

MEMBERS' MAGAZINE

■ MARCH-APRIL 2020



2020 ABVMA President
Dr. Kirsten Aarbo WCVM '03

| 26

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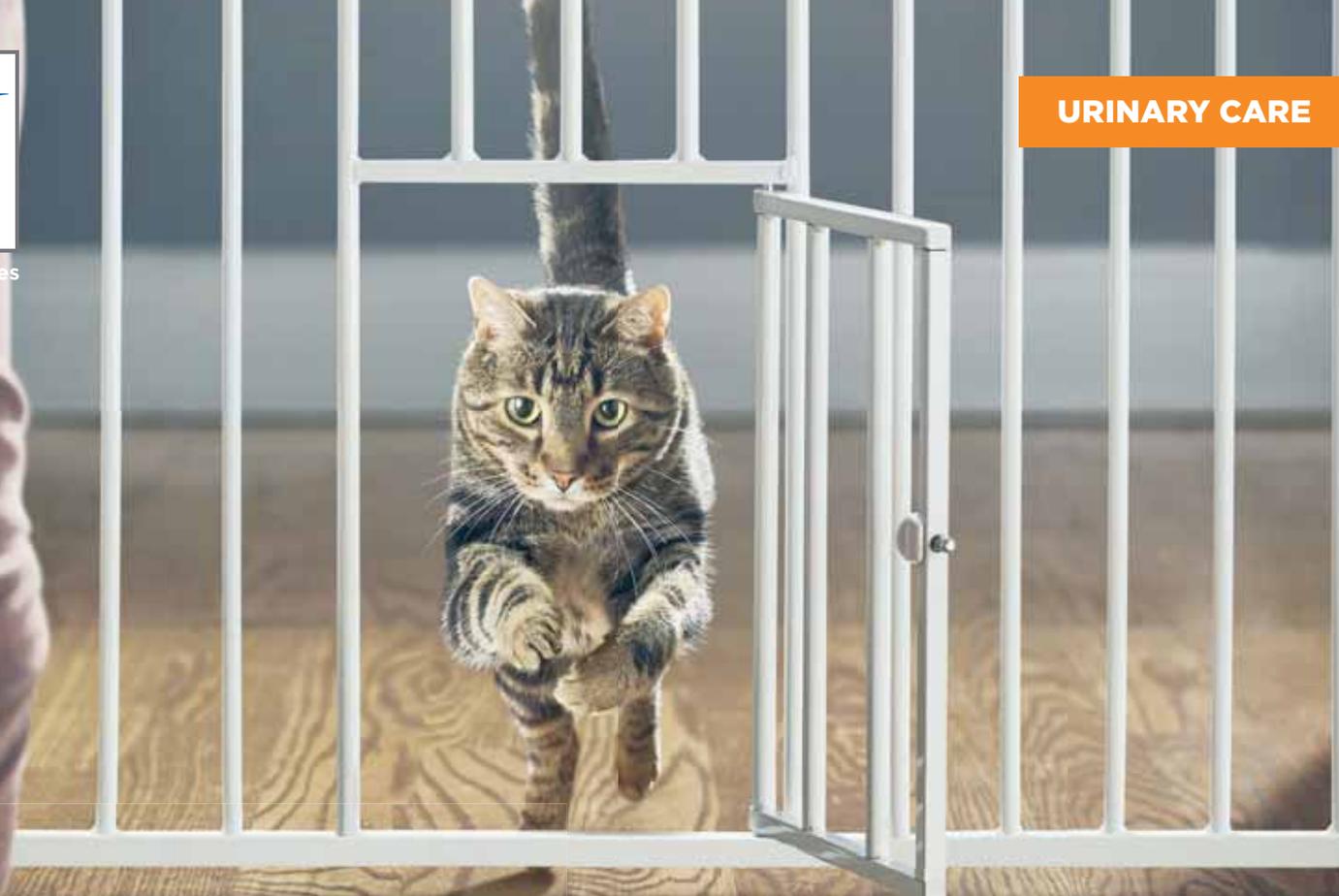
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28 Results of Practice Inspection Practice Standards (PIPS) Vote



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¹Kruger JM, Lulich JP, MacLeay J, et al. Comparison of foods with differing nutritional profiles for long-term management of acute nonobstructive idiopathic cystitis in cats. *J Am Vet Med Assoc.* 2015;247(5):508-517. ²Lulich JP, Kruger JM, MacLeay JM, et al. Efficacy of two commercially available, low-magnesium, urine acidifying dry foods for the dissolution of struvite uroliths in cats. *J Am Vet Med Assoc.* 2013;243(8):1147-1153. Average 27 days *in vivo* study in urolith forming cats. ³Pereira GG, Fragosos S, Pires E. Effect of dietary intake of L-tryptophan supplementation on multi-housed cats presenting stress related behaviours, in *Proceedings. BSAVA 2010*. ⁴Beata C, Beaumont-Graff E, Coll V, et al. Effect of alpha-casozepine (Zylkene) on anxiety in cats. *J Vet Behav.* 2007;2(2):40-46. Hill's Pet Nutrition Canada, Inc. ®/™ Trademarks owned by Hill's Pet Nutrition, Inc.



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

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On the Cover:
2020 ABVMA President
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EDITORIAL POLICY

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

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

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

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Editor's Notebook

I HAD THE PLEASURE OF ATTENDING AN event delivered by the Edmonton Association of Small Animal Veterinarians and sponsored by VCA Animal Hospitals. The title was “Responsible Reporting: Recognizing Distress in Your Patients & When to Report” and engaged the topic head-on regarding the pros and cons of reporting animal distress, abuse and neglect to the proper authorities. Dr. Margaret Doyle was the primary presenter, and she delivered a wealth of good information and advice when dealing with these cases. In addition, there were representatives from the Edmonton Police Service and the Edmonton Animal Care and Control Centre. The cooperation between police services and peace officers when dealing with animal welfare issues and the *Animal Protection Act* is a model that needs further development and expansion.

According to Dr. Doyle, in Calgary the incidence of reporting of animal abuse or neglect by veterinary professionals is up 500 per cent since the ABVMA membership strongly supported and passed Resolution 19-1 at the 2019 Annual General Meeting. The profession has reaffirmed their role as leaders in animal welfare in the province of Alberta. I was impressed by the passion and compassion displayed by the veterinary professionals that were present for the lecture.

It confirmed for me that veterinary professionals want to do right by the patients that we serve, and be the voice for those that have no voice for themselves. The situations in which we often find ourselves are not always comfortable, and sometimes there is no easy resolution. We risk verbal and abusive backlash from clients, and potential criticism on social media platforms. This can lead to stress in the practice and emotional stress on a personal level. Knowing this, I take comfort in the fact that, despite the challenges, members are still willing to do the right thing.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

One Profession, One Strong Voice?



Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

I AM VERY PROUD TO BE PART OF a very diverse and accomplished profession, and am extremely humbled to be starting out as President of the ABVMA. As a Council representative, I seek opportunities to talk to fellow members and hear their ideas and experiences as veterinary professionals in this province. One concern I hear repeatedly is that the ABVMA spends too much time on regulation, and not enough time on supporting the membership. I wanted to take this space to share how the ABVMA views its priorities and how staff and Council spend their time.

Regulation — the practice of administering the complaints processes, Practice Inspection Practice Standards (PIPS) processes and radiation programs — makes up part of what the ABVMA does. It is a critical part, and it makes our profession better. It is also very stressful for all of those involved. There is absolutely no doubt about that. We have the right and privilege to be a self-regulated profession, and in order to retain that we must ensure we do it properly.

However, regulation is only part of what the ABVMA does. The ABVMA is the professional association for veterinarians and registered veterinary technologists (RVTs). This critical role of the ABVMA is to promote veterinary medicine, advocate for veterinary medicine and represent veterinary medicine to stakeholders and the government. The ABVMA is fortunate to have a rich and dedicated body of veterinarians and RVTs that make up association committees and Council. These are the voices that help steer the ABVMA and its responses to challenges in our profession.

Council meetings are divided into various topics that correspond to our Strategic Plan. The Strategic Plan is reviewed and developed yearly with Council members, stakeholders and committee chairs. The start of each Council meeting is spent on a strategic thinking session — assessing new concerns, risks and suggestions that have been brought to Council members. If you review the strategic directions on the ABVMA website (click on About the ABVMA), you will notice that five of the six points focus on support of the membership and promotion of the profession. The remaining direction is to provide leadership in animal welfare. While Council must spend time on regulatory and policy development, the vast majority of our work is focused on supporting our membership.

We have spent the past two years making significant inroads into government advocacy, with good success. Discussions with the government and educational institutions regarding shortages of veterinary professionals have been ongoing. Numerous meetings with various stakeholders such as communities, producer groups and rural veterinary teams have been

had, and many other projects are ongoing that are beyond the scope of this one article. But the messages to the membership are not being received as much as we would like. We want our members to be active and informed.

The ABVMA has a membership that is passionate and widely diverse in experience and opinions. This means that Council must sift through all the opinions and critically analyze the correct path to take. This particular path may not line up with your opinion (or mine) and it may not happen at the rate of speed that each individual would like. Council and ABVMA moves thoughtfully with great consideration for the effects of decisions, and I think it would be foolhardy to do it any other way.

Member concerns are taken very seriously, but ultimately the path that will be chosen will be the one judged to benefit the entire profession.

My invitation to you as members is to make yourself heard. Attend the upcoming town hall meetings to

discuss your concerns, should you have them. Attend future Annual General Meetings or join a committee. Read the E-News or review the Strategic Plan to see what has been going on. Send me or your Council member an email if you have a concern; we want to hear from you. I, and the entire ABVMA, want to support you in your role in this amazing profession.

THE VAST MAJORITY OF OUR WORK IS FOCUSED ON SUPPORTING OUR MEMBERSHIP



Communicating with Members

COUNCIL AND STAFF OF THE

ABVMA are continually challenged to find new ways to connect with our members. The association employs various methods of communication, but none seem to be all-inclusive and effective for everyone.

The traditional method for getting information to the members is the bimonthly *Members' Magazine*. It represents the official communication of the ABVMA, and changes to legislation or bylaws are outlined in the magazine. If changes have been published here, then all members are considered to have been properly informed. The ABVMA **Annual Report** is published each year for the Annual General Meeting (AGM). It also serves as a good source of

information regarding what is going on in your profession, as is the AGM itself.

The ABVMA **E-News** is sent electronically every Wednesday, and is intended to provide quick updates of current and relevant information that may

THE ASSOCIATION REMAINS COMMITTED TO CONNECTING WITH MEMBERS BY USING A VARIETY OF COMMUNICATION TOOLS.

be of interest to members. Members are encouraged to skim the titles of each story to identify what is relevant to them. It is an efficient way to stay current with both the association and the profession. The ABVMA office also sends personal emails to members when needed.

Another source of information for our members is the **ABVMA website** (abvma.ca) and Member Portal. Not only is it a means of keeping your registration information up to date, you can also track your continuing education hours on the site or look for employment in the classified ads. An abundant amount of information available under member and practice resources. All of the relevant legislation, bylaws, guidelines and policies are available on the Member Portal. Numerous other resources such as fee guides, wage surveys, magazine and E-News archives, annual reports and other relevant documents are available here.

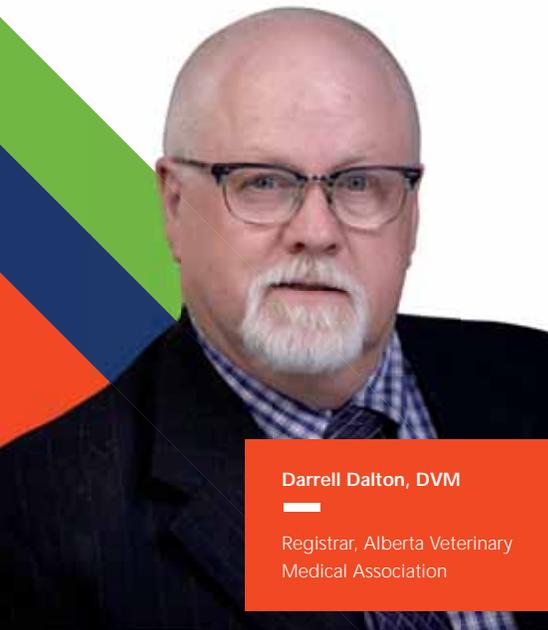
The ABVMA also is involved on **social media**, primarily as a means of communicating with the public. We have a Facebook page, Instagram account, Twitter account, YouTube account and a few public-

facing websites:

- Alberta Animal Health Source (albertaanimalhealthsource.ca)
- One Health Alberta (ohab.ca)
- CanWest Veterinary Conference (canwestconference.ca)

In previous years, Council has made several member outreach road trips in June to visit veterinary practices, and hold a regional meeting with members from that area. These visits and meetings are an opportunity for members to engage with Council and staff face-to-face. A number of regional meetings are planned for the first half of 2020 to reach out to members. Watch for more information in your E-News and May/June magazine.

The association remains committed to connecting with members by using a variety of communication tools. With over 4,000 members, some members may still not feel connected to the association. The association recognizes that information overload is a real problem in our digital age, and are open to new and innovative ways to communicate with members. We welcome feedback and suggestions from members. If you have ideas on how we can connect with you better, please send me an email (darrell.dalton@abvma.ca).



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

Go Green!

Opting out of the paper magazine

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

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

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



2019 ABVMA Council

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

Nov. 20-21, 2019

Significant time at each meeting now is spent on discussions identifying possible risks to the ABVMA. One thing evident with this group is open discussion to consider all perspectives and levels of involvement.

The budget is considered at each meeting and the focus at this meeting was Can West income and expenses and consideration for next year's budget.

The ABVTA report opened discussion regarding the possibility of a refresher course for animal health technologists (AHTs) who are no longer active members but want to come back to work in our industry. The ABVTA has also appointed a second assessor for the ABVMA assessment of veterinary technologist applicants from non-accredited technology programs.

ABVMA Council received updates from current task forces including Resolution 19-01 and business management and sustainability. There was much discussion on these topics. Council recommends the post-AGM discussion for 2020 focus on Resolution 19-01 regarding majority ownership of veterinary practice entities by registered veterinary technologists (RVTs).

Pam Cholak, our government advocate, presented on her recent endeavours on our

behalf with regards to government relations. Some of her feedback and comments included:

- Bill 6 relaxed a bit by this government. Reinforce importance of relationship between veterinarians and small family farm and our support of agriculture.
- Bill 31 pushed to the side with no regulations yet developed. The current government focus is on jobs, pipelines and economy.
- Government is considering us more now and is grateful for the invitations from ABVMA and ABVTA to recent meetings.
- Minister Copping was appreciative of recent meeting with ABVMA and ABVTA executive at CanWest. He visited UCVm again in November. Vet shortage, work life balances and worry about practice/jobs were take-home messages from Minister Copping.
- Meetings with various ministers and visiting farms, beef producers, Calgary Stampede and CanWest were very positive and important in building relationships between the ABVMA and this government.

On Nov. 13, 2019, industry stakeholders met at an Education Forum at UCVm. Topics included:

1. Impacts experienced with respect to the shortage of vet professionals (DVM, RVT, animal disease surveillance and diagnostic facilities). How do these shortages affect your organization and your clients?
2. Possible solutions to addressing the shortage of veterinary professional and related services?
3. Consider strategies for provincial government funding?
4. Immigration initiative
5. Graduates of non-accredited veterinary schools
6. Animal Health Laboratory
7. Work with Alberta Agriculture and Forestry
8. Work with producer groups for concerted advocacy
9. Advocate to expand capacity in Alberta for education and diagnostic services

The ABVMA investment advisor updated Council on the association's investments. One

of our public members is an accountant so it is great to have an experienced set of eyes on these numbers as well as on the balance sheet and profit and loss statements for our association.

Discussion around the strategic plan regarding pro bono work and tracking this. Also consideration of a comprehensive communication plan. There is much discussion about membership engagement/perception and public perception of our association including the social media aspect.

Council is considering town hall meetings to reach more members. The purpose is to share what we are doing and collect ideas of how to better connect with members. Also to supply key messages on current topics like sharing examples of how practices can better utilize their RVTs and how that will benefit the practice and job satisfaction.

Advisory committee reports:

1. HRDC Committee is working on a mentorship checklist for practices with an onboarding plan. Also considering changes to the Alberta task list and contributions to the CVMA task list

along with the western Alberta AHT educators group feedback.

2. Food Animal Committee: Council has considered the possibility of an RVT, working under the direction of a registered veterinarian willing to support their training, taking an ABVMA-approved ultrasound course for bovine pregnancy detection, then being able to use this training in practice. Look for more direction from Council on this.

Canadian transport regulations have been updated and food animal practices are working through the changes with their clients.

Discussion on producers filling prescriptions in other provinces. ABVMA only regulates their members, not producers.

3. Member Wellness Committee: Clinics are struggling with how to message and manage clients regarding the new antimicrobial regulations. Also some comments on practices needing help with messaging regarding other recent changes to legislation like cosmetic surgery and

duty to report. More documentation will be shared in E-News or *Members' Magazine* to give practices some sample messages for clients.

4. Wildlife Committee: Discussion around proposed best practices policy for rehab facilities which are a VPE around animal medication use and animal care.

What role does ABVMA play in environmental health? Council will discuss this during the Strategic Planning session in April.

5. Equine Committee: Discussion around tail docking of draft horses. Producers perform the procedure and practitioners have an important role in educating clients in order to stop the practice.

Council received an updated on the NAIT AHT program's recent changes from their curriculum review and the introduction of their new AHT Part Time Pathway that starts September 2020.



DARCIE STEFFLER GRADUATED FROM FAIRVIEW

College AHT Program in 1991 and has worked in mixed animal practice ever since. She spent many years in practice management and in 2013 transitioned into teaching at NAIT in the AHT/VMA programs. She is still working in practice part time as an RVT. Darcie has over 15 years of experience on veterinary related boards and enjoys engaging in our profession and keeping up with how things are evolving.

Darcie and her family own and operate a mixed farm with cattle, grain and hay. Horses, dogs and cats can also be found on their farm, and Darcie spends her spare time there, gardening and helping with her kids' 4-H.

Darcie Steffer, RVT

RVT Member of Council, South District

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



Chris Berezowski, DVM

Member of Council, Central Region

DR. CHRIS BEREZOWSKI IS A 2002 graduate of the WCVM. Following graduation, he completed a one-year internship at Alamo Pintado Equine Medical Centre in Los Olivos, California. Dr. Berezowski then completed an equine reproduction residency at Texas A&M University and successfully passed the American College of Theriogenologists board certification examination.

In 2005, he joined Moore Equine Veterinary Centre Ltd. with his practice area

focusing on equine reproduction and sport horse medicine. In 2008, Dr. Berezowski became board certified in equine practice by the American Board of Veterinary Practitioners. In 2012, Dr. Berezowski became a shareholder of Moore Equine and CEO in 2016.

Most recently, Dr. Berezowski has completed his MBA at the University of Calgary. In his spare time, Chris enjoys cooking, travelling and equestrian sports. He is happy for the opportunity to be on Council and to give back to the profession.



Natasha Kutryk, DVM

Member of Council, South Region

DR. NATASHA KUTRYK GREW UP ON a farm near Beauvallon, AB. The youngest of four children, she was always highly competitive with her older siblings, and it was no surprise when she started her post-secondary career at the University of Alberta in the College of Agriculture.

Natasha obtained her Doctor of Veterinary Medicine Degree from the Western College of Veterinary Medicine in 2014. Since graduating, she has worked in mixed or large animal practices in New Zealand, the United Kingdom and Canada, with her current role with Feedlot Health Management in Okotoks, AB.

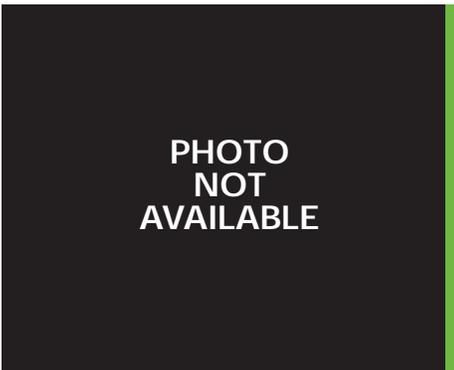
Her areas of interest within veterinary medicine extend to immunology and epidemiology, and she enjoys communicating these concepts in an accessible way to clients. Her love of public speaking extends to a

membership in Toastmasters, an organization that she is proud to promote.

Natasha believes in giving back to the veterinary community through mentorship. She enjoys meeting with up-and-coming new graduates and discussing the challenges unique to the profession. She has found this networking to be a positive experience and it encouraged her to become more involved with the ABVMA.

