

MEMBERS' MAGAZINE

■ MAY-JUNE 2020



Bob Coppock

2019 ABVMA Veterinarian of the Year

| **28**

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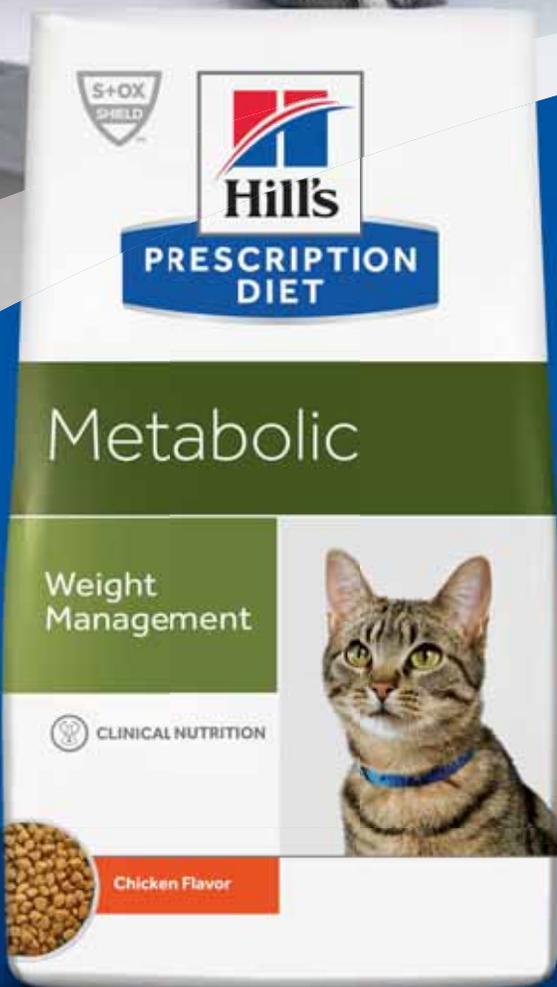
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Member Assistance Program



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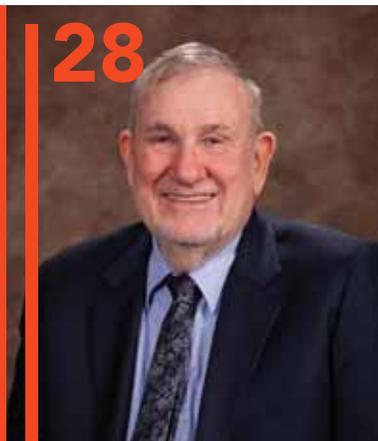
The ABVMA *Members' Magazine* is a bi-monthly publication of the Alberta Veterinary Medical Association delivered free of charge to members of the ABVMA.

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2019 ABVMA Veterinarian of the Year

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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

DUE TO A FAMILY MATTER, I WAS UNABLE

to attend the Leadership Weekend this year. It is always one of my favourite events, and demonstrates the commitment and passion that our members show for their profession. This weekend is one of the key factors to the ABVMA's success in attracting committee members and keeping the membership involved. Reading the greetings in the Annual General Meeting (AGM) minutes gave me a renewed sense of pride in our organization and an affirmation that we are headed in the right direction.

It was a pleasure to have representation from the Government of Alberta, with MLA Jordan Walker (Sherwood Park) bringing greetings to the AGM on behalf of Minister Copping. There was a time when government representatives did not attend the AGM, and it is nice to know that our government relations efforts are resulting in a better relationship with our ministry and that the veterinary profession is considered relevant by the government. This was again demonstrated when the Government of Alberta deemed veterinary services as essential on March 27, 2020, during the COVID-19 pandemic.

Other invited guests at the AGM also made some very flattering comments towards the ABVMA. Dr. Marc Cattet, Registrar of the Saskatchewan Veterinary Medical Association (SVMA), made the following comments:

“On behalf of the SVMA, I bring greetings, pride and passion. I know these are not volatile substances but I have had that smell in my nose for the last two-and-a-half days, and I think that reflects on you as individual registered veterinary technologists, as veterinarians and as an association. Pride and passion, you cannot miss it. Thoughtful and respectful.”

Dr. Alison Litchfield, President, Manitoba Veterinary Medical Association (MVMA), commented:

“You have an amazing group of volunteers and committees here. I think, no matter what way the ABVMA changes and moves forward in the future, the strong showing here is very impressive.”

And finally, Dr. Al Longair, President of the CVMA - Society of BC Veterinarians Chapter, stated:

“I am very envious of your organization and your engagement. This weekend has been an incredible learning experience for me.”

We are an amazing group of members within an amazing association. Our commitment is to pursue excellence always.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

AS I WRITE THIS, IT IS MARCH 25, 2020. It is a real challenge to write something in the midst of a pandemic that won't be read for another five to six weeks. Things are changing rapidly day-by-day, week-to-week, and it is a scary and unpredictable time. The day they shut the schools in Alberta things got real very fast.

Weltschmerz is a German word that means something like "world pain" — the feeling that something is off with the world, that things are changing rapidly and outside of your control, and not in a favourable direction. I think a lot of us can identify with that right now. Many of us are fearful of ourselves or someone close to us getting sick, losing our job and income, losing our business, or all of these things put together.

AS TRAINED PROFESSIONALS WITH EXTENSIVE BACKGROUND IN MANAGING INFECTIOUS DISEASE, I HAVE BEEN VERY IMPRESSED WITH THE INTELLIGENT AND INNOVATIVE WAYS ABVMA MEMBERS HAVE ADAPTED TO MINIMIZE THE RISKS OF COVID-19 IN THEIR PRACTICES.



Many of us are trying to balance childcare, homeschooling, social isolation in the time of physical distancing...the list is too long.

One of the things that gives me positive energy is the passion that veterinary professionals have for their work. As things shift and change, the constant message from ABVMA members is to make sure the government knows we are an essential service and that we must ensure animals are cared for. Even through risks to our own health, the dedication to our chosen profession never fails to impress me.

As trained professionals with extensive background in managing infectious disease, I have been very impressed with the intelligent and innovative ways ABVMA members have adapted to minimize the risks of COVID-19 in their practices. It speaks to the passion for our profession as I hear the methods practices have developed as teams to ensure physical distancing, adequate cleaning and protocols to ensure clients are kept informed.

It is my profound hope that when this is published we will be on the downward slope from the peak of the pandemic, and our worlds will be resettling into a more familiar pace. A simple handshake will no

longer be seen as a vector for disease, and we can once again visit the elderly members of our families. It is my fear that we will still be slogging through the hard part. That physical distancing will still make a hug to a grieving client impossible, or even worse, that elderly family members will remain isolated with visitation impossible, and many of us will be losing still more friends or family members. I am hoping this is not where we are at when these words are read.

But, whatever happens, you are all my colleagues. I am proud to be a member of this profession, and I am looking forward to the recovery of this province and our country. Day-by-day, if necessary hour-by-hour, we will get through this.



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.

THIS YEAR THERE WERE FOUR

resolutions presented to membership at the Annual General Meeting (AGM). Two of the resolutions originated from Council, and two were submitted by members following the procedure laid out in the *Policy – Resolutions Presented to an Annual General Meeting*. This policy was originally passed by Council in 2009, and until 2019 there had been no member resolutions submitted to an AGM under this policy. The question was then raised at Council: “What do we do with a member resolution that passes that is either counter to the vision and mission of the ABVMA, or is not possible as it does

not comply with current legislation?” Hence, Council considered that Resolution 20-I was necessary. The resolution is to amend the Bylaws to set out that:

1. member resolutions presented to the membership must be in compliance with Council policy,
2. that resolutions passed are advisory to Council, and that
3. Council must consider member resolutions passed at an AGM at the next Council meeting.

This is the understanding that Council has operated under since this policy came into effect, and is consistent with many other professional associations and advice from ABVMA legal counsel. The *Veterinary Profession Act* and General Regulation sets out that the governance of the ABVMA rests on the shoulders of the Council, as elected by the membership. The legislation does not give any provisions around member resolutions at AGMs, and as such, Council does not have an obligation to do anything with a member resolution. Passage of this resolution makes it mandatory for the Council to consider member resolutions. This resolution was carried.

THE AGM IS ALWAYS A VALUABLE MEETING FOR BOTH COUNCIL AND THE MEMBERSHIP TO CONDUCT THE BUSINESS OF THE ASSOCIATION AND LEARN EACH OTHER'S PERSPECTIVES.

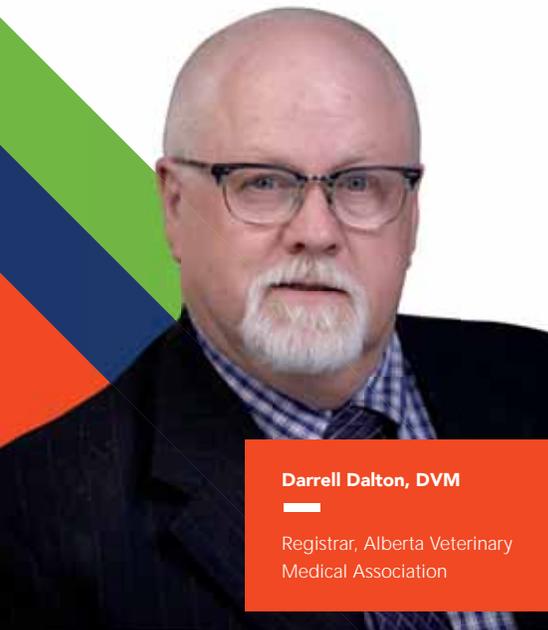
The second resolution considered at the AGM was Member's Resolution 20-OI. The intent of this resolution was to remove the requirement of an ABVMA veterinarian member to be a member of the CVMA as well, and to have CVMA membership on an individual voluntary basis. Council has been considering this issue as brought forward from a member for the past two-and-a-half years. After careful consideration, Council could not support this as a Council Resolution, and it was brought forward to the AGM by the member. After discussion by the membership at the AGM, this motion

was defeated.

The third resolution, 20-II, was a Council Resolution that followed on the heels of the previous resolution. This resolution was to alter the relationship that the ABVMA has with the CVMA. When CVMA was originally formed in 1948, it was a federation model where each provincial association was the member, and individual memberships could be purchased by an individual veterinarian for five dollars. This model changed in the mid-1970s to the model that has existed now for over 40 years. In the model proposed by this resolution, each registered veterinarian shall be a member of the CVMA and enjoy the rights and privileges of membership resulting from the ABVMA's association membership. Each registered veterinarian may elect to rescind membership in the CVMA, but no refund of dues will be provided. During member discussion, an amendment regarding the fee structure and member fee refunds was proposed, but was defeated. The resolution, as originally presented, was carried.

The final resolution was a Member Resolution, 20-OII, that requested Council to form a committee of interested veterinarians, Council members and RVTs to gather relevant information for Council, with the intent of re-establishing veterinary control over the delivery of veterinary care in Alberta. The main objective of this resolution was to remove the voting rights of technologists from any issue that was outside their scope of practice. Thoughtful and respectful discussion ensued with opinions from both sides. Ultimately, final decisions belong in the hands of Council, which remains under veterinarian control. The motion was defeated.

The AGM is always a valuable meeting for both Council and the membership to conduct the business of the association and learn each other's perspectives. It is comforting to see so many members with varying opinions and viewpoints are able to discuss issues in a respectful, fulsome and professional manner. While other veterinary regulatory bodies look to eliminate their AGM, we continue to show value in ours.



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association



2020 ABVMA Council

Back row, left to right: Tracey Ruzicka, RVT, Karen Melnyk, RVT, Dr. Natasha Kutryk, Dr. Noel Ritson-Bennett, Dr. Gurmeet Singh Tuli, Dr. Colleen Pratt, Dr. Daren Mandrusiak, Kate Simon, RVT
Front row, left to right: Dr. Chris Berezowski, Mick Howden, Dr. Pat Burrage, Dr. Kirsten Aarbo, Dr. Lisa Lomsnes, Dr. Louis Kwantes, Dr. Jonathan Leicht, Ross Plecash
 Missing from photo: Dr. Darrell Dalton, Dr. Douglas Freeman, Dr. Keith Lehman, Dr. Baljit Singh

Jan. 21-22, 2020

Dean's Boardroom, WCVM, Saskatoon

Dr. Gurmeet Singh Tuli

COUNCIL STRATEGIC THINKING

Strategic thinking at this Council meeting focused on veterinary education. Discussion included government funding levels, tuition levels, student wellness, pressure on educational institutions to evolve new revenue streams, possible incentive plans to help students with tuition and importance of internationally trained graduates in workforce shortages. Council is developing a white paper on veterinary education in Western Canada to guide discussions with all stakeholders.

JOINT MEETING WITH SASKATCHEWAN VETERINARY MEDICAL ASSOCIATION (SVMA)

The agenda included:

- the PAVE program as an alternative to the NEB process for gaining a Certificate of Qualification for veterinarians entering Canada
- antimicrobial stewardship
- interprovincial practice inspection and recognition
- trends in regulated professional governance
- cross-border shipping of pharmaceuticals
- Bill 11, *Fair Registration Practices Act* (Alberta legislation)

- Alberta's proposed changes to the CVMA relationship

AGM RESOLUTIONS

Council finalized the wording of the two Council resolutions for the AGM.

PROPOSED AMENDMENT TO ABVMA 35-YEAR SERVICE AWARD

Council discussed a proposal to amend the 35-Year Service Award to recognize ABVMA members who have been registered for 35 years in any jurisdiction. The current policy is specifically for 35 years of service with the ABVMA.

Staff will research and bring back information to Council.

NEW POLICY APPROVED

Council approved a new policy: Delegation of Pregnancy Detection of Beef Cattle and Small Ruminants by Ultrasound to RVTs.

Both Alberta Beef Producers and Alberta Lamb Producers have encouraged ABVMA to allow pregnancy detection by ultrasound to be performed by RVTs. ABVMA staff will now work with the technical colleges to assure advanced training is in place.

STRATEGIC PLANNING REPORT

Council members proposed the Town Hall regional meetings occur in April, May and June 2020. [Post-report update: These meetings have been postponed to the fall because of the COVID-19 pandemic.]

Council also spent time discussing optimal communication with members and the public.

Council members value hearing from members. Please reach out to your member of Council or any of the Council or staff if you have comments or questions. Council contact information can be found on the ABVMA website at [About the ABVMA > Members of Council](#).



ABVMA Council hosted a dinner on campus for Alberta students attending the WCVM. The interaction with future colleagues was a highlight for Council members.

Feb. 27, 2020

Kate Simon RVT, VTS (ECC)

- Council discussed a book by Jim Brown, *The Imperfect Board Member: Discovering the Seven Disciplines of Governance Excellence*.
- Discussed different ways for members to give feedback. More two-way communication was identified as one priority to consider.
- Council received confirmation that the ABVMA has been approved for a \$100,000 grant from the Government of Alberta to partner with the ABVTA to complete a workforce study.
- The ABVTA presented some raw data on their recently completed wage and compensation survey.
- Two new Council members were identified to attend the American Association of Veterinary State Boards (AAVSB) Basics and Beyond Board Member Training. At least one ABVMA attendee, and potentially both, will be subsidized

by the AAVSB. [Post-report update: This workshop was cancelled because of the COVID-19 pandemic.]

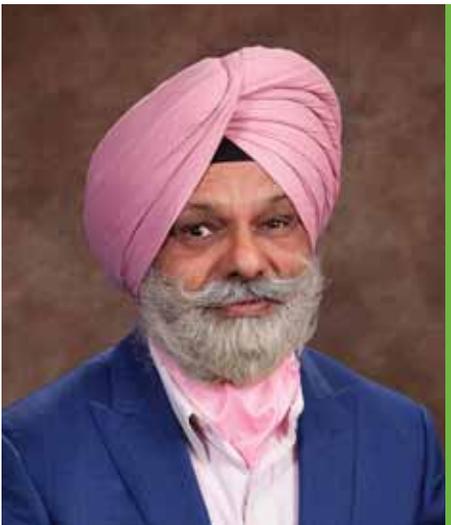
- Reviewed goals and format of the upcoming Town Hall meetings [Post-report update: These meetings have been postponed to the fall because of the COVID-19 pandemic.]
- Discussed the ABVMA Documentary Trailer being developed under the ABVMA Communications Project on Antimicrobial Stewardship. The goal is for the documentary to be available this spring.
- Discussion about the 35-year ABVMA Member Award policy and discussion around creating a certificate directed for 35-year veterinarians registered in other jurisdictions, but now registered in Alberta
- ABVMA and ABVTA Executive, the Dean of UCVM and other stakeholders were invited to meet

with Minister Jason Copping March 16, 2020. [Post-report update: This meeting was postponed because of the pandemic.]

March 1, 2020

- Council met immediately after the Annual General Meeting (AGM) and debriefed on a successful AGM and Leadership Weekend.
- Welcomed Dr. Kirsten Aarbo in the President position and Dr. Pat Burrage into the Vice President position. Council also welcomed new members, Tracey Ruzicka, RVT (South Region), Jonathon Leicht, DVM (Calgary), Dr. Chris Berezowski, DVM (South Region), Karen Melnyk, RVT (ex-officio ABVTA representative to Council).
- Council also moved to appoint or reappoint several member to the various positions on disciplinary committees for the 2020 term.

CONTINUED ON PAGE 8



Dr. Gurmeet Singh Tuli

Member of Council, Edmonton Region

DR. GURMEET SINGH TULI GRADUATED IN 1983 FROM PUNJAB

Agricultural University, Ludhiana, Punjab, India. He served from 1983 to 2004 as a veterinarian in Punjab State Animal Husbandry Department. Dr. Tuli also served his country concurrently as a Company Commander in the Indian Territorial Army for eight years, retiring with the rank of Captain.

Dr. Tuli's love for working with animals and farming started at a young age. He is the son of a prosperous farming landlord as well as a member of a well-established and recognized family of professionals. Dr. Tuli's ancestral town is Samana, located in the breadbasket of India, the state of Punjab.

In 2008, Dr. Tuli started his veterinary career in Edmonton, as the owner of Millview Pet Hospital. His focus is on companion animals where he strives to provide excellent services and develop long-term relationships with his clients and their pets.

Dr. Tuli is married to Dr. Professor Inderjeet Kaur Tuli, PhD in sociology. Gurmeet and Inderjeet are the proud parents of a son and a daughter who are both medical doctors. He is a proud grandfather of granddaughter Khidmat Kaur.

Dr. Tuli enjoys a happy and successful family life. In his free time, he loves reading, hiking, playing table tennis, badminton and chess.

Dr. Tuli has always been an advocate for the rights of his fellow veterinarians. He has worked hard to uplift the veterinary profession and achieve long-term relationships and the trust of his fellow professionals and their families.

Dr. Tuli is keenly interested in contributing and serving the veterinary community through participation as an ABVMA Member of Council.

COUNCIL HIGHLIGHTS



KATE SIMON WAS BORN AND raised in Edmonton, AB. She graduated from NAIT in 2001 and started her career in a small animal general practice. In 2003, she realized she had a love for emergency medicine. In 2017, she fulfilled her VTS requirements in Emergency and Critical Care.

Kate has a special interest in transfusion medicine and CPR. In her continual pursuit of ongoing education, she obtained her RECOVER instructor certification in 2018.

Kate loves to teach other RVTs and spread her love of emergency medicine. She has a passion to elevate the status of RVTs and promote RVT utilization.

Kate Simon, RVT, VTS (ECC)

RVT Member of Council, North Region

2020 ABVMA STAFF



Back row, left to right: Sandra Ward, Margaret Massey, RVT, Sarah Munn, Desiree Sieben, RVT, Dr. Jocelyn Forselle, Kathy Naum
Front row, left to right: Lee Anne Winter, Mandi Duggan, Dr. Phil Buote, Lisa Barry, Monica Clair, RVT
Missing from photo: Dr. Darrell Dalton, Justyna Moniatowicz

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

Feb. 28-March 1, 2020

Delta Hotels by Marriott, South Edmonton Conference Centre

Kathy Naum, Manager, Communications and Professional Enhancement

A SUCCESSFUL LEADERSHIP WEEKEND WAS HELD FEB.

28-March 1, 2020, in Edmonton. The weekend included the ABVMA leadership group and invited guests who came together for plenary sessions, leadership training, committee meetings, the Member Recognition Banquet and the Annual General Meeting (AGM).

Approximately 150 attended sessions and meetings on both Friday and Saturday. The Member Recognition Banquet was attended by 223 guests. One-hundred-and-eighty-one people attended the AGM, with additional votes sent by proxy. Ninety-four proxies were received (35 DVMs and 59 RVTs) for a total number of 254 votes exercised at the meeting.



Congratulations to this year's award winners. They are profiled on pages 28-31 of this issue.

For more on the important resolutions presented at the AGM, please read the Registrar's Report on page 5 of this issue.

The ABVMA thanks all members and invited guests for their participation throughout the weekend.

