions |
| DLL Financial Solutions Partner | SAVE - Southern Alberta Veterinary Emergency |
| Eickemeyer Veterinary Technology For Life | Sensor Health Veterinary Diagnostic Services |
| EIDAP | Simmons & Associates Canada Inc. |
| FMS Medical Systems Ltd. | Tails of Help |
| Gateway Pet Memorial Services | TD Canada Trust |
| Grey Wolf Animal Health | Trupanion |
| iFinance Petcard | Ukal Canada |
| Interpath - 4CYTE | Universal Imaging |
| Kane Veterinary Supplies | UXR Inc. |
| KVP International | VetCare |
| LifeLearn Animal Health | Vet Set |
| Medtronic | Vintage Veterinary Exhibit Association |
| Modern Veterinary Therapeutics | Virbac Canada Inc. |
| Mosaic Veterinary Partners Ltd. | Wound Closure Solutions |

Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



ONE OF THE GREATEST PLEASURES of being a dean is the opportunity to share the success stories from our faculty. Here are just a few of those successes.

In August, two of our faculty members, Dr. Dongyan Niu and Dr. Jocelyn Poissant, had projects that were among 13 University of Calgary cutting-edge projects to receive part of \$2.81 million in funding through the Canada Foundation for Innovation's John R. Evans Leaders Fund.

Dr. Niu's grant is for her project, *Development of Novel and Sustainable Strategies for Securing Food Safety from Farm to Fork*. Dr. Poissant's grant is for his project, *Automation and Sequencing Infrastructure to Study the Genetic Basis of Health and Fitness Variation in Wild Animals*.

On September 3, we welcomed UCVM's Class of 2023. Along with the ABVMA and the CVMA, it was a delight to honour this bright young group into the profession at the White Coat Ceremony. I look forward to watching their progress over the next four years on their journey to becoming veterinarians. Thank you to the ABVMA for this impressive ceremony!

On September 10, Dr. Jeff Biernaskie was inducted into the Royal Society of Canada's College of New Scholars, Artists and Scientists. This a well-deserved honour that recognizes him as a leading young scientist in the field of tissue regeneration and stem cell biology. Dr. Biernaskie has made seminal discoveries in this area, including how reactive immune cells contribute to tissue regeneration, and how dermal stem cells are activated following an

injury, and initiate the formation of healthy cells within a wound. His multidisciplinary research program, which includes work with biomedical engineers, biologists and clinicians, has allowed him to develop creative approaches to solve complex health problems. As the inaugural Calgary Firefighters Burn Treatment Society Chair in Skin Regeneration and Wound Healing — renewed this year — Dr. Biernaskie works with clinical caregivers and patients to give patients a voice in directing research.

In late September, Dr. Susan Kutz travelled to Ottawa for induction into the Canadian Academy of Health Sciences (CAHS) as a Fellow. This is considered one of the highest honours within Canada's academic community as CAHS is one of the two national academies, with the other being the Canadian Academy of Engineering. The Fellows are selected through a rigorous nomination process and Dr. Kutz's pioneering scholarship in One Health was cited. With Dr. Kutz, now we have five CAHS Fellows at UCVM!

Our second annual Calgary International Equine Symposium, held in September, was a great success. Its focus on innovation and discovery in all areas of equine health and its substantial prize drew established scholars and rising stars from all five Canadian veterinary schools and from universities across North America and beyond.

This year's top prize of \$10,000 went to a University of Calgary undergraduate student in Dr. Jocelyn Poissant's lab. Stefan Gavriluc presented a new way of analyzing gut parasites in horses, using manure samples from feral herds in southern Alberta and Sable Island, and a horse herd in Kentucky. Through bioinformatics, he created a DNA metabarcoding test that revealed 34 different parasite species and significant differences in infection among individual horses and herds.

And last, but certainly not least, UCVM's Year IV team became the first Canadian team ever to win the Quiz Bowl at the 2019 American Association of Bovine Practitioners Conference out of 27 teams! We are so proud of these amazing students, who made history for UCVM under the guidance of Dr. Gordon Atkins.



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Dean's Corner – WCVM

WE WELCOMED 80 DOCTOR OF

Veterinary Medicine (DVM) students during the college's annual White Coat Ceremony on September 20. This is always one of my favourite events of the year: the sense of professionalism is very moving, and it's a wonderful preview of veterinary medicine's future. We have an amazing cohort of students who will be well prepared to meet the changing needs of our profession.

Sadly, the Class of 2023 includes the last group of 20 first-year students funded by the Government of Alberta. These Alberta students are included in the college's previous Interprovincial Agreement (IPA), which represented a highly successful 54-year partnership between Saskatchewan, Alberta, Manitoba and British Columbia. Throughout my tenure at the WCVM, this agreement has been regarded as one of the most unique and successful interprovincial partnerships out there.

With the former Government of Alberta's decision to withdraw from the partnership, our new draft IPA includes only Saskatchewan, Manitoba and British Columbia.

Members of the WCVM Advisory Council met on the same day as the White Coat Ceremony. While the Government of Alberta was absent, we were very happy for the continued presence of the ABVMA on Council. It was great to connect with the college's stakeholders from across the West and to focus on the college's needs and opportunities.

During the meeting, there was robust discussion about the large demand for veterinarians in western Canadian clinics, particularly in rural areas. Preparing graduates for rural mixed practice is recognized as one of the WCVM's longstanding strengths, and we will continue to work in partnership with the provinces to meet the needs of the region. I'm particularly gratified by recent discussions with alumni and stakeholders in Alberta.

The WCVM is built on partnership, and Alberta has invested a great deal in this college and its programs. The college offers unique learning opportunities, research teams and specialist training programs that complement the University of Calgary's Faculty of Veterinary Medicine. Although the college is facing significant funding

cuts that challenge our ability to deliver our programs — and Alberta students will no longer be part of the provincial partnership — we remain committed to working collaboratively in Alberta to serve the needs of veterinary medicine.

After the Advisory Council meeting concluded on September 20, many of our guests joined us at the WCVM's annual fall awards banquet that evening. This is another gratifying event that recognizes our DVM students, graduate students and faculty for outstanding academics, extracurricular and research achievements. Here are some of the awards which were established by Albertans:

- Kate Illing received the \$750 William Sidey scholarship, which commemorates pioneer Alberta livestock producer William Sidey.
- Isabell Stamm received the ABVMA student member award, worth \$1,500, in recognition of her leadership and interest in the professional organization of veterinary medicine.
- Dr. Jacob Adserballe of Lethbridge has created an award recognizing a third-year student who has demonstrated interest and aptitude in small animal surgery and emergency care. Chelsea Davidson received this \$4,000 award plus an additional \$1,000 travel bursary for mentorship with Adserballe.
- Longtime WCVM donor Bev Hughes of Calgary presented the Dr. Susan Ambrose Award to Kaitlyn McIntyre. The \$11,700 award, which covers a full year of tuition and fees, recognizes a student planning for an entrepreneurial career in small animal medicine.

Speaking of collaboration, WCVM researcher Dr. Cheryl Waldner and Dr. Simon Otto (WCVM '02) of the University of Alberta are leading a team that will conduct genome research targeting livestock diagnostics and enhance antimicrobial stewardship. The team will initially focus on applying advanced technology to develop rapid diagnostic testing for feedlot cattle. This \$5.6-million-dollar project, which was announced by Genome Canada in July, involves a multidisciplinary research team as well as support from livestock industry partners in Saskatchewan and Alberta.

Please keep in touch with the college — I always appreciate the chance to connect with ABVMA members.



Douglas Freeman, DVM, PhD

Dean, Western College of
Veterinary Medicine



Western College of
Veterinary Medicine

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

Student's Corner – WCVM



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



Western College of
Veterinary Medicine

THE SCHOOL YEAR IS WELL

underway, and the first few months have been busy for WCVM students. The University of Saskatchewan One Health Leadership Experience was held the first weekend of school. The annual two-day workshop invites undergraduate and graduate students from a variety of programs (including nursing, law, dentistry, social work, veterinary medicine, education and more) to attend a number of informative talks from experts in the field, and provides the opportunity to meet students from other disciplines.

On September 4, the undergraduate research poster day involved 37 WCVM students presenting on research they conducted throughout the 2019 summer

months. The WCVM's Undergraduate Summer Research and Leadership program is a research experience initiative where research mentors (typically WCVM professors) team up with students. The posters are evaluated by a team of judges, with winners in each category receiving bursaries. Funding for the research projects is through the Interprovincial Program, the Boehringer Ingelheim Program, or the Natural Sciences and Engineering Research Council of Canada (NSERC) program.

On September 7-8, several WCVM students and faculty ran the second 2019 spay, neuter and wellness clinic in La Ronge, SK. This is an area with limited access to veterinary care, with most residents travelling over 200 kilometres to see a veterinarian. This program provides students an excellent learning opportunity and the community veterinary services twice a year. The volunteers at this most recent clinic completed 83 surgeries on local pets. Another WCVM volunteer initiative took place September 21-22: CatSnip. The weekend consists of a low-cost spay and neuter program for owners with financial limitations, through collaboration with Saskatchewan Polytechnic and the SCAT Street Cat rescue. Since the program started in 2016, four clinics have run each year and around 480 cats have been through the program, providing students with invaluable hands-on experience.

