



Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JANUARY-FEBRUARY 2020

Glamorgan Animal Clinic





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Editor's Notebook

A new year is upon us, and we look forward to the appearance of different challenges. In 2019, the ABVMA:

- introduced resolutions to strengthen the animal welfare of all animals within the province;
- began looking at new ownership models for veterinary practices;
- made great strides in improving our relationships with the provincial government;
- explored new ways of maintaining a strong relationship with our national organization, CVMA;
- continued to work on the smooth transition of all antimicrobials being on the Prescription Drug List;
- addressed the veterinary professional shortage in Alberta, and worked towards solutions;
- delivered the largest and arguably the best CanWest Veterinary Conference in its history; and
- cultured positive relations with the other provinces, as well as national and international relations.

In 2020, we have the following to look forward to:

- strategic planning to set the course of the profession for the next several years;
- One Health Antimicrobial Stewardship Conference to be held in Edmonton, hosted by the ABVMA;
- continuing to work on the abolishment of the VPA amendments in Bill 31;
- finding new ways of attracting veterinary professionals to Alberta;
- encouraging veterinary education in Alberta;
- encouraging employment of veterinary professionals in rural Alberta;
- completing our discussions regarding ownership of veterinary practices;
- Provincial Town Hall meetings for Council and staff to meet with the members to hear their concerns; and
- an even bigger and better CanWest.

Understandably, there are numerous other initiatives not identified in these lists. The ABVMA is working tirelessly to maintain this association as one of the best in the country. Our legislated mandate is protection of the public, but our professional responsibility is to support veterinary professionals in order to maintain a healthy and vibrant group of members able to deliver high quality veterinary service to the people of Alberta. Here is hoping that 2020 will be another great year for the ABVMA.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



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

PRODUCTION

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

ADVERTISING

Display Advertising – Sarah Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

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

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

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

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Canadian Publication Mail Agreement
40014637

President's Report



Lisa Lomsnes, DVM

President, Alberta Veterinary Medical Association

TROUBLED TIMES DON'T LAST BUT TOUGH PEOPLE DO

The veterinary medical profession is facing many obstacles and concerns in these tough economic times in Alberta. The profession has been under attack by the previous government regarding Bill 31 and the reduction of four million dollars from veterinary education. This means less money to veterinary programs, resulting in no increase in the number of veterinarians graduating. The current government is listening to the concerns that the ABVMA is facing, but are operating in a challenging economic climate. The ABVMA understands that many veterinary hospitals are facing financial difficulties, staffing issues and mental wellness concerns. All of these factors are related to the workplace shortage of veterinarians and registered veterinary technologists (RVTs). This is not a new problem, but it has now become a crisis for the profession. The ABVMA has spent significant time with the government to ensure that the voice of the profession in Alberta is heard. Numerous meetings with various ministers have been held due to the ongoing efforts of the ABVMA's government advocate. The Government of Alberta has made

it explicitly clear that it does not have additional money for veterinary education. The government is expecting post-secondary education institutions to take a close look at their operation procedures and ensure management is using their current funding in the most efficient way. This task is up to the universities.

So what do we do now?

- To tackle the shortage of veterinarians in Alberta, the association has spoken with the Minister of Labour and Immigration to evaluate how to expedite licensure for foreign-trained grads from accredited schools into Alberta. We have also brought to their attention that the slow processing of international work visas is interfering with the quick admission of veterinarians.
- Recent workforce surveys performed in provinces like British Columbia and other regions such as European countries show that veterinary shortage is also a big issue in those places. Enticing international veterinarians to come to Alberta when there is a shortage in many regions like North America and Europe further complicates the situation. However, the ABVMA does provide options for international veterinarians to enter Alberta and start working quickly even if it is just for a limited time or limited to certain species.
- The removal of government funding to WCVM has limited Alberta with the number of veterinarians they can now graduate.
- Support UCVM for more seats. Regardless of the government's stance of no further funding to veterinary education, the ABVMA is continuously advocating for the need to increase seats at UCVM.
- Other aspects that need to be addressed are the shortage of RVTs. Several of the animal health technology (AHT) colleges have implemented changes to increase the number of students graduating, thus decreasing the shortage of RVTs immediately and for the future. I am very proud of the AHT colleges that have taken a proactive approach in this concern.
- The ABVMA and the ABVTA understand how important RVTs are to veterinary practices. We are working together to educate practice owners on the fact that fully utilizing the skills and knowledge of RVTs will dramatically help the functionality and revenue of the veterinary hospital. The recent Ontario Association of Veterinary Technicians survey indicated that each additional RVT could increase gross revenue per vet by over \$78,000. Using RVTs to their full capabilities will allow the veterinarian to be more efficient and decrease their workload.
- On-call services. Veterinarians are putting in long hours just to get jobs done during the day and then they often face on-call services at night. This has taken a toll on the mental well-being of the veterinarians and RVTs. Sharing call among neighbouring veterinary hospitals can be an answer to this situation. I understand that this is not always possible with long distances between some veterinary hospitals, however a majority of veterinary hospitals can accomplish this. The two concerns that I have heard regarding sharing call is clients will be upset and/or the other veterinary hospital might "steal" their clients. To eliminate these concerns, practices should work together to establish guidelines between the veterinary hospitals involved and a simple email to your clients explaining why you are sharing call is all you need to do. The welfare of your staff and yourself is the utmost importance.

As President of the ABVMA, I would like to reassure you that Council and staff are fully aware of these issues and have heard your concerns. We have not taken the issues lightly and the ABVMA is working hard for you. Veterinarians and RVTs are strong and resilient individuals who are passionate about making a positive impact in the profession of veterinary medicine. Inevitably, we will be faced with tough times, but the power of working together will allow us to overcome these obstacles and prepare us for the future.

Registrar's Report

WHAT IS THE CRISIS IN YOUR PROFESSION?

We have the crisis of a shortage of veterinary professionals in Alberta. We see this daily in classified ads on the ABVMA website and in the *Members' Magazine* looking for veterinary professionals for all types of practice. Unfortunately, this crisis is not restricted to Alberta or western Canada, but appears to be a global shortage. The ABVMA has been in contact with the Alberta government to explore ways to speed the process for foreign educated veterinary professionals to immigrate to Alberta. As hard as we try, however, the countries of origin of these professionals are trying to keep them where they are. We may attract a few, but we need other solutions to this problem.

Through the urging of the ABVMA, the technical schools have almost doubled their output of technologists in the province per year. Currently, the registered veterinary technologists are at a 1:1 ratio with the veterinarians. Experts suggest that we should have a 2:1 ratio for clinics to operate at maximum efficiency. In order to achieve this we need to continue to graduate more technologists as well as increase the retention of technologists within the profession, as many leave the profession within five years of graduation. There are two key factors to make this happen:

1. increased job satisfaction through utilization of their skills
2. increased compensation

We should also put efforts toward attracting back into the profession both veterinarians and technologists who have prematurely left.

The ABVMA has also been in conversation with UCVM and the provincial government to look at ways of increasing the number of veterinarian graduates from UCVM. We know that in September of 2020 there will be twenty additional students attending UCVM, but we also know that concurrently we are losing these twenty seats at WCVM. The Government of Alberta has stated definitively that there is no more money for post-secondary education at this time. It will be up to the U of C to find the funds within their budget for increased capacity at UCVM. Alternatively, there may be a way of increasing funding for veterinary education through increased tuition.

WCVM states that there was strong support for purchased seats at WCVM from western Canadian applicants. Perhaps the same could be true for UCVM. However we achieve this goal, we need more veterinarians in Alberta.

Another focus of the veterinary professional shortage has been to connect with the rural Alberta municipalities. We know that a rural community cannot flourish without a veterinary practice, much like it cannot thrive without a doctor, dentist, lawyer and teachers. We have been making the rural municipalities aware of this fact through meetings, and encouraging them to be open and accepting to new practitioners in their region. We have informed them that most practitioners come to a new community with a spouse and family. The spouse may require a job in their chosen profession, and the family will need schools and services to meet their needs.

The solution to the crisis we are facing will have many components. It will not occur in the short term without concentrated efforts by the profession. ABVMA Council and staff continue to work on this issue daily.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

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 Kwanten, 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 Arbo, Dr. Lisa Lomsnes, Dr. Kim Romanufa, Ms. Darcie Steffler
Missing from photo: Dr. Douglas Freeman

Oct. 18-19, 2019

ABVMA COUNCIL MET PRIOR TO THE
CanWest Veterinary Conference in Banff on Oct. 18 and 19, 2019.

The following are highlights of the meeting. We encourage all members to provide comments and questions back to Council. Council minutes will be posted on the member portal, in their entirety, once they have been approved at the next meeting.

Proposed ABVMA Bylaw Amendments
Council approved a resolution, in principle, regarding CVMA membership in Alberta. The proposed amendment suggested an organizational membership for Alberta with individual members being allowed to rescind their individual membership in the CVMA.

Telemedicine Policy
Council approved an ABVMA Telemedicine Policy. The approved policy will be posted on the ABVMA member portal and the new policy promoted with members.

PIPS Bylaw
Council approved a PIPS Bylaw version for electronic vote by the membership in accordance with section 6.3 of the ABVMA

Bylaws. The PIPS Bylaw does not include a proposed service category for wildlife rehabilitation facilities. Council directed that the proposed service category be referred back to the Wildlife and Ecosystem Health Committee for further development as a separate policy.

Member Resolution 19-01 Task Force
The Chair of the Task Force will be meeting with legal counsel to discuss the matter of veterinary technologists owning the majority of shares in a corporation that is a permit holder, especially as it relates to the scope of practice, which is provided to permit holders.

Business Management and Sustainability Task Force
Council received a presentation from Mr. Brent Lloyd and Mr. Stefan Horsky. Dr. Greg Andrews was unable to attend but has also been involved in discussions with Mr. Lloyd, Mr. Horsky and Dr. Darrell Dalton as part of a Business Think Tank approved by Council in 2018. Council approved a Business Management and Sustainability Task Force to address issues such as veterinary professional shortages and compensation; promotion

of the veterinary profession; new graduate mentorship; and student debt loads. The first activity of the Task Force is to draft a Terms of Reference for the Task Force for Council approval.

Homewood Health Member Assistance Program

Council reviewed the quarterly usage report from Homewood Health. Council discussed how to increase usage of the program including reassuring members of the confidentiality of the services. Council recommended developing and circulating an updated promotional poster.

Strategic Planning Report

Council is supportive of Town Hall meetings proposed for the spring of 2020 to engage members and facilitate discussions on a variety of topics. A webinar version is recommended as well.



2020 ABVMA LEADERSHIP WEEKEND

Feb. 28-March 1, 2020

Delta Hotels by Marriott Edmonton South Conference Centre
4404 Gateway Blvd NW, Edmonton, AB
Phone: 780-434-6415

Member Recognition Banquet

Saturday, Feb. 29, 2020 | Top of the Inn, 11th Floor

5:30-6:30 p.m.: Cocktails

6:30-11 p.m.: Dinner and Awards

You are invited to celebrate with your colleagues as they are recognized for the following awards:

Veterinarian of the Year: Dr. Robert Coppock

Young Veterinarian of the Year: Dr. Kathleen Long

ABVMA Technologist of the Year: Angela Lock, RVT

Communications: Dr. Marie Holowaychuk

Outstanding Mentor Individual: Dr. Fiona Goulding

ABVTA Appreciation: Amanda Barker, RVT

ABVTA Meritorious Service: Katherine Simon, RVT

Lucille Landals Emerging Leader: Brittany Baldock, RVT

ABVMA and ABVTA 35- & 50-Year Service

ABVMA Committee & Council Appreciation

Tickets are complimentary to ABVMA members that attend the AGM. All others are \$70.00 plus GST.

Pre-registration is required. Deadline to purchase is Feb. 7, 2020. Tickets are not available at the door.

Annual General Meeting

Sunday, March 1, 2020 | Empire Ballroom, Hotel

8 a.m.: Breakfast, 9 a.m.: Meeting

The AGM is open to ABVMA members and invited guests only.

Formal sign-in process is in place. Pre-registration is recommended.

Accommodations

Members at large attending the Recognition Banquet and/or AGM are responsible for their own accommodations. To reserve your room, please contact the **Delta Hotels by Marriott Edmonton** at

780-434-6415 and indicate the group room block: **2020 ABVMA Leadership Weekend**, or visit:

<https://www.marriott.com/event-reservations/reservation-link.mi?id=1573758469287&key=GRP&app=resvlink>.

Standard rooms are \$145/night, Deluxe rooms are \$175/night (plus applicable taxes).

Deadline to reserve using the reduced group rate is Jan. 26, 2020.

Committee members: please use the Leadership Group Registration Form emailed to you.

Do **not** contact the hotel directly to book your guest room.

SEND COMPLETED REGISTRATION FORM (ON YOUR ABVMA MEMBER PORTAL HOME PAGE) TO

Email: mandi.duggan@abvma.ca, Fax: 780-484-8311, Phone: 780-489-5007, ext. 222

Complaints Director's Report



Phil Buote, DVM

Complaints Director and Deputy Registrar, Alberta Veterinary Medical Association

COMPLAINT CASE #19-24 — RESOLVED

The Complaints Director's Report normally publishes cases where the Hearing Tribunal has made a finding of unprofessional conduct and orders for sanctions.

Publication is considered a sanction, intended to satisfy the objective of general deterrence of the membership from engaging in similar activity that has been determined to be unprofessional conduct.

This report is different in that describes the particulars of a case, not as a sanction of the Hearing Tribunal, but as a condition of the resolution of a formal complaint in accordance with section 28(2)(b) of the *Veterinary Profession Act* (VPA):

Acting on a complaint

28(1) Within 30 days of being given a complaint, the Complaints Director must give notice to the complainant of the action taken with respect to it.

(2) *The Complaints Director*

...
(b) may, with the consent of the complainant and investigated person, attempt to resolve the complaint;

BACKGROUND

A formal letter of complaint was received about the conduct of a veterinarian that made a social media post related to a mare owned by the complainant.

Upon receipt of the letter, the Complaints Director contacted the complainant by telephone. The conversation included details about the complainant's concerns, a description of the ABVMA complaint process of investigation and committee review and discussion about the possibility of resolving her concerns through communication with the veterinarian.

The complainant was not agreeable to working on a resolution directly with the veterinarian at that time.

An investigator was appointed. The investigator conducted separate in-person interviews with both the complainant and the investigated member. Through the course of the interviews, the complainant expressed a desire to resolve the complaint outside of formal process. The investigated member also agreed to work towards a resolution.

The Complaints Director once again contacted the complainant, who expressed that her main interest in pursuing this resolution is that this be a learning opportunity to educate the veterinarian and the general membership about the risks of engaging on social media.

It was suggested and agreed by the complainant and investigated member that an article publishing the details of the case without identifying information would be an acceptable. The Complaints Director agreed that this is an acceptable resolution to the complaint that protects the public interest.

COMPLAINT

The complainant had leased a mare out to be bred. The veterinarian was providing reproductive services to the lessee of the mare.

The mare was successfully bred and confirmed in foal at 30 days. During a subsequent rectal palpation and ultrasound examination to confirm pregnancy, the mare jumped suddenly and injured the veterinarian's arm. The veterinarian's initial

acute pain resolved over the course of several days and no medical treatment was sought.

