

MEMBERS' MAGAZINE

■ SEPTEMBER-OCTOBER 2020

Cypress View
Veterinary Clinic | 26



In This Issue **20** Celebrating Alberta Veterinary Practices during COVID-19 **24** Practice Management: Is Telemedicine Here to Stay? **28** Focus on Wellness: A Community Approach to Suicide Prevention



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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.

FEATURES

20
Celebrating Alberta Veterinary Practices during COVID-19

24
Practice Management: Is Telemedicine Here to Stay?

28
Focus on Wellness: A Community Approach to Suicide Prevention



26

On the Cover
Cypress View Veterinary Clinic

REGULAR ARTICLES

Editor's Notebook	3
President's Report.....	4
Registrar's Report.....	5
Council Highlights.....	6-7
Keeping You Current.....	8-9
Complaints Director's Report	10-14
Membership Matters	16
PIPS Tip	16
CVMA Report.....	18-19
Public Recognition Corner	22
In Memoriam	25
Dean's Corner (UCVM & WCVM).....	32-33
Student's Corner (WCVM & UCVM)	34-35
ABVTA News	36-39
CE Opportunities.....	41-42
Classified Ads.....	43-50
Go Green.....	50
Advertiser's Index	50
ABVMA Communication to Members	51

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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

WORKING REMOTELY FROM HOME FOR THE

past four months has given me an extra two hours per day that I am not behind the wheel of my car. To fill the void (and to compensate for my teenagers not really needing me much anymore), I have become an avid news hound. At first, it began with normal curiosity and interest, and has developed into a fascination with what is occurring in the world today.

My primary revelation was that your news depends upon where you obtain it. I have always known that some news sources lean to the right politically while others lean to the left; I had not realized how extremely polar opposite their views could be until you start to compare them. Two different news sources reporting on the same event can have radically different conclusions. Even the edited video from the same event can show different realities. A political rally recorded from the back of the stadium looks entirely different from one recorded from the podium. One view shows people packed in front of the stage, the other shows the empty tiers of seats in the background. The truth is often blatantly sacrificed to support the political leanings of the source.

The most troubling discovery for me, however, was the lack of accountability for many of the officials and politicians that are running our governments. I look south of our border and see a train wreck unfolding in slow motion on a daily basis. You know that it is happening, but you just cannot look away. Thinking that it could not occur in Canada, I look to the east, and see scandal after scandal from our federal leaders with seemingly no consequences. No one wants to accept accountability for their actions.

With the physical reopening of the ABVMA office, I am happy to note that I am back driving the two hours per day to attend there. I am also much happier to be back into an environment where truth and accountability do matter — in the veterinary profession. This is why professional associations exist. Working with veterinary professionals eases my political skepticism and reminds me that there are still good and honest people out there. Never change.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

I WANT TO COMMEND ALL OF MY colleagues and their staff on doing an amazing job at continuing to provide care for animals of all species during the challenges of COVID-19. As essential service providers, we have safely ensured animal welfare and public health needs are met. This is no small task during the ongoing stress of the pandemic. At the time of this writing (July 22), our provincial daily case numbers are once again increasing, and we must continue to remain vigilant in following physical distancing and infection prevention.

Recently, a veterinarian was struck by an emotional and angry client. The majority of small animal practices are busier than ever, and ensuring that both staff and public are kept safe makes everything take longer. Emergency practices are frequently overwhelmed, and wait times can be long. Curbside appointments make communication take longer, so situations that are already emotional can potentially become combative. I am very concerned that we will see more of these types of interactions, along

with cyberbullying and other threatening behaviour from the public. Many people are experiencing multiple sources of stress such as financial difficulty, health concerns and family issues, and additional stress such as a pet requiring emergency care can cause them to lash out. This can be a large contributor to the stress of our profession, and it decreases our ability to practice veterinary medicine effectively. Even prior to the pandemic, verbal abuse towards veterinary staff had been noted to be commonplace. In a survey published by the British Veterinary Association in 2017, nine out of 10 veterinarians reported that they or a member of their team have felt threatened by someone's language or behaviour while in practice. Numerous articles published by VIN, AVMA, CVMA and others confirm this is an issue in North America as well.

As a veterinarian and a mentor, I want to help promote resiliency in students and new graduates as they start their careers as veterinarians and RVTs. Managing the stress of difficult client interactions is one of the tougher skills to master, and something that can significantly impact happiness within this career. We have to work together as colleagues and as a profession to deal with negative interactions such as threats, violence and cyberbullying. Having a veterinarian or clinic encountering verbal or online threats or a violent client is difficult on all team members. Keeping the ABVMA informed

AS ESSENTIAL SERVICE PROVIDERS, WE HAVE SAFELY ENSURED ANIMAL WELFARE AND PUBLIC HEALTH NEEDS ARE MET.



of these trends is also important, as this allows Council and staff to work on potential solutions, develop courses and can help direct members to resources to help themselves, their workplace and their families.

Health care professionals such as doctors, nurses and veterinary professionals tend to do well with short-term resiliency. We are good at putting our heads down and plowing through an acute crisis, coming up for air once it is over and then putting the rest of our lives back together. However, the long-term effects of this stress are not as easily handled in the same manner. Stressors such as injury, relationship stress, poor health, family issues or a pandemic lasting months, make it impossible to power through the entire time without burning out.

It is important to look for techniques that may work for you to improve your long-term resiliency. Everyone has different coping mechanisms — mine tends to be running or biking — and finding what allows your brain to enter into a calm space is key. Some techniques recommended for health professionals to cope during the pandemic involve trying to promote our ability to grow during the changing environment. This can include taking a step back to focus your attention on the environment and allow yourself to be fully present, curious and interactive. If you can promote a calm response to what is around you, your ability to control your reactions and responses increases. Allow yourself brief pauses in your day to take in and reflect on your feelings and your reactions. Actions such as grounding yourself, acknowledging your reaction to what is around you, and then setting these reactions aside to start fresh with the next task can help your mind from becoming overwhelmed.

Remember that kindness and support for your work team will help reduce negativity and stress in the workplace. Working on a positive attitude and trying to remain focused on the big picture are techniques that can help build resiliency. As we work through this time of change, remember that change brings opportunities as well as disruptions, and is a part of life. All of us at the ABVMA wish to support our members as we continue to adapt.

ONE OF THE RECURRING ISSUES

that the Practice Inspection and Practice Standards (PIPS) Committee has been dealing with for the past six years is the requirement for a designated anesthetist to be present during any prolonged deep sedation or anesthesia. The problem arose from the wording of the 2014 PIPS Bylaw:

“A designated anesthetist (separate from the veterinarian or veterinary technologist performing the procedure) must be available for each procedure. The anesthetist must be a registered veterinarian or a registered veterinary technologist under the supervision of a veterinarian. In the circumstance where the

veterinarian or technologist performing the procedure is also the person monitoring the anesthetic, informed consent (verbal or written) acknowledging the absence of a dedicated anesthetist must be obtained from the owner and appropriately documented.”

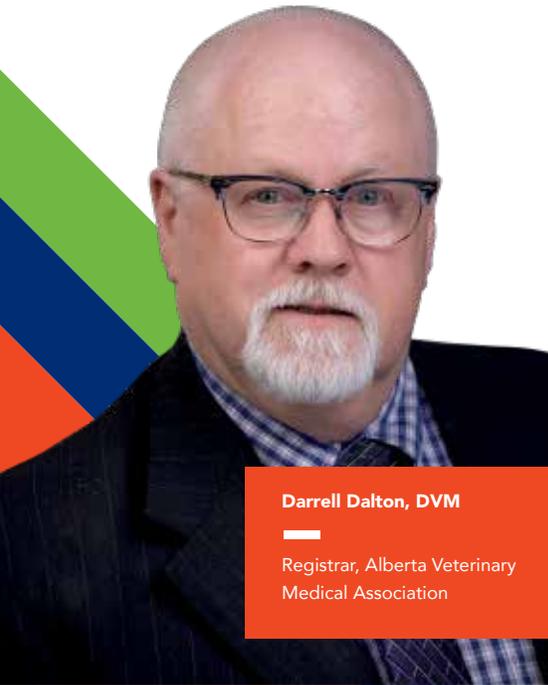
The intent of the task force that developed this Bylaw was that the exception was only to be used in an emergency situation, and not as a practice model. Unfortunately, some members interpreted this to mean that if verbal or written consent was obtained, they were within the intent of the Bylaw. This was not accurate, and the PIPS Committee is seeking to resolve this issue.

In order to correct the misinterpretation, the 2019 PIPS Bylaw revision made the following changes (changes in bold):

“A designated anesthetist (separate from the veterinarian or veterinary technologist performing the procedure) must **monitor patients under general anesthesia and or prolonged and/or deep sedation**. The anesthetist must be a registered veterinarian, or a registered veterinary technologist under the supervision of a veterinarian. **If, in the exceptional circumstance where the veterinarian believes the procedure must be done without an available designated anesthetist, informed consent must be documented in the medical record. Written informed consent acknowledging the absence of a dedicated anesthetist, and the increased risk to the patient, must be obtained from the owner, appropriately documented and be very clear to the client.**”

Following a number of complaint cases that resulted from the anesthetic death of an animal, the Complaint Review Committee (CRC) and the Hearing Tribunal both clearly expressed the opinion that a designated anesthetist **must** be available for **all** routine procedures. They opined that a veterinarian concurrently acting as both surgeon and anesthetist cannot properly assess ventilation, circulation, temperature, perfusion, oxygenation and depth of anesthesia while competently performing surgery, and is therefore inappropriate. Failure to provide a dedicated anesthetist, particularly for a routine or scheduled procedure, may result in allegations or findings of unprofessional conduct in the event of a complaint. Documented informed consent is only acceptable and applicable for **exceptional circumstances**.

Council has discussed this issue at length and is in agreement with the PIPS Committee, CRC and Hearing Tribunal. Previously a compliance approach has been taken to institute this change since 2014, but now will move to an enforcement stance. Council recognizes that there are ways to achieve compliance by most practices as has been demonstrated in the past six years, for example, having a locum come in part time and grouping all surgeries on that day. Practices that do not have a registered veterinary technologist, employ locum veterinarians or locum technologists to act as a designated anesthetist, will not pass the PIPS inspection to provide SC-4: Anesthesia services. A designated anesthetist saves animal lives and that is what this is all about.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

OUR VISION

Healthy animals and people in a healthy environment.

OUR MISSION

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

OUR VALUES



PROFESSIONALISM

Demonstrating ethics, fairness, responsibility and accountability



INTEGRITY

Exemplifying honesty, trust and transparency



LEADERSHIP

Inspiring a path that is adaptable and visionary



INCLUSIVITY

Fostering a safe, positive and collaborative environment



RESPECT

Interacting with empathy, compassion and dignity



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

June 24-25, 2020 – Virtual Meeting

Jonathan Leicht, DVM

Council strategic thinking session: continuing professional development

- What defines continuing education (CE) in 2020 and related competency skills. Limits on ability to audit, best methods for auditing; peer advisory roles, how best to track competency assessments. Is the gathering of data leading to purposeful outcomes and what are we trying to measure?
- CE and relationship to area of practice; discussion on applicability of particular CE and whether ABVMA tracking and # of hours is relevant to 2020.
- Outcome of discussion: Current 20 hours (DVM)/15 hours (RVT) to remain while emphasizing continued support for applicable CE by ABVMA.

Audit Committee review

- Financial guidelines: A change in wording will allow investing in higher return/low risk stocks if council decides this is a good decision in future, but not at present. (Up to 10 per cent of reserve investment pool)

Draft 2021 normal budget and draft 2021 COVID budget

Dr. Dalton prepared a normal budget as well as COVID budget scenario to provide

planning mechanism in case COVID does not allow full reopening in coming months.

- ABVMA will be an Organizational Member of the CVMA. There are no separate CVMA fees on member invoices. The Organizational Membership fee is expected to be similar to what was previously remitted as individual member fees and therefore will have minimal impact on the budget.
- Five per cent reduction is provided for in COVID draft budget in registration revenue (RVT and DVM combined).
- Expenses: To remain consistent in 2021, COVID budget outlines worst case scenario if meetings continue virtually; effects on CanWest, AGM, registration days, etc.
- Goal is to pass budget by August 2020, which will allow for further knowledge of COVID situation.

Canadian Veterinary Journal (CVJ) ethical question discussion by Council

- ABVMA was contacted by a number of member veterinarians that were distraught by the CVJ ethical question of the month member letters published in CVJ (May 2020). Major concerns were raised that remarks were inflammatory, not

representative of many veterinarians' views in Alberta, and additionally the CVJ was becoming more companion animal focused.

- ABVMA sent letter of response to the CVJ for publishing in the next CVJ edition.

ABVTA report

- Discontinuation of the current *Canadian Vet Practice Magazine* to members
- Continued discussion with a number of the graduated students that are awaiting VTNE examination changes with COVID and planning contingency for AGM event

UCVM report to Council

- Expansion of DVM program; new building is complete at Spyhill and expansion of DVM students to fifty for 2021 is approved by the Council on Education.
- Six professorships and four staff positions are posted for hiring by September 2020
- Diagnostic Unit - \$3.5 million grant for additional support and workload. This is the first time government has made investment in this area in decades and will allow additional surveillance, testing and diagnostics resources in Alberta.

WCVM report to Council

- Council received update on COVID management at WCVM
- Application process update for 2020 DVM intake including non-interprovincial agreement intake. There will be nine students from Alberta in the incoming class at the non-interprovincial agreement tuition rate.
- A new curriculum is being introduced this year to enhance clinical education. Additional labs/physical skills development. Removal of histology, embryology and biochemistry.