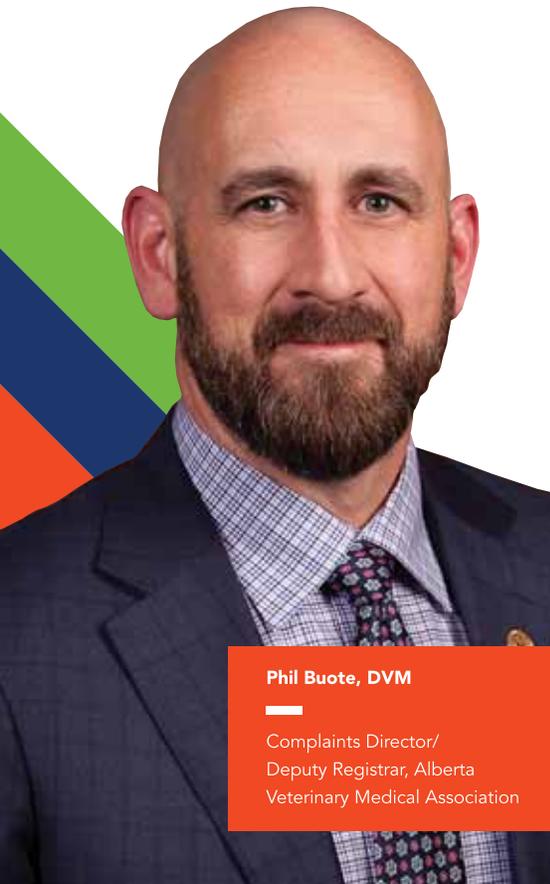
The 2021 ABVMA Leadership Weekend is scheduled for February 26-28, at the Best Western Premier Calgary Plaza Hotel and Conference Centre, Calgary.



OVERVIEW OF THE WEEKEND'S ACTIVITIES:

- Council Update (including summary of ABVMA survey results, CVMA update and overview of Council Resolutions)
- Update on the ABVMA Antimicrobial Stewardship Communications Project
- Legislated Committee Training: Writing Decisions and Reasons and Governability and Good Moral Character
- Legislated and Advisory Committee Meetings
- Keynote dinner and presentation: How to Form Healthy Habits, Dr. Marie Holowaychuk
- Plenary session: Professional Regulation on the Edge of Turmoil, Darrel Pink
- Plenary session: Building a Culture of Engagement, Margot Ross-Graham
- Leadership Group Town Hall
- Membership Recognition Banquet
- Annual General Meeting





Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #17-24

ABVMA COMPLAINTS DIRECTOR VS. DR. WILLIAM SCOTT CLIFFORD

COMPLAINT

The Complaints Director may initiate a formal complaint in accordance with section 27.1 of the *Veterinary Profession Act* (VPA):

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

The Complaints Director received information regarding Dr. Clifford and pending criminal charges from the media, members of the public and two ABVMA members. The information available to the Complaints Director at the time of initiation the complaint on July 19, 2017, included:

1. Four charges brought forward against Dr. Clifford Nov. 25, 2016, in Camrose, AB.
2. Twenty-nine charges brought forward against Dr. Clifford April 12, 2017, in Camrose, AB.
3. A decision of the Supreme Court of British Columbia, Regina vs. William Scott Clifford before the Honourable Mr. Justice Macintosh – Oral Reasons for Judgment.
4. A decision of the Supreme Court of British Columbia, Regina vs. William Scott Clifford, before The Honourable Mr. Justice Macintosh – Oral Reasons for Sentence.
5. A decision of the Court of Appeal for British Columbia, Regina vs. William Scott Clifford, before The Honourable Madam Justice Newbury, The Honourable Mr. Justice Wilcock, and The

Honourable Madame Justice Fenlon. An investigator was appointed July 19, 2017, to conduct an investigation. Dr. Clifford entered a guilty plea on four of the pending charges. The report of the investigation was provided to the Complaint Review Committee (CRC), which made a decision to refer the matter for a hearing on Sept. 5, 2018.

Dr. Clifford was suspended pending the hearing into the matter on Jan. 19, 2018.

HEARING

The ABVMA issued a notice of hearing first returnable on Nov. 19, 2018, at the Mission Institution in British Columbia. The allegations in the Notice of Hearing were as follows:

“Professionalism

A) Convictions of February 26, 2015

1. On February 26, 2015, you were convicted of the offence of arson damaging property, contrary to s. 434 of the Criminal Code. You were sentenced to 3 years in jail, a mandatory prohibition on firearms for 10 years, ordered to pay a victim surcharge of \$100.00 and provide DNA.
2. On February 26, 2015, you were convicted of an offence of mischief or attempted mischief of \$5,000.00 or under, contrary to s. 430(4) of the Criminal Code. You were sentenced to 10 months in jail, a mandatory firearm prohibition for 10 years, ordered to pay a victim surcharge of \$100.00 and provide DNA. Such Warrants of Committal Upon Conviction are attached hereto as Appendix ‘A’.

B) Convictions of December 14, 2017

3. On December 14, 2017, you pled guilty to an offence pursuant to s. 264(1) of the Criminal Code in that between October 1, 2015 and November 25, 2016, you did at or near Camrose, Alberta, without lawful authority and knowing that, or reckless as to whether, [redacted]

was harassed, engage in conduct that caused [redacted] reasonably to fear for her safety or the safety of anyone known to [redacted]. You were ordered to be imprisoned for a term of 6 months consecutive to the prison term referenced above in paragraphs 1 and 2, placed on probation for a period of 3 years and ordered to pay a victim surcharge of \$200.00.

4. That on December 14, 2017, you pled guilty to an offence pursuant to 264(1) of the Criminal Code wherein between October 1, 2015 and November 25, 2016, you did at or near Camrose, Alberta, without lawful authority and knowing that, or reckless as whether, [redacted] was harassed, engage in conduct that caused [redacted] reasonably to fear for his safety or the safety of anyone known to [redacted]. You were ordered to be imprisoned for a term of 6 months consecutive to the prison term referenced above in paragraphs 1 and 2, placed on probation for a period of 3 years and ordered to pay a victim surcharge of \$200.00.

5. That on December 14, 2017, you pled guilty to an offence pursuant to 145(3) of the Criminal Code that between October 1, 2015 and November 25, 2016, you did at or near Camrose, Alberta, being at large on your recognizance entered into before a Justice and being bound to comply with a condition of that recognizance requiring you to keep the peace and be of good behavior, failed without lawful excuse to comply with that condition. You were ordered to be imprisoned for 6 months consecutive to the prison term referenced above in paragraphs 1 and 2, placed on probation for a period of 3 years and ordered to pay a victim surcharge of \$200.00.

6. That on December 14, 2017, you pled guilty to an offence pursuant to 266 of the Criminal Code wherein between July 1, 2016 and November

25, 2016, at or near Camrose, Alberta, did unlawfully assault [redacted] As a result you were sentenced to a term of imprisonment of 6 months to be served consecutive to the term of imprisonment referenced above in paragraphs 1 and 2, placed in probation for a term of 3 years and ordered to pay a victim surcharge in the amount of \$200.00. Such Convictions are attached hereto as Appendix 'B'."

The member requested an adjournment due to the fact he was incarcerated in British Columbia and required sufficient time to obtain an expert report upon release. The Hearing Tribunal granted the application for an adjournment.

The hearing ultimately convened on Sept. 24-25, Nov. 19 and Dec. 16, 2019.

As criminal convictions provide the prima facie factual basis of the allegations against Dr. Clifford, the question for the Hearing Tribunal was whether the convictions amounted to unprofessional conduct under the VPA. The Hearing Tribunal was of the view that the criminal convictions relating to Dr. Clifford constituted unprofessional conduct.

THE HEARING TRIBUNAL NOTED IN ITS DECISION AS FOLLOWS:

From the decision of the Hearing Tribunal:

"The Hearing Tribunal considered the submissions of the parties with respect to whether or not the Complaints Director has proven on a balance of probabilities that the allegations set out in the notice of hearing are unprofessional conduct as defined in the Act.

The Hearing Tribunal concluded that the criminal convictions at issue in this case are conduct which harms the integrity of the profession, and are therefore unprofessional conduct under the Act. The severity of the criminal convictions is an important factor, including the fact that one of the convictions represented a refusal by the Member to abide by mandatory conditions placed on him on interim release. This reflects a refusal to abide by applicable laws and specific conditions placed on the Member. Professionals, including

members of the ABVMA, are properly held to a high standard, and are expected to act in accordance with the law. A refusal to do so, particularly given the serious nature of the conduct, harms the integrity of the profession. The Hearing Tribunal also notes that the convictions arising in Alberta were based on conduct against individuals who were clients of the Member. There is a connection between the criminal convictions and the Member's practice of veterinary medicine. This is not a case which can be properly characterized as being wholly "private" conduct.

The Hearing Tribunal finds that the cases referred to by counsel for the Member did not relate to findings of criminal conduct, which is an important factor in categorizing the supposedly "private" conduct.

While the Hearing Tribunal finds that the Member has engaged in conduct which harms the integrity of the profession, and which is therefore unprofessional conduct, it also finds that his conduct represents a failure by the Member to serve members of the public with integrity, which represents a violation of section 16.1 of the Regulation. His actions reflect a lack of integrity in his dealings with the public, which is unprofessional conduct. It is not necessary for the Hearing Tribunal to consider the other grounds of unprofessional conduct relied upon by the Complaints Director.

For all of those reasons and pursuant to section 40.1(1) of the Act, the Hearing Tribunal finds the Member guilty of unprofessional conduct on the counts set out in the notice of hearing."

SUBMISSIONS ON SANCTION

With the decision that Dr. Clifford's conduct constituted unprofessional conduct, the hearing tribunal heard submissions on sanction.

On the eve of the hearing, Dr. Clifford provided an expert psychiatric report from Dr. Omodunbi that sought to establish his likelihood of reoffending. The report advanced by Dr. Clifford suggested he was remorseful and that he had a low risk of violence in general.

The ABVMA retained Dr. Andrew Haag, a forensic psychologist, who was qualified as an expert by the tribunal and gave evidence on the report provided by Dr. Clifford's

expert and with respect to a risk assessment of the member.

From the decision of the Hearing Tribunal:

"With respect to the expert evidence, the Hearing Tribunal agrees with the Complaints Director that the expert evidence submitted by the Member in the form of Dr. Omodunbi's report must be given little weight. This is an unavoidable conclusion given the fact that Dr. Omodunbi did not set out his qualifications, and it was not possible for the Hearing Tribunal to qualify him to provide opinion evidence. While the report was admitted by agreement, the lack of a formal qualification of his expertise results in a limited basis for his opinion evidence. More importantly, Dr. Omodunbi was not called to give oral evidence, and it was possible for his evidence to be tested through cross-examination. Cross-examination is an essential process where there are inconsistent expert opinions on a material issue. To the extent that there are discrepancies between the evidence adduced from Dr. Haag and Dr. Omodunbi, the Hearing Tribunal prefers the evidence of Dr. Haag.

That evidence establishes that the Member presents risks for future acts of violence. While that risk is focused on domestic violence, the Member's history indicates that this has an impact on risks in relation to the potential for future practice. Further, it is clear that many of the victims of the Member's criminal conduct were associated in some way with his practice."

The ABVMA sought cancellation of Dr. Clifford's registration, noting the Hearing Tribunal must consider the very serious nature of the conduct underlying the findings of unprofessional conduct and the fact that the member's actions call into question his governability given his refusal to comply with laws and rules. It was argued that misconduct in this case stretched over a period of ten years, that the victims were relationships in the context of Dr. Clifford's veterinary practice.

With regards to protection of the public, the Hearing Tribunal was urged to review the Parole Board documents as the finding of unprofessional conduct related to a breach of mandatory conditions placed on Dr. Clifford.

Dr. Clifford's legal counsel argued against a sanction of cancellation, and rather for a lengthy suspension and rehabilitation and a reasonable portion of costs. Legal counsel

argued that these sanctions would protect the public interest. That it would not be proportionate to "shut the door completely to the Member practicing in the future."

Legal counsel for Dr. Clifford urged the tribunal to consider the finding that the member was at a low risk of violence and that the records show an expression of remorse by Dr. Clifford. He also noted that Dr. Clifford has an unblemished record prior to these findings and that the serious penalties which already accrued as a result of the criminal convictions should militate towards a less harsh penalty.

DECISION ON SANCTION

The Hearing Tribunal issued the following orders pursuant to section 41.1 of the VPA:

1. The member is hereby reprimanded, and this decision shall serve as the formal reprimand;
2. The member's registration and annual permit is hereby cancelled;
3. The member shall pay a fine in the amount of \$10,000, payable within 30 days of this decision or as otherwise agreed by the Complaints Director;
4. The member shall pay 80 per cent of the actual costs of the investigation and hearing, payable within 12 months of the date of this decision or as otherwise agreed by the Complaints Director *(Dr. Clifford has been invoiced for \$116,852.26 which is payable in 12 months);
5. The ABVMA shall publish or cause to be published a summary of this decision, which summary shall identify the member by name, but shall not identify the names of any complainants or witnesses in the underlying criminal actions.

In their reasons for sanctions, the Hearing Tribunal noted:

"In considering an appropriate sanction, the Hearing Tribunal has considered the primacy of the need to ensure the protection of the public through effective self-governance. The very serious nature of the member's conduct resulting in criminal convictions are a major factor in the Hearing Tribunal's decision, including the fact that the member's conduct represents a refusal by him to comply with laws and with mandatory conditions agreed to by him. Further, the

Hearing Tribunal believes that the most serious sanction is required in order to adequately ensure that members of the profession are aware that engaging in serious criminal conduct, particular where such conduct has a connection to a member's practice of veterinary medicine, will result in serious professional sanctions."

The entire decision of the Hearing Tribunal is posted online at [https://abvma.in1touch.org/uploaded/web/Suspended%20Members%20Documents/Tribunal%20Clifford%20Decision%20\(Clifford\).pdf](https://abvma.in1touch.org/uploaded/web/Suspended%20Members%20Documents/Tribunal%20Clifford%20Decision%20(Clifford).pdf)

COMPLAINT CASE #19-08

As a result of information provided to the Complaints Director, a section 27.1 complaint was initiated against a permit holder. The information was that a veterinarian from overseas that had been hired to do a locum had practiced without being registered with the ABVMA.

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

The permit holder accepted responsibility and provided an admission of unprofessional conduct. The following Consent Order was accepted by the Hearing Tribunal at a hearing on Dec. 17, 2019.

AGREED STATEMENT OF FACTS:

1. At all material times, the permit holder has been approved as a permit holder of the ABVMA since 1981.
2. The permit holder operates the veterinary practice entity.
3. For a three-week period commencing Oct. 8, 2018, a veterinarian from overseas worked at the veterinary practice entity.
4. The veterinarian initiated an application for registration with the ABVMA on July 19, 2018, to acquire a limited practice license (unsupervised) in Alberta. Most of the necessary documentation had been received, except for the veterinarian's work permit.
5. On July 30, 2018, the veterinarian assured the ABVMA that the work

- permit and subsequent payment of membership dues were “in hand.”
6. A follow-up email on Oct. 26, 2018, that was responded to on Nov. 9, 2018, it was indicated the work permit had not been forthcoming but that work of the veterinarian had already been completed.
 7. The veterinarian took responsibility for his conduct in a separate Practice Review Board (PRB) Agreement on May 27, 2019.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Professionalism

1. That the permit holder failed to ensure that a veterinarian working at a veterinary practice entity that it operates, was properly registered and in good standing while practicing veterinary medicine in October 2018.

NO RIGHT OF APPEAL

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

ACKNOWLEDGEMENT OF RESPONSIBILITY:

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

SANCTION OF THE HEARING TRIBUNAL

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

1. A written reprimand will be issued against the permit holder.
2. The permit holder shall pay a fine in the sum of \$2,000 within six months of the date of this order.
3. The permit holder shall pay costs in the amount of \$4,000 within six months of the date of this agreement.

4. There shall be publication on a without-names basis (and without identifying information).

PRACTICE REVIEW BOARD

While the information that led to the complaint against the permit holder was being reviewed, there was a recognition that there was a shared responsibility for the unlicensed practice of both the permit holder and the veterinarian.

The ABVMA did not have jurisdiction under the VPA to proceed with a complaint against the veterinarian since the veterinarian was not a registered member. In order to resolve the matter such that the veterinarian could become registered if requested, the veterinarian was requested to participate in a consent meeting with the PRB.

The veterinarian attended by a meeting by teleconference with the members of the PRB on April 12, 2019. The veterinarian accepted responsibility for his part in practicing veterinary medicine in Alberta without being appropriately registered.

The veterinarian and PRB entered into the following agreement:

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
RSA 2000, c V-2, AS AMENDED;

AND IN THE MATTER RELATING
TO THE VETERINARIAN;

AND IN THE MATTER OF
PRACTICING VETERINARY
MEDICINE IN THE PROVINCE
OF ALBERTA WHILE NOT
PROPERLY REGISTERED WITH
THE ABVMA;

AND IN THE MATTER OF
THE REFERRAL BY THE
COMPLAINTS DIRECTOR OF
THE VETERINARIAN TO THE
PRACTICE REVIEW BOARD (PRB).

Whereas it was contemplated that the veterinarian be employed at the veterinary practice entity for three weeks in October 2018.

And whereas the veterinarian commenced his application for registration with the ABVMA in July of 2018.

And whereas the veterinarian’s application was not completed and the ABVMA advised him of that fact as of Oct. 26, 2018.

And whereas the veterinarian, upon not receiving questions at Canada Customs, did not further pursue the completeness of his work permit or his license to practice veterinary medicine.

And whereas the veterinarian did in fact practice veterinary medicine in Alberta without a permit to practice in October 2018.

And whereas the Complaints Director advised the veterinarian on March 13, 2019, in contemplation of him being required to meet with the PRB on April 12, 2019.

And whereas, as the veterinarian resides overseas, he did not attend at the PRB meeting in person but by telephone conference.

And whereas the veterinarian has acknowledged that he practiced veterinary medicine when he was not properly registered to do so with the ABVMA.

AGREEMENT

1. A written reprimand will be issued against the veterinarian, which will remain in the ABVMA member file.
2. The veterinarian shall pay a fine in the sum of \$2,000 within six months of the date of this agreement.
3. The veterinarian shall pay costs of the PRB process in the amount of \$2,000 within six months of the date of this agreement.
4. There shall be publication of this agreement on a without-names basis (and without identifying information).

Council approved the following at the February 2020 Council meeting:

Veterinarians

Transfer Unsupervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. David Hall, #2691 Jan. 1, 2020

Transfer Unsupervised Limited Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Salah Al Izz, #3432 Jan. 1, 2020

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Linda Ratcliff, #2537 Jan. 1, 2020

Dr. Guy Mauldin, #2174 Jan. 1, 2020

Dr. Ossama Allam, #3528 Jan. 1, 2020

Dr. Henryk Srubka, #1483 Jan. 1, 2020

Dr. Amanjot Brar, #3581 Jan. 1, 2020

Dr. Emily Wade, #3676 Jan. 23, 2020

Dr. Jodi Kendrew, #1805 Jan. 1, 2020

Dr. Gregory Davis, #1029 Jan. 1, 2020

Dr. Brian Terrane, #813 Jan. 1, 2020

Dr. Mark Obinwa, #3221 Feb. 25, 2020

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Alyssa Coulombe, #3408 Feb. 19, 2020

Dr. Megan Johnsen, #3264 Feb. 14, 2020

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Aoife Hogan, #3734 Feb. 10, 2020

Dr. M. Danielle St. Julien, #2311 Jan. 1, 2020

Dr. Brandi-Lynn Suva, #3466 Jan. 1, 2020

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Robert McCorkell, #1061 Jan. 1, 2020

Dr. Eugene Janzen, #465 Jan. 1, 2020

Dr. Richard Beekman, #1763 Jan. 1, 2020

Dr. James Rhodes, #564 Jan. 1, 2020

Dr. Melanie Pinel, #3706 Jan. 1, 2020

Dr. Rodney Niwa, #968 Jan. 1, 2020

Reinstated General Practice Registered Veterinarian

Dr. Chamath Perera, #2965 Jan. 10, 2020

Dr. Curtis Cathcart, #3460 March 1, 2020

Dr. Rebecca Jackson, #3210 Feb. 19, 2020

Dr. Ignacio Tan III, #2716 Feb. 20, 2020

Dr. Mark Obinwa, #3221 Feb. 25, 2020

Dr. Holt Tripp, #3353 Feb. 26, 2020

Reinstate Temporary Registered Veterinarian

Dr. Vishantha Kahakachchi Patabendi, #3672 Feb. 1, 2020

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Sivarathy Amarasinghe, #3655 Jan. 10, 2020

Dr. Manoj Thomas, #3671 Feb. 1, 2020

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Lindsay Willis, #3810 Jan. 9, 2020