The mare maintained the pregnancy and delivered a healthy foal the next spring.

Shortly after the birth of the foal, the lessee made a social media post about the foal. The veterinarian was engaged on the same social media platform and noticed the post with the picture of the foal from that mare. He responded to the post.

Veterinarian: "This was the mare almost broke my arm last year when I did the ultrasound in your place???"

Lessee: "[Veterinarian's name] yes lol [complainant's first name] mare"

Veterinarian: "Ok, great, at least she had a beautiful colt"

The complainant who was the owner of the mare also saw the posts and made the following post:

Complainant: "This is the first time I heard anything about her almost breaking someone's arm."

Lessee: "[Complainant's first name] she pushed against the wall or stepped forward while he was confirming her in foal. I can't remember, lol I think [veterinarian's first name] is exaggerating a bit lol.

The complainant undertook private communication with the lessee, claiming the conduct of the veterinarian was unprofessional. The lessee was of the opinion that the veterinarian exaggerated. She deleted the comment made by the veterinarian from the social media post.

Despite the post being deleted, the complainant took exception to the claim that the mare had injured the veterinarian. A letter of complaint was submitted to the ABVMA, which claimed that:

- The veterinarian did not contact her, the owner of the mare, about the incident with her mare;
- The veterinarian embellished the incident;
- The veterinarian slandered the complainant and his action decreased the value of her horses;
- The veterinarian had an obligation to confidentiality and did not have her consent to release information; and

Complaints Director's Report

- “His conduct was unprofessional, he breached confidentiality and slandered my name on a public forum.”

The veterinarian provided a letter in response to the complaint that set out:

- The veterinarian did not mention the name of the horse or the name of the owner in his posts;
- The complainant was not his client and in fact did not know that the mare was not owned by the lessee;
- His post was an acknowledgement of a shared experience between the lessee of the mare and the veterinarian;
- The comment was an innocuous response to the photo of the colt posted online and was in no way defamatory;
- It was the lessee who went on to identify the mare and the complainant in the post; and
- There was nothing in the post that identified the complainant until she commented.

COMMENT

It is apparent that the complainant was not the client with whom the veterinarian had established the relationship to provide care. The VPA provides that any person may complain:

Complaints

27(1) A person may complain to the Complaints Director in writing about the conduct of a registered member, permit holder or student, and the complaint shall be dealt with in accordance with this Part and the regulations

The VPA does not limit that complaints may only be submitted by clients. In this respect, members have accountability to the public in general.

Members will have differing opinions about the conduct of this member, the aggravating and mitigating circumstances and whether the case would have met the threshold to support an allegation of unprofessional conduct.

Members may take the position that the claims made by the complainant have little merit, that the veterinarian had no obligation to contact the owner to disclose the incident or get informed consent and that there is no evidence that the veterinarian’s actions decreased the value of the complainant’s horses.

However, the mere receipt of a letter of complaint will place certain obligations on the investigated member and the process can be stressful. Further, it must be noted that members have a professional responsibility to maintain client confidentiality. From the Veterinary Profession General Regulation:

Duties

16.1 Every registered veterinarian, registered veterinary technologist, permit holder, student and other member of the Association

...

(f) is duty-bound to hold in strict confidence all information acquired in the course of professional relationships with clients, and should not divulge that information unless

(i) expressly or implicitly authorized by the client or required to do so by law, or

(ii) it is information respecting inhumane or negligent treatment of an animal, in which case the registered veterinarian, registered veterinary technologist, permit holder or student may report the information to a peace officer as defined in the Animal Protection Act

Notwithstanding the above, a determination of the conduct of the veterinarian relative to the duty to maintain confidentiality based on the information available herein is not possible. The process of investigation and review of the investigator’s report by the Complaint Review Committee is required to determine if such conduct could reach the threshold of unprofessional conduct. If so, a

hearing is then required on the evidence for the Hearing Tribunal to arrive at a decision if the conduct is unprofessional conduct and any arising sanction.

In this case, the parties were agreeable to a resolution to inform members about the risks of engaging on social media. The Complaints Director agreed with the parties that this resolution is appropriate.

In any complaint case where the conduct of a member is considered to fall below the acceptable professional standard, the main objectives are protection of the public, rehabilitation, deterrence, protection of the integrity of the profession and fairness.

The veterinarian involved has acknowledged the risks associated with engaging on social media and has stated that he will refrain from this type of engagement in the future. In this respect, the obligation of rehabilitation has been satisfied.

The intent is that this article serves as general deterrence for members to carefully consider engaging on social media platforms, either on personal sites or on a practice’s social media platform.

SOCIAL MEDIA

The report of this case aligns with the article “Social Media and Veterinary Practices in the Digital Age,” pages 16-17 in this issue of the ABVMA Members’ Magazine. This complaint case report is one example of the risk associated with social media referred to in the conclusion of that article:

Having a social media presence can be great for your brand and it can help give you a competitive advantage in the marketplace, but none of it is without risk.

In this complaint case, the result of the social media “misstep” was a complaint to the ABVMA; other social media engagement may result in a full-on crisis and backlash towards the member or practice. The 2020 March/April ABVMA Members’ Magazine article will look more closely at risks involved with social media, social media crises and how to deal with them.

Membership Matters

COUNCIL APPROVED THE FOLLOWING AT THE OCTOBER AND NOVEMBER 2019 COUNCIL MEETINGS:

Veterinarians

Transfer Non-Practicing to General Practice

Dr. Amritpal Hans, #2526	Oct. 15, 2019
Dr. Megan Johnsen, #3264	Oct. 24, 2019
Dr. Carol Black, #2144	Nov. 1, 2019
Dr. Laurent Jacod, #2261	Nov. 2, 2019

Transfer General Practice to Non-Practicing

Dr. David Seefeldt, #1681	Nov. 1, 2019
Dr. Heather Fenton, #2487	Jan. 1, 2020

Transfer Time Limited to Non-Practicing

Dr. Ileana Wenger, #1171	Dec. 31, 2019
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Transfer General Practice to Time Limited

Dr. Marie Holowaychuk, #3174	Jan. 1, 2019
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Reinstated General Practice

Dr. Gary Kruger, #1535	Oct. 7, 2019
Dr. Laura Osborne, #3300	Nov. 6, 2019

Transfer Temporary to General Practice

Dr. Glad Bejat, #3241	Oct. 16, 2019
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Transfer Supervised Limited Practice to Temporary

Dr. Ellen Lagore, #3722	Oct. 16, 2019
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Cancel General Practice

Dr. Julie Woodward, #2742	Nov. 1, 2019
Dr. Debbie De Rantere, #2592	Dec. 31, 2019
Dr. Jennifer Dodd, #2173	Nov. 5, 2019
Dr. Amber-Lynn Backwell, #3603	Nov. 5, 2019

Cancel Time Limited Practice

Dr. Kathryn Pinto, #3578	Nov. 6, 2019
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Cancel Non-Practicing

Dr. Anja Reinschagen, #1759	Dec. 31, 2019
Dr. Chavonne Bertamini, #3574	Nov. 1, 2019
Dr. Joshua Relf, #3477	Dec. 31, 2019

Veterinary Technologists

Transfer General Practice to Non-Practicing

Malinda Lewis, #2748	Oct. 23, 2019
Leanne May, #2853	Oct. 16, 2019
Kolina Crowe, #3163	Dec. 31, 2019
Nora Maidman, #45	Dec. 31, 2019
Meagan Tischer, #2526	Jan. 1, 2020
Shawna-Lee McBride, #3077	Jan. 1, 2020
Crystal Chaput, #2215	Nov. 15, 2019
Katelyn Croxford, #3522	Jan. 1, 2020

Transfer Non-Practicing to General Practice

Sheila Labreau, #2353	Nov. 4, 2019
Lynn Klassen, #690	Nov. 4, 2019

Reinstate General Practice

Malinda Lewis, #2748	Sept. 30, 2019
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Cancel General Practice

Kim Pawson, #711	Dec. 31, 2019
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Permits

Permit to Practice Approval

Gray Livestock Services Ltd. (Dr. Kelsey Gray #3544)	Aug. 8, 2019
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Cancelled Permits

Piper Creek Veterinary Clinic Ltd. (Vetmed Inc.)	Sept. 17, 2019
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Alpine Veterinary Services Ltd. (Dr. Christian Hansen-Jones #3227, Dr. J. Michael Edwards #2730)	Sept. 5, 2019
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1805505 Alberta Ltd. (Dr. Jennifer Dixon #3089)	Sept. 6, 2019
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Wine Veterinary Co. Ltd. (Dr. Bruce Wine #1335)	Feb. 15, 2019
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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

Dr. Julie Veterinary House Calls	<u>Location</u>
Annett Vet Services Ltd.	Calgary
Northern Veterinary Services	Pollockville
Double Ott Veterinary Services	Fort McMurray

Location

Duchess

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

Your Success is Our Business™

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

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

Your Success is Our Business™

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





PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed #3 Controlled/Narcotic/Targeted Drug Acquisition and Use Logs

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.

Controlled/narcotic/targeted drug logs are discussed in the PIPS Bylaw Universal Standard 7: Medical Records and the detail of their use is contained in Universal Standard 9: Pharmaceutical Management. Drug logs are considered part of the medical record so must be retained for five years after the last patient visit.

1. Acquisition Log

The veterinarian or registered veterinary technologist (RVT) receiving the medication shipment records each narcotic, controlled and targeted medication received in the acquisition log. The acquisition log must include: date and quantity of drugs received; lot number or invoice number containing the lot number; name and signature of responsible veterinarian or RVT receiving the product and entering it into inventory; a unique number assigned to each bottle within the shipment; and the name and signature or password-protected computer ID of responsible veterinarian or

RVT removing the product from inventory. Best practice is to also have the dates recorded with the two signatures.

The Office of Controlled Substances, Health Canada, has confirmed to the ABVMA that each individual ampule/vial of narcotic and controlled drug medication must be labelled. The box needs to be labelled as well.

Assigning a unique number to the bottle when medications are received is best accomplished by hand writing with a permanent marker on each individual bottle or vial. The most common numbering system used is the year received and a chronological number i.e. the first bottle received in 2020 would be 20-1. The bottle number, 20-1, is recorded at the top of the page for the drug use log.

2. Drug Use Log

After the veterinarian or RVT signs a bottle out of inventory on the acquisition log, he/she begins a usage log for tracking that particular bottle. The drug use log for each bottle (identified by the unique number assigned to the bottle by the veterinary practice) must include: identification of patient; volume of drug used; remaining balance in container; identification of case veterinarian; and the

signature of registered veterinarian or RVT administering or dispensing the product or the password-protected computer ID.

One of the common questions received by the ABVMA office is, "What is acceptable hub loss?" We recommend each practice calculate hub loss themselves for the syringes used in their practice. A rule of thumb is .05-.07 mls/draw. Hub loss can be calculated and added at audit time, which is recommended to be at least monthly. Any drug that has repetitive loss or cannot be explained within .05-.07 mls/draw should be investigated further. Any continuing pattern of loss that remains unexplained after an internal investigation in the veterinary practice must be reported to Health Canada.

If a theft, loss or forgery occurs it must be reported to the local police immediately and to the Office of Controlled Substances no later than 10 days after its discovery. The Health Canada *Loss or Theft report form for Controlled Substances, Precursors and Cannabis* must be completed for break and entry etc. and also for unexplained inventory discrepancy.

Sample log forms are available on your member portal under Practice Resources > PIPS > PIPS Sample Forms.

Classroom Agriculture Program

Volunteers Needed

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

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



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.

CVMA Report



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.



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.

It's Okay to Talk About Emotions: Finding Your Emotional Comfort Zone in Your Veterinary Work – Mental Health Webinar

This is the second webinar in the Merck-CVMA webinar series for the “**Time to Talk about Veterinary Mental Health**” initiative. The webinar was presented live in **November 2019**. View the recorded webinar to hear Dr. David Hannah, Associate Professor of Management at the Beedie School of Business at Simon Fraser University, explain what a comfort zone is, how we can be more aware of the zone and its facilitators and hindrances, and how to do your veterinary work, especially euthanasia and other intense work, more effectively and sustainably. Find more information and watch this webinar and the first recorded webinar, Suicide Prevention and Awareness in the Workplace, at canadianveterinarians.net/mental-health-awareness-week.

The CVMA Welcomes Alberta Member Dr. Kathy Keil to its Veterinary Wellness Advisory Group

We are pleased to welcome Dr. Kathy Keil as a new CVMA Veterinary Wellness Advisory Group member. Dr. Keil obtained cognitive and neuropsychology undergraduate and graduate degrees prior to attending veterinary school. She has training in safeTALK suicide awareness and is licensed to teach safeTALK, and in addition has training in Mental Health First Aid and ASIST suicide intervention. Dr. Keil is an ABVMA Wellness Committee member, a technical services veterinarian with Merck Animal Health and a leading force behind the Merck-CVMA “**It's Time to Talk about Mental Health in Veterinary Medicine Awareness Campaign**.”

From the CVMA Council Table

Strategic Plan

In July, Council approved the CVMA three-year (2020-22) Strategic Priorities and prioritized Objectives. The CVMA's priorities are as follows:

- 1) Provide Leadership on National and International Veterinary Issues**
- 2) Provide Advocacy and Leadership on Animal Welfare**
- 3) Engage Membership and the Veterinary Community; and**

- 4) Promote Meaningful Careers and Personal Wellness for Veterinary Professionals**

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU. Presentations and Audio Now Available – 2019 CVMA Global Issues Forum

The annual CVMA National Issues Forum allows CVMA members the opportunity to express their views on a veterinary community topic of national interest. The 2019 Forum on **Telehealth and Animal Welfare** featured Jan Robinson, Registrar and Chief Executive Officer of the College of Veterinarians of Ontario, among others. Visit canadianveterinarians.net/science-knowledge/cvma-national-issues-forum to listen.

Telemedicine in Veterinary Medicine

Advancing technology is rapidly transforming the practice of veterinary medicine. Medical consultation through telecommunication technology offers opportunities to improve the delivery of animal health care, but also presents challenges to practitioners, animal owners and other stakeholders. The CVMA developed its first position statement on telemedicine in 2014. At present, the CVMA envisions the development of a Pan Canadian Framework on Telemedicine, in conjunction with stakeholders, including regulators. The continued support of ABVMA in this endeavour is appreciated.

International Veterinary Groups, Including the CVMA, Adopt AVMA and RCVS Statement on Mental Health and Wellbeing

Veterinarians across the globe celebrated World Mental Health Day on October 10 as three international veterinary associations signed onto the Statement on Mental Health and Wellbeing, adopted last year by the American Veterinary Medical Association and the Royal College of Veterinary Surgeons. The CVMA, the Federation of Veterinarians of Europe and the World Small Animal Veterinary Association have all been added as signatories to the Statement on Mental Health and Wellbeing. The statement prioritizes positive mental health and well-being for veterinarians, allied animal health care professionals and veterinary students as the first step to a healthy

profession and optimal animal health, welfare and public health. Visit canadianveterinarians.net/news-events to learn more.

African Swine Fever

The CVMA is working with the Canadian Food Inspection Agency and other stakeholders to share and promote information to prevent African Swine Fever from infecting the Canadian pig population. As well, the CVMA has offered the federal government the assistance of its Canadian Veterinary Reserve, made up of volunteer veterinarians who can be deployed in case of major foreign animal diseases or civil emergencies involving animals.