The greatest passion in Natasha's life is travel and she devotes as much time as possible to sharing this pursuit with her husband, Calvin. The couple looks forward to many more immersive trips where they can get a taste of local cultures.

Natasha looks forward to the opportunity to network and impact the profession in this province by as a member of the ABVMA Council.



Jonathan Leicht, DVM

Member of Council, Calgary Region

DR. JONATHAN LEICHT WAS BORN and raised in Calgary, AB. At 14, he moved to rural Saskatchewan to pursue a career in hockey. When that dream was no longer a reality, he attended the University of Saskatchewan, earning his BSc in agriculture, animal sciences, with distinction. He went on to complete his DVM at the Western College of Veterinary Medicine in 2009. Ten years later, he considers himself fortunate to have already had three successful "careers" within the veterinary industry.

Starting as an associate and then locum in multiple busy general and emergency practices, he then joined Novartis Animal

Health, eventually moving to Seattle, Washington, in 2013 to start a new role in key account management. Upon returning to Canada in 2015, he took on ever-growing management roles with VCA Canada.

Recently, he has returned to his roots in private practice. Jonathan's passion is for helping guide and grow veterinary businesses as well as helping team members to achieving success in their own careers.

When he is not working, petting his two cats or helping as a board member for Tails of Help, you will find him outside with his wife and two children skating, skiing and exploring the world or working on his latest renovation project.



Tracey Ruzicka, RVT

RVT Member of Council, South District

TRACEY GREW UP ON A MIXED

beef and grain farm in southern Saskatchewan. Graduating from Lakeland College in Vermilion in 1998, she spent her first two years at Martensville Veterinary Hospital near Saskatoon, SK, working with small animal, equine and diversified livestock. In late 2000, she moved to Calgary accepting a position with Alta Genetics, in their dairy division.

She rejoined the small animal world in July of 2001 at Bow Bottom Veterinary Hospital and is still at that practice today. After attending AAHA's Veterinary Management School in Colorado, she was promoted to Practice Manager in 2007 and handles the practice administration. Tracey's passions in the job are problem solving and innovative thinking for new programs, as well as ideas to improve life for the staff, the clients and of course the patients.

Tracey was awarded Alberta Animal Health Technologist of the Year Award in 2013. In 2012, she joined the Board of Directors for the ABVTA and volunteered with them for five years. Also in 2012, Tracey joined the ABVMA Practice Inspection Practice Standards Committee and completed two terms on this committee. She has spent the last year volunteering on the ABVMA Practice Review Board. For the past five years she has greatly enjoyed her time on the Speaker Selection Committee for the CanWest Veterinary Conference. In 2019, she was awarded the ABVTA Appreciation Award for her contributions and dedication to the industry.

Volunteering has been an important life and career choice for Tracey. She finds it rewarding and a great stress relief. Meeting new friends in the industry with whom to discuss challenges has been good for the soul!

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"Your success is our business"



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

DISMISSED COMPLAINTS

The Complaints Director's Report in the *ABVMA Members' Magazine* is normally limited to publishing the particulars of complaints that proceed to a hearing and only where the Hearing Tribunal makes a finding of unprofessional conduct and orders for sanctions.

It is reasonable that members may conclude that all complaints result in a finding of unprofessional conduct and sanctions. This is not so. Members are advised that not all complaints proceed to a hearing.

COMPLAINTS

The ABVMA receives complaints from the public and other ABVMA members. In addition, the Complaints Director has the authority under section 27.1 to initiate complaints when he believes the conduct of a member may constitute unprofessional conduct. The Complaints Director has the authority to act on these complaints in accordance with section 28 of the *Veterinary Profession Act* (VPA), which typically results an investigation being conducted.

COMPLAINT REVIEW COMMITTEE (CRC) DECISIONS

The CRC is established by Council on an annual basis in accordance with section 9.5(1) of the VPA and the ABVMA Bylaws. The CRC is composed of eight registered veterinarians, two registered veterinary technologists and two members of the public. The CRC reviews the investigation reports of all complaint cases and makes a decision on each complaint case in accordance with the VPA, section 33.1(3):

Report of investigation

33.1(1) *When an investigator concludes an investigation, the investigator must make a report within a reasonable time and submit the report to the Complaint Review Committee.*

...

(3) *If, on reviewing a report prepared under this section or section 34.1(5)(b), the Complaint Review Committee determines that the investigation is concluded, the Complaint Review Committee must*

(a) refer the matter to the Hearings Director for a hearing, or

(b) dismiss the complaint, if in the opinion of the Complaint Review Committee

(i) the complaint is trivial or vexatious, or

(ii) there is insufficient or no evidence of unprofessional conduct.

2019 COMPLAINT CASE DECISIONS

In 2019, the CRC reviewed the investigation reports of 32 complaint cases. Twelve of the 32 cases were referred to the Hearings Director for a hearing.

In the other 20 cases, the CRC made a decision to dismiss the complaint. In 10 cases, the CRC determined that there was no evidence of unprofessional conduct and in the other 10 cases, that there was insufficient evidence of unprofessional conduct to refer the matter to a hearing. Insufficient evidence means that while the CRC may have had some difficulty arriving at a decision to dismiss the complaint, the member did not engage in conduct that would be expected to result in a finding of unprofessional conduct at a hearing. It is rare that the CRC makes a decision that a complaint is dismissed because it is deemed trivial or vexatious.

Pending a request from the complainant for review of the CRC decision, when a complaint is dismissed the matter is normally concluded as far as the ABVMA is concerned. A dismissed complaint means there is no finding against the member, there is no obligation on the member arising from the complaint and there is no impact on the professional standing of the member.

PUBLICATION

Publication of the particulars of a complaint and the results of a hearing is considered a sanction. Publication, as a sanction, serves the objective of deterrence, both for the individual member and also as general deterrence to the membership. Publication is also informative in educating the membership as to sanctions that may result in unprofessional conduct.

Publication is normally by specific order of the Hearing Tribunal. The Hearing Tribunal has the authority to make orders for sanctions only following a finding of unprofessional conduct, in accordance with section 41.1 of the VPA:

Orders of tribunal

41.1(1) If the Hearing Tribunal decides that the conduct of an investigated person constitutes unprofessional conduct, the Hearing Tribunal may make any one or more of the following orders:

...

(1) any order that the Hearing Tribunal considers appropriate for the protection of the public.

Publication is normally on a without-names basis, unless the Hearing Tribunal orders that the member's registration is suspended or cancelled. In these cases, the matter must be recorded on the Register and is therefore published with names in the *Members' Magazine* and on the ABVMA public website.

Council Policy – Publication of Professional Conduct Proceedings and the applicable provisions of the VPA also inform decisions on publication.

It is acknowledged that the membership, in general, could benefit from reporting dismissed complaints. Current and past members of the CRC comment about the valuable insight gained by serving on the CRC that benefits them and their practices. However, given that publication is considered a sanction, and there is no finding of unprofessional conduct in a dismissed complaint, it is not fair to the member facing the complaint that dismissed complaints be published.

Further, it is acknowledged that being the subject of a professional conduct complaint places the member under scrutiny and may cause stress and anxiety. Several members who have had a complaint against them dismissed

several years ago still make reference to their experience of being the subject of a professional complaint.

In that respect, it has been determined that it is not fair to a member who is the subject of a complaint that has been dismissed to have the particulars published. Even on a "without-names and without-identifying-information" basis, publication of a dismissed complaint could reasonably be taken as a sanction that is not justified, could cause undue stress and anxiety, and further, is not supported by the legislation. It is on this basis that the ABVMA does not publish dismissed complaints.

This article was written at the request of Council to inform members about dismissed complaints. The writer welcomes any feedback.

ABVMA COMMUNICATION TO MEMBERS

Magazine and emails to members

MEMBERS' MAGAZINE

The ABVMA *Members' Magazine* and the E-News are the primary sources for distributing information to ABVMA members.

Please ensure that you stay informed and update the ABVMA office of any changes to your contact information. It is the member's responsibility to stay informed of association activities and requirements of licensure.

Contact details can be updated online under your profile at www.abvma.ca (login required). Click on My Account, then Update Profile.

EMAIL COMMUNICATIONS (E-News and Database)

ABVMA emails sent by the database, including E-News and membership-related communications are sometimes flagged as spam/junk because of the number of recipients to which the email is being distributed.

The ABVMA would like to remind members to check their spam/junk folder regularly. If ABVMA emails are ending up in your spam/junk folder, there are ways of whitelisting ABVMA email addresses or marking them as not junk or adding them to your safe-senders list through your email service provider to prevent this from continuing.

If, after checking your spam/junk folder, you are still not receiving regular communications from the ABVMA, please contact the office at 780-489-5007.

Association Activities

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

JANUARY 2020

- **2:** R, DR, AR attended Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **7:**
 - DR participated in Tails of Help teleconference
 - P, R participated in Tails of Help stakeholders meeting teleconference
 - R, P attended clinic tour with government house leader in Bluffton, AB
- **8:** R, DR, AR hosted new ABVMA Council member onboarding at the ABVMA office
- **9:** P, R, DR, AR attended Executive meeting at the ABVMA office
- **12-14:** AR attended CVMA VT Program Accreditation site visit
- **14:** DR, CM participated in teleconference regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **15:** DR meeting with Chief Regulatory Officer and Deputy Registrar of the Association of Professional Engineers and Geoscientists of Alberta (APEGA)
- **16:**
 - DR participated in CVMA Workshop National Study on Veterinary Workforce – Livestock teleconference
 - R, DR, AR, CM attended Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **17:**
 - R, VP participated in Audit Committee teleconference
 - Staff introductions and lunch with ABVTA Board members

- **20:**
 - CM attended CAP meeting in Calgary
 - R participated in International Veterinary Regulatory Community teleconference
- **21-22:** P, VP, R, DR, AR attended ABVMA Council Meeting and dinner with WCVMA Alberta students at WCVMA in Saskatoon
- **22:** CM participated in CanWest Equine Speaker Selection Committee teleconference
- **23:**
 - DR attended consent discussion meeting in Edmonton
 - R, AR, CM attended Steering Advisory Committee Meeting regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **24:**
 - R attended Alberta Farm Animal Care Board Meeting in Mountainview County, AB
 - AR attended Lakeland Animal Health Technology Advisory meeting
 - CM participated in CanWest Vet Team and Food Animal speaker selection committee teleconferences
- **29:** R, DR, AR, CM attended Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton

FEBRUARY 2020

- **3:**
 - DR attended hearing in Edmonton
 - R attended Pro 7 meeting with Minister of Labour and Immigration in Edmonton
 - R, DR, AR attended Responsible Reporting EASAV CE Session in Edmonton
- **5:** R, DR, AR, CM attended Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton

- **6:**
 - P, R, DR, AR attended Executive meeting at the ABVMA office
 - R hosted GPRC Animal Health Technology students at the ABVMA office for lunch session
 - DR participated in professional regulatory 2019 review webinar
- **7:**
 - P attended MVMA Annual General Meeting in Winnipeg
 - DR attended consent discussion for two cases in Calgary
 - R attended Cannabinoid Medicine Symposium
- **10:** R, DR, AR, CM attended meeting with government relations advocate, Pam Cholak
- **11:** CM participated in CanWest Wet Lab Speaker Selection Committee teleconference
- **13:** R, AR, CM attended meeting with ABVTA at ABVMA office
- **18:** DR participated in Tails of Help Board of Directors teleconference
- **19:** R participated in Innovation and Technology conference call
- **20:**
 - P, R, DR, AR attended Executive meeting at the ABVMA office
 - AR participated in reducing occupational exposure to antineoplastic drugs AHS project webinar
 - R attended Triplicate Prescription Program Steering Committee meeting in Edmonton
- **21:** R participated in Audit Committee teleconference
- **26:** R, DR, AR, CM attended Executive Committee meeting with Simon Otto regarding One Health Antimicrobial Stewardship Conference in Edmonton
- **27:** P, VP, R, DR, AR attended ABVMA Council Meeting in Edmonton
- **Feb 28 - March 1:** P, VP, R, DR, AR attended ABVMA Leadership Weekend, Member Awards Banquet and Annual General Meeting in Edmonton

LEGEND

P = PRESIDENT
VP = VICE PRESIDENT

R = REGISTRAR
DR = DEPUTY REGISTRAR

AR = ASSISTANT REGISTRAR
CM = COMMUNICATIONS MANAGER

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

3

Questions to ask as you enter discussions with potential partners.



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

NO. 01

Is it the right culture fit for your team?

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

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

NO. 02

Are there flexible deal structures?

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

ASK IF THE BUYER CAN:

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

NO. 03

How comprehensive are the support services?

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

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

NVA 
Join Us. Stay You.

Council approved the following at the January 2020 Council meeting:

Veterinarians

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Pamela Barmentloo, #2544	Jan. 1, 2020
Dr. Tehal Gill, #2263	Jan. 1, 2020
Dr. Bruce Grahn, #694	Jan. 1, 2020
Dr. Samantha Tetlock, #3516	Jan. 1, 2020
Dr. Nicole MacDonald, #3246	Jan. 6, 2020
Dr. Kristen Ficzyz, #2349	Jan. 8, 2020

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Deandra Anand, #3248	Jan. 1, 2020
Dr. Taylor Smith, #2851	Nov. 11, 2019
Dr. Jennifer McCarron, #2627	Dec. 31, 2019
Dr. Amanda Bartier, #3616	Nov. 20, 2019
Dr. Tara Morris, #3270	Dec. 1, 2019
Dr. Thuy-Duong Pham, #3121	Jan. 1, 2020
Dr. Kenna Halford, #2745	Jan. 1, 2020
Dr. Sarah Hanson, #3002	Nov. 25, 2019
Dr. Ashley Hawley, #2654	Nov. 25, 2019
Dr. Sarah Barnes, #3332	Nov. 29, 2019
Dr. David Cook, #635	Dec. 31, 2019
Dr. Jenifer Parks, #1583	Jan. 1, 2020
Dr. Jenevieve Fuller, #3198	Dec. 3, 2019
Dr. Peter Kelley, #588	Dec. 31, 2019
Dr. Kim Crisanti, #1918	Jan. 1, 2020
Dr. Jacqueline Bayens-Simmonds, #982	Jan. 1, 2020
Dr. Melissa Hooson, #2206	Jan. 1, 2020
Dr. Angela Kudla, #3051	Dec. 31, 2019
Dr. Tomoko Suzuki, #3430	Jan. 1, 2020
Dr. Andrea Storch, #3276	Jan. 1, 2020
Dr. Katherine Korber, #1070	Dec. 20, 2019
Dr. Samuel McConkey, #536	Dec. 31, 2019
Dr. Ahmed Abousamra, #2593	Jan. 1, 2020
Dr. Megan Johnsen, #3264	Jan. 1, 2020
Dr. Mandy Buisman, #3282	Dec. 28, 2019
Dr. Ashley Book, #3094	Jan. 2, 2020
Dr. Marijana Kukic, #2138	Jan. 1, 2020
Dr. Roman Pilip, #1513	Jan. 1, 2020
Dr. Mohamed Abdellatif, #2692	Jan. 8, 2020
Dr. Colleen Begg, #1140	Jan. 8, 2020

Transfer Time Limited Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Melissa Tannahill, #2843	Jan. 1, 2020
Dr. Beverly Wolney, #1962	Jan. 1, 2020
Dr. Tanya Duke, #3692	Dec. 31, 2019
Dr. Barbara Guthrie, #751	Dec. 31, 2019
Dr. Carrie Fischer, #3406	Jan. 1, 2020
Dr. Les Byers, #1038	Jan. 1, 2020
Dr. G. Ray Roberts, #737	Jan. 1, 2020
Dr. Brent MacLeod, #788	Dec. 31, 2019
Dr. Nancy Bruyere, #995	Dec. 31, 2019
Dr. John Jaques, #888	Jan. 1, 2020
Dr. Kelda Lawlor, #3036	Jan. 2, 2020
Dr. Georgina Hill, #1782	Jan. 2, 2020
Dr. David Dempsey, #681	Jan. 3, 2020

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Sara Hartfeil, #2739	Jan. 1, 2020
Dr. Jocelyn Stickney, #2216	Jan. 1, 2020

Dr. Carrie Lubrick, #2929	Jan. 1, 2020
Dr. Michaela Bartolini, #3415	Jan. 1, 2020
Dr. Kelly Pasma, #2389	Jan. 1, 2020
Dr. Laura-Anne Kutryk, #2793	Dec. 3, 2019
Dr. Jan Stalwick, #3143	Jan. 1, 2020
Dr. Christine Hitesman, #2051	Jan. 1, 2020
Dr. Kaitlyn Matters, #3277	Jan. 1, 2020
Dr. Mary Bell, #3554	Dec. 16, 2019
Dr. Rienske Mortier, #3215	Jan. 1, 2019
Dr. Carli Chalmers, #2876	Jan. 1, 2020
Dr. Catherine Waters, #917	Jan. 9, 2020

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Wayne Burwash, #416	Jan. 1, 2020
Dr. Lacey Fowler, #2837	Jan. 1, 2020
Dr. Jeffrey Weissmann, #3284	Nov. 26, 2019
Dr. Jennifer Liggett, #2356	Jan. 1, 2020
Dr. John Kastelic, #937	Jan. 1, 2020
Dr. Chantal McMillan, #2276	Jan. 1, 2020
Dr. Suzanne Broughton, #952	Dec. 9, 2019
Dr. Tanya Knittig, #1748	Dec. 9, 2019
Dr. Bronwyn, #2736	Jan. 1, 2020
Dr. Sylvia Hurdle, #3013	Jan. 1, 2020
Dr. Stephanie Ball, #1796	Jan. 1, 2020
Dr. Gerald Hauer, #1146	Jan. 1, 2020
Dr. Catherine Wagg, #2531	Dec. 17, 2019
Dr. Andrea Lo, #3026	Jan. 1, 2020
Dr. Samantha Foster, #3021	Jan. 1, 2020
Dr. Christine Eliason, #3400	Jan. 2, 2020
Dr. Aoife Hogan, #3734	Jan. 2, 2020
Dr. Sjoert Zuidhof, #985	Jan. 2, 2020
Dr. John Scholten, #822	Jan. 2, 2020
Dr. Megan Cihak, #3775	Jan. 3, 2020
Dr. Holly Davies, #2779	Jan. 3, 2020

Reinstated General Practice Registered Veterinarian

Dr. Jodi Kendrew, #1805	Nov. 7, 2019
Dr. Sylvia Hurdle, #3013	Nov. 8, 2019
Dr. Monica Nagy, #3285	Nov. 1, 2019

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Gerges Keroles, #3806	Nov. 27, 2019
Dr. Harnarinder Uppal, #3704	Dec. 20, 2019
Dr. Nermeen Mohamed, #3464	Dec. 20, 2019

Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Simranjit Parmar, #3555	Dec. 9, 2019
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Cancel General Practice Registered Veterinarian

Dr. Jennifer Hay, #3375	Nov. 7, 2019
Dr. Claudia Cruz Villagran, #3591	Nov. 19, 2019
Dr. Rand Davis, #2733	Dec. 3, 2019
Dr. Nicole Fisher, #3505	Dec. 3, 2019
Dr. Robert Klemmensen, #1316	Dec. 31, 2019
Dr. Heather White, #2847	Dec. 9, 2019
Dr. Evy Van Nobelen, #3078	Jan. 1, 2020
Dr. Daniel McClair, #3636	Dec. 19, 2019
Dr. Fawcett Taylor, #2512	Dec. 31, 2019
Dr. Alastair Cribb, #2387	Jan. 1, 2020
Dr. Mark Norman, #1743	Jan. 1, 2020
Dr. Jo-anna Tronson, #3590	Dec. 31, 2019
Dr. Drew Van Niekerk, #1386	Jan. 1, 2020

Dr. Melanie Harness, #3605 Jan. 1, 2020
 Dr. Jenna Lambert, #3621 Jan. 1, 2020
 Dr. Stephanie Maloney, #3645 Jan. 1, 2020

Cancel Unsupervised Limited Practice Registered Veterinarian
 Dr. Gabriel de Oliveira Ribeiro Junior, #3686 Dec. 31, 2019

Cancel Time Limited Practice Registered Veterinarian
 Dr. Sharon Sawtell, #1524 Nov. 7, 2019
 Dr. Nadia Bunko, #2782 Dec. 31, 2019
 Dr. Clare Gulayets, #1619 Dec. 31, 2019
 Dr. Jangbir Bajwa, #2695 Dec. 31, 2019
 Dr. Waqar Karamat, #3130 Dec. 31, 2019
 Dr. Michael O'Grady, #2338 Jan. 1, 2020