Dr. Tara Pugh, #3822 Jan. 13, 2020

Dr. Stephanie Jaggard, #3693

Cancel General Practice Registered Veterinarian

Dr. Laura Romano, #1713 Jan. 1, 2020

Dr. Sarah Bater, #3821 Jan. 1, 2020

Dr. Marley Wipond, #3652 Dec. 31, 2019

Dr. Sophie Goodall, #3654 Jan. 1, 2019

Dr. Jamie Lecky, #2774 Dec. 31, 2019

Dr. Christina Youe, #2749 Jan. 1, 2020

Dr. Morgan Wawryk, #3626 Jan. 1, 2020

Dr. Willow Holmes, #3602 Jan. 1, 2020

Cancel Unsupervised Limited Practice Registered Veterinarian

Dr. Edouard Timsit, #2966 Jan. 1, 2020

Dr. Jose Augusto Len Yin, #3720 Jan. 1, 2020

Cancel Time Limited Practice Registered Veterinarian

Dr. Stephanie Bond, #3209 Jan. 1, 2020

Cancel Non-Practicing Veterinarian Member

Dr. Timothy Slem, #1814 Jan. 1, 2020

Dr. Su-ching Koa, #2586 Jan. 1, 2020

Dr. Kevin Skelley, #1518 Jan. 1, 2020

Dr. Nola Steininger, #1521 Jan. 1, 2020

Dr. Brittney Rigby, #3637 Jan. 1, 2020

Dr. Shanthipooan Sivaraman, #2944 Dec. 31, 2019

Cancel Supervised Limited Practice Registered Veterinarian

Dr. Alessandra do Vale Bertolucci, #3660 Dec. 1, 2019

Dr. Manuir Nahal, #3798 Jan. 10, 2020

Veterinary Technologists

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

Lisa Peeters, #3437 Jan. 1, 2020

Kim Thomas, #1668 Jan. 1, 2020

Paige Schlachter, #3131 Jan. 1, 2020

Katherine Crawford, #3698 Jan. 1, 2020

Ashley Quinton, #2261 Jan. 1, 2020

Jessie Strang, #1772 Jan. 1, 2020

Kayla Preston, #3181 Jan. 27, 2020

Stefanie Goodvin, #3400 Jan. 30, 2020

Tara Timmins, #2223 Jan. 1, 2020

Sydney Bowles, #3189 Jan. 1, 2020

Yolanda Blaak, #2512 Jan. 1, 2020

Angela Durig, #3256 Jan. 1, 2020

Caren Hamm, #2304 Jan. 1, 2020

Michelle Motycka, #1207 Jan. 1, 2020

Tawny Wadden, #1868 Jan. 1, 2020

Sarah Howe, #3977 Jan. 1, 2020

Nancy Perrin, #2201 Jan. 1, 2020

K. Sophia David, #2573 Jan. 1, 2020

Stacey Maloney, #2292 Jan. 1, 2020

Crystal McLeod, #2148 Jan. 1, 2020

Kaitlyn Johnson, #3066 Jan. 1, 2020

Nicole Conner, #2390 Jan. 1, 2020

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

Shelby Ulbricht, #2610 Jan. 1, 2020

Chantelle Therrien, #3745 Jan. 28, 2020

Kaitlan Salmon, #3018 Jan. 25, 2020

Shai-Anne Verville, #2372 March 8, 2020

Hannah Lawrance, #2827 Feb. 3, 2020

Lynelle Evans, #3037 Feb. 10, 2020

Kory Einarson, #3193 March 1, 2020

Reinstate General Practice Registered Veterinary Technologist

Alyssa Jodoin, #2966 Jan. 10, 2020

Alma Pineda Guyon, #1535 Feb. 24, 2020

Kim Brochu, #2085 Feb. 24, 2020

Kaylee Getz, #3217 Feb. 24, 2020
Reinstated Non-Practicing Veterinary Technologist Member
Rhonda Parkinson, #1349 Feb. 26, 2020

Reinstated Provisional Veterinary Technologist Member
Vanessa Moreault, #3296 Feb. 25, 2020

Cancel General Practice Registered Veterinary Technologist
Brittany Clune, #2695 Oct. 30, 2019
Meghan Shields, #3068 Jan. 1, 2020
Amber Hutchinson, #3137 Jan. 1, 2020
Terra Rasmussen, #3060 Jan. 1, 2020
Christine Reinke, #2735 Jan. 1, 2020
Amber Boyd, #3581 Jan. 1, 2020
Emily Bland, #3563 Jan. 1, 2020
Jade Mickels, #2849 Jan. 1, 2020
Lisa Palfy, #623 Jan. 1, 2020
Tina Alexander, #1958 Jan. 1, 2020
Amanda McDonald, #3373 Jan. 1, 2020
Alyssa Jodoin, #2966 Feb. 3, 2020

Cancel Non-Practicing Veterinary Technologist Member
Janine Rioux, #3879 Jan. 1, 2020
Kelly Sawyer, #3122 Jan. 1, 2020
Caitlyn Flegel, #3555 Jan. 1, 2020
Christine Rees, #252 Jan. 1, 2020
Trisha McPhee, #1485 Jan. 1, 2020
Ashley Holman, #2961 Jan. 1, 2020
Tammy Hall, #1953 Jan. 1, 2020
Jessica Watson, #2211 Jan. 1, 2020

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist
Brianna Falk, #4046 Jan. 27, 2020

Cancel Provisional Veterinary Technologist Member
Sarah MacVicar, #3846 Jan. 17, 2020

Permits

Permit to Practice Approval
Smilodon Holdings Inc. Jan. 22, 2020
(Dr. J. Michael Edwards #2730)
Comfort Paws Veterinary Care Limited Jan. 22, 2020
(Dr. Thusari Warnakulasooriya #2903, &
Dr. Lalith Ranaweera #2951)
2190688 Alberta Ltd. (Dr. Laura Fick #3404) Jan. 28, 2020
Badlands Veterinary Services Ltd. Feb. 7, 2020
(Dr. Krista Dayman #3378)
Olds Pet Clinic Inc. (Dr. Nicole Judge #3570) Jan. 28, 2020

Permit Holders Not Renewed 2020 & Cancelled
Island Veterinary Clinic Ltd. (Dr. Nicolaas
VanGeest #1059) Dec. 31, 2019

Provisional Approval of New Veterinary Practice Entities

Canadian Animal Task Force	Calgary
Equipoint Veterinary Services	Warner
Badlands Veterinary Services	Medicine Hat
Pulse Veterinary Specialists & Emergency	Sherwood Park
Comfort Paws Veterinary Hospital	Calgary

Non-Renewal Veterinarians and Veterinary Technologists

Veterinarians

Dr. Jenna Bayne Veterinarian General Practice Registered Veterinarian 3589
Dr. Erin Elder Veterinarian General Practice Registered Veterinarian 3710

Dr. Amandeep Gill Veterinarian Non-Practicing Veterinarian Member 3682
Dr. Jaimee Gillis Veterinarian Non-Practicing Veterinarian Member 3600
Dr. Maarten Hart Veterinarian Time Limited Registered Veterinarian 3336
Dr. Veronika Kulinova Veterinarian General Practice Registered Veterinarian 3685

Dr. Satwant Lohat Veterinarian General Practice Registered Veterinarian 3234
Dr. Guy Mauldin Veterinarian Non-Practicing Veterinarian Member 2174
Dr. Matthew Mundy Veterinarian General Practice Registered Veterinarian 3697
Dr. Sukumar Saha Veterinarian General Practice Registered Veterinarian 3545
Dr. Sherisse Sakals Veterinarian General Practice Registered Veterinarian 3309
Dr. Erin Simmonds Veterinarian General Practice Registered Veterinarian 2801
Dr. Jamie-Leigh Thompson Veterinarian Non-Practicing Veterinarian Member 3547

Veterinary Technologists

Veronica Bowie Veterinary Technologist Non-Practicing Veterinary Technologist Member 3488
Danielle Buscholl Veterinary Technologist Non-Practicing Veterinary Technologist Member 3097
Emma Campbell Veterinary Technologist General Practice Registered Veterinary Technologist 3508
Nicole Deering Veterinary Technologist Non-Practicing Veterinary Technologist Member 3063
Stephanie Ewasiuk Veterinary Technologist Non-Practicing Veterinary Technologist Member 2448
Karen Gerrard Veterinary Technologist General Practice Registered Veterinary Technologist 2501
Sarah Gingrich Veterinary Technologist General Practice Registered Veterinary Technologist 3732
Taryn Konynenbelt Veterinary Technologist General Practice Registered Veterinary Technologist 3406
Marissa Leier Veterinary Technologist General Practice Registered Veterinary Technologist 3451
Romi Lotoski Veterinary Technologist General Practice Registered Veterinary Technologist 3431
Lorah McCriston Veterinary Technologist General Practice Registered Veterinary Technologist 2840
Hadleigh Neabel Veterinary Technologist Non-Practicing Veterinary Technologist Member 3157
Amanda Oster Veterinary Technologist Non-Practicing Veterinary Technologist Member 1724
Taraleen Schaw Veterinary Technologist Non-Practicing Veterinary Technologist Member 2586
Paige Schlachter Veterinary Technologist Non-Practicing Veterinary Technologist Member 3131
Trish Van Duinen Veterinary Technologist Non-Practicing Veterinary Technologist Member 2725
Annette Vikse Veterinary Technologist Non-Practicing Veterinary Technologist Member 3453



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.

NOVEL CORONAVIRUS (COVID-19)

We have entered an unprecedented time in our country's history due to various threats posed by COVID-19. The CVMA wants to reassure members that their national association, in coordination with provincial veterinary medical associations and regulatory bodies, is in continuous contact with federal agencies to bring veterinarians the most current information to protect their clients, teams and families. In addition, we liaise with national and international organizations on your behalf. The situation changes daily and CVMA is your trusted repository of information to share. Please visit the CVMA's dedicated COVID-19 web section for up-to-date information and resources: canadianveterinarians.net/coronavirus-covid-19

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 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/documents/2020-conv-promo-brochure

UPDATE - NOVEMBER 2019 COUNCIL MEETING

The CVMA Council meets annually in November to review the CVMA's achievements over the past year, approve programs and budgets for the following year, and make policy decisions as required. Visit the CVMA's News and Events web page to read the highlights.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

Joint AVMA-FVE-CVMA Statement on Veterinary Education

By graduation, veterinarians must have basic scientific knowledge, skills and values to be

full members of the veterinary profession, and to perform appropriate entry-level tasks and duties in the veterinary profession, in the interest of animal health, animal welfare, public health and societal needs. Veterinary education must ensure new grads have the competency in key areas to carry out common procedures expected of them. Such competencies have been described by various organizations, including the World Veterinary Association and World Organization for Animal Health. Visit the CVMA's News and Events web page to learn which areas require day-one competency.

Every Season Can be Tick Season

Extended tick seasonality was the **2020 National Tick Awareness Month's (NTAM)** main theme. The campaign reinforced the message that "every season can be tick season" and emphasized the importance of tick control even when pet owners might think it's too cold for active parasites. Once again, the CVMA and Merck Animal Health produced communication material to help veterinary teams highlight ticks' unique seasonality, update pet parents regarding tick expansion across Canada, and increase awareness of the One Health approach to tick control and Lyme disease prevention. The 2020 NTAM campaign kicked off with a webinar featuring Dr. Robbin Lindsay (Public Health Agency of Canada) and Dr. Katie Clow (Ontario Veterinary College). Visit the CVMA's National Tick Awareness Month web section to view the webinar recording and find all communications material: canadianveterinarians.net/practice-economics/2020-communication-material

The Animal Protection Index (API) (Second Edition)

The API assesses 50 countries according to their animal welfare legislation and policy. The goal is to improve and strengthen animal protection legislation and policies worldwide. World Animal Protection has updated the API: api.worldanimalprotection.org

The Good Manufacturing Practices Guide – Veterinary Drugs (GUI-0012) for Stakeholder Consultation – Annex 4

Health Canada released Annex 4 to the Good Manufacturing Practices Guide – Veterinary Drugs (GUI-0012) for a 90-day stakeholder consultation until May 19, 2020. Visit CVMA's [News and Events](#) web section to learn more.

OIE Annual Report on Antimicrobial Agents Intended for Use in Animals

Visit CVMA's [News and Events](#) web section to access the full report and better understanding of the global situation.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

Position Statements

The CVMA revised two position statements: Elective and Non-Therapeutic Veterinary Procedures for Cosmetic or Competitive Purposes (Formerly Cosmetic Alteration) and Complementary and Alternative Veterinary Medicine. Read them under the [Policy & Advocacy](#) section of the CVMA website.

Updated Transport of Animals Regulations and Humane Transport and Animal Welfare Resources

The updated **Health of Animals Regulations Part XII (Transport of Animals)** came into force in February. The Canadian Food Inspection Agency has a dedicated web section with resources to help: inspection.gc.ca/animal-health/humane-transport/eng/1300460032193/1300460096845

WE RECOGNIZE GREAT CONTRIBUTIONS TO THE VETERINARY PROFESSION

"It's Time to Applaud This Country's Volunteers" National Volunteer Week

Every April, National Volunteer Week honours the veterinary professionals who donate their time and expertise to various CVMA projects supporting Canada's veterinary profession. An April article posted in the CVMA website's [News and Events](#) section and in the CVMA's eNewsletter, highlighted volunteers' contributions, and ways to get involved.

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER

CVMA Emerging Leaders Program

The CVMA's Emerging Leaders Program (ELP) supports early-career DVMs on their professional path, while establishing themselves as successful colleagues in their personal and professional lives. The ELP is a lecture and interactive exercises combination that engages participants, allowing them to see, feel and control their mindsets and beliefs that propel them forward or hold them back. Learn more: canadianveterinarians.net/emerging-leaders-program

The CVMA and Moneris Provide Clinics with Leading Payment Processing Solutions

The CVMA works with Moneris® to provide clinics with leading credit and debit payment processing solutions. Please see the CVMA's [Member Benefits and Services](#) web section for additional information.

AdVantage™

Client education made easy

Over 800 pre-made educational videos ready for you to put into your clinic's play list.



SAMPLE OF SCREEN OPTIONS



Communicating a message to your clients about your practice, the staff or what services and programs you offer has never been easier. Simply upload a video created in any movie format directly to the site and play it within minutes.



Ask us how you can educate your clients while they wait in your reception area or exam room.

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"Your success is our business"

LEGEND

P = PRESIDENT

PP = PAST PRESIDENT

VP = VICE PRESIDENT

R = REGISTRAR

DR = DEPUTY REGISTRAR

AR = ASSISTANT REGISTRAR

CM = COMMUNICATIONS

MANAGER

FREE CLASSIFIED ADS (VETERINARIAN AVAILABLE AND VETERINARY TECHNOLOGIST AVAILABLE):

Classified ad fees will be waived for registered members who would like to place a classified ad in the Veterinarian Available or Veterinary Technologist Available categories. Complimentary ads will be available until further notice, are restricted to these two categories and are available only to members laid off due to COVID-19.

SPREADSHEET OF VETERINARIANS AND VETERINARY TECHNOLOGISTS AVAILABLE FOR WORK IN ALBERTA:

The ABVMA will publish a quick access list of veterinarians and veterinary technologists available for work in Alberta on the member portal, COVID-19 Announcement Box (login required). The list will be updated and posted twice/day starting Wednesday, April 1, 2020, and will remain in place until further notice.

The following information will be collected and published in the list: member name, member type (veterinarian or veterinary technologist), region where member is able/willing to work (ie. Edmonton, Calgary, North, Central, etc.), a contact email and/or phone number.

Please email Mandi Duggan to place a classified ad and/or add your name to the list:

mandi.duggan@abvma.ca.

Members are responsible for removing their classified ad and/or removing themselves from the list if they find employment, by contacting mandi.duggan@abvma.ca.

ASSOCIATION ACTIVITIES

R/DR/AR/CM held daily meetings to discuss COVID-19 information for members and the public.

ABVMA Management and Council meetings and activities over the last two months:

MARCH 2020

- **2:** R/AR/CM: Ag for Life teleconference regarding Know Your Food Educational Trailer
- **3-4:** DR: National Veterinary Oversight System (NVOS) Workshop in Ottawa
- **3:**
 - DR: Complaint Review Committee teleconference
 - AR: CVMA AHT/VT Program Accreditation Committee teleconference
- **5:**
 - R/CM: teleconference with Vintage Veterinary Exhibit Association and Heritage Park
 - R/CM: John Waters Zoonotic Diseases Workshop meeting with Dr. John Waters program committee chair
 - R/AR/CM: One Health Antimicrobial Stewardship Information webinar for commodity group
 - DR: meeting with interns at Calgary Animal Referral & Emergency Centre in Calgary
- **6:**
 - DR: Discipline Consent Discussion, a.m.
 - DR: Discipline Hearing, p.m.
 - AR: meeting regarding the ABVMA Workforce Project with Blaine Yamkovy, AB Workforce Strategies
- **7:**
 - P: member memorial service
 - AR: member memorial service
- **10:**
 - R: International Veterinary Regulatory Community teleconference
 - AR: AVMA Committee on Education site visit teleconference
 - R: Alberta Quality Beef Starts Here teleconference
 - R/DR/AR: meeting with Pam Cholak, ABVMA Government Advocate
- **11:**
 - P/PP/R/DR/AR: Executive Council Meeting
 - R/DR/AR/CM: One Health Program Planning Committee Meeting
 - R: teleconference with ABVTA and Pam Cholak, ABVMA Government Advocate
- **12:** R/DR/AR: Registration Committee teleconference
- **13:** DR: Companion Animal Disaster Response Working Group meeting
- **16:** DR: Discipline Hearing
- **17:** R: radio interview with 630 CHED – Edmonton re: COVID-19
- **19:**
 - R/AR/CM: Livestock Care Conference 2.0, Digital Conference
 - AR: COVID-19 webinar
- **22-23:** AR: AHT/VT Program Accreditation Committee teleconference
- **23:**
 - ABVMA staff started working remotely from home
 - R/DR/AR: Teleconference with Alberta Labour regarding planning for shortage of veterinary professionals due to COVID-19
- **24:**
 - R/DR/AR/CM Teleconference with ABVTA President and Executive Director

- DR: Tails of Help Board of Directors teleconference
- **25:**
 - P/PP/R/DR/AR: Executive Council Meeting teleconference
 - R/DR/AR/CM: One Health Stewardship Conference Teleconference with Dr. Simon Otto, Conference Chair
- **26:** R: radio interview with 770CHQR – Calgary re: COVID-19
- **27:** R/DR/AR: Telemedicine Policy teleconference with ev+
- **30:**
 - R: Radiation Program teleconference
 - R/DR/AR: Ministry of Agriculture and Forestry Town Hall Teleconference on COVID-19

APRIL 2020

- **1:**
 - P: media interview, CBC Radio Edmonton, re: COVID-19
 - DR: media interview, CBC Radioactive, re: Telemedicine
- **3:** R: Financial Audit Committee teleconference
- **8:**
 - P/PP/R/DR/AR: Executive Council Meeting teleconference
 - R/DR/AR/CM One Health Stewardship Conference teleconference with Dr. Simon Otto, Conference Chair
 - R: Vet Med Competency Working Group teleconference
- **9:** AR: PIPS Inspector teleconference

- **20-21:** R/DR/AR: PIPS teleconference
- **21:** CM: Ag for Life Collaborative teleconference
- **22-23:** P/PP/R/DR/AR: ABVMA Council Meeting webinar, a.m.
- **24:** AR: AVMA CVTEA Meeting teleconference
- **27:** AR: GPRC Advisory Committee meeting
- **28:** DR: Tails of Help Strategic Planning Teleconference meeting
- **30:** DR: Companion Animal Disaster Response Table Top Exercise

NEW CONFERENCE DATES ANNOUNCED:

Nov. 19-20, 2020

Delta Hotels by Marriott Edmonton
South Conference Centre

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

Tim Caulfield

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



One Health Antimicrobial Stewardship Conference

Alberta 2020

Registration will reopen August 2020 at:
www.ohab.ca/one-health-2020

Hosted by the Alberta Veterinary
Medical Association



Financial Stress

by Homewood Health



NEARLY 1/3 OF CANADIANS SPEND

about one hour each day worrying about their finances.¹ Financial worries often top the list of people's concerns, even more than thinking about their health.² It may not be surprising given the world we live in today. Uncertainty concerning economic conditions, cost of living, growth in salaries and the increasingly precarious nature of work create vulnerability and uneasiness. It's compared with an interesting phenomenon that could be argued is partially self-inflicted: Globally, there's an undeniable fixation on consumerism. Social media provides a constant showcase of luxury products and ideals that influence purchasing decisions and spending habits in a way that many people find hard to ignore. The problem is that it's causing many people to get caught up in lifestyles that are outside of their actual financial means. Whether we're browsing online or visiting a physical store, shopping has overwhelmingly moved from a need-and-want basis to one of entitlement, which is conveniently disguised as self-care.

Marketers and retailers offer encouragement by telling us repeatedly that we deserve to be the proud owner of the objects of their campaigns. They tempt us to escape from some aspect of our daily lives by participating in intense sessions of retail therapy. The irony is that all of these behaviours are not making us feel better over the longer term. The items you bought that you really didn't need are actually contributing to a far more debilitating risk: existing and daunting amounts of financial stress.

When bills arrive that can't be paid; when you worry how to create a meal with the insufficient groceries left until next payday; when you realize that the products you happily bought no longer provide that sense of euphoria, these are all times when financial stress peaks and affects people's physical and mental health.³ In fact, while you may think of financial stress as something that happens in the moment, studies show it affects us chronically, manifesting as poor health, relationship difficulties, crippling debt and uncertainty about the future. At its most

severe, financial stress can trigger anxiety and become a contributing symptom of depression.

While a little bit of stress in your day is healthy and can be the catalyst that motivates you, chronic financial stress is "especially toxic" and persistent.⁴

Physically, financial stress can show up initially as a cold or the flu and then escalate to include stomach aches, generalized pain and headaches. The longer the stress continues, the more people are at risk of developing hypertension, heart disease, diabetes and even experiencing flare-ups of auto-immune disorders like rheumatoid arthritis.⁵

From an emotional and mental health perspective, chronic financial stress can trigger anxiety and depression. Untreated, people can resort to unhealthy coping mechanisms that bring added complications. Behaviours such as stress-shopping, engaging in harmful substance use or even gambling, can compound underlying mental health issues. It's also possible for people to develop



unhealthy relationships with food or within family relationships as reactions to growing and seemingly unmanageable levels of stress.