The annual WCVM Fall Job Fair was held on September 18 and representatives from a number of veterinary clinics across Canada visited the WCVM for the afternoon. Students from all years were able to meet the representatives in person, discuss career opportunities and gain contacts with potential employers. The Fall Awards Banquet was held on September 20 at the Sheraton Cavalier Hotel in Saskatoon. WCVM students from all years received various awards recognizing leadership, academic achievement, social impact and more. Congratulations to all award winners this year and thank you to the generous

donations towards scholarships and bursaries from members of the veterinary community.

In terms of curriculum, the first-year class has jumped right into their major courses of anatomy and physiology (with several labs), along with histology, biochemistry, embryology, animal production and more. The second-year class has delved into pharmacology, pathology, bacteriology, analgesia and so on. They will have written eight exams by the end of October (a notoriously challenging semester). The third-year class has started on medicine and surgery courses, theriogenology, dentistry and numerous labs. I think I can speak for the class in saying that it is exciting to practice more live animal hands-on skills. In September alone, the third-year students had the following labs: equine rectal palpations for theriogenology; vascular labs practicing injections and intravenous catheter placement; feline cadaver simulation; cardiology; lameness labs with nerve blocks and arthrocentesis in equine; cattle restraint; anesthesia induction; stallion collection; neurological examination; examination and trimming of feet in cattle; stomach tubing in horses; and reproduction in canines. The most exciting labs, however, were the live animal surgeries involving groups of three students (rotating through each: lead surgeon, assistant and anesthetist) performing either a feline ovarioectomy or ovine laparotomy and partial typhlectomy. The fourth-year class has started on their clinical rotations including core rotations such as anesthesia, medical imaging and small/large animal surgery. Many fourth-year students have also done, or plan to do, internal rotations, external rotations, or externships in a range of disciplines.

That is a glimpse into the first few months of school here at the WCVM, not including the many social events and out-of-school activities. As always, thank you for reading my update, and I will report back with more on student life here at the WCVM as the fall semester comes to a close.

Student's Corner – UCVM

AS A NEW SCHOOL YEAR RAMPED

up at UCVM, September was filled with numerous exciting events for new and returning DVM students. We started off the school year with a very busy first day for our new students. It began with a mentorship lunch where students from each year of the DVM program spent time with their peers and faculty mentors. This was a great opportunity for us to meet some of our new colleagues and answer their burning questions about vet student life. Later that evening, members of the ABVMA Council, friends, parents and new veterinary students from the Class of 2023 filed into the HRIC Atrium at Foothills Hospital for the Welcome to the Profession and White Coat Ceremony. The evening was a great opportunity to celebrate the massive accomplishments these new veterinary students have achieved in being accepted into the profession. I was so pleased to have attended the event to see the excitement from the students and all their proud friends and family. With such a busy first few days, I am sure they were grateful that they didn't start anatomy until the following week!

With the start of a new semester, students had the opportunity to join a number of new and returning extracurricular activities. UCVM has a number of sports teams to choose from, such as indoor soccer, hockey, basketball and volleyball, and a number of popular clubs such as the Production Animal Health Club, the Behaviour and Training Club, and the UCVM Student Veterinary Emergency and Critical Care Society Club, to name a few. In addition to all of our well-established clubs, some new clubs were created in the past year, including the UCVM Student Chapter of the Association of Avian Veterinarians, the UCVM Pride Club and the Radiology Club.

In mid-September, a number of our students travelled to St. Louis, MO, for the annual American Association of Bovine Practitioners conference. Brenden Hilgartner, Megan Dick, Nurmo Atabayev and Rae-Leigh Pederzoli from UCVM's Class of 2020 took home first-place at the student Quiz Bowl, where they competed against 26 other vet student teams from all over North America to answer questions about bovine medicine. UCVM beat Penn State in the final round with an impressive score of 71 to 35. Not only were they the first ever Quiz Bowl winners from UCVM, but they were the first Canadian vet school to ever win the event. We are so proud of all their hard work, but I don't think anyone is as proud of them as Dr. Gordon Atkins is!

UCVM held their annual Awards Ceremony for DVM students, staff, faculty and graduate students in the Faculty of Veterinary Medicine on September 23. Dr. Rebecca Archer received the SCVMA Teacher of the Year Award, voted by third-year students, and Dr. Cathy Wagg received the Carl J. Norden Distinguished Teacher Award. Fourth-year student and former UCVM student representative to the ABVMA, Jen Girard, received the Alberta Veterinary Medical Association Student Member Leadership Award, and graduate student, Sarthak Sinha, took home a number of awards including the Zoetis Award for Outstanding Achievement by a Graduate Student, Vanier Canada Graduate Scholarship and the Izaak Walton Killam Pre-Doctoral Scholarship (Research Support). A huge congratulations to these outstanding individuals and all the other winners for their accomplishments over this past year.

Thank you for reading and I look forward to updating you all on the events at UCVM this fall in a few months' time.



Ms. Tess McGarvey

UCVM Class of 2021
ABVMA Student Representative
2019/2020



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE

Welcome to the Profession



UCVM Class of 2023

ON SEPT. 3, 2019, THE ALBERTA VETERINARY MEDICAL Association (ABVMA) and the Canadian Veterinary Medical Association (CVMA) jointly hosted the annual Welcome to the Profession Event for the incoming class of 2023 at the University of Calgary, Faculty of Veterinary Medicine.

Following a dinner with family and friends, ABVMA President Dr. Lisa Lomsnes, CVMA Representative Dr. Louis Kwantes and UCVM Dean Dr. Baljit Singh spoke to the students about the beginning of their four-year journey as young veterinary students.

Students were presented with stethoscopes from the ABVMA and whitecoats from the CVMA. The evening closed with the recitation of the Veterinary Oath and the UCVM Honour Code.

Congratulations and best wishes to the Class of 2023.

Chevonne Codd	Chloe Jackson	Dara Singerman
Saskia deJong	Molly Kavanagh	Taylor Smithson
Emma Foxcroft	Ryan Koop	Ashley Smolley
Phoebe Giltner	Megan Loo	Chelsea Stone
Mallory Goodmanson	Katherine Montague	Cale Toews
Alana Graham	Brittany Munro	Sara Toner
Brett Gramiak	Meaghan Nawrot	Quinn van Engelen
Kieren Gray	Nicole Phillips	Garrett
Megan Haas	Diana Powell	Wachoski-Dark
Ashley Hadala	Erin Richards	Morgan Whitelaw
Daniel Hung	James Ritchie	Deborah Yee
	Juhi Shah	

WCVM Class of 2023

Back row (left to right):

Meara Munn-Patterson, Fort McMurray; Jaskaran Purba, Calgary; Kaitlan Linnell, Red Deer County; Jessie Hellquist, St. Paul; Alexa Dixon, Calgary; Logan Linnell, Red Deer County; Emmalyn Elgersma, Brooks.

Centre row (left to right):

Hannah Sorenson, Edmonton; Kiran Fong, Calgary; Katelyn (Kate) McEwen, Edmonton; Erika MacDonald, St. Albert.

Front row (left to right):

Madlyn Lung, Edmonton; Tegan Remillard, Calgary; Lauren Broda, Bonnyville; Jessica Boyer, Calgary; Hayley Bowling, Calgary; Courtney McNeilly, Priddis; Charlene Swain, Fort McMurray; Amber Carson, Sylvan Lake; Ashley Milne, Medicine Hat; Morgan Kelley, Lethbridge.

Photo credit: Christina Weese



ABVMA Student Leadership Awards



Left to right: Dr. Karen Allen, Ms. Isabel Stamm, Dr. Doug Freeman



Left to right: Dr. Kirsten Aarbo, Ms. Jen Girard

THE ABVMA WAS PLEASED to recognize students from UCVM and WCVM with this year's Student Leadership Awards.

The ABVMA recognizes one ABVMA student member at UCVM and one at WCVM in recognition of demonstrating interest and leadership in the professional organization of veterinary medicine by involvement with the ABVMA or other professional associations.

Congratulations to Ms. Isabel Stamm at WCVM and Ms. Jennifer Girard at UCVM, the recipients of this year's award.

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In Memoriam



Dr. Richard Faintuck

April 19, 1957 – Aug. 8, 2019

It is with great sadness that we announce the sudden passing of Rick our friend and colleague.

Rick left behind his two children, Jocelyn and Ian, his partner Donna, his dad and two brothers and his staff family.

Rick graduated from OVC in 1985, and started a long career in large animal medicine.

He worked over the years in Morinville, Denver, Vermilion and then his longtime practice at Stockyards Veterinary Services in Edmonton. Rick's passion was cows. He loved to figure out problems with herds and always did his best to help his clients. He enjoyed being the veterinarian for many years at Farmfair and the CFR. In his free time, he loved watching the Edmonton Eskimos play football and travelling with Donna.

Rick will always be remembered for his sense of humour and his love of all creatures as well as his kindness and helpful nature with his clients.



Dr. E. Eldon Hall

Aug. 11, 1945 – Aug. 21, 2019

Dr. Eldon Hall of Nanton, AB, passed away peacefully at the High River Hospital on Aug. 21, 2019, at the age of 74 years.

He was born to parents Ursula and Eldon Hall, on Aug. 11, 1945, in Kelvington, SK. Eldon received his Bachelor of Science from the University of Calgary in 1968, and his Doctorate of Veterinarian Medicine from the University of Guelph in 1972. He was passionate about his vocation as a veterinarian, practicing for over 47 years while serving the communities of both Nanton and Vulcan. He was a dedicated volunteer with Nanton Animal Protection Society.