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE.

Who Are You Going to Nominate for a 2020 CVMA Award?

Each year, the CVMA proudly recognizes individuals and groups for their outstanding contribution to veterinary medicine. You are invited to recognize colleagues for these prestigious awards — the CVMA Awards call for nominations is now open. Visit canadianveterinarians.net/about/awards to learn more.

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE.

Importation of Dogs

About five years ago the ABVMA Animal Welfare Committee brought forth concerns regarding largely unregulated importation of dogs into Canada. This concern was raised with the CVMA, and we also are

concerned about the movement of dogs from other countries to Canada that could result in importation of diseases, both canine diseases and zoonoses such as leishmaniasis, Brucella canis infection and rabies. The CVMA has addressed this issue by organizing discussions with a number of national stakeholder organizations with similar concerns over the past few years. The association created a checklist for veterinarians and the public to increase awareness and we continue to advocate with the federal government to address this issue.

Animal Health Canada (AHC) Progress Report

The CVMA is a member of the AHC Working Group, which is examining the Canadian animal health system as well as international governance models to develop a collaborative new animal health strategy that focuses on effective animal disease prevention, preparedness, response and recovery programming. The strategy will be informed and shaped with the input and shared values of the livestock production value chain and federal, provincial and territorial partners. View the latest AHC progress report at ahwcouncil.ca/work-areas/animal-health-canada.

Pet Nutrition Alliance — Choosing the Right Pet Food

The Pet Nutrition Alliance developed a tool that provides objective information on how to choose pet food. The project overview summarizes the important factors to consider, whereas the full protocol provides the details of the project. Individual manufacturers can be compared on these important factors. Find more information at petnutritionalliance.org/site/pnatool/dare-to-ask-we-did/.

My Veterinary eBoutique

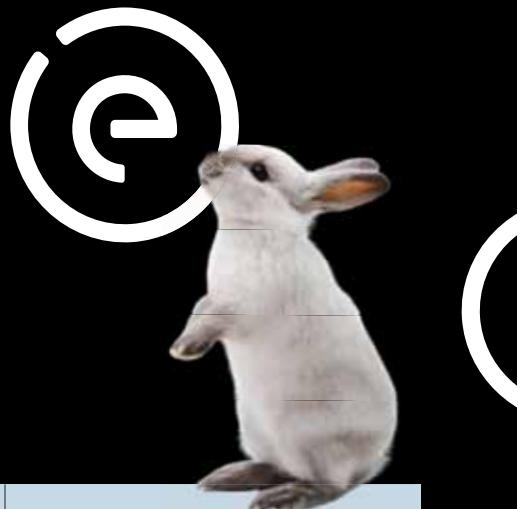
eCommerce is all about marketing

Marketing is a definite asset that directly influences the success of your online platform. To help with that, we provide the following:

A complete, exhaustive invitation campaign for a **high conversion rate**.

A well-balanced and targeted series of communications initiatives **throughout the year**.

An ongoing marketing strategy to **increase practice visits, compliance and recurrence of purchases**.

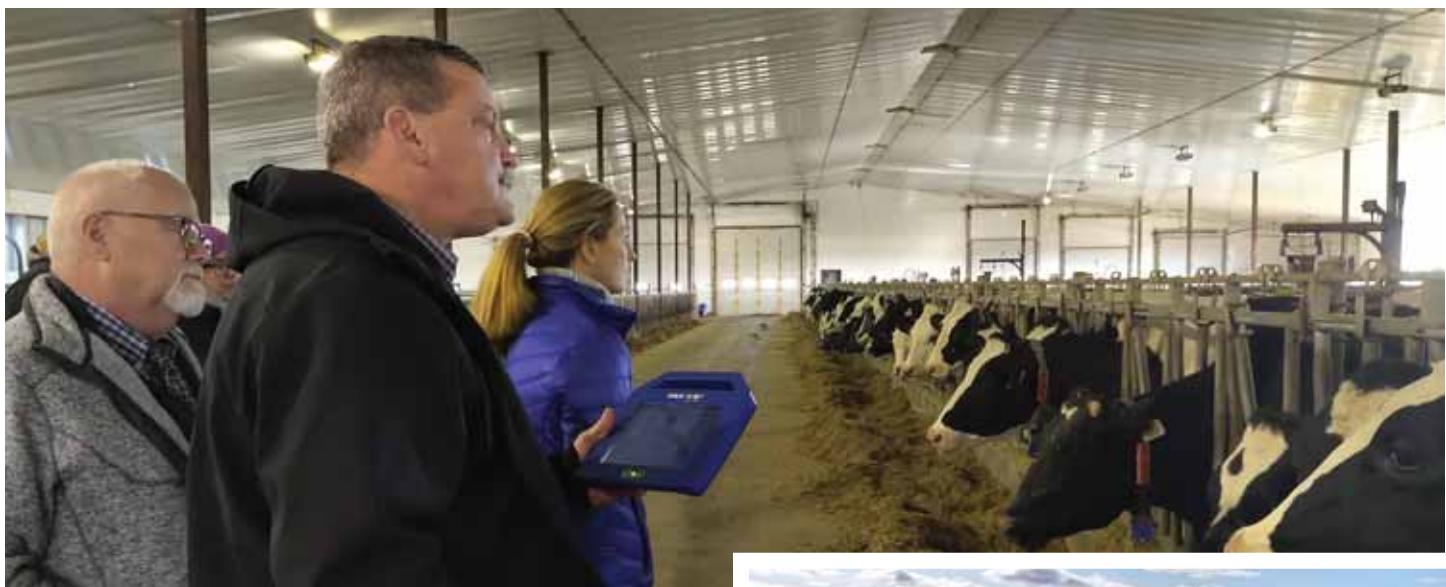


eBoutique and marketing: let's talk about it! Contact your CDMV Strategic Advisor today.



Government Advocacy

Shining a Light on Agriculture and Food Animal Practice



THE ABVMA HAS BEEN ACTIVELY ENGAGED IN

advocacy with the Government of Alberta, bringing awareness to a number of issues including those that impact our agricultural sectors and rural regions. Those issues include the December 2018 changes to federal legislation around antimicrobial oversight, the shortage of veterinarians and veterinary technologists across the province and the importance of veterinary medicine to the sustainability of agriculture and rural communities in Alberta.

Since the April 2019 provincial election, ABVMA has engaged the Minister of Agriculture and Forestry, the Hon. Devin Dreeshen, as well as senior department officials in meetings and tours that provide an overview of the veterinary profession, including education on the diversity and complexity of agricultural veterinary practice and discussion on the successes, challenges, policy consequences on operations and where opportunities for continued policy development and partnership exist.

On Oct. 9, 2019, the ABVMA hosted a full-day tour with Andre Corbould, Deputy Minister of Agriculture and Forestry. At a meeting with veterinarians, Dr. Jessica Law of Prairie Swine Health, Dr. Kathleen Long, Vice-President of Animal Care at Maple Leaf Foods, and Dr. Greg Andrews from Mosaic Veterinary Partners, Deputy Minister Corbould was provided an overview of different veterinary practices, the value of veterinary medicine to various sectors and the effect of policy decisions have on veterinary medicine.

The tour also included a visit to a dairy farm where the Deputy Minister was able to see how technology changes veterinary medicine and the importance of partnership between the veterinary practice and producer. Dr. Collin Lawrence of the Westlock Veterinary Clinic hosted a lunch and tour of the clinic with his



staff where discussion centered on the importance of the veterinary team and how rural practices are in demand of both veterinarians and veterinary technologists. The tour concluded with a visit to the Westlock auction mart and a beef producer family farm where the value of veterinary medicine was emphasized and the crisis a shortage of veterinary practices in rural Alberta poses to the agricultural sector.

The ABVMA will continue to engage with government officials to highlight the value, issues and impact veterinary medicine is making to our Alberta economy and communities. Our thanks to all those who were involved in the success of this day, including Deputy Minister Corbould who continues to work with ABVMA on actions that will positively affect our profession.



First Visit by a Minister to CanWest

ABVMA'S ADVOCACY PLAN IS AIMED AT ENGAGING

government members on the importance of veterinary medicine in Alberta and working collaboratively with the government on current issues impacting the profession, including shortages of veterinarians and technologists, legislative changes and funding for post-secondary veterinary medical programs. ABVMA was pleased to host the Honourable Jason Copping, MLA for Calgary-Varsity and Minister of Labour and Immigration, at the 2019 CanWest Veterinary Conference, marking the first time a member of the provincial cabinet has attended the event. Minister Copping, newly elected in 2019, brings an extensive background in labour relations to his new portfolio and was genuinely pleased to meet so many members of our profession at the largest conference held to date.

The minister brought greetings to the Alberta Veterinary Technologist Association's (ABVTA's) 40th Anniversary Reception, recognizing four decades of collaboration and teamwork. He presented the ABVTA with a letter marking the important milestone for the association and in recognition of the important work done by veterinary technologists across our province. This is the first provincial recognition the ABVTA has received.

In addition to our celebration of this 40th anniversary milestone, the minister met with executive members and staff of ABVMA, ABVTA and CVMA to discuss issues such as post-secondary funding and immigration. The discussion was aimed at addressing immediate and long-term gaps, which will help ensure Alberta continues to be positioned as one of the strongest regions for attracting and retaining the best veterinary talent from around the world. ABVMA also shared concerns regarding legislation including *A Better Deal for Consumers and Businesses Act* (formerly known as Bill 31), passed in December 2017, and the *Fair Registrations Act*, passed in June 2019. We are pleased that the minister is open, collaborative and committed to working with the ABVMA to address issues and to create opportunities for the long-term success of our profession.



The minister also addressed the guests at the CanWest Meet & Greet, recognizing the important role of the profession as guardians of animal welfare, providing oversight in food safety and helping to ensure sustainability in our urban and rural communities. It was an inspiring affirmation of the work we do every day. The minister's attendance at CanWest provided him with an opportunity to listen to members' concerns as well as successes and it served as an important step to our continued advocacy that builds a positive, collaborative relationship between ABVMA and the Government of Alberta.



Social Media and Veterinary Practices in the Digital Age

By Travis Grant, Director, Business Development,
ev+ Digital & Traditional Marketing Agency

LIKE DISRUPTIVE COMMUNICATIONS TECHNOLOGIES

before it — the printing press, radio and television, for instance — social media changed the world in deeply profound ways, starting with the launch of Facebook and Twitter in 2006. These platforms shook norms by rapidly spreading and aggregating intellectual capital, as local ideas became global and were consumed by massive yet increasingly nuanced audiences who, in turn, had a platform to express themselves. At present, Facebook alone has 2.2 billion daily users. That's more people congregating in Mark Zuckerberg's digital public square than the population of any given country on the planet.

Audiences are becoming increasingly literate in the digital space, especially among the younger generations of millennials and zennials, whose digital skills are exponentially vast compared to most boomers and GenXers. For the time being, the Internet in general and social media in particular are where people exchange ideas, shop, act on referrals, build brands, consume news, seek answers to questions, debate ideas and air grievances, among other things. So when the question arises, "Should my practice be using social media?" the short answer is "probably." But the bigger questions are "how should I be using social media? And "what are the risks?" Answering these questions depends entirely on your resources and business objectives, as well as a cursory understanding of how social media sites work in 2020.

REACH AND ENGAGEMENT: A BRIEF HISTORY

Back in the early days of social media, growing a following was the primary objective, and it was a cinch, as long as your content was even mildly compelling. The strategy among social media companies came in stages, from audience building, to the introduction of corporate brands seeking to build direct consumer relationships, arriving, finally, at the key business objective: monetization.

Facebook isn't singular in its efforts to monetize. Other sites like Twitter, YouTube and Snapchat have all deployed varying degrees and styles of monetization strategies aimed at connecting brands with consumer audiences. But Facebook and Instagram, which Facebook purchased in 2012, typically loom largest in social strategies, with a parallel priority given to paid search and display strategies on Google.

Those of us who've used Facebook from the start likely remember the shift in user experience around 2014. This is when the platform's algorithm began throttling reach to followers. I can't underestimate how profound the audience throttling was. Brands that had ~50,000



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followers, with an average reach of 300,000 users per post, were suddenly reaching a mere 300 people. For users with personal profiles, the shift was mildly annoying, but for businesses and brands that had built large followings and integrated platforms into their day-to-day marketing and communications efforts, an important decision needed to be made: should they play along and develop a paid strategy to stay connected and drive business, or should they rely solely on dramatically diminished organic reach? In the end, the answer for most small-to-medium businesses was a bit of both.

THE DIFFERENCE BETWEEN SOCIAL MEDIA AND SOCIAL MARKETING

The 2014 algorithm changes forked the social media experience into divergent streams, particularly on Facebook. One side of the fork was the form we all knew from the outset: organic sharing and reach. The social aspects, narrow as they had become, remained intact as a digital meeting place where people met up to share moments from their lives and have conversations.

For businesses, it was also the same familiar practice of sharing content on a regular or semi-regular basis, to show followers what was happening day to day, or to share information from an external source that followers might find compelling. This approach is still effective, particularly when tethered to a sophisticated content strategy (which, if possible, I always recommend), or it can be ad hoc, if your goal is simply to have a presence, with no real measurable objective.

Whether strategic or ad hoc, good use of social media lends a humanizing quality to your brand. It shows your audiences the people behind it, by sharing stories and engaging in conversation. Even in the age of diminished reach, an honest and authentic organic strategy still has substantial value. How far your practice takes it depends on a mixture of available time, resources and wherewithal, and it should be proportional to your practice's established needs and objectives.

Social marketing, on the other hand, is the social media business model laid bare. All that free access to people, instant messaging and photo storage, along with invitations to profile yourself in detail, while "liking" your favourite movies, television shows, music, hobbies, books, personalities, celebrities and infinitely more was just the data collection phase that would transform Facebook into one of the most powerful marketing and advertising vehicles on the planet.

From a certain perspective, some might wince at the thought of an Orwellian cluster of tech giants harvesting billions of data points from users as we casually exchange privacy for the convenience of self-expression. But like any technology, there's always an upside.

All of those data points enable personalized interest- and geographic-based targeting at a relatively low cost, which means your brand, complete with all its constituent parts, from expressed business values to a clear demonstration of tireless compassion and commitment to animal welfare, can reach current and prospective clients who see themselves and their beliefs in what you do.

In terms of growing your business, a smart paid strategy that funnels motivated clients into your practice has obvious and significant value for you and your audience. We now live in an age where highly relevant ads are served to people who actually want to see them. Marketing has never been so precise.

5 TIPS FOR SOCIAL MEDIA USE

- 1. Have a strategy.** Effective social media use for your practice shouldn't be ad hoc. It should be intentional, compelling, engaging and it should forge a measurable path towards achieving objectives.
- 2. About engagement:** it's extremely important and shouldn't be done half-heartedly. Using social media effectively means having the human resources to incorporate social media into your practice's daily, weekly and monthly communications and public relations efforts.
- 3. Be authentically you.** This means having a great sense of voice and focusing on *why* you do what you do more so than *what* you actually do, so don't be afraid to show it.
- 4. Content is king.** Be sure to share compelling content that appeals to your audience.
- 5. In the event of a communications crisis, stay calm, be truthful, stick to key messages and don't get pulled into the fray. Always keep your cool and stay strategic.**

It should be noted that this kind of targeting isn't the same as merely boosting a post with a few dollars in order to reach a few thousand people. The process involves creating specific targeted audiences by using the tools on the paid ad side of social media platforms, to funnel users who may or may not already follow or know you, from acquisition (the first touch point with your brand), to engagement (interactions with the brand), to conversion (purchasing the goods or services your brand offers). This is a strategy, with layers of sophistication that would take too long to get into here, which shares content in parallel with the usual content your practice shares on social media, without your loyal followers seeing it, if that's what you want. To put it another way, they're parallel streams that need never cross and they achieve very different objectives.