Addressing your financial situation is essential because as you learn how to manage it better, the sources of stress are reduced or eliminated. You'll feel like you are regaining control of your life and can look to a defined and more stable financial future.

One of the best ways to understand your financial situation and begin to reduce stress is to start with basic budgeting. Making a list of all monthly income and spending, break it down into non-discretionary (musts) and discretionary (nice-to-haves) categories. Once you look at where your money is going and how you are spending it, you can begin to understand your cash-flow, learn about your spending patterns and see where your spending traps exist, which can allow you to formulate a plan of change. Initially, you might want to move to using cash-only until you get a better idea of how to work within a budget. Seeing where and what you are spending on is important. Many financial transactions today are cashless, and overspending can occur with ease. Put your debit card away for a while so you can observe the rate at which you spend. That might include an audit of money wasters that tempt us every day, like upscale coffees. It could also reveal how much can be saved in invisible spending, like bank fees.

Another area to focus on is managing credit responsibly and wisely. You should know your credit score and understand the significance it has in your personal economy. It's used to grant you credit for vehicles, housing and even as a measure of responsibility and trustworthiness by some employers. You can request your credit report from Equifax Canada and TransUnion Canada. These are the only two credit bureaus that operate in Canada, and they offer information about both your credit history (credit report) and credit scores (creditworthiness). Be smart and hold only the necessary amounts of credit that you can manage so that you can pay these bills on time.

It is in your best interest to pay off any credit purchases monthly, so you will not

accumulate interest charges. However, many Canadians do carry a balance on their credit accounts. Regardless, you should investigate what fees, interest rates and limits are there as controls on your account. You should also look at what kinds of purchases you are making on your credit card. If you are shocked by any of these, contact your credit card lender. You may want to see if there is a different product available to help you manage your credit better. They will also be able to help you if there are fraudulent charges billed to your account.

You can pay off multiple credit card debts using what is often referred to as the "snowball" method of repayment. With it, you start aggressively paying off the smallest debt with extra discretionary funds, while continuing to make the minimum payments on each account. When the smallest debt is gone, close the account. Next, put everything you had been paying on that card onto the next-smallest balance, in addition to the minimum payment. Keep repeating this process until you work through all of the debt on your credit accounts. Ensure that you only use credit for emergencies, large purchases or travel and that you have the funds to pay the debt off as soon as possible. Some people have been known to stop carrying their credit cards and freeze them in a block of ice to avoid temptation. While you may not need to go to that extreme, evaluating your knowledge and use of credit is still an essential part of reducing financial stress.

Developing better awareness of your finances may help you re-evaluate whether or not you actually need to spend your hard-earned money. Avoid temptations presented through social media. Trends such as subscription boxes and "free" prizes often require you to provide your credit card information to receive these "limited-time offers" and exclusive deals for you alone. Do you really need to belong to a product-of-the-month club? Know that online advertising is targeted using complex algorithms that are based on your browsing activities. You may be able to configure some user settings to increase privacy and reduce the frequency and types of advertising that pop up online.

Here are some other things to watch for:

- You should also be wary of luxury products being marketed by celebrities and influencers. They are often too good to be accurate and do not stand up to their claims.
- Avoid using online and app-based food delivery services. Prices are often inflated to build in some profit for the service. Consider limiting the frequency of eating out or "ordering in" to once a month or every few months. Preparing and eating home-cooked meals is much easier on your finances and often much healthier.
- Online shopping can be swift and tempting. Consider unsubscribing from marketing emails that are sent to advertise sales and encourage you to shop deals offered during "flash sales" because you likely don't need the products. Don't get caught up in corporations trying to influence your buying. You need to be the one in control. It doesn't mean you can't ever shop online but do so on your terms. If you are considering purchasing garments, evaluate both the quality and the value in terms of "cost per wear" to determine when you will have gotten good use from the item of clothing. If it's something you will only wear once or infrequently, try to avoid high costs, as you won't recoup the value with multiple uses.
- Similarly, don't get caught up in the marketing around upgrading technology with each new release that a manufacturer issues. Think about the purpose of your devices, like computers and mobile phones, and whether the current model is still meeting your needs. The same holds true with vehicles. You should aim to get as much use from these products as possible while they are performing the job you need them to do. Plan to conduct a review every few years or when something is no longer operating or serviceable.

Another area to explore is the surge in popularity in the second-hand/up-

cycling economy. There are many online tools available to purchase gently used or sometimes like-new goods from sellers. Thrift stores also can be a good source for many household and clothing items. As demographics shift, many households are downsizing and having an estate or garage sale. You may consider selling or donating some of your own goods through these tools to de-accumulate things you no longer need.

A final step on the path of reducing financial stress is actually looking ahead. Consider realistic needs that you may have in both the short and longer terms. Are you considering a vacation? Why not set aside savings within your monthly budget to help pay for it without creating financial strain. Do you have an upcoming event where you will need to purchase something to wear? Again, work within your budget to save in advance so that you don't overspend. You can also apply this methodology to celebrations throughout

the year. Establish a budget for gifts and save in advance so that you are well prepared and know exactly how much you have to spend. Then, turn to longer-term savings for retirement through investments. Developing a financial plan might sound intimidating, but it doesn't need to be complicated. You can start by saving as little as \$20 a week. The point is that you are breaking bad financial habits and developing healthy ones. You can work towards expanding your retirement or investment savings more fully once you have alleviated immediate stressors such as credit card debt.

Overall, reducing financial worries and managing the stress positively and proactively by facing challenges head-on can help people develop a healthier, more balanced approach to finances — where stress is minimized — and a healthier self. Taking control of your financial situation and making many small improvements in managing your finances

will help you gain momentum. Don't forget to celebrate little goals along the way as you take control.

GOVERNMENT OF ALBERTA FINANCIAL SUPPORT DURING COVID-19

The Alberta government has provided financial support in a variety of ways:

- Emergency Isolation Support
- Utility payment deferral
- Student loans repayment holiday
- and more

For additional information and resources, please visit: <https://www.alberta.ca/covid-19-supports-for-albertans.aspx>

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2020 LIVESTOCK CARE CONFERENCE



Livestock Care Conference Goes Digital for Successful Event

Virtual Approach due to COVID-19 lives theme of "Raising the Bar"

STRONG COMMUNITY SPIRIT WON THE DAY AT THE 2020

Livestock Care Conference, March 19, hosted by Alberta Farm Animal Care (AFAC). Participants lives the conference theme of "Raising the Bar" by rallying together to stage a successful digital version, following cancellation of in-person conference plans due to the COVID-19 pandemic.

Over 80 registrants heeded the call of "Let's go digital" to participate in the digitally re-imagined "LCC 2.0" featuring virtual presentations by top experts, live chat and interactive Q&A, backed by vibrant social media conversation at #LCC2point0. The decision to shift to digital came just four days before the event following tighter restrictions on group gatherings as part of the COVID-19 response.

"There wasn't much time to make the transition," says Annemarie Pedersen, AFAC Executive Director. "But with everyone from the AFAC team to sponsors and participants pulling together to make it happen. The

result was a very special LCC at an unprecedented time in history that we will always remember."

The LCC 2.0 featured Dr. Frank Mitloehner speaking on fact vs. fiction and raising the bar, Dr. Marina Von Keyserlingk on working toward a more socially sustainable industry and Dr. Rebecca Giminez-Hustead on COVID-19 and emergency preparedness. It also included the AFAC Awards of Distinction, student participation and additional speakers offering important industry perspectives.

Congratulations to the 2020 AFAC Awards of Distinction recipients:

- The Award of Distinction for Innovation: Gateways Carriers
- The Award of Distinction for Communication: Barbara Duckworth
- The Award of Distinction for Industry Leadership: Rich Vesta – Harmony Beef

More information on LCC 2.0 including blog items on featured speakers is available at www.afac.ab.ca.

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.

WHEN TO CALL
the 24/7 livestock care

ALERT Line

Questions or concerns about livestock welfare?
- Access to feed and shelter
- Animal health and welfare concerns

Dispatch for Emergency Livestock Handling Equipment Trailers
- barn fire/ collapse
- trailer rollover
- hazardous situations (stuck in mud)

Livestock at large - on the highway

Livestock in distress, cruelty, abuse, neglect

STOP Uncooperative owners, dead livestock

Questions or concerns about your legal rights

Neighbour disputes

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

RCMP
Contact your closest RCMP detachment

AB SPCA
Call 1-800-455-9003

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

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

HERITAGE PARK
NEW THE WEST WAS BORN

VINTAGE VETERINARY ASSOCIATION

HELP US TELL THE STORY
About Veterinarians in Western Canada

Help put a spotlight on the importance of veterinary medicine in the establishment of Western Canada! We want to share this wonderful story by building a vintage veterinary exhibit in Calgary at Heritage Park Historical Village.

FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far **\$115,673.00**

Fundraising goal **\$225,000.00**

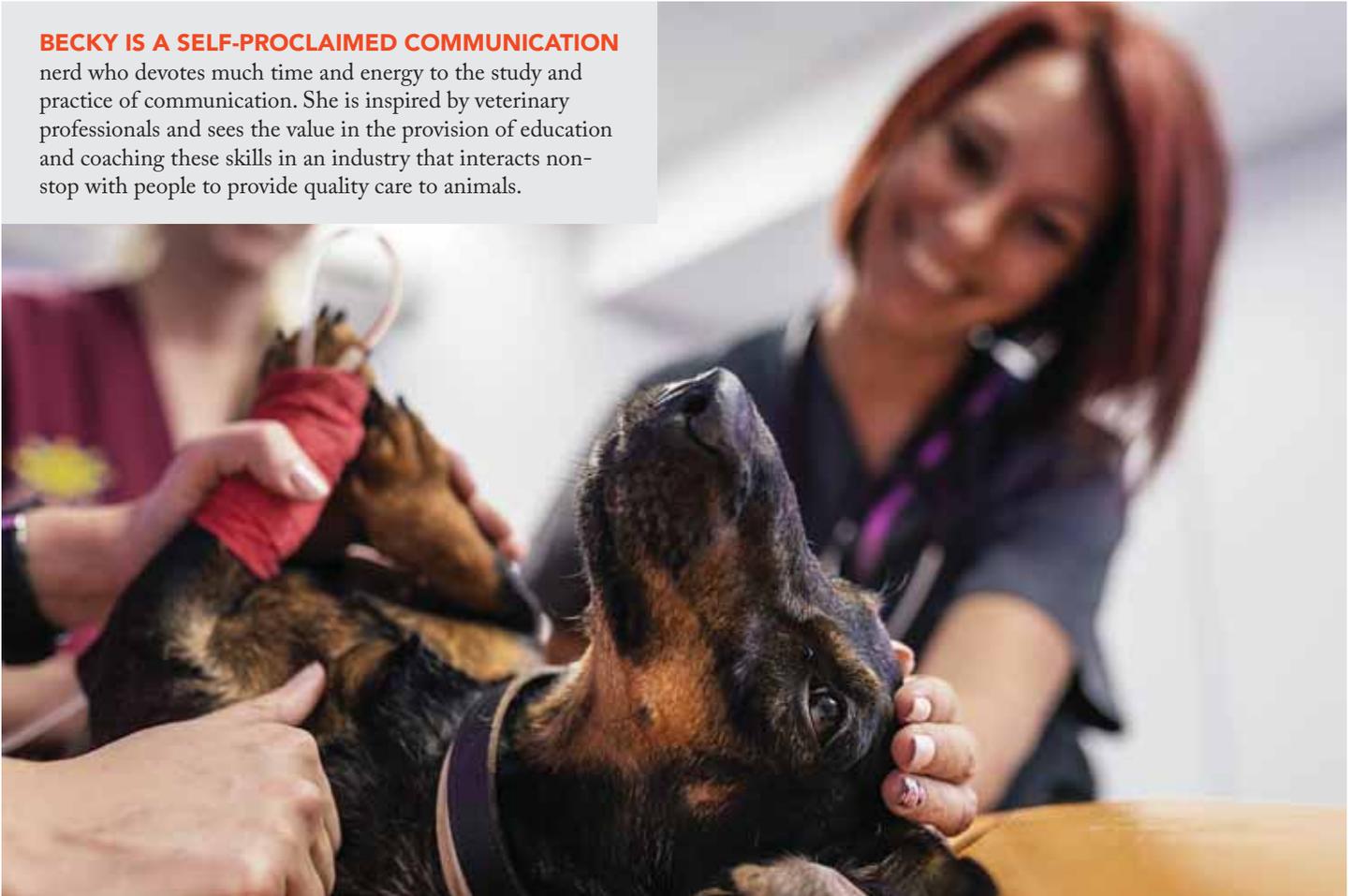
DONATE TODAY AT: www.vintageveterinaryexhibit.ca

Veterinary Technologists: A Hidden Treasure in Veterinary Practice, Part 1

Becky Taylor, RVT, MA

BECKY IS A SELF-PROCLAIMED COMMUNICATION

nerd who devotes much time and energy to the study and practice of communication. She is inspired by veterinary professionals and sees the value in the provision of education and coaching these skills in an industry that interacts non-stop with people to provide quality care to animals.



IT IS NO SECRET THAT VETERINARY TECHNOLOGISTS ARE

a valuable asset to any veterinary team; their skills, their passion for animal care, their hard work ethic, their technical abilities and their problem-solving skills are all highly desirable traits. Are practices leveraging this skill set and attributes in the most effective way? How do we elevate the role of technologists in practice? Increase profitability? Retain staff? Utilize the strength areas of RVTs?

It's simple: be strategic about hiring, monitor and encourage best performance, promote continuing education and empower. This article will summarize the many roles that veterinary technologists can and do have in veterinary practice, and will explore and discuss best practices for leveraging staff in a positive and rewarding way.

1. BE STRATEGIC ABOUT HIRING.

Have a well thought out plan. Before you go straight to booking interviews, ask yourself some questions first. Talk with current staff:

What kind of team member are they looking for? What skills or attributes are currently absent from the team? What are the three things that are most important to you about your employees? How will you articulate the practice's core values and vision? Critically think about your current team, think about your future goals and have a picture in your mind of who will contribute to your provision of service and practice culture. Then build your job ad to reflect that. Differentiate between skills (things people can demonstrate) and attributes (how people behave) when crafting your catchy employment listing.

Then, select your interview questions for the applicants and choose a hiring committee from your current staff.

During the interview, use open-ended questions that don't allow for "this is what I would do in this situation." Open-ended questions allow for the "story" to be told and gives insight into who the person is and how they behave.

For example: What could you teach us? Tell me about a time in

your life when you actually failed at something. Describe for me your worst day of work at a veterinary hospital (or at school); what would it look like to you? How do you anticipate spending the first 100 days of your time in this practice?

Interviews are a subjective activity and rely much on how interviewers “feel” about each candidate. Having your criteria ahead of time, thoughtfully prepared, can provide some objectivity to an otherwise very subjective interaction. Start your selection process by reviewing applications/resumes and select for interviews based on your needed skills and attributes. Conduct formal, sit-down interviews first, shortlist for working interviews and then host the applicants for a half- or full-day working interview. Have a plan for their working interview: who will they work with, what tasks will you ask them to do, what skills can you have them demonstrate and be sure to have a wrap up conversation with them at the end of their time with you. Be sure to follow up with an offer of employment or a thank you for their time.

Know the code! Be familiar with Employment Standards in Alberta, and be sure to adhere to them.

2. MONITOR AND ENCOURAGE BEST PERFORMANCE.

This must begin with a probation period for new employees that includes a training plan, regular meetings and feedback to the new employee and from the new employee. For successful integration into any team, there needs to be a plan for each week or month (or some set time parameter) that outlines training goals for the new employee. This allows for progressive integration into the team and into the workflow of the practice. This training plan can be developed from existing job descriptions and/or tasks lists for the position or role(s). Assign one or two people to work closely with the new employee and schedule time each week for that person and their mentor to chat privately with the employee to discuss areas of strength and

areas of higher training needs. A more formal assessment should be completed a month before the end of the probation period that gives the new employee and the current team an idea if they are going to be successful in their probation period. If they are not a good fit, for whatever reason, their employment should be terminated before the end of the probation.

For current employees, performance is an ongoing effort, not a one-and-done event or awkward yearly conversation. Employees, like RVTs, should have the opportunity and resources (budget of money and time) to be able to develop themselves professionally and personally. This isn't just limited to attending large conferences, but can include community education opportunities, online learning and enhancement of skills in a variety of areas. There is no limit to learning in the veterinary profession. Performance management includes identifying areas of interest or strengths, investigating continuing education opportunities, setting learning goals, applying the learning, measuring performance and then reporting back. This is encouraged and supported by the employer, the team and each person. When each person drives their own path to growth, it will have a higher degree of success and professional fulfillment. Professional development must be prevalent in the culture of each practice. Meaning that there is a willingness and desire to grow and learn and then be in an environment to share, to apply and to celebrate successes and failures as both of those outcomes support learning.

In part two of this article in the next issue, we will explore ways you can empower your RVTs in practice.



Annual Program Update (March 1, 2019 – Feb. 29, 2020)

ABVMA MEMBER WELLNESS IS SUPPORTED THROUGH TWO DISTINCT PROGRAMS:

1. Member Assistance Program – offered through Homewood Health
2. Member Wellness Program – offers members that qualify access to recovery treatment due to incapacitation from addictions through interest free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office.

For more information on the member wellness program contact darrell.dalton@abvma.ca.

Utilization Summary

4.04%

Service utilization

152.67

Total new cases

3,781

Members covered (weighted)

6 cases, 3.9%

Life Smart Coaching

141 cases, 92.4%

Counselling services

162.67

Active cases in period

5.67 cases, 3.7%

Online services

Member Demographics



Veterinarians:
78 cases, 53.1%

Technologists:
65 cases, 44.2%

HR:
4 cases, 2.7%

Gender



93.9%

Female

138 cases



6.1%

Male

9 cases

Relationship



ABVMA member

143 cases



Member spouse

2 cases



Member dependent

2 cases

Age Group

20 and under

1.4%
2 cases

21-30

34%
50 cases

31-40

40.1%
59 cases

41-50

12.9%
19 cases

51-60

6.1%
9 cases

61 and over

4.8%
7 cases

Not specified

0.7%
1 case



Counselling

0.7%

Addiction:
1 case

2.2%

Crisis/trauma:
3 cases

4.4%

Family:
6 cases

1.5%

Health:
2 cases

14%

**Marital/
relationship:**
19 cases

69.1%

Psychological: 94
cases

8.1%

Work:
11 cases

Counselling Method

54.6%



Face-to-face

77 cases

10.6%



Phone

15 cases

34.8%



Web

49 cases



Online Courses



Foundations of Effective Parenting: **0.33 cases, 5.9%**



Resolving Conflict in Intimate Relationships: **1.67 cases, 29.4%**



Respect in the Workplace: **0.33 cases, 5.9%**

Years of Service

19%

Less than 5 yrs: **28 cases**

12.9%

5-less than 10 yrs: **19 cases**

11.6%

10 to less than 15 yrs: **17 cases**

4.8%

15-less than 20 yrs: **7 cases**

3.4%

20-less than 25 yrs: **5 cases**

5.4%

Over 25 yrs: **8 cases**

42.9%

Not specified: **63 cases**

Life Smart Services



Career Coaching:
3 cases
50%



Jumpstart
Your Wellness:
3 cases
50%

Service Detail

Counselling: 136 cases, 92.5%



Depression Care: 5 cases, 3.4%



Life Smart Services: 6 cases, 4.1%



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ABVMA Veterinarian of the Year

Dr. Bob Coppock

 Presented by Dr. Margitta Dziwenka


BOB STARTED HIS VETERINARY CAREER BY OBTAINING

his DVM degree from Michigan State University and then began working for Michigan State and Parke-Davis as a clinical pharmacologist. While at Parke-Davis, he worked to develop the two anesthesia drugs that we all know, Telazol and Ketamine.

He then had the opportunity to purchase a practice in his hometown of Hickory Corners, Michigan, and while there, a case in which cattle were poisoned from contaminated feed sparked his interest in toxicology. He completed a residency in toxicology at Oklahoma State University and after an intense 14 months of study, Bob successfully challenged the American Board of Toxicology Certification examination and added the letters “DABT” behind his DVM.

At Oklahoma State, Bob taught veterinary pharmacology and assisted in analytical toxicology and field investigations while completing his master’s degree, which studied the humane use of drugs in euthanasia.

After Oklahoma State, he worked for the FDA Center for Veterinary Medicine where he helped organize the Toxicology Emergency Response Team.

The next adventure saw him moving to the University of Illinois, where he started the Flying Poison Doctors Program. This program allowed a practising veterinarian or government agency to request a field investigation team in cases of suspected animal poisoning. Bob is an instrument rated pilot and would fly the team to the farms for the investigation, which were as far away as Nova Scotia.

Bob was also one of the driving forces behind organizing the database for the Animal Poison Control Center. During his time at the University of Illinois, he also completed his PhD in Toxicology.

He then became Board Certified in Veterinary Toxicology.

Bob eventually made his way to Alberta and was head of Clinical Investigations, later called Toxicology, at the Alberta Environment Centre, which later became the Alberta Research Council in Vegreville. There his research focused on the effects of oil and gas field substances on cattle and he is well recognized for his expertise and scientific contributions in this area.