Presentation by UCVM Dr. Jacob Thundathil and Dr. Tessa Baker on a combined degree program proposal: DVM/MSc and DVM/PhD

- Goal to expand opportunities for practicing veterinarians and other DVM professionals.
- Graduate certificates as well as part-time graduate studies. No graduated programs of this manner in Canada with multiple programs already in place in the US.
- Goal to enrich clinical skills, provide a complement graduate program, potential source of income for DVMs and allows for additional credentialing. There was also positive discussion on the appetite in the community for these types of programs to exist.

Veterinary Profession Labour Market Workforce Project

- Approved grant now in place. Consulting company has now been hired to identify “scoping interviews” to determine survey questions to be developed.

- Council was provided information that Alberta veterinary numbers are falling behind population growth, possibly worse than many jurisdictions throughout North America, therefore project is very timely.

Discussion on majority ownership of permit holders

- A lively discussion occurred on what defines majority ownership, who is the responsible veterinarian in practice, what would allow for RVTs to own shares in a veterinary practice entity in Alberta and what defines a veterinary permit holder.
- Discussion on visibility of permit holders and transparency; Council was provided information on where all permit holder information is accessible on ABVMA website.
- Outcome of discussion was to move into committee to answer the following:
 - (1) Further clarify ownership definition
 - (2) Explore options provided by other professions in Canada and the US
 - (3) Develop “ABCs of corporate ownership structures.”

Discussion and motion approved on PIPS requirement for “designated anesthetist” bylaw

- Council discussed memo provided by PIPS Committee based on 2019 approved bylaw update as well as letter of review by Complaint Review Committee that clinics no longer be given approved status when there is not a separate dedicated anesthetist during procedures requiring sedation or anesthesia.
- Council provided timelines for prior notices to membership, inclusion in

multiple E-News bulletins framing to the application of the bylaw. Prior “informed consent” guidelines when an anesthetist could not be made available was also discussed.

- Council approved motion for PIPS Committee to develop guidelines for an exemption that practices could only apply for in “exceptional” circumstances.

CanWest update

- Council was provided an update on ABVMA’s contractual obligations to the Banff Springs Hotel relative to hosting CanWest and commitments to the conference venue and proposal to deliver CanWest in virtual format.

Edmonton Humane Society (EHS) microchip program for reclaimed pets

Council reviewed and approved EHS proposed microchip program for reclaimed pets. EHS will be able to provide a microchip for stray animals presented to EHS from outside the city at time of reclaiming with the informed consent of owners.

Public euthanasia

EHS proposal on ability to provide end-of-life services for low income individuals who cannot afford services otherwise and for removal of aggressive dogs from the public.

Council provided feedback that would rely on confirmation of intent and clarification back from EHS.



DR. JONATHAN LEICHT COMPLETED HIS DVM AT WCVM IN

2009. His career began in small animal practice before joining Novartis Animal Health in multiple sales and key account management positions. In 2015, Jonathan started with VCA Canada in ever-growing operational roles, including Senior Regional Operations Director Specialty, Western Canada. In October 2019, he moved back into private practice as well as joined Mosaic Veterinary Partners as Director of Operations. Starting in July 2020, he’s co-hosting a new interview style podcast called the Veterinary Project. When not in clinic, you will find him working on a renovation project or outside playing and travelling with his wife and two young kids.

Jonathan Leicht, DVM

Member of Council, Calgary Region

Announcements and Member Engagement

WCVM DEAN STEPS DOWN

As announced by the Western College of Veterinary Medicine (WCVM) on June 24, 2020, Dr. Douglas Freeman, dean of WCVM, stepped down on June 30, 2020.

Freeman served as the regional veterinary college's leader for two five-year terms from 2010 to 2020. For personal reasons, he decided not to pursue a third term.

WCVM faculty member Dr. Gillian Muir became the college's acting dean for one year beginning on July 1. Muir is a professor and head of the WCVM's Department of Veterinary Biomedical Sciences. She received her DVM at the WCVM in 1988 and completed a PhD degree in neuroscience at the University of British Columbia.

The university will begin an international search for the next dean in the fall of 2020.

The full release can be found at: <https://wcvmtoday.usask.ca/articles/2020/06/dean-steps-down-from-usask-veterinary-college.php> or for more information, contact: Myrna MacDonald, Communications, Western College of Veterinary Medicine (WCVM), 306-291-9950 | myrna.macdonald@usask.ca

In his role as Dean of WCVM, Dr. Freeman served as Ex-Officio on ABVMA Council from 2010 to 2020. The ABVMA would like to thank him for his service.

COUNCIL ELECTION NOMINATIONS

- Nominations for 2020 Council vacancies are now open
- Visit *Announcements & News > Announcements* on your member portal to view a letter about Council from Dr. Kirsten Aarbo, the Council Nomination Form and Council Terms of Reference. (Login required.)
- **Nominations close: Sept. 18, 2020**

ABVMA AWARD NOMINATIONS

- Nominations for 2020 ABVMA Awards are now open.
- Visit *Announcements & News > Announcements* on your member portal to view the Nomination Form. (Login required.)
- **Nominations close: Sept. 18, 2020**

Association Activities

The Registrar, Deputy Registrar, Assistant Registrar and Communications Manager (R/DR/AR/CM) participated in regular meetings to discuss COVID-19 information for members and the public.

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

JULY 2020

- 2:** R/DR/AR/CM Labour Market Workforce Project Teleconference
CM teleconference meeting with ABVTA, Executive Director
- 6:** DR virtual hearing
R/DR/AR Labour Market Workforce Project Key Informant Interview
CM teleconference with UCVM Director of Student Services

- 8:** P/PP/R/DR/AR Executive Council Meeting
R/DR CCVR teleconference
- 9:** R/DR/AR/CM CVMA Virtual Annual General Meeting
R/DR CCVR teleconference
CM bi-weekly call with ev+ Digital Marketing Agency

- 10:** R/DR CCVR teleconference
CM teleconference with ABVTA Executive Director
- 13:** R/DR COC (Appeals-Registration Committee)
- 14:** DR Tails of Help Board of Director's teleconference
R/DR AARCS Edmonton Facility Meeting

CALL FOR ANNUAL GENERAL MEETING (AGM) RESOLUTIONS

- See the full notice published on page 4 of the July/August 2020 *Members' Magazine*
- **Members who wish to submit a resolution for consideration for the AGM in February 2021 must submit this to the ABVMA office by: Tuesday, Oct. 15, 2020**

2020 CANWEST VETERINARY CONFERENCE, OCT. 17-20, 2020

Registration for the 2020 CanWest Veterinary Conference is now open. For details, visit: www.canwestconference.ca.

MEMBER WELLNESS PROGRAM

The 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.

MALATEST LABOUR MARKET WORKFORCE PROJECT

The ABVMA and ABVTA are conducting a labour market study to address the current shortage of veterinarians and veterinary technologists in Alberta. The study is funded through a grant from the Alberta Ministry of Labour and Immigration.

Having the right number of people, with the right skills, in the right places, at the right time is essential for the stability and sustainability of the veterinary profession in Alberta. The project will collect data, provide data analysis and components for a complete veterinary professional workforce study and plan for Alberta. The following is being considered: projected growth, the current workplace, recruiting and retention, retirement and succession planning.

To inform this study, we ask for your participation in an online survey that will be administered from the end of August to November. Your experiences and perspectives as veterinarians and veterinary technologists are essential to this study.

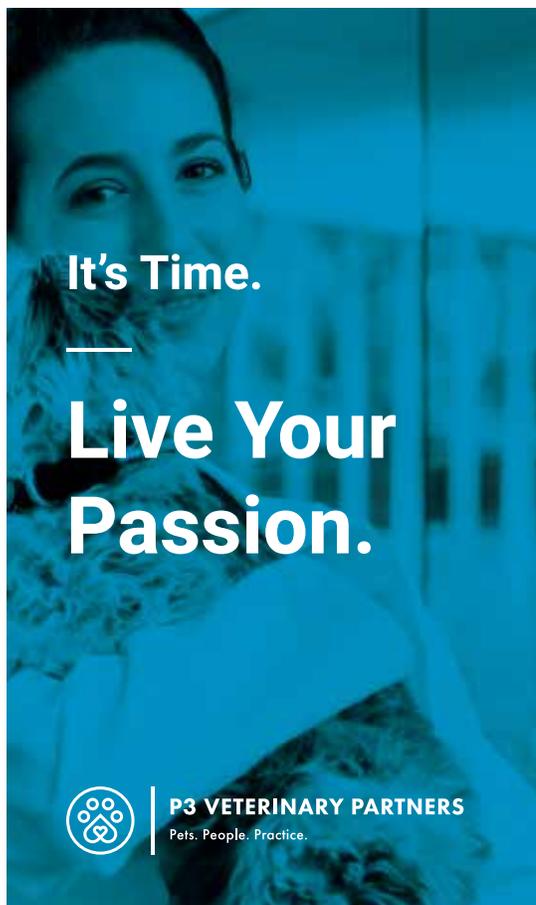
- 15: R/DR/AR Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
- 17: R/AR/CM Labour Market Workforce Project Update Meeting
- 20: R/AR/CM Program Planning Committee Meeting - One Health Antimicrobial Stewardship Conference
- 21: P/PP/R/DR/AR Executive Council Meeting
R/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
CM bi-weekly call with ev+ Digital Marketing Agency
AR Project meeting teleconference with ev+ Digital Marketing Agency
- 27: R/DR/AR/CM Government relations meeting with Pam Cholak
- 28: R/DR/AR/CM Project Advisory Team Labour Market Workforce Project
CM call with Meltwater, media monitoring company
- 29: P/PP/R/DR/AR Executive Council Meeting
- 30: DR Consent Discussion
DR Companion Animal Disaster Response Committee Steering Committee Meeting
- 31: R/DR/AR/CM Program Planning Committee - One Health Workshop, teleconference with One Health Workshop, One Health Consortium organizers
R/DR/AR/CM Labour Market Workforce Project Update Meeting

AUGUST 2020

- 5: R/AR/CM Executive Meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
CM bi-weekly call with ev+ Digital Marketing Agency
- 12: P/PP/R Executive Council Meeting
- 14: R Labour Market Workforce Project Update Meeting
- 18: DR Tails of Help Board teleconference
- 19: R/CM Executive Meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
CM bi-weekly call with ev+ Digital Marketing Agency
- 20: DR Hearing
CM CVMA Communications Meeting
- 26: P/PP/R/DR/AR Executive Council Meeting
- 27: R Triplicate Prescription Program Steering Committee
- 28: R/DR/AR Labour Market Workforce Project Update Meeting
- 31: P/PP/R/DR/AR/CM UCVM Virtual Welcome to the Profession Ceremony
Aug. 31 - Sept. 1: P/PP/R/DR/AR Virtual Council Meeting

LEGEND

P=PRESIDENT **PP**=PAST PRESIDENT **VP**=VICE PRESIDENT
R=REGISTRAR **DR**=DEPUTY REGISTRAR
AR=ASSISTANT REGISTRAR **CM**=COMMUNICATIONS MANAGER



It's Time.

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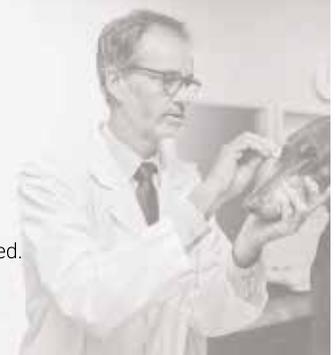
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Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #19-17

A letter of complaint was received against a veterinarian regarding the care provided to a cat that had a complaint of diabetes and presented with a complaint of lethargy and anorexia.

The veterinarian undertook diagnostic testing and treatment, with the cat returning approximately two weeks later with a complaint of not eating. The veterinarian undertook further diagnostics and prescribed treatment. There was no record that diagnostic imaging was contemplated or offered.

Another two weeks later the cat was presented again with more severe signs at which point abdominal radiographs were taken and the owner ultimately decided to proceed with euthanasia. The owner was concerned with how the euthanasia was undertaken and proceeded.

The complaint was investigated and the report of the investigation was provided to the Complaint Review Committee (CRC) for review. The CRC made a decision that the matter be referred to the Hearings Director for a hearing.

The member entered into consent discussions with the members of the CRC. The member provided an admission of unprofessional conduct and signed a Consent Order.

COVID-19

The COVID-19 pandemic response necessitated the temporary pause to some aspects of the complaints and discipline process. The receipt of complaints was not interrupted, and investigations have resumed. Hearings that normally require in-person attendance in meeting rooms for extended periods are not possible while adhering to social distancing requirements. The ABVMA, like many professional regulatory bodies and civil courts, has turned to virtual hearings.

This matter proceeded to hearing held virtually through the online videoconferencing platform WebEx on May 6, 2020.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. At all material times, the veterinarian has been a registered veterinarian with the Alberta Veterinary Medical Association (ABVMA) since 1999.
2. The veterinarian is the responsible veterinarian for the veterinary practice.
3. SG and MJ were the owners of a 14-year-old cat who was a diagnosed diabetic.
4. On Feb. 20, 2019, the cat presented to the veterinarian with a complaint of lethargy and anorexia. The cat had a history of diabetes, was being treated with Caninsulin and on presentation had a temperature of 39.1°C.
5. The veterinarian undertook blood testing including blood glucose, CBC, chemistry (general 17) and T4. The CBC showed an elevated white blood cell count and low packed cell volume (PCV). The veterinarian prescribed an antibiotic, Clavaseptin and Famotidine with a plan to recheck blood glucose and PCV in one week.
6. The veterinarian re-examined the cat on March, 2019, with the complaint of not eating well. The cat's temperature was now at 38.3°C, the PCV had increased and he was dehydrated. The veterinarian noted that abdominal palpation was normal with no mass palpable. The cat was treated with subcutaneous fluids to address the dehydration. The veterinarian prescribed Cyproheptadine and two cans of recovery food.
7. There is no documentation in the medical record of a recommendation and/or discussion of diagnostic imaging related to the Feb. 20, 2019, or March 7, 2019, examinations.
8. On March 18, 2019, the client became concerned about the cat being constipated. It was presented again to the veterinarian on March 19, 2019, with concerns of foul smelling vomit and constipation. Blood glucose and PCV were evaluated and within normal limits. Following a lengthy discussion, the client consented to abdominal radiographs, which indicated a distended small bowel and a possible mass at the ileocecal junction.
9. After further discussion, the client agreed to euthanize on March 19, 2019. There is no record of these discussions in the medical record.