Eldon is survived by his loving wife Audrey (nee: Herriman) whom he married in 1966; daughter Sandra (Ian Dyck) Hall; son Rob (Kristyn) Hall as well as grandsons Kurtis, Cole, Mitchell, Cameron, Noah and Sage.

Eldon is also survived by countless happy and healthy pets and animals that needed his care.



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #2 Emergency Plans

THE JULY/AUGUST 2019 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 ABVMA PIPS Bylaw, Universal Standard 4: Safety/Emergency Preparedness requires emergency plans for short- and long-term interruptions of business.

1. Emergency Preparedness Plan. This plan includes:

- A posted evacuation plan
- Floor plan includes location of
 - fire extinguishers

- control valves for oxygen, gas, water
- chemical and oxygen storage
- Emergency telephone numbers
- Animal handling and temporary animal holding locations

An emergency floor plan is one component of an emergency plan. Public emergency services have limited knowledge about your facility and its hazards. Therefore, it is important to document information about your facility. That information is vital to ensure emergency responders can safely stabilize an incident that may occur. Documentation of building systems may also prove valuable when a utility system fails —

such as when a water pipe breaks and no one knows how to shut off the water.

First responders expect to see floor plans posted near exterior doors. When the floor plans are posted at the entrance of the facility it provides this information more quickly to the first responders rather than in a staff room for example in the interior of the clinic.

2. Hazardous Chemical Spills Protocol

A protocol must be written for the hazardous chemicals within your veterinary practice entity (VPE). Read the SDS sheets (previously called MSDS) for all the chemicals in your practice to create your

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

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

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

Royal Canin Veterinary Diets Online Modules

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

Online Ultrasound Education

– Scil Vet Novations has developed online ultrasound education packages that work with your busy schedule to help you learn the benefits of ultrasound as a valuable diagnostic tool in your clinic. You can learn from the comfort of your own practice or home. Two courses, Basic Ultrasound and Advanced Ultrasound, have been developed that can be combined with an in-person scan-only



protocol. Examples: mercury thermometers, formaldehyde, bleach, gas leak. The protocol should include the minimum personal protective equipment required for spill cleanup.

3. Contingency Plan in the event of disaster or emergency where the VPE may have to be temporarily closed. The contingency plan should consider the following scenarios:

- Natural disasters such as tornadoes, floods, blizzards, earthquakes and fire
- Accidents
- Sabotage

- Power and energy disruptions
- Communications, transportation, safety and service sector failure
- Environmental disasters such as pollution and hazardous materials spills
- Cyber-attacks

The plan should include:

- Designating a primary point of contact. How will the contingency plan be communicated to all staff? i.e. phone/text fan-out and also an alternative if email/phones aren't working
- Strategy in place in the event of large-scale absenteeism

- Identification of critical resources needed for the VPE to continue delivery of service (including alternate resources, where possible).

More ideas at: <http://www.ccohs.ca/oshanswers/hsprograms/planning.html>

4. Emergency Business Action Plan to maintain business in an alternative location in case of fire, flood etc. Example information:

- List of suppliers to contact regarding temporary new location
- Identify where computer backup is stored

Continuing Education Opportunities

course where you can practice your knowledge with a skilled veterinary sonographer. CE credits available. Visit the online CE page at www.scilvet.com to register online or call 1-866-382-6937 for more information.

Master of Veterinary Medicine, Massey University 2019 - Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

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

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

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

MONTHLY OFFERINGS

NOVEMBER 2019

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

November 2 & 3, 2019 – Conditions of the Hind Limb and Ortho zip – 12 Hours ABVMA Credits – Speaker: Audrey Remedios DVM, MVetSc, DACVS **Date:** November 2 & 3, 2019. This 1.75 Day combination lecture and wet lab will cover the management of common conditions of the hind limb such as traditional cruciate repair, including Ortho zip and stabilization of Medial Patellar luxation. Attendees will have the opportunity to work with ethically obtained cadavers to properly understand patient preparation and draping, the approach to the bone, and tools and implants needed for these orthopedic procedures.

November 13, 2019 – Hyperadrenocorticism – A Simplified Approach – 2 Hours ABVMA Credits – Speaker: Anthony Carr, DVM, DACVIM. Discussion on up-to-date information on the pathophysiology, clinical signs, diagnostic testing, treatment and monitoring of Cushing's disease and presents some case studies to address common questions and challenges faced by clinicians. RSVP: Samantha Larson by November 6, 2019, E-mail: Samantha.Larson@dechra.com Mobile: 403-589-7360. Location: Cambridge Red Deer Hotel & Conference Center, 3310 – 50 Ave Red Deer, AB.

November 24, 2019 – Managing Your Feline Patients, in Practice and in the Home – 6 Hours ABVMA Credits – Speaker: Kelly St. Denis, BSc, MSc, DVM, DABVPBVMs, DACVIM, PhD **Date:** November 24, 2019. Full day time: 8:45 am – 4 pm; Registrations & breakfast at 8:00 am; **AM session:** 8:45 - 12 noon; **PM session:** 12:45-4 pm. For complete seminar information, fees & to register online, go to www.easav.ca; Have questions? Contact our Executive Assistant by email to: info@easav.ca or phone: (780) 970-3728. Sponsored by Idexx Laboratories and Hills Pet Nutrition.

JANUARY 2020

January 9, 2020 – Introduction to Mentorship – 1 Hour ABVMA Credit – Speaker: Becky Taylor RVT. This workshop is designed for veterinary practices that host students or are looking to elevate their onboarding process for new staff. It is appropriate and relevant for any staff member that participates in mentoring students, new grads or orienting new employees. Register at www.IMThriving.vet

VETERINARIAN REQUIRED

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. 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. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work-life balance, and have excellent personal and surgical skills, join us! 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.

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 square 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.

MAHOGANY VETERINARY CLINIC IS LOOKING

for an easy going vet to add to our team. We are currently a 2-doctor practice with amazing support staff and an encouraging environment. Our clinic is located in southeast Calgary in a newly developing area with a rapidly growing clientele. Our brand new facility is equipped with sterile surgery, dental surgery (digital radiographs), digital/high definition general radiology, portable ultrasound and in house lab equipment. We are looking for either a part or full-time veterinarian and have excellent compensation/benefits packages. Please send a resume to Dr. Sara Wick at: sara@mahoganyvet.ca.

ROCKY RAPIDS VETERINARY SERVICE OF

Drayton Valley, AB, is looking for a veterinarian to join our mixed animal practice. We are looking for a team orientated associate to join our excellent support staff that value people, pets and having fun. The clinic is well-equipped including an in-house lab, digital x-ray and dental x-ray, diagnostic and reproductive ultrasound surgical and therapeutic laser. On-call is shared and we offer a great benefit package. Drayton Valley is a great community just over an hour from Edmonton and close to some of the best recreational areas around. Please contact Dr. Wayne Thiessen or Sharron Oakey. Phone 780-542-2144, fax 780-542-6772, email: rocvet@telusplanet.net.

THE WETASKIWIN ANIMAL CLINIC HAS AN

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

ROSE VALLEY VETERINARY HOSPITAL,

located in West Kelowna, BC, is looking to add a full-time veterinarian to our team. We are a small animal hospital with a large and diverse case load. We strive to offer a perfect life-work balance. Our hospital is newly renovated and very well-equipped. Our facility includes an in house lab, digital x-ray, brand new ultrasound, rigid and flexible endoscope, separate dental suite with digital dental x-ray, new surgery suite equipped for soft tissue and orthopaedic surgeries, laser therapy and much more. We will consider helping with relocation cost for the right candidate. You can check us out here: <http://www.KelownaVet.ca/>. Kelowna is located in the gorgeous Okanagan Valley, one of the most desirable areas for tourism and residence. You can find more about Kelowna here: <https://www.tourismkelowna.com/>. Please send CV via email to: rvvh14@gmail.com.

AT THE ANIMAL CARE CENTRE OF

Strathmore our team is our foundation. 'Because we care' is the mantra that drives us and has led us to consistent growth. Our facility allows us the opportunity to welcome a new team member who will be embraced and supported in their role. We have a genuinely unique environment that encourages quality and excellence with transparency and honesty. We are driven to provide excellent veterinary care and exceptional customer service to everyone who walks through our doors. In 2016, we were awarded the CVMA Veterinary Practice of the Year for achievements within our local community. We are a mixed animal practice, primarily focused on small animal, equine, beef cattle and small ruminants. We offer after hour emergency services to our growing client base. You must be licensed to practice Veterinary Medicine in Alberta; experience in a mixed animal background preferred. You are a highly adaptable, flexible, embrace teamwork and a collaborative environment. You must have proven attention to detail, documentation and communication with both clients and team members. Send us a cover letter highlighting why this is an ideal role along with an up-to-date resume. Email: megan@animalcarecentre.ca.

ERMINESKIN VETERINARY CLINIC IS

excitedly looking for a veterinarian to join our expanding small animal practice in south Edmonton. Full-time and part-time positions available. Cornerstone computer system, full Idexx lab, digital radiography, digital dental and fully-equipped surgery. We are offering generous compensation, CE allowance, paid ABVMA/EASAV dues, VIN account, uniform allowance and schedule flexibility for a work life balance. Please email resume to: drlbarton@hotmail.com.

QUALITY MEDICINE WITH MULTIPLE SPECIES

in rural communities. We are looking for veterinarians who provide exceptional patient care and client service in our rural practices. Diverse caseload with all species, current diagnostic equipment, mentoring within the practice and access to an experienced partner group. Clinic teams are strength based, highly competent and include RVTs, VMRs, VTAs and experienced practice managers. Signing incentives, competitive wages, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package. Management and leadership support, mentoring, sharing best ideas and collaboration 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. Sound like a fit for you? Contact us to today and consider being "Part of the Canvas". Email: becky.taylor@mosaicvet.com. Website: www.mosaicvet.com.