Bob has authored and co-authored over 200 scientific publications and has authored more than 40 book chapters in textbooks on veterinary toxicology and nutraceuticals. He served on the Board of Scientific Reviewers for the American Journal of Veterinary Research and has contributed to many more scientific journals.

Bob has volunteered on both legislated and non-legislated ABVMA committees for at least 15 years, including the Food Animal Advisory Committee, the Animal Welfare Advisory Committee and the Complaint Review Committee. He received his ABVMA 35-year recognition award in 2019 and is also a member of the Canadian Veterinary Reserve.

As you can see, Bob has made a wide variety of contributions to veterinary medicine that may not be what people think of as “traditional,” but they have definitely been substantial.

Bob now has a consulting practice where he is kept busy with legal proceedings in cases of animal poisonings from all around the world, writing book chapters and publishing articles as well as taking time to be with his wife, children and grandchildren and now his honeybees!

Congratulations, Bob, on receiving the Veterinarian of the Year award.

ABVMA Young Veterinarian of the Year Award

Dr. Kathleen Long Presented by Dr. Darko Mitevski



DR. KATHLEEN LONG GREW UP IN FAIRVIEW, AB. SHE

earned a B.Sc. in agriculture, with distinction, at the University of Alberta and participation in this well-recognized program ignited her interest for poultry medicine, a specialty that is rarely chosen among veterinarians. This passion for poultry medicine continued during her years in veterinary school at the WCVM. She received numerous awards and scholarships in her university years, attesting to her academic excellence and commitment to poultry and veterinary sciences. She completed practicum rotations with agricultural ministries in Alberta and British Columbia, several veterinary practices, and Universities in Georgia and North Carolina.

She joined Maple Leaf Foods upon graduation in 2013, accepting a position in Ontario. She drove across the country in her truck, pulling a trailer with her horse behind her. She provided technical services and direction of poultry health and quality assurance programs including vaccination programs, laboratory operations, ISO, HACPP and food safety protocols. Her expertise was instrumental in the development and execution of specialized programs such as Animal Welfare, Raised Without Antibiotics, pathogen controls and FAD response. In 2017, Kathleen moved to the Director role, and a new veterinarian was hired in Ontario

supporting her return to Alberta. Her expertise in the area of animal care led to her promotion in 2019 as VP of Animal Care. In her “abundant” spare time, she completed an online program and acquired the master’s degree in avian and health medicine from the University of Georgia.

Dr. Kathleen Long is intelligent, dedicated, soft-spoken and kind. But make no mistake, she has also shown remarkable strength when facing difficult situations, such as when a Mercy for Animals employee made his way onto a hatchery or when a decision about a Salmonella outbreak had to be made.

In addition to her impressive CV, Dr. Long is compassionate, personable and an excellent co-worker. Darko first met Kathleen when she spent two summers working at Poultry Health Services. While still a student and growing her feathers, she made significant contributions to both laboratory and consulting work and the entire PHS staff felt her positive energy.

She has accomplished a great deal in her early career, and Dr. Mitevski feels certain that she will continue to make a profound impact on veterinary medicine in our province.

It is a distinct honour and pleasure to present this award to Dr. Long.

ABVMA Veterinary Technologist of the Year

Angela Lock, RVT Presented by Drs. Anita and Craig Hellquist



ANGIE GREW UP NEAR DRYDEN, ON, AND CAME WEST TO obtain her Animal Health Technologist Diploma at Lakeland College in Vermilion, AB. St. Paul Veterinary Clinic has had the pleasure of working with her since her graduation in 2006.

Angie is a true colleague in the profession and exemplifies the qualities necessary to succeed as a RVT. She naturally brings out the best in the people around her, which results in conscientious care to patients and exceptional customer service to clients.

As a registered veterinary technologist, Angie's skills are beyond competent. The extra effort to do things well is obvious, whether it be placing an intravenous catheter into a small shocky patient, monitoring a high-risk anesthetic case, obtaining a blood sample from an obese pug or handling bulls in a confident manner. She is an astute observer and can detect subtle abnormalities on her clinical exams or changes during her anesthetic monitoring.

Along with her exceptional technical skills, Angie is a natural people person, which shines through when dealing with clients. Clients recognize and appreciate her genuine desire to provide a satisfactory outcome for any interaction she may have with patient and client. She recognizes that we are in a customer service profession and strives to accommodate any requests or concerns expressed by clients rather than having them leave disappointed. If necessary, she will search out possible options if none is readily apparent. She commonly gives her cell phone number to clients to provide reassurance they can contact her with any questions or concerns.

Our clinic prides itself in providing a welcoming environment of mentorship to a range of young people. Angie administers the

high school work experience students at our clinic, which involves at least 1-2 students each term. Seven of these students have gone on to become a veterinarian or are presently attending veterinary school. As well, many of our high school students have gone on to become animal health technologists (AHTs) or VMAs. Angie goes above and beyond to provide a positive experience for all kids that spend time with us. All AHT practicum and veterinary students are exposed to things such as doing IVs, clinical exams, anesthetic monitoring, radiographs, patient care and customer service during their time with Angie. These skills, and many more, are taught in a positive environment that instills confidence and a desire to continue learning, with a deep appreciation for the profession.

We believe that success is defined not only by the direct work in our profession, but also by the positive influence you have in your community and the image of our profession. Angie demonstrates this by balancing her demanding role as a mother while being actively involved in many things in our community outside work. She is definitely a familiar face in our community, organizing sports such as adult volleyball, women's hockey and mixed slo-pitch, and acting as treasurer to the Barracuda Swim Club. She routinely gives school tours through the clinic, occasionally goes to kids's groups and has taught pet first aid. For the past three years, Angie has been a member of the AHT advisory committee for the Lakeland College and provides sound advice from an experienced technologist.

We are so proud of Angie for receiving this well-deserved award from the Alberta Veterinary Medical Association, and it is an honour for all of us at the St. Paul Veterinary Clinic to work with such an outstanding colleague.

ABVMA Communications Award

Dr. Marie Holowaychuk Presented by Dr. Kathleen Keil



IT IS A GREAT HONOUR TO PRESENT THE 2019 ABVMA Communications Award to Dr. Marie Holowaychuk.

Marie is passionate about fostering wellness in the veterinary team. Her monthly blog, quarterly newsletter, monthly webinars and wellness retreats enhance the profession's public image by increasing visibility on efforts for wellness. She values effective client and colleague communication, has a vested interest in training and mentoring emergency and critical care veterinarians and RVTs and leads a mentorship program for VCA Canada. She works hard to communicate her knowledge of transfusion medicine as a co-editor of the textbook, *Manual of Veterinary Transfusion Medicine and Blood Banking*. Marie's dedication to our profession is evident in her willingness to teach and share her knowledge on wellness and emergency medicine.

Congratulations, Marie, on this well-deserved award.

ABVMA Outstanding Mentor – Individual Award

Dr. Fiona Goulding Presented by Dr. Erin Denny



FIONA IS AN INCREDIBLE PRACTITIONER AND MENTOR.

She mentors with an incredible balance of consultation and support, but also challenge. No matter how busy the day was, Fiona always made time to consult with Erin on cases. She was happy to be a second set of eyes on any radiographs or any complicated lab results. She never made Erin feel like she was an obligation. Fiona challenged Erin to find her own personal style as a veterinarian. Fiona reminded Erin that Erin was knowledgeable and offered a different perspective as a new graduate. Fiona consistently made Erin feel as though Erin added value to the practice as she developed confidence in her new role.

Fiona's mentorship did not just encompass medicine, it also stretched to the emotional challenges of being a veterinarian. She was not the type to sit Erin down and tell her she was doing a good job, instead she would let Erin overhear a conversation to her husband where Fiona gushed about how proud she was of her affectionately termed "baby vet." Whenever Erin had a case go sideways and was feeling incompetent, Fiona would share a story of her early years that was always worse. More importantly, she reminded Erin to maintain her identity outside of her role as a veterinarian. Fiona led by example, making sure to always make time to go to the gym, to have a drink (or several) with friends and never take herself too seriously.

They always say the first year in practice is the hardest, but Fiona made sure Erin waltzed through with grace, picking up important skills and knowledge along the way. Erin will be forever grateful to the mentorship and friendship Fiona shared with her. Erin feels she is a better veterinarian with a high standard of patient care and a strong understanding of herself as a veterinarian thanks to the foundation provided under Fiona's mentorship.

To the Editor,

IN THIS DAY AND AGE, VETERINARY PROFESSIONALS SEEM

to be waging a constant battle against misinformation. Though it can be a frustrating and daunting task, it is nonetheless crucial for the well-being of our patients and their owners that we do our best to quell misinformation where we find it, and be careful to not spread it ourselves. As such, I would like to address a particularly problematic myth that we face on a regular basis. I am a small and exotic animal veterinarian and have been working in private practice in Sherwood Park, AB, for almost 13 years. My great passion in life is exotic animal medicine, particularly exotic companion mammal medicine, and reptile and amphibian medicine. I have spent hundreds of hours in continuing education for exotic animal medicine, as well as many hours reading journals and related articles. I am also the current Vice President of the Association of Exotic Mammal Veterinarians (AEMV).

One of the most persistent, widespread and frustrating myths we face as exotic animal medicine practitioners is the purported “fact” that the rate of anesthetic death in clinically healthy rabbits undergoing routine surgery, including elective sterilization, is “50:50.” This myth is widespread — an informal poll of AEMV members in our Facebook forum showed that most of us have had owners present us with this “fact” and had to deal with the consequences of their resulting fear. This myth is made more pernicious when repeated by veterinarians. Belief in this myth has led to harm in many of our patients over the years, so I feel compelled to bring it to scrutiny among our colleagues.

Uterine disorders are a common health issue in intact female rabbits, with uterine adenocarcinoma and endometrial hyperplasia being the most common.^{1,2,3} Uterine adenocarcinoma affects 60-80 per cent of does over the age of three to six years.^{4,5,6} Because rabbits are a prey species and hide signs of illness, those who have developed uterine adenocarcinoma are often not diagnosed until late stages of disease, when they may be suffering from complications such as rupture of the uteri, severe anemia, adhesions to adjacent visera, and local and distant metastasis¹ (i.e. poor surgical candidates). It is thus extremely important that pet rabbits are spayed when they are young and otherwise healthy, in order to essentially eliminate this risk and prolong their lives. We have many spayed and neutered rabbits in our practice that have lived well into their teen years.

According to the 2008 paper by Brodbelt et al “Overall risks of anaesthetic and sedation-related death in dogs were 0.17% (1 in 601,

95% CI 0.14–0.19%), in cats 0.24% (1 in 419, 95% CI 0.20–0.27%) and in rabbits 1.39% (1 in 72, 95% CI 1.14–1.64%) within 48 hours of the procedure. In healthy dogs, cats and rabbits, the risks were estimated to be 0.05% (1 in 1849, 95% CI 0.04–0.07%), 0.11%, (1 in 895, 95% CI 0.09–0.14%) and 0.73% (1 in 137, 95% CI 0.54–0.93%), respectively. In sick dogs, cats and rabbits, the risks were 1.33%, (1 in 75, 95% CI 1.07–1.60%), 1.40% (1 in 71, 95% CI 1.12–1.68%) and 7.37% (1 in 14, 95% CI 5.20–9.54%), respectively.”⁷ While the risk of anesthetic death in rabbits is definitely higher than in cats or dogs, this is still a far cry from the commonly quoted risk of “50:50” often shared by clients (who, unfortunately, have often heard this from veterinarians).

There are several negative consequences that arise from improper quoting of anesthetic risk. The first is that owners are frightened by artificially inflated risk estimates and choose not to have their rabbits spayed. This leads to more pet rabbits dying of uterine cancer, which could potentially have been avoided if the owners had been provided with a more realistic risk assessment. The second is that veterinarians who actually do experience a higher than normal rate of anesthetic deaths (possibly due to inappropriate technique, improper anesthetic protocol, prolonged surgeries, inadequate monitoring, etc.) may not realize that their death rate is unacceptable, and so continue to perform surgeries on rabbits when they should be referring them or taking appropriate training to improve their skills. Finally, it erodes client confidence in our profession — who do you trust when one veterinarian quotes a risk level 50 times higher than another? How do you know who is telling the truth? What other discrepancies might be uncovered?

The purpose of this letter is to ask my fellow veterinary professionals to be mindful of how we quote risks of anesthetic/surgical death in rabbits. Please refer to the evidence-based data, and together we can prevent this myth from enduring any longer. Failing to do so can lead to significant harm and distress to both rabbits and their caretakers.

Teresa Bousquet, DVM

Park Veterinary Centre

Sherwood Park, AB

Feb. 18, 2020

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Dr. Dalton,

TO ECHO THE MESSAGE OF THE PAST PRESIDENT DR. LISA

Lomsnes in the January/February issue of the *ABVMA Members' Magazine*, the veterinary medical profession is facing many obstacles and concerns in these tough economic times in Alberta. These concerns are especially shared by the veterinary students in this province. The ABVMA believes that the previous Alberta government "attacked" the veterinary profession. Despite the economic ramifications of the COVID-19 pandemic for students, the current government is forging ahead with cutting post-secondary funding, eliminating education tax credits and cutting the Veterinary Student Work Program. Veterinary students in this province are feeling attacked as well, and we are calling on the ABVMA for their support.

The current government's post-secondary funding cuts are contributing to the erosion of a publicly subsidized veterinary education in Canada and are causing increases in tuition at a rate well above inflation. To provide some perspective, a Western College of Veterinary Medicine student in 1990 paid \$3,540 (adjusted for inflation) per year in tuition and fees. This year, University of Calgary Veterinary Medicine (UCVM) students paid \$10,864. The reality is that students are going to be paying more in tuition next year, about \$500 more, and there will be further increases for at least the next two years after that in addition to increases in mandatory non-instructional fees. This is making veterinary education less affordable and less accessible for students of lower socioeconomic status in this province. If the ABVMA wants to see increased numbers of new veterinary graduates with a diversity of background matching that seen in this province's population, then rising tuition costs should be of utmost importance for them to address.

For the average veterinarian in this province this may not sound like much money, and they may ask, "what is an extra \$500 per year if it means that you will one day be a member of one of the world's greatest professions and live to have a fulfilling career?" From my personal experience, one that many of my fellow students would corroborate, when living off student loans and lines of credit every extra dollar matters because one day that extra dollar is going to be two more dollars that you will have to pay back. Veterinary students should not have to be beholden to debt for years, if not decades, after graduating.

Some veterinarians reading this may say, "well, get a job then." Personally, I do have a part-time job while in school and I work during the summers, as do many other UCVM students. I am also fortunate to be gaining relevant work experience in a veterinary practice, but this is not the case for most veterinary students because there are so few jobs and the wages are too low. Getting paid minimum wage to work as a veterinary assistant to gain relevant job experience does not generate near enough income to pay the bills, pay down student loans or save for the future.

Furthermore, the current government has cut the Veterinary Summer Student Work Experience Program. This important program provided subsidies to veterinary clinics to hire students at a rate above minimum wage for the summer. Without this program, fewer practices are hiring. All these factors combined have made it very difficult to gain veterinary work experience while also generating enough income to pay for school and living expenses.

The current government's strategy of attempting to balance the provincial budget on the backs of students is reprehensible. Increased student debt is only going to make entering the veterinary profession more difficult and delay key milestones such as buying into or purchasing one's own practice. Lack of job prospects and meaningful income opportunities from within the profession for veterinary students while in school means delayed skill acquisition and less prepared veterinary graduates.

It is the job of the ABVMA to represent all its members. Veterinary students are members. On behalf of UCVM students, I am calling on the ABVMA to take immediate action to address the current challenges that the students of our profession are facing in this province. This can include 1) a more vocal opposition to the erosion of a publicly subsidized veterinary education in Alberta, 2) greater consultation with current veterinary students on the issues and challenges they face, and 3) developing a strategy to encourage veterinary student employment placements in this province with appropriate compensation. The time to act is now.

Douglas Doyle-Baker, UCVM

Class of 2022 Faculty of Veterinary Medicine

Student's Union Representative

March 18, 2020



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



David Neil, DVM

July 23, 1935 – Feb. 8, 2020

The world has lost a renaissance man and an inspirational leader. It is with deep sorrow and love that we mourn the slipping away of David Henry Neil of Edensmere, on Feb. 8, 2020. He will be deeply missed by his five children, five grandchildren and his wife Lynda, whose life with David never ceased being filled with enchantment and the deepest of love, am byth.

He touched the lives of his family and friends with his gentle nature, empathy, guidance, humour and his passion for truth and justice. "May the life he lived, unfold in spirit."



Andrew (Drew) Gerardus Van Niekerk, DVM

Feb. 22, 1966 – Feb. 10, 2020

Drew Van Niekerk, dearly loved husband of Susan and cherished father to Finn, died peacefully surrounded by family on Feb. 10, 2020. Sadly, cancer has stolen another incredible individual.

Drew was born Feb. 22, 1966, in Winnipeg, MB, and was predeceased by his mother Ida (Robitaille) and father Gerry Van Niekerk. He is survived by Gidgi Van Niekerk, sister Kim (Rich Poitras) and sister Renee (Sean O'Connell), niece Katie and nephews Steven, Jesse, Zak and Colin, aunts, uncles and many cousins. Drew also leaves behind his mother and father in law Shirley and John Humble, brother in law David (Liza Kemkaran), niece Shae and nephew Caden.

Drew graduated from the Faculty of Agriculture at the University of Manitoba in 1988 and went on to receive his Doctorate from the Western College of Veterinary Medicine in Saskatoon in 1992. That summer he moved to Calgary to join his fiancée Susan who was completing her master's degree at the University of Calgary. He later went on to become a partner with Associated Veterinary Clinics, practicing out of the Calgary North Veterinary Hospital. Drew started as an Emergency Veterinarian, later pursuing his interest in diagnostic medicine through ultrasound and endoscopy work. He was the veterinarian who would get on the floor with your dog or cat in the exam room if it meant making your pet feel more comfortable. Drew was a mentor to many and loved to teach. He sat on the Board of Directors of the Calgary Humane Society for 22 years and helped to make our community a better place for our pets.

Drew and Sue were married for 26 years, adopting many pets, enjoyed camping, traveling and kayaking on the West Coast. They purchased property on Gabriola Island and built a home on the Island to share with family and friends.

Drew had an intense love of soccer and played competitively as a goalkeeper for Gino's Drillers during his time in Calgary. He also loved softball, playing in a beer league prior to coaching Finn in baseball. His love of hockey and teaching showed up on the rink coaching Finn from Timbits through to Midget with the McKnight Hockey Association.

Drew fought cancer head on with incredible strength and courage. His loss is unimaginable. Special thanks to Dr. Marc Webster and Dr. Desiree Hao of the Tom Baker Cancer Centre and Dr. Alison Murray of the Palliative Care Unit of the Foothills Hospital along with many memorable nursing and administrative personnel.

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 Radiation Quality Control Program is a requirement for Service Category 8: Diagnostic imaging, page 62 of the ABVMA PIPS Bylaw. In the province of Alberta, all diagnostic and therapeutic X-ray equipment, particle accelerators and Class 3B and 4 lasers are governed by the Radiation Protection Act and Regulation. On July 1, 1997, the Alberta Veterinary Medical Association (ABVMA) was designated as an Authorized Radiation Health Administrative Organization reporting to the Ministry of Labour and Immigration.

The obligations of the owner of a veterinary X-ray unit include:

- registration of all equipment
- development of a Code of Practice for employees
- ensuring the installation and operation of equipment and facilities comply with required standards
- documentation and implementation of a Quality Control Program for all equipment in use

- appointment of a qualified individual as Radiation Quality Control Officer for each Veterinary Practice Entity (VPE)
- appointment of a qualified individual as Laser Safety Officer if lasers are in use

The ABVMA Radiation Protection Program Manual (Member Portal > Practice Resources > Radiation Program) provides details on these obligations. Page 19 lists the required components and frequency of testing for a quality assurance program. Page 20 lists the required tests for digital radiographic equipment. Page 36 is a sample Repeat Analysis Form. Each practice must have a radiation quality control officer who must be a veterinarian or veterinary technologist.

When the PIPS Bylaw was updated in 2019, the following updates (shown in bold) were made:

- Radiation emitting imaging equipment is inspected and certified by an Authorized Radiation Protection Agency (ARPA). **The ABVMA certificate of registration for each radiation unit is available to the PIPS inspector.**
- Radiation emitting imaging equipment is registered with the

ABVMA Radiation Protection Program. Annual Confirmation of Registration is in place. **The annual ABVMA Certificate of Compliance – Radiation Protection Program is posted in the practice.**

- A hard copy or computerized radiographic log for all radiographs (including dental radiographs) is maintained. The radiographic log includes the following:
 - a. Owner/patient identification
 - b. Exposure technique information (kVp, mAs, MA) **(not required for automated digital systems)**
 - c. Body part thickness (where applicable) **(not required for automated digital systems)**
 - d. Number of exposures, **diagnostic and non-diagnostic**
 - e. **Names of individual(s) who took the exposure and/or restrained**
- All diagnostic images are permanently labeled with the date as well as the VPE name, either patient file number or patient identification, and **survey view marker.**



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

Dean, University of Calgary –
Faculty of Veterinary Medicine

I AM EXTREMELY PROUD OF THE

way our faculty, students, and staff have faced the changes and challenges related to the COVID-19 pandemic. And I am grateful for the support they've shown to each other in this crisis.