So there you have it. Understanding the difference between social media and social marketing is critical to effectively using social media platforms like Facebook in 2020. Having a social media presence can be great for your brand and it can help give you a competitive advantage in the marketplace, but none of it is without risk.

In the next issue, we'll explore some of the inherent risks involved with social media crises and how you can mitigate them through preparation and proven communications strategies.

OVER THE PAST 15 YEARS, TRAVIS HAS WORKED IN
the private and non-profit sectors as a senior leader in marketing, communications and fundraising, with a strong background in government, media and public relations.



Public Recognition Corner



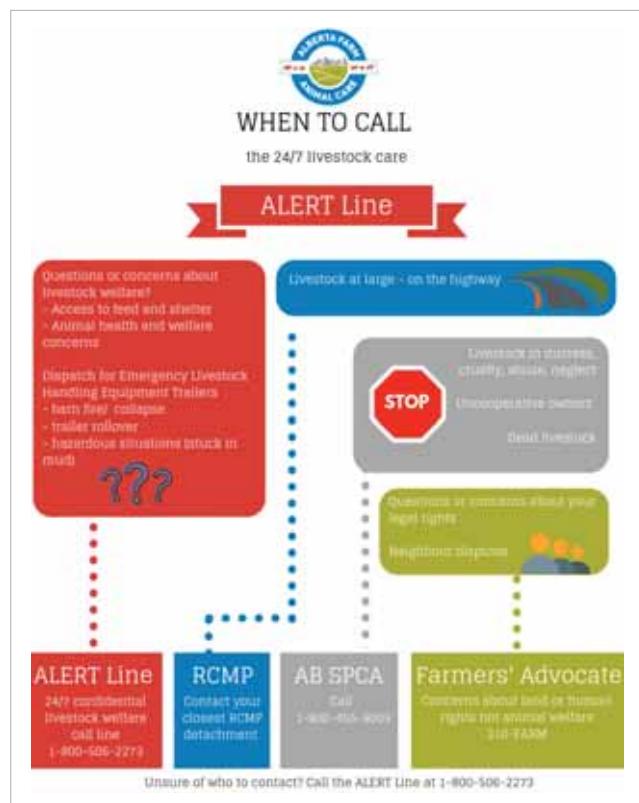
Boyle Veterinary Services Remembrance Day

BOYLE VETERINARY SERVICES LAY A
wreath at the 2019 Boyle Remembrance Day
service in remembrance of service animals.

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



2020 Livestock Care Conference



Join us for the 2020 Livestock Care Conference in Olds, AB. On March 18 there will be a hands-on communications workshop, a student session, and a welcome reception. March 19 will consist of a full day of speakers from around North America discussing Raising the Bar on livestock welfare.

MARCH 18 & 19, 2020 | OLDS, AB | REGISTRATION OPEN JANUARY 1, 2020

AFAC.AB.CA/LIVESTOCK-CARE-CONFERENCE/2020-EVENT



Social Media — the Wellness Perspective

MANY VETERINARY PRACTICES IN ALBERTA ARE

active on social media, particularly Facebook and Instagram. On pages 16-17 in this magazine, you will read the first of a two-part discussion on how social media has evolved to become part of day-to-day life over the last 10 years.

From the wellness perspective, negative reviews on social media can be emotionally draining to individuals as well as the entire practice team. It is sometimes difficult to not take negative reviews personally and give negative reviews more power than they should have.

The ABVMA Member Wellness Committee wants to help you look after yourself. Here are some suggestions:

- Breathe. Do not underestimate the value of oxygen. Mindful breathing helps to keep your emotions from boiling over and maintain control over your actions. Listen to these guided mindfulness-breathing exercises led by ABVMA Member Wellness Committee member Dr. Kathy Keil. They are titled, “Box Breathing” and “Single Nostril Breathing.”
<https://vimeo.com/channels/itstimetotalk/page:1>
- Try to remember that a negative review will not likely cause lasting harm to your veterinary practice. There is some research indicating, that when the reader believes that the reviewer is biased, it will have the opposite effect.¹
- Disconnect as often as you can. The Merck Animal Health Veterinary Wellbeing study² found that spending more than one hour/day on social media was negatively associated with good mental health and well-being.
- Stop reading your reviews. With social media, all professionals will likely experience negative reviews at one time or another. Focus on the clients and patients in your practice today.

- Delegate social media to staff. Rotating the task among staff can keep social media fresh and not cause as much stress to any one individual.
- Best practice is to always respond to online reviews, even if they are negative. There will be more information in next month’s article but for now, remember the 4Cs: respond with confidence, competence, compassion and confidentiality. Try not to come across as defensive, overly formal or accusatory.
- Give yourself self-compassion. It is helpful during times of stress to treat yourself as a good friend would. It is too easy to be our own worst self-critic and beat ourselves up. Research shows that self-compassion helps to build resilience to tough situations. Dr. Kristin Neff at the University of Texas Austin is a world-renowned researcher on self-compassion. She has a wonderful website, <https://self-compassion.org/>, with guided meditations, checklists and other resources. Listen to the guided self-compassion exercise led by Dr. Keil, titled “Self-compassion.” <https://vimeo.com/channels/itstimetotalk/page:1>
- Most importantly, do not keep this to yourself. It is OK to have emotions and feelings around this, and it’s OK to talk them through with people you trust. It’s OK to call Homewood Health, the ABVMA member assistance program, and talk to a therapist to help process your feelings. It will feel like a burden is lifted off your shoulders. Homewood Health can be reached 24/7 at 1-800-663-1142.

References:

1. When good WOM hurts and bad WOM gains: The effect of untrustworthy online reviews, Journal of Business Research
2. Merck Animal Health Veterinary Wellbeing Study executive summary published in JAVMA May 15, 2018, Vol. 252, No. 10, Pages 1231-1238

KEEPING YOU CURRENT

Legend

- P = President
VP = Vice President
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. For details and to register, visit your ABVMA member portal or email mandi.duggan@abvma.ca.

Association Activities

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

NOVEMBER 2019

- 1-3: P and R attended CVBC & SBCV AGMs in Vancouver
- 1: AR attended Animal Welfare Advisory Committee meeting held at the ABVMA office
- 2: VP attended Vet Scholars Summit Awards in Calgary
- 4: DR, AR participated in PIPS Committee teleconference
- 5: R, DR, AR, CM participated in Program Planning Committee teleconference regarding One Health Antimicrobial Stewardship Conference
- 6: R, DR, AR, CM attended in Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- 6: R participated in Business Sustainability Task Force
- 7-10: AR attended Committee on Veterinary Technician Education and Activities (CVTEA) meeting in Chicago, Illinois
- 7:
 - R, DR participated in Practice Review Board teleconference
 - R attended Pro 7 meeting at the ABVMA office

- 8:
 - DR attended consent discussion meeting in Calgary
 - R attended NAIT Animal Health Technology Programs Advisory Committee meeting in Edmonton
- 12:
 - R, DR, AR, CM participated in Program Planning Committee teleconference regarding One Health Antimicrobial Stewardship Conference
 - DR attended Agricultural Services Board Presentation on Edmonton
- 13: P, R, DR, AR attended Stakeholders Discussion of Alberta's Veterinary Needs at UCVM
- 14:
 - R, AR attended Ag for Life Educational Symposium in Calgary
 - R, DR participated in CCVR teleconference
- 15:
 - AR attended Equine Advisory Committee meeting held at the ABVMA office
 - Dr. Colleen Pratt attended Diverse Voices conference on behalf of the ABVMA
- 18:
 - R attended Olds College Advisory Committee meeting in Olds
 - DR attended hearing preparation in Edmonton
 - P, DR, AR attended Executive meeting
- 19:
 - DR attended hearing in Edmonton
 - R attended TPP Steering Committee meeting
- 20-21: P, VP, R, DR, AR attended Council meeting held at ABVMA office
- 22:
 - AR attended UCVM Stakeholder Advisory Council meeting in Calgary
 - R presented report to ABVTA in Edmonton
 - DR participated in Companion Animal Disaster Response Working Group in Edmonton
 - DR participated in CVMA Veterinary Pharmaceutical Stewardship Advisory Group teleconference
- 25: R, DR, AR, CM attended meeting with the ABVTA in Edmonton
- 26-27: DR attended hearing in Edmonton
- 26: R participated in competency framework teleconference
- 28-29: Mental Health First Aid course held at ABVMA office
- 28:
 - R attended Biosecurity Champions Meeting in Leduc
 - R, DR participated in CCVR AMU teleconference
- 29: DR attended Animal Health Emergency Management meeting in Red Deer

DECEMBER 2019

- 2-3: R, DR attended CCVR meeting in Montreal
- 3-6: AR attended CVTEA accreditation site visit
- 4-5: R attended National Farm Animal Care Council meeting in Ottawa
- 4: DR, CM attended in Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- 6: P, R attended Western Assembly of Veterinary Associations meeting in Winnipeg
- 9:
 - R, DR, AR attended meeting with Pam Cholak, government advocate, in Edmonton
 - DR attended Companion Animal Disaster Response Working Group meeting in Edmonton
- 10:
 - R participated in Audit Committee teleconference
 - DR, AR, CM participated in Program Planning Committee teleconference regarding One Health Antimicrobial Stewardship Conference
- 12: P, VP, R, DR, AR attended Executive meeting
- 16: DR attended hearing in Edmonton
- 17: DR attended hearing in Calgary
- 18: R, DR, AR, CM attended in Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- 19: DR attended Companion Animal Disaster Response Working Group meeting in Edmonton

Premier's State of the Province

ON OCT. 29, 2019, THE EDMONTON CHAMBER OF Commerce held the first-ever Premier's State of the Province Address with Premier Jason Kenney. Just five days after the release of his government's first budget, Premier Kenney provided insight into the government's ongoing efforts to boost Alberta's competitive advantage within and outside Canada's borders, reduce red tape and create a prosperous future for Alberta.



Left to right: Dr. Jocelyn Forseille, ABVMA Assistant Registrar, Jason Kenney and Dr. Gurmeet Singh Tuli, ABVMA Council Member

2019 ABVMA Annual Report Notice to Members

THE 2019 ANNUAL REPORT WILL BE AVAILABLE ONLINE IN JANUARY

and printed copies will be available at the Annual General Meeting (AGM).

The AGM is scheduled for Sunday, March 1, 2020, at the Delta Hotels by Marriott Edmonton South Conference Centre, 4404 Gateway Blvd NW, Edmonton, AB.

Save the Date May 20 & 21, 2020

Delta Hotels by Marriott South Edmonton Conference Centre

Don't miss the One Health Antimicrobial Stewardship Conference in Edmonton featuring Keynote Speaker, **Tim Caulfield**. The theme for 2020 is One Health opportunities for antimicrobial stewardship in animals, humans and the environment.

Tim Caulfield
Author and host of the Netflix series
A User's Guide to Cheating Death



One Health Antimicrobial Stewardship Conference

Alberta 2020

Call for posters: Jan. 15, 2020 Poster abstracts deadline: Feb. 28, 2020. Details and information coming in January 2020 at www.ohab.ca/one-health-2020

Hosted by the Alberta Veterinary Medical Association



On the Cover: Glamorgan Animal Clinic



Reception



Front exterior

By Kevin MacAulay, DVM

NOT EVERYONE CAN SAY THEY GOT A “FULL-BODY

makeover” in their fifties, can they? Well, the Glamorgan Animal Clinic can certainly say it has. After more than 53 years at its original site, it was time for a new look!

Though we do not know for sure, the best estimation is that the Glamorgan Animal Clinic started out in 1966 by Dr. Alain Bourges in the Glamorgan Shopping Centre, located at Richmond Road and 37 Street SW in Calgary. In 1971, Dr. Rex Benoit became the second owner and handed the practice over to Dr. Harold Frischke and Dr. Tony Benitz in 1979. In 1982, Dr. Frischke took the ownership reins solely, and oversaw expansion of the clinic as it doubled in size. Ownership of the clinic remained in the family when Dr. Frischke retired in 2001, and his nephew, Dr. Kevin Schulz, became the fourth owner. In 2003, Dr. Kevin MacAulay started as an associate veterinarian, and became the fifth and current owner of the practice in 2008.

The original site of the veterinary clinic had serviced its wonderful clientele well for over five decades, but it was starting to show its age and was no longer providing the workflow and space that was required of a growing practice. Renovation was considered, but as one client said, it might just look like we are “putting lipstick on a pig.” So, the decision was made to relocate the practice in order to modernize and improve the facility.

On Feb. 19, 2019, the Glamorgan Animal Clinic officially moved twelve blocks west, going from the east end of the community of Glamorgan to the west end into the London Place West mall. With the clinic enlarging by 25 per cent to 2500 sq. ft., a third examination room was added, along with the ability to provide a staff lunchroom and an improved, spacious reception area for clients and patients. Two walk-in kennels for large dogs were also added. Furthermore, the relocation allowed for a better workflow design for the clinic. In particular, a better layout in our treatment room established various enhancements, such as a dedicated dental procedure area and better visibility of our hospitalized patients for improved monitoring. As always, we continue to offer digital table-top and dental radiography, as well as in-house blood and urine laboratory testing.

The new layout allowed us to continue to build on the progressive medicine and surgery that many skilled veterinarians have brought to the practice over the decades. Currently, the clinic has several WCVM trained veterinarians on a regular-time basis, including Dr. Kevin MacAulay, Dr. Amelia Falk and Dr. Karen Hill, with



Glamorgan Animal Clinic staff from left to right: Carla, Barb, Chloe, Kevin, Brenda, Karen, Amelia and Meghan

part-time support from long-time members of the clinic Dr. Jane Mahon and Dr. Cathy Waters. Another team member that has been with the clinic for a large part of its existence is dedicated office manager, Brenda. Of course, our team is not complete without the exceptional work provided by front-end client care specialist, Carla, and full-time RVTs, Meghan, Barb and Chloe, and our part-time RVTs, Brittany and Loreen.

Glamorgan Animal Clinic has always prided itself on providing exceptional client service and compassionate patient care. Our mission statement has always been to discuss all the medical and surgical options available to help a patient's condition, review what is in the best interests of the patient and client, and then work as a team with the client to determine how they would like to proceed with their pet's care. We feel that we have excelled at this type of service ,and this is exemplified by the many clients, now as adults, that return to our practice in which they had brought their childhood family pet...now with their very own first pet!

We consider ourselves very fortunate, and there are many ways in which we try to give back and support pet owners and the veterinary community. We actively support the Tails of Help charity, as well as the Western College of Veterinary Medicine's Companion Animal Health Fund. In addition, the long-standing tradition of mentorship for aspiring veterinary professionals continues as we have a number of high school, university, and veterinary and RVT post-secondary students that job shadow or complete their practicums at our clinic. We have supported and mentored several foreign-trained veterinarians from countries such as India, Iran, South Korea and Sri Lanka.