10. The veterinarian sedated the cat prior to the euthanasia with medetomidine, ketamine and butorphanol. The cat unexpectedly vomited soon after sedation, resulting in the client being upset. The veterinarian injected euthanasia solution intra renal once the cat was fully sedated.
11. The cat was euthanized on March 19, 2019.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Pursuant to s. 35.1 of the *Veterinary Profession Act* (VPA), as the result of negotiations between the parties and as reflected in the “Agreed Findings of Unprofessional Conduct” section of the Consent Order, the veterinarian made an admission of unprofessional conduct concerning the following two allegations:

Medical Management and Treatment

1. That the veterinarian failed to offer proper diagnostic options to the owners of the cat on Feb. 20, 2019, and/or March 7, 2019, and/or March 19, 2019.

Medical Records

2. That the veterinarian failed to create or maintain appropriate medical records for the cat.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

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

this Order, the following additional continuing education obligations, as approved by the Complaints Director:

- i. an additional five hours of continuing education on feline medicine; and
 - ii. an additional five hours of continuing education on medical records.
3. The veterinarian shall pay a fine in the sum of \$500 with respect to the insufficient medical records. This fine shall be paid within six months of the date of this Order.
 4. The veterinarian shall pay costs in the amount of \$4,000 within six months of the date of this Order.
 5. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a Hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
 6. There shall be publication of this Order on a without-names basis (and without identifying information).

COMPLAINT CASE #19-13

A complaint was received from a member of the public concerning the care provided to a cat with a diaphragmatic hernia. The complaint was submitted against four parties and resulted in four complaint cases. One against each of two veterinary practices involved in providing care and one veterinarian working at each practice.

The complaint was investigated and the issues raised by the complainant were all dismissed in the four complaint cases.

The Complaint Review Committee (CRC) was able to make the decision that the complaints raised by the complainant could be dismissed even though the responsible veterinarian for one of the practices failed to provide a response to

the complaint and failed to comply with a request of the appointed investigator.

The matter of the veterinarian failing to comply with a request for a response and interview was referred to the hearings director for a hearing.

The member entered into a consent discussion and ultimately signed an admission of unprofessional conduct and consent order. During which he provided a final explanation as to his failure to respond to the complaint.

A hearing was held on March 6, 2020.

AGREED STATEMENT OF FACTS:

1. The veterinarian has been a registered veterinarian with the Alberta Veterinary Medical Association (ABVMA) since 1981.
2. The veterinarian was the responsible veterinarian for the veterinary practice during the relevant period of time being March 2019.
3. A complaint was received by the ABVMA on March 20, 2019, from the owner of a short-haired black male cat.
4. Veterinary medical services were provided by an associate veterinarian to the cat at the veterinary practice where the veterinarian was the responsible veterinarian.
5. An investigation was initiated into the complaint pursuant to a decision of the Complaints Director on April 26, 2019. The veterinarian received notice of the investigator appointment and a request was made for a response to the letter of complaint and all relevant medical records. A response was requested by May 21, 2019.
6. Further requests for a response to the complaint were forwarded to the veterinarian on June 10, 2019, and July 2, 2019. No response to the complaint was received by the ABVMA.
7. The investigator, through a series of emails, requested an opportunity to interview the veterinarian with respect to the complaint. The veterinarian refused to undertake an interview with the investigator.
8. At a consent discussion meeting with the CRC on Jan. 23, 2020, the veterinarian provided a final explanation as to his failure to respond to the complaint.

The Hearing Tribunal received a copy of a letter that the veterinarian provided to the CRC during the consent discussion. The Hearing Tribunal ordered that this letter outlining his personal circumstances that occurred at the time he was notified of the complaint be sealed. The Hearing Tribunal decided these were private matters that do not need to be part of the public record. The Hearing Tribunal agreed with the members of the CRC in attendance at the Jan. 23, 2020, consent discussions that these were significant and challenging personal circumstances for the veterinarian. He demonstrated remorse, and he was very apologetic and candid about his lack of response to the complaint. He agreed to take responsibility for his actions.

FINDINGS OF THE HEARING TRIBUNAL

Failure to Cooperate with an Investigator

1. That the veterinarian failed to provide a response to the complaint notwithstanding ABVMA requests of April 26, 2019, June 10, 2019, and July 2, 2019.
2. That the veterinarian failed or refused to comply with the request of the investigator of the ABVMA to respond to the complaint.

ACKNOWLEDGEMENT OF RESPONSIBILITY:

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

The Hearing Tribunal appreciated the cooperative nature that the veterinarian displayed during the hearing.

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.

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A reprimand will be issued against the veterinarian.
2. The veterinarian shall pay a fine in the sum of \$500 within six months of the date of this agreement. This fine for failure to comply with a request from an investigator is lower than what would normally be sought by the ABVMA given the personal circumstances that mitigated for the lower fine. Although the Hearing Tribunal is very sympathetic of the veterinarian's personal circumstances, they are of the opinion that this could have all been avoided.
3. The veterinarian shall pay costs in the amount of \$4000 within six months of the date of this agreement.
4. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
5. There shall be publication of this Order on a without-names basis (and without identifying information).

PRACTICE REVIEW BOARD (PRB)

ABVMA Bylaws provide that a member who fails to satisfactorily comply with the Practice Inspection and Practice Standards (PIPS) inspection and satisfy the requirements of the PIPS Bylaw will be referred to the PRB.

The following is an agreement entered into by a member and the PRB.

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
R.S.A. 2000, c. V-2, As Amended

AND IN THE MATTER OF A
PRACTICE REVIEW BOARD
REVIEW INTO THE CONDUCT
THE VETERINARIAN, A MEMBER

OF THE ALBERTA VETERINARY
MEDICAL ASSOCIATION,
AND IN THE MATTER OF THE
REVIEW OF THE PRACTICE
OF THE VETERINARIAN AS
APPROVED BY COUNCIL OF
THE ALBERTA VETERINARY
MEDICAL ASSOCIATION.

WHEREAS as a result of a failed Practice Inspection and Practice Standards (PIPS), the PIPS Committee referred the veterinarian's practice to the Practice Review Board (PRB) in accordance with s.55(2) of the *Veterinary Profession General Regulation*, RSA 2000, as amended.

AND WHEREAS on May 28, 2019, the PRB met and agreed that a review of the veterinarian's practice should be undertaken in accordance with s. 11(1)(b).

AND WHEREAS Council of the ABVMA approved this on April 24, 2019.

AND WHEREAS on June 28, 2019, on a voluntary basis the veterinarian attended before the PRB and agreed to proceed with the review.

AND WHEREAS on Sept. 16 and Oct. 22, 2019, an ABVMA inspector undertook an inspection of the veterinarian's practice.

AND WHEREAS the reports of the inspector were provided to the PRB.

AND WHEREAS the PRB met on Nov. 28, 2019, for the purposes of evaluating the inspections undertaken by the inspector.

AND WHEREAS the PRB determined that the veterinarian has taken appropriate steps to be in compliance with the PIPS Bylaw and accordingly on the basis that the veterinarian agrees to the terms as set out below will conclude the review of her practice.

AGREEMENT

1. A caution will be issued against the veterinarian, which will remain in the ABVMA member file.
2. The veterinarian shall pay costs of the PRB process in the amount of \$4,000 by Sept. 30, 2020.
3. The veterinarian shall be responsible for successful passing of the PIPS inspections in the regular inspection schedule.
4. There shall be publication of this Agreement on a without-names basis (and without identifying information).

The veterinarian successfully satisfied the review undertaken by the PRB, and provided that the terms of the agreement are met, the matter will be concluded.

.....
A veterinary practice that failed to meet the minimum standards of the PIPS Bylaw and a veterinarian employed at the practice were both referred to the PRB.

In this matter, the veterinarian who was the responsible veterinarian at the time of the 2015 practice inspection sold the practice but remained on at the VPE as an employee. There were significant deficiencies related to the practice of the employee veterinarian that were not identified and corrected by the VPE.

The employee veterinarian and the responsible veterinarian entered into agreements with the PRB. The following is the agreement with the employee veterinarian.

IN THE MATTER OF THE
VETERINARY PROFESSION ACT, R.S.A.
2000, c. V-2, as amended

AND IN THE MATTER OF A
PRACTICE REVIEW BOARD
REVIEW INTO THE CONDUCT OF
THE VETERINARIAN, A MEMBER
OF THE ALBERTA VETERINARY
MEDICAL ASSOCIATION,

AND IN THE MATTER OF THE
REVIEW OF THE PRACTICE
OF THE VETERINARIAN AS
APPROVED BY COUNCIL OF THE
ALBERTA VETERINARY MEDICAL
ASSOCIATION ON SEPT. 3, 2019

WHEREAS on Sept. 24, 2015, an inspection was undertaken at a VPE at which the veterinarian was the responsible veterinarian.

AND WHEREAS as a result of the PIPS Committee review of the inspection, correspondence from the ABVMA dated April 18, 2016, was sent to the veterinarian and the veterinary practice requesting proof of radiation equipment certification; the responsibility of the veterinary practice to develop and implement large animal narcotic drug logs; and develop and implement large animal medical records. A requirement to submit three months of narcotic control drug logs as well as five sample large animal records was requested. Further, an order was made by the PIPS Committee requiring the VPE to be subject for a re-inspection within six months.

AND WHEREAS on July 26, 2016, submissions were received from the VPE and the responsible veterinarian.

AND WHEREAS on Oct. 4, 2016, the PIPS Committee determined that the medical records were inadequate and that a review of the large animals ABVMA medical records handbook be undertaken. Further clarification from the responsible veterinarian with respect to volumes of Ketamine was required.

AND WHEREAS the PIPS Committee sent correspondence on Dec. 8, 2016, requiring a re-inspection in January 2017 and requesting submissions of medical records from all veterinarians and controlled drug logs to be submitted after the re-inspection.

AND WHEREAS a re-inspection was undertaken on Jan. 3, 2017. The veterinarian provided further submissions on Feb. 27, 2017.

AND WHEREAS at the PIPS Committee meeting on Oct. 3, 2017, the PIPS Committee determine there were no changes in the insufficient practices of the veterinarian. The PRB required that all controlled drugs be locked in ambulatory vehicles and that further documents be submitted. In addition the PIPS Committee referred the matter to PRB for non-compliance.

AND WHEREAS correspondence was sent to the new responsible veterinarian at the VPE on Feb. 13, 2018, advising of the additional deficiencies and informing that the previous responsible veterinarian had been referred to PRB.

AND WHEREAS further submissions were received from the VPE and the new responsible veterinarian on March 9, 2018.

AND WHEREAS at the PIPS Committee meeting of June 6, 2018, it was determined that the VPE had successfully completed the practice inspection portion of the ABVMA Quality Assurance Program of Sept. 24, 2015.

AND WHEREAS the VPE was again due for a rotational inspection which was conducted in June of 2019.

AND WHEREAS the PIPS Committee met with respect to this matter and determined that the conduct of the first responsible veterinarian, now an employee, was of significance and concern as follows:

- there was neutering cats on farms with Ketamine with no medical notes, no analgesic, no monitoring;

- there were repeated sales of bottles of Ketamine to farmers with no medical notes or incorrect logging and no controlled drug log;
- no TPP pad nor client nor invoices in the computer to match the sales;
- there was a lack of medical records, animal IDs and euthanasia logs not matching invoices;
- a question was raised whether the veterinarian was working as an employee at the VPE or independently;
- there were no available documents to reflect the veterinarian's appointments, controlled drug logs or invoicing.

AND WHEREAS in 2017, VPE was sold to a corporation approved as a permit holder owned by the new responsible veterinarian and her husband.

AND WHEREAS deficiencies were noted with respect to VPE at the June 2019 inspection.

AND WHEREAS Council of the ABVMA approved a review of the first responsible veterinarian's (now an employee) veterinary medicine practice on Sept. 3, 2019.

AND WHEREAS the PRB met with the first responsible veterinarian on Sept. 23, 2019, for the purpose of addressing the matter of his practice status and deficiencies with respect to his veterinary medicine practice.

AND WHEREAS the veterinarian acknowledged that his practice of veterinary medicine did not meet minimum practice standards.

AGREEMENT

1. A written reprimand will be issued against the veterinarian which will remain in the ABVMA member file.
2. The review of the veterinarian's practice, regardless of the VPE in which he is working as approved by Council of the ABVMA on Sept. 3, 2019, will continue for a period of one year from the date of this Agreement.
3. The veterinarian shall undertake the following continuing education:
 - i. The veterinarian shall undertake and complete a medical records course approved by the ABVMA within 90 days of the date of this Agreement;

Continued on next page

- ii. The cost of this course shall be the responsibility of the veterinarian and successful completion of this course must be provided to the ABVMA Complaints Director.
4. The veterinarian shall be responsible to regularly maintain the following:
 - i. Appointment book that must be kept at the VPE;
 - ii. Medical records on file at VPE with respect to all veterinary medicine practiced;
 - iii. Controlled drug log including a "Use" log for all controlled, narcotic and targeted drugs;
 - iv. Appropriately record all dispensing of pharmaceuticals in accordance with PIPS Bylaw and ABVMA Guidelines.

The veterinarian shall be responsible for maintaining these documents at the practice such that they are available for verification and compliance. The veterinarian shall be accountable to the VPE or the VPE in which he is working with respect to all practice responsibilities.