The rapidly changing situation in these unprecedented times has disrupted the normal operations of our faculty. It's also significantly affected our day-to-day lives and those of friends and family. And yet, everyone in our UCVm community has stepped up in meet the challenges we face.

On March 21, the university issued a directive for faculty, staff, and students to work and learn from home.

Faculty and staff quickly forged plans to make changes allowing the online delivery of teaching programs, reworking examination methodologies and working remotely. The efforts from the Office of Associate Dean, Academic have been very much appreciated by our students. In a Zoom meeting (the new alternative to face-to-face gatherings) with our student leaders, DVM students,

graduate students, and post-doctoral fellows, they clearly expressed their appreciation for the huge effort that our staff and teachers have made to ensure continuity of their education.

A Remote Teaching Support Group (RTSG) was formed to provide support to all instructors with the additional tasks related to teaching online and online examinations. The RTSG was formed from the faculty assistants and other staff, with an RTSG member assigned to each instructor currently involved in teaching a course. The University of Calgary has created a nuanced approach for the final grading in which all students will write the examinations via Zoom but will have a week after grades are posted to decide whether they would like the grade or simply completion indicated on their transcripts.

After thoughtful consideration, we shut down all fourth-year clinical rotations. This decision was reached in order to ensure the health and safety of our students and DVLC partners, and in consultation with teachers. This was understandably of great concern to students losing nearly six weeks of clinical training. But we have been able to put in place alternatives so it will not impact the requirements set by Council on Education. I would also like to take this opportunity to sincerely thank the teachers and staff in the DVLC for their important role in the education of future veterinarians and their ongoing support of our program.

Our DVM Program Office has done an incredible job in working to mitigate the situation so that the fourth-year program will function for the class slated to begin rotations in May. This is a complex problem involving public health officials, the University of Calgary, the members of our DVLC and our students.

The MMIs, as part of the selection of UCVm's Class of 2024, had to be postponed because of the restrictions on the gathering of more than 50 people. The Admissions Office is working on alternatives

should they be needed as the pandemic restrictions continue.

Face-to-face graduate student classes were also suspended. Course instructors use Zoom or similar online technologies for teaching graduate classes. All planned Field of Study and thesis defenses have been conducted remotely.

While the directive to work from home has had major repercussions on our entire faculty, it has particular impact on our research programs. UCVm's Research Office has worked with researchers to compile a list of critical research projects/ personnel which was sent to senior university leadership. Among these are several COVID-19-related research projects.

The Office of the Vice President, Research, has been coordinating institutional contributions in response to requests from external agencies for COVID-19 supplies, including reagents and personal protective equipment. Our Associate Dean, Clinical Programs, has been coordinating our inventory of items that can be provided to Alberta Health Services.

As part of UCalgary's community outreach response to COVID-19, Dr. Sylvia Checkley and Dr. Mike Scott are leading UCVm's efforts to find opportunities to engage DVM students.

Our Diagnostic Services Unit (DSU) has temporarily closed to routine diagnostic and research cases. However, in order to support our veterinary community during these difficult times, DSU email (dsu@ucalgary.ca) is being monitored during regular business hours. In addition, phone consultations to direct sampling and testing for those veterinarians performing field post-mortems is being provided.

While it continues to be a time of stress and great change, I have been heartened by the efforts of everyone to work together and support each other.

I HOPE EVERYONE IS KEEPING

healthy during these challenging times for people worldwide facing COVID-19. Here's a brief update about the Western College of Veterinary Medicine's (WCVM) response to the global pandemic in terms of our clinical services, education and research programs.

As of March 24, the University of Saskatchewan (USask) campus is closed to anyone but essential personnel. Three WCVM-based services are exceptions: the Veterinary Medical Centre (VMC), the Animal Care Unit (where teaching and research animals are housed and cared for) and Prairie Diagnostic Services, the provincial veterinary diagnostic laboratory. These facilities are deemed essential because of their focus on providing emergent clinical services, animal care and welfare, and veterinary diagnostics.

Clinical services: The VMC is open for emergencies, urgent care cases and cases already under treatment. We are the only 24-hour and tertiary care facility in Saskatchewan, so we will try to maintain that essential service for animal owners and referring veterinarians while protecting the health and safety of our employees and clients. Our clinical staff is split into three separate shifts with no interaction between teams, and we have extensive procedures in place to protect people's safety.

DVM program: Most veterinary students have returned to their home communities. Fourth-year veterinary students transferred from clinical rotations in the VMC to external clinical experiences. For some required core rotations and objective structured clinical examinations (OSCEs), WCVM faculty have developed remote alternatives that became available to the students on March 30. All members of the Class of 2020 should be able to graduate on time.

Veterinary students (years 1 to 3) are all completing their courses and exams remotely. Students in certain years must complete some OSCEs and clinical labs before classes start in the fall term, so the WCVM's academic team is working on possible options for different scenarios. All students should be able to complete their requirements and advance to the next year of the program by the time fall term

begins. If it's necessary to limit activities beyond August because of pandemic-related restrictions, the college will readjust plans.

While we are making major changes to continue delivering the DVM program, we are ensuring that the program's integrity and quality remain. The WCVM is adhering to the temporary policies and procedures that were developed by the American Veterinary Medical Association's Council on Education (COE) in response to the COVID-19 pandemic.

The WCVM's admissions team is working on alternatives to manage interviewing prospective students for fall 2020 entry in the DVM program.

Research: USask is allowing research teams with projects involving animals that are well underway to continue or to finalize data collection as soon as possible, but no new projects can begin. Exceptions are COVID-19 research (based in the Vaccine and Infectious Disease Organization-International Vaccine Centre or VIDO-InterVac), field research in which the animals are not housed in on-campus facilities, or research involving animals that are also used for agricultural production purposes. Ongoing animal research studies continue to be supported by the Animal Care Unit. However, the university is urging researchers to conclude projects and rely on existing data, if possible.

Most graduate students are working remotely. USask is still considering options for allowing undergraduate students to participate in a summer research experience.

We are so appreciative of our faculty, staff and students who have all stepped up to help their colleagues and their college get through this challenge. Our people have been amazing, innovative and ready to pitch in wherever they can. During this crisis, their extraordinary qualities are certainly shining through.



Douglas Freeman, DVM, PhD

Dean, Western College of Veterinary Medicine

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



Erika Duperreault

WCVM Class of 2021
ABVMA Student Representative
2019/2020

MY LAST UPDATE FOCUSED ON

the 2020 SCVMA Symposium, which was a very successful event hosted at the WCVM in the third week of January. Since then, lots has happened at the WCVM. On January 21, members of the ABVMA Council travelled to Saskatoon and hosted the annual ABVMA Student Member Dinner at the University Club on campus. This dinner is a great way for Alberta students to meet members of Council, talk to them about future career aspirations, and ask questions about the structure and function of the ABVMA. It is also very generous for the ABVMA to provide a delicious meal for the attending students. This is greatly appreciated and we thank you for coming to meet with us.

The last weekend of February was the third CatSnip of the year put on by the WCVM, Saskatchewan Polytechnic, and SCAT Street Cat Rescue. CatSnip is a low-cost spay and neuter program for owners with financial limitations. As always, it was a busy and very rewarding weekend for all students and faculty involved. The last weekend in February was also the ABVMA Leadership Weekend at the Delta Hotel in Edmonton. The Junior ABVMA Representative, Breanna Patton of WCVM's Class of 2022, and I attended the event. It was an interesting weekend of engaging speakers, discussion and meeting members of Council and the ABVMA community. Breanna and I are fortunate to be invited to this event, including the Annual General Meeting (AGM), as not many students have this opportunity with their provincial regulatory body. Thank you to the ABVMA Council and membership for allowing us to be a part of this event and preparing us for being active members of the ABVMA community.

March is Mental Health month at the WCVM, which includes a variety of mental health initiatives to promote balance and mental resiliency within the student body. One of the initiatives includes "Profs and Pets," which is a schedule where instructors bring their pets (dogs, cats, snakes and more) to the college for students to visit throughout the school day. Other activities include exercise classes (spin, barre and

jiu-jitsu), game nights, dog/cat yoga and more. March 7 was Equine Education Day at the WCVM, where equine enthusiasts of the public are invited to the college for a day of learning about horse health including hoof care, nutrition and common equine medical issues. March also had two student seminars put on by the Saskatchewan Veterinary Medical Association (SVMA) to inform students of the expectations for student members of the SVMA and to build a relationship between students and the association, independent of the veterinary college.

In the middle of March, much of the activity at the WCVM (and beyond) was drastically changed due to the COVID-19 pandemic. As I am writing this, it is the third week in March and so far things have been very different for everyone at the WCVM. After the dramatic increase in severity of the COVID-19 situation, the University of Saskatchewan decided to follow the steps of universities in other provinces and cancel on-campus classes. This meant that all classes, exams, labs, etc. from March 16-18 were cancelled across campus, including at the WCVM. Throughout those three days, arrangements were made to move everything (lectures, exams, assignments, etc.) online. WCVM student services, faculty and staff worked diligently during that time, and continue to work to change means of evaluation, provide online learning resources, and update students about academic changes. As students, we are lucky to continue learning online and do our best to remain healthy. As of right now, fourth-year students have modified clinical rotations that include as much of an online component as possible. The Veterinary Medical Centre (VMC) on campus has reduced its caseload and implemented strict measures to reduce transmission. Currently, the fourth-year elective draft has been postponed until further notice due to unknown availability of summer rotations. This is an unprecedented time and has required flexibility and collaboration by all members of the WCVM. I hope to provide more information on how the rest of the semester plays out for WCVM students in my next update. Thank you for reading and I hope everyone stays healthy.



HI EVERYONE, I HOPE YOU ARE

all doing well and staying healthy in these difficult times. Since the last time I wrote an article, student life has changed drastically at UCVM. Due to the COVID-19 outbreak, on March 12 we unknowingly had our last day of classes for the year. For us third-year students, this was our last day of classes ever. As I am writing this, there are currently 301 confirmed COVID-19 cases in Alberta, and we are only just beginning our second week of online (rather than in-person) classes. As we all know, the COVID-19 situation is rapidly evolving on a daily basis, but I will provide you with what updates I do have currently.

Just prior to classes ending on March 12, we had a couple of great student-lead events at UCVM. The Student Emergency and Critical Care Club put on their annual CPR Competition, where students formed teams that consisted of first-, second- and third-year students to save a simulated patient. This year our simulated clients were particularly rowdy, which made the whole event even more entertaining than previous years. We all had tons of fun dressing up and working with our teams to compete for first prize!

A couple of other events we had in recent weeks were our annual Vet Ball and Trade Fair. These usually fall on the same or back-to-back weekends surrounding the fourth-year assessment week so that we can get the whole student body together. Our student Vet Ball Committee did a fabulous job organizing the evening, giving speeches and collecting raffle prizes with the proceeds going to Tails of Help. Some of the prizes included sled dog tours, Calgary Flames tickets, a suite at Century Downs Racetrack and many more. In total, we raised \$2,000 for Tails of Help. The Trade fair was also a very successful evening where students had the chance to network with a number of companies involved in the veterinary industry in Alberta. We were all so glad to have had the chance to attend these events that students worked so hard to organize. That same week, we also had a Thank You to the Animals ceremony at our Clinical Skills

Building, where students shared stories of what our teaching animals mean to them. We would not be able to study veterinary medicine if not for all the animals that have contributed to our learning, and I think the students who planned the event did a fantastic job of demonstrating that.

As for the future of student life at UCVM, we are still uncertain on some aspects of how our education will proceed in the coming weeks and months. The remainder of classes this year will be completed online, mostly through online lectures delivered via Zoom. For fourth-year students, rotations have now come to an early end. As far as we know, clinical and professional skills labs and OSCEs will not continue to go forward in their traditional formats this year. Our current third-year students are scheduled to begin fourth-year rotations on May 4, and we are unsure currently how COVID-19 might impact that.

For now, I hope that everyone is staying healthy both physically and mentally, practicing social distancing and looking out for one another. These are difficult and uncertain times for us all, so make sure to take care of yourselves and be kind to each other. My hope is that by the time this article gets to you, we will have succeeded in flattening the curve and we will soon be able to enjoy the company of friends and loved ones. 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.**

AS I WRITE THIS, THE WORLD IS

full of uncertainty as it struggles to deal with COVID-19. I have chosen to type this message outside, as one thing is for certain, spring is here and summer is coming! I can see brand new calves in the field, the birds are singing and the dogs are eagerly staring at me, hoping I will throw their sticks in an energetic game of fetch. It is a joy to be in nature with so much rebirth taking place.

I am a firm believer that good things always come out of bad. As our association struggles with the difficulties the pandemic has challenged us with, I can proudly say the efforts of many prevailed. It has been a continued goal of the ABVTA to reach out to as many members as possible. In the very early days of the crisis, it was important that the leadership groups provided answers to members' requests for guidance. Two members of the ABVTA Executive joined the ABVMA Executive in an emergency meeting, and within hours a memo was emailed out to all members. This was met with relief knowing that there was a plan in place with many updates to follow. There was acknowledgment of leadership and a sense that we were all in this together. It warmed me to watch our social media connections fill up with conversations. RVTs reached out with supplies, shifts were shared to accommodate RVTs affected by schools and daycares closing and a general concern for fellow team members was felt. The ABVTA remains very concerned about the well-being of the membership and extra resources were contacted to provide support and to encourage self-care to help the membership get through the pandemic.

The past few months have signified the importance of unity, leadership and a strong voice. I am so pleased with how many RVTs participated in the ABVMA Annual General Meeting. The voice of the majority was heard and we remain a strong influence in the deliverance of compassionate, knowledgeable veterinary medicine. Networking proved to be an effective way of discussing the issues thoroughly and a well-informed result was obtained. The Board eagerly awaits future conversations as the results from the 2019 Wage Survey circulate.

It is the goal of the ABVTA to continue to network to ensure informed decisions are made that provide strong messaging and support for the association.

I was fortunate to attend the Donors Recognition Dinner at Lakeland College, the day before social distancing was implemented. I have always said if you could bottle the energy and enthusiasm from a room of new graduates and sell it, you would be a millionaire. Flashback to March 16: these students were starting their practicums, and it was that same day that the ABVMA provided strict messaging to minimize the spread of the Coronavirus. Both post-secondary and primary schools were cancelled and drastic changes were happening daily to the veterinary industry. What a chaotic way to start a career, but remember, the strong will prevail and our new students will have experienced the most drastic measures placed in the veterinary industry as we support all levels of government with disease control. I am really looking forward to the ABVMA's upcoming registration days to meet with you again and to hear all your stories. I pray you will have been able to complete your AHT program and are recognized as our new RVT graduates. Congratulations also to the graduating class of veterinarians. The resilience to finish classes and complete practicums during uncertain times will make you all great new members to our veterinary teams.

In closing, I want to reveal that I worry I will have nothing to write when it comes to the magazine articles. Amazingly, with each submission — and this is my third — I can't stop filling the page with admiration for the profession and pride for the ABVTA membership as we endure these difficult times. Our voice remains strong and our efforts successful to ensure the best for our stakeholders. The ABVTA Board will continue to reach out and provide any help we can to ensure your well-being. Enjoy the nicer weather, connect with nature and spend some quality time with our fur babies, family and friends.

CE Committee

SO FAR IN 2020, THE ABVTA HAS SUCCESSFULLY

hosted a number of webinars. In January we had Jessica Benoit, RVT, speak about the benefits of implementing Fear Free into your practice. This session was well received with lots of great questions. Jessica's webinar was very informative with lots of practical situations! In March we hosted Dr. Debbie Stoewen. Her webinar was "Conversations for Success." This webinar was generously sponsored by Pets Plus Us. Again, we had a great turnout with great conversations. Dr. Stoewen's experience and knowledge certainly triggered many practical clinic scenarios.

Unfortunately, due to the current circumstances, we have made the difficult decision to postpone our May wet labs until further

notice, however the ABVTA will continue offering webinars throughout 2020.

We welcome any feedback or ideas of topics you would like to see covered. As an added bonus, we have a draw for a VISA gift card for all RVTs in good standing with the ABVTA that fill out surveys after each webinar they attend. Congratulations to Mackenzie Porril for winning the 2019 gift card draw! Follow the ABVTA on Instagram, Facebook, Twitter or the good ole website for upcoming CE events and webinars.

Submitted by Trena Barnett-Ritcey, CE Committee Chair



News at NAIT

WOW, WHAT A TIME WE ARE LIVING

through. By the time this gets to publication I hope it will be a review of something in the past. Originally, I was supposed to write about practicums and simulations and how they are so important to our animal studies programs at NAIT, instead we are in the middle of a pandemic. While there are stories of hoarding and greed in the news, our story here is different. Staff and students at NAIT are coming together to assist in teaching and learning in alternative ways. Instructors and Ed Techs are working like crazy to make sure our NAIT AHT and VMA students

still receive the courses and theory they need. Not everything is perfect but the "can-do" attitude is amazing. The gratitude I feel for living in a place where we have food, shelter and the ability to isolate and still be safe is immense. Additionally, I am grateful for the technology we have access to at NAIT in order to help the students continue their courses. I met with a group of students through WebEx this morning and it was wonderful to see the students and talk to them online in an interactive way. Students enjoyed the online video experience and asked for more. NAIT Animal Studies will continue to seek alternative ways of course delivery as we journey through these troubling and challenging times.



HELLO FROM LAKELAND COLLEGE.

At the time of writing it has only been a few days since all post-secondary institutions have closed face-to-face delivery of classes. Both students and instructors are having to adapt to a very abrupt change in the way education is being delivered and received. While there are current challenges as we try to finish up the school year, we can also reflect on the successes that have occurred this year. Second-year students had the opportunity to give their year-end presentation on their student-led clinic teams. This was a great highlight for the end of the semester as the students shared team goals and accomplishments they have achieved since last September. It was a

proud moment for everyone as we listened and watched these poised and confident young adults present their formal summations of the year. We are confident the skills they have gained will be an asset to the veterinary profession. We are also very grateful for the clinics that were still able to host and mentor our students for their six-week practicum. Unprecedented changes are occurring for all of us and we can only move forward with optimism and confidence in the strength of our society, and in particular the animal health community. Take care everyone, and happy spring.



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

Greetings from Olds College

IN DECEMBER 2019, OUR PROGRAM



Roberta Rouse, RVT

suffered an unfathomable loss with the passing of Roberta Rouse. Our staff, along with present and past students, continue to mourn the loss of our beloved friend, mentor and instructor.

Roberta's passion for life, kind heart, love of her students and positive, infectious personality were truly inspirational to everyone she met. She was driven, brilliant and grateful for every day she was able to spend sharing her knowledge with students. Her absence is felt profoundly throughout our classrooms at Old's College and we

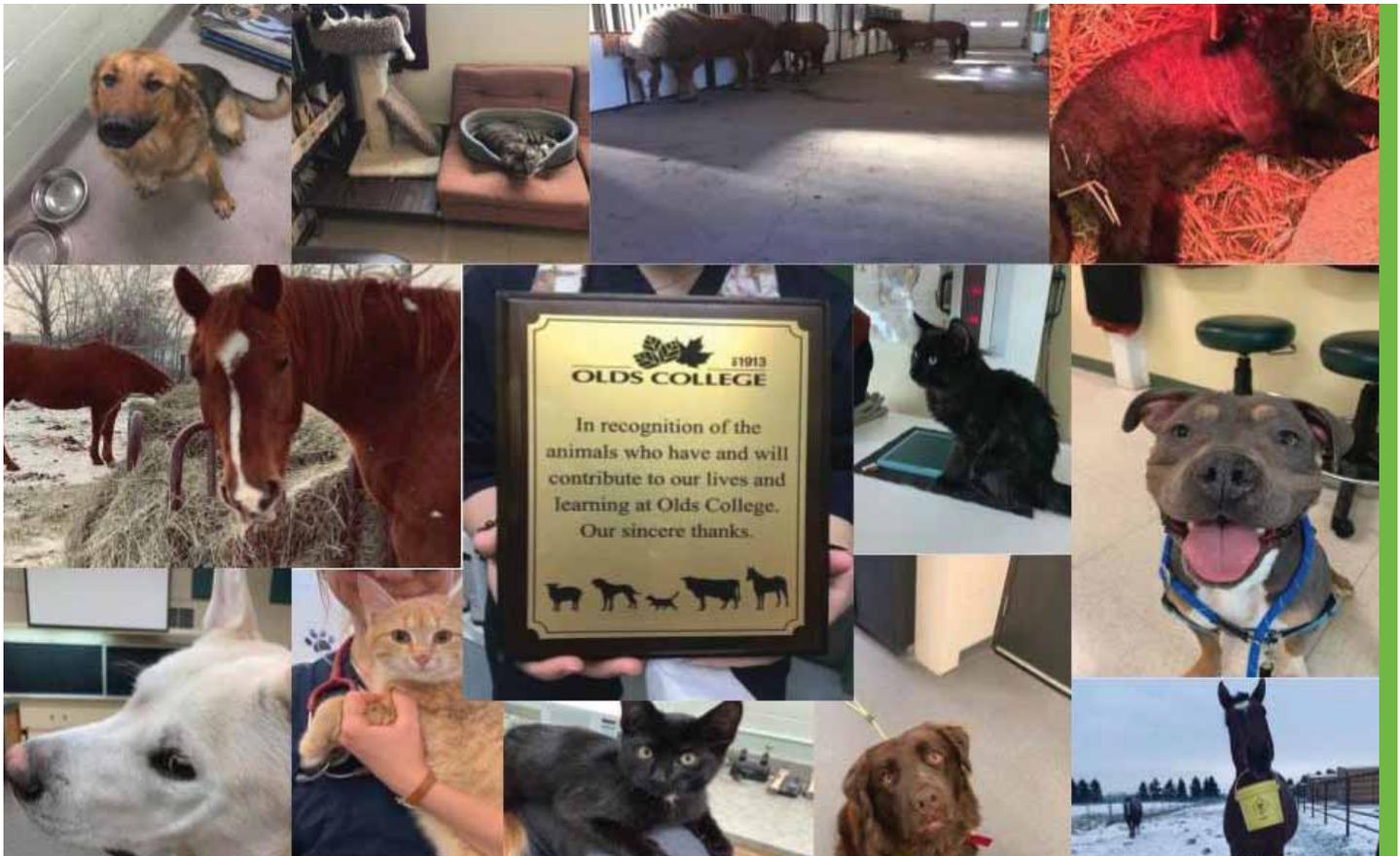
are committed to upholding her legacy with a memorial scholarship that will be launched in the near future. Please contact the Office of Development at development@oldscollege.ca or call 403-556-8257 to make your contribution to the Roberta Rouse Memorial Fund at Olds College.