ARE YOU LOOKING FOR A UNIQUE PLACE TO

work or start your career? Have we got the place for you! Green Acres Animal Hospital offers a work environment like no other from a very supportive team 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-doctor companion animal practice with everything you need for diagnostics and surgery. We are a BDA newly-renovated hospital with plenty of working space, natural light and fun colors providing a children's hospital kind of feel. We offer competitive wages, health benefits and CE. Our support staff is like no other; if you need proof, check out our Facebook page and subscribe to our YouTube channel. If you want to learn more about the benefits of living in southern Alberta, check out www.chooselethbridge.ca. We make work/life balance and a team atmosphere a top priority. Interested? Please send resumes to: admin@greenacres.vet or feel free to call Dr. Felicia Lloyd at 403-634-9632. (Once your probation period is done, you get your own app to customize your toilet seat settings).

CALGARY HUMANE SOCIETY IS SEEKING A

full-time Veterinarian to join our dynamic medical team. This position requires a compassionate individual who is highly-skilled in and experienced in high volume surgery, animal handling, customer service, and comfortable working in an extremely fast-paced and demanding environment. CHS offers a competitive remuneration package, CE allowance and paid membership dues, uniform allowance, 100% company paid health and dental benefits, access to our EFAP, a matching RSP after one year of employment, and the satisfaction of helping animals in need. Please apply in confidence indicating the position title in the subject line along with salary expectations to: careers@calgaryhumane.ca.

COME JOIN OUR TEAM! LEDUC ANIMAL

Clinic is seeking a fully-licensed, FT DVM. We are a multi-DVM small animal practice that believes in collaboration and mentorship. We are well-established and family-oriented 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. Please call or forward a resume to: Dr. Zuzana Smith at: z.smith@leducanimalclinic.com, or 780-986-3913.

Classified Ads

STOCKYARDS VETERINARY SERVICES LTD. IS

seeking a full-time large animal Veterinarian. This is a golden opportunity for someone looking to make a difference with the option to own your own business in the future. We have two offices in Edmonton and Tofield, and have a very good client base. Above average salary, benefits and no after hours. If this is something you are interested in, please email: syvs@shaw.ca or call 780-777-4428.

THE FMSPCA IS SEEKING A TALENTED AND

driven full-time veterinarian to help lead our health team and support our amazing animal welfare organization. The ideal candidate would possess a passion for providing the highest level of care at our animal shelter in order to keep our companion animals healthy and ready for adoption. You would be working alongside a compassionate and dedicated team and have an opportunity to make a real impact on the lives of animals in our region. Experience in a high paced surgically driven environment and a strong interest in learning the practice of shelter medicine is required. We offer a competitive salary, benefits and positive mentorship from our leadership team. The FMSPCA is in a unique position to be able to assist in the 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. Email: kennelmanager@formtcmurrayspca.ca. Website: www.fmspca.com.

WORK AND PLAY IN THE BEAUTIFUL

mountains of southeastern British Columbia! Cranbrook is in the East Kootenays, in southeastern BC. We like to think it's the most beautiful place on earth! You could be hiking, skiing, fishing, hunting, biking and golfing in the vast beauty of nature and be only a morning's drive from the nearest major city. This is a great place to put down roots and raise a family. Steeples Veterinary Clinic has a place for a passionate veterinarian excited about medicine and surgery, educating clients and working in private practice. Comfort working with all species is desired: 85% of our practice is small animal (including a little bit of exotics), 8% equine, and 7% bovine (beef cattle, no dairy). We have excellent equipment including orthopedic surgery capabilities, large animal hospital facility, digital x-ray, digital dental x-ray, therapeutic laser, acupuncture, ultrasound, and in-house blood and urinalysis machines. We mentor. We train. We welcome new graduates! If this is for you... apply with a letter and your resume. Contact: Mr. Andrew Skaien, Director of Administration at: admin@steeplesvetclinic.com.

FULL OR PART-TIME VETERINARIAN

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

CHINOOK COUNTRY VETERINARY CLINIC AN

independently-owned clinic in Olds, AB, is seeking a F/T or P/T small animal/equine veterinarian to join our expanding rural practice. This position is perfect for someone who loves a relationship centered practice and is motivated in assisting with our growing caseload. We offer a friendly environment,

flexible holiday time, competitive wages, generous CE allowance, paid ABVMA/CVMA dues and a health plan subsidy. We have a 3:1 ratio of paraprofessionals to vets and several seasoned veterinarians to bounce ideas off of, so NEW GRADS ARE WELCOME! In clinic you will find most of the toys you would expect to see in an urban practice including ultrasound, panophthalmoscope, tonometer, videotoscope, the latest lab equipment and a separate dental suite. For cold winter days, there is a newly renovated heated equine facility. We value a family and work life balance. If you are a kind and compassionate individual who puts the patient and client needs first, please send your CV to: manageccvc@gmail.com. Check us out at www.chinookcountryveterinaryclinic.com or on FB for pictures and more information.

STONY PLAIN VETERINARY CLINIC IS

looking for a FT or PT small animal veterinarian to join our practice in Stony Plain, AB. Our busy well-established clinic is situated in a roomy, bright space and offers the latest in digital radiology, digital dental radiology, ultrasound and full in house lab. We are looking for a fun, enthusiastic DR with excellent communication skills. The support staff here is amazing as is the clientele. New grads are welcome as are seasoned grads. We pride ourselves in great patient care, friendly compassionate customer service and animal welfare. Come be a part of a great team. We offer above average compensation, group benefits, generous CE, paid dues, veterinary discounts and more. Please send resume to ATTN: Shannon Wawryk at: vets@stonypainvetclinic.com.

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>.

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.

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.

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.

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.

DIAMOND VALLEY VET CLINIC IS SEEKING AN

experienced mixed animal veterinarian. The candidate should have a strong interest in large & small animal medicine & surgery. We are a well-established & fully-equipped mixed animal practice. Our spacious clinic offers excellent small & large animal facilities, including digital radiology, Power Float Dental, bovine ultrasound, cattle chutes, equine stocks, indoor/outdoor holding pens & feed/tack store, part-time groomer & boarding facilities. We also offer alternative therapy. Turner Valley is located 20 minutes southwest of Calgary in the picturesque foothills, which borders Kananaskis country which has great recreation amenities. We have great schools & a good environment to raise a family. The successful candidate will share after hour calls and be expected to work 42 hours per week. One year experience is preferred but new grads will also be considered. Buy in potential is available in a high net to gross business. Compensation based on experience. Please contact Dr. Wayne Steiger at: dvvet@telusplanet.net.

WE ARE SEEKING AN ASSOCIATE

Veterinarian 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. 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. 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.

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

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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.

KILLARNEY CAT HOSPITAL IS A FULL-SERVICE clinic exclusively for the treatment of felines, located in Calgary, AB. We are a Cat Friendly Practice Gold with the American Association of Feline Practitioners. Our highly-experienced fun team of 3-doctors, always attempt to practice the best and most up-to-date medicine possible in a warm and caring atmosphere! Our top priority is to provide a positive experience for each and every client-pet visit. We are currently looking for a full or part-time associate DVM to join our dynamic practice! 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.

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. 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. 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.

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.

BELLIS VETERINARY SERVICES IS SEEKING A

full-time mixed animal practitioner. Fully-equipped small and large animal facility: in house CBC/Chemistry/Electrolytes IDEXX Lab, digital and dental x-ray, repro ultrasound, small animal dental unit, equine power float system, portable equine x-ray and a 200X80 indoor riding arena. 50% small, 40% large and small ruminants and 10% equine is the perfect mixture for a well-diversified and interesting work experience. Medium to longer term locum veterinarians also welcome to apply as well as those seeking part-time work. Bellis has 2 small lakes for kayakers or ice fishing in the winter, and is surrounded by many more lakes to explore. There are many miles of

trail riding in the recreational Green Area which has led to bi-annual competitive endurance rides being hosted in Bellis. We offer a competitive salary, shared on-call duties, ABVMA dues, and 4 weeks holiday. Please send your cover letter and resume to: amruss@ccwireless.ca. For any questions please call Dr. Anne-Marie Russ at 780-645-0079.

ANIMALS FIRST CLINIC IS LOOKING FOR FULL-

time veterinarians to join our team. Without specialists in our immediate area, you truly get to practice the art of veterinary medicine; independently providing clients with a comprehensive plan from start to finish. Our 2-veterinarians and team of 12 work collaboratively to ensure our clients and patients get the type of care they deserve. Animals First Clinic is a fast-paced, progressive, small animal hospital, offering a wide range of services from preventative medicine and dentistry, to intensive care and rehabilitation. With a strong surgical component, we carry a large orthopedic caseload. Located in Grande Prairie, you will fall in love with the area for its unlimited outdoor activities. As the successful candidate, you will be registered and in good standing with the Alberta Veterinary Medical Association, with excellent communication and leadership skills. We value CE and offer a competitive salary, full benefits program, shared on call services with another veterinary clinic, paid licensing/dues and veterinary discounts. A signing bonus will be offered. Join our team and take pride in your work! Email: dmarshall@p3vetpartners.ca. Website: <https://animalsfirst.ca>.