Cancel Non-Practicing Veterinarian Member
 Dr. Jennifer Pelchat, #3627 Nov. 14, 2019
 Dr. Alex Tinson, #3565 Dec. 31, 2019
 Dr. Brittani D'Amico, #3700 Dec. 4, 2019
 Dr. Douglas Hpkins, #975 Dec. 31, 2019
 Dr. Michael Towns, #2734 Dec. 12, 2019
 Dr. Martha toy, #1122 Dec. 31, 2019
 Dr. Melissa Tannahill, #2843 Jan. 1, 2020
 Dr. Yasmin Abdalla, #3476 Dec. 27, 2019
 Dr. Corry Jeanne Mortensen, #1791 Jan. 1, 2020
 Dr. David Ward, #1609 Jan. 1, 2020
 Dr. Fred Weeks, #476 Jan. 1, 2020
 Dr. Furqan Manzoor, #3472 Jan. 1, 2020

Cancel Supervised Limited Practice Registered Veterinarian
 Dr. Pawanjit Cheema, #3679 Sept. 24, 2019

Veterinary Technologists

Transfer General Practice Registered Veterinary Technologist to Non-Practicing Veterinary Technologist Member

Tina Constantin, #1608 Nov. 8, 2019
 Lauren Bradley, #3226 Nov. 15, 2019
 Tracey Howe, #3085 Dec. 1, 2019
 Ashley Falcon, #3202 Dec. 31, 2019
 Jessica Butt, #3606 Nov. 20, 2019
 Laura Letourneau, #3319 Dec. 31, 2019
 Radiance Dyck, #3832 Nov. 20, 2019
 Krystle Hanrahan, #3571 Jan. 1, 2020
 Mean Ahlefeld, #3641 Nov. 29, 2019
 Lacey Cormier, #3643 Dec. 1, 2019
 Aislinn MacCulloch, #3835 Dec. 2, 2019
 Victoria Roberts, #3545 Dec. 31, 2019
 Kelsey Stokowski, #3586 Dec. 5, 2019
 Brooke Gjosund, #3378 Dec. 4, 2019
 Donelle Bremmekamp, #1567 Dec. 31, 2019
 Heidi Silver, #3974 Dec. 6, 2019
 Elisa Christie, #2025 Dec. 31, 2019
 Krista Lepp, #3149 Jan. 1, 2020
 Kory Einarson, #3193 Jan. 1, 2020
 Kaitlynn Trudeau, #2982 Jan. 1, 2020
 Lauren Chell, #3422 Dec. 18, 2019
 Mallory de Rooy, #3861 Jan. 1, 2020
 Janie Weger, #867 Jan. 1, 2020
 Candace Van Wolde, #1679 Dec. 19, 2019
 Samantha Rempel, #3736 Dec. 19, 2019
 Jaycee Cook, #2957 Dec. 21, 2019
 Pnina Wilson, #3117 Dec. 31, 2019
 Dillon Scott, #3115 Jan. 1, 2020
 Erica Noga, #3169 Dec. 26, 2019
 Leanne Vetsch, #3636 Dec. 29, 2019

Taraleen Schaw, #2586 Jan. 1, 2020
 Charleen Sisson, #2375 Jan. 3, 2020
 Leilani Saad, #2442 Jan. 2, 2020
 Lynnelle Evans, #3037 Jan. 2, 2020
 Miranda Wollen, #2928 Jan. 2, 2020
 Janelle Charette, #3331 Jan. 2, 2020
 Elaine Suddaby, #2152 Jan. 2, 2020
 Rebecca Durocher, #3973 Jan. 2, 2020
 Nicole Becker, #2397 Jan. 2, 2020
 Jocelyn Fukumoto, #3338 Jan. 2, 2020
 Katherine Brebner, #3907 Jan. 2, 2020
 Valerie Walcheske, #1241 Jan. 6, 2019
 Amy Bogdane, #535 Jan. 3, 2020
 Morgan Luhoff, #3138 Jan. 5, 2020
 Monika Coates, #3503 Jan. 4, 2020
 Heather Kamieniecki, #3824 Jan. 3, 2020
 Salina Bhimji, #2288 Jan. 6, 2020
 Kendra Tensen, #2294 Jan. 6, 2020
 Miranda Winter, #3088 Jan. 7, 2020
 Ceanna Tannas, #3276 Jan. 8, 2020

Transfer Non-Practicing Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Shelby Ulbricht, #2610 Jan. 1, 2020
 Amy Cooke, #1998 Nov. 18, 2019
 Andrea Robinson, #3874 Jan. 1, 2020
 Alison Varjassy, #3753 Nov. 26, 2019
 Nadine Reitzel, #2685 Jan. 1, 2020
 Yana-Lee Kratschat, #2872 Dec. 19, 2019
 Caresse Brochu, #2332 Dec. 6, 2019
 Shannon Fletcher, #2716 Jan. 1, 2020
 Janet Pincemin, #2189 Jan. 1, 2020
 Amber Meiklejohn, #2916 Jan. 1, 2020
 Shelby Robbins, #3547 Dec. 18, 2019
 Erika Mitchell, #2326 Dec. 19, 2019
 Megan Konopelky-Koehler, #2924 Jan. 1, 2020
 Courtney Lichwa, #3032 Jan. 1, 2020
 Katharine Dallen, #3424 Jan. 7, 2020
 Joanna Ritchie, #3489 Jan. 7, 2020
 Joni Klaassen, #1690 Jan. 1, 2020

Re-instate General Practice Registered Veterinary Technologist

Tamara Anderson, #2325 Oct. 29, 2019
 Trina Stockill, #836 Nov. 7, 2019
 Dominique Gruber, #3039 Nov. 25, 2019

Cancel General Practice Registered Veterinary Technologist

Patricia Brown, #3510 Nov. 23, 2019
 Ciara O'Higgins, #3954 Nov. 30, 2019
 Shanna Hlady, #2552 Jan. 1, 2020
 Carina Beeksma, #2871 Dec. 31, 2019
 Shannon Wesley, #1413 Dec. 31, 2019
 Laura Montoya, #3602 Dec. 31, 2019
 Mary Robinson, #3462 Dec. 31, 2019
 Cara Reyno, #3723 Dec. 12, 2019
 Alexandra Tkach, #4050 Dec. 19, 2019
 Erin Hennessey, #1982 Dec. 31, 2019
 Jenesse Frame, #3850 Dec. 30, 2019
 Samantha Simpson, #1643 Dec. 30, 2019

Cancel Non-Practicing Veterinary Technologist Member

Carisa Keates, #3679 Nov. 13, 2019
 Radiance Dyck, #3832 Dec. 31, 2019
 Evonne Zukiwski, #2038 Jan. 1, 2020
 Bernadette Neumann, #530 Dec. 10, 2019

Elizabeth Verhaeghe, #1780
 Marianne Janzen, #1289
 Sandra Rhodes, #82
 Lindsey Armstrong, #1351
 Nicole Olivier, #733
 Mackenzie Kielstra, #3817
 Pamela Muntz, #1928
 Kate Luymes, #1510
 Nathalie Dika, #2960
 Jessica Livingston, #3172
 Kim Oro, #52

Dec. 31, 2019
 Dec. 19, 2019
 Dec. 31, 2019
 Dec. 31, 2019
 Dec. 31, 2019
 Dec. 31, 2019
 Dec. 23, 2019
 Jan. 1, 2020
 Jan. 1, 2020
 Jan. 8, 2020
 Jan. 1, 2020

Shayla Satink, #4042
 Mariah Schnell, #4043
 Amanda Swanson, #4038
 Jayden Ursulak, #4053
 Marijke Vander Kooi, #4048
 Alyson Watters, #4003
 Hannah Wong, #3950
 Amber Zacharias, #3993

Jan. 8, 2020
 Jan. 8, 2020

Permits

Permit to Practice Approval

MT Animal Hospital Ltd.
 (Dr. Christian Hansen-Jones #3227,
 Dr. J. Michael Edwards #2730)
 Annett Vet Services Ltd.
 (Dr. Colleen Christianson #20940)
 Micro Dispensing Services Inc.
 (Dr. Tye Perrett #1745)
 2199698 Alberta Ltd.
 (Dr. Patricia Guajardo Honegger #2804)
 Vetcan Corp. (Dr. Ahmed Basha #3224,
 Dr. Norman Mohamed #3464)

Oct. 8, 2019
 Oct. 9, 2019
 Oct. 11, 2019
 Oct. 14, 2019
 Nov. 6, 2019

Cancelled Permits

Wine Veterinary Co. Ltd. (Dr. Bruce Wine #1335)
 Hall Veterinary Service Ltd. (Dr. Eldon Hall #470)
 Gemini Integrative Veterinary Services Ltd.
 (Dr. Jennifer Dodd #2173)
 V Carl Veterinary Services Ltd.
 (Dr. Vanessa Carl #2351)

Feb. 15, 2019
 Sept. 30, 2019
 Dec. 31, 2019
 Dec. 31, 2019

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Shelby Bennett, #4004
 Erica Doutre, #4055
 Melissa Dreger, #4039
 Ashley Gibbs, #4037
 Skyler Gordon, #4052
 Rachael Huszar, #4045
 Desirae Jackson, #4054
 Jacqueline Jorsvick, #4056
 Tea Juntez, #4044
 Sarah Karim, #3999
 Taralee Kirk, #3953
 Julia Klinger, #4011
 Leah MacSwain, #3956
 Lakyn Montgomery, #4041
 Kelsey O'Connell, #3986
 Jory Pollard, #4021
 Joleen Ridsdale, #4047

Jan. 8, 2020
 Jan. 8, 2020

PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #4 Triplicate Prescription Program (TPP)

THE JULY/AUGUST 2019 MEMBERS' Magazine outlined the 10 most common deficiencies found during practice inspections in 2018. The PIPS Committee will provide more in-depth information about each of these problem areas.

The TPP program is discussed in the PIPS Bylaw Universal Standard 9: Pharmaceutical Management. In 2019, the College of Physicians & Surgeons of Alberta (CPSA) updated the TPP form and the pad changed to a duplicate form. Security of the form and submission requirements remain unchanged.

See pages 68 and 69 of the *Prescribing and Dispensing Handbook*, 2nd Edition, on the ABVMA website (login required) for an example TPP form with directions for completion. This article reviews the most commonly asked details.

For veterinary practices, the term "triplicate" still applies: information on the use of the drug for the animal is in three places for three purposes: prescriber, dispenser and TPP program. The dispenser

must be presented with the top copy of the TPP secure form (i.e. the pharmacy/TPP copy). The prescriber should retain the second copy. The dispenser copy must be copied and stored in the medical record. This can be accomplished by either:

- scanning the dispenser copy to save in the electronic medical record and mailing the original dispenser copy to the CPSA OR
- photocopying the dispenser copy and storing the copy or the original in the medical record and sending the other version to the CPSA.

Three signatures are required on a TPP form: The prescribing veterinarian, the dispensing veterinarian or RVT and the client upon receipt of the medication.

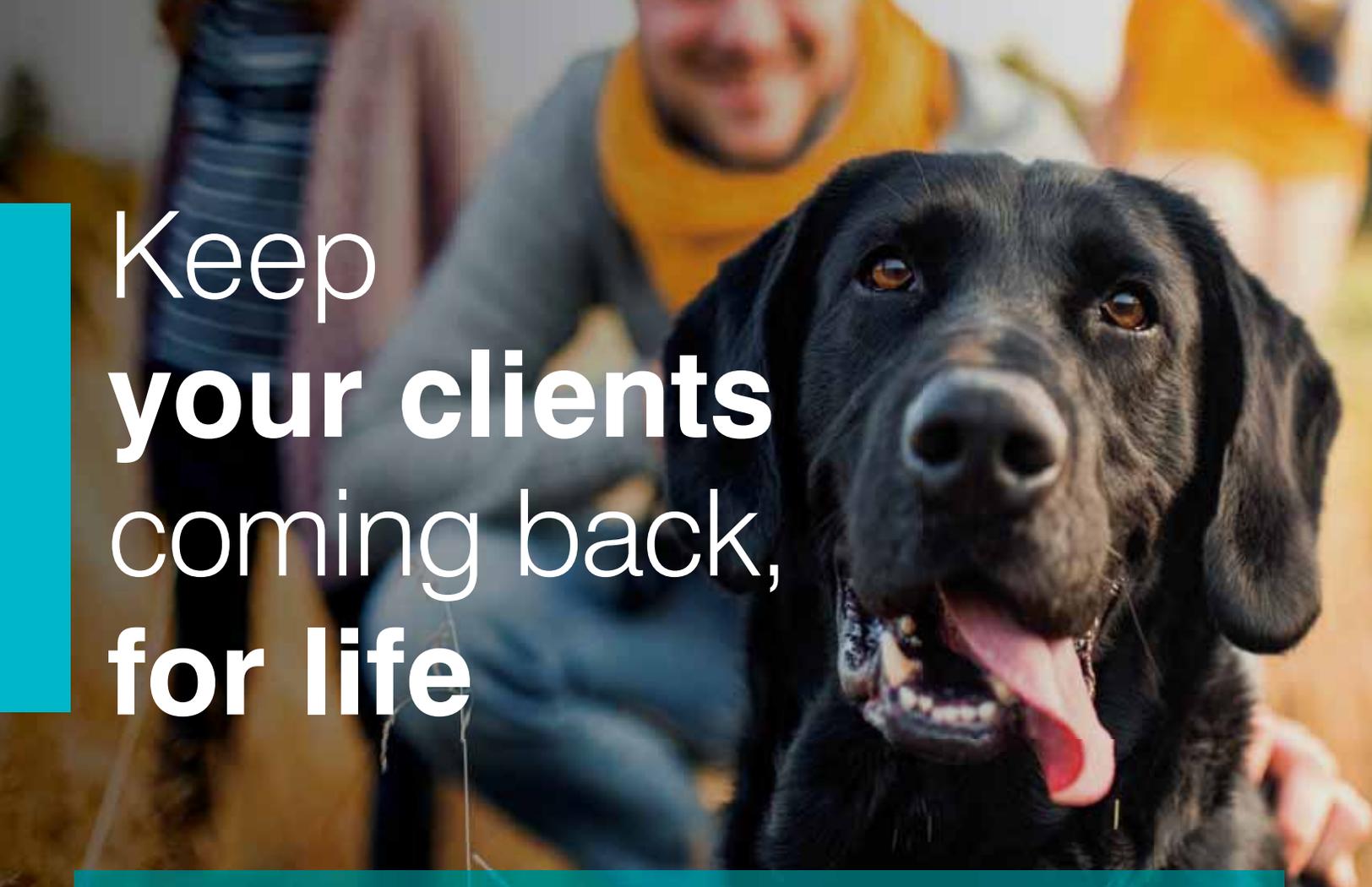
When a prescription written by a veterinarian in one clinic is dispensed at another veterinary clinic, then the clinic dispensing the drug makes a copy of the dispenser copy for their records and sends the top copy to CPSA. The veterinarian writing the prescription maintains the (original) bottom copy.

The TPP program prefers receiving completed TPP copies from veterinary practices by regular mail. Return envelopes are available through WDDC (ABVMA Triplicate Presc Program Envelopes, item 120031). Fax can also be used.

When veterinary practice entities (VPEs) are dispensing the TPP drug, they must complete the "Pharmacy Use Only" section of the TPP form:

1. Where the form states "Pharmacist Sign & Reg #," the veterinarian or RVT dispensing the medication signs and provides their registration number.
2. Where the form states "Pharmacy Lic#," the dispenser records their veterinary clinic identification number.

To find your veterinary clinic ID number: The veterinary practice veterinarian owner will have the login credentials for the VPE. On the VPE portal, after login, look to the left under Practice Profile. Below the VPE's name, the veterinary clinic ID number is titled as "Practice Registration Number."



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Louis Kwantes, DVM

Alberta Representative on
CVMA Council

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

Questions or Suggestions?

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



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

One Profession. One Strong Voice.

EXCITING! INSPIRING! MOTIVATING!

2020 CVMA Convention Registration is Open

The CVMA invites you to join colleagues for the best continuing education at Canada's Veterinary Convention taking place from July 9 to 12, 2020, in Quebec City. The scientific program features over 30 speakers from Canada, the United States and Europe. Tracks include companion animal, equine, ruminant, public health, professional wellness and animal welfare. View the promotional booklet: canadianveterinarians.net/science-knowledge/annual-convention

WE SPEAK FOR YOU ON NATIONAL VETERINARY ISSUES

Amendments to the Health of Animals Regulations Part XII (Transport of Animals) Come into Force on Feb. 20, 2020

The CFIA will implement a transition period for the feed, water and rest requirements for bovine and other sectors. During the first two years, the CFIA is focusing enforcement efforts on compliance through education and awareness measures. The amended regulations contain outcome-based requirements ensuring animals are not likely to suffer, be injured or die. The CFIA has the discretion to appropriately enforce these requirements to prevent and act.

Increasing Canada's Preparedness for ASF with the University of Saskatchewan's VIDO-InterVac

The CFIA announced that the University of Saskatchewan's Vaccine and Infectious Disease

Organization-International Vaccine Centre (VIDO-InterVac) will work with African swine fever (ASF), further supporting Canada's preparedness strategy by increasing research. This complements ongoing collaborations between the CFIA and VIDO-InterVac aimed at developing and testing ASF vaccines and antivirals — a deadly and fast-spreading viral disease that is killing millions of pigs worldwide and could devastate Canada's pork industry.

Learn more by visiting: canada.ca/en/food-inspection-agency/

To view and download the CFIA's *Protect Canada's Pigs from African Swine Fever* poster, visit: canadianveterinarians.net/documents/protect-canadas-pigs-from-african-swine-fever

March is National Tick Awareness Month

It's Open Season on Ticks. Are You Ready?

The expansion of blacklegged ticks into Canada has been a game-changer for veterinarians and pet parents. In just a few years, these parasites have gone from relative obscurity to being front-page news. This rapid expansion creates a growing need to educate pet parents and update our parasite control protocols to address this emerging threat. As in previous years, the CVMA and Merck Animal Health have produced communication material and tools to help veterinary teams highlight ticks' unique seasonality, to update pet parents regarding the expansion of ticks across Canada and to increase awareness of the One Health approach to tick control and Lyme disease prevention.

Find more information here: canadianveterinarians.net/practice-economics/practice-tools-national-tick-awareness-month

WE HELP YOU ACHIEVE PERSONAL WELLNESS

CVMA's Veterinarian Health and Wellness Resources

Wellness in veterinary medicine is important and should stay at the forefront of our minds. The CVMA complements currently available wellness programs and resources. You will find pertinent information from numerous sources to help support the well-being of veterinarians and students, focusing on education, awareness and prevention, in the CVMA website's Veterinarian Health and Wellness section. Three new resources include an article on *Reducing Stress and Depression During and After the Holidays*, a link to Banfield's Suicide Prevention Training and a link to SafeTALK Suicide Alertness Training.

Visit: canadianveterinarians.net/veterinarian-health-and-wellness-resources

WE HELP YOU ACHIEVE A MEANINGFUL CAREER

CVMA Practice Management Article: The Demand for Associate Veterinarians: Surveying the “Shortage”

Over recent years, the Canadian economy has picked up in many provinces. In some regions, veterinary hospitals have seen their revenues and net incomes grow, and the demand for associate veterinarians has climbed to new highs. This resulted in veterinary hospitals having increasing difficulty attracting veterinarians to job opportunities, and apparent veterinary shortages. Even in provinces where economic growth has not been robust, veterinarians seem in short supply, at least regionally.

Read the full article by visiting the CVMA website’s Practice Management Resources section: canadianveterinarians.net/practice-economics/practice-management-resources

Note: CVMA has undertaken a workforce study to help define and project the nature of veterinary requirements across the country.

The 2020 Provincial Suggested Fee Guides are Now Available.

The CVMA website’s Business Management Program section includes all of Saskatchewan’s provincial economic reports, including the *2020 SK Provincial Suggested Fee Guides*: canadianveterinarians.net/practice-economics/business-management

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE

AAFP Releases Updated Feline Retrovirus Guidelines

On January 9, the American Association of Feline Practitioners (AAFP) released updated Feline Retrovirus Testing and Management Guidelines, which will be published in the *Journal of Feline Medicine and Surgery*. These guidelines aim to provide current information about feline retrovirus infections so veterinary practitioners may optimize their care of feline patients.

Learn more: canadianveterinarians.net/news-events/

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO THE VETERINARY PROFESSION

“It’s Time to Applaud this Country’s Volunteers”- National Volunteer Week (April 19-25, 2020)

National Volunteer Week is an opportunity to honour the veterinarians, veterinary technicians/technologists and students who donate their time and expertise to various CVMA projects supporting Canada’s veterinary profession. An article in April’s issue of *The Canadian Veterinary Journal* highlights examples of our volunteers’ contributions and ways you can get involved.