With our rich history and long-standing reputation in our community, we can proudly say that we are in our fifties and feeling fabulous! We would not be where we are today without all of the amazing staff that have called our clinic "home" at some point in their career. Now, with our full-body makeover and exceptional staff, we can look forward to many more years of dedicated service for our wonderful patients and clients.



Photos: Stefan Makwana Photography

Middle: RVT Chloe monitoring anesthesia while Dr. Karen Hill performs surgery
Bottom: Pharmacy

Edmonton Association of Small Animal Veterinarians

THE EDMONTON ASSOCIATION OF
Small Animal Veterinarians (EASAV) is a group of dedicated veterinarians whose primary focus has been congeniality and providing good quality continuing education since 1971. Currently run by a board of six volunteer veterinarians and Executive Assistant Smokey Walters, we have expanded our efforts as follows:



1. Low yearly membership fee, which includes free admission to our evening seminars and discounted admission to our full day talks and wet labs. We have an automatic renewal option available on our website. Newly registered veterinarians or those who haven't been EASAV members in the past are welcome to a complimentary membership for the remainder of the year.



disabilities (and their siblings) to adopt a stuffed animal and pretend to be veterinarians. This year was our sixth year, and if you haven't volunteered for it you should — it is magical!

2. We organize wet labs where we can learn important dental, ultrasound or surgical skills for a reasonable price without leaving Edmonton. In May, Dr. Audrey Remedios is presenting a surgical lecture and wet lab about the abdomen. She will be covering the exploratory laparotomy, gastro and enterotomy techniques including resection and anastomosis, GDV surgery and splenectomy.
3. We are doing our part for the environment by reducing our carbon footprint and providing notes electronically for all of our continuing education seminars (thus saving hundreds of trees).
4. We now share tidbits from our seminars on our Private Member Group Page. If you are a paid EASAV member veterinarian and want to view or contribute, please contact our Executive Assistant at info@easav.ca or visit https://www.facebook.com/plugins/group/join_popup/?group_id=146182799390960&source=email_campaign_plugin to request access to our Private EASAV Member Group.
5. We are working to make video recordings of our seminars that will be available for purchase on our website so that those who are unable to attend can still take advantage of these educational opportunities. These will be less expensive for members.
6. We coordinate the Dr. Milton Ness Memorial Teddy Bear Hospital, an important part of Dreamnight at the Edmonton Valley Zoo. This allows children with chronic illnesses and
7. We have a pet body donation program that we use for wet labs and helping other veterinarians prepare. If you are in the Edmonton area and are interested in participating, please contact Smokey.
8. We created our first petition to help tell the Office of the Chief of Police that Edmonton wants the Edmonton Police Services (EPS) to look into dedicated training and funding for an animal cruelty task force within the EPS. Our goal is to cover all points of contact for better animal welfare protection in our city. This ultimately includes: veterinary practices, Alberta Health Services, City of Edmonton, Crown prosecutors, Animal Care and Control Centre, ABSPCA and all other animal rescue organizations and associations, working together to help with the enforcement of the *Animal Protection Act* and with criminal charges when warranted. The petition received over 10,000 signatures.
9. We have a veterinary professional peer support group.
10. We have a locum veterinarian and RVT list for members' eyes only.
11. Most impressively, we are working on a multi-day, multi-track EASAV Conference to be held here in Edmonton in 2021. Keep your eyes peeled for upcoming information!

Our upcoming 2020 Continuing Education and Social Event Highlights can be accessed via the following QR code, or on our website: www.easav.ca.



Calgary Academy of Veterinary Medicine



ESTABLISHED IN 1969, THE CALGARY

Academy of Veterinary Medicine (CAVM) was started by a group of Calgary veterinarians who shared a common vision and direction for the local veterinary community. The CAVM operates as a non-profit organization run by nine volunteer board members and one office administrator, and is funded through yearly

memberships and industry sponsorship. Membership benefits include: reduced rates to attend CE events, priority registration, quarterly newsletters, an invitation to our AGM and business meetings, access to our locum list, free website advertising and updates on news in the veterinary community.

The original objectives of the CAVM remain the same today and include:

- Organizing opportunities for excellent and affordable local continuing education for its members
- Offering social events for members to meet one another
- Promoting a professional image of veterinary medicine in advertising and community activities
- Creating liaisons with the City of Calgary, Calgary Humane Society and UCVM
- City-wide advertising guidelines to reduce advertising costs and eliminate advertising wars

CAVM CE SESSIONS IN 2020:

Jan. 8	Annual General Meeting, Banquet & Entertainment (CAVM members only)
March 11	Ophthalmology w/Dr. Kelli Combs Ramey & Dr. Brian Skorobohach
April 5	Communication w/Dr. Jayne Takahashi
April 25	Ultrasound w/Dr. Soren Boysen & Dr. Serge Chalhoub
April 26	Ultrasound Lab (CAVM members only) w/Dr. Soren Boysen & Dr. Serge Chalhoub
May 13	Cardiology w/Dr. Lindsay Kong
May 20	Impact of free-roaming cats on wildlife w/Dr. Judit Smits
June 7	Feline Medicine w/Dr. Margie Scherk
Sept. 9	Practical Clin Path w/Dr. Catherine Wagg
Oct. 4	Derm w/Dr. Becky Valentine
Nov. 18	Lameness Exams & Rehab w/Dr. Neil Connery

Open to all veterinary staff. Membership or registration enquiries:

Calgary Academy of Veterinary Medicine

Phone: 403-863-7160

Email: info@cavm.ab.ca

Website: <http://www.cavm.ab.ca>

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Dean's Corner – UCVM



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

Dean, University of Calgary –
Faculty of Veterinary Medicine



ACROSS ALBERTA, THERE IS A

shortage of veterinarians, veterinary technicians, and disease diagnostic facilities. The situation is nothing new; it's been the case for many years. But it has now reached a critical point, potentially impacting the care and welfare of pets and livestock, as well as the safety of the province's food supply and the growth of the agriculture sector.

Veterinarians and vet techs not only look after the health needs of the province's ever-increasing pet population, they also care for horses and livestock, ensure the safety of food on dinner tables through inspections of animal products produced and coming into Alberta, work in diagnostic labs and disease surveillance, care for shelter animals and the list goes on.

To find a way forward, a recent day-long meeting was organized by UCVM and the Alberta Veterinary Medical Association with stakeholders in all areas of veterinary medicine, educators from Olds and Lakeland Colleges, ranchers and community leaders. Breakout groups discussed impacts and potential solutions.

Josie van Lent, Dean of Agriculture at Lakeland College, summarized her group's discussion of the shortage in rural areas. The impacts include the level of care for animals, longer wait times for diagnosis and treatment, less time spent with clients and on-call duties causing a higher staff turnover rate.

When it comes to addressing the lack of diagnostic services, the stakeholders agreed there is no easy fix. Previously, the province had comprehensive provincial lab services. The labs were closed, however, when privatization

was introduced several decades ago. Because large animal samples weren't profitable, private labs stopped accepting them and samples are now sent to Prairie Diagnostic Services in Saskatoon and the Diagnostic Services Unit at UCVM.

Dr. Darrell Dalton, ABVMA Registrar and Treasurer, pointed out the veterinarian shortage is global problem (with the exception of Australia and New Zealand). He says hiring foreign-trained veterinarians is complicated by visa requirements and the need for many to upgrade their clinical skills to pass North American licensing exams.

The shortage is perhaps most acutely felt in rural communities, where attracting and retaining veterinary professionals is challenging for many reasons, including high caseload, long hours, burnout and lack of employment opportunities for spouses. While there is no simple solution to what is a multi-layered problem, the stakeholders did come up with some potential steps to take to help.

Mary Medinsky, Associate Dean at Olds College, says their Animal Health Technology diploma program has already increased student enrolment by teaching year-round, with student intakes three times a year.

Starting next year, UCVM is expanding its teaching spaces with funding from the Government of Alberta, and increasing its enrolment from 30 to 50 veterinary students a year, through the reallocation of seats that the province currently funds at the University of Saskatchewan. The result is savings of \$3.3-million a year to the province, while still providing access to veterinary medical training to 50 Alberta students.

UCalgary Provost Dru Marshall, UCVM Dean Baljit Singh and the ABVMA Council discussed the issue of the shortage of veterinarians in Alberta at the September 2019 Council meeting. UCVM is committed to working with the ABVMA and other stakeholders including the Government of Alberta to further expand enrolment in our DVM program.

We have an opportunity for academic, private and public sectors to work together to find solutions to an issue that is of vital importance to the well-being of animals and industry, and to Albertans on both sides of the farm gate.



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Dean's Corner – WCVM

THE END OF A SUCCESSFUL PARTNERSHIP...OR IS IT?

It was wonderful to gather with so many of our Alberta colleagues at the ABVMA's annual CanWest Veterinary Conference this year. I always love to talk about our college and our students, and it's great to learn more about your opportunities, challenges and successes across the province. As the clock ticks down on Alberta's membership in the WCVM's regional partnership, it is with much regret that we reflect on what will be lost. It's also an opportunity to celebrate all that we have accomplished together.

The WCVM has trained many of the DVM graduates and veterinary specialists who are part of Alberta's talented veterinary community. Our college's forte has always been producing veterinary graduates who are well prepared for the challenges of rural mixed practice. Over the past decade, we have consistently placed the most graduates into rural practice across Western Canada — over half of the graduates in each class, on average. We continue to take steps to facilitate keeping them there through innovative initiatives such as the mentee training program or through clinical rotations and externships that provide students with more rural, hands-on experience.

Members of the WCVM faculty serve the province's veterinarians and animal owners through the referral and clinical services offered in our WCVM Veterinary Medical Centre. Alberta students have had opportunities to pursue graduate education and research training at the WCVM that aren't available anywhere else in the West. Prairie Diagnostic Services, our veterinary diagnostic laboratory, continues to take a regional approach to providing diagnostic services, and it recently achieved the highest standard of practice in veterinary diagnostics through its accreditation with the American Association of Veterinary Laboratory Diagnosticians (AAVLD).

Major donors from Alberta continue to celebrate the WCVM's vision and its regional approach, and they're committed to investing in its future. The BJ Hughes Centre for Clinical Learning, which is supported

by Calgary businesswoman BJ Hughes, provides state-of-the-art facilities for implementing the college's new competency-based curriculum. Thanks to another Alberta donor's support, we are now the only veterinary school in Canada operating a PET-CT unit dedicated to clinical use in animals as well as for animal-human research studies.

Over the years, you — our Alberta-based colleagues, the province's government and donors across Alberta — have all invested in this successful, regional partnership that encompasses veterinary medicine, animal health and public health. However, directed by the decision of the former Government of Alberta, this partnership officially comes to an end in the spring of 2020. The WCVM and its three remaining provincial partners are finalizing plans that replace lost funding and move us forward without Alberta.

It's not clear if any of this longtime partnership may be preserved. Most Alberta veterinarians are WCVM alumni, and we will continue to be there for you as your alma mater. Certainly, individual researchers from the WCVM and the University of Calgary Faculty of Veterinary Medicine (UCVM) will still find each other in valuable collaborations. However, as we develop plans to increase our class size, establish new programs and build new partnerships, we will be less able to continue supporting UCVM students' education and their access to clinical specialty rotations at the WCVM Veterinary Medical Centre.

Alberta is also leaving behind a major investment in veterinary education, service and innovation — but perhaps this challenge can become a new opportunity for all of us. The WCVM would certainly welcome the chance to create a new Alberta partnership, to envision a new kind of regional veterinary program that connects and strengthens two distinct yet complementary veterinary educational programs.

As always, I welcome your questions and comments — and I encourage more discussions about this topic that is so important to the future of veterinary medicine in Alberta and across the West. Perhaps this really isn't the end of a partnership, but a chance to build a new one.



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



THE FALL SEMESTER FLEW BY AT WCVM. The class of 2023 had their first taste of the numerous student clubs. WCVM has clubs in many areas of veterinary medicine that elect representatives each year and host events such as lunch talks, labs and trips for members of the club. To name a few, there is the Radiology Club, Lab Animal Club, Production Animal Club (PAC), Wild and Exotic Animal Medicine Society (WEAMS), Emergency and Critical Care Club and more. Every year the PAC organizes a trip for members, and this year the group ventured west from November 8 to 10. They visited a number of places in Alberta including Border Veterinary Clinic in Provost, Alberta Bison Ranch in Mayerthorpe, Barr-North Veterinary Services in Barrhead, Central Veterinary Clinic and Stamm Dairy in Ponoka, Bonnyville Veterinary Clinic and other food animal businesses in Alberta. The group also attended FarmFair at the Edmonton Expo Centre. WEAMS members also travelled to Alberta November 8-10, when they visited the Calgary Zoo animal health centre and explored the city of Calgary. Two new clubs as of this year are the Feline Club and the One-Health Veterinary Outreach (OVO) Initiative. The fall semester also included cultural events organized by the WCVM Indigenous Student Representatives, such as a bannock sale (along with bannock-making lessons) and beading classes.

WCVM students are often getting involved in initiatives outside the walls of the college. This year a number of WCVM students attended the climate strike at Saskatoon City Hall at the end of September, voicing their concerns for our planet's future. In addition, WCVM students have been active in searching for new ways to maintain a class size and avoid significant tuition increases since the Government of Alberta announced its intention to withdraw funding of twenty WCVM seats in 2017. Students from British Columbia,

Saskatchewan and Manitoba have been writing to their MLAs to inform them of the opportunity to fund a greater number of seats at the WCVM than those provincial governments currently are. The purpose is to increase the number of veterinarians in those provinces and hopefully provide veterinary services in areas that are currently underserved. Students from Alberta have also been writing to their MLAs, to bring awareness to the need for veterinarians in Alberta and to work together to support veterinary students and graduates in Alberta.

WCVM always has social events to keep students busy outside of school hours. Every year the students have a Halloween party and showcase their best costumes in hopes of winning the costume awards judged by WCVM professors. The annual foosball tournament, a notoriously heated event at WCVM, was held on November 7. Teams of two in men's, women's and co-ed categories compete for a trophy and bragging rights. The Western Canadian Veterinary Students' Association (WCVSA) also hosted another "Jump Night" where Apex trampoline park was rented out for students to bounce and play a number of games. On December 5 the WCVM orchestra hosted a Christmas concert to get everyone feeling festive before finals. One of the last, and arguably the biggest, events of the semester was carolling at the beginning of December. Carolling is a tradition that has been at the WCVM for decades where each class picks three or four professors to visit via school bus. The entire class shows up at the professor's home and sings Christmas carols. In return, the hosting professor (and family) provide the students with food, drinks and good conversation. It is a highlight of the fall semester for students every year, and we like to think it is a highlight for the professors too.

Thank you for reading my update. I hope everyone had a safe and relaxing holiday season!

Student's Corner – UCVM

HI EVERYONE! GREETINGS FROM
UCVM and Happy New Year. I hope everyone enjoyed their holidays and spent some quality time with friends and family. I have lots to update you on this time, so let's get right to it!