KILLARNEY CAT HOSPITAL IS A FULL-SERVICE

clinic exclusively for the treatment of felines, located in Calgary, AB. We are a Cat Friendly Practice Gold with the American Association of Feline Practitioners. Our highly-experienced fun team of 3-doctors, always attempt to practice the best and most up-to-date medicine possible in a warm and caring atmosphere! Our top priority is to provide a positive experience for each and every client-pet visit. We are currently looking for a part-time associate DVM to join our dynamic practice! 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.

WE ARE SEEKING A FT MIXED ANIMAL

veterinarian to join our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB and Meridian Veterinary Clinic in Stony Plain, AB. Our practices consist of 80% small animal and 20% large animal ambulatory services with shared on-call responsibilities (currently 1/5). We have experienced support staff, in-house lab, digital x-ray, and digital dental x-ray. We are looking for a veterinarian with excellent people skills to join our team. Salary/benefits will be competitive and commensurate with experience. Contact: mike.devries@trimunicipalvet.com.

DO YOU LOVE PETS, PEOPLE AND

providing exceptional veterinary care? Bowmont Animal Hospital is looking for a full or part-time veterinary associate! We are an independent, expanding, small animal practice just off the Trans Canada Highway in NW Calgary. Our focus at Bowmont is providing high quality medical care and nurturing the human-animal bond. We are looking for an individual that is excited to work in an intimate team environment and is passionate about small animal medicine and surgery. Our clinic is well-equipped with digital x-ray, digital dental x-ray, in-house laboratory and Tonovet. We provide competitive wages, CE allowances, health and dental benefits and ABVMA dues. Please submit resumes by email to: bowmontanimalhospital@shaw.ca.

COCHRANE ANIMAL CLINIC IS LOOKING FOR

an experienced PT or FT small animal veterinarian to join our 6-doctor practice. Our busy, growing clinic is

situated in a newly renovated, large space and offers the latest in radiology, dental radiology, ultrasound and lab equipment. We have an exciting, challenging caseload and value a team approach to diagnostics, medicine and surgery. Our vets are well-supported by experienced technicians and assistants. Close proximity to both Calgary and the mountains, and an emphasis on work life balance, makes our clinic an ideal place to practice long term. CE, benefits, professional dues and uniform allowance all offered. Please send cover letters and resumes to: Tara.Risling@cochraneanimalclinic.com.

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 square 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.

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.

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, 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.

PART-TIME VETERINARIAN NEEDED TO JOIN

our team at Lac Ste. Anne Vet Services. Two rural small animal clinics, <40 min easy drive NW of Edmonton. Negotiable hours, weekends a possibility, can work something out to suit your lifestyle. High quality canine and feline medical, surgical and dental services in a relaxed paced rural setting. In house lab, digital rads including dental. Great RVTs, office manager and happy support staff. Owner covers after hours! Email for more details: Lsavet@xplornet.com.

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WE ARE GROWING! CREEKSIDE VETERINARY

Service is looking to add one or more DVMs to our team. We are a small town mixed animal practice that strives to foster strong client-patient relationships while maintaining a modern, high standard of care. Our team values an upbeat, low-stress, collaborative environment that allows all team members an opportunity to pursue individual strengths, interests and specialties. As a locally-owned and operated clinic we pride ourselves in our ability to sit down as an entire staff to make clinic decisions to best fit our goals, having flexibility in scheduling and making changes to whatever may need it in real time. While experience is an asset, new grads are certainly welcome to apply. Mentorship and collaboration are important components of our practice philosophy, ensuring success for all team members. Please give us a call - let us know what your ideal job would be, visit with us about why we are excited to go to work each day, and why we love living in this community. Clinic vision, amenities and compensation package can be discussed at the same time. Contact Luke at 306-661-7469 or office@creeksidevet.com.

DO YOU WANT THE OPPORTUNITY TO

practice high quality medicine in a modern, fully-equipped facility with an amazing support team, make up to 6 figures and still have lots of time off to enjoy life? Come and join us. We are looking for a mixed animal veterinarian to join our growing team in Dawson Creek, BC. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community based practice that values work life balance. Our clinic is a modern, progressive mixed animal practice. We have a very competent and enthusiastic team with 6 veterinarians and we are growing. The practice is 50% small animal, 50% large animal with a good mix of equine and cow calf. To learn more about our clinic, check out our website at www.dcvet.ca or find us on Facebook. If you are interested in this position, please contact our Human Resources Manager at: info@dcvet.ca.

COME AND JOIN OUR TEAM! AGRIFARM

Health Centre is a mobile large animal clinic located in Okotoks, AB. We are a well-established, spacious, easy going ambulatory clinic dedicated to providing exceptional client and patient care. We are looking for one or two licensed Veterinarians to join our practice. If you hate being stuck in the office all day and are an outgoing, reliable, enthusiastic and self motivated individual who would like to work mainly with Bovine and some Equine we would love to hear from you. We offer a competitive salary, and comprehensive health benefit plan, paid vacation, generous CE allowance, ABVMA dues, etc. NEW GRADS WELCOME! If this sounds like something you are looking for please forward your resume or CV to: jgodwin@agrifarm.ca.

POPLAR GROVE VETERINARY SERVICES IN

Innisfail, AB, is looking for a 3rd full-time mixed practice (or a SA veterinarian interested in LA practice) to join our team. Poplar Grove is a well-established clinic serving 60% SA/40% LA. We are looking for an associate who practices quality medicine, likes to have fun while doing it and enjoys a work/life balance. We offer a competitive salary, health benefits, CE allowance, shared paid on-call duties and encourage pursuit of personal interests in veterinary medicine. Any inquiries please send resumes to: pgvets@telus.net.

SIGNING BONUS AND RELOCATION

allowance for the right candidate! Dand Veterinary Clinics is looking to expand our team and hire a full-time Doctor of Veterinary Medicine (DVM). We have three charming locations in the Greater Victoria area; James Bay Vet, Cadboro Bay Vet and our newest addition Fernwood Vet Clinic! All our

clinics are well-equipped with modern equipment and up-to-date technology that is needed to provide top quality veterinary medicine. We also offer a supportive work environment, flexibility, excellent staff ratio and awesome clients! We care equally for the well-being of clients, their pets, and our staff and have a management structure that understands the complexity of a veterinary practice. The ideal candidate will need a combination of fantastic organizational and time management skills, coupled with a focus on detail and passion for excellence. We offer salaried positions (not production) based on performance with paid dues, uniform allowance and group health benefits. Please email your resume or CV in confidence to Nicole Gigian (Practice Manager, RVT) at: nicole@airdrieanimalclinic.ca.

LIVE THE LIFE YOU LOVE AND LOVE THE LIFE

you live! Stettler Veterinary Clinic (SVC) is excited to welcome two licensed Veterinarians to our busy, action oriented, mixed animal practice. You will be set for success in our fully-equipped facility and positioned where you work the best. Our established hospital values a high standard of care with endless opportunities for learning and development. SVC ensures associates receive above average compensation, production bonus, comprehensive benefits, and well above average paid time away from work starting at over five weeks. Put your feet in the right boots and join this excellent agricultural community. Please contact Mrs. Terra Heier and let Stettler Vet Clinic foster excellence in your career! Email: terra@stetvet.com, phone: 403-742-3338, fax: 403-742-1170.

RANCH DOCS IS A BUSY MIXED ANIMAL

practice in 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 weekends or evenings! On call rotates between all vets. Very competitive wage, benefits, paid dues and great CE package. Come join the team and live the dream! Email: robin.ranchdocs@gmail.com.

SOUTHPOINTE PET HOSPITAL IS A BUSY

small animal general practice with four veterinarians. We are equipped with a recently updated in-house laboratory, ultrasound and digital radiography including dental. We pride ourselves on our positive working environment, excellent teamwork, and low staff turnover. Our main focus is building strong client and patient relationships while providing a high standard of care. Our veterinary team has a diverse set of special interests including dentistry, dermatology and ophthalmology, and our cooperative approach elevates each colleague's standard of care. Southpointe has been serving SE Calgary for over 12 years, and has built an excellent reputation in the community. We are located on vibrant 130 Avenue SE, with plenty of dining and shopping options close at hand. 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.

WEST COAST ANIMAL VETERINARY

Emergency Specialty Hospital (WAVES) is a new independent emergency and multi-specialty hospital in Victoria, BC. WAVES offers 24/7 emergency services along side boarded specialists in critical care, surgery, internal medicine, interventional radiology/endoscopy and offer certified rehabilitation services. Previous ER experience, especially internship training, is an asset but mentorship will be provided. Shift work including nights, weekends and holidays will be required in order to offer 24/7 emergency coverage. Overall, the position offers

flexibility in scheduling and allows for ample time to spend with family or pursue hobbies. If you are looking to be part of an amazing team that provides compassionate patient and client care, exceptional medicine, with great benefits, please email us at: info@wavesvet.com.

YELLOWHEAD VETERINARY CLINIC IS

looking for a part-time or locum DVM to join our independently-owned, progressive small animal clinic, where quality & compassionate care is a priority. We are located in Stony Plain, AB, & offer medical & surgical services to our loyal clientele. Experience in exotic, alternative medicine & acupuncture welcome. We recognize the importance of maintaining a healthy work-life balance, mentorship & positive team dynamics. Furthering educational interests are encouraged & support offered through c/e allowance, paid ABVMA dues & in-clinic learning. Other benefits include advanced scheduling & four weeks holiday and clinic closure on all long weekends. Please email your CV to: yvclinic@telus.net.