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Dr. Peter Denooij
April 15, 1946 – Jan. 9, 2020

Peter (Pieter) Denooij passed away at the Royal Alexandra Hospital in Edmonton on Jan. 9, 2020.

He is predeceased by his parents Engel (d.1964) and Alida Anna (d.2010) and his first wife Anneke Van Heel (d.1995). He is survived by his sister Marrieke (Jan) and

his brother Frans (Hendrien), as well as his sons Roeland (Janet) and Johan (Emily), grandchildren Anneke, Ewan and Ella, and his dear partner Ileana Maria Moreno.

Peter always approached life with such love and enthusiasm. He made friends wherever he went, and loved volunteering, playing golf and drinking fine scotch. As a trained veterinarian, Peter's love for animals was always apparent, and his work with the Rotary Club of Edmonton supported a great many people.

Peter will be missed dearly by those who knew and loved him.



Sherry Loonstra, RVT
Jan. 8, 1974 – Dec. 13, 2019

Our friend and colleague Sherry Loonstra passed away on Dec. 13, 2019, after a long battle with osteosarcoma. Sherry was born on Jan. 8, 1974, and grew up in Red Deer, AB. She was drawn to caring for animals her entire life and graduated with her RVT from Lakeland College in

1994. Sherry spent her years in small animal general and emergency practice in Edmonton.

She is survived by her four dogs and seven cats (all of whom have found loving homes), her mother Dorothy, her father Gerry, sister Cornelia (Yolunda) and brother Derek (Lynette) and their two children.

Sherry was known for her gentle manner and her huge heart. She will be greatly missed.

A celebration of life was held in Red Deer on Dec. 20, 2019, and in Edmonton on Jan. 5, 2020. Thank you to all who attended and shared their memories.



Linda Phillips, RVT
Aug. 9, 1955 – Jan. 4, 2020

Linda Phillips passed away suddenly on Jan. 4, 2020. Linda was born, raised and schooled in Saskatoon, SK. Linda has spent the last 40 years working in the Edmonton area and residing on their acreage near Tofield, AB. Linda was a registered veterinary technologist

and also spent many hours grooming cats for her many clients, often being called the cat whisperer. Her passion for working with animals as well as showing and raising her Akita dogs was second to none. Linda also had a great passion for all her horses (trail riding, showing, jumping); they will all be truly remembered. Her cats over the years will also be remembered.

Linda is survived by her husband of 40 years, Kelly. By family, brother Don (Helen) Gladson, sister Judie (Don) Arnold and brother Ken Gladson. In-laws Bud and Kay Phillips, Tracey (Don) Mckenzie-Grieve, Brad (Traycee) Phillips. Nieces and nephews, Tracey, Craig, Jocelyn, Chelsea, Taryn, Ryley, Wes, Chris and Kaitlyn. Great-nieces Chloe, Mia and Maliyah. As well as many friends. Linda was predeceased by her parents Mary and Len Gladson.

Cremation has taken place and a Celebration of Life for Linda will take place in the near future. Special thanks to Dr. Mark Guhle and staff - Sherwood Park, the Vegreville St. Joseph's Hospital Dialysis unit staff, and the U of A - Northern AB Renal Program.





Roberta Ann (Cowie) Rouse, RVT

Feb. 20, 1968 – Dec. 12, 2019

Roberta passed away peacefully at the Foothills Hospital in Calgary, after a short battle with cancer, succumbing to a blood clot in her heart at the end.

Most of Roberta’s schooling took place in Big Valley and Stettler, AB, proceeding to Lakeland College, where she completed her studies in animal health technology. Her career revolved around her love of animals, leading her to Olds College. There she spent the last 17 years as an instructor of the Veterinary Medical Receptionist program. She extended this knowledge to many students, some who have become dear and close friends.

As Roberta’s career grew, so did her family. She was blessed in 1989 with the birth of her son Corey Kenneth, and blessed again in 2005 with the birth of her daughter Drew Lynnea. Roberta loved her children deeply and was an active Mom. As years went by, she was blessed with two grandchildren.

For many years now, Roberta has resided on an acreage she purchased in the Donalda area. Roberta lived there with Drew and their many beloved pets and horses; this was home.

Roberta had a passion for horses, which became a natural bond between her and the many friends and community. Spending time riding outdoors, in a field, on a mountain or in an arena, riding alone or with friends and family or her riding group. If she was riding, she

was happy. Her riding extended to belonging to “The Ladies of the Heartland.”

When Roberta was not teaching or spending time with her cherished family or riding, she always kept herself busy with a project. Renovating her home, out buildings, barnyard, there wasn’t a job too big to tackle. She was proud to show her accomplishments.

Hunting also became part of her life, a trip to the mountains for sheep hunting or getting a moose or deer closer to home was also a sport.

Roberta enjoyed her quiet times, but she loved people. Her friends reached far and wide. It has been said, “take care of your neighbours, they are sometimes closer to you than your family.” That is so true for Roberta. Her community and neighbours were her extended family and she spoke highly of them. Special friends from school, college and Olds College were part of her circle of life and her special love for family get-togethers over holidays.

Her one true love and special friend, companion and partner was Brad. Together they embraced many special moments over time.

Roberta is survived by her loving family: son Corey Ventnor (Ashley) of Blackfalds; daughter Drew Rouse of Stettler; grandchildren Charlotte Ventnor and Carter Ventnor; mother Betty Cowie of Stettler; sisters: Margaret (Merl) Steiger of Hoadley, Jenny (Dave) Schumann of Strathmore, Betty Jo (Del) Sheridan of Sylvan Lake and Wendy Cowie of Strathmore; best friend and partner Brad Steinhoff of Donalda; numerous nieces and nephews; other family members and many dear friends. Roberta was predeceased by her father Wayne Cowie.



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Social Media and Veterinary Practices in the Digital Age, Part 2

By Travis Grant,

Director, Business Development, ev+ Digital & Traditional Marketing Agency



A PRIMER IN PUBLIC RELATIONS

In the last issue, I touched upon the history and changes in social media, and the way in which Facebook in particular should be used in 2020. But there remains an elephant in the room for every business that uses social media, particularly in the animal welfare space: the infamous social media public relations crisis. Put simply, if your practice is using social media, the potential for a crisis exists. Therefore, you should ask yourself: “am I prepared?”

At the height of what I call Facebook’s organic era, which was the period before the tectonic algorithm shift of 2014, I worked at the Edmonton Humane Society, managing, among many other things, the shelter’s social media strategy. While it was a profoundly exciting and pioneering time in digital communications and marketing, my greatest take-away from that experience was the potential for volatility and toxicity among users, which seemed to be particularly

acute in the animal welfare space. What was most alarming was how quickly a crisis could go from bad to worse, as the momentum of negative public commentary built into a critical mass of often blind and sustained public outrage.

Even now, in the era of throttled organic reach, one of the few seemingly unjust exceptions to the opaque barrier of Facebook’s algorithm is the speed and ease with which a crisis can proliferate. As any business that’s endured one knows, PR crises are a major business disruption and they pose a real threat to your brand, your reputation and, depending on the level of escalation, the safety of your staff. All of this brings us to an important question: is it possible or even worth it to moderate a space for engagement in an age where trolls (Internet speak for the people who feed on crisis) pedal outrage, dubious opinions, hoaxes, harassment and even threats of violence? Yes, but not without knowing how to manage one, if and when it arises.

In the most general terms, there are two kinds of public relations crises. The first is a crisis of your own making. It involves a misstep, accident or error for which you or your staff, intentionally or no, are directly responsible. The other involves a scenario where some detail, misunderstanding, ideological or philosophical disagreement, or impassioned misinterpretation beyond your control explodes into a full-blown crisis, often completely or mostly bereft of facts or reason. Both types of crisis require different strategic approaches.

YOU'RE IN THE MIDDLE OF A PR CRISIS — NOW WHAT?

If you ever find yourself in a situation where you or your staff have made an error that has potential public relations consequences in the digital public square, don't panic. In these situations, I would generally recommend consulting a PR specialist to shepherd you through it, but the general strategy is simple enough: get in front of it, own up to it, be accountable, apologize and outline the measures you'll take to prevent the situation from occurring in the future. People will forgive you if you come at it honestly and sincerely. The best way to have a misstep of your own design explode into a public relations crisis is to deny, defer, obfuscate and blame shift. No one will respect you for it, the Internet will revolt, the media will be unforgiving and it will always make the situation inestimably worse.

More often, a PR crisis will take the form of an aggrieved section of your audience and the people they influence, digging in on a fundamental disagreement or issue that no amount of reason or rational discourse will temper. It's frustrating, irrational, stressful and time consuming but by no means insurmountable.

Before a crisis occurs, it's important to craft a clear social media commenting policy. This policy should clearly outline the rules of engagement, as well as the circumstances under which you reserve the right to delete content and block users. When a crisis devolves to the point where content needs to be deleted and users blocked, you want to be able to point back to an established policy outlining the rules of engagement. This set of ground rules can help calm the tone and tenor of the conversation once people see what is and isn't tolerated. What's more, this policy will prevent any accusation that you're hiding from the truth or trying to bury a controversy when you delete

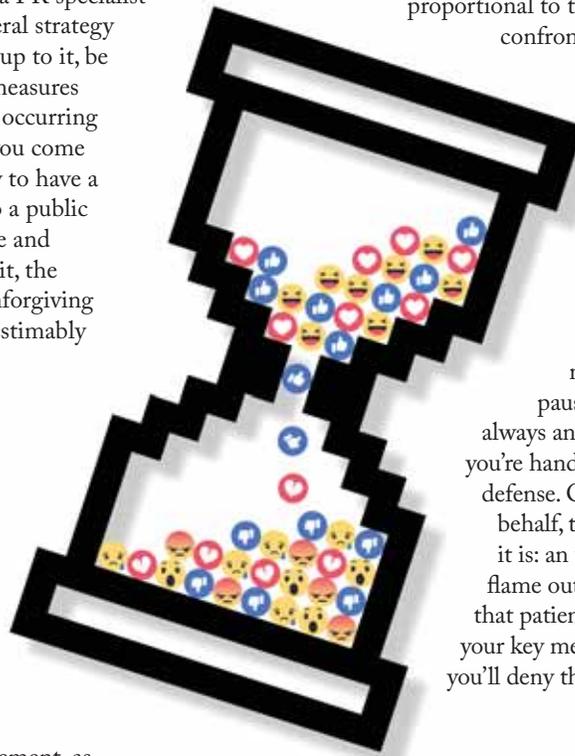
or block content. Let it be known that everyone plays by the same clearly stated rules, which are non-negotiable.

Another good pre-emptive strategy is to develop a crisis communications plan that determines who crafts and delivers key messages. This will keep your response measured and consistent. Without key messages, the risk of scattered and inconsistent messaging is high, giving fodder to the aggrieved, and increasing the threat of damage to your brand and business.

Even with all of this in place, a social media PR crisis can still rage on. The key is to be calm and stay above the fray or, as common wisdom in various corners of the Internet puts it, "don't feed the trolls." There's a psychological current that ebbs and flows through online conflict, and the legitimacy of your position is directly proportional to the way in which you respond. Every confrontational bit of venom you volley

back will only reflect poorly on you, confirming, for me at least, that there's a distinct Nietzsche-like quality to it all. When confronting trolls, beware not to become a troll yourself. For if you stare too long into that abyss, the abyss will stare into you.

Although it always feels like the world is coming apart at the seams when you're in the middle of a social media PR crisis, it's good to pause, reflect and gain a little perspective. There's always an observant silent majority taking stock of how you're handling the crisis. Some may even come to your defense. Once third-party reason interjects on your behalf, the conflict is almost always exposed for what it is: an unreasonable overreaction that deserves to flame out. But even if the crisis rages on, rest assured that patience and time will always win the day. Stick to your key messages and exercise restraint. By doing this, you'll deny the controversy the oxygen it needs to survive.



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.

10 Steps to Achieving Work-Life Balance

by Homewood Health



THE TERM WORK-LIFE BALANCE IS

often misunderstood to be the attainment of perfect equilibrium between our work obligations and personal lives and commitments. In actuality, work-life balance is a philosophy where we determine the required time needed to properly prioritize the efforts put towards career and ambition against the energy and activities dedicated to lifestyle, including family, leisure and pleasure.

Work-life balance is an individual measurement and may vary daily, monthly, and over extended periods of time. The right balance will differ as your lifestyle changes. Your needs and wants evolve throughout the various stages of life, from being single, to being married, to the possible addition of children or new career aspirations and to nearing retirement. There is no perfect formula or ideal balance for which to strive. The right equation differs because each individual has different priorities, goals and lives.

According to Statistics Canada, a lack of work-life balance costs Canadian businesses a combined 20 billion dollars a year in health claims, lost productivity and absenteeism.

(1) A reported one-quarter of the population currently works 50 hours or more per week, a rise of 50 per cent as compared to a decade ago. (2)

IMPACTS OF POOR WORK-LIFE BALANCE

If you experience prolonged periods of time without work-life balance, it may have adverse effects on your mental and physical health. Several studies have shown that working long hours for extended periods of time have led to occurrences of physical and mental ailments including cardiovascular disease and depression. (3)

Anxiety and depression are among the most common mental health disorders for those who do not have work-life balance. As a result, fatigue, absenteeism, lower productivity and organizational turnover rates tend to increase. Maintaining a healthy work-life balance benefits both employee and employer.

Sleep is another key foundation to healthy living. If your sleep is impacted over long periods, it can increase the risk of cardiovascular disease. Adequate sleep in addition to diet and exercise lowers your risk of cardiovascular disease. Make time within your schedule for each.

OTHER SYMPTOMS OF POOR WORK-LIFE BALANCE INCLUDE:

Mental Ailments

- Feeling a lack of control, forgetfulness, trouble concentrating and nervousness
- Irritability, insecurities, lowered self-esteem, substance addiction
- Mental and physical fatigue, weak coping skills

Physical Ailments

- Weakened immune system
- Backaches, migraines, headaches, and stiff muscles
- Sexual health problems and weight gain



10 SUGGESTIONS TO IMPROVE WORK-LIFE BALANCE:

- 1. Set your priorities.** Begin your workday by prioritizing objectives that need to be accomplished by the end of day. Ask yourself, “If I need to focus on one thing today, what would it be?” Identify your top five priorities for the day. This method of prioritization can be practiced in short- to long-term timelines, for life, work, relationships or health goals.
- 2. Concentrate on one thing at a time.** Successful multi-tasking is a rare and difficult feat. Many of us struggle with successfully focusing on two tasks at once. Instead, devote your full attention to the task at hand. When you are working, focus on working only. Concentrating on a single task will allow you to complete it more quickly, with fewer errors, and affords you the time and concentration to engage more deeply in your remaining objectives or priorities.
- 3. Track your time.** Ask yourself where you spend most of your time. Track how you are spending your time for one week. How much time do you spend doing the things that matter to you the most? Do they align with your work, life, relationship and health priorities? Eliminate things in your life, or delegate where possible, if they don't align with what matters most.
- 4. Respect your personal and private time.** We often require an emergency to reschedule an important work meeting, give your personal time the same respect and priority.
- 5. Take a look at your routines and general lifestyle.** If you lack sleep, eat poorly and don't exercise, this can cause you to feel out of balance in your life. Your efforts to prioritize and achieve personal time can all go to waste when you aren't treating your mind and body well. Ensure you get enough sleep, eat a variety of nutrient-rich foods (i.e. salmon, kale, garlic, blueberries, eggs) and try to exercise three times a week for a minimum of 20 minutes (i.e. cardio, light lifting, stretching). By adopting a healthy lifestyle, you can help to maximize your efforts in obtaining work-life balance.
- 6. Set boundaries.** Given today's technology, it is easy to blur the lines between work and personal life.

Turn off your cell phone and laptop when having family dinner, and ask friends or family not to interrupt your workday unless it is an emergency. By setting boundaries, we enable ourselves to focus on what matters at specific times.
- 7. Ask for support and learn to say “no.”** Speak to family, friends, colleagues and managers. Share your goals and communicate your efforts in working towards a healthier and more balanced life. Be prepared to answer questions on how they can help you achieve your plan. When at capacity, don't overwhelm yourself by taking on more. Have a discussion and ask for support.
- 8. Get plenty of exercise.** It may seem counterintuitive to add another activity to your life, but exercise has been shown to relieve stress, clear one's mind, improve one's mood and energy, and, ultimately, helps to make you more productive. You will find that your new sense of invigoration will help you get through your day and welcome work with renewed positivity.
- 9. Find a mentor.** Do you know someone you admire, someone with the career or lifestyle you want to emulate? Ask their advice on career and educational development. Learn how they establish goals and priorities, and how to best manage your time to achieve career and lifestyle goals.
- 10. Evaluate your work-life balance on a regular basis.** To achieve work-life balance, you embark on a continuous journey of evaluating your needs at different points in your life. You need to set aside time every month or so to reflect on your current efforts. You will need to determine what you would like to achieve in the coming months, and amend your plan to achieve your objectives.

Achieving work-life balance takes effort. It is important to practice work-life regularly to keep yourself on track with what is important in your life at that moment. With continued practice, you can create a roadmap to a life with less stress and more focus on what is important to you.

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2020 ABVMA President

Dr. Kirsten Aarbo WCVN '03



KIRSTEN WAS BORN IN ALBERTA AND HAS LIVED

most of her life there. When she was five, her family moved to an acreage in Delacour, AB, and her love of animals was kindled. Horses, cows, cats, dogs, chickens, gophers, birds, hamsters, guinea pigs — all of these were part of the family (with the exception of fish, most of the aquatic friends did not survive for long, sadly). Pony club was an important part of her childhood and Kirsten happily embarked on shows, camps, and pony club offshoots such as modern pentathlon.

A move to Priddis, AB, changed things up a bit and Kirsten's riding became more serious. She spent the rest of her junior and senior high school years mostly in the barn, and competed all over Western Canada. She won numerous championships in hunter and jumper competitions, and spent a year after high school graduation riding horses and working for her coach. After some injuries, however, she began to feel like a change of direction was needed, and she headed back to school.

Kirsten completed a degree in cellular, molecular and microbial biology at the University of Calgary. She spent a lot of her free time volunteering at various Calgary Hospitals in the emergency wards. She also discovered karate, and attained her black belt in 1999. She moved to Saskatoon to start her veterinary training and graduated with distinction in 2003. Kirsten really enjoyed small animal clinics, and was the recipient of the AAHA Senior Student Award for outstanding achievement in small animal medicine and surgery. Kirsten then completed an internship in small animal medicine and surgery at Washington State Veterinary College in Pullman, Washington, and moved to Massachusetts to study emergency medicine for a year. She then practiced in general practice in Vermont for several years before returning to Alberta to settle down.



Kirsten and her husband Kahn were married in 2011, and they became a family of three with Kahn's son Ethan. In 2012, Micah was born, and in 2014, Jonah completed the family. With three active boys, Kirsten is always up to something, and aside from a three-year period of working part time when the boys were very young, she has worked full time since graduation.





Currently Kirsten calls Big Rock Animal Clinic her main workplace, but she also spends some time at Shawnessy South Pet Hospital and is working on some projects with Feedlot Health Management Services. She still finds all aspects of veterinary medicine fascinating and wants to remain an active learner and practitioner. One of her favourite aspects of veterinary medicine is working with her teammates, and she enjoys teaching and mentoring.

Kirsten loves being with her kids and watching them learn and grow. She is currently the manager for Micah's novice hockey team, and spends a lot of time doing hockey mom stuff. Micah is also on the Okotoks Mavericks swim team, so she can also be found on the pool deck. Jonah is also showing strong interest in sports, so Kirsten anticipates being a permanent fixture at the local rinks and pools for some time. In her (currently very limited) spare time, Kirsten enjoys reading, artistic and crafty things, and loves running. She belongs to the Sheep River RunHers group, and her favourite distance is the half marathon.

Working with the ABVMA is something that has really helped Kirsten keep energized and growing as a veterinarian. She spent seven years with the Animal Welfare Committee and helped develop the Forensics Conference, then moved on to the Practice Inspection Practice Standards (PIPS) Committee. PIPS is a very active and busy committee, and this provided Kirsten with a deeper view of how the ABVMA works, and she decided to run for council in 2017. Working with Council has allowed Kirsten to be involved with the future of the veterinary profession, and this is a huge responsibility and privilege that is extremely close to Kirsten's heart. All told, Kirsten has attended 12 Leadership Weekends so far and hopes to attend many more.



RESULTS OF PRACTICE INSPECTION PRACTICE STANDARDS (PIPS) VOTE

BALLOTS HAVE BEEN COUNTED

and ABVMA is happy to report that the new PIPS Bylaw has been approved by membership. The results were: 238 in favour, 61 against. 79.6 per cent were in favour of the updated PIPS with an 8.3 per cent return rate. The new Bylaw comes into effect immediately. Thanks to the PIPS Bylaw Task Force, to everyone who weighed in by consulting at the different stages of the document production and to those who took time to vote.