5. Attend the next Registration Day.
6. The veterinarian shall pay costs of the PRB process in the amount of \$4,000 within six months of the date of this Agreement.
7. The veterinarian's practice shall be subject to an unannounced practice inspection within one year of the date of this Agreement. The cost of this practice inspection shall be the responsibility of the veterinarian. Failure to successfully pass the practice inspection as determined by the PIPS Committee and/or the Complaints Director until such time as there is an Order of the PRB or other authorized decision maker may result in the suspension of the veterinarian's permit to practice veterinary medicine.
8. There shall be publication of this Agreement on a without-names basis (and without identifying information).

The new responsible veterinarian for the VPE accepted responsibility for the practice not meeting the minimum standards of the PIPS Bylaw and shared responsibility for the deficient practice of the employee veterinarian.

While the responsible veterinarian does not normally assume or share the

professional responsibility for the conduct of the employee veterinarians, in this case there were significant and recurring deficiencies in the practice of the employee that were reasonably expected to have been corrected by the practice. The following agreement considers the responsibility accepted by the responsible veterinarian and practice in failing to meet the minimum standards of the PIPS Bylaw.

The following is the agreement with the responsible veterinarian of the VPE.

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
R.S.A. 2000, c. V-2, as amended
AND IN THE MATTER OF A
PRACTICE REVIEW BOARD
REVIEW INTO THE CONDUCT
OF THE RESPONSIBLE
VETERINARIAN A MEMBER OF
THE ALBERTA VETERINARY
MEDICAL ASSOCIATION,
AND IN THE MATTER OF THE
REVIEW OF THE PRACTICE
OF THE VETERINARIAN AS
APPROVED BY COUNCIL OF
THE ALBERTA VETERINARY
MEDICAL ASSOCIATION ON
Sept. 3, 2019

WHEREAS VPE is owned by a corporation approved as a permit holder owned by the veterinarian and her husband effective March 2017.

AND WHEREAS the veterinarian is the responsible veterinarian for the VPE.

AND WHEREAS the veterinarian is responsible, in part, for the compliance of the first responsible veterinarian/employee veterinarian with respect to his practice of veterinary medicine at the VPE.

AND WHEREAS the responsible veterinarian is responsible for ensuring the compliance of the employee veterinarian with respect to all elements of the practice of veterinary medicine at the VPE.

AND WHEREAS the veterinarian met with the PRB on Sept. 23, 2019, for the purpose of addressing the matter of the VPE's noncompliance with the PIPS bylaws, deficiencies in the inspection and the noncompliance of an employee veterinarian while practicing veterinary medicine.

AND WHEREAS the veterinarian, as the responsible veterinarian, acknowledged that the VPE did not meet minimum practice standards.

AGREEMENT

1. A written caution shall be issued against the veterinarian, which will remain in the ABVMA member file.
2. The veterinarian shall be responsible for the general oversight of the veterinary medical practice of the employee veterinarian while an employee and/or general contractor of the VPE. This shall include the following:
 - i. Responsibility of the VPE to obtain from the employee veterinarian and maintain availability for verification of compliance;
 - ii. Daily appointment calendars;
 - iii. Medical records;
 - iv. Properly completed controlled drug log;
 - v. Records of prescribing and dispensing that are compliant with PIPS Bylaw and ABVMA Guidelines.
3. The veterinarian shall pay costs of the PRB process in the amount of \$4,000 within six months of the date of this Agreement.
4. The veterinarian and the VPE shall be subject to the ongoing review by the PRB for one year from the date of this Agreement.
5. The VPE shall be subject to an unannounced practice inspection within six months of the date of this Agreement. The cost of the practice inspection shall be the responsibility of the veterinarian. Failure to successfully pass the practice inspection as deemed by the PIPS Committee and/or the Complaints Director may result in the suspension of the practice of the VPE.
6. There shall be publication of this Agreement on a without-names basis (and without identifying information).



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Council approved the following at the June 2020 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Nallely Paez Nunez, #3717 April 9, 2020
Dr. Ramona Penney, #2750 May 25, 2020

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Carmen Bell, #3320 April 29, 2020

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Taylor Smith, #2851 May 18, 2020

Reinstated General Practice Registered Veterinarian

Dr. Claudia Koch, #3607 April 23, 2020

Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Narges Nourozieh, #3712 May 6, 2020

Cancel General Practice Registered Veterinarian

Brittany Davis, #3764 June 30, 2020
Marley Williamson, #3757 June 30, 2020
Christine Moore, #3764 June 2, 2020

Cancel Supervised Limited Practice Registered Veterinarian

Dr. Nirajkumar Makadiya, #3825 April 7, 2020

Cancel Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Manvir Nahal, #3798 May 25, 2020

Registered Veterinary Technologists

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

Lindsay Burt, #3025 April 13, 2020
Michelle Hymers, #2258 May 14, 2020
Chelsea Anderson, #3317 June 10, 2020

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

Charlene Sisson, #2375 May 22, 2020
Stephanie Glackin, #2615 June 9, 2020

Cancel General Practice Registered Veterinary Technologist

Tanya Blackmore, #2356 May 30, 2020

Permits

Permit to Practice Approval

2117522 Alberta Ltd. April 13, 2020
(Dr. Sarah Leontowich #3619)
Reid Veterinary Services Ltd.
(Dr. Janice Reid #2562) June 1, 2020
Neudale Veterinary Services Ltd.
(Dr. Cory Neumann #3791) June 4, 2020
Bernadet Veterinary Services Inc.
(Dr. Nathan Bernadet #2452) April 27, 2020

Permit Reinstatement

KMAC Veterinary Services Ltd.
(Dr. Kristi Jacobson #2120) May 11, 2020

Provisional Approval of New Veterinary Practice Entities

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

Willow Creek Veterinary Service	Claresholm
Animal Health Product Distributors	Airdrie
Healing Traditions Holistic Veterinary Clinic	Calgary
Gordey Veterinary Services Inc.	Sturgeon County
Walker Lake Veterinary Centre	Edmonton
Mountain Mobile Veterinary Care	Canmore
Harvest Pointe Animal Hospital	Edmonton
Lake Bonavista Animal Clinic	Calgary



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #7 Securing of oxygen tanks

The July/August 2019 *Members' Magazine* outlined the 10 most common deficiencies found during practice inspections in 2018. Each *Members' Magazine* since then has focused on one of these areas in more depth.

Securing of oxygen tanks

It is Alberta law (OHS Code, Part 10, Section 171) that oxygen tanks must be secured. Occupational Health & Safety legislation is in place to keep Alberta workers safe. Cylinders that have their valve stem break off can become rocket-like projectiles. Also compressed gas cylinders

can explode if grease or oil is permitted to enter the cylinder or its regulator.

Cylinders must be stored upright and properly secured with a chain or strap to prevent them from falling and/or damaging the valve stem. Multiple cylinders should be stored in a racking system or individually secured. Ideally there is a strap or chain above the midpoint and below the shoulder

of the cylinder, or the cylinder is stored in a holder designed for that purpose. The strap/chain must be able to support the weight of a full cylinder. For example the weight of a full "K" size medical oxygen cylinder is 50 kg. More information is available at the [Canadian Centre for Occupational Health and Safety, How Do I Work Safely with - Compressed Gases.](#)

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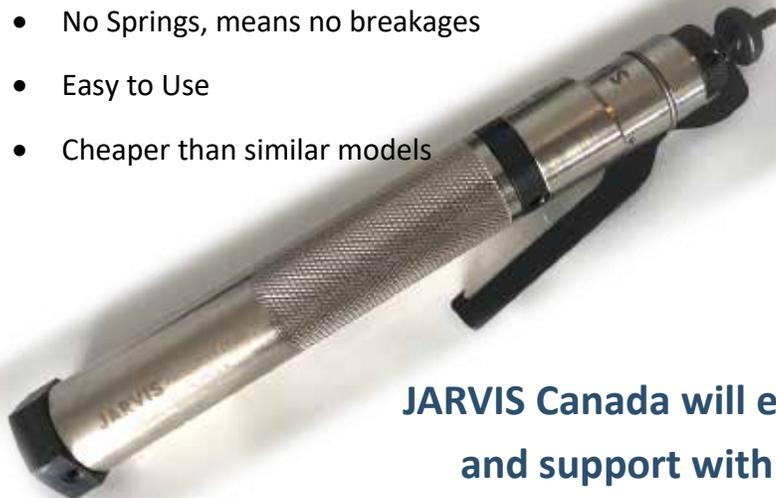
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Alberta Representative on
CVMA Council

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
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DES MÉDECINS VÉTÉRINAIRES

One Profession. One Strong Voice.

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Novel Coronavirus Disease (COVID-19)

We are in 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. Please visit the CVMA's dedicated COVID-19 web page for up-to-date information, resources and recorded webinars.

CVMA Reaffirms Stance on Stricter Dog Importation Rules after Dead Puppies Arrive on International Flight

The CVMA is once again calling on the federal government to implement stricter canine importation regulations after a flight from the Ukraine arrived in Canada carrying more than 500 animals, 38 of which were deceased puppies. The CFIA has also since released a statement on New Import Restrictions for Commercial Dogs Imported from Ukraine. Read the entire news release and CFIA's statement in our web news section.

Have Your Say: Extension of Consultation on Changes to the Regulations for Hatcheries

The CFIA is extending the comment period for draft amendments to the *Health of Animals Regulations* relating to hatcheries. Industry members and the public are encouraged to review the proposed amendments and submit comments by Sept. 30, 2020.

Summer 2020 Cannabis Update

The CVMA and the Canadian Association of Veterinary Cannabinoid Medicine has an update on changes made under the *Cannabis Act of Canada* in the past year including the ability to legally purchase cannabis edibles, concentrates and topicals, which were not originally available when cannabis was legalized in October 2018. Read the whole update in our web news section.

Canadian Veterinary Workforce Study

The profession is experiencing a veterinary shortage across the country. Read the Summary of Key Findings and watch the recorded webinar in our web news section and find a detailed report in the August Issue of *The CVJ*.

CVMA Supports Diversity and Inclusion

The CVMA commits to diversity and inclusion and rejects discrimination or harassment based on grounds such as race, colour, ancestry, ethnic origin, place of origin, age, creed, religion, sex, gender identity, family status, marital status or disability. We affirm that each human being is valuable and deserves to be treated with dignity and respect. Read the full statement in the *Vision, Mission & Priorities* section of our website.

Animal Health Week – Zoonotic Diseases

The CVMA is proud to have celebrated **Animal Health Week (AHW)** across the country for 35 years! From **Oct. 4 to 10, 2020**, the CVMA will raise awareness of Zoonotic Diseases with this year's theme, **Understanding Zoonotic Diseases: Community Health – Animals and You**. Learn about AHW and order merchandise online at canadianveterinarians.net/practice-economics/animal-health-week.

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE

CVMA Recognized Members for Outstanding Contributions to Veterinary Medicine

The CVMA has proudly recognized its members' exceptional contributions to the veterinary profession and animal welfare for over 30 years. This year is no exception despite finding ourselves in an unprecedented situation, collectively. As we were unable to honour this year's awards recipients in person at the CVMA Awards Ceremony, held annually during our Convention in July, the CVMA highlighted recipients and their outstanding achievements through our social media channels, eNewsletters, and web news. The 2020 CVMA Award recipients are:

- **Merck Veterinary Award** – Dr. Egan Brockhoff (AB)
- **Small Animal Practitioner Award** – Dr. Suann Hosie (BC)
- **CVMA Humane Award** – Dr. Bettina Bobsien (BC)
- **CVMA Life Membership** – Dr. Eugene Janzen (AB)
- **CVMA Practice of the Year Award** – Delaney Veterinary Services Ltd. (AB)
- **CVMA Industry Award** – Dr. Daniel Venne (QC)
- **CVMA President’s Award** – Dr. Jack Wilson (AB)

Read more in our web news section.

Quebec Veterinarian Appointed 72nd President of the CVMA

The CVMA is delighted to welcome Dr. Enid Stiles as its new president. Read more about our 2020/2021 CVMA President in our web news section.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

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 CFIA has a dedicated web section with resources to help.

Joint AVMA-FVE-CVMA Statement on the Roles of Veterinarians in Promoting Animal Welfare

The AVMA, the FVE and the CVMA recognize that sentient animals are capable of experiencing positive physical and emotional states (or feelings), including, but not limited to, comfort and pleasure, as well as negative states, such as pain, fear and frustration. Accordingly, animals deserve appropriate care, consideration and respect; that is, animals should experience both a good life and a humane death. The AVMA, FVE and CVMA recognize that veterinarians — as

knowledgeable and accountable professionals — have a duty to take advantage of multiple opportunities to advocate for animal welfare at the individual and community levels, as well as through membership in their professional associations.

The CVMA updated its Free-Roaming Owned, Abandoned and Feral Cats Position Statement

“The CVMA supports evidence-based, effective and humane initiatives to reduce the population size and the impacts of free-roaming owned, abandoned and feral cats in order to promote animal health and welfare, public health and ecological and environmental health.”

Access all CVMA position statements on the Policy & Advocacy section of our website.

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“Your success is our business”

Thank you to **Belle Rive Pet Hospital, Feedlot Health Management Services, Lomsnes Veterinary Hospital, Parkland Veterinary Hospital** and **Pulse Veterinary Specialists and Emergency Hospital** for submitting your photos, experiences and tips!

I APPLAUD THE INNOVATION AND

attention to detail that the veterinary profession has brought to bear to protect the health of our staff and clients. At one practice in particular, Belle Rive Pet Hospital in Edmonton, Drs. Melody and Percy Howlett have come up with innovative and inexpensive ways to provide the peace of mind their clients are looking for:

Submitted by Lisa Collis, DVM, Edmonton Area Locum Veterinarian

Belle Rive Pet Hospital



1

To save cost on wipes, paper towels are immersed in an appropriate disinfectant — these are durable and used to clean all high touch surfaces and do not smell as strongly as alcohol wipes.