YOU ARE SMART, FRIENDLY AND FUN! YOU

are looking for a career where you can balance work and play. You want to be a full-time associate Veterinarian on a growing, hardworking team with a great sense of humour. Congratulations... you have just found the ideal job for you! Park Pet Hospital and Northside Veterinary Clinic are located in sunny Lethbridge, AB, and we are looking for someone who is an energetic, confident, positive team player; and passionate about veterinary medicine. We are an established team, dedicated to providing high standards of care for clients and patients. Our progressive clinics have excellent support staff, which allows us to put an emphasis on preventive medicine and client education. You, our ideal candidate, will have compassionate client communication skills and have the desire to contribute to our team so we can provide a collaborative approach to patient and client care. We offer competitive wages and an amazing benefits package including extended health care, CE allowance, and paid dues. Relocation assistance is available. Please email your resume to: dmarshall@p3vetpartners.ca.

BOW RIVER VETERINARY CENTRE IS A LONG-

standing Canmore business that has worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic DVM to join our growing team. We are a fully-equipped hospital with an experienced support team of 14 and 4-DVMs! We are looking to add an associate DVM to our team! This is a great opportunity to join an established practice with a significant client base, where learning and development opportunities are endless. 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.

ARE YOU A SMALL ANIMAL DVM LOOKING

for a practice that supports your professional interests, and allows for you to practice high quality medicine while working in a fun team-oriented environment? Grand Valley Animal Clinic is looking for a full-time DVM to join us. We are currently undergoing a major renovation that will allow us to offer up-to-date treatment modalities such as ultrasound, chemotherapy, rehabilitation and advanced surgery. We support our DVMs by providing a CE allowance and making available to them the most up-to-date technology, including digital x-ray and digital dental xray, abdominal and cardiac ultrasound, endoscopy, orthopedics and CO2 laser. As the largest practice in the area, our shared workload gives you more time to enjoy life outside of work. We offer competitive compensation (guaranteed base salary plus commission), as well as after-

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hours compensation and a generous benefits package. Located in Brandon, our area offers both city and rural life and is within an hour of national and provincial parks. Contact: Dr. Jennifer Beckwith at 204-728-0033; or email: Jennifer@gvac.ca.

DAND VETERINARY CLINICS IS LOOKING TO expand our team and hire a full-time Doctor of Veterinary Medicine (DVM). Our clinics are well-equipped with modern equipment and up-to-date technology that is needed to provide top quality veterinary medicine. We also offer a supportive work environment, flexibility, excellent staff ratio and awesome clients! We care equally for the well-being of pets, clients and our staff and have a management structure that understands the complexity of a veterinary practice. The ideal candidate will need a combination of fantastic organizational and time management skills, coupled with a focus on detail and passion for excellence. We offer salaried positions (not production) based on performance with paid dues, uniform allowance and group health benefits. Signing bonus and relocation allowance for the right candidate! Please email your resume or CV in confidence to Nicole Gigian (Practice Manager, RVT) to: nicole@airdrieanimalclinic.ca.

BRINTNELL VETERINARY HOSPITAL IS looking for a small animal veterinarian to fill a part-time position (with full-time option negotiable). We utilize low-stress handling for our patients and strive for excellent medicine and client communication. Work/life balance is a priority as is having a positive and engaging working environment. Send your resume to: jocelyn.fredlund@brintnellvet.com.

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.

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.

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.

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.

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 and 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.

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.

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 or reach me on my cell 250-212-9138.

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@mactrailvet.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 and check out our FB page to see pics and more info about us.

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 or call Tammy at 403-995-3270.

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.

RVT REQUIRED

ROCKY RAPIDS VETERINARY SERVICE IS looking for a full-time RVT. We are a busy mixed practice located in Drayton Valley. We are looking for an enthusiastic individual who believes in providing high-quality customer service and animal care. We are a fun-loving team working in a well-equipped clinic. We offer competitive wages, paid dues, CE, lots of variety in a casual environment. Good people skills an asset. Drayton Valley is 130 km SW of Edmonton. Great community with all amenities and excellent recreational opportunities. Contact Dr. Wayne Thiessen or Dr. Sharon Oakey by phone: 780-542-2144, fax: 780-542-6772, or email: rocvet@telusplanet.net.

F/T RVT OPENING. SIGNING BONUS.

Business hours 7:30-5:30 M-F/8:30-3 Sat - means no evening shifts and no on-call support required, guaranteed 40 hours/week at above market wage with generous veterinary discounts, CE, uniform allowances

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and paid ABVMA dues. Busy 3-DVM small animal practice located in Red Deer, AB. Modern, fully-equipped facility with in-house IDEXX lab, digital dental x-rays and surgical laser. Please forward resumes to: linnell40@hotmail.com.

ALBANY VETERINARY CLINIC IN NORTH

Edmonton, is looking for a motivated, enthusiastic full-time RVT to provide great patient care and customer service. The appropriate candidate will possess excellent communication skills, and be able to work in a fast paced environment. We offer attractive wages, wonderful staff discounts, paid dues, health benefits, CE and scrub allowance. Please email your resume to: cecilia@albanyvet.ca.

DELANEY VETERINARY SERVICES IS LOOKING

for a RVT who is a dynamic team player. If you are that special person who thrives in a busy environment and is takes pride in your work then this is the practice for you! We are a full-service equine referral facility with 6 veterinarians. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care and much more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of clients and patients. Responsibilities include assisting with surgeries, monitoring anesthesia, appointments, emergencies, radiographs, ultrasounds, as well as daily treatments, general care and maintenance of horses in the clinic. Some emergency and after hours on call is required. We offer competitive wages and benefits, and offering a condensed workweek. If you are looking for an exciting, fulfilling career in equine veterinary medicine, please contact Shannon Matthews at 780-922-3647 or email management@delaneyvet.com. For further details about our clinic, please visit our website www.delaneyvet.com.

RVT REQUIRED AT VERMILION VETERINARY

Clinic. We are a diverse mixed practice with four veterinarians. The clinic is well-equipped and takes a special interest in nutrition, preventative medicine, small animal orthopedics, bovine reproduction and more. We offer a competitive salary with staff benefits including staff discounts, health plan, clothing allowance, paid association dues and CE allowance. Vermilion is a college town of about 5,000 people and is close to larger centers such as Lloydminster and Edmonton. New graduates are welcome to apply. Please email Dr. Tim Goodbrand at tdgdvm@hotmail.com, for more information or to submit a resume.

OXFORD ANIMAL HOSPITAL IS LOOKING FOR

their next super RVT to join the team. If you thrive in a fast paced environment and are comfortable juggling tech and clerical duties you may be our newest team member! The right personality is key! We offer competitive wages, group benefits and discounts on vet services. Contact: contact@oxfordanimalhospital.com.

DO YOU LOVE DENTISTRY (OR WANT TO

learn to love dentistry)? Alberta Veterinary Dentistry offers a unique opportunity to develop exceptional skills in a supportive and positive environment. We cater to committed clients who desire advanced dental care for their pets. Our compressed work week (Mon-Thurs) allows for 3-day weekends and our generous CE opportunities support and encourage the desire to learn. Two of our techs have achieved their VTS in Dentistry, so you will be working with some of the best and brightest! We promise that you will be utilizing all of your tech skills at Alberta Veterinary Dentistry. 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.

IF YOU'RE READY TO BE FULLY ENGAGED IN

a busy and fun practice that invests in the growth and development of its employees, we want to work with you! Bow Valley Livestock Health Ltd. is seeking a full-time registered veterinary technician to join our cattle veterinary team in Brooks, AB. We boast a strong team environment and encourage our RVTs to excel and perform to the best of their abilities. We work exclusively with cattle and focus mainly on cow-calf production, but also have growing dairy and feedlot work. We strive to provide quality individual animal medicine, as well as valuable herd level consulting, and are looking to expand in all aspects of our practice. For further inquiries, please contact Blake Balog at: blake@bvlh.ca or 403-362-0826.

CAMROSE ANIMAL CLINIC HAS A POSITION

opening for a RVT. Experience preferred but definitely will consider new graduates. Camrose is a pleasant city of approximately 20,000 people about 60 miles southeast of Edmonton. Please contact Dr. Richard Bibby at 780-608-9150 or email: bibby@camroseanimalclinic.ca.

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 2-vets, 3-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: Megan Rotor to: vets@stonyplainvetclinic.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, fax: 403-340-8418, or in person at 7644 Gaetz Ave., Red Deer, attention Ronnel Palmer.

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). To learn more about the practice and the people who work there, please visit www.abhs.ca.

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, attention Dr. Sylvia.

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, phone: 780-986-3913.

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 positive attitude. Please submit resumes by email to: rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave., Red Deer, attention Ronnel Palmer.

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 safe, quiet community 35 minutes from Calgary on the Cowboy Trail, bordering Kananaskis Country. Contact Dr. W.A. Steiger at 403-933-4397 or email: dvvet@telusplanet.net.

WESTBROOK VETERINARY CLINIC IS SEEKING

a full-time experienced or recently graduated RVT for our busy practice. We are a well-equipped hospital and offer high quality customer service and animal care. We provide all benefits including medical/dental, CE, uniform allowance, fees and dues as well as discounted veterinary care. Competitive salary based on experience. Please email your resume to: westjessie@telus.net.