As we look ahead to spring, we are focused on the animals that help make our program exceptional. We want to thank our collaborating rescues that continue to provide us with dogs and cats that allow our students to gain experience in a variety of classes and a multitude of areas in animal care. Thank you to Old MacDonald Kennel, Paws and Claws Animal Rescue, Whisker Rescue Society, Central Alberta Humane Society, Wild Rose Humane Society and Alley Cats Rescue for all you do. This mutually beneficial relationship ensures that our students gain exposure to live animal husbandry, behaviour and handling as well as participate in live dentistry, surgery, anesthesia and radiology labs, all

while providing much needed care to the hundreds of animals rescued by these selfless organizations. Having these relationships are critical to our students' success as it provides them with real-world experience unmatched by any model or simulator.

In addition to time spent caring for our small animal rescue animals on wards, our students also rotate through exotic and equine chores as part of their hospital procedures course. During these rotations, students gain hands-on experience caring for and handling multiple exotics species including finches, a spiny mouse and rabbits before heading down to the farm to care for our herd of six horses. This course allows students the opportunity to gain confidence with animals of all shapes, sizes and temperaments while working as part of a team to provide all our wonderful animals with lots of TLC.

Our animal health club has had a plaque made up for our animals (see photo below) and we could not be more grateful.





ABVTA Meritorious Service Award

KATE SIMON HAS BEEN AN RVT

for the last 19 years. For over ten years, she has been a technical supervisor at Guardian Veterinary Centre where she manages over 30 RVTs. She has been an important part in the development of Guardian as one of the most successful emergency facilities in Western Canada. Since 2017, Kate has been our ABVTA representative to the RVTTC where she actively and enthusiastically represents our association. She is active on social media while displaying professionalism for the veterinary industry. She is constantly championing the veterinary technology profession by being involved in numerous leadership groups including, the ABVTA, RVTTC and the ABVMA, and when she's not doing all that, she's actively mentoring AHT and veterinary students from all over the world.

Kate is a strong voice for RVTs. Her firm stance of “being rewarded what you are worth” is huge in promoting personal growth among RVTs. She proves this with her ambitious goals of obtaining her Veterinary Technician Specialty in Emergency and Critical Care. She is also an active member in the Academy of Veterinary Emergency and Critical Care Technicians and is a certified recover instructor.

Kate is passionate about tech utilization and loves to mentor her “baby” techs and instill confidence in them. She is a driving force in pursuing strong relationships between veterinarians and technologists. Kate is an amazing person and is more than deserving of this award. Congratulations to Kate on her outstanding achievements.



ABVTA Appreciation Award

AMANDA BARKER HAS SHOWN

dedication to the veterinary profession and to the ABVTA throughout her time as a Member of the PR Committee, having completed two consecutive terms, her years as a Board of Director and especially this past year serving as the 2019 ABVTA President. Amanda has also just ended her term as the ABVTA representative to ABVMA Council, and continues to serve on the ABVMA Registration Committee.

In 2016, she took over the role of magazine editor for the ABVTA News section in the ABVMA magazine with very little experience in this area. Since then,

she made the role hers and has provided our association with a great bi-monthly newsletter to keep our members well informed.

Recently, Amanda relocated to Vancouver Island to be closer to family. Aside from maintaining all of her administrative duties within the ABVTA and the ABVMA Leadership group, Amanda has also been employed full time as the lead RVT at a busy emergency hospital in Nanaimo, BC.

Amanda is a dedicated, passionate RVT and thanks to her efforts, I think she is deserving and a great candidate for the ABVTA Appreciation Award.



ABVTA Emerging Leader Award

BRITTANY BALDOCK HAS ALWAYS

had an interest in helping animals. With the goal of having a career focused in marine mammal research, she attended the University of Alberta, majoring in Biology and specializing in Physiology and Developmental Biology. However, it was during her time volunteering with WildNorth that she discovered her passion for a more “hands-on” approach to helping animals.

Following the completion of her degree, Brittany pursued her diploma in Animal Health Technology at NAIT. During her time at NAIT, Brittany joined the ABVTA Board of Directors as a student rep. Her smiling face and eagerness to help was much appreciated at events such as our 40th anniversary and CanWest. In between her first and second year, Brittany was a summer student at OceanWise's Marine

Mammal Rescue Centre (MMRC) in Vancouver. During her schooling at NAIT, she also developed a passion and curiosity for emergency medicine. Upon completion of her diploma, Brittany accepted a contract position as an RVT at MMRC, but Edmonton was calling her name.

Brittany is currently employed as an ER Tech at VCA Guardian Veterinary Centre, where she is either triaging patients or monitoring post-op patients. She started training for “3rd Board” patients this week, which are slightly more critical patients. Although Brittany will always have a passion and curiosity for marine mammal rescue and care, she is constantly inspired by her fellow amazing ER techs and emergency veterinary medicine.

There is no hesitation that Brittany Baldock is a rising star. Congratulations, Brittany, on receiving the 2019 Lucille Landals Emerging Leader Award.



CANWEST VETERINARY CONFERENCE

2020

OCTOBER 17-20 | FAIRMONT BANFF SPRINGS HOTEL

PRELIMINARY PROGRAM

This program is tentative and is subject to change.

COMPANION ANIMAL

Gastroenterology, Dr. Katie Tolbert
Ophthalmology, Dr. Diane Hendrix
Nephrology and Urinary Tract Disease,
Dr. Catherine Langston
Neurology, Dr. Leah Cohn

EQUINE

Respiratory Medicine, Dr. Julia Montgomery
Neurology, speaker TBA
Lameness, speaker TBA

FOOD ANIMAL

This year's topics will include:
Emerging Diseases, Pathology, Pharmacology,
Practice Management, Antimicrobial
Resistance, Breeding Soundness, Camel
Medicine, Neonatal Care of Lambs and Kids,
Ruminant Bloodwork and Transfusions.
Speakers TBA

VETERINARY TEAM

Team Wellness, Josh Vaisman
Inventory and Pricing, Dr. Karen Felsted
Animal Welfare – considerations for Mandatory
Reporting, speakers TBA

VETERINARY TECHNOLOGIST

Topics and speakers TBA

OTHER EVENTS

- Pre-conference wet labs: TBA
- ABVTA Pre Conference CE: Caring for Others, Dr. Kathleen Keil
- ABVTA Annual General Meeting
- CanWest Meet and Greet – Roaring 20's Party
- Welcome Reception with the Exhibitors
- CanWest Yoga
- CanWest Fun Run
- New this year – Meditation Lounge

Clinical Education, Communication and Practice Management Skills...

SURROUNDED BY THE

Beautiful

ROCKY MOUNTAINS!

FULL PROGRAM DETAILS & REGISTRATION COMING THIS JULY CANWESTCONFERENCE.CA

COVID-19
CONTINGENCY NOTICE

While conference organizers anticipate the conference will proceed this fall, we will continue to monitor the COVID-19 pandemic and will adhere to provincial health recommendations that are in place this October.

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/ffe79fdee7> - 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](https://vimeo.com/221903600/e24503f560)

Additional readings: This link: <https://aaep.org/guidelines/vaccination-guidelines/adverse-reactions>

Feline Environmental Needs

– Sponsored by Royal Canin Canada, Online and ongoing E-Learning Module, 1 CE credit. For more information contact your Regional Sales Representative.

Inventory, A Vital Organ In Your Practice

– Sponsored by CDMV, Lunch & Learns, 1.5 CE Credits. Topics include but are not limited to; Inventory data reports, Marketing Tools. To learn more or to book a session with your Strategic Advisor, call 1-800-668-2368.

DOUXO Restore the Skin Barrier, Restore

Togetherness, Restore the Bond – CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVT's only. Speaker is Andrea Wasko, RVT.

To register your clinic, contact your representative Andrea.

Renal Disease Diagnosis

– Nutrition to Treat CKD – Nutritional Solutions – Royal Canin Canada. Online and ongoing 3 CE Modules; 1 CE credit available per module completed. For more information contact your Technical Sales Representative.

Veterinary Nutritional Advocate Program – Hill's Pet Nutrition Canada. Online and ongoing CE Module; 15 CE credits available for completing all three levels. Topics include; basic nutrition, wellness nutrition, therapeutic nutrition. For more information and to register, visit: www.vna.hillsvet.ca

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 Tianna 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

MONTHLY OFFERINGS

MAY 2020

May 2 & May 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 & May 3, 2020 – Separation Anxiety in Dogs – Mission: Possible – 12 Hours ABVMA Credits – For RVT's. 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

Continuing Education Opportunities

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@albertaforcefreealliance.com to register.

May 3, 2020 – Dental Radiography Positioning, Local Blocks and Instrument Sharpening (ABVTA Wet-Lab) – 6 Hours ABVMA Credits

A full day of veterinary dentistry lectures and wet-labs focusing on dental radiography positioning, local blocks and dental instrument sharpening. Workshop will be held at Lakeland College, Vermilion. Register through the event page on the ABVMA website at: <https://abvma.in1touch.org/viewEvent.html?productId=6968>

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: wcvm.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, 2020 – Wildlife Rehabilitation Essentials Workshop – 6 Hours ABVMA Credits

In this lecture and wet lab combination we will cover an introduction to wildlife and wildlife seasons, importance of record keeping (link to One Health), zoonoses, admitting, intake and initial exam, euthanasia, radiology, fluid therapy, nutrition and transfer to rehab. In the afternoon we be hands on and cover restraint, injections, tube feeding and fluid therapy. Workshop will be held at GPRC Fairview Campus. Visit <https://abvma.in1touch.org/viewEvent.html?productId=6968>

May 9 & May 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. With 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. With 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. With 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. With 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. With thanks to our sponsor: Nuon Imaging

VETERINARIAN REQUIRED

ROCKY RAPIDS VETERINARY SERVICE

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

WARMAN VETERINARY SERVICES IS

looking for a food animal Veterinarian at our Saskatoon location. We are a dairy and swine practice focusing on consulting herd-based medicine. We have something to offer that is different! Our practice is a youthful group of veterinarians looking to provide modern service to these changing industries. Salary and benefits are very competitive with industry standards and based on experience. New grads are encouraged to apply - we value mentorship and education. Our practice is comprised of 2 locations; one in Saskatoon and one in Emerald Park; a total of 6 full-time veterinarians. Please supply a cover letter and resume to Dr. Josh Lindenbach at Warman Veterinary Services - cell: 306-230-5714 or email: jlindenbach@warmanvetservices.ca. Website: www.warmanvetservices.ca.

STURGEON ANIMAL HOSPITAL IS

expanding! We are looking to add another full or part-time veterinarian to our team as we transition into our brand-new facility. We are a privately-owned, well-established small animal practice located in the north end of St. Albert. Our full-service hospital provides services such as wellness exams and vaccinations, soft tissue and orthopedic surgery (including TPLO saw), extended ophthalmology services, dentistry, endoscopy, electrocautery and ultrasound. Our current patient-base is primarily canine/feline, however we are open to incorporating exotics, avian or pocket-pets, if the applicant is well-versed in these areas. We offer a competitive salary, CE and uniform allowances, paid association dues, dental and health benefits, as well as generous staff discounts. Direct mentorship for ABVP certification available. Contact: sturgeonanimalhospitalhr@gmail.com. Website: www.sturgeonanimalhospital.ca.

WE ARE GROWING! OUR 3-YEAR-OLD

state-of-the-art practice needs a third full time veterinarian. We are a fear free certified practice (one of three in Alberta) with a gold AAFF feline friendly practice certification, located in Edmonton. Our well-equipped practice would be a great place for a new grad who is looking for mentoring or an experienced veterinarian looking to practice high quality medicine with an excellent support staff. We are looking for someone who is energetic, fun and who has an ongoing desire to learn and grow. This is a locally-owned veterinary practice where work/life balance is truly important, and our practice closes on holidays and long weekends. Benefits include a competitive salary, ABVMA/CVMA dues, CE allowance, uniform allowance, Fear Free individual certification, vacation allowance and a staff pet care plan. If this sounds like the place for you, please feel free to check out our website at: www.tamarackvet.com and submit your resume to: asmith.admin@tamarackvet.com.

CHINOOK PET CLINIC LOCATED IN

Lethbridge, AB, is looking to add a full-time small animal veterinarian to our current two veterinarian companion animal practice. Lethbridge is located 2 hours south of Calgary, and is close to beautiful Waterton Lake and the Rocky Mountains. We are a well-equipped, longstanding practice with a loyal client base and an expanding new client base. Our practice strives to provide high quality veterinary services in a caring and professional manner. We also place a strong emphasis on client education and preventative care. The ideal candidate is a self-motivated, enthusiastic team player with strong communication skills. New grads are welcome. We offer a competitive salary commensurate with experience and benefits package. Email: chinookpetclinic@hotmail.com. Website: www.chinookpetcliniclethbridge.ca.

HAPPY PAWS VETERINARY CLINIC IN

Airdrie, AB, is looking for a vet to adopt into our family practice! What makes us different? Family culture: we truly believe that people are the practice and we like to take care of you and make you feel appreciated. Not corporate: this is a family run business and we treat our team like family. Lifestyle offering: we tailor your schedule to make it work. Let us know what you want, everyone is different. Fear Free style practice: we like to make our patients and owners comfortable throughout the whole process. 30 min appointments: we like to offer choices, value feel it is really important to communicate our clients. This is what they have come to expect from us, and we believe this cannot be rushed. Compassion fund: every staff member has \$500 to put towards the care of a family and a pet in need. If you think we are

a match, email: dr.erin@happypawsvets.com. References available from our happy staff and locums. Just ask! All inquiries are confidential. Website: www.happypawsvets.com.

OUR PRIVATELY-OWNED, SMALL

animal practice is seeking a full-time veterinarian. Come join our team of 2-DVMs and 10 support staff at Greenbank Veterinary Services in Edmonton, AB. We have a great workplace environment where a team-based approach is used at all levels of patient care. Some Saturday and Sunday work may be required. We have a brand new Scil in house lab, ultrasound, digital radiography, therapeutic laser and surgical laser. We offer a health/dental benefits package, vacation pay, uniform, CE allowance, professional dues, competitive wages and relocation expenses. Open to all registered/licensed DVMs. Please send resume to: greenbankvetmanager@gmail.com. Website: www.greenbankveterinaryservices.ca.

BOEHRINGER INGELHEIM ANIMAL

Health Canada Inc. is part of Boehringer Ingelheim, a multinational, family-owned company, founded in 1885. We aspire to create the future of animal well-being through preventative care. We partner for success in this exciting yet ever-changing animal health industry. We continuously innovate to improve animal health today and in the future. We work closely with our customers to develop tailor-made solutions and anticipate their future needs. We have an exciting career opportunity available in BC and Alberta: Technical Services Veterinarian (Pet Business Unit). To learn more about our Company, visit www.boehringer-ingelheim.ca. To view the posting details and to apply, visit: <https://careers.boehringer-ingelheim.com/>. (Job # 201169).

COME JOIN OUR TEAM! NEW GRADS

welcome. 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, AB. 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 780-986-3913 or send a resume to: Dr. Zuzana Smith at: z.smith@leducanimalclinic.com. Website: www.leducanimalclinic.com.

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NEW, PRIVATE 24/7 PET EMERGENCY

hospital in west Edmonton. State-of-the-art facility designed for staff health, wellness and communication. If you are interested in joining a progressive, compassionate, positive and collaborative team please forward resume and or cover letter. Looking for associates, partnership also available for the right individual. Look forward to hearing from you. Email: dvmjacob@gmail.com.

CROWCHILD TRAIL VETERINARY

Clinic is seeking a P/T or F/T veterinarian to join our fabulous team! We are a full service small animal practice with a focus on building strong client relationships and practicing high quality medicine. We have a full in house lab, digital radiology systems, ultrasound and more. Veterinarians in this practice enjoy working with a very friendly, motivated team of professional staff and are well-supported to pursue and develop specific areas of interest. Competitive salary, CE and clothing allowance, benefits and no Saturdays! Please forward all resumes to Dr. Sarah Barthelemy at: sdbarthelemy12@gmail.com.

FORT MACLEOD VETERINARY CLINIC

is looking for a full-time associate to join our busy clinic. Located at the crossroads of southern Alberta, the historic town of Fort Macleod is 30 mins from Lethbridge, 90 mins from Calgary and 45 mins to the Rocky Mountains. We are looking for a motivated full-time associate to join our 4.5-person mixed practice. The practice has very active small animal, equine and bovine components. We welcome all applications but are currently searching for a mixed animal veterinarian with a well-rounded Bovine interest. The bovine portion of the practice consists of cow/calf, feedlot and dairy components. The practice is fully-equipped with digital radiography (small and large), in house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy, Class IV laser and a complete line of anesthetic/surgical equipment. We offer a competitive employment package with above average salary. Call to be shared among 4-veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Bruce Kostelansky or Dr. Todd Baker at: ftmacvet@homtail.com or 403-553-4487.

WE'RE HIRING! SEEKING A FULL-TIME

or part-time Veterinarian to join our dynamic team. Stony Plain Veterinary Clinic is a well-established small animal clinic located just west of Edmonton, AB. Stony Plain is a great place to call home. It has that small town feel, yet you are close enough to all of Edmonton's many amenities. Currently we have 2-veterinarians, 4-RVTs, so there is a lot of mentorship available for new grads. Our

clinic is well-equipped with digital radiology, a full in clinic lab, digital dental radiology and ultrasound. We emphasize patient care and client communication. We offer competitive wage, paid dues, CE allowance, staff discounts and a health and dental benefit plan. Contact: admin@stonyplainvetclinic.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.

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.

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.

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.

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.

HEALING TRADITIONS HOLISTIC

Veterinary Clinic is a new, privately-owned, full-service small animal clinic opening in south eastern Calgary. We are looking for a veterinarian experienced in dentistry and surgery as well as internal medicine. Interest in alternative medicine or rehabilitation is an asset but not required. The right candidate is welcome to expand our services based on their special interests. At our clinic, you will have access to digital radiography, in-clinic and external lab services and many holistic modalities, including therapeutic laser, acupuncture and ozone therapy. We are also planning to add a water treadmill. Position to start in May 2020. Part or full-time applicants welcome to apply. Contact Dr. Wanda Vockeroth at shendao@xplornet.com or 403-931-2474.

WE ARE SEEKING A FT DVM TO JOIN

our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB, and Meridian Veterinary Clinic in Stony Plain, AB. Our practices consist of 85% SA and 15% LA with shared on-call responsibilities (currently 1/5). We have fully equipped clinics with experienced support staff. We are looking for a DVM with excellent people skills and whom is looking for work/life balance to join our team. Small animal only DVM would be considered. Salary/benefits will be competitive and commensurate with experience.

Email: mike.devries@trimunicipalvet.com.
Website: www.trimunicipalvet.com.

OKOTOKS VETERINARY CLINIC IS

looking to add a F/T DVM to our modern, fully-equipped (U/S, lab, dig rads + dental) small animal day clinic. You will be supported by our competent, dedicated and experienced team. This would be a great opportunity for someone interested in a long term relationship in a privately-owned practice. Contact: info@okvc.ca.

THE CLEARWATER VETERINARY

Centre in Rocky Mountain House is accepting applications for a mixed animal veterinarian. We have a diverse caseload that includes small animal medicine and surgery (including orthopedics and dentistry), cow-calf, dairy and equine. The clinic is well-equipped with an in-house lab, digital x-rays and ultrasounds, and

large animal handling facilities. Our practice has 5-veterinarians and 10-support staff that will provide strong mentorship and allow for flexible scheduling and specialization. We offer a health spending account and benefits package with an emphasis on continuing education. Please email applications or questions to: drmeyers@hotmail.com.

FAMILY PET HOSPITAL (FPH) & 24

Hour Pet Emergency Centre, in southern Alberta, is seeking a veterinarian to join our practice. We strive to provide the highest quality medicine with a client/patient focus. We are also a Gold Standard Feline Practice. We are a 6-doctor team and growing. We have: 5 exam rooms and grieving room, full diagnostic lab, two surgery suites, two dental suites, CT scan, digital radiography, digital dental x-ray, ultrasound and endoscopy, CO2 surgery laser, therapeutic laser. Offering a competitive compensation package, bonus, benefits & more! To learn more & apply visit: <https://nva.avature.net/jobs/JobDetail/Lethbridge-Alberta-Canada-Associate-Veterinarian-Lethbridge-AB/2650>.