UCVM's first annual Career Fair last semester was a great success. Students had the opportunity to meet with potential employers, network and even participate in on-site interviews at the school's Clinical Skills Building. We had a great turnout from a number of clinics across the province and we were all very grateful for the opportunity to network with other members of the community. Soon after that, UCVM's first-year students had their very first Objective Structured Clinical Exam (OSCE) and it appears they all made it out alive! In fact, so many of the students I spoke to were calm and confident coming out of the exam. I am still impressed with how relaxed they all were considering I have made it to third year without mastering that skill. As I am writing this, the second-years are also preparing for their first OSCE of the year, while trying to not get too bogged down by parasitology, bacteriology and all the other memorization-heavy courses that second year has to offer.

Our third-year DVM class has been up to all kinds of exciting things in the past couple months. We recently wrapped up data collection on our research project, where we are looking at the pharmacokinetic effects of oral harpagoside (Devil's Claw) and its pharmacokinetic interactions with meloxicam in dogs. We have received the data back from the lab and are excited to start working on our paper, which we will present to the students and staff at UCVM on our annual Summit Day in March. I look forward to updating you all with the results in a few months! The third-years

also recently participated in their first Calgary Urban Project Society (CUPS) Pet Health Clinic on November 18. Five students spent the afternoon seeing clients for appointments, doing physical exams, and vaccinating and deworming pets to provide veterinary care to members of the community who otherwise may not have access to it. It is a very meaningful program that we are all very excited to be involved in, and I am personally really looking forward to participating in the program later in the semester.

Many of our UCVM clubs had events near the end of last semester that attracted a lot of attention. The Equine Club organized their highly anticipated polo event in the fall, which was both terrifying and comical. We had a ton of fun and although there were a few close calls, everyone managed to get through the whole lesson without falling off their horses. The club also held their annual Horse Health Day on November 2, an educational event involving lectures, labs involving suturing, anatomy and ultrasound, and lameness demonstrations. The club put tons of work into the event and we are so proud of the event's success. Lastly, as I am writing this, we are just days away from our highly anticipated Bovine Seminar Day coming up with Dr. Sylvain Nichols from the University of Montreal, a joint effort between the Department of Production Animal Health (PAH) and the Student PAH club. The event will include topics such as calf umbilical ultrasound, bovine surgical tips and abdominal ultrasound. We are expecting a great turnout for the event and many of our students are very excited to learn more about dairy medicine and surgery from Dr. Nichols.

Thanks for reading, and take care!



Ms. Tess McGarvey

UCVM Class of 2021
ABVMA Student Representative
2019/2020



ABVTA News



Fiona Kowalczyk, RVT

2020 ABVTA President



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

I AM BOTH HUMBLED AND

honoured to write my first message as President of the ABVTA. Thank you for this privilege. I hope everyone had a great Christmas.

January can be a particularly difficult month for many. Not only are we coping with cold weather, bills from Christmas and post-holiday blues, we tend to put a lot of pressure on ourselves with our resolutions as well. Studies do show however that when we are kind to ourselves, we are more likely to accomplish our resolutions.

There is plenty of proof of the correlation between good mental health and our overall health. Mental health has become an increasingly important conversation and is part of our ABVTA 2020 Strategic Plan. The mental health of our RVT membership matters, and we have made it our responsibility to work together and share best practices that support safe work environments for ourselves and for the entire veterinary team.

In November, a few other board directors and I received mental health first aid training through the ABVMA. There is a huge focus on teaching oneself strategies to putting your mental health first. Self-care is a key practice for sound mental, emotional and physical health. The next time you catch yourself thinking something negative about yourself, replace it with something you love about yourself. In an industry that tends to be so hectic, it is important to slow down and take a little break. Practice some self-care, whether it be by reading a book, doing a workout, getting a massage, eating healthier, getting proper sleep or just spending time with someone you love. Taking time for yourself is a great way to improve your mental health.

Mindfulness is the simple act of recognizing what's going on inside of ourselves and what's going on around us, in the present moment and without judgment. Using mindfulness skills to look at the situation in a more neutral way can have a big impact on the way we understand ourselves and our world. Mindfulness slows us down and gives us time to consider different options when we're confronted with a problem, so we have the freedom to choose a response, rather than just reacting. Mindfulness can have a positive impact on our thoughts, behaviours and overall mental well-being.

Don't be afraid to talk. We all have bad days. There is no shame in reaching out and talking to someone if your mental health takes a turn for the worse. The Board of Directors are aware of the struggles we face in everyday RVT life. Reach out to supports like Homewood Health through the ABVMA. Dr. Marie Holowaychuk has some great information on social media — connect with her. The CVMA has a wealth of information on their website. Log in and explore their website. Just as importantly though, reach out to your friends and fellow RVTs. We are a compassionate group and helping others is our mission!

I am so eager to be a part of a much healthier membership as we travel through 2020 together. As you read this, plan the next part of your day to be more positive. Mine will include a yummy flavoured coffee, a positive message to my coworkers on messenger to brighten their day and then a walk outside so I can enjoy both my animal friends and the beauty that a January day in Alberta has to offer. I am grateful to be able to share this message with you. From one RVT to another, all the best to you and your loved ones in 2020.

ABVTA News Continued

ABVTA Board Highlights

Submitted by Denise Allison, RVT, Board Director

THE ABVTA BOARD OF DIRECTORS MET IN BANFF, AB, at the Fairmont Banff Springs Hotel to discuss old and new business before the Annual General Meeting at the 2019 CanWest Veterinary Conference. The following summarizes the details of this meeting.

- New business discussion included recruitment of RVTs and developing a new committee in 2020
- Recertification of RVTs was brought to the table with the discussion that if a policy is set in place with a checklist for competencies then the ABVTA would like to be involved. Currently there is a reinstatement process requiring CE hours.
- The 2020 ABVMA/ABVTA Administrative Agreement will include a Cost of Living increase for next year.
- Kate Simon was appointed as the ABVTA representative to RVTTC for another two-year term.

- We had a presentation from Alberta Farm Animal Care (AFAC) Executive Director, Annemarie Pedersen. The ABVTA has become a member of AFAC for 2020 and will be a student sponsor. AFAC promotes the welfare of livestock animals in Alberta. They do this through public outreach and industry extension.
- On October 8, the ABVTA Executive met with Consultant Pam Cholak and the ABVMA Executive to discuss the shortage of RVTs in Alberta. Membership statistics as well as data from the 2018 Job Retention and Wage survey were presented to the group along with a list of items to help promote the profession in Alberta.
- All reports that were submitted have been approved.

Thank you to all those in attendance. There was lots of discussion and debate, and there are many exciting things coming up for the profession in Alberta.



Greetings from Lakeland College

SOME OF THE HIGHLIGHTS FROM THE FIRST SEMESTER

included first-year AHT students spending a great day touring the animal hospital at the Edmonton Valley Zoo and talking to the veterinary staff and zookeepers about the health care of the zoo residents. The students then toured the zoo as part of a class research project on animal behaviour and enrichment in captive wildlife.

Second-years were busy in their animal health rotation labs where they admitted pets of various life stages to discuss with their owners a range of topics such as nutrition, senior wellness, dental care, vaccination protocols, arthritis and weight management. These animal health labs will continue until they head out on practicums in March.

A big welcome back to Dr. Pamela Barmentlo who is returning from maternity leave in January, and we are happy that Dr. Gerry Smith is staying on as well.



ABVTA News Continued



Greetings from Olds College

NOW THAT 2019 HAS COME TO A CLOSE, WHAT A

great time to look back and thank everyone that made 2019 great for Olds College.

We would like to thank all of the amazing speakers from various aspects of industry that have come out and talked to our students. Although there is not enough space to thank each one of you individually, we are extremely grateful that you have taken time out of your busy lives to inspire our students.

We would also like to send a heartfelt thank you to our sponsors.

- Thank you to Idexx Laboratories for helping us keep our laboratory equipment up and running.

- Thank you to Purina for providing Fortiflora for our patients. This has helped reduce stress diarrhea in our patients.

- Thank you to Royal Canin for their amazing ongoing sponsorship of our program. By providing our patients with their veterinary diets, we are able to ensure our animals receive consistent, high-quality nutrition during their stay with us.

Without all of you, we could not provide the care that we do for our patients and the incredible learning environment for our students.

If you are interested in becoming a sponsor for Olds College AHT/VMR/VTA programs, please contact Krystal at klohr@oldscollege.ca.



Greetings from GPRC

FIRST-YEAR STUDENTS' FIRST SEMESTER

has come to an end and second-year students have one more semester to go. Both classes have been hard at work.

We would like to mention one of our second-year students, Samantha Shirley, was chosen as one of the GPRC Star Students. Star Students are students nominated by GPRC staff and faculty for shining bright in the classroom, community and beyond.

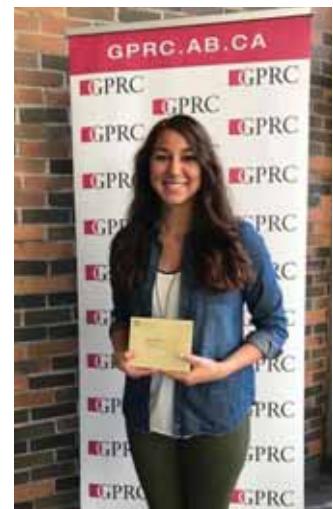
"It is such an honour to be recognized as a Star Student. When you're fulfilling your passions in life, it is easy to be happy. When you are happy in life, it is easy to do well. I am most excited for the experience to be part of such a valued community where I can share my pride in being recognized for my passion in animal care."

Here's what her instructors had to say about her:

"As an involved, enthusiastic and motivated student, Samantha not only excels in her lecture courses, she also sets an example for her classmates in her labs. In her first year, Samantha took on the role of class president and has led her classmates to go above the standard time and time again. She has also been mentoring first-year students with their transition into their post-secondary careers. We feel Samantha is an overall shining student example — a STAR Student!"

As Star Student, Samantha attended a luncheon at the Alumni Lounge at the Grande Prairie Campus in early October as well as the 33rd Annual President's Ball.

Congratulations, Samantha!



ABVTA News Continued

40 and Fabulous: A Recap

By Penny Isaak, RVT, former chair of the Personal Relations Committee

AS I REFLECT BACK ON 2019 I AM BOTH AMAZED AND

proud of the Personal Relations Committee (formerly the Communications Committee) and what we accomplished in 2019.

We started off the year with an in-person meeting at the ABVMA office so we could really plan this important milestone year. We wanted to bring our wonderful members into the spotlight and let them know they are fabulous! A hockey card was suggested, and the committee surpassed their goal of featuring one tech in every issue of Tech Connect. We hope you enjoyed reading about the diverse and amazing group of people we have working in our profession.

Attending events is a huge part of what the Personal Relations Committee does. We have a great booth and are constantly creating new material to help both the public and our members appreciate what RVTs do in this province. This year we brought our booth to Pet Expos, AFAC and VCA Conferences, the 40th Anniversary CE Event, Pets in the Park and the CanWest Veterinary Conference.

We also wanted to promote mental health for our members with nights out that are focused on having a good time and relaxing. We know how stressful this profession is and wanted to encourage our members to take time for themselves. In May, we hosted a Paint Your Pet night in Edmonton. In October, we co-hosted a Wine and Dine Event at Favoloso Pizzeria. A huge thank you goes out to all of the companies that donated prizes for this event. A big thank you to Aventix, Dechra, Hills, Kibbles & Biscuits, Purina, Virbac and 7 Degrees for the wonderful prizes.

In May, our 40th Anniversary Conference was held in Edmonton with a wide variety of excellent speakers. The virtual trading card project was complete and 41 cards were showcased.



October was RVT Month and we encouraged everyone via social media to go to see The Calgary Tower, Edmonton's High Level Bridge and City Hall in Lethbridge, which were lit up in our association colours.

As we move into a new year with many new faces on this committee, I am excited to see what they will do with this year's theme "Why We do what We do." I hope you all have a wonderful 2020, and take care of yourselves and each other.



News at NAIT

STARTING THIS FALL, NAIT IS IMPLEMENTING

an alternate pathway for the NAIT AHT and VMA programs.

Our alternate pathways are an online focused content delivery with in-person labs. They are designed for the student who is working during the week, so labs will be scheduled for weekends and a couple of weeklong residencies. The lecture component will be delivered online asynchronously using many different modes. The labs will continue to be offered face to face during condensed time periods throughout the duration of the alternate pathway to ensure

the students are getting the hands-on time that is critical for the AHT and VMA programs.

The alternate pathway for AHT involves three courses per term and may be extended over three years. Students start with anatomy, behaviour and medical records in the first fall term.

The VMA alternate pathway is delivered over the course of four consecutive terms with three courses per term.

Both the AHT and VMA alternate pathways are scheduled to start September 2020 at the same time as the current face-to-face programs. Admissions are now open!

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/ffc79fee7> 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 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

Continuing Education Opportunities

MONTHLY OFFERINGS

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

January 16 & January 23, 2020 – The Compassionate Approach – An Introduction to Fear Free – 3 Hours ABVMA Credits - This two-part webinar will discuss how to evaluate and recognize fear, anxiety and stress, how to set your patients up for success.

We will delve into the practical application of distraction techniques, evaluating needs vs. wants and what to do when distraction is not enough.

Part 1 (January 16)

Fear Free 101: How to recognize and prevent fear, anxiety and stress, fear, anxiety and stress scale, canine and feline body language, setting the environment up for success

Part 2 (January 23)

Distraction techniques for common veterinary procedures, examples of medication administration, veterinary exams, injections, nail trims, U/S and radiographs using distraction and gentle control, what to do when distraction is not enough (needs vs. wants, when and why we stop) Recipients completing this webinar will also receive a discount code for 20% off individual Fear Free certification. Please visit the ABVMA website under CE Monthly Offerings to register online.

MARCH 2020

March 10 through to March 13, 2020 – Western Canadian Dairy Seminar 2020 – Looking Beyond 2020 – 16 Hours ABVMA Credits - In 2020 the Western Canadian Dairy Seminar will be celebrating 38 continuous years of providing novel ideas, information, and solutions relevant to current and emerging challenges of the Canadian dairy industry. Topics covered include: Future Matters, Secrets of Healthy Feeding, Human and Cattle Well-Being, Nurturing the Next Generation, Enhancing Herd Fertility. In addition to the formal program, the seminar offers ample opportunity for participants to have informal discussions with the speakers and with industry service representatives. Register at www.wcds.ca. We look forward to seeing you at the seminar in March. **Location:** Cambridge Hotel & Conference Centre, Red Deer, Alberta (*formerly the Sheraton Hotel*). Please visit: www.wcds.ca for more info and/or to register.

Classified Ads

VETERINARIAN REQUIRED

ANIMAL EMERGENCY HOSPITAL IN RED

Deer, AB, has an opportunity for an emergency veterinarian to join its team. We are a progressive, well-established hospital that provides after-hours and emergency veterinary care for central Alberta. Our hospital is well-equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a board-certified small animal surgeon as well as general practitioner veterinarians with advanced training in emergency medicine, canine reproduction, dermatology and rehabilitation. We would like to add an emergency veterinarian to our animal emergency team. New graduates are welcome to apply! If you like interesting cases, striving for excellence and working in a team environment then please contact Dr. Dagmar Schouten at: dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676.

a small animal practice, but there is the potential for equine and bison work (we are equipped for both). The ideal candidate would be experienced with small animal surgery and dentistry, and be comfortable handling medical cases independently. We are currently open Monday to Friday. We offer competitive compensation, CE allowance, VIN membership, association dues paid, paid vacation and health benefits. Please send resumes to: fmah.animalhospital@gmail.com.

only private emergency and referral hospital. Please send resumes to Dr. Christopher Sauve at: sauve@dvm.com.