The following is a summary of the amendments:

1. Housekeeping amendments: animal health technologist changed to

veterinary technologist, updated names of resources/legislation, some rewording throughout for clarification.

2. Update Universal Standard 5 Biosecurity & Biomedical Waste Management to Infection Prevention & Control, Biosecurity & Biomedical Waste Management with requirement of an Infection Control Program for the VPE. A template is provided in the bylaw for VPEs to customize.
3. Update Universal Standard 9 Pharmaceutical Management: Narcotics and controlled substances

4. Update Service Category 4 Anesthesia: Clarification of the requirement for a designated anesthetist.
5. Updates to Service Categories:
 - 2: Ambulatory Care
 - 4: Anesthesia
 - 6: Companion Animal Dentistry
 - 8: Diagnostic Imaging
 - 11: Rehabilitation Therapy
 - 12: Chemotherapy
 - 14: Mobile Facility

CLASSROOM AGRICULTURE PROGRAM (CAP) – 35TH ANNIVERSARY



Don George (centre), General Manager CAP, with CAP Zone Coordinators, January 2020

THE YEAR 2020 MARKS THE 35TH ANNIVERSARY OF CAP in Alberta. Congratulations CAP on 35 years of sharing our agriculture story with schoolchildren all over the province.



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For more information, please contact Sarah Cunningham at scunningham@cvma-acmv.org



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

Dean, University of Calgary –
Faculty of Veterinary Medicine

I'M PLEASED TO SHARE NEWS OF A

groundbreaking move for the agriculture industry and the community. On Feb. 7, 2020, the University of Calgary launched the Simpson Centre for Agricultural and Food Innovation and Public Education. It will conduct targeted and timely exploration of issues related to food and agriculture.

It will be housed within the School of Public Policy at the University of Calgary, with a strong connection with the Faculty of Veterinary Medicine. The search is currently underway for the Director of the centre, who will be an academic appointed in Faculty of Veterinary Medicine. This multidisciplinary centre will focus on the development of sound public policy and public education related to our growing agri-food sector — most notably innovation in livestock production, food safety, distribution trade, consumption and market development.

The centre has seed funding of \$5.5 million in an endowment created by John Simpson, President and CEO of CANA Group of Industries. We have also secured additional donor funding. Funds will be used to support a centre Director position, as well as for research, publications, community engagement, media outreach, public education and more.

The centre will be one of a limited number of food, agriculture and public education centres located at a university, with the capacity to harness evidence from industry, public and academic sectors to engage with the public and policy makers.

Some of UCVm's innovative research has received national attention of late, with two stories published in the *Globe and Mail* in December 2019. One featured Dr. Jeff Biernaskie's research into better understanding the regenerative properties of reindeer velvet and the promise this new knowledge may hold for improving human skin healing. A second article focused on Dr. Judit Smit's research in Bangladesh, using Saskatchewan-grown lentils to combat arsenic poisoning.

And to close, a short update on our DVM program expansion plans. Recruitment for three faculty positions in cattle health is underway, and expansion of our teaching space will be completed by July 2020. The Admissions Office is now making preparations to interview applicants to admit our first class of 50 DVM students.

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HERE'S A SELECTION OF RECENT NEWS ITEMS FROM THE WESTERN COLLEGE OF VETERINARY MEDICINE (WCVM):

Non-IPA seat option for Alberta residents:

During the month of January, Alberta students had the option of applying to the WCVM's Doctor of Veterinary Medicine (DVM) program for fall 2020 entry through a new admissions option. This year, the WCVM will offer between 10 and 25 open seats to students who meet the college's regional residency requirements. While priority will be given to students from British Columbia, Saskatchewan and Manitoba, a portion of the open seats will be available to Alberta applicants.

Since these open seats will not be supported by the college's Interprovincial Agreement (IPA), tuition rates for students admitted through non-IPA seats will be comparable to rates paid by Canadians who attend international veterinary schools (about \$67,000 per year). This new admissions option allows western Canadian students to study closer at home and to encourage them to seek employment in the region after graduation.

Teaching excellence: Congratulations to WCVM professor and veterinary pharmacologist Dr. Trisha Dowling, who received the University of Saskatchewan's (USask's) highest award for teaching at the 2019 fall convocation ceremonies. The Master Teacher Award was bestowed on Dr. Dowling for her unique approaches to teaching clinical pharmacology with technology and different modes of delivering information, as well as her work creating the Mindful Veterinary Practice elective for third-year students.

Agribition supports learning: During the 2019 Canadian Western Agribition, the show's organizer pledged \$100,000 over 10 years to support the USask Livestock and Forage Centre of Excellence's (LFCE) capital campaign and its annual producer field day. The LFCE is a unique complex of

science and field laboratories that model all aspects of raising livestock on the Canadian Prairies. The facility is based on a partnership between USask, beef cattle and forage industries, as well as the governments of Canada and Saskatchewan.

USask centre responds to health risks: The Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac) is working in partnership with the Canadian Food Inspection Agency (CFIA) to respond to African swine fever (ASF) — a deadly and contagious viral disease that has killed millions of pigs worldwide. Early this year, researchers at the USask-based centre began working with the ASF virus in its Containment Level 3-Agriculture (CL3-Ag) facility in Saskatoon, SK. Since there is no vaccine or treatment approved for use against this deadly pig disease, these studies are an important step toward the development and testing of vaccines and antiviral medications for ASF that could protect Canada's pork sector.

VIDO-InterVac will also be involved in developing a vaccine for the coronavirus that is spreading among human populations in China and nearby countries. USask researchers have requested to work with the virus through the Public Health Agency of Canada's National Microbiology Laboratory in Winnipeg, MN. Researchers at VIDO-InterVac have extensive experience with coronaviruses including investigations of Middle East respiratory syndrome coronavirus (MERS-CoV) and porcine epidemic diarrhea virus (PEDV).

New parasite species: USask researchers are part of an international team that has discovered a new parasite species in northern Canada's wolverines. *Trichinella* are tiny round worms that live in the hosts' muscles causing fever, muscle pain and swelling. This parasite can infect animals and people who consume undercooked or raw meat. Working with WCVM veterinary microbiologist Dr. Emily Jenkins, USask PhD graduate Rajnish Sharma found that multiple species of



Douglas Freeman, DVM, PhD

Dean, Western College of Veterinary Medicine

Trichinella live in wolverines in Yukon and the Northwest Territories. Thanks to a new genetic tool he developed, Sharma identified a new distinct *Trichinella* species. During a major international conference in Romania, Sharma revealed the species' scientific name: *Trichinella chanchalensis* (T13). This comes from the Gwich'in name of the mountain where the parasite was found.

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.



Erika Duperreault

WCVM Class of 2021
ABVMA Student Representative
2019/2020

THE WINTER SEMESTER STARTED

with a huge event at the WCVM when we hosted the 33rd edition of the Students of the Canadian Veterinary Medical Association (SCVMA) Symposium. Veterinary students from across Canada travelled to Saskatoon for a weekend of academics and socialization. A total of sixty students from the Ontario Veterinary College (OVC), Atlantic Veterinary College (AVC), Faculté de médecine vétérinaire (FMV) and the University of Calgary (UCVM) attended the 2020 SCVMA Symposium. One hundred and seventy five WCVM students also registered for the event. Thursday started with a “Saskatoon-style” welcome night held at Outlaws with plenty of country music and two-stepping. Friday morning held a variety of lectures including:

- Social Determinants of Animal Health (Africa) by Dr. Card
- Humanizing the Euthanasia Experience by Dr. Mason
- Impact of Humans on Wildlife Health and Welfare (Grizzly Bears) by Dr. Cattet

- Precision (Personalized) Medicine in Veterinary Oncology by Dr. MacDonald-Dickenson
- Oral Examination in the Work-Up of Equine Poor Performance by Dr. Carmalt
- Role of a Large Animal Veterinarian in Animal Welfare and Undernutrition by Dr. Whiting
- Infectious Disease Emergence, Impact, and Development of Vaccines by Dr. Gerdtz (CEO of VIDO)
- Adaptation for Longevity and Viral Resistance in Bats by Dr. Misra
- Compassion Does Not Fatigue by Dr. Dowling
- Drug Toxicities in Small Animals by Dr. Wickstrom
- Working Life of a Racetrack Vet by Dr. Robinson
- Veterinarian’s Role in Progressing Animal Welfare by Dr. Seddon
- Pain, Analgesia, and Welfare in Laboratory Rodents by Dr. Kashuba
- Interdisciplinary Practice as a “Protective Factor” for Role Conflict, Isolation, and Occupational Fatigue by Dr. Woodsworth and Erin Wasson (veterinary social worker)
- Honeybee Health and Sustainability by Dr. Simko
- Future Technology and Tools in the Beef Industry by Dr. Stookey
- Lessons From Parasites in Feral Horses on Sable Island by Dr. Jenkins
- Nutrition is the 5th Vital Assessment sponsored by Hills
- Unique Pathology Cases from the WCVM Diagnostic Laboratory by Dr. Wobeser

Friday afternoon held labs including:

- Feline necropsy tutorial
- Feline soft tissue surgery (enucleation)
- Feline orthopedic surgery (fracture repair)
- Bovine hoof trimming
- Bovine reproduction palpation and mock artificial insemination
- CPR training
- Diagnostic skills in a veterinary practice
- Laboratory fish procedures
- Equine acupuncture

- Lab animal medicine (mice procedures)
- Problem solving calving complications
- Small animal dentistry
- Honeybee lab
- Equine pre-purchase exam
- Ultrasound-guided biopsy

Friday ended with a “Prairie-style” dinner at TCU Place with a talk by Dr. Cody Creelman as well as some games. Saturday morning started with buses leaving the WCVM to tours including:

- Western Development Museum & Livestock and Forage Centre of Excellence
- Clip n’ Climb & Axe Throwing
- Saskatoon Police K9 Unit Demo
- Saskatoon Forestry Farm Park and Zoo & Rayner Dairy Research Facility
- Wanuskewin Heritage Park – snowshoeing and tipi raising
- Remai Modern Art Museum – observation and description skills for pathology

After tours, all students returned to the WCVM for lunch, followed by an afternoon of two keynote speakers: Dr. Whiting, a national animal welfare expert and manager of Animal Health and Welfare for Manitoba Agriculture and Food; and Dr. Keri Hudson, star of “Prairie Vet” and mobile mixed animal practitioner in Manitoba. Saturday night was the closing banquet at the Remai Modern Art Gallery overlooking the South Saskatchewan River. The evening involved cocktails, formal attire, dinner, speeches and a closing dance.

The event involved hours of planning and volunteering by WCVM students, staff and many others. It would not have been possible without support and sponsorship from the CVMA and other sponsors. Thank you to everyone who contributed to and supported this event, it was wonderful to see it all come together. To everyone who travelled to experience the 2020 SCVMA Symposium, thank you for coming and the WCVM student body hopes you learned something new, made new friends, and saw some of the beauty of Saskatoon (regardless of the -40 windchill). Thank you for reading!



HELLO AGAIN EVERYONE! I HOPE

everyone is doing well and keeping warm this winter. I know we have had a few cold snaps here in Calgary and I am ready for spring to begin. UCVM students have been working hard this winter, not only on their academics but also with organizing tons of fundraising events. Our annual formal event for UCVM students, VetBall, is scheduled to take place at the University of Calgary main campus on Feb. 29, 2020, and our third-year class has been working very hard to fundraise for the event. In late 2019, we had a student-run Holiday Market at UCVM, where students made crafts like scrub caps, stethoscope covers, candles, baking including homemade dog treats, and a variety of other festive treats for students, staff and faculty to purchase with the proceeds going towards VetBall. The event was hugely successful, and we even sold out of many items on the first day. It was also a great way for the students to de-stress and get into the holiday spirit before final exams hit. Some other ongoing fundraising events include a bottle drive, a cookie dough fundraiser and bake sales to raise money for the James Bond-themed event. The VetBall committee has been spending a massive portion of the little free time that they have to organize and fundraise for the event for we are all so excited.

The first-year students spent their first week back to school this semester taking a number of field trips around the Calgary area, learning about different career paths for veterinarians. They even had the privilege of attending an apiary and meadery to learn about the role of veterinarians in beekeeping, something that our class also had the chance to do two years ago. Field weeks like these at UCVM are great for students because it gives us the chance to learn about some of the less traditional career paths in veterinary medicine.

The third-year class kicked off 2020 by spending two straight weeks in mid-January performing their first canine and feline surgeries. The surgery schedule was revamped this year so that we had two straight weeks of rotating between admitting

and discharging patient-owned clients, anesthesiology and surgery. These long and sometimes stressful days were some of the most fun and exciting weeks we have had so far in vet school because it gave us a sneak peek at what clinical practice and client interactions will look like for us in the future. All our instructors, including surgeons, interns, faculty and staff involved in the surgery weeks, put so much time and effort into reorganizing these surgeries into a two-week intensive program. We cannot thank them enough for all their hard work so that we could perform our first spays and neuters.

Finally, a major highlight of this semester for many students was the annual SCVMA Symposium in Saskatoon, SK. In total, 42 students from UCVM attended the weekend conference. Some of the activities that stood out for students in attendance were some great talks on wellness, a wet lab on bee medicine, a calving station, an ophthalmology enucleation wet lab and meeting other veterinary students from across the country.

This semester is already flying by, and before I know it, I will be all finished classes at UCVM. I look forward to updating you on what the rest of this semester holds. Thanks for reading!



Tess McGarvey

UCVM Class of 2021
ABVMA Student Representative
2019/2020



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ABVTA President's Report



Fiona Kowalczyk, RVT
2020 ABVTA President



**PROFESSIONAL,
KNOWLEDGEABLE,
COMPASSIONATE
ANIMAL HEALTH CARE.**

WE HAVE THANKFULLY SURVIVED

another winter and have relied on the timely arrival of Spring from our groundhog friends' message. It is incredible that such a small mammal can inform so many people the fate of the next season.

At our January meeting, the ABVTA Board spent a day of training to learn how to effectively communicate better with our members. The majority of our strategic goals rely on effective communication, so it is crucial that we develop tools to be successful. Veterinary medicine is constantly evolving. Because of this, it is vital that the leaders in the industry are aware of the issues that affect the stakeholders, those being the public, the membership, the clients and the animals.

Every person on the Board has taken an oath to hold a high standard of values so we can be successful leaders. It is our job to stay informed with the changes that are occurring in the industry. Professional, knowledgeable, compassionate animal health care is the ABVTA's vision. Our mission is to network with the entire membership to see our vision come to life. Thankfully, we now have some tools to do that.

Continuing education public events and trade fairs are a great chance for our leadership group to communicate with members. During CanWest, we asked "Why Do You Do What You Do?" to all team members who stopped by our booth. The answers received will provide the membership with some inspiration as we process these responses in ways that help bring our association together. Online and social media sources such as Facebook, Instagram, Twitter and the ABVTA website provide endless information regarding issues, events or news within the association. Tech Connect and the ABVTA News section in the ABVMA *Members' Magazine* are two regular methods the ABVTA also uses to communicate with our members.

Results from the 2019 Wage Survey are in and are currently being analyzed by the Board. These results paint a great picture of the life of an RVT in Alberta. However, there are concerns to be addressed. The more you, as a member, engage and become

involved within the ABVTA, the more effective a team we become. This is how to promote positive change.

Being present and supporting fellow associations empowers all involved. The ABVTA brought greetings to both the SAVT and MVTA conferences over the past couple months. In February, our Executive Board members were also invited to attend the ABVMA's Leadership Weekend held in Edmonton. The agenda featured sessions including but not limited to Professional Regulation with Darrel Pink, Antimicrobial Stewardship, and Forming Healthy Habits with Dr. Marie Holowaychuk.

The Awards Banquet was on Saturday night and congratulations are in order for the RVT recipients of the 2019 ABVTA Awards. These individuals have demonstrated dedication to the veterinary profession and professionalism within our association.

Congrats to:

**ABVTA Meritorious Service Award –
Kate Simon, RVT**

**ABVTA Appreciation Award –
Amanda Barker, RVT**

**Lucille Landals Emerging Leader Award –
Brittany Baldock, RVT**

I would also like to congratulate Angela Lock, RVT, recipient of the 2019 ABVMA's RVT of the Year Award. These RVTs are fine examples of what their ambitious efforts can accomplish within our membership.

If a cute fuzzy groundhog can spread such a widespread message, surely we with all our communication tools can too. Stay informed and get involved. Happy Spring to you all!

Board Highlights



Back Row (L to R) – Stacey Barge, Angela Denbow, Heather McGrath, Dr. Colleen Pratt, Alexia Schuetz, Fay McLaughlin
Front Row (L to R) – Ivana Novosel, Karen Melnyk, Fiona Kowalczyk, Vanessa George, Danielle Harris
Missing – Amanda Barker, Penny Steffen, Kate Simon, Darryl Haugen

BOARD OF DIRECTORS MEETING NOV. 22, 2019

THANK YOU TO THE CITY OF EDMONTON ANIMAL

Care and Control Centre for their hospitality and providing the ABVTA Board a tour of their remarkable facility.

Welcome the new Board members Fay McLaughlin, Angela Denbow and Stacey Barge. Alexia Schuetz as the new Olds student representative.

Newly appointed 2020 positions are as follows:

- President - Fiona Kowalczyk**
- Vice President - Penny Steffen**
- Past President - Amanda Barker**
- Treasurer - Karen Melnyk**
- Secretary - Darryl Haugen**
- Student Liaison - Dani Harris**
- CE Committee Liaison - Fay McLaughlin**
- M&PR Committee Liaison - Heather McGrath**
- ABVTA Rep on ABVMA HR Committee - Penny Steffen**
- ABVTA Rep to CanWest Speaker Selection Committee - Penny Steffen**

The Board engaged in a presentation by Becky Taylor titled, “Performance Portfolio and Self Advocacy for RVTs.”

Member and Public Relations Committee is scheduled to attend the Pet Expo in Edmonton for 2020.

Two committees have been struck by the ABVTA Board which will align with the new strategic plan for 2019-2021:

- Wellness Task Force
- Mentorship Task Force

The Policy Task Force will be reviewing Committee Terms of Reference, Financial, In Camera, Meetings, Communications and the Awards Policies for their annual review.

Submitted by Darryl Haugen, RVT



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KNOWLEDGEABLE,
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ANIMAL HEALTH CARE.

Lakeland COLLEGE

Greetings from Lakeland College

AS WE HEAD INTO SPRING, OUR SECOND-YEAR AHT students are looking forward to starting their practicum placements with great excitement. Their passion and enthusiasm for our industry is contagious, and we are so appreciative of the clinics that have volunteered to host and mentor our students as they begin this next step in their careers. The second year finished off with students participating in lambing rotations and milking shifts in our college dairy, equine and bovine anesthesia labs or further experience with small animal anesthesia. We look forward to their final-year presentations on their student-led clinic initiatives, which they have completed this past year.

The first-year students are enjoying more clinical labs this semester and getting to learn the technical skills of nursing care and anesthesia. We wish everyone a joyful Spring and send out our sincere appreciation for your part in the education of our students.



News at NAIT

OVER THE PAST FIVE YEARS, THE NAIT

anesthesiology course has had an increased portion of its labs used for one-on-one assessments. Although the assessments can be nerve-racking for the students, the staff feel that it has led to greater student competency and confidence.

Assessments are built upon information discussed in previous lectures and help students realize the practical implications of the material they have learned. As lab segments are often run at a 1:1 student-staff ratio, both student strengths and deficiencies are noted immediately, allowing for appropriate and personalized feedback. Repeated exposure to one-on-one assessments encourages students to better handle the real-life pressures in the unpredictable world of veterinary anesthesia.



Greetings from Olds College

BIG NEWS! HERE AT OLDS COLLEGE WE ARE

pleased to announce our new teaching aid, Diesel. Diesel is a canine model designed after a Malinois with the same weight, hair coat and physical attributes. He comes with various features that include simulated breathing (including barking, growling, stertor and stridor), pulse, bleeding, broken leg, intubatable, GDV, tension pneumothorax and many more. As we are learning more about his features and how best to utilize him, we will expand his use in our program. Currently we are using him in our small animal clinical procedures course. We look forward to seeing where Diesel can improve student learning with controlled medical situations and help reduce live animal use. So far, we have used him in CPR labs, bandaging and splinting, and local anesthesia. Our first CPR lab was a huge success; and with increased student engagement we have seen more student improvement. Diesel's realistic appearance and movements allow more utilization of skills in a timely manner.