2

Dog's leashes are swapped by clients at drop off for "in-hospital" use simple leads, which are disinfected between each patient.



3

A shower curtain has been suspended in each examination room to provide a simple but highly effective droplet barrier between masked veterinary staff and clients on those occasions where clients need to enter the hospital.

Feedlot Health



1



2

Photo 1: Dr. Natasha Kutryk socially distancing from clients and colleagues during an on-farm appointment.
Photo 2: Social distancing while gathering cattle for an on-farm vet visit. Location: Hairy Hill, AB.



1

Photo 1: Our team of veterinary medical professionals attending round with a safe distance.



2

Photo 2: You may notice our staff wearing some of the following personal protective equipment during your curbside visit. Dr. Kawalilak went a little overboard, but we appreciate his enthusiasm!



3

Photo 3: Sometimes treatments require us to not social distance, but we are always going to make sure masks are worn and we respect each others' personal bubble.

Pulse Veterinary Specialists and Emergency Hospital

Lomsnes Veterinary Hospital



1



2



3

Photo 1: Protection of staff and clients is necessary to help control Covid-19. The panels are very easy to install, inexpensive and the right thing to do! Kori and Brittany (receptionists)
Photo 2: "Be the change that you wish to see in the world." - Mahatma Gandhi. Amanda, RVT, greeting a patient!
Photo 3: "Call-in" medication and food ready to be brought out to clients waiting patiently in their vehicles. Josie, RVT

Parkland Veterinary Hospital



1



2



3

Photo 1: RVT Krista with Penny, friends working together.
Photo 2: Our receptionists working during COVID-19.
Photo 3: RVT Darian, having a cuddle with Rebel.

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ANNOUNCEMENT: 2020 Event Postponed

Virtual Conference to be held SPRING 2021

COVID-19 remains an ongoing public health threat. As a result, the pandemic continues to factor strongly into the planning of in-person events scheduled for the remainder of 2020 and into 2021.

In order to deliver the best virtual conference possible, and to protect the health and safety of all attendees, the ABVMA is postponing the One Health Antimicrobial Stewardship Conference scheduled for Nov. 19-20, 2020.

The One Health Antimicrobial Stewardship Conference will be offered virtually instead in spring 2021 (dates to be announced).

In the meantime, the ABVMA is collaborating with the One Health Workshop (hosted by the University of Calgary and Genome Alberta) and the Antimicrobial Resistance One Health Consortium to offer a series of interim webinars this fall on topics related to One Health, including antimicrobial stewardship.

Those interested in attending the One Health Antimicrobial Stewardship Conference are encouraged to consider attending some or all of these webinars while 2021 conference details are being finalized.



One Health Antimicrobial Stewardship Conference

Alberta 2020

Information about the collaborative webinars as well as the Virtual One Health Antimicrobial Stewardship Conference will be made available as soon as possible at:
www.ohab.ca/one-health-2020

Hosted by the Alberta Veterinary Medical Association



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

THE CVMA HONORED MEMBERS WITH AWARDS

online this July.

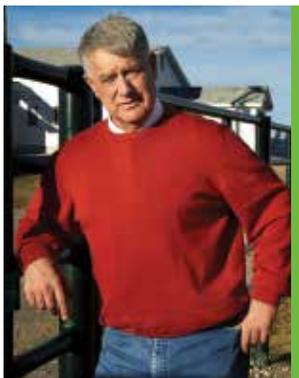
Alberta was well represented by several members and a practice who were recognized with awards. Congratulations to:



Dr. Egan Brockhoff

2020 CVMA Merck Veterinary Award

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



Dr. Eugene Janzen

CVMA life Membership

Life Membership is presented to a CVMA member for long and outstanding service on CVMA Council, Executive, Boards and Committees or for outstanding contributions to the veterinary profession.



Dr. Jack Wilson

2020 CVMA President's Award

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



Delaney Veterinary Services Ltd.

2020 CVMA Practice of the Year Award

The award recognizes a veterinary practice team for outstanding achievement within their local community. This year's recipient, Delaney Veterinary Services Ltd., has a philosophy that blends modern advances with time-honoured values of compassion, respect and empathy, while also raising the bar for equine care.

The ABVMA would also like to welcome Dr. Enid Stiles as the CVMA President for 2020 and wishes her a successful term as president.

WildNorth Wildlife Rehabilitation featured in MacLean's Magazine

CONGRATULATIONS TO WILDNORTH WILDLIFE

Rehabilitation on being featured in the July 2020 issue of *MacLean's Magazine* for the important work they do in Alberta. The article is available online at: <https://www.macleans.ca/news/canada/hours-from-death-these-birds-survived-a-tarry-encounter-with-albertas-oil-sands/>.



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Is Telemedicine Here to Stay?



DARREN OSBORNE, MA

Darren Osborne is the Director of Economic Research for the Ontario Veterinary Medical Association and Economic Consultant for the Canadian Veterinary Medical Association, Veterinary Hospital Managers Association, several State VMAs and veterinary study groups across North America.

Darren Osborne, MA

TELEMEDICINE HAS BEEN A LIFELINE FOR BOTH

veterinarians and pet owners since COVID-19 hit Canada in March 2020. Out of necessity, veterinarians introduced curbside drop off and telemedicine to communicate with clients. While most veterinarians have embraced telemedicine during the pandemic, many are sceptical about the future of it after the pandemic, suggesting it is only a stop-gap solution.

It has been a rocky ride for veterinary telemedicine over the last few years. When it was first introduced to Ontario veterinarians, telemedicine looked promising. Rural practices were going to use telemedicine to triage emergencies and urban practices were going to use it to connect with clients who could not make it into the practice. The rules limited the applicability of telemedicine for veterinarians and the value to clients. After a few years of failed start-ups, doomed pilot projects and research showing pet owners were unwilling to pay for it, veterinary telemedicine stalled.

Alberta's telemedicine policy was approved by ABVMA Council in October 2019 and had not been widely considered by Alberta veterinary practices until the COVID pandemic.

Everything changed once the pandemic hit. Veterinarians quickly adopted new telemedicine protocols that were more relevant than a late-night triage model. Many jurisdictions changed telemedicine policies to allow veterinarians to prescribe and dispense when the veterinarian-client-patient relationship (VCPR) had been established via telemedicine, as long as the veterinarians felt that they had sufficient knowledge of the animal to do so. These changes created a newfound value in telemedicine for both veterinarians and pet owners. Telemedicine was back.

By July, four months after the pandemic shut-down, 88 per cent of practices in Alberta had limited entry and were practicing curbside medicine with 56 per cent utilizing telemedicine. From the same group, 77 per cent expect to continue with curbside medicine and 49 per cent expect to continue with telemedicine (Source: National COVID-19 Survey – July 2020).

There is a clear relationship between telemedicine and curbside medicine. If veterinarians see the need for curbside medicine there will be a need for telemedicine, but what will happen to telemedicine after clients are allowed back in the practice and veterinarians are able to speak to people face shield to face shield? Does the future of telemedicine depend on the continuation of curbside medicine or is there enough value in the new telemedicine model with dispensing and diagnosing to allow it to stand on its own? New research into pet owners' attitudes towards veterinary medicine suggests telemedicine may have found a place in veterinary medicine.

One criticism of veterinary telemedicine is that it can't stand on its own. Sure, you can use it to practice curbside medicine with the pet in front of you, and the client outside, but can you use it to conduct a consult without physically examining the pet? One veterinarian argued, "it seems I always end up having to see the pet anyway, so why even bother with telemedicine — just book them an appointment." Veterinarians' skepticism about the future of telemedicine is evident in how much they have invested in telemedicine. According to the OVMA May COVID Survey, most Ontario veterinarians (83 per cent) were using their existing telephone to conduct their telemedicine consults. Another 12 per

cent were using Zoom and 8 per cent were using another form of free video or phone chat service through their smart phone. Only 11 per cent were using a dedicated veterinary telemedicine application.

To shed light on the long-term success of veterinary telemedicine, pet owners were asked if they had the opportunity to experience a stand-alone telemedicine consultation with their veterinarians and if they had, was the problem resolved.

Of the 8 per cent of respondents to OVMA's 2020 Pet Owners Survey that indicated they had received a remote telemedicine (phone, video or email) consultation, three quarters (75 per cent) indicated that the problem had been resolved, while only 25 per cent reported that they had to bring their pet into see the veterinarian (Source: OVMA 2020 Pet Owner Survey).

The results of the pet owner survey suggest that telemedicine is viable. However, the survey was conducted during a pandemic when clients were motivated to not leave their homes. Will clients be as interested in

telemedicine when clients are encouraged to come back to the veterinary hospital? Doug Boeckh, a feline practitioner from Ottawa thinks there is a future for telemedicine and has introduced telemedicine software into his clinic.

"I have clients who do not drive and cat owners who do not want to bring their cats to the veterinary hospital. Telemedicine is perfect for these clients. I am using it in my practice."

With a 75 per cent success rate for stand-alone veterinary phone consults from the 2020 OVMA Pet Owner Survey, it might be worth investing in a telemedicine application. One of the biggest hurdles facing telemedicine is how much to charge for the consultation. The 2020 ABVMA Suggested Fee Guide provides recommendations for an examination but there is no suggestion for a telephone consultation. According to the July National COVID Survey, only 52 per cent of veterinarians in Alberta charged a fee for a telephone consult and the average fee for those that charged was

29 per cent below the regular exam fee. If veterinarians are going to use the telemedicine consultation to replace the regular examination, the fee for a telephone consultation should be the same as their regular exam fee. This is where telemedicine apps can be useful because the software collects the fee for the consultation when it is scheduled by either the pet owner or the hospital. If a veterinarian is too shy to ask a client to pay for the telemedicine consult, employ a telemedicine program/app to ask them.

The comeback story for telemedicine was born from the necessity to communicate with clients restricted to curbside medicine. With the ability to establish a VCPR, prescribe and help resolve issues three quarters of the time, telemedicine might be the part of the new normal for veterinary medicine.

This article has been modified for Alberta and is reprinted with permission from OVMA's Focus magazine (September issue).

IN MEMORIAM



Dr. Donald Craig Wilson "Tio"
June 12, 1941 – July 5, 2020

Born in Belleville, ON, he was predeceased by his beloved Beatrice Vargas, father Jack, mother Marion and brother John. He is survived by brother George (Lynda); niece Clare; nephew Craig; sister Mary Ann; nephews Wil and Clay;

Johanna and Fernando Bravo, Christina and Andres Vargas (Gabriela and Mariana) of Calgary and their extended family in Miami, FL. He lived life to its fullest and will be sadly missed by many friends in Canada and worldwide.

The family extends their appreciation to doctors and all staff at the Foothills and Rockyview hospitals for their kindness and care.

Cremation has taken place.

A Celebration of Life to be arranged when permitted.



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Steven Kim, B. Comm., CIM

Vice-President & Portfolio Manager

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Alberta SPCA
After Hours Contact Info
1-800-455-9003
Press 7 to be connected
to a Peace Officer



Menu item #7 is not listed in the menu directory

It is intended for veterinarians who need immediate approval to alleviate the stress of a stray animal

During regular business hours, call 1-800-455-9003 and press menu option #1

Cypress View Veterinary Clinic



Tammy Duggan, Director of Administration

CYPRESS VIEW VETERINARY CLINIC was established over 45 years ago. Many things have changed since the beginning, but the goal is still the same: to provide quality care for patients. The practice strives to be the best at what they do, forming bonds with clients and patients all while maintaining a great place to for staff to work. Cypress View is a small animal practice focused on care for cats and dogs. They offer a wide variety of services to existing and new clients, including but not limited to preventative care, elective surgery, orthopedic surgery, ophthalmic surgery, diagnostic services, radiology, laboratory, pathology, ultrasound, rehabilitation, dental services, nutrition counselling, weight loss counselling and exportation assistance.

Cypress View shifted focus to strictly small animal six years ago, and since then

has begun expanding to better suit patients' needs. The facility houses five exam rooms, a dental suite, surgery suite, complete lab, x-ray/ultrasound room an underwater treadmill, laser, and an open area for massage and exercises. The rehab team works on a treatment plan made specifically for each individual pet. Everyone has really enjoyed the changes they have been able to make in injured, aged, athletic, competing and working dogs.

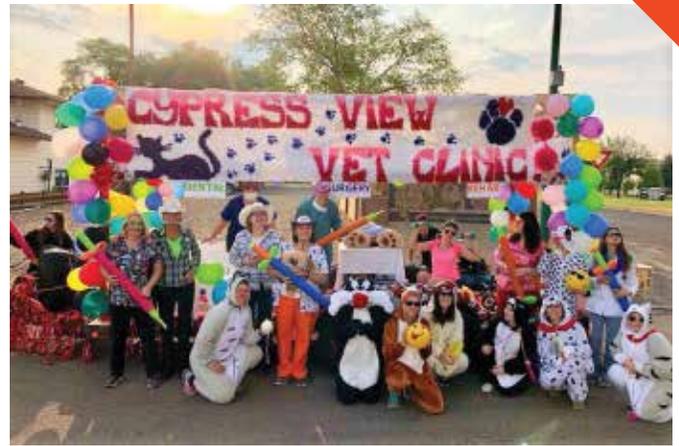
Surgery has become a large part of practice with the growing team always learning about new and improved procedures. It ranges from elective to emergency surgeries. Cypress View offers additional advanced orthopedic procedures that were previously only available in larger centres, such as cruciate repair. The large team of veterinarians has allowed each veterinarian to find their



surgical strong point and work toward offering services with continuing education and other additional learning opportunities.

The dental suite allows performance of full mouth radiograph, prophylaxis and extractions as necessary.

Aside from special services, the practice offers preventative care in order to keep pets in top condition throughout the years.