FISH CREEK 24 HOUR PET HOSPITAL IS

looking for an emergency RVT to join our incredible team! We are a fully-equipped 28-doctor hospital with an amazing team of 100 support staff. We are committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. Our veterinary services are available both for our own clients as well as pet owners referred by other veterinarians for emergency or extended

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stay services. If you want to be part of a team that utilizes RVTs to their full potential, while providing great mentorship and ample room for personal and professional growth, then this opportunity is for you! We offer above average compensation, an intimate and exciting work environment and an excellent staff discount. Benefits include medical/dental, CE, uniform allowance and a generous pet discount. Please send your resume to Martin at: martin@vetstrategy.com.

RVT REQUIRED. REGISTERED VETERINARY

Technologist required for a maternity leave (with a possibility of permanent) in a busy 4-vet practice in Fort Saskatchewan, AB. We are located 20 minutes from Edmonton. Clinic is complete with an in house lab, digital radiology, ultrasound, digital dental radiology and computerized medical files. We offer competitive wages, health/dental benefits, CE allowance, pay professional dues. Experience is an asset. Please contact Lani or Monica at: fortvet@shaw.ca, 10408-100 Ave, Fort Saskatchewan, AB.

RIVERWOOD VETERINARY CLINIC IS LOOKING

to add a RVT to our team. We are a small animal clinic, located in High River, we pride ourselves in providing great patient care to our amazing clientele. We are a progressive clinic with digital radiology, digital dental radiology, class IV laser and a full in clinic IDEXX lab. Our ideal candidate has a positive attitude, great communication skills and exceptional client service. New grads welcome to apply. We offer competitive wages, paid dues, CE and scrub allowance, health benefits and staff discounts. Please email your resume to: vet@riverwoodvc.com.

WE HAVE A FANTASTIC OPPORTUNITY FOR A

dynamic RVT to join our team at Crossroads Animal Hospital! We are an established small animal practice in Medicine Hat that has been serving the community for over 9 years, providing multi-faceted services including orthopedic, ophthalmic, and dental surgery on top of ultrasound, emergency care as well as an in-house lab for specialized tests and blood work. Our hospital is fully-staffed with a dynamic and supportive staff! New grads are welcome to apply, as we have great mentorship opportunities. 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: barb@crossroadsanimalhospital.ca.

MCKNIGHT VETERINARY HOSPITAL IS

seeking experienced emergency Veterinary Technicians to join our rapidly growing hospital! Our RVTs will be provided with constant opportunities to learn, improve their skills and acquire monthly CE through the hospital in the form of lectures, laboratory exercises and rounds. Our goal is to constantly improve and promote a healthy working environment centered around high standards of medicine and persistent improvement. We offer health and dental benefits, coverage of annual fees and dues, a signing bonus as well as veterinary discounts! Please send your resume by email to: julie@mcknightveterinaryhospital.ca.

WE HAVE A UNIQUE RVT OPPORTUNITY AT

Fuller Animal Specialty Surgery, for someone looking to further develop their skills & knowledge in surgical work. Located at the Fish Creek 24 Hour Pet Hospital, the service is led by Dr. Mark Fuller, a board-certified small animal surgeon. We perform advanced orthopedic, soft tissue and oncologic procedures. Daily tasks range from client communication, preoperative diagnostics, anesthesia, assisting in surgery and postoperative care. Salary starts at \$24/hour and increases with experience. No overnight required. We offer CE, clothing allowance and excellent benefits. Send resume to: admin@fulleranimal.ca.

RVT REQUIRED. EDMONTON HUMANE

Society is looking for a certified Registered Veterinary Technologist. This position will provide exciting opportunities to work with alongside both internal and external members of the community while maintaining our vision of providing excellence in the advancement of animal welfare. The duties for this role involve; collecting samples and performing in-hospital laboratory tests, taking diagnostic radiographs, preparing and monitoring animals for surgery as required with a primary focus on high volume spay/neuter (including pediatric surgeries) and dentals (including dental prophylaxis). Assisting with humane euthanasia of unadoptable animals including sick, injured and aggressive. Providing support to a variety of clients including foster parents, volunteers and the public as needed. Please apply with cover letter and resume, including your salary expectation to: hr@edmontonhumaneociety.com.

LOOKING FOR A 5TH RVT TO JOIN OUR TEAM

at the Vegreville Veterinary Clinic in Vegreville, AB. We are a busy mixed animal practice fully-equipped with digital x-ray, lab equipment, etc. The right candidate should be friendly, enthusiastic, sociable and be able to manage time and work in a group setting as a team player. Contact: daralyn@vegvetclinic.ca. Website: www.vegvetclinic.ca.

VETERINARY MEDICAL CENTER OF EASTERN

Alberta is currently looking to expand its staff of RVTs. The ideal candidate should be willing to work along with 3-RVTs and 2-other veterinarians. The clinic houses all brand new, state-of-the-art equipment including surgical and therapeutic lasers, digital radiography, full in house lab and large animal ultrasound. Satellite clinic is located just south in Consort which has indoor livestock handling equipment. We provide a fun, comfortable atmosphere where you can use your skills! Please forward resumes to: vetmedcent@gmail.com, ATTN: Amanda.

WELL-ESTABLISHED ANIMAL HOSPITAL IN THE

southside of Edmonton is looking for a full-time RVT to join their team. Are you the perfect fit for our team? Can you provide a warm welcome and lasting impression when greeting our clients and their furry patients, taking the time and interest in the client and their concerns? Do you pride yourself on compassionate nature that is genuinely interested in their pet's well-being? If you have a compassionate ear, comfortable with taking patient's history, surgery & anesthesia monitoring, dental cleaning and offering the best possible client service, you may be our newest team member! Previous experience and good skills are preferred, but the right personality is the key! We offer very competitive wages, group benefits and excellent employee discount. Please send your resume to: vetcancorp@gmail.com.

MACTAGGART VETERINARY CLINIC IS

looking to hire a RVT to join our Saturday rotation schedule, two Saturdays per month from 9 am - 1:15 pm. We are a family-owned, single-veterinarian practice that focuses on excellent customer service and superior client care. The ideal candidate will have a minimum of one year experience, is passionate about animal and client care, has excellent communication skills, and loves being part of an awesome team like ours. Please send your cover letter and resume to: jlandalsmacvet@outlook.com.

BURWASH EQUINE IS EXPANDING & 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. Complete job description can be provided - contact us for details!! Email: crystal.lee@burwashequine.ca.

SA CLINIC IN MEDICINE HAT, AB, IS LOOKING

for an enthusiastic RVT to join our team. We house high-end equipment plus have a physical rehabilitation area with an underwater treadmill. We pride ourselves in providing high-quality care to our patients in a team environment. Staff are also encouraged to pursue their areas of interest. We offer full benefits, CE allocations, health spending incentives and staff discounts. New graduates encouraged to apply. Email your resume to: tammy.duggan@cypressviewvet.ca.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT and receptionist to join our team of 2-vets, 3-RVTs and 1-receptionist. We are looking for people that are great team players, dependable and good at multitasking. We are equipped with digital and dental x-ray, Abaxis lab equipment and AVImark software. We offer competitive wages, health and dental benefits, staff discounts, paid dues, CE, scrub allowance and monthly goal-based bonuses. If you think you would make a great addition to our team, please send resumes ATTN: Emily at: eb-buettner@hotmail.com.

CLARESHOLM VETERINARY SERVICES AND

Country Vets Ltd are looking for an RVT to join each practice. We are two very busy mixed animal practices located in southern Alberta. One practice in Claresholm, the other in Pincher Creek. We pride ourselves in exceptional patient care and are pleased to offer: in house laboratory, dental card, digital radiographs - dental, small and large animal, CO2 laser, therapeutic laser and Cornerstone practice management software. We offer competitive wages, uniform allowance, dental and health benefits, CE, paid dues, staff discounts and a fun team environment! Email resume to: reception@claresholmvet.ca or countryvetstld@gmail.com.

THE PET HOSPITAL (A DIVISION OF LEDUC

Veterinary Hospital) requires a full-time RVT to join our team. This position is to cover a maternity leave starting the middle of October with the possibility of transferring into permanent employment. The successful candidate will be enthusiastic and outgoing with a strong work ethic and excellent client and team skills. New grads are welcome. We are a privately-owned, well-established and fully-equipped modern companion animal practice located 10 minutes south of Edmonton, in Leduc, where we have recently moved into a new facility. We offer a competitive remuneration package which includes uniform allowance, health/dental benefits, health spending account, CE allowance, paid professional dues, pet insurance/pet health spending account and staff discounts. Please send resume and cover letter to: drs327@hotmail.com.

COR VETERINARY SERVICES IS SEEKING A

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

WE ARE SEEKING A FULL-TIME RVT TO JOIN

our passionate team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB. Our practice consists of 80% small

Classified Ads

animal and 20% large animal ambulatory services. We have an experienced staff, in-house lab, digital xray and digital dental xray. We offer competitive wage, RVT dues, uniform allowance, paid CE and health spending. Please send resumes to: mike.devries@trimunicipalvet.com.

WAVES IS LOCATED IN THE HEART OF THE West Shore, approximately 20 minutes from downtown Victoria, BC. If you love the outdoors, and are looking for year-round recreation opportunities with a flexible schedule, then this is the place for you! Our mission at WAVES is to provide exceptional specialty veterinary care. We strive to provide pet owners and primary veterinarians access to exceptional medicine with dedicated doctors and support staff in a warm, family environment. We are seeking individuals who are interested in helping create a locally-owned and run veterinary hospital that will provide both exceptional care and a fun, warm family work environment that serves our community. TO APPLY: please email your CV and with a brief introduction that helps us get a sense of why you want to work with WAVES, how you think and what you care about, to: info@wavesvet.com.