Diesel is produced by Trauma FX. <https://traumafx.net/home/>



Greetings from GPRC

THE FIELD TRIP ITINERARY IS FILLING UP WITH

excellent learning opportunities. On the four-day trip to Edmonton, the second-year students plan on visiting the Edmonton Humane Society, Guardian Veterinary Centre, University of Alberta, WILDNorth, Delaney's Veterinary Services and the Edmonton Valley Zoo.

The field trip is a great learning experience and a look into various possible career opportunities for the students. The variety of small and large animal locations we will be visiting will meet the interests of all students in the class. We would like to thank each of the locations the students will be visiting.

First-year students will shortly start rotations in calving and lambing. All of us sincerely hope the weather improves as it is currently extremely cold! They are also spending quite a lot of time (in their "spare" time) training and socializing rescue cats and dogs with a great deal of success.

The second-year students are working on their final semester before heading off to various practicums. We would like to send out a huge thank you to those who are hosting a GPRC student. We greatly appreciate the continued support in providing an extension to our AHT student learning.



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

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

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:

<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

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 2020

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

The Social Side of Practice: Module 1:

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

A New Approach to Pain Management

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

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

WDDC Practice Tool Kit (WHMIS and SDS)

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

Continuing Education Opportunities

MONTHLY OFFERINGS

MARCH 2020

March 7 & 8, 2020 – Basic Ultrasound – Edmonton, AB – 14 Hours ABVMA Credits – Speaker: Dr. Jessica Ibey DVM, RDMS. This 2 Day course will offer an introduction to ultrasound theory, and equipment and the practicalities of this invaluable modality in your practice. The lecture covers physics, knobology, transducers, anatomy and approach and required images for the abdominal scan, along with case studies. The afternoon scan labs will provide scan time on dogs and cats for the main 5 abdominal organs. Instructor: Dr. Jessica Ibey DVM RDMS. For more information and/or to register, visit SCIL at: www.scilvet.ca

March 8 & 11, 2020 - 7:00 to 8:30 p.m. - Conversations for Success: Create the Culture that Leads to Personal, Professional and Practice Success! – 1.5 Hours ABVMA Credits – Speaker: Dr. Debbie Stoewen. Take part in this 90 minute webinar. Success in clinical veterinary practice can be measured in many ways – achieving optimal patient and client outcomes; being part of a happy, engaged practice team, reaching financial imperatives; and experiencing ongoing practice growth. Whichever way it is measured, outside of a viable business model, the single most important factor in organizational success is culture. Please visit the Events page on our website at www.abvma.ca after January 27, 2020 to register.

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.

March 16, 2020 – Cybersecurity: Keeping Your Treasury Systems and Cash Flow Safe – 1 ABVMA Credit – Available for EASAV Members Only: Cybersecurity at the AGM
Speakers: Janet Mosier (RBC) & Graham Quast, CPA, CA (MNP) CE Topics: RBC: Cash Management Efficiencies & Digital Strategy; MNP: Fraud Risk Management - what you need to know and do. Time: 6-9:30 pm - includes a 4 course meal, free to all EASAV Members courtesy of our sponsors: Bayer, RBC & MNP. Click here to Register. For more information email to info@easav.ca or call (780) 970-3728 for more information.

March 24 & 25, 2020 - March 26 & 27, 2020 – March 30 & 31, 2020 – Technical Large Animal Emergency Rescue Awareness Level Course Roadshow – 16 Hours ABVMA Credits – The Technical Large Animal Emergency Rescue (TLAER) Awareness Level course is a 2-day training session that will show you the proper way to respond and prepare for large animal emergencies. The TLAER training course introduces the latest concepts, techniques, procedures and equipment being used today – to learn to work together on a scene and build a great incident action plan, then extricate the animal safely for both the animal and responders. This training is open to anyone but will be specifically geared towards fire department personnel, first responders, veterinarians, search & rescue members, animal rescue specialists, livestock breeders, horse trainers, and any large animal owner that wants to be more prepared.

Awareness level training will be provided at three different locations in the province:

- 1) Slave Lake - March 24 & 25
- 2) Olds - March 26 & 27
- 3) Taber - March 30 & 31

For more information email info@afac.ab.ca or melissa@afac.ab.ca.

APRIL 2020

April 18 to April 19, 2020 – General Fracture Repair – 14 Hours ABVMA Credits – Speaker: Dr. Audrey Remedios DVM, MVetSc, DACVS. This 2 Day combination lecture and wet lab will cover the management of fractures of the forelimb and hind limb including humerus, radius, ulna, metacarpals, femur, tibia, calcaneus, and metatarsals. Attendees will have the opportunity to work with cadaver limbs to properly understand the approach to the bone. Instructor: Dr. Audrey Remedios DVM MVetSc DACVS. For more information and/or to register, visit SCIL at: www.scilvet.ca.

April 19, 2020 – Veterinary Resilience: Maximizing Wellness While Supporting Your Clients & Patients – 6 Hours ABVMA Credits – Speaker: Debbie Stoewen, DVM, MSW, PhD. 2 Sessions Available! AM topics: Facilitating Euthanasia Conversations, Compassion Fatigue & Compassion Satisfaction; PM Topics: Veterinary Happiness - from the personal to the professional, Burnout - an Rx for a happier, healthier you & The Client Experience - making memorable moments. Speaker: Debbie Stoewen, DVM, MSW, PhD Time: 8:45 am - 4 pm; Location: NAIT Main Campus - Shaw Theatre. Need more info? Email info@easav.ca or call (780) 970-3728. Thanks to our sponsor, Pets Plus Us

MAY 2020

May 2 & 3, 2020 – Positive Solutions for Canine Aggression Seminar – 12 Hours ABVMA Credits Speaker: Pat Miller, CBCC-KA, CPDT-KA. Canine aggression is a commonly misunderstood behaviour in the dog world. Join Pat Miller, CBCC-KA, CPDT-KA, and the Cochrane & Area Humane Society for a two day seminar learning about dog aggression. Dogs who bite are a risk to families, visitors, and the community at large. They are also a risk to themselves, as dogs with aggressive behaviours all too often end up in the euthanasia room. This two-day seminar will explore the causes of aggression, examine the different types of aggression, and debunk some of the common myths. Approved CE for RVTs. Watch their website for more information: www.cochranehumane.ca/programs/animal-training/.

May 2 & 3, 2020 – Separation Anxiety in Dogs – Mission: Possible – 12 Hours ABVMA Credits – For RVTs. Advances in technology, new ways of thinking about client compliance, and a structured approach to packaging separation anxiety services have made what once seemed nearly impossible-successful resolution of even severe separation anxiety cases-quite doable. Certified professional trainers and behaviour consultants, working in conjunction with owners' veterinarians, can make incredible positive changes in the lives of dogs and their guardians. Join us for this important seminar to gain momentum toward working with separation anxiety. Approved CE for veterinary technologists. Contact info@albertaforcefrealliance.com to register.

Continuing Education Opportunities

May 4 through to May 9, 2020 -

Ultrasonography and Embryo Transfer Workshops – 42 Hours ABVMA Credits

– Speakers: Dr. Jaswant Singh, DVM, PhD, Dr. Gregg PI Adams, DVM, MS, PhD, DACT, Dr. Dinesh Dadarwal, BVSc & AH, MVSc, PhD, DACT, Dr. Reuben Mapletoft, DVM, PhD, DSc (earned). Ultrasonography and Embryo Transfer Workshops (May 4-9, 2020) Ultrasonography Workshop (May 4-6, 2020) Embryo Transfer Workshop (May 6-9, 2020) Ultrasonography and Embryo Transfer Workshops are being conducted in tandem May 4-9, 2020 at the Western College of Veterinary Medicine, University of Saskatchewan with the intention of providing essential knowledge and hands-on experience for veterinary practitioners, research scientists and graduate students. The ultrasound workshop is a three-day course covering principles of ultrasonography, equipment and imaging, imaging of the reproductive tract in large animals and OPU/IVF. The embryo transfer workshop is a three and a half-day course covering all aspects of embryo transfer technology in cattle. Please visit: wcv.m.usask.ca/education/ultrasound.php for more info, and or to register.

May 4 to June 1, 2020 – Foot-and-Mouth Emergency Preparation Course for Canada – 12 Hours ABVMA Credits

This is a webinar that runs online beginning May 4; ending Jun 1, 2020. An online course in FMD recognition and disease response procedures is now available for Canada's veterinarians, registered veterinary technicians / technologists. Master the latest information, training and procedures in disease recognition and response in this cost-effective, Canadian context course. The self-paced course can be completed in just 12 hours over a four-week period from the comfort of home or office. For more information and/or to register, visit: <https://animalhealth.ca/ahem/training/>.

May 9 & 10, 2020 – Intro to TPLO – 10.5

ABVMA Credits – Speaker: Dr. Audrey Remedios DVM, MVetSc, DACVS - This 2 Day combination lecture and wet lab will cover the TPLO procedure and MPL stabilization combined with TPLO. Attendees will have the opportunity to work with bone models and ethically obtained cadavers to properly understand patient preparation and draping, the approach to the bone, and tools and implants needed for these orthopedic procedures. For more information and/or to register, visit SCIL at: www.scilvet.ca.

May 24, 2020 – All About the Abdomen – Lecture & Wet-Lab – 8 Hours ABVMA Credits

– Speakers: Dr. Audrey Remedios and Lindsey Kurach. This seminar includes: Exploratory laparotomy: Systemic assessment of the abdomen, biopsy of the liver, stomach, intestines, lymph nodes and bladder; GI Sx: gastrotomy, enterotomy & intestinal resection/anastomosis; GDV: prophylactic & GDV treatment-based incisional gastropexy; Splenectomy; Course is limited to 16 attendants; lecture open to all vets! Time: 8:30 am - 5:30 pm (lecture from 8:30-11:45); Location: NAIT Main Campus For more info: email info@easav.ca or call (780) 970-3728. Thanks to our sponsor, ProNorth

SEPTEMBER 2020

September 27, 2020 - A Skin-Deep Discussion of Bugs, Drugs & Antimicrobial Stewardship – 6 Hours ABVMA Credits

– Speakers: Drs. Kinga Gortel & Joe Rubin Topics: Evidence-based Antimicrobial Stewardship, The Skin Microbiome and 21st Century Pyoderma, Taming the Yeast: Malassezia & Other Fungi in Skin Diseases & Skin Culture Case Studies Time: 9:00 am - 4:00 pm Location: NAIT Main Campus For more info: email info@easav.ca or call (780) 970-3728. Thanks to CAVD & our sponsors, Royal Canin, Dechra

OCTOBER 2020

October 26, 2020 – Veterinary Cytology: Hints, Hacks and Embracing Diagnostic Ambiguity – 2 Hours ABVMA Credits

– Speaker: Dr. Moira Kerr, Hints and hacks to optimize preps of blood, urine, cytology and masses using case material and Q&A period. Time: 7:00 - 9:00 pm Location: NAIT Main Campus. For more info: email info@easav.ca or call (780) 970-3728. Thanks to our sponsor, Prairie Diagnostic Services Inc.

NOVEMBER 2020

November 22, 2020 – Let's Talk About Pee: "Urine: the Right Place – 6 Hours ABVMA Credits

– Speaker: Dr. Serge Chalhoub For Vets and RVT's. 2 Sessions available. AM topics: It's all about the kidneys: Early CKD Diagnosis, Anything new in treating CKD? Acute kidney injury. PM Topics: FLUTD in cats, Female dog incontinence, Leptospirosis.... in Alberta? Time: 8:45 am - 4:00 pm Location: NAIT Main Campus For more info: email info@easav.ca or call (780) 970-3728. Thanks to our sponsors, Idexx Laboratories & Purina ProPlan Veterinary Diets

DECEMBER 2020

December 2, 2020 – Intraoral Radiographic Interpretation: An Essential Skill for a Rock-Star Dentistry Program – 2 Hours ABVMA Credits

– Speaker: Dr. Christopher Sauve For Vets: Review how to interpret intraoral dental radiographs in a systematic fashion & how to implement these skills in a case-based discussion. Date: Tuesday, December 1, 2020 Time: 7:00 - 9:00 pm Location: NAIT Main Campus; For more info: email info@easav.ca or call (780) 970-3728. Thanks to our sponsor, Nuon Imaging

VETERINARIAN REQUIRED

TUDOR GLEN VETERINARY HOSPITAL IS A

small animal practice looking to add a veterinarian to our team! Whether you are looking for full-time or part-time hours, we would be excited to meet you and give you the tour of our newly renovated clinic. We offer competitive salary, paid vacation, health and dental benefits, pet discounts, CE allowance, CE reimbursement and more! Our clinic has a digital lab, X-ray machine, ultrasound machine and dental x-ray. We value work/life balance, and are committed to providing the best care possible. If interested, please send your resume to: dawn@clincsolutions.ca.

VETERINARIAN WANTED - FULL OR PART-

time!!! Albany Veterinary Clinic is looking for a fully-licensed, compassionate and enthusiastic veterinarian to join our awesome team in a fast paced environment. We are an established clinic located in NW Edmonton with friendly, experienced and well-trained support staff who are committed to providing the best care to our clients and patients. You will enjoy a flexible schedule, health benefits and competitive compensation, as well as paid association dues and vacation time. If you are looking for a great opportunity, please send your resume to: cecilia@albanyvet.ca. We are looking forward to hearing from you! Website: www.albanyvet.ca.

URGENT PET CARE IS A SMALL ANIMAL

practice looking to add a veterinarian to our team! Whether you are looking for full-time or part time hours, we would be excited to meet you and give you the tour of our clinic. We offer competitive salary, paid vacation, health and dental benefits, pet discounts, CE allowance, CE reimbursement and more! We value work/life balance, and are committed to providing the best care possible. If interested, please send your resume to: dawn@clincsolutions.ca.

IN SEARCH OF A FUN, EASY GOING PART-TIME

veterinarian to add to our team. There is the potential that this spot could grow into a full-time position within the next year. We are a fairly new clinic that is rapidly growing and already houses 2 & 3/4 vets, 4 RVTs, 2 reception staff and 1 office manager. We have HD digital radiography, in house labs, ultrasound, full anesthetic monitoring equipment, digital dental radiography and a beautiful new facility! Give us a call, send us a resume to: sara@mahoganyvet.ca or stop in to check us out!

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 underwater 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 or jennifer@gvac.ca.

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.

ANIMAL MEDICAL CENTRE NORTH IS A FULL

service veterinary hospital seeking a Medical Director/ DVM. The medical director will be responsible for overseeing the medical operations/protocol 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. Animal Medical Centre North is a fast paced practice that treats small animals and exotics in Grande Prairie, AB. 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. 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.

NORTHWESTERN ONTARIO'S LARGEST

veterinary hospital is seeking a veterinarian to join our progressive small animal practice. With a team of 11-veterinarians and over 50-support staff, Northwestern Veterinary Hospital is proud to offer high quality full service veterinary care including routine preventative care, orthopedics, soft tissue surgery, laser therapy, dental care and ultrasound services. Located in Thunder Bay, ON, our practice is situated on the north shore of stunning Lake Superior. Applications from both experienced veterinarians and new graduates encouraged. Employment package includes salary or production-based compensation, extended health and dental coverage, flexible and competitive vacation and CE allowance, license dues and mentoring for new graduates. A generous signing bonus and relocation allowance are also offered. Interested applicants contact Sarah Dyce at 807-345-3353 or email: accounting@northwesternvet.com.

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.

LOOKING FOR ENTHUSIASTIC, ORGANIZED

and detail-oriented vets interested in feedlot beef and lamb production medicine. Practice provides herd health production services, regulatory and emergency services, and research to local feedlots. Experience working with beef cattle or sheep an asset. Post-graduate training in epidemiology, nutrition, or food animal medicine an asset but not required. New graduates or post-docs may apply. DVM required and must be eligible to be licensed to practice in Alberta, i.e. passed NAVLE. Provided with an office including computer, work truck, all required equipment, and work cell phone. ABHS offers competitive salary, complete benefits, and CE. Must speak/write English and have a valid driver's license and passport. Staff includes other associate vets, four vet technicians/research assistants and office staff. No night calls; participate in weekend call schedule with the other vets/techs. ABHS offers friendly, supportive work environment. Located near Lethbridge, AB, with all amenities, including university, college, hospital, airport, shopping, mountains for recreation. Website: <http://www.abhs.ca>. Submit resume with three work references to: joyce@abhs.ca.

Classified Ads

DELANEY VETERINARY SERVICES (DVS) IS

seeking to add to our reproductive team a reproduction specialist. DVS is a primary and referral equine facility serving the greater Edmonton area in central Alberta. Our practice provides comprehensive services including surgery (elective and emergency), lameness, medicine, advanced reproductive techniques, general health, dentistry, chiropractic, acupuncture, rehabilitation and advanced imaging. We have a very large and diverse client base to establish a niche in, while maintaining a happy work/life balance in a wonderful community. The ideal candidate should have considerable experience and be comfortable and proficient with all aspects of equine reproduction including AI with fresh and frozen semen, embryo transfers, stallion collections, recipient herd management and foaling. We offer a competitive package plus a production bonus incentive. We will provide a relocation stipend, CE compensation, clothing allowance and emergency fees. If you would like to learn more about the position and our team, please contact Shannon Matthews at: management@delaneyvetservices.com.

MERCY ANIMAL HOSPITAL IS A STAFF-

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

WE HAVE AN OPENING FOR AN ASSOCIATE

Veterinarian in our family orientated, AAHA-accredited small animal practice in Wetaskiwin, AB. We are seeking a compassionate team player with excellent communication skills and confidence in their medicine and surgical skills. This is an ideal opportunity to explore your full potential and to develop your special interests. We are looking for an associate who likes to have the freedom to work up cases and be involved in the on-going care of their patients. Please visit our website www.wacvet.ca for greater details and contact us for more information. We encourage you to reach out to any of our team members to determine what it is like working here. We offer a competitive salary, dependent upon previous experience, along with a complete benefit package with group health insurance, vacation, CE time, etc. New graduates are most welcome to apply since we offer plenty of opportunity to develop your surgical and medical skills. We do strongly promote the AAHA philosophy, practice guidelines and mentorship program. If you are interested in joining our team, please email your contact info and resume to: wetanc1@telus.net.

YOU ARE SMART, FRIENDLY AND FUN! YOU

are looking for a career where you can balance work and play. You want to be a full-time associate Veterinarian on a growing, hardworking team with a great sense of humour. Congratulations... you have just found the ideal job for you! Park Pet Hospital and Northside Veterinary Clinic are located in sunny Lethbridge, AB, and we are looking for someone who is an energetic, confident and 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. Email: dmarshall@p3vetpartners.ca.

ANIMALS FIRST CLINIC – NOT ONLY OUR

name, but also our philosophy! We are looking for full-time veterinarians to join our clinic. The opportunities for professional growth in this modern small animal practice are limited only by your imagination! Dr. Barth is available for, and excited to provide orthopedic mentorship and, without specialists in our immediate area, you truly get to practice the art of veterinary medicine. You will be able to independently provide clients with a comprehensive plan from start to finish. We have a highly efficient and well-trained team who will be there to support you. Our team takes great pride in working collaboratively to ensure our clients and patients get the type of care they deserve. We value veterinarians, and prove it by supporting continued growth through CE, a competitive salary, full benefits program, paid licensing/dues and veterinary discounts. While we do require on-call shifts, the service is shared with another veterinary clinic. A significant signing bonus is available and relocation assistance will be provided. Email: dmarshall@p3vetpartners.ca.

SPEND 18 MONTHS WITH US IN NELSON BC,

nestled within the stunning Selkirk Mountains! Essentially a working holiday, we are looking for an experienced veterinarian to cover an 18-month maternity leave at the AAHA-accredited Selkirk Veterinary Hospital (April 2020 to Sept. 2021). Nelson is located on the Kootenay Lake and offers superb powder skiing (Whitewater Ski Hill), hiking and water sports. Nelson was also voted "Canada's Best Small Arts Town" and has a vibrant cultural scene. We practice fear free, high quality medicine in our 4-veterinarian practice. We are fun and easy to get along with. Our solid support team is incredibly passionate and our clients will welcome you with open arms. We are happy to offer you a 3- or 4-day work week, including 1 in 4 weekends. On-call duties are shared with another practice in town which means you would only be responsible for 1 in 8 shifts. The downside? Once you come, you won't want to leave! Please submit your CV to: dmarshall@p3vetpartners.ca.

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 centred practice, getting to know their clients and patients and assist with our growing caseload. We have small animal consulting/prep/surgical/dental areas, utilizing the latest lab equipment as well as many of the "toys" you would expect to find in a big city practice. Our newly-renovated, heated equine facility utilizes portable x-ray, ultrasound, and a full complement of dental equipment. We are looking for a kind and compassionate individual who can work a varied caseload, is a team-player, and is passionate about high-quality veterinary medicine. CE is encouraged and a generous CE allowance is 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.