A BRAND NEW, STATE-OF-THE-ART 24

hour emergency and referral hospital in the Edmonton area will be opening in early 2020. We are seeking multiple motivated, team-oriented emergency veterinarians to join our hardworking, growing team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology and dentistry/oral surgery. If you enjoy learning in a fast paced environment with the opportunity to expand your skills, then this may be the job for you. Generous salaries and personal pet discounts, paid ABVMA dues, CE/uniform, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's

GENEROUS SIGNING BONUS! ANIMAL

Medical Centre North is a veterinary hospital seeking a medical director/DVM in Grande Prairie, AB. The Medical Director will be responsible for overseeing the medical operations/protocols within the hospital, serve as a mentor to medical staff, including associate veterinarians, and lead the advancement of high quality patient care and client service. The Medical Director will also work in collaboration with the Hospital Manager to maintain and build our relationships with the community. This is a new position that you will be able to grow from the ground up as our previous owner Dr. George is retiring. 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. 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.

THE FORT MCMURRAY ANIMAL HOSPITAL

is seeking a full-time licensed veterinarian to join our team. We are a well-established, fast paced clinic committed to excellent patient care and customer service. We practice high quality medicine while utilizing modern technology. We are fully equipped with an in house lab, digital x-ray, laser surgery, dental equipment, digital microscope etc. We have a great support team that includes 3 experienced RVTs. We are primarily

Classified Ads

HAPPY PAWS VETERINARY CLINIC IN

Airdrie, AB, is looking for a vet to adopt into our family practice! What makes us different? Family Culture: We truly believe that people are the practice and we like to take care of you and make you feel appreciated. Not Corporate: This is a family run business and we treat our team like family. Lifestyle offering: We tailor your schedule to make it work. Let us know what you want, everyone is different. Fear Free style practice: We like to make our patients and owners comfortable throughout the whole process. 30 min appointments: We like to offer choices, value feel it is really important to communicate our clients. This is what they have come to expect from us, and we believe this cannot be rushed. Compassion Fund: Every staff member has \$500 to put towards the care of a family and a pet in need. If you think we are a match, email: dr.erin@happypawsvets.com. References available from our happy staff and locums. Just ask! All inquiries are confidential. Website: www.happypawsvets.com.

VETERINARIAN WANTED! VCA CANADA

Mills Haven Animal Hospital located in Sherwood Park, AB, is currently recruiting a veterinarian to join our team of highly engaged and committed veterinary professionals. With an exceptional mentorship program, we welcome new and recent grads to apply. Our friendly team strives to provide the best possible medical and surgical care, creating an exceptional client experience. As part of our company, you will receive a competitive compensation, generous CE allowance, VIN & OVMA membership, paid vacation, generous personal pet policy and much more. To apply, please visit: <https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Edmonton-Alberta/Veterinarian--DVM---VCA-Canada-Mills-Haven-Animal-Hospital--SIGNING-AND-RELOCATION-BONUS- R-21033>.

FEEDLOT ASSOCIATE VETERINARIAN

Required in 2020. Looking for an enthusiastic, organized, flexible, practical, and detail-oriented veterinarian with interest in feedlot production medicine, both beef and lamb. Practice provides herd health and production services, emergency veterinary services, regulatory and other value chain certification, and research services to several large feedlots in the area. This individual would work with 2+ other veterinarians, 4 vet tech/research assistants and office support staff. Successful applicant must have passed NAVLE, speak/write English, have a valid driver's license, have good communication and interpersonal skills, and be eligible for licensing in Alberta. Beef cattle experience a benefit. No night calls; participate with other vets/techs in weekend rotational call schedule. Provided with work truck and equipment, cell phone, office/computer. Good housing and schools, with activities like hiking/hunting/skiing/fishing/shopping in the local area. Competitive salary based on experience

with full benefits package and CE. Please send resume with 3 references with contact information to: joyce@abhs.ca. Website: www.abhs.ca.

VETERINARIAN WANTED! VCA CANADA

Country Hills Animal Hospital located in Calgary, AB, is currently recruiting for a Veterinarian to join our team of highly engaged and committed veterinary professionals. With an exceptional mentorship program, we welcome new and recent grads to apply. Our friendly team strives to provide the best possible medical and surgical care, creating an exceptional client experience. As part of our company, you will receive a competitive compensation, generous CE allowance, VIN & ABVMA membership, paid vacation, generous personal pet policy and much more. To apply, please visit: <https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Calgary-Alberta/Veterinarian--DVM---VCA-Canada-Country-Hills-Animal-Hospital--Maternity-Leave- R-21423>.

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.

VETERINARIAN WANTED! VCA CANADA

Landing Animal Hospital located in Calgary, AB, is currently recruiting an experienced Veterinarian to join our team of highly engaged and committed veterinary professionals. Five years' experience and the ability to work independently is required. As part of our company, you will receive a competitive compensation, generous CE allowance, VIN & ABVMA membership, paid vacation, generous personal pet policy and much more. To view the full posting and apply, please visit: https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Calgary-Alberta/Veterinarian--DVM---VCA-Canada-Landing-Animal-Hospital_R-22561-1.

CHINOOK COUNTRY VETERINARY CLINIC

in Olds, AB, is an independently-owned clinic seeking a full-time small animal/equine veterinarian to join our expanding rural practice. This position is perfect for someone who loves a relationship-centered practice, getting to know their clients and patients and assist with our growing caseload. We have small animal consulting/prep/surgical/dental areas, utilizing x-ray, dental x-ray, ultrasound, video otoscope, surgical laser, Doppler, anaesthesia monitor and the

latest lab analyzers. The newly-renovated heated equine facility utilizes portable x-ray, ultrasound and a full complement of dental equipment. We are looking for a kind, compassionate, well-spoken individual who can work a varied caseload, a team-player, and is passionate about high-quality veterinary medicine. CE is encouraged and a generous CE allowance provided. Wages are commensurate on experience and veterinary discounts, ABVMA/CVMA fees, and health/dental plan subsidy provided. NEW GRADS WELCOME as small and large animal mentoring is available. If you are interested in becoming a part of our dynamic team, please email your CV to: manageccvc@gmail.com.

VETERINARIAN WANTED! VCA CANADA

General Veterinarian Hospital located in Edmonton, AB, is currently recruiting a veterinarian to join our team of highly-engaged and committed veterinary professionals. With an exceptional mentorship program, we welcome new and recent grads to apply. Our friendly team strives to provide the best possible medical and surgical care, and creating an exceptional client experience. As part of our company, you will receive a competitive compensation, generous CE allowance, VIN & ABVMA membership, paid vacation, generous personal pet policy and much more. To apply, please visit: https://vca.wd1.myworkdayjobs.com/en-US/Careers/job/Edmonton-Alberta/Veterinarian--DVM---VCA-Canada-General-Veterinarian-Hospital-Edmonton--Alberta_R-22394-1.

MEADOWBROOK ANIMAL CLINIC IS

seeking a ft/pt DVM to join our wonderful team. We're a friendly and caring small animal clinic that takes pride in building great client relationships. We were voted "Best Veterinary Clinic 2019" in the Star Metro Edmonton Community Choice Awards. You will be working with a team of experienced technologists and receptionists in a modern fast-paced clinic with in-house diagnostics. We offer competitive wages, benefits and a supportive and flexible environment. If you are looking for a workplace with a family feel, please get in touch, we would love to meet you! Email: meadowbrookanimalclinic@gmail.com.

EDMONTON'S ONLY CAT-EXCLUSIVE

veterinary clinic is looking to add another team member! We are a small veterinary practice located in the Glenora district of Edmonton. We pride ourselves in continuing to provide exceptional client services through the use of our in house lab, x-ray/dental equipment and competent support team. We offer competitive wages, CE allowances, health and dental benefits and paid dues. We can accommodate for both full-time or part-time hours. Please send resumes to: bryce@clinicsolutions.ca.

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STRATHMORE VETERINARY CLINIC, A

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

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.

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.

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 Skainen, Director of Administration, 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.barrnorthvet.com or our Facebook page. Come and meet our team 780 674 2100, or email your resume to: barrnorthvet@gmail.com, Attn: Lisa.

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.barrnorthvet.com or our Facebook page. Come and meet our team 780-674-2100, or email your resume to: barrnorthvet@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, panopthalmoscope, 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.

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. New grads are welcome. Our business is a well-established, full-service practice with a pet store and on-site grooming. 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.

ERIN RIDGE VETERINARY CENTRE IS

seeking a PT or FT veterinarian to join our amazing, compassionate team. We are a small animal and exotics practice in St. Albert, AB, providing top quality patient care with a focus on client education in a fun, friendly environment. The ideal candidate will have excellent communication skills and enjoy building relationships with our clients and their pets. An interest in exotics is an asset, but not required. We offer paid dues, CE allowance, uniforms, health benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you are interested in joining our team,

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we'd love to hear from you. Applications can be emailed in confidence to Laura Bogdan at: laura@erinridgevet.com.

INNISFAIL VETERINARY SERVICES IS
seeking a veterinarian to join our mixed animal practice. Clinic is fully-equipped to handle both large and small. We provide a fun, family, friendly and comfortable workplace environment. We offer benefits, CE allowance, paid licensing. Mentorship for recent graduates and potential equity in the clinic. Innisfail is located in central Alberta conveniently located along Hwy 2 corridor. It "strives for small town charm with big city opportunity, resulting in more professionals, trades people, retailers and families moving to the area each year". This position is part / full-time: Monday to Friday with limited on call rotational. We are hoping for candidate to love both small and large animal, there is opportunity to concentrate in specific areas. Please forward resumes to innet@telus.net ATTN: Rob DeHaan, DVM or schedule a visit with us. Complete job description can be provided.

ARE YOU LOOKING FOR AN

established, busy practice where you can expand on your surgical and medical skills and pursue your own professional goals? The Original Spay Clinic in downtown Edmonton is in search of a FT or PT associate veterinarian to join our experienced and welcoming professional team of 2 full-time veterinarians, 3 RVTs and 6 support staff. Serving Edmonton and the surrounding areas for over 40 years. We are a full service, privately-owned, companion animal clinic and offer complete surgical, medical, dental and consultative services to the community. Our focus is to continue to provide professional and compassionate care for our patients and ensure that their owners are fully informed and educated, while maintaining affordability. Our Cornerstone management system integrates with IDEXX Vet-Ray digital radiography and in-house lab units. We have a fully-equipped surgical laser suite and a large procedure area with dental suite and digital dental x-ray. We offer competitive salary, full benefits, CE allowance and paid ABVMA and EASAV dues. If you are interested, please send your resume and cover to: crwest@spayclinic.ca.

VALLEY VETERINARY CLINIC

(Drumheller) Ltd is looking for a licensed veterinarian. We are 70% LA to 30% SA. In addition to standard veterinary equipment we have ultrasound and ECG. We provide a fun friendly working environment with a wide variety of tasks where we encourage the pursuit of special interests. Contact: mlehmann@telusplanet.net.

ARE YOU A SMALL ANIMAL DVM

looking for a practice that supports your professional interests, and allows you to practice quality medicine while working in a fun team-oriented environment? Grand Valley Animal Clinic is looking for a full-time DVM to fill a maternity leave starting April/May 2020. The successful applicant will be motivated, enthusiastic and

driven to excel. We offer the potential to pursue professional interests by including a CE allowance into each of our DVM contracts. We support our DVMs by providing digital x-ray and digital dental x-ray, abdominal and cardiac ultrasound, endoscopy, orthopedics and CO2 laser. Our new expansion due to open in the New Year will enable us to offer additional services, including rehabilitation, an under water treadmill, a devoted chemotherapy room and a specialist surgery suite. We value work-life balance. As the largest practice in the area, our shared workload gives you more time to enjoy life outside of work. We offer competitive compensation, as well as after-hours compensation and a generous benefits package. Check us out at: www.gvac.ca. Contact: Dr. Jennifer Beckwith at 204-728-0033; Jennifer@gvac.ca.

GENEROUS SIGNING BONUS! ANIMAL

Medical Centre North is a fast-paced practice that treats small animals and exotics in Grande Prairie, AB. The clinic has undergone new ownership by the Vet Strategy Team and is now operated by new management. Our previous owner Dr. George is retiring and we are looking for an associate DVM with an interest in providing quality medicine to join our 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 this evolving 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 ARE CURRENTLY SEEKING A FULL-

time veterinarian to join our team. Lomsnes Veterinary Hospital is a well-established, three veterinarian, small animal and exotics hospital located in the community of Red Deer, AB. Red Deer is centrally located between Edmonton and Calgary. Our staff are well-trained, compassionate, and committed to providing excellent patient care and client education. We provide high quality veterinary care, while utilizing modern technology which includes: an in house lab, digital x-ray, surgivet monitoring system, bair hugger, ultrasound, digital dental x-ray and dental equipment. We also have experienced RVTs to assist you in any way. This is a great opportunity to join an established and supportive practice, 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.

BOW RIVER VETERINARY CENTRE IS A

longstanding 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.

MAPLE LEAF FOODS IS LOOKING FOR A

full-time poultry veterinarian based in Edmonton, AB. This role provides veterinary services, quality assurance, technical support and leadership to all aspects of Maple Leaf Alberta's live chicken operations. This is done through maintaining an approved VPE for the provision of veterinary services and by managing the quality assurance, laboratory, animal health, welfare and industry teams. Competitive compensation package includes dental/health benefits, licensing/CE, vehicle and employee pension plan. Email: kathleen.long@mapleleaf.com. Website: <https://www.mapleleafcareers.com/post/12137201>.

DIDSBURY VETERINARY SERVICES IS AN

expertly-equipped veterinary clinic proudly serving small and large animals both in the clinic and on the go. Located in the quiet town of Didsbury, just 30 minutes north of Calgary, we are focused on high-quality animal care and friendly service. We are a fully equipped hospital with an experienced support team of 10 and 5-DVMs! We are looking to add a mixed animal associate DVM to our team! This is a great opportunity to join an established and supportive practice, where learning and development opportunities are endless! As part of our network, you will receive competitive compensation, 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.

SOUTHPOINTE PET HOSPITAL IS A SMALL

animal general practice with 4-veterinarians and 3-registered veterinary technologists. 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. 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

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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.

ALPINE VETERINARY MEDICAL CENTRE IS
a privately-owned clinic located in beautiful Whitehorse, Yukon. We are looking to add another veterinarian to our fun and energetic team. The position includes a generous CE allowance, paid vacation, health benefit plan and moving allowance. On-call duties are required and shared between 7-veterinarians. We are predominately a small animal clinic that also sees a small caseload of exotics, equine and farm animals. We are open Monday to Friday and enjoy 12 paid stat holidays. Veterinarians are scheduled for 30-minute appointments, a one-hour lunch break and two 30-minute blocks allowing for call backs and medical notes. All veterinarians finish work at the end of their scheduled shift – no staying late! We are an established practice proudly serving an engaging and passionate clientele. We have state-of-the-art medical equipment. Whitehorse is a vibrant, family-friendly community surrounded by breathtaking wilderness. If you are someone who enjoys all four seasons, a positive work-life balance (our average commute among staff members is 10 minutes), and spending time outdoors then Whitehorse is for you! Email: avmc.management@gmail.com.