ARE YOU LOOKING FOR A CAREER IN A FAST- paced, high tech, fun work environment? Foothills Animal Hospital is hiring a full-time RVT to join their team, 15 minutes south of Calgary. Find MORE DETAILS about this position at: <http://www.foothillsanimalhospital.ca/career-opportunities>. Email: exec@foothillsanimalhospital.ca.

YOU ARE SMART, FRIENDLY AND FUN! YOU are looking for a career where you can balance work and play. You want to be a full time technologist on a growing, hardworking team with a great sense of humour. Congratulations... you have just found the ideal job for you! Park Pet Hospital and Northside Veterinary Clinic are located in sunny Lethbridge, AB, and we are looking for someone who is an energetic, confident, positive team player; and passionate about veterinary medicine. We are an established team, dedicated to providing high standards of care for clients and patients. Our progressive clinics have excellent support staff, which allows us to put an emphasis on preventive medicine and client education. You, our ideal candidate, will have confidence in your technical and anesthesia skills, have compassionate client communication skills and have the desire to contribute to our team so we can provide a collaborative approach to patient and client care. We offer competitive wages and an amazing benefits package including extended health care, CE allowance, and paid dues. Please email your resume to: dmarshall@p3vetpartners.ca.

ARE YOU LOOKING FOR A GREAT TEAM TO call your own? Are you looking for a practice who takes pride in quality medicine and delivering a superior experience for both clients and pets? Are you looking for a place that values your ideas, input and personal development? We are looking for a full-time, energetic and enthusiastic RVT to join us at Grande Prairie Animal Hospital! We are looking for somebody who loves veterinary medicine and enjoys being part of a fun, hard-working team. We are a 4-DVM, well-equipped, AAHA-accredited companion animal hospital in Grande Prairie, AB. Grande Prairie is a vibrant community of over 63,000 that offers a regional College, a regional Hospital, the Eastlink Centre multi-sport facility within the city limits and quick access for outdoor enthusiasts to pursue their activities. The city is the hub of the Alberta and BC Peace Region and is just a five-hour drive from Edmonton. We offer a competitive compensation package including paid medical and dental benefits, CE and professional dues. If you think we sound like a great place for you, then we cannot wait to hear from you! Please submit your resume to: dmarshall@p3vetpartners.ca.

LOOKING FOR A PART-TIME LICENSED RVT for Tuesdays, Thursdays and some Saturdays for a mat leave coverage with possible opportunity for permanent position. Competitive salary, benefits, CE allowance and scrub allowance. Must be experienced and independent. Email resume to: email@calgaryspayandneuter.ca.

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

ELLERSLIE PET HOSPITAL REQUIRES A FULL- time or part-time RVT to join a team of 6-RVTs and 3+ veterinarians. We are looking for a motivated individual who wants to further her/his career. We are a client-centered practice so good interpersonal skills are a requirement. We offer many perks including competitive wages, incentive bonuses, full group benefits, CE, ABVMA dues and a great team to work with. Please forward your resume to: doug@ellersliepet.ca.

HIGHLANDS PET HOSPITAL IS SEEKING A RVT to join our team to cover a 13-month maternity leave, with a possibility of extension. We are a well-established companion animal practice with a loyal and growing client base, located in the busy west side of Lethbridge. Our close knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, uniform allowance and veterinary discounts. No weekends or call required. Contact Kristen Gibson at: highlandspethospital@hotmail.com.

SANGUDO VETERINARY CLINIC IS A FAST- paced mixed animal practice located on Highway 43 with access to larger centers. We seek a high energy, reliable and motivated team player to work in our community-oriented environment where no day is ever the same. You'll have the opportunity to utilize all of your skills with large and small animals using our full range of in-house equipment. We may be small, but we are mighty! And our clients appreciate and acknowledge our personal, client-focused communication. To our successful new team member we offer paid ABVMA/ABVTA dues, CE and scrub allowance and Blue Cross benefits. Join our passionate and fun-loving staff of one veterinarian and two RVTs for a rural experience like no other! Salary to commensurate with experience and moving allowance may be available. Please email your resume to: sangudovet@telus.net.

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.

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.

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.

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, website: www.highviewanimalclinic.com.

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.

OTHER EMPLOYMENT

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

TAMARACK VETERINARY CLINIC IS LOOKING for a FT/PT kennel assistant. This person could be a VMA or VMA student, an RVT student, a university student looking for experience in order for application to a veterinary college, or someone with experience in the field. We are a proudly fear free clinic that practices gold standard medicine. Our patients are our extended family and it shows. We are looking for a mature, hardworking individual who is caring and has a cheerful disposition. Salary to commensurate with experience. Please feel free to check out our Facebook page or our practice website: www.tamarackvet.com. Send resumes to our practice administrator Amy Smith at: asmith.admin@tamarackvet.com.

Classified Ads

MILLWOODS EAST VETERINARY CLINIC IS

seeking a part-time Receptionist to work in a dynamic, fast-paced clinic in southeast Edmonton. The successful candidate will be an enthusiastic team player with a strong work ethic and the ability to manage their time efficiently. Most importantly, this individual must be client-oriented, friendly, outgoing and willing to contribute to a team. We offer competitive wages, uniforms, CE allowance and a great working environment. Please forward cover letter and resume to: millwoodseastvet@shaw.ca.

RESPONSIBILITIES: PROVIDE SUPPORT TO THE

Animal Health Technology program, the School of Agricultural Sciences, the students and faculty. Assisting in and clean-up of labs, ordering supplies, maintenance of laboratory facilities and equipment and assisting in the pharmacy for the animal units. To support faculty and students with Student-Led Clinic objectives. Job Requirements: Diploma in Animal Health Technology combined with three years of experience in a related field. Excellent organization and time management skills, and the ability to work independently and within a team setting. The successful candidate must be a Registered Veterinary Technologist (RVT) in Alberta and be in good standing with the ABVMA. Additional Information: these are two (2) full-time Temporary AUPE appointments commencing on Aug. 19, 2019 and ending on June 12, 2020 at the Vermilion campus. Competition will remain open until Aug. 9, 2019. All resumes are to be submitted electronically on our website: www.lakelandcollege.ca. For further information, please contact Tracy Quinton, Chair by email at: tracy.quinton@lakelandcollege.ca.

ALBERTA VETERINARY CENTER (RED DEER) IS

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

PRACTICE FOR SALE

SMALL ANIMAL CLINIC SOUTH OF CALGARY

for sale. Progressive, modern, busy, growing, fully-equipped (lab, x-ray, U/S, surgical suite, 3 exam rooms), day clinic supporting 1 full-time veterinarian 5.5 days per week. Fabulous staff and clients. Practice fairly priced with all financials and independent valuation available. Contact: melac79@gmail.com.

PROGRESSIVE AND FULLY-EQUIPPED

companion animal practice (including digital radiology, new dental radiology and in-house laboratory) is available in the vibrant city with all of the amenities near Edmonton, AB. Practice has spacious, well designed and bright facilities with modern interior finishings. This 1-doctor, \$450K revenue veterinary practice offers great work/life balance (currently most emergency cases are referred to Edmonton). Owner is looking to retire and the practice is reasonably priced (supported by independent valuation). Please contact vetpracticesalesbc@gmail.com for more information.

MNP LTD., IN ITS CAPACITY AS RECEIVER

over each of: 1) Edmonton South Animal Hospital Ltd., 2) Lakeview Animal Hospital Ltd. and 3) Cumberland Veterinary Services Ltd. (dba Terra Losa Animal Hospital), is soliciting offers to purchase three veterinary clinics in the Edmonton, AB area. The clinics are for sale either as a group or individually. For further information please contact: karen.aylward@mnp.ca.

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.

PRACTICE WANTED

ROHIT COMMERCIAL IS LOOKING

specifically for a veterinarian clinic for our brand new and highly sought-after Orchards Gate retail building. We have a only a few retail bays left available in this location. Orchards Gate is right at the entrance of the prosperous Summerside and The Orchards south Edmonton neighborhoods. These two neighborhoods have seen the City of Edmonton's largest population growth over the past five years, with over 15,000 people calling them home and an average household income of over \$127,000, and is easily accessible to the Anthony Henday, QEII Highway, and Nisku Spine Road. Lease rates, Tenant Improvement Allowances, and other deal items are negotiable. Please call Kira at 780-441-9412 for more information. Email: kira.bocian@rohitgroup.com. Website: <https://www.rohitgroup.com/companies/commercial/our-properties/orchards-gate/>.

CBRE IS A COMMERCIAL REAL ESTATE

company responsible for leasing quality retail developments in Calgary and surrounding communities. They are actively looking for new vet clinics to locate in their developments in Carrington, Sage, Sky Pointe, Aspen, Quarry Park, Cochrane, Airdrie & others. Contact: cory.miles@cbre.com or 403-750-0523.

EQUIPMENT FOR SALE/ WANTED

EQUINE STOCK, UC DAVIS DESIGN, \$4,500,

Older Picker portable x-ray unit excellent condition, certified \$2,000, Equine X-ray foot positioner, \$100. Colorado style AV \$250, SS vaginal speculum \$50. Open to offers. Call for pictures, info. 780-586-2509 or email: emiciak@yahoo.ca.

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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



The ABVMA Member Assistance Program launched March 1, 2018.

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

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

COACHING | COUNSELLING | CONFIDENTIAL | SUPPORT

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