Preventative visits address everything including vaccination against common diseases and an examination from nose to tail. Items such as dental care, skin care and nutrition are common topics during these visits.

All businesses require strong organization, and as the number of staff members increases, this become even more important. Drs. Mason and Rowe have invested in advanced training for both themselves and several staff members. The tools acquired through this training has proven invaluable and enabled the clinic to grow and flourish even in difficult times.

The Cypress View team is forever expanding and now employs six veterinarians, two non-licensed veterinarians waiting to complete the steps required to work in North America, eight registered veterinary technologists and 11 support staff.

The challenge of hiring more veterinarians to add to the team has not eluded Cypress View. The practice is privileged to have five well-educated individuals recently choose Cypress View as their place of employment. These doctors came to us at various stages of qualification to work in North America. The owners of Cypress View, Dr. Peggy Taylor-Mason and Dr. Michelle Rowe, feel the extra time spent mentoring these eager new additions is worth every minute.

Technologists are no less difficult to find. Last fall, management members travelled to Lakeland College to attend career day. The few hours spent at the college enabled the practice to hire an RVT graduate and a first-year RVT summer student.

Cypress View is also associated with the University of Calgary, Faculty of Veterinary Medicine. Students from the faculty spend time with us during their fourth-year rotations. Recently a fourth-year student from

Oregon spent time with the practice for her surgery rotation.

Practice staff members take pride in the community that has embraced them and enjoys giving back whenever possible. The team can be found at local pet events, hosting hydration and first aid booths, or at low-cost microchipping clinics with all proceeds going to local rescue. In recent years, Cypress view hosted holiday photo shoots with Santa Claus with all proceeds going to local charities. They also enjoy getting out in the community for fun as a group in local runs and taking part in the Medicine Hat Stampede parade and store decorating.

The Director of Public Contact ensures the practice remains ever present on social media. Pet selfies and other cute pictures are daily additions to Instagram, Twitter and Facebook. One of our most popular Facebook posts is the annual Trip to the North Pole where Dr. Rowe has examined the reindeer before their annual big event. This has garnered comments from around the world.

In this new and challenging time of lockdown, daily changes have been required to stay safe and healthy. The practice has locked the doors, and offers telemedicine and curbside delivery of product.



Weekly staff meetings became mass emails to all staff. Fortunately, we can now gather in groups larger than 15 and staff meetings have resumed. Meetings include sharing successes from the last week, reminders of maintaining quality medicine and further training.

The staff at Cypress View Veterinary Clinic is an amazing cohesive and diverse group. Age differences and cultural backgrounds are not a barrier, but rather the glue bonds the group into a fun and hard-working team.



A Community Approach to Suicide Prevention



Kathy Keil, DVM, ABVMA Member Wellness Committee

Warning:

This article talks about suicide. Please decide if you feel safe reading it. If you feel overwhelmed or distressed as you read it, please reach out for help. You are not alone. Please share your story with someone. There are people who are ready to listen and help. Contact the Canadian Suicide Support line at 1-833-456-4566 or find a call centre near you at: <https://www.suicideprevention.ca/Need-Help>

WE ARE LIVING IN A TIME WHEN

suicide is a chronic and escalating public health challenge. Here in Canada, an average of 10 people die by suicide each day, making suicide the ninth leading cause of death. For every one suicide death there are five self-inflicted injury hospitalizations, 25-30 attempts and 7-10 people's lives are forever changed.¹ Although anyone can be impacted by suicide, some populations are at higher risk, including veterinary professionals. In a recent study 26.2 per cent of Canadian veterinarians have had thoughts of suicide in the last 12 months, significantly higher than the 12.2 per cent of Canadians reported to have seriously considered suicide in their lifetime.² Younger veterinarians and female veterinarians are struggling the most. A recent US study revealed that over 11 per cent of veterinarians between the ages of 26 and 34, and 8.9 per cent between ages of 35 and 49 have thought about suicide, this latter age group more than three times more likely than the general population to think about suicide. Significantly more female veterinarians report having thoughts of suicide than their male counterparts and are three

times more likely than the female general population.³ The scary thing about these statistics is that we all know someone in the veterinary community who has suicided. Indeed, the US study revealed that 89.1 per cent of veterinarians consider suicide one of the most critically important issues facing the profession.³ Thankfully most suicides can be prevented. We must work together to implement prevention, intervention and postvention strategies. Increasing suicide safety in veterinary medicine is a community-wide responsibility to which everyone can contribute.

The Mental Health Commission of Canada started the Roots of Hope, a multi-site, community-led project to reduce the impacts of suicide within Canadian communities. It provides a blueprint around which I believe professional communities, like our veterinary one, can tailor suicide prevention efforts to meet our unique needs.⁴ Research suggests that community-based programs may help to prevent 21 per cent of suicide deaths, prevent 30 per cent of suicide attempts and reduce suicide rates by more than 30 per cent.^{5,6,7}

The Roots of Hope model recommends prioritizing strategies and activities in five pillars:

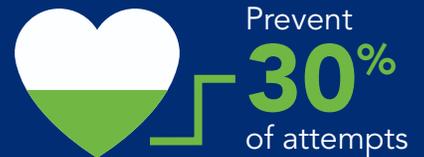
1. Specialized supports
2. Training and networks
3. Public awareness campaigns
4. Means safety
5. Research

Let's look at each pillar.⁴ As you read, think about and jot down possible activities that you can do in your veterinary practice and local veterinary community. Talk with others about your ideas and make them happen.

Community-Based Suicide Prevention Programs may:



Prevent **21%** of deaths



Prevent **30%** of attempts



Reduce suicide rates by **30%**

PILLARS



Specialized supports

Mental illness, such as depression, anxiety and post-traumatic stress disorder, is associated with a large portion of suicide attempts in people. And importantly, mental illness is treatable. Providing accessible, appropriate and effective mental health care is essential to suicide prevention. As ABVMA members we are fortunate to have access to Homewood Health at 1-800-663-1142 and online at <https://homeweb.ca>. It is confidential and available 24/7.

Homewood Health, together with the Government of Canada, launched the Wellness Together portal <https://ca.portal.gs/> to help all Canadians during the COVID-19 pandemic have access to peer support workers, social workers, psychologists and other professionals for free confidential chat sessions or phone calls.

Homewood Health can also provide suicide intervention as they have counsellors trained to assess risk of suicide, provide intervention support and create a safety plan. Call to talk with someone who can listen without judging. They won't freeze up or freak out if you say the word

suicide. Suicide intervention is a key part of a comprehensive suicide prevention plan.

Homewood Health can also provide postvention support resources and connection. Postvention refers to services offered to support and assist those affected by or bereaved by suicide, including supporting the person who attempted suicide return to work. The ABVMA lives by five core values – professionalism, integrity, leadership, inclusivity and respect. These all come into play to foster a return to work with safety, empathy, compassion and dignity.

We can experience primary and secondary vicarious trauma in our work which contributes to burnout and compassion/empathy fatigue. Please know that you can ask Homewood Health for access to a trauma informed therapist.

I want you to know that seeking help is a good, smart and proactive thing to do. Please care for yourself. I do not want you to suffer in silence.

If you are a clinic owner or practice manager, promote mental health as part of the clinic culture with these suggestions:

- Post the Homewood Health phone number in the clinic

- Invite a local mental health professional to address team meetings and provide information on local community mental health resources
- Offer paid mental health days, sufficient vacation time and benefits that provide physical and mental health services
- Have a staff member become a mental health first aider. Just as first aid is the help given to an injured person before professional medical treatment can be obtained, mental health first aid is the help provided to a person developing a mental health problem or in a mental health crisis until appropriate professional treatment is received or until the crisis is resolved.⁶ The ABVMA organizes Mental Health First Aid workshops every year. For more details, go to page 42 in the CE section.



Training and networks

Training teaches us to identify people who are having thoughts of suicide, actively listen, discuss suicide directly, intervene and connect to safety and help. Many suicidal thoughts remain undisclosed. It is up to us to learn the behaviours and signs indicative of a person with suicidal thoughts and reach out and start a conversation that can save a life. The open dialogues and safe environment provided by training sessions also improves a person's capacity to seek help if they are having thoughts of suicide. When we are trained as a community about suicide prevention, it builds rapport, helps people come together to safely talk about their beliefs regarding suicide and learn facts that can help them be more willing to

provide help and/or seek help.^{7,8,9} This builds a network of peer and social supporters contributing to a caring culture of openness, safety and hopefulness. Researchers have found a direct relationship between people who have a strong social support system and lower occurrence of suicidal ideation. Social supports are protective against suicide in presence of other risk factors, like negative life and work events.¹⁰

We are fortunate to have the Centre for Suicide Prevention¹², a chapter of the Canadian Mental Health Association, in our province. They have been educating Canadians in suicide prevention for over 35 years. They educate online and in print, and interactively house the largest library of suicide-specific items in the world. The centre provides a layered curriculum

of training programs that prepare people for a variety of roles in helping increase suicide safety from prevention to intervention to postvention. Schedule a staff meeting to talk more about how training could be rolled out in your practice so that you have your own practice "community" of co-workers who can help keep themselves and others safe from suicide.

- **safeTALK Suicide Alertness for Everyone.** This three-hour workshop emphasizes the importance of recognizing the signs, asking directly and clearly if they are thinking of suicide, and getting help or resources for the person at risk. As such, I have written an online checklist of suicidal signs. Visit their site to download and post the checklist in your staff room and start a conversation around what to watch for.¹⁴

Continued on next page

- **ASIST Applied Suicide Intervention Skills Training.** This is a two-day, intensive, interactive and practice-dominated course designed to help people recognize and review risk, and intervene to prevent the immediate risk of suicide. It is the most widely used, acclaimed and researched suicide intervention training workshop in the world.

For more information on these programs visit <https://www.livingworks.net/>.

Centre for Suicide Prevention resources:

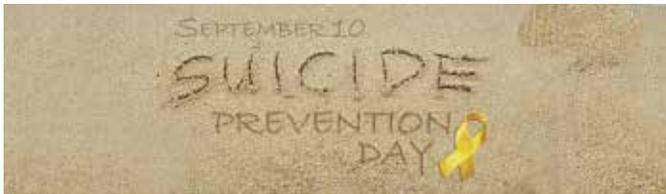
- <https://www.suicideinfo.ca/resource/workplace-suicide-prevention/>
- <https://www.suicideinfo.ca/resource/safety-plans/>
- <https://www.suicideinfo.ca/resource/what-to-do-after-a-suicide/>.

Online veterinary-specific suicide prevention training is available:

Banfield Animal Hospital, with support from the American Foundation for Suicide Prevention, launched a free online suicide prevention course in 2020 created specifically for veterinarians and veterinary staff to help identify people who may be in emotional distress and struggling with suicidal thoughts and actions. You can access the 30-minute online “ASK” at ASKAssessSupportKnow.com.

Please be careful watching this on your own because it is possible to have an adverse reaction to the content. Please keep yourself safe by watching it with another person or members of your practice. If you are a clinic owner or practice manager, arrange a staff meeting where everyone can watch

together and debrief afterwards to check in and make sure everyone is OK and has access to resources to help keep them safe. Consider discussing topics such as the issue of means access to opioids and euthanasia drugs and what you can do in your clinic to limit means.



3 Public awareness campaigns

An important mental health awareness day is on the horizon. Thursday, Sept. 10, 2020, is World Suicide Prevention Day, themed as “Working Together to Prevent Suicides.” The CVMA, in association with Merck Animal Health Time to Talk about Mental Health campaign in Vet Med, is a way to come together as a veterinary community to promote action to prevent suicide. The campaign provides an annual one-hour webinar in recognition of World Suicide Prevention Day. The 2020 webinar on September 10 at 10 am M.D.T. will host two speakers.

The keynote speaker will be Dr. Elizabeth Spitzer, who co-authored the most comprehensive investigation of suicide among US veterinary professionals and students to date and the first to examine deaths by suicide among veterinary technologists and assistants.¹⁵ She will explain how the research provides compelling evidence that access to pentobarbital might help explain the high risk of suicide and makes recommendations on changing veterinarian’s access to pentobarbital.

Robert Olson, with the Centre for Suicide Prevention, will then introduce the drug safe sticker as part of the 2020 The Time to Talk about Mental Health in Vet Med Campaign, which is launching the sticker on Sept. 10, 2020, and will be available free of charge from CVMA website. He will explain the messaging of the sticker and will explain the Suicide Prevention safety plan toolkit¹⁶ and associated training to veterinary professionals which will be offered in October 2020.

4 Means safety through restriction and reduction

Restricting and reducing access to the means of suicide is considered to be one of the most effective suicide prevention strategies.^{17,18} As mentioned above, Dr. Spitzer was a member of the research team who examined specific means of suicides among veterinary professionals from 2004 to 2014, and reported that self-poisoning with pentobarbital was the most common method of death.¹⁵ The research leads us to consider the role that

RESTRICTING AND REDUCING ACCESS TO THE MEANS OF SUICIDE IS CONSIDERED TO BE ONE OF THE MOST EFFECTIVE SUICIDE PREVENTION STRATEGIES.



access to pentobarbital has in contributing to veterinary professional suicides. Although it is unfeasible to reduce access to pentobarbital (means restriction) since it is important in the work veterinarians do, as a community we can implement means limitation to help reduce rates of suicide with pentobarbital.

One example of means limitation is to implement a drug safe sticker system as previously mentioned. My hope is that the sticker becomes a protective factor helping a person with thoughts of suicide pause and see phone number and realize that there is someone who wants to listen to their story and help them stay alive. The pause might give a flicker of hope that help is available. I think that used in combination with other suicide prevention strategies such as education, training and fostering of networks, the sticker has considerable capacity to save lives.



Research

Surveillance, monitoring and evaluation of community-based suicide prevention programs are important.