CENTRE ANIMAL HOSPITAL **SIGNING BONUS** Family, community, friendship, client relations and teamwork are the keystones of this privately-owned small animal practice in north-eastern Alberta. When asked to describe the atmosphere of our clinic, our DVMs and support staff said: Welcoming. Compassionate. Supportive. Positive Energy. Commitment. Mentorship. Friendship. Home. This is all at the heart of what we do. Interested in joining our team? Check out our full ad at: www.animalhealthproviders.com/careers and apply today!

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.

RANGE ROAD VETERINARY IS A SMALL
animal practice just minutes south of Edmonton, AB. We are 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 are a fully-equipped clinic that values work/life balance and want our vets to love their day-to-day. Come see why life is better in Beaumont! Please send cover letter and resume to: katrina.ponich@rangeroadvet.com.

INTERESTED IN JOINING A VIBRANT,
well-established practice with a great team mentality? The Edson Vet Clinic is searching for one more fantastic vet to complete our team! The position is open to mixed or small animal only. We have an experienced, long term support staff including 5-RVTs. Our clinic is well-equipped with brand new in clinic lab equipment, dental x-ray, therapeutic laser, large and small animal ultrasound, and much more! We are part of the UCVM teaching community, and are great at mentoring new vets and students! Our clinic is located midway between Jasper and Edmonton, with great access to outdoor activities. Interested? Give us a call, or send an email: edsovet1@telus.net.

FULL/PART-TIME COMPETENT,
compassionate veterinarian with great communication skills is needed for Barlow Trail Animal Hospital in Calgary, AB. Clinic is centrally-located with easy access from all quadrants of the city. Salary based upon experience with partnership or full ownership potential. New graduates are encouraged to apply. Please send your resume in confidence to Dr. Tejinder Khaira at: tkhairaa@gmail.com or call 403-827-0747.

PIPER CREEK VETERINARY CLINIC IN RED DEER, AB, is looking to add a veterinarian to our high quality team. We have a wide range of veterinary services including orthopedic surgery, in house laboratory, dentistry, general surgery and endoscopy. We are open 6 days a week with no on call requirements. We offer a flexible schedule, competitive wage, medical benefits and other amenities to make our hospital an exceptional work environment. The clinic has won numerous appreciation awards and is one of the top voted practices in the area. Contact: rohin.rai@nva.com.

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: dvett@telusplanet.net.

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@creeksidevetservice.ca.

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 lead 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@cciwireless.ca. For any questions please call Dr. Anne-Marie Russ at 780-645-0079.

WE ARE SEEKING A FT MIXED ANIMAL

veterinarian to join our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB and

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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.

COME AND JOIN OUR TEAM! AGRIFARM

Heath 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.

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.

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.

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.

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

A BRAND NEW, STATE-OF-THE-ART 24 hour emergency and referral hospital in the Edmonton area will be opening in early 2020. We are seeking multiple motivated, team-oriented and passionate registered veterinary technologists to join our hardworking, growing team. Our hospital will boast multiple specialists (or residency trained) in the fields of radiology, ophthalmology, surgery, dentistry/oral surgery, cardiology as well as experienced emergency veterinarians. If you enjoy learning in a fast paced environment with the opportunity to expand your skills in different departments then this may be the job for you. Generous salaries and pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Positions in emergency and the various specialty lines are available. Please send resumes to Kristy at: Kristyroskey@hotmail.com.

COCHRANE ANIMAL CLINIC IS LOOKING

to add a full or part-time RVT with small and/or large animal experience. Our busy 7-vet practice just west of Calgary is situated in a brand new building with the latest equipment and great doctor to support staff ratios. The ideal candidate communicates well, enjoys multitasking and is positive and reliable. We offer a supportive team environment, CE allowance, competitive wages, benefits and uniform allowance. Please email a cover letter & resume to: tara.risling@cochraneanimalclinic.com.

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ARE YOU LOOKING FOR A CHEERFUL,

team orientated work environment? We are looking for a full or part-time RVT to join our growing, busy, team orientated practice. Southwood Veterinary Hospital has two full-time and two part-time veterinarians and is supported by an incredible team of passionate staff. We excel in client experience and a positive, supportive work environment. Successful candidates must thrive in a fast-paced environment, handle and prioritize multiple responsibilities and deliver excellent customer service. We offer above average compensation as well as paid RVT dues, full benefits package and paid CE. Work attire is also provided after a 3 month probation period. If this sounds like an environment you would like to be a part of please send resumes and references to: contact@southwoodveterinaryhospital.com.

ARE YOU AN ENTHUSIASTIC, TEAM-

oriented RVT looking for a positive, progressive clinic that focuses on patient care? Highview Animal Clinic is the place to be. We are looking to go to 5 full-time techs from our current 4. We also have 1 part-time tech and 2 assistants. Nestled in the Foothills, only 30 minutes from Calgary, our clinic is a mix of small animal, bovine and equine. Large animal experience is a bonus, but not required. We offer health and dental benefits, CE and clothing allowance, paid ABVTA dues. Contact: drgavel@telus.net.

IF YOU ARE HARDWORKING, FRIENDLY

and fun.. If you are looking for a career where you can balance work and play... Nagel & Co. Veterinary Services is the place for you! We are looking for a RVT who is an energetic, positive team player that is passionate about veterinary medicine. We are an established team, dedicated to providing high standards of care for clients and patients in the small animal industry. We offer competitive wages and an amazing benefits package including extended perks, CE allowance and paid ABVMA dues. Nagel & Co. Veterinary Services is located in Crossfield, AB, which is 10 mins north of Airdrie, 20 mins to the Calgary International Airport and 1 hour to Banff National Park. If you are interested in joining our team please email your resume to: sherry@nagelveterinarieservices.com.

MONTROSE PET CLINIC IN BEAUMONT,

AB, is a well-established growing full service small animal clinic, looking for a motivated, enthusiastic full-time OR part-time RVT to provide excellent patient care and client services. We are equipped with IDEXX in-house lab, Avimark software and digital x-rays. We offer competitive wages, health and dental benefits and wonderful staff discounts. Recent graduates are also welcome. Please forward your resume to: montrosepet@gmail.com.

WESTLAND VETERINARY HOSPITAL IN

Calgary has been established for over 40 years. We offer compassionate, high quality pet care and exceptional customer services to our clients. We are

looking for a long term, team oriented, experienced, full-time RVT. Recent graduates are also welcome. Competitive wages with a complete benefits package will be offered. Please contact Dr. Budihal at: pbudihal@shaw.ca or 403-246-2244.

ROCKY RAPIDS VETERINARY SERVICE IS

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

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 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.

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.

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.

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.

INNISFAIL VETERINARY SERVICES IS

seeking a part &/or full-time RVT to join our mixed animal practice. Candidates should have team based attitude, exceptional client service skills and communication skills, have special interest in working with both small and large animals. We provide a fun, family, friendly and comfortable workplace environment. Please forward resumes to innvet@telus.net or come in a visit us. Complete job description can be provided. NEW graduates welcomed.

BOWMONT ANIMAL HOSPITAL IS

looking for a full-time RVT to join our team. We are a busy, 1.5-doctor practice, under new private ownership looking for a dedicated and professional team player. Monday through Friday shifts, with the occasional Saturday required. Condensed work week schedule also available. We provide medical benefits, employee pet coverage, uniform and CE allowance. Brand new x-ray machine and in-house diagnostics and dental equipment. Clinical veterinary experience preferred. Please send a cover letter and resume to our email: bowmontanimalhospital@shaw.ca. Please check out our website at www.bowmontvet.com for more information about our hospital!

BURWASH EQUINE IS EXPANDING AND

we want you to join our team! We are a busy, progressive, exclusively equine practice located in the foothills just south of Cochrane, AB. We recently moved into a new, huge, beautiful, 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

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work as well - no two days are ever the same! Experience with horses is required. Experience with equine anesthesia is an asset, interest in it is required. If you have small animal RVT experience and horse experience, we can train you. M-F 8am-5pm; hourly pay - wage negotiable. After hours on call duties intended - will increase with anesthesia experience and is compensated accordingly. Email: crystal.lee@burwashequine.ca. Website: www.burwashequine.ca.

LIVE, WORK AND PLAY IN BC'S

Kootenay region. Located less than 400 km southwest of Calgary, we are looking for a skilled RVT with a good sense of humour to join our mixed-animal practice team in Cranbrook, BC. A relocation bonus is included with many other employee benefits. Apply to: jeff@tanglefootvets.com.

MONTEREY VET CLINIC LOCATED IN NE

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

WE ARE SEEKING AN ENERGETIC FULL-

time RVT with excellent interpersonal skills to join our passionate team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB. Our practice consists of 80% small animal and 20% large animal ambulatory services. We have an experienced staff, in-house lab, digital x-ray and digital dental x-ray. We offer competitive wage, RVT dues, uniform allowance, paid CE and health spending. Please send resumes to: mike.devries@trimunicipalvet.com.

OFFERING \$500 HIRING BONUS.

Superstar tech wanted! Not a superstar quite yet? That's OK, we can help! Foothills Animal Hospital is looking to complete our team by adding a full-time RVT. Located just 20 minutes south of Calgary, our fast paced small animal hospital offers a CE allowance, competitive wages and a health spending account! What makes us different is our enthusiastic and experienced team, our belief that RVT's are invaluable, and our compressed work schedule. For more information visit www.foothillsanimalhospital.ca/career-opportunities. Please contact: exec@foothillsanimalhospital.ca with your resume.

CHINOOK PET CLINIC IN LETHBRIDGE, AB, is looking for a full-time RVT to join our team. We are a well-equipped, longstanding, progressive small animal practice. The ideal candidate possesses excellent communication skill, can multitask and works well in a team setting. We offer a competitive wage (commensurate with experience), paid dues, staff discount + CE and uniform allowance. Please email resume to: chinookpetclinic@hotmail.com.

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 Dionne at: dmashall@p3vetpartners.ca.

WE ARE A COMPANION ANIMAL

practice in Lacombe seeking a cheerful, hardworking RVT. Our technicians rotate between a schedule of surgery, appointments and laboratory. We pride ourselves on delivering high quality care and exceptional customer service. If interested, please email a resume to: info@lacombevet.ca.

LAC STE ANNE VET SERVICE IS LOOKING

for RVTs to join our friendly outgoing team. Small animal clinics in Gunn and Alberta Beach. Good balance of surgery, wellness and medical cases. Rural but easy 25 min commute from Stony Plain. Currently 2-vets, 2-RVTs & support staff. In-house lab machine, digital x-ray/dental. Some house calls, great clients. Fully utilize your tech skills. CE and uniform allowance, and paid dues. Weekend shifts available. Email your resume and cover letter to Lsavet@xplornet.com.

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.

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.

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.

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.

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 countryvetsltd@gmail.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.

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.

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: linnell140@hotmail.com.

Classified Ads

OTHER EMPLOYMENT

ARE YOU A PRACTICE MANAGER? DO

you like people, animals, co-workers and mountains? We would love for you to join our team at the Canmore Veterinary Hospital in the Rocky Mountains (one hour west of Calgary). We are a busy small animal hospital with a satellite clinic in Banff. We employ 5-veterinarians and 3-RVTs. We are locally-owned and operated and thrive with a friendly, compassionate clinic culture. Days are busy and fulfilling, we go home feeling like we have made a difference! We are looking for someone with business and veterinary experience who can take on new challenges with ease and make the people around them happy. Knowledge in human resources, computer competency, social media literacy, bookkeeping skills and a cheerful attitude are required. We are offering a very competitive salary, RRSP sharing, medical plan, uniform allowance and continuing education allowance. If you feel that this is your calling, please send a cover letter, detailed resume and references to: clientinfo@canmorevet.com.

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.

POSITION: STRATEGIC ADVISOR. YOU

will ensure the retention of new clients and look for new market opportunities to maximize growth in Alberta. Main responsibilities: Strengthen and promote the expansion of CDMV in Alberta; Identify the needs of clients and prospects; Provide potential clients with the solution they need to grow their practice; Manage the territory with the Field Customer Service Agent partner for sustainable growth based on tools and targets provided; and Support CDMV clinics with business solutions. Does this following describe

you: Veterinary technician background; 3 to 5 years of sales experience; Valid driver's license; Client focused, listening skills, understanding; and CDMV's six guiding principles, the values that we share (creating value, agility, inner fire, dedication, team player, be of one mind). We have a lot to offer: Pension plan; Group insurance; and Excellent opportunity to develop your skills in a growing company. Send your application to Patrick Dupuis, talent acquisition advisor at: patrick.dupuis@cdmv.com.

COALDALE PET CLINIC IS SEEKING A

mature, friendly and self-motivated part-time veterinary Receptionist to join our growing small animal team! The position is approximately 25-30 hours per week, with the opportunity to move to full-time. Duties include answering phones, scheduling appointments, client communication, general cleaning and handling payment transactions. Applicant must be a team player and have the ability to multi-task, as well as excellent phone and people skills. Preference will be given to applicants with Veterinary Medical Receptionist training or previous in-clinic experience, but we are willing to train the right candidate. Please forward your resume and cover letter to Shelbi at: coaldalepetclinic@telus.net.

THE PET HOSPITAL (A DIVISION OF LEDUC

Veterinary Hospital) requires a full-time VMA to join our team. 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 privately-owned, well-established and fully-equipped modern companion animal practice located 10 minutes south of Edmonton in Leduc. We offer a competitive remuneration package which includes uniform allowance, health and dental benefits, health spending account, CE allowance, pet insurance, pet health spending account and staff discounts. Please send resume and cover letter to: drs327@hotmail.com.

EMERALD HILLS VETERINARY CLINIC IS

looking for a FT Client Care Specialist (Receptionist) to join the family-oriented, small animal practice located in Sherwood Park, AB. We are committed to working with our clients to help them provide the best life possible for their pets. The successful candidate must be proficient at managing multiple phone lines/client interactions and have excellent customer service skills. Experience with Avimark is beneficial. Website: www.emeraldhillsvet.com. Email cover letter and resume to: info@emeraldhillsvet.com.

WE ARE LOOKING FOR A HIGH ENERGY,

experienced Receptionist/Tech Assistant to join our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB. We are a mixed animal practice (90% Small Animal) but no large animal experience is required. If you have excellent interpersonal skills and appreciate a work/life balance, please submit your cover letter and resume to: mike.devries@trimunicipalvet.com.

LESSARD CALLINGWOOD VETERINARY

Hospital requires an experienced practice manager. We are a well-established small animal, AAHA-accredited hospital that is seeking a candidate that is organized, motivated and great with communication. Our team is dedicated, experienced and work well together. Your schedule can be flexible and will average 20/hours per week. Please forward your resume to Susan Lapointe at: lessardvetapplicants@gmail.com.

PRACTICE FOR SALE

A FEW YEARS ESTABLISHED SMALL

animal veterinary practice with limited hours doing over \$500K in revenue, is for sale in Calgary, AB. Ideally-located with low rent. Fully-equipped with all the toys. Please send a letter of intent to: hanabnb2019@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 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/>.

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