PIPER CREEK VETERINARY CLINIC IN

Red Deer, AB, is looking to add a veterinarian to our high quality team. We offer a wide range of veterinary services including orthopedic surgery, in house laboratory, dentistry, general surgery and endoscopy. We offer a flexible schedule (no on call requirements), competitive wage, medical benefits, CE and other perks to make our hospital an exceptional work environment. Our clinic has won numerous appreciation awards and is one of the top voted practices in the Red Deer area. To learn more visit: <https://nva.avature.net/jobs/JobDetail/Red-Deer-Alberta-Canada-Associate-Veterinarian-Red-Deer-AB/2631>.

NORTH EAST ANIMAL CLINIC IS

looking for full-time veterinarian. We are a busy small animal practice located in northeast Calgary. We offer competitive wages. If you are energetic and have excellent communication skills, kindly email your resume to: northeastclinic@gmail.com.

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

hour emergency and referral hospital in the Edmonton area will be opening March 9, 2020. We are seeking motivated, team-oriented and passionate emergency veterinarians to join our hardworking, growing team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology and dentistry/oral surgery. Generous salaries and personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment

centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send your resumes to John Williamson at: john.dvm@gmail.com.

CRESTWOOD VETERINARY CENTRE IS

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

OKOTOKS VETERINARY CLINIC

(okvc.ca) requires a F/T DVM for our modern fully-equipped small animal day clinic. You will have full support from our dynamic, competent and dedicated team and be working in a gorgeous part of central Alberta. Please contact us in person or via email: info@okvc.ca.

COCHRANE ANIMAL CLINIC IS

looking for an experienced PT or FT small animal veterinarian to join our 6-doctor practice. Our busy, growing clinic is situated in a newly renovated, large space and offers the latest in radiology, dental equipment and dental radiology, ultrasound and lab equipment. We have an exciting, challenging caseload and value a team approach to diagnostics, medicine and surgery. Our vets are well supported by experienced technicians and assistants. Close proximity to both Calgary and the mountains, and an emphasis on work life balance, makes our clinic an ideal place to practice long term. CE, benefits, professional dues, and uniform allowance all offered. Please send cover letters and resumes to: Tara.Risling@cochraneanimalclinic.com.

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

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humour. Congratulations... you have just found the ideal job for you! Park Pet Hospital and Northside Veterinary Clinic are located in sunny Lethbridge, AB, and we are looking for someone who is an energetic, confident, positive team player; and passionate about veterinary medicine. We are an established team, dedicated to providing high standards of care for clients and patients. Our progressive clinics have excellent support staff, which allows us to put an emphasis on preventive medicine and client education. You, our ideal candidate, will have compassionate client communication skills and have the desire to contribute to our team so we can provide a collaborative approach to patient and client care. We offer competitive wages and an amazing benefits package including extended health care, CE allowance, and paid dues. Relocation assistance is available. Email: dmarshall@p3vetpartners.ca. Website: <https://northsidevet.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 September 2021). Nelson is located on 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 four-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! Email: dmarshall@p3vetpartners.ca. Website: <https://selkirkvet.com>.

ANIMALS FIRST CLINIC – NOT ONLY

our name, but also our PHILOSOPHY! We are looking for full-time veterinarians to join our clinic, located in the growing northern community of Grande Prairie, AB. 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 your 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. Website: <https://animalsfirst.ca>.

HERMITAGE VETERINARY HOSPITAL IS

seeking a FT DVM to join our dynamic team. Our established hospital is equipped with digital radiology/dental radiology, surgical and dental suite, as well as an in-house lab supported by Idexx. We take pride in exceptional client care and have four Fear Free certified DVMs as well as five Fear Free certified RVTs. We offer competitive wages, bonus potential, work/life balance, CE allowance, paid dues, Health Spending Account, Pet Care Policy, vacation and flex days. To apply please send your resume to: hermitagehospitalmanager@gmail.com.

FOOTHILLS ANIMAL HOSPITAL IN

Okotoks, AB, is looking to grow our team by adding a F/T, P/T, or casual veterinarian. Located just 20 minutes south of Calgary, our busy small animal practice boasts ultrasound, digital x-ray and dental x-ray, and in house lab analyzers. We have a large experienced team of support staff to assist you. You will have an assistant in each appointment to help with restraint, invoicing and note taking for your files. Established 17 years ago, we are looking for an associate who wants to settle in long term and help to grow our privately owned practice. We want to help our team achieve work/life balance while practicing in a fun and fulfilling hospital. Contact: exec@foothillsanimalhospital.ca.

RESEARCH VETERINARIAN. THE

Vaccine and Infectious Disease Organization - International Vaccine Centre (VIDO-InterVac), a research organization at the University of Saskatchewan in Saskatoon, SK, is seeking a clinical veterinarian for its clinical research group. The clinical research group is currently comprised of three veterinarians and nine animal care technicians/husbandry personnel and is responsible for the care of all animals used in experimental research. This includes work with small and large animal species in containment level 2 and level 3. The group works closely with scientists at VIDO-InterVac to help understand infectious diseases of humans and animals and to develop effective strategies for improving human and animal health. Inquiries regarding this job posting can be submitted to Stacy Weisgerber, HR Advisor at: stacy.weisgerber@usask.ca. Visit www.vido.org/careers/current-opportunities

to apply. Applications will be reviewed on an ongoing basis until suitable candidates are found.

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.

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.

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.

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.

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.

VETERINARIAN AVAILABLE

LOCUM VET AVAILABLE FOR

Edmonton area. Please email: manojaugustin@gmail.com or text: 403-585-6619 for more details.

RVT REQUIRED

WE ARE LOOKING FOR A FT RVT FOR a busy 5-vet practice in Fort Macleod, AB. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits and a CE package. Please contact Dr. Bruce Kostelansky or Dr. Todd Baker at Fort Macleod Veterinary Clinic Box 1390 Fort Macleod, AB T0L 0Z0, phone: 403-553-4887, fax :403-553-2924 or email: ftmacvet@hotmail.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.

DO YOU LOVE WORKING WITH

animals and the people who love them? We're looking for an awesome person to join our clinic family. Cornerstone Square Veterinary Hospital is a privately-owned facility located in the gorgeous community of Discovery Ridge in SW Calgary. We have a beautiful clinic that aspires to provide exceptional care and service to our patients and clients. We have digital radiology, dental radiology, ultrasound, in-house diagnostic laboratory and a fantastic team of people who really care about pets. We offer a competitive wage with a full benefit package, CE, paid dues, health and medical benefits, excellent staff discount, scrub allowance, "lifestyle" allowance and a focus on well-being. We welcome the application of experienced as well as new grads - we also have experience mentoring RVT students enrolled in online learning. Please check out our clinic website at: www.cornerstonevets.com, as well as our Facebook page. If you are interested in this position, please contact Jason at: jason.tolton@cornerstonevets.com. Thank you!

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 can multitask, has excellent communication skills 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. Website: www.chinookpetcliniclethbridge.ca.

FULLER ANIMAL SPECIALTY SURGERY,

located at the Fish Creek 24 Hour Pet Hospital, is looking for 1-2 full-time RVTs. This surgical referral team is led by Dr. Mark Fuller, a board-certified small animal surgeon. We perform advanced orthopedic, soft tissue and oncologic procedures. Daily tasks include client communication, preoperative

diagnostics, anesthesia, assisting in surgery and postoperative care. Salary starts at \$24/hour and increases with experience. We offer CE, clothing allowance and benefits. Send resumes to: admin@fulleranimal.ca.

STONY PLAIN VETERINARY CLINIC IS

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

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.

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

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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.

DELTON VETERINARY HOSPITAL IS A busy, progressive veterinary hospital and leader in Edmonton's veterinary community. We know the value of each team member and offer flexible scheduling, health benefits and the latest technology - we treat our team well, we want to work with you to help you meet your goals. We are looking for a special type of technologist: a team member who strives to excel in communication, pet health advocacy and strive for growth in their own professional development, who is comfortable communicating with clients as much as they enjoy patient care. You possess a strong work ethic. You are willing to work wherever you are needed in the clinic and work well to support your teammates. Contact: admin@deltonvet.com.

ARE YOU AN ENTHUSIASTIC TEAM- oriented tech looking for a supportive work environment nestled in the foothills of southern Alberta? Highview Animal Clinic is looking for you! We are a mixed animal practice, currently 60% small animal, 30% cow-calf and 10% equine. Our team of 4-vets, 3.5-techs and 5-support staff is looking to add 2 full-time techs. We offer health and dental benefits, generous CE allowance, clothing allowing and ABVTA dues paid. Our clinic boasts small, dental and large animal digital radiography, ultrasound, in house blood machines and surgical laser. Contact: drgavel@telus.net.

GULL LAKE VETERINARY SERVICES IS seeking a full-time RVT. We are a large animal clinic which provides veterinary services to the dairy, beef and small ruminant industries. We are looking for a self-motivated individual with good interpersonal skills to help with administrative and lab activities in the clinic, as well as on-farm work such as bull semen testing, sample collection, calf health programs, assisting in embryo transfer, data collection and data entry. The ideal candidate is organized, can work independently and in a team environment, is detail-oriented and flexible. Experience with cattle is an asset but not required. We offer a competitive wage, CE allowance, ABVTA dues and medical benefits. Please email resume to: clinic@gulllakevet.com. Website: www.gulllakevet.com.

OXFORD ANIMAL HOSPITAL IS looking for their next super RVT to join the team. If you thrive in a fast paced environment and are comfortable juggling tech and

clerical duties, you may be our newest team member! The right personality is key! We offer competitive wages, group benefits and discounts on vet services. New grads welcome. Email: contact@oxfordanimalvet.com.

THE PET HOSPITAL, LOCATED IN Leduc, AB, is looking for a fifth full-time RVT. We are a privately-owned practice with 3-DVMs, 4-RVTs, 1-VMA 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 4 day work weeks 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. Check out our website at: www.thepethospital.ca

MACTAGGART VETERINARY CLINIC IN Edmonton has a part-time position available for a RVT. We are looking for someone to work 12+ hours weekdays and one or two Saturdays a month. We are very flexible with schedule and will try our best to accommodate your needs. We are a single-veterinarian practice that focuses on excellent customer service and superior client care. If this sounds like the right opportunity for you, please send your cover letter and resume with references to: jlandslmacvet@outlook.com.

MEADOWBROOK ANIMAL CLINIC IS looking for a FT/PT RVT to join our team. We're a friendly and caring small animal clinic that takes pride in building great client relationships. We are looking for an animal lover who is reliable, organized, has excellent written and verbal communication skills, and can work well under pressure. Previous experience at a veterinary clinic is an asset. We offer competitive wages and 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. Website: www.meadowbrookvet.ca.

RVT REQUIRED FOR A FULL-TIME permanent position in a fast paced, 4-vet, small animal practice in Fort Saskatchewan, 20 minutes from Edmonton. Clinic is complete with in house Idexx lab, digital and dental radiology, ultrasound and fully computerized

files. We offer competitive wages, full paid health/dental and registration dues. Successful candidate would be required to work one Saturday per month and no evenings, Sundays or long weekends. If you're interested in joining our fun and engaging team. Please contact Erin at the Fort Saskatchewan Veterinary Clinic, phone: 780-998-3755 or email: fortvet@shaw.ca.

JUST MINUTES SOUTH OF Edmonton, Range Road Veterinary is looking for a RVT who is confident in their skills, outgoing and focused on providing top-quality patient care and building relationships. We have a warm, family-oriented environment that encourages our RVTs to use their full skillset and grow their special interests. The successful candidate will be an organized, motivated and energetic team player who is passionate about client education, and has excellent communication skills. If you are interested in learning more about our family, we'd love to hear from you! Come find out why life is better in Beaumont, AB! Please send resume to: katrina.ponich@rangeroadvet.com. Website: www.rangeroadvet.com.

COCHRANE ANIMAL CLINIC IS looking for an experienced full-time RVT! We are a 7-vet team in a busy and well-equipped mixed animal practice just west of Calgary, AB. The ideal candidate enjoys multitasking and is positive and reliable. We offer a supportive team environment, CE allowance, competitive wage & benefits, and a uniform allowance. Please email a cover letter & resume to: angela.onysko@cochraneanimalclinic.com.

COPPERFIELD VETERINARY HOSPITAL is looking to add a RVT (full or part-time). Work hours will be 8:30-5:00 pm Mon-Fri, closed on Thurs, open Sat 9-2:00pm - Saturdays negotiable. We are a progressive clinic with Midmark dental unit, digital radiology, digital dental radiology and in house Idexx lab. We are looking for an experienced RVT (at least 2 years) with great communication skills, positive attitude, team spirit and exceptional customer service. We offer competitive wages (\$23-30/hr), health benefits for full-time employees, paid dues, CE & scrub allowance and pet discounts. If interested, please email resume to: coppvet@telus.net.

DO YOU LOVE BEING A VET TECH? Are you passionate about your job and want to work with a great team? If you are, then we want you to join our clinic! Glenora Family Pet Clinic is a thriving, rapidly growing, privately-owned practice with excellent reviews and a great clientele. We cater to dogs, cats and pocket pets. We strive to give our clients the best experience possible. Our two full-time doctors utilize our RVTs to their fullest

capacity and love to help them learn and grow in their careers. We have in-house laboratory, ultrasound, x-ray, and more gadgets! We perform a wide range of surgeries and are typically fully-booked daily. We have the best team to work with! We love our jobs which makes for a fantastic work environment. We work hard and support each other. We offer all the perks :) Experience is preferred, but we are willing to train newer grads. The right candidate must be compassionate, reliable, motivated, an exceptional team player and fantastic with client and patient care. Email: glenoravet@gmail.com.

OKOTOKS VETERINARY CLINIC (okvc.ca) requires a F/T Registered Veterinary Technologist for our modern fully-equipped small animal day clinic. You will be working with a fabulous and dynamic team, providing excellent patient care and customer support. Please contact us in person or via email: info@okvc.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>.

HERMITAGE VETERINARY HOSPITAL IS seeking a FT/PT RVT to join our dynamic team. Our established hospital is equipped with digital radiology/dental radiology, surgical and dental suite, as well as an in-house lab supported by Idexx. We take pride in exceptional client care and have four Fear Free certified DVMs as well as five Fear Free certified RVTs. We offer competitive wages, work/life balance, CE allowance, paid dues, Health Spending Account, Pet Care Policy, vacation and flex days. To apply please send your resume to: hermitagehospitalmanager@gmail.com.

ELLERSLIE PET HOSPITAL IS LOOKING to add a sixth FT or PT RVT to a rapidly growing practice. New grads are welcome. We offer attractive compensation including incentive bonuses, group benefits, staff discounts, CE and a great group of people to

work with. We are a client driven business so good interpersonal skills are a must. If you think you would be a "fit" please forward your resume to: doug@ellersliepet.ca.

SIFTON PARK VETERINARY CLINIC IN Edmonton, AB, is seeking FT or PT experienced RVT. Work hours will include some evenings and Saturdays. Ideal candidate will be self-motivated team player, confident in the ability to use all of their professional skills. We are a busy 2-DVM small animal practice, equipped with digital radiology and in-house IDEXX lab. We offer competitive wage, paid dues, health benefits, uniform and CE allowance, staff discounts. Please email your resume to: spxa101@gmail.com.

SUNRISE AH IS SEEKING PART-TIME RVT for Saturdays only. Digital radiography and full in-house laboratory. Salary to commensurate with experience. Responsibilities - blood draws, IV catheters, monitoring anesthesia and routine duties. New grads welcome to apply, mentorship will be provided. Contact: sunrisevet2@gmail.com.

BOWMONT ANIMAL HOSPITAL IN NW Calgary is looking for a FT or PT RVT. We are a growing 1.5-doctor practice under new ownership looking for an outgoing and enthusiastic team member to join our team. Monday through Friday shifts (Saturdays occasionally required). Condensed work week schedule available. We provide medical benefits, pet benefits, uniform and CE allowance. New grads encouraged to apply. Brand new x-ray machine, in house diagnostics and dental equipment. Please send a cover letter and resume to our clinic email and check out our website for more information about our facility! Email: bowmontanimalhospital@shaw.ca. Website: www.bowmontvet.com.

GREENBANK VETERINARY SERVICES in Edmonton, AB, is looking for an energetic, positive and motivated full-time RVT to join our team. We are a well-established 2-vet small animal practice equipped w/ digital x-ray, US, Laser, Scil lab equip, benefit plan, generous CE allowance, assoc. dues, uniform allowance, competitive salary relative to experience/knowledge and staff discounts. Some evening and weekends will be needed. Signing bonus will be provided. Come join our team. New grads are welcome to apply. Contact: mhagstrom@live.ca.

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 caseload 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.

VETERINARY STUDENT REQUIRED

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.

AHT STUDENT REQUIRED

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.

STONY PLAIN VETERINARY CLINIC IS looking for a RVT student to join our dedicated team. We are a small animal clinic located just 20 mins west of Edmonton, AB. We are looking for a responsible, friendly and fast paced individual to help play a key role in the growth and success of our hospital. There are evening and weekend shifts available. If you would like to put your newfound knowledge to work please email a resume with cover letter to: vets@stonyplainvetclinic.com.

OTHER EMPLOYMENT

ARE YOU LOOKING FOR A GREAT career opportunity as a veterinary Receptionist? Glenora Family Pet Clinic is a thriving,

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rapidly growing, privately-owned practice with excellent reviews and a great client base. We cater to dogs, cats and pocket pets. We strive to give our clients the best experience possible when they call or walk through the door. We are searching for someone who can thrive in our busy and dynamic atmosphere. The ability to multitask, prioritize and pay attention to detail while maintaining a friendly, approachable and professional attitude at all times is a must. This position may have the opportunity to grow and evolve and we are always open to hearing your ideas. We have the best team to work with! We love our jobs which makes for a fantastic work environment. We work hard but support and help one another. Experience as a veterinary Receptionist and Saturday availability are required. The right candidate must be compassionate, reliable, motivated, an exceptional team player and fantastic with client care.
Email: glenoravet@gmail.com.

MEADOWBROOK ANIMAL CLINIC IS looking for a FT/PT Receptionist to join our wonderful team. We're a friendly and caring small animal clinic that takes pride in building great client relationships. We are looking for an animal lover who is reliable, organized, has excellent written and verbal communication skills, and can work well under pressure. Previous receptionist experience at a veterinary clinic is an asset. We offer competitive wages and 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.
Website: www.meadowbrookvet.ca.

HERMITAGE VETERINARY HOSPITAL IS seeking an experienced FT/PT front/back support position to join our dynamic team. Our established hospital is equipped with digital radiology/dental radiology, surgical and dental suite, as well as an in-house lab supported by Idexx. We are a busy practice using Cornerstone software that takes pride in exceptional client care. To apply please send your resume to:
hermitagehospitalmanager@gmail.com.

PRACTICE FOR SALE

CALGARY: WELL-ESTABLISHED companion veterinary practice for sale. Enjoy a busy and growing veterinary practice with many state-of-the-art pieces of equipment, located in a fantastic area of Calgary. For more information please email Jon Walton at jon@mbcbrokerage.ca, referencing "Calgary vet practice for sale".

PRESENTING A CHARMING, WELL- established clinic in an Edmonton neighbourhood that is about to boom! Great location on a busy street. Now asking nearly \$100,000 less than appraised value, this opportunity is absolutely 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. Recently evaluated, owners open to negotiation on terms of sale. Inquiries, contact: 780-519-1054 or email: roblizo@telus.net.

FREE-STANDING VETERINARY CLINIC for lease in Red Deer, AB. This building is purpose-built as a veterinary clinic. Two exam rooms, large treatment room, segregated surgery, indoor dog runs, large reception and retail area. Separate rooms for lab, dental and grooming. Large high ceiling space with overhead door. Building is 3,800 sqft, air conditioned. Ample parking. Facing main arterial road. Location of veterinary services for 50 years. Call 403 346-5956 or email: weberrc@telusplanet.net.

PRACTICE WANTED

ROHIT COMMERCIAL IS LOOKING specifically for a veterinarian clinic for our brand new and highly sought-after Orchards Gate retail building. We have only a few retail bays left available in this location. Orchards Gate is right at the entrance of the prosperous Summerside and The Orchards

south Edmonton neighborhoods. These two neighborhoods have seen the City of Edmonton's largest population growth over the past five years, with over 15,000 people calling them home and an average household income of over \$127,000, and is easily accessible to the Anthony Henday, QEII Highway, and Nisku Spine Road. Lease rates, Tenant Improvement Allowances, and other deal items are negotiable. Please call Kira at 780-441-9412 for more information. Email: kira.bocian@rohitgroup.com. Website: <https://www.rohitgroup.com/companies/commercial/our-properties/orchards-gate/>.

EQUIPMENT FOR SALE/ WANTED

FOR SALE: 2018 GREY TOYOTA Tacoma TRD Sport V6 DBL cab with 2001 Bowie Box Capri, 78,000 kms, 90% highway kms. Dark grey leather interior, backup camera, remote starter, Toyota Safety Sense, NAV, winter and all-season tires (one set of rims), heated seats, A/C, Bluetooth, etc. Bowie box has functional day and night heater, water pump; no fridge. Asking \$38,500. Please call/text 780-919-1996, located near Edmonton.

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.

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