If you work in academia or are thinking about doing a master's degree or PhD, consider doing work in this area to help fill gaps in knowledge around the efficacy of veterinary community-based suicide prevention, intervention and postvention programs.

SUMMARY

In this article, we looked at the five pillars of the Mental Health Commission of Canada community-based suicide prevention model. I think it gives us structure as a veterinary community to tailor suicide prevention efforts to our unique needs. I hope you see how building networks and connections is important to aid each of us to step out to ask for help and step into the helping. We need as many eyes and ears as possible on the ground in veterinary practices who are trained in suicide prevention, to help save lives.



"We cannot become what we want to be by remaining what we are."

– MAX DEPREE

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UCVM 2020 AND BEYOND:

With our One Community, One Health Strategic Plan, UCVF continues to build on a strong foundation created by the team led by Dr. Alastair Cribb, with 2020 marking a major point for our young program. This academic year begins with an expanded first-year class of 50 DVM students and will end with graduation of UCVF's 10th class of veterinarians.

UCVM is a unique veterinary program in Canada, pioneering the distributed model of veterinary medical education. Since the establishment of the Distributed Veterinary Learning Community, the robust enthusiasm and deep commitment of veterinary clinical educators has created an evidence-based blueprint on how to integrate distributed learning into DVM curricula.

UCVM has carved a niche as a research-intensive veterinary faculty. One of the major reasons for our strong research performance is our co-location with the Cumming School of Medicine – literally, a case study on how to share resources and foster collaboration among researchers. UCVF has many research chairs including five Canada

Research Chairs, strong research funding including from the Canadian Institutes of Health Research, a large number of post-doctoral fellows and a unique 1:1 ratio of DVM to graduate students.

UCVM initiated a campus-wide collaboration leading to the adoption of One Health as crosscutting research theme at UCalgary. The Office of One Health is now operational and leading an antimicrobial research project funded through the Major Innovation Fund of the Government of Alberta.

One of the most inspiring aspects of UCVF is its integration with the community that includes veterinarians, animal owners and organizations such as the Calgary Stampede and Spruce Meadows. Community support has resulted in creation of the Calgary Firefighters Burn Treatment Society Chair in Skin Regeneration and Wound Healing, the Anderson-Chisholm Chair in Animal Care and Welfare, and the Calgary Chair in Equine Sports Medicine, supported by the Calgary Stampede, Moore Equine Veterinary Centre and other community members.

Over the last four years, we have finished nearly \$28 million of construction and renovations to the facilities. Recently, the province signalled its support for the expansion of the Diagnostic Services Unit through the allocation of \$3.4 million to hire additional staff. This investment, with additional funding in the coming years, will play an important role in Alberta's economic diversification. The initiative is strongly supported by Alberta Beef Producers and the Alberta Cattle Feeders' Association, as well as producers.

UCVM continues to create unique programs that fill gaps nationally. With support from Spruce Meadows, we launched the Calgary International Equine Symposium, with a \$10,000 prize for the top scientific paper. To provide a national platform for veterinary undergraduate and graduate students to showcase their research, we launched the Emerging Canadian Veterinary Scholars Summit in 2019, sponsored by Merck.

The next few years will keep all of us very busy because our work is far from being done!

Jack Anderson and his daughter, Wynne Chisholm, donated their 19,000-acre cow-calf ranch to create W.A. Ranches at the University of Calgary. We will launch innovative basic and applied research programs at the intersection of animal, environmental and human health, and make W.A. Ranches a community hub for education in food animal production and environmental stewardship.

With support from John Simpson, the School of Public Policy and UCVF partnered to launch the Simpson Centre for Agricultural and Food Innovation and Public Education this year. This centre will do cutting-edge research on public policy related to the agri-food sector and engage in public education.

The partnership between the ABVMA and UCVF is strong, and we share a commitment to provide outstanding veterinary medical education and to further expand the training opportunities at UCVF to graduate more veterinarians.

UCVM has garnered high international ranking (QS Rankings: 2017:50, 2018: 48; 2019: 47; 2020: 42) based on reputation of the program among employers and research intensity. UCVF has one Fellow of the Royal Society of Canada, one member of the College of New Scholars, Artists and Scientists of the Royal Society of Canada, one 3M National Teaching Fellow, four Fellows of the Canadian Academy of Health Sciences and many other international and national awards.

Albertans are proud of their veterinary college; we truly appreciate their deep and sustained support and holding UCVF to high standards.

AFTER SERVING AS THE COLLEGE'S

leader for two terms, Dr. Doug Freeman decided not to pursue a third term as dean due to personal reasons. At the end of June, Dr. Freeman went on administrative leave from the University of Saskatchewan (USask).

On July 1, I began a one-year term at the helm of the college. As the first WCVM graduate to fill the dean's chair, I'm honoured to take on a leadership role at an institution that has been such a large part of my life for 36 years. I grew up in Alberta, graduated from the WCVM in 1988 and completed a PhD degree in neuroscience at the University of British Columbia before joining the WCVM faculty in 1996. Since then, I've been teaching neuroanatomy and lesion localization to DVM students, as well as running a research program which focuses on functional recovery from spinal cord injury.

In addition to serving as head of the WCVM's Department of Veterinary Biomedical Sciences for the past six years, I've been involved in curriculum renewal for our Doctor of Veterinary Medicine (DVM) program and in developing the college's strategic plan.

HERE'S AN UPDATE ON THE COLLEGE'S RECENT ACTIVITIES AND ACHIEVEMENTS:**ACADEMIC UPDATE:**

The WCVM academic team continues to plan for the upcoming school term. USask will use a primarily remote delivery of classes for the fall term with limited on-campus activities and people. The WCVM can organize some in-person and hands-on teaching, but students and faculty must follow stringent preventive protocols for labs and other activities such as fourth-year clinical rotations and externships.

In late June, the WCVM admissions team selected 85 veterinary students for the Class of 2024. In addition to seats supported by the WCVM's Interprovincial Agreement (IPA), the college also filled the 25 open seats (non-IPA seats) that were offered to eligible western Canadian applicants this year.

CLINICAL UPDATE:

During the first few months of the COVID-19 pandemic, the WCVM Veterinary Medical Centre remained open 24/7 for emergencies and urgent cases. The WCVM Field Service also continued providing essential care for large animals. On June 15, the VMC began increasing its clinical services to about 25 per cent of its regular capacity, and its reopening process will continue over the summer.

RESEARCH UPDATE:

Some WCVM researchers were able to continue conducting their research activities on campus because their work involves ongoing animal, plant or living organism studies. For other research teams, on-campus activities were on hold until early June when the university began implementing its staged approach to increasing activity on campus. Since then, more WCVM research teams have received permission to resume or begin new research activities on campus.

WCVM'S TOP STUDENT:

Dr. Gillian Davies of Calgary, AB, is the 2020 recipient of the WCVM Faculty Gold Medal. This annual award is given to the WCVM graduate who has demonstrated general proficiency in the science and art of veterinary medicine throughout the program. Davies received the top academic award in all four years of her DVM program — a feat that's only happened a few times in the college's recent history.

GOOD SAMARITANS:

A Saskatoon couple have contributed \$1 million to an animal care fund at the WCVM — a gift that will have an enduring effect on the lives of many pets and people. In honour of their gift, the fund was rechristened as Les and Irene Dubé Good Samaritan Fund. The fund supports medical treatment at the WCVM VMC for animals that are ownerless or owned by clients who cannot pay for care due to circumstances beyond their control.



Gillian Muir, DVM, PhD

Acting Dean, Western College
 of Veterinary Medicine

*Questions? Please contact me
 (gillian.muir@usask.ca; 306-966-7448).*

*For more WCVM news, visit
wcvmtoday.usask.ca or follow
 @WCVMToday on Twitter or Facebook.*



Breanna Patton

WCVM Class of 2022
ABVMA Student Representative
2020/2021

THE NEW NORMAL: WHAT WCVM STUDENTS CAN EXPECT THIS FALL

Mandatory masks, empty lecture halls, virtual welcome celebrations. Life for students at the Western College of Veterinary Medicine will look very different this year due to the COVID-19 pandemic. With safety as the top priority, the staff at the WCVM have been busy making sure that students are still being well educated despite the restrictions in place by the University of Saskatchewan. The changes that students can be expected to face are outlined in this article.

Year 1-3 Students:

Students in years 1, 2 and 3 of the program can expect all lectures to be online and delivered remotely. Luckily, the WCVM is allowed to continue labs with in-person teaching. To reduce risk, students will be attending labs in small groups with intermingling between groups being discouraged. Other measures to ensure the risk of spread are reduced include vigorous disinfecting of equipment between lab groups, restricted access to shared spaces such as locker rooms and the buffeteria, and providing two weeks of solely remote learning after students arrive in Saskatchewan before any in-person lessons are scheduled. Students are also required to wear a mask at all times while in the school and each year will use a separate entrance to the building.

Year 4 Students:

The fourth-year students are able to continue their rotations at the WCVM Veterinary Medical Centre (VMC) in person. To decrease the risk of spread, they will be asked to follow the same protocols as the hospital staff, including self-monitoring for symptoms and increased personal protective equipment. However, many of the external rotations have been cancelled. At this time, there are no externships allowed in the US, and many within Canada may be cancelled. The WCVM staff have created two new rotations to try and fill the gaps for the students whose externships have

been cancelled. The new rotations include equine rehabilitation and equine lameness.

Non-Curriculum Activities:

While the curriculum will be delivered with minimal cutbacks, the continuation of other non-curriculum activities, such as club events, sport teams, student socials and lunch talks, are still under review. All events will be approved by the College Opening Coordinating Committee. If they cannot be modified to meet guidelines ensuring they can be done safely, they will unfortunately have to be cancelled.

First-Year Welcome:

Despite the less-than-ideal circumstances, the second-years have been busy planning a contactless welcome for the Class of 2024. To the disappointment of many, events including the Welcome Potluck and Hurricane will be cancelled and in-person contact between the different years is being discouraged to reduce the chance of spreading the virus between classes and different lab groups. However, all first-years will still be paired up with a second-year student who they can reach out to virtually with any questions or concerns. The second-years are also organizing small care packages to be delivered to the first-years as well as several virtual game nights so to provide a platform for socializing.

While students are happy that there is no delay to their studies, many still worry about the effect remote learning will have on them. Lack of socializing with classmates, loss of study space away from home and the toll isolation takes on mental health are concerns that have been expressed. Despite these concerns, there is an overall feeling of gratitude among the students toward the staff at the WCVM who have spent their summer working hard to ensure the program can be delivered remotely without a compromise to the quality of education. While there is still a degree of uncertainty as to what student life at the WCVM will look like in the following semesters, students are staying positive and flexible.



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HI EVERYONE! MY NAME IS

Rheanne and I am entering third year at the University of Calgary (U of C). I was born and raised in the small town of Olds located north of Calgary, and this is currently where I reside with my husband, where we raise cattle and horses along with our dog Blue. I am taking over Tess' role as she moves out into fourth-year rotations, and I am excited for this opportunity to keep you all up to date during this unprecedented time.

During the last update we were right in the middle of the COVID-19 pandemic. Luckily, we were able to move through Stage 1 & Stage 2 of reopening, which turned out to be quite beneficial to all our students. After finishing final exams, many students had already lost their jobs, volunteer experience, externships and research due to the pandemic, and it left many of us wondering what we were going to do for the upcoming summer. Fortunately, veterinary students are resilient, with many of us finding a number of ways to continue learning and gaining experience prior to reopening. Once reopening began progressing, many students were able to find work experience again, while others opted for different opportunities this summer.

The graduating class was unable to attend its graduation as it was cancelled, a rather anticlimactic end to a fruitful four years. The U of C faculty were able to surprise the class with a small online graduation ceremony to acknowledge all their hard work over the past couple of years. Fourth-years were finally able to start their rotations in May after waiting patiently to ensure they could complete their rotations safely. As I am writing this, I have had the pleasure of working with a few fourth-years already, and the consensus is very positive moving forward. They are all excited to finally be out in the community and getting some valuable work experience. Third-years have managed to

find a number of exciting job opportunities; several are working in rural clinics, some are in research and others in referral clinics. Second-years managed to survive their first year unscathed, even with the pandemic. They celebrated over Zoom, as many of us did, and since then have been able to find valuable experience for the summer.

We are all excited for the new first-years to arrive this fall. The admissions process had to be slightly adjusted due to the inability to have in-person interviews. As always, the faculty managed to find a solution, and now we are waiting to welcome approximately 50 new students into their first year at U of C. This will be the first class of its size at the new school.

Things have been rather quiet at the school itself, with the pandemic. However, the new expansion is nearly complete and is able to accommodate the expanded group of first-year students. Along with the expansion, a new student space was created. This has been an exciting development, and student input was gathered from all years to decide what to have in the new student space to support student wellness and mental health.

As for the fall, it is likely that we will be doing some school online, while other parts will be necessary to be on campus while following all of the COVID-19 safety requirements.

Before closing, I just want to say congratulations to the graduating class of UCVM 2020. You had an exceptionally challenging year with the pandemic, but that didn't stop you from becoming fantastic new veterinarians. I hope everyone has managed to find a new normal and that you have been able to enjoy the summer and your families. Take care.



Rheanne Ritchie
UCVM Class of 2022
ABVMA Student Representative
2020/2021





Tanya Kushneryk, B.Com.
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ABVTA President's Report



Fiona Kowalczyk, RVT
2020 ABVTA President



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

THE ONLY THING PREDICTABLE

about this president's report is the fact it will be a September day when you are reading it. As I write, I have no idea if we will be going through a second wave, or if some normalcy will have returned to the veterinary industry. What I know for sure is that I feel incredibly proud of the ABVTA and the ABVMA with their continued efforts to help their members get through this year as safely and successfully as possible.