RELOCATE TO BEAUTIFUL OTTAWA, ON!

Come join a dynamic team at Billings Bridge Animal Hospital. Our companion animal practice is seeking 2 veterinarians to add to our current group of 3 full-time DVMs. We are well-equipped with Avimark software, Idexx in house laboratory, digital DR whole body and dental x-rays, portable ultrasound machine and a support staff of 10 hardworking people. We offer an excellent compensation package and a relocation allowance. Ottawa is a thriving city, with excellent outdoor and indoor activities, museums, historical and cultural sites and close access to cottage country and Quebec skiing. Contact us today for more information: douglashopwood@hotmail.com.

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.

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 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.

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.

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.

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.

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.

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 Oakley. 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.

ARE YOU LOOKING FOR A NEW CHALLENGE?

Cochrane Veterinary Care Clinic is hiring a full-time of part-time veterinarian for our evening shift. We offer unparalleled opportunities for freedom and growth in a private practice environment. Come see what you've been missing. Send your resume to: datkin@cochranevet.com.

FANTASTIC OPPORTUNITY TO JOIN OUR

friendly team of mobile veterinarians, and have a flexible schedule, excellent compensation and amazing client & patient experiences. Wellness Home Vet is an Edmonton-based small animal housecall practice offering a unique opportunity to work with great clientele in a comfortable and rewarding work environment. We will provide comprehensive training with our experienced mobile vet team, flexible schedule options to suit your needs, company vehicle and excellent compensation package. Applicants must have above average communication and medical skills, and have a valid Alberta drivers licence. Please submit cover letter and resume in strict confidence to: wellnesshomevet@gmail.com.

WANT PART-TIME? THIS IS THE PERFECT JOB!

Blue Sky Veterinary Services located on Highway 41 just minutes east of Medicine Hat, AB, is seeking a part-time mixed animal Veterinarian. Blue Sky Veterinary Services has an established large animal case load and a growing small animal practice. Our busy seasons are spring and fall, leaving you the option to have reduced hours in the summer and winter months. We offer competitive compensation with a benefits package, including health and dental insurance, professional dues, and CE allowance. You also have an option to buy into the practice! Medicine Hat is a growing family focused community. It boasts over 100kms of hiking and biking trails that connect to and between parks along the coulees of the South Saskatchewan River. Only an hour away from Cypress Hills, the city has much to offer; an excellent climate, a vibrant arts and entertainment scene, great craft breweries and ample recreation opportunities. Learn more about Medicine Hat here: <https://www.snowseekers.ca/story/hat-gets-hip-coffee-craft-beer-and-one-cool-clay-factory>. Email: admin@blueskyveterinaryservices.com. Website: <https://www.blueskyveterinaryservices.com/>.

WE ARE A PRIVATELY-OWNED COMPANION

animal clinic seeking an experienced veterinarian to join us 3-4 days per week. We practice progressive medicine and are well supported by an excellent team of AHTs, veterinary assistants and receptionists. We have great workplace culture where a team based approach is used at all levels of patient care and day to day operation of the clinic. We have a brand new full IDEXX in house lab, ultrasound, digital radiography and a full dental suite. We offer a health/dental benefits package, uniform, CE allowance, professional dues and competitive wages. We take pride in being a locally owned clinic and foster lifelong relationships with our clients and patients in our community. Contact: office@panoramavet.com.

RELOCATE TO BEAUTIFUL OTTAWA, ON!

Billings Bridge Animal Hospital is hiring two full-time veterinarians. We are a companion animal hospital providing general medicine, surgery and dentistry. We are well-equipped with digital x-rays (whole body and dental), in house bloodwork and urinalysis machines, Avimark software and a great support staff. Competitive salary and a signing bonus offered for out of province veterinarians! Check us out online today and email douglashopwood@hotmail.com for more details.

CANYON MEADOWS VET CLINIC IN SW

Calgary is looking for a PT veterinarian to join our team. Schedule is flexible around your needs, closed at 6pm and all long weekends, will consider locum for long term agreement. We are a single doctor dog/cat practice with DR xray, dental xray, full in-clinic lab and dedicated experienced staff. Clinic is long standing with great clientele so a successful candidate will have great communication skills and willingness to build relationships with clients and patients. Send resume to: canyonmeadowvet@yahoo.ca.

VETERINARIAN REQUIRED FOR COMPANION

animal practice in Red Deer, AB. Flexible scheduling available with possible PT or FT position. Benefits include: CE allowance, paid registration fees. After hour call, very relaxed work environment and option of working in a mixed animal practice associated with Central Animal Clinic. Please contact Rob DeHaan for more information at 403-227-3535 or email: innvet@telus.net.

Classified Ads

DAND VETERINARY CLINICS ARE HIRING A full-time veterinarian to join our team at one of our SW locations. We are a long-established practices equipped with the technology needed to provide the best care possible in primary medicine. We offer a supportive work environment, flexibility, excellent staff ratio, modern equipment and awesome clients. We are an independent company that cares equally for the well being of pets, clients and our staff and have a management structure that understands the complexity of veterinary practice. We are looking for an experienced DVM with long-term vision that will foster relationships and work to build their client base. We offer salaried positions based on performance with paid dues, uniform allowance and offer group health benefits. If this is something that interests you, please submit your CV in confidence to Nicole Gigian at: nicole@airdrieanimalclinic.ca.

DIDSBURY VETERINARY SERVICES IS AN expertly-equipped veterinary clinic proudly serving small and large animals both in 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 or small 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, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: ali@vetstrategy.com.

WE ARE SEEKING A BOARD CERTIFIED Veterinary Specialist to add to our growing team at Little Creek Veterinary Hospital! We are closely associated with Fish Creek 24 Hour Pet Hospital. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state of the art diagnostics and in-hospital treatment 24 hours a day. Our team includes board certified specialists, experienced clinicians and an amazing team of over 100 support staff. We are a fully-equipped purpose built 28-doctor hospital. This is a wonderful opportunity to develop a specialty service from the beginning with a group that is willing to invest in the success of the department. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. 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.

INDEPENDENTLY-OWNED CALGARY SMALL animal veterinary clinic looking to expand our team. We are seeking an open-minded and compassionate veterinarian to work in practice that offers high quality care to our patients. Work with state-of-the-art equipment in a modern facility. If you feel bogged down by corporate medicine and want to have more opportunity to make a difference, this might be the position for you. We offer a competitive wage, flexibility for full or part-time work, health benefits, extensive training and mentoring and of course fun! Contact: katie.berry@mvcdekens.ca.

VETERINARIAN REQUIRED ON A FULL-TIME, part-time or locum basis. Mixed, small or large animal veterinarians will be welcomed. The clinic is well-equipped and the community offers a friendly atmosphere with numerous activities to enjoy. We would welcome any level of experience and look forward to discussing any possibility of employment with you. Contact: drjeff5@hotmail.ca.

DO YOU WANT A STEADY, STABLE PLACE TO work? A predictable work environment with zero interpersonal drama from all fellow employees? Where you will feel fully accepted and appreciated for all the great work you do as a veterinarian? A place you get support from all levels of fellow staff members as well as mentoring from other experienced veterinarians? A company you can finally settle down to build a great long term future, which deep down is your big, big desire. You know to achieve this you will need to be rewarded very well for the exceptional pet care you deliver as a veterinarian. And with the willingness to learn that you have, you know you will continuously give better and better service to your patients. Then welcome to Whitecourt Vet Clinic and Glenwood Park Vet Clinic. We are growing and are in need of another veterinarian. Give us a call at 780-778-5767 or email us at: info@whitecourtvvet.com, attn Coral or Brenda. We are located less than 2 hours west of Edmonton, AB, and we do predominantly small animal medicine. We also mentor students as well as foreign-trained vets working on their licenses.

POPLAR GROVE VETERINARY SERVICES IS looking for 1 or 2 full-time veterinarians. We are open to locums as well. PGVS is privately-owned and located in Innisfail, AB, which is 20 minutes south of Red Deer and 50 minutes north of Calgary. Practice is 55% large animal (40% bovine, 10% equine, 5% caprine/ovine and some porcine) and 45% small animal with a strong opportunity for exotics, especially avian. The position includes generous CE allowance, paid vacation, health benefits, paid license and dues, competitive salary and the opportunity to expand in areas of interest. The environment is friendly, laid back, supportive with 5-RVTs to keep everything running smoothly. New grads are welcome and mentorship is available. Contact: pgvsl@telusplanet.net.

WE HAVE AN OPENING FOR A PART-TIME OR full-time veterinarian for our mobile veterinary practice. Enjoy the flexibility of work schedule and take care of pets in their own home surroundings. Decide which days of the week and hours you want to work - take appointments after dropping children to school and pick them up after school. Yes, it's possible! We also have a brick and mortar sister clinic where you can arrange for diagnostics if needed. Please send your resume to: wildrosevet@gmail.com, or call Shilton at 780-709-2902.

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 but are shared between 7-veterinarians. We are a predominately small animal clinic that also sees a small case load of large animals. We're open Monday to Friday and enjoy 12 paid stat holidays. Veterinarians are scheduled for 30-minute appointments, lunch 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 a progressive practice serving an outstanding clientele. Our state-of-the-art medical equipment includes CR x-ray system, DR dental x-ray system, a new ultrasound, IDEXX blood/urine analyzers and comprehensive anesthetic monitoring equipment. Whitehorse is a vibrant, family-friendly community surrounded by breathtaking wilderness. If you want a great work-life balance, a short commute and enjoy spending time outdoors, then Whitehorse is for you! E-mail: avmc.management@gmail.com.

LOOKING FOR A POSITION IN AN exceptional work environment with a talented, dedicated team that is second to none? Eagle Ridge Veterinary Hospital and The Landing Veterinary Clinic are full service, SA practices focused on fear free patient advocacy and outstanding client care. Our focus is on preventive care and wellness, sincere client communication, excelling in dentistry, progressive medicine and surgery. The practice has two locations on the Sunshine Coast that are well-equipped and provides a varied and interesting caseload. We are looking for a full-time associate veterinarian who truly enjoys working with a team that strives to give outstanding client service. The successful candidate will have great people skills plus strong diagnostic, surgical and dental capabilities. We offer competitive salaries, extended medical package, CVBC dues and CE allowance. Relocation assistance and signing bonus is available. The Sunshine Coast offers an outstanding quality of life, affordability and recreational opportunities too numerous to mention. Please submit your CV to: dmarshall@p3vetpartners.ca.

FUNDY VETERINARIANS LTD IS LOOKING FOR a new associate to join our large animal team! Enjoy your days practicing with cows, horses, small ruminants and a few other species and working with a team of 5 experienced LA vets and great support staff. Interested? We are a long-established, central Nova Scotia mixed animal practice, with two clinics located in the beautiful countryside and not far from Halifax. Position hours and schedules are flexible but at least 75% of full-time required. We offer a competitive salary and benefits package with additional compensation for shared on call work. New and experienced vets welcome to apply. Like CE? Want to volunteer with vet organizations? Then you should contact us, Dr. Trevor Lawson at: trevorlawson@fundyvets.com or Dr. Frank Schenkels at: frankschenkels@fundyvets.com, for more information now. Check out our website: www.fundyvets.com and Facebook page to learn more about us.

MCKNIGHT VETERINARY HOSPITAL IS

seeking a primary care Veterinarian to join our experienced and rapidly growing team of veterinarians. The hospital has undergone new ownership by the Vet Strategy Team and is now operated by new management. We are in need of a compassionate, dedicated primary care doctor with an interest in constantly evolving and providing quality medicine, all the while building a strong relationship with our clients and their pets. Our 6,000 square-foot facility is well-equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work-life balance, and have excellent personal and surgical skills, join us! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: ali@vetstrategy.com.

KILLARNEY CAT HOSPITAL IS A FULL-SERVICE

clinic exclusively for the treatment of felines, located in Calgary, AB. We are a Cat Friendly Practice Gold with the American Association of Feline Practitioners. Our highly-experienced fun team of 3-doctors, always attempt to practice the best and most up-to-date medicine possible in a warm and caring atmosphere! Our top priority is to provide a positive experience for each and every client-pet visit. We are currently looking for an associate DVM to join our dynamic practice! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: ali@vetstrategy.com.

CROSSROADS ANIMAL HOSPITAL IS AN

established, 4-DVM, small animal practice in Medicine Hat, AB. We have been serving the community for over 9 years, providing multi-faceted services including orthopedic, ophthalmic, and dental surgery on top of ultrasound, emergency care as well as an in-house lab for specialized tests and blood work. New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this amazing chance to be part of a supportive and growing team, where learning opportunities are endless. The right candidate will enjoy a dedicated, professional and experienced support team with a great clientele and a fully-equipped facility. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: ali@vetstrategy.com.

MCKNIGHT VETERINARY HOSPITAL IS

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

MILL CREEK ANIMAL HOSPITAL, LOCATED IN

the desirable Old Strathcona neighbourhood of Edmonton, offers health and wellness programs as well as complete veterinary hospital facilities for medicine, x-ray, dentistry, surgery and intensive care. We are looking for an associate DVM to join our growing team of 3-DVMs and 9-support staff! We pride ourselves in providing an amazing client experience, as well as the greatest in pet care. This is an amazing opportunity to be part of a dynamic and supportive team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 400 DVMs! Please send your resume to: ali@vetstrategy.com.

LIFESTYLE AND PRACTICE PARADISE IN THE

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

HIGHVIEW ANIMAL CLINIC IS A MIXED

animal practice located in the foothills, less than 30 minutes from Calgary. Experience small town charm within easy driving distance of city life. We are looking to add a 5th veterinarian to our busy, progressive clinic. We have 4.5-RVTs, 3-receptionists and 2-assistants. Our mix is 60% small animal, 30% cow-calf and 10% equine, with the ability for growth in both small animal and equine, allowing a new vet to find their own niche within the practice. We offer shared on-call (1 in 4), 3 weeks starting vacation, competitive salary, paid ABVMA/CVMA dues, 5 days paid CE and generous CE allowance, clothing allowance, health and dental benefits. New grads are welcome, with mentoring provided. Email: drgavel@telus.net. Website: www.highviewanimalclinic.com.

ARE YOU LOOKING FOR A CHANGE?

Cochrane Veterinary Care Clinic is a busy, independently-owned small animal clinic in Cochrane, AB, with a long term loyal client base, just minutes from Calgary. We are currently seeking a veterinarian to join our team. We have all the latest equipment, digital xray, ultrasound and in house blood machine. We offer generous CE and competitive salaries. Please send your resume to Dr. Dale Atkin, at: datkin@cochranevet.com.

LOOKING FOR A VETERINARIAN TO JOIN

our mixed animal practice in Vegreville, AB. Looking for a fun, enthusiastic DVM with excellent communication skills who likes to have fun and enjoys the diversity of mixed animal practice. We are a busy mixed animal clinic with new large and small animal facilities. We offer flexible scheduling, CE allowance, competitive wages and benefits. Recent graduates are welcomed and will have mentorship provided. Please contact Daralyn for more information at: daralyn@vegvetclinic.ca.

WELLNESS HOME VET IS LOOKING FOR A

super vet to join our team! We are an Edmonton-based small animal housecall practice offering a unique opportunity to work with amazing clientele in a comfortable and rewarding work environment. We will provide comprehensive training with our experienced mobile vet team, flexible schedule, company vehicle and excellent compensation package. Applicants must have above average communication and medical skills, and have a valid Alberta drivers licence. Please submit cover letter and resume in strict confidence to: wellnesshomevet@gmail.com.

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.

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.

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>.

Classified Ads

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!

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.

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.

LOCUM REQUIRED

PARKLAND VETERINARY HOSPITAL IN

Sylvan Lake, AB, is looking for a Saturday Locum (9-1) to start ASAP, with a possibility of more hours in future. This is a small animal clinic with no hospitalized patients. Please reply by email to: shan@kbsl.ca.

RVT REQUIRED

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 10mins north of Airdrie, 20mins to the Calgary International Airport and 1hr to Banff National Park. If you are interested in joining our team please email your resume to: sherry@nagelvetveterinaryservices.com.

GLENORA FAMILY PET CLINIC IS CURRENTLY

looking for an RVT to join us on our journey. Our colleagues are happy to help each other whenever and with whatever is needed; they treat each other respectfully, kindly and in a professional manner at all times. The ideal candidate is comfortable assisting with surgeries and an excellent team player. If you feel you would be the right fit for this position, please feel free to visit us in person or email us your cover letter and resume at: office@glenoravet.com.

WE ARE LOOKING FOR AN AMAZING TECH

to join our team! You probably don't love being covered in poop, blood or hearing the cries of animals, however this often comes with the job on the journey to provide excellent care & compassion to all of our clients while nursing them back to full health. Mercy Animal Hospital is an AHAA accredited small animal hospital in Edmonton, Alberta. We are looking to fill full time & part time positions. Your compensation includes flexible scheduling, & mentorship opportunities to advance your skills & abilities. We offer bonuses, CE to invest in yourself & benefits to take care of you. We will provide you with valuable experience & with managements help we will ensure you are equipped with all the tools needed to provide the very best in care to all who enter our doors. With our diverse caseloads you are always learning something new. We value integrity, teamwork, & a positive attitude. If that describes you then send your resume to jc@alliedvets.ca, attention Donna Schurman. New Year, new opportunities join our team today! New grads are very welcome to apply.

HAVE YOU LOVED BEING A REGISTERED AHT

but want to try something new? We have the job for you! Clarkson Veterinary Internal Medicine Services based out of Fish Creek 24Hr Pet Hospital in Calgary, AB is looking for another AHT to join our current group (2-doctors, 2-AHTs and 1-TA). We strive to provide pet owners and primary care veterinarians access to exceptional medicine with dedicated doctors and support staff in a warm, family work environment. We are looking for a full-time AHT and the start date is negotiable. You will work a 40hr work week with no call, weekends or nights. Salary will be commensurate with qualifications and experience. Full benefits, CE, dues, staff discounts, scrubs allowance and holiday pay (3 weeks) are provided. We are looking for a candidate with strong communication skills and a positive upbeat attitude and a desire for a great work life balance. If you are considering doing your AHT boards with a specialty college this will be a great opportunity for you. Please send your resume to: shericlarkson@shaw.ca.

INTERESTED IN UTILIZING ALL OF YOUR RVT

skills in a client-oriented, team driven and fun environment? Then you will want to join the team at Heartland Veterinary Clinic. We are fast paced small animal practice located in Airdrie, AB. Look to utilize and grow your skills in our beautiful facility with a full range of current medical equipment. This position requires shift flexibility and rotating Saturdays (no overnights or on call shifts). We offer competitive wages, generous benefits package including health and dental coverage, staff discounts, ABVMA registration, yearly CE allowance and uniform shirts. Experienced and NEW grads are welcome! Email your resume to: meagenl.heartland@gmail.com or fax 403-912-8885. Our ideal candidate will have: RVT/AHT Diploma and good standing with the ABVMA, strong desire to learn and grow, great communication skills with both the team and when dealing with clients, strong desire to educate and build strong relationships with our clients.

LANGDON VETERINARY CLINIC, A MODERN

small animal practice is looking for a full-time RVT who is a dynamic team player. If you are that special person who thrives in a busy environment and takes pride in your work then this is the practice for you! We are a full service small animal facility with 1.5-veterinarians. We offer surgery, digital imaging, dentistry, emergency care and more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of clients and patients. We offer competitive wages and benefits. Send your resume to: strathmorevetapplications@gmail.com.

ARE YOU INTERESTED IN WORKING IN A

bovine only practice in southern Alberta? Coaldale Veterinary Clinic/Taber Cattle Clinic is looking for a full-time RVT to join our team of 8-veterinarians in the Lethbridge/Coaldale/Taber area. Our practice continues to grow, and we are looking for someone to share in the growth opportunities with us. We are a bovine consultant practice providing services to feedlot, dairy, cow/calf and research operations. We are looking for an enthusiastic, motivated individual who has an interest in food animal practice and associated duties and tasks. Duties include, but are not limited to: assisting with bovine surgical procedures, crew training, dispensing pharmaceuticals, data collection and input, cleaning, assistance with protocol and multi-media development, phone and customer support duties. Requirements: proficient with Microsoft office, experience with customer service and attention to detail. Experience with cattle is an asset. Excellent salary and benefits including RVT fees and CE along with a coverall/work apparel allowance. Send resumes to: chase@coaldalevet.com.

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.

ARE YOU LOOKING FOR A NEW CHALLENGE?

Cochrane Veterinary Care Clinic is hiring a full or part-time RVT for our evening shift. We offer unparalleled opportunities for freedom and growth in a private practice environment. Come see what you've been missing. Send your resume to: datkin@cochranevet.com.

**SIGNING BONUS AND RELOCATION

allowance for the right candidate!! Westmount Animal Clinic is looking for a full-time Registered Veterinary Technician (RVT) to join our team. We are a long-established practice located in the trendy Kensington district and are equipped with the technology needed to provide the best care possible in primary medicine. We offer a super fun and supportive work environment, flexibility, excellent staff ratio, modern equipment and awesome clients. We are a privately-owned and operated company that cares equally for the wellbeing of pets, clients and our staff and have a management structure that understands the complexity of veterinary practice. Compensation is based on experience, skills, flexibility and ability to self-manage. We offer pet and veterinary discounts at both our veterinary clinics as well as our pet resorts and participation in our group benefits plan! Please submit your resume in confidence if this interests you, to: nicole@airdrieanimalclinic.ca.

A GREAT TEAM TO CALL YOUR OWN. A

practice who takes pride in quality medicine and delivering a superior experience for both clients and pets. A place that values your ideas, input and personal development. Sound too good to be true? Well, come and check it out for yourself – we stand behind those statements! We are looking for a full-time, energetic and enthusiastic RVT to join us at Animals First Clinic! To be a good fit, you need to love veterinary medicine and enjoy being part of a fun, hard-working, dedicated team. Animals First Clinic is a fast-paced, progressive, small animal hospital, offering a wide range of services from preventative medicine and dentistry, to intensive care and rehabilitation. With a strong surgical component, we carry a large orthopedic caseload. If you want to work in a fully-equipped hospital with people who rally together to help pets and support each other every day, then you have found the ad that's going to change your life. We offer a competitive compensation package including paid medical and dental benefits, CE and professional dues. If you think we sound like a great place for you, then we cannot wait to hear from you! Email: dmarshall@p3vetpartners.ca. Website: <https://animalsfirst.ca>.

**SIGNING BONUS AND RELOCATION

allowance for the right candidate!! West Springs Vet Hospital is looking for a full-time Registered Veterinary Technician (RVT) to join our team. We are a long-established practice equipped with the technology needed to provide the best care possible in primary medicine. We offer a super fun and supportive work environment, flexibility, excellent staff ratio, modern equipment and awesome clients. We are a privately-owned and operated company that cares equally for the well-being of pets, clients and our staff and have a management structure that understands the complexity of veterinary practice. Compensation is based on experience, skills, flexibility and ability to self-manage. We offer pet and veterinary discounts at both our veterinary clinics as well as our pet resorts and participation in our group benefits plan! Please submit your resume in confidence if this interests you, to: nicole@airdrieanimalclinic.ca.

\$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, AB, 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 RVTs are invaluable, and our compressed work schedule. For more information visit: <http://www.foothillsanimalhospital.ca/career-opportunities>.

WESTHILLS EQUINE VET SERVICES IS

looking for a full-time RVT to join our team. We are a growing 3+ veterinarian, equine only, non-surgical practice located 10 mins west of Stony Plain, AB. The practice provides full services on farm and in hospital, and requires a candidate that has horse experience, is self-motivated and works well in a team setting. For further practice details please see our website: www.westhillsevs.com. If interested, please email your resume to: office@westhillsevs.com.

INDEPENDENTLY-OWNED CALGARY SMALL

animal vet clinic looking to expand our team. Seeking an open-minded and compassionate RVT that offers high quality care to our patients. Works in a newly-equipped, modern facility. We offer a competitive wage, flexibility for FT/PT work, health benefits, CE and caring environment! Contact: katie.berry@mvcdekens.ca.

CAMBRIAN ANIMAL HOSPITAL IS LOOKING

for a full or part-time RVT to join our ever-growing team. We are a fast paced hospital with 2 full-time DVMs and 2 part-time DVMs. We are looking for a self-motivated team player who is available to work some evenings and rotating Saturdays. We offer competitive wages, uniform allowance, CE/ABVMA dues and health/dental benefits. If you want a stable job with a fun family like work atmosphere then please a resume to: marinaatkinsaht@gmail.com.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT as well as a full-time receptionist/assistant to join our team. Clinical experience is preferred. Availability to work some evenings and weekends is required. Experience with using Avimark software is an asset. We are looking for a self-motivated team player, with a willingness to learn. We offer competitive wages, monthly bonuses, veterinary discounts, uniform allowance, CE allowance, paid ABVMA membership and health and dental benefits. Sherwood Veterinary Clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, digital dental x-rays, surgery and diagnostics. If you are interested in a position with our team, please send resume to Tammy at: blueseal21@hotmail.com.

DAND VETERINARY CLINICS IS LOOKING FOR

a full-time/part-time RVT to join our team at one of our locations in Calgary, AB. Currently we have three: Westmount Animal Clinic, West Springs Vet Hospital and Springbank Pet Hospital. We are an independently-owned and operated company that cares equally for the well-being of pets, clients & our staff, and have a management structure that understands the complexity of veterinary practice. We offer a supportive environment, flexibility, excellent staff ratio, modern equipment & awesome clients. We offer competitive wages with paid dues, uniform allowance, group health benefits and discounts at our Pet Resorts. If this is something that interests you, please submit your CV in confidence to: nicole@airdrieanimalclinic.ca.

PULSE VETERINARY SPECIALISTS AND

Emergency: We are looking for a team oriented RVT with a VTS in anesthesia to join our team. Pulse Veterinary Specialists and Emergency is a brand new, state-of-the-art, 24-hour emergency and referral practice opening in the Edmonton area in early 2020. Our hospital roster includes specialists (or residency trained veterinarians) in the fields of radiology, cardiology, ophthalmology, surgery, dentistry and emergency. Being Alberta's only privately-owned referral hospital will be a benefit to someone with special interest and qualifications in anesthesia as we are expecting a high anesthesia caseload and it will allow them to use their skills to full advantage. Please send resumes to Kristy at: kristyroskey@hotmail.com.

THE STONEY TRAIL VETERINARY CLINIC IS

looking for a part-time RVT for surgeries 3 days per week. We are a small animal clinic in NW Calgary. We have in-house labs, digital and dental radiographs. We have great clients, flexible hours and a positive working environment. Please email your resume to: melishu@hotmail.com.

Classified Ads

ALPINE VETERINARY MEDICAL CENTRE IS

looking for a Registered Veterinary Technologist to expand our team. We are a mixed animal practice with the majority of our case load being small animals. We are a progressive practice that prides itself on practicing the highest quality of medicine with the best in medical technology, while maintaining a solid work-lifestyle balance. Some of the attributes to our practice include a full in-house lab (IDEXX), digital radiography, ultrasonography, endoscopy and digital dental radiography. Benefits include paid vacation, paid sick days, health benefits, annual CE allowance, supplied uniforms and discounted services. Our clinic hours are Mon to Fri, 7:30 a.m. – 6 p.m. with shared on-call for evenings and weekends. Email: clinic@alpinevet.ca.

PARKLAND VETERINARY HOSPITAL IN

Sylvan Lake, AB, is looking for a part-time RVT starting spring 2020. We are a small animal clinic and can offer flex hours and competitive wages. Must be available to work some Saturdays (9-1). Reply by email to: shan@kbsl.ca.

MIRANDA IS MOVING AND WE NEED A RVT.

Properties Animal Clinic is a busy, progressive small animal practice in Calgary. We work Monday to Friday so the weekends are yours to enjoy! Check out our Google reviews! We offer medical/dental insurance, uniform allowance, ABVTA dues and a monthly bonus. Salary commensurate with experience. Please send resumes to: info@propertiesanimalclinic.com.

DELTON VET HOSPITAL HAS BEEN IN THE

Edmonton community for over four decades and has grown into a busy, progressive animal health centre. We know the value of each team member and offer flexible scheduling, above average wages, health benefits, CE and weekly lunches. We promote a healthy lifestyle and believe family comes first. We are looking for a special type of technologist, someone willing to develop into a communication master. At Delton Vet, our RVTs are key decision-makers. You'll work directly with a DVM to handle procedures and client communications. You are a leader who isn't afraid to say "let's try it" to new ideas while taking leadership of your own. You are passionate about communicating with clients, as much as you enjoy patient care. If this sounds like you, please send us your resume. We'd like to meet you! Looking for a candidate with 2-3 years' or more of clinical experience. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Send CV to: admin@deltonvet.com.

SOUTHFORT VETERINARY CLINIC IS

expanding! We are looking for a full-time RVT as well as a full-time receptionist/assistant to join our team. Clinical experience is preferred. Availability to work some evenings and weekend is required. Experience with using Avimark software is an asset. We are looking for a self-motivated team player, with willingness to learn. We offer competitive wages, monthly bonuses, veterinary discounts, uniform allowance, CE allowance, paid ABVMA membership, and health and dental benefits. Southfort Veterinary Clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to Dr. Adel Matta at: adelsamis2000@yahoo.com.

EDMONTON SPAY AND NEUTER CLINIC IS

looking for two full-time or part-time RVTs to join our team of 2-veterinarians, 2-RVTs and 6-support staff. The successful candidate must have skills to work in a team. We are a well-equipped wellness clinic with an in house Abaxis lab, video microscope and state-of-art anesthetic monitoring equipment focusing on surgery, anesthesia and outpatient medicine. We offer an industry leading wage and benefits which include 100% health and dental premiums, CE allowance, paid vacation and staff discounts. New grads and experienced individuals are welcome to apply. Please email your resume to: edmontonspay@gmail.com.

BUSY SOUTH EDMONTON VET HOSPITAL IS

looking for an RVT (number of hours negotiable). We are looking for a positive, motivated and dedicated team member to join our team. Must have a desire to provide exceptional patient care and client service in a friendly, caring and efficient manner, with a strong desire to be a good team member. Our practice provides a combination of traditional and alternative medicine, offering RVTs a wide range of experience, with lots of opportunity to work independently and utilize technical skills. Town Centre Veterinary Hospital is home to many long-term employees, who are excited about having a new member join our fun and success. We offer many benefits including CE and uniform allowance, health/dental benefits, product/service discount, profit-sharing and a positive, family-like environment. Position will include some evenings and some Saturdays. Email CV to: pet.care@towncentrevet.ca, attn: Kari Hogan.

ARE YOU LOOKING TO BECOME PART OF AN

amazing team? We are currently seeking a full-time RVT to join the team at Riverview Veterinary Clinic. We are a small-town clinic with a current staff of 4 consisting of a DVM/owner, an office manager, and 2 receptionists/kennel staff located in Devon, AB, just a short 15 min. drive south of Edmonton. At Riverview Veterinary Clinic we pride ourselves in offering a personal, one-on-one approach to veterinary medicine. We are a busy small animal practice with a well-established, loyal clientele and a supportive work environment which offers an opportunity to work within a great team while enjoying learning and continuing education opportunities. We are currently in search of a confident individual who is comfortable working within a team environment as the sole RVT on duty. If this sounds like the right opportunity for you please apply via email with a copy of your cover letter, resume, credentials, and references to: dramy@shaw.ca.

THE PET HOSPITAL LOCATED IN LEDUC, AB, IS

looking for a fifth full-time RVT. We are a privately-owned, fast paced practice with 3-DVMs, 4-RVTs and 3 administrative professionals in a large, newer clinic with modern equipment. We are a Gold Standard Cat Friendly Practice and strongly believe in and practice gentle, stress reducing techniques for all patients. We are looking for a team player with natural client care skills, who can utilize patient stress reduction techniques while remaining positive, productive and efficient day-to-day and during peak times. For better work-life balance our RVTs work on a rotating schedule of 4 days per week plus rotating Saturdays. We offer a great supportive environment where you will continue to grow as a RVT with 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. To get to know us more, check out our website at www.thepethospital.ca.

YOU ARE LOOKING FOR A GREAT TEAM TO

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

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.

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.

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.

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

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

VETERINARY STUDENT REQUIRED

DO YOU LOVE GETTING POOPED ON, PEED on, puked on? Well I know that's not why you choose to become a vet, although that often comes with the job. You chose to be a vet probably because you love science and medicine, or your compassion drives you to care for animals of all shapes and sizes. Our hospital would love to offer you the opportunity to be one of our summer students. To not only acquire new skills and take on new responsibilities, but to practice current skills and grow in the experience you already have. From shadowing doctors, to taking on your own cases, doing surgeries, working with the techs in the back, and continuing to increase your customer service skills, we know we can provide a valuable experience for you. If all goes well we would consider having you join our team as a full time vet after you graduate. Our clinic is one of the busiest in Edmonton and your caseload is always diverse, and unique. We are looking for hard working, positive, growth orientated students. Please submit your resume to jc@alliedvets.ca.

MERCY ANIMAL HOSPITAL IS LOOKING FOR applicants for our summer student program. Our ultimate goal in bringing you onto our team would be giving you an incredible experience that would transition to us taking you on as a full time vet once you graduate. We believe in educating and equipping all of our students who come through our program. Although you will get experience with customer service we believe in helping you utilize your full skills and you will be working hand in hand with many of our vets. We know you have worked hard in school and would like to provide opportunities for you to interact with clients and shadow our doctors in exams, take part in bouncing your diagnosis' off the doctors, continuing to sharpen your skills in the back with our techs, and contributing to our awesome work environment. We are looking for hardworking, team orientated, positive individuals who don't mind getting puked on, peed on, pooped on and much more. Whether its love of science and medicine, or the animals themselves that inspired you to become a vet, we would love for you to submit your resume to us so we can provide you a summer experience that you won't soon forget. Email: jc@alliedvets.ca.

WHITECOURT VET CLINIC IS LOOKING FOR veterinary students who would benefit from some mentorship in all areas of small animals. We have a small part of large animals as well. We are located about 2 hours west of Edmonton and have two clinics. Foreign-trained vet students are welcome as well. Contact: info@whitecourtvet.com.

COME JOIN US FOR MENTORSHIP AND REAL- world veterinary education in beautiful Northwestern Ontario. Northwestern Veterinary Hospital, located in Thunder Bay, ON, is the region's largest small animal hospital, offering a wide array of services including orthopedics, soft tissue surgery, laser therapy, ultrasound, as well as excellent preventative care. We are an 11-doctor practice with over 50 support staff, and are looking for motivated students who are seeking guidance and hands-on experience with a wide variety of medical and surgical cases. Our staff is eager to foster new veterinarians' education and growth, and we ensure a high level of support and ongoing mentorship. Opportunities for clinical rotations for 4th year students include guaranteed supervised surgical procedures, as well as your own appointments with overseeing guidance from our veterinarians. The opportunity to transition to job opportunities is also available. We offer a competitive salary, a four day work week, extended health and dental coverage, and a generous signing bonus and relocation allowance to successful candidates. Come practice and grow in our vibrant city on Lake Superior! Contact: accounting@northwesternvet.com.

WE WOULD LIKE TO HIRE A SECOND OR third year veterinary summer student in our family-orientated, AAHA-accredited small animal practice in Wetaskiwin, AB. This is an ideal opportunity to enhance your surgical and medical skills with our shelter medicine and a wide diversity of interesting cases. We are looking for a student who likes to have the opportunity to help work up cases and be involved in the ongoing care of our patients. We are involved in many aspects of veterinary medicine, including preventative health care, surgical cases, reproductive management, shelter medicine and emergency medicine. Please visit our website www.wacvet.ca for greater details and contact us for more information. We encourage you to reach out to any of our team members to determine what it is like working here. We strongly promote the AAHA philosophy, practice guidelines and mentorship program. We offer a fair remuneration and will help with accommodations if needed. If you are interested in working with our team this summer, please email your contact info and resume to: wetanc1@telus.net.

AHT STUDENT REQUIRED

DO YOU LOVE GETTING POOPED ON, PEED on, puked on? Well I know that's not why you choose to become a vet, although that often comes with the job. You chose to be a Vet Tech probably because you love science and medicine, or your compassion drives you to care for animals of all shapes and sizes. We would love to offer you the opportunity to be one of our summer students. To not only acquire new skills and take on new responsibilities, but to practice current skills and grow in the experience you already have. From shadowing doctors, to taking on your own cases, doing surgeries, working with the techs in the back, and continuing to increase your customer service skills, we know we can provide a valuable experience for you. If all goes well we would consider having you join our team as a full time vet after you graduate. Our clinic is one of the busiest in Edmonton and your case load is always diverse, and unique. We are looking for hard working, positive, growth orientated students. Please submit your resume to jc@alliedvets.ca.

MERCY ANIMAL HOSPITAL IS LOOKING FOR applicants for our summer student program. Our ultimate goal in bringing you onto our team would be giving you an incredible experience that would transition to us taking you on as a full time vet once you graduate. We believe in educating and equipping all of our students who come through our program. Although you will get experience with customer service we believe in helping you utilize your full skills and you will be working hand in hand with many of our techs and even get a chance, if we believe your skills are there, to take part in surgeries as well. We know you have worked hard in school and would like to provide opportunities for you to interact with clients and shadow our doctors in exams, take part in bouncing your diagnosis' off the doctors, continuing to sharpen your skills in the back with our techs, and contributing to our awesome work environment. We are looking for hardworking, team orientated, positive individuals who don't mind getting puked on, peed on, pooped on and much more. Email: jc@alliedvets.ca.

OTHER EMPLOYMENT

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 Technician's Assistance (TA) 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. The role of the TA would be to assist the RVTs and veterinarians with daily tasks, patient care and cleaning, are just a few examples. Nagel & Co. Veterinary Services is located in Crossfield, AB, which is 10mins north of Airdrie, 20mins to the Calgary International Airport and 1hr to Banff National Park. If you are interested in joining our team please email your resume to: sherry@nagelveterinaryservices.com.

Classified Ads

WE ARE SEEKING AN EXPERIENCED FULL-time veterinary Receptionist to join our vet rehab team! Our clinic specializes in physical rehabilitation. We provide underwater treadmill, chiropractic, orthotics and much more for our furry patients. Successful applicants must have exceptional computer and phone skills as well as excellent organizational and customer service abilities. Wage is according to experience. Excellent health benefit package. Please email a cover letter & resume to: vet@canineaquafitness.ca.

ARE YOU LOOKING TO ADVANCE YOUR career in management by joining a vibrant young team of veterinarians? Do you enjoy working with people yet want to contribute to the health & welfare of horses? Look no further - we have the perfect spot for you! Burwash Equine has been in the equine veterinary business in Alberta for over 40 years. After experiencing tremendous growth since changing hands in 2013 & relocating to a beautiful new state-of-the-art hospital in 2018, we are looking to add to the management team by introducing a Practice Manager. The ideal candidate would be a positive, motivated individual who thrives on streamlining processes, enjoys building & maintaining an upbeat & inspired team, & who gains satisfaction from monitoring hospital performance, setting financial goals & knocking them out of the park. Excellent benefits included. Full job description can be provided. Education/experience requirements = certified veterinary practice manager designation &/or bachelor's degree in

business desirable but not required. Min. 3 years working in a veterinary practice. Submit cover letter & resume to: crystal.lee@burwashequine.ca.

PRACTICE FOR SALE

PRESENTING A CHARMING, WELL- established clinic in an Edmonton neighbourhood that is about to boom! Great location on a busy street. Asking nearly \$20,000 less than appraised value, this opportunity is worth a closer look. Contact David Raborn at: david.raborn@roicorp.com for more information. Website: <https://www.roicorp.com/listings/4468/>.

LONG-ESTABLISHED MIXED ANIMAL practice in Alberta, 70% CA; 25% bovine, 5% equine. Good location in small, rural community in high traffic area. Presently one FT veterinarian with complimentary support staff. A practice appraisal done recently. For more information, contact: 780-519-1054 or email: roblizo@telus.net.

WE PRESENT THE PURCHASE OPPORTUNITY of this fully digitalized, cutting-edge companion animal practice in Calgary. In under 3 years, this 100% associate driven practice, offering limited veterinary hours, has quickly grown and is expected to surpass \$500,000 in gross revenue this year. For more information please contact Jon Walton, at: Jon@mbcbrokerage.ca.

PRACTICE WANTED

ROHIT COMMERCIAL IS LOOKING

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

EQUIPMENT FOR SALE/WANTED

FOR SALE: 2005 PORTA VET MAGNUM 4 FEET. Unit is in good condition and in excellent working order. Will include relatively new Dr. Frank's calf puller, a large animal surgery pack and one Oster clipper in transaction if desired. Price to sell @ \$3,600. For more information and pictures, email: blwr18@shaw.ca.



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



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

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The ABVMA Member Assistance Program launches March 1, 2018.

Achieving your health and wellness goals just got easier.

Get support for health, work-life balance and career.

Access in-person or e-Counselling services for a broad range of support from relationship, stress, anxiety, depression and workplace issues.

Learn at your own pace with Homewood Health e-Courses with topics that support manager and employee development.

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