Wellness continues to be at the forefront of the ABVTA Board of Directors. It has been a priority at every meeting this year to ensure our members receive as much support as possible with the challenges RVTs face. The CE Committee and our Mentorship and Wellness task forces managed to put together some great sessions that focused on RVT professional development and wellness, including the communication series in partnership with the ABVMA. The Mentorship Task Force began a Facebook student mentorship group that has been incredible in guiding the AHT students with VTNE preparation and membership information. The financial strain on RVTs this year is also on the Board's radar, and it was decided unanimously to provide the remaining CE for 2020 at no expense to our members as well as refrain from any increase to membership dues. The ABVTA Wage Survey Task Force also worked hard to get the data from the 2019 wage survey properly released in a format that benefited the membership.

Over the summer I was fortunate enough to host a few barbecues for several vet clinics that wanted to have a team building activity

that was safe yet still fun during a pandemic summer. These created many memorable moments for me. Only a group of veterinary professionals would sit around the supper table and try to outdo each other with the most disgusting cases that they dealt with! These veterinarians, technologists, students and support staff told stories of patients that had the most maggots, the longest tapeworm, the juiciest abscess or the most necrotic body part that needed to be cut off. As the marshmallows came out for a dessert of s'mores over the fire, the conversations turned to their favourite patient or client, the saddest euthanasia, the cutest baby animals, the most satisfying case or an intense emergency that was successfully conquered. In my last report I spoke about the resilience of an RVT. The range of emotions I felt listening to the stories proved we are a resilient bunch as each day provides a new experience and we learn to adapt and cope with everything the veterinary industry challenges RVTs with.

Unless you have experienced it, you have no idea how inspiring a campfire with AHT students can be. Their enthusiasm is infectious, the chatter endless. Their stories from college took me back to the days of juggling school work with college life, kennel duties, calving checks, lambing rotations and some on-call life with the local vet clinic. I have always said if you could bottle the energy from a roomful of new graduates, you would be rich. It amazed me how conscientious these students were. I requested an RVT group picture, but the students held back and insisted they were not an RVT yet and shouldn't be in the picture. I instantly recognized how

precious our license is, which as a graduate from 30 years ago, fresh out of college, I did not fully appreciate. Times have really changed. The development of our profession is staggering. We have only been members of the ABVMA for a few short years, we have earned the right to vote as members of the ABVMA, our scope of practice continues to grow and we have proved ourselves a crucial part of the veterinary team. I had no hesitation pulling the AHT students into the group picture, knowing in a few short weeks they would finally be able to write their VTNE, get registered in September and be a part of this amazing profession. I pray the students still going through the program manage to receive training as we traditionally had and experience minimal hurdles to also become registered.

Hosting the barbecues allowed me to get to know the dynamics of the teams

at various clinics. One group chose to only include RVTs and support staff. The conversations around this campfire brought out concerns felt in the workplace, those revolving around wages and respect. Clearly these are huge issues of which the ABVTA Board of Directors are cognitive. The wage survey was designed to display norms in the profession. As frequent follow-up surveys continue, the discussion of wages, benefits and workplace behaviours should be an easier conversation to have. Respect for each other was evident around the campfire to which the entire team was invited. The veterinarians spoke highly of their support staff and emphasized they could not do their job efficiently without them.

The ABVTA recently developed some key messaging to better achieve all of our strategic goals, and the association continues to provide the tools Alberta RVTs

need to enhance their role as an RVT, to stay well and to encourage professional development. The overwhelming response to the wellness webinars and to Becky Taylor's communication series inspired all attendees to recognize the importance of an efficient, professional and respectful team as well as the financial benefits from these qualities.

My campfire has been reduced to embers, therefore time to close. I find great privilege in being able to share so much with others in the veterinary industry. Satisfaction comes from being the best you can be. Stay safe and be supportive to your colleagues. And to the students who become registered in September — welcome!



THE RANGE OF EMOTIONS I FELT LISTENING TO THE STORIES PROVED WE ARE A RESILIENT BUNCH AS EACH DAY PROVIDES A NEW EXPERIENCE AND WE LEARN TO ADAPT AND COPE WITH EVERYTHING THE VETERINARY INDUSTRY CHALLENGES RVTs WITH.

Board Highlights



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

BOARD OF DIRECTORS MEETING JULY 7, 2020

THE BOARD OF DIRECTORS IS CONTINUING TO MEET regularly via videoconference given the current COVID-19 situation. The Board recently met on July 7, 2020, via Zoom.

- Dr. Darrell Dalton, Registrar, ABVMA, provided an update on behalf of the ABVMA Leadership Team. The ABVMA has made the difficult decision to deliver the CanWest Veterinary Conference virtually this year. The dates of the conference will remain the same, however, the beautiful mountain views will need to wait until 2021.
- On the tails of the ABVMA's decision to change the delivery format of CanWest, the Board has made the decision to host the ABVTA's Annual General Meeting (AGM) virtually as well this year. More details will be released later this summer.
- The ABVTA will continue to support the ABVMA and be part of the Conference, hosting a CE session prior to the AGM as we have in years before.
- Scoping interviews have now concluded for the ABVTA/ ABVMA Labour Market Workforce Project. These interviews will inform the researchers on the best ways to design the survey for our members.

- The Board has been working over the summer to develop key messages for the ABVTA strategic plan. These key messages will be used to develop future projects for members and in messaging with stakeholders.
- The Wellness and Mentorship task forces have developed a Communication Series with speaker Becky Taylor. We thank the ABVMA for their partnership in helping to bring this series and skills to all members of the veterinary team.
- The 2021 budget has been approved by the Board. There will be no increase in membership fees for 2021. The budget will be presented in the Annual Report prior to the AGM.
- An exciting announcement regarding a new membership benefit will be made at our AGM.

The next meeting of the Board of Directors is scheduled for Aug. 27, 2020.

**Update provided by Danielle Harris, RVT
 ABVTA Director, Student Representative Liaison**



CE Committee

WE WOULD LIKE TO TAKE THIS OPPORTUNITY TO SAY thank you to all our committee members. Everyone has been instrumental in helping with the webinars. We have had tremendous success!

Since the last newsletter we have hosted Robin Saar, RVT, VTS (Nutrition), Deb Johansson and Becky Taylor, RVT, MA. Robin's talk on "Deciphering Pet Food Labels" was so informative. We had a lot of really great questions and responses to it. Thank you so much to Purina again for sponsoring. Becky's talk on "RVT's, Invest in Yourself, Practices, Invest in RVT's" was also very well received by our members. I think every member could relate to at least one of the scenarios that Becky spoke about. We had some great feedback from that as well and look forward to having her

come back for the ABVTA/ABVMA Communication Series. Deb Johansson's webinar on "It's Not Just Stress - Understanding the variable effects of stress on front line animal healthcare staff" was so appropriate for our new normal. Her webinar was perfect.

These are difficult times, for sure, but as RVTs we are all very strong people! We understand the need to stay positive! It is a wonderful profession to be a part of and we should all be very proud.

Please continue to attend our webinars. Remember they are of no cost to our members for the remainder of the year. Share with your colleagues, too. If there are any topics you would like to see covered please don't hesitate to reach out to us. treenabr@abvta.com

Member and PR Committee



DESPITE THE CRAZY TIME the world is in, the ABVTA Member and Public Relations Committee continues to meet and discuss events we can hold on a virtual platform for our members! Something we have been focusing on is remembering why we do what we do as an RVT. As the chaos ensues, it is important to remember why we started, and have continued to be in this amazing profession. Hop on to our social media pages to see

what your fellow RVTs have submitted — and feel free to submit one yourself!

Our first virtual members' event was a yoga night where we took time to relax, decompress and breathe, guided by fellow RVT, Des Sieben. Make sure to keep an eye out for upcoming event dates and times on our social media pages or website, www.abvta.com.

Stay safe, stay positive and know that we are all in this together!

CANWEST VETERINARY CONFERENCE

2020

OCTOBER 17–20

PRELIMINARY PROGRAM

Virtual Program includes:

COMPANION ANIMAL

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

EQUINE

Respiratory Medicine, Dr. Julia Montgomery
Anesthesia and analgesia (tentative)
Radiology, Dr. Sarah Puchalski
Lameness, Dr. Sherry Johnson

FOOD ANIMAL

This year's topics will include:
Emerging Diseases, Pathology,
Pharmacology, Practice Management,
Antimicrobial Resistance, Breeding
Soundness and Ruminants.
Speakers: online at
www.canwestconference.ca

VETERINARY TEAM

Team Wellness, Josh Vaisman
Inventory and Pricing, Dr. Karen Felsted
Animal Welfare – Considerations for Mandatory
Reporting, speakers: Dr. Duane Landals, Dr. Phil
Buote, Dr. Margaret Doyle, Dr. Nick Nation

VETERINARY TECHNOLOGIST

Emergency and Critical Care, Andrea Steele, MSc,
RVT, VTC (ECC)
Livestock Animal Welfare, Dr. Eric Behlke
Reptile/Amphibian Welfare, Michele Hamers
Shelter Medicine, Dr. Alex Ellis

OTHER EVENTS

- Pre-conference wet labs
- ABVTA pre-conference CE: Caring for Others, Dr. Kathleen Keil
- ABVTA Annual General Meeting
- CanWest Yoga
- New this year – Meditation Lounge
- Access to Virtual CanWest Exhibit Hall
- Access to CE sessions on-demand following the conference (see website for details)

Clinical Education, Communication and Practice Management Skills...

FROM THE COMFORT OF YOUR HOME!

CANWEST WILL BE HOSTED VIRTUALLY THIS YEAR.

THE 2020 PROGRAM WILL PROVIDE THE SAME GREAT
CE OPPORTUNITIES, AT AN APPEALING "VIRTUAL RATE."

REGISTRATION NOW OPEN. VISIT: CANWESTCONFERENCE.CA



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

– Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting:

<https://vimeo.com/241068811/ffe79fee7>

– Worth 1 CE Credit

Working Through Unexpected Vaccine

Associated Adverse Events – Sponsored by AAEP – Webcast – OBJECTIVES:

- To bring awareness to Vaccine Associated Adverse Events (VAAE)
- To define the veterinarian's role in disease management through vaccination and the outcome that can occur
- Explore some causes of VAAE
- Briefly look at the different outcomes of VAAE
- Can VAAE be prevented?
- What should you do?

CE certificate available after video watched and quiz completed.

Watch the video here

<https://vimeo.com/221903600/e24503f560>

Additional readings: 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.

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

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

Continuing Education Opportunities

MONTHLY OFFERINGS

SEPTEMBER 2020

September 24, 2020 - Choosing the Right Diet: Developing a Customized Nutritional Plan – 2 Hours ABVMA Credits – Webinar Speaker: Dr. Sandy Valverde DVM, CCRT. Choosing the Right Diet: Developing a customized nutritional plan for your patient - 6 p.m. - 8 p.m. MST (online delivery) Sponsored by Rayne Clinical Nutrition Please contact your Rayne Representative to register: Brittney Rogers at brogers@raynecanada.net

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 a.m. - 4 p.m. 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 17-20, 2020 – Virtual CanWest Veterinary Conference – 28 Hours ABVMA Credits – The CanWest Veterinary Conference is renowned as the most engaging and informative veterinary event in western Canada, with high-calibre, world-class speakers. The conference offers an extensive educational program with five learning tracks — companion animal, equine, food animal, veterinary team and veterinary technologist — designed for the entire animal health care team. The 2020 conference will be virtual! Please visit: www.canwestconference.ca for more details.

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 veterinarians and RVTs. 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 a.m.-4 p.m. 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

November 26-27, 2020 - ABVMA Mental Health First Aid – Calgary - 12 CE Hours – This two-day, 12-hour training course will provide the learner with the knowledge, skills and confidence required to recognize and assist individuals who are showing signs of a mental health problem or experiencing a mental health crisis.

Time: 8 a.m.-4 p.m., Nov. 26 & 27, 2020 (must attend both days to receive CE certificate)

Location: VCA C.A.R.E. Centre, 7140 - 12 Street SE, Calgary, AB*

Speaker: Dr. Reza Hejazi

**Event location is subject to change, depending on physical-distancing requirements based on number of registered attendees required this fall. Attendees will be notified if the location changes.*

November 26-27, 2020 - ABVMA Mental Health First Aid – Edmonton - 12 CE Hours – This two-day, 12-hour training course will provide the learner with the knowledge, skills and confidence required to recognize and assist individuals who are showing signs of a mental health problem or experiencing a mental health crisis.

Time: 8 a.m.-4 p.m., Nov. 26 & 27, 2020 (must attend both days to receive CE certificate)

Location: ABVMA Office - Suite 104, 9452 51 Ave NW, Bldg #3, Elm Business Park, Edmonton, AB*

Speaker: TBA

**Event location is subject to change, depending on physical-distancing requirements based on number of registered attendees required this fall. Attendees will be notified if the location changes.*

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 veterinarians: Review how to interpret intraoral dental radiographs in a systematic fashion & how to implement these skills in a case-based discussion. Date: Tuesday, Dec. 1, 2020. Time: 7 p.m.- 9 p.m. Location: NAIT Main Campus; For more info: email info@easav.ca or call (780) 970-3728. With thanks to our sponsor: Nuon Imaging

FEBRUARY 2021

February 1 to March 26, 2021 – Every Wednesday - From Burnout to Balance: Building Thriving Veterinary Professionals – 8 Hours ABVMA Credits – Speaker: Dr. Marie Holowaychuk - This immersive 8-week online program is designed to give all members of the veterinary team the understanding, practical tools, and doable steps for creating a life of balance and wellbeing. The program includes weekly webinars, reflection exercises, peer-to-peer support, and one-on-one coaching sessions and is approved for 8.0 hours of ABVMA CE credit as well as in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/from-burnout-to-balance/>.

VETERINARIAN REQUIRED

ARE YOU LOOKING FOR AN OPPORTUNITY to grow in your career as a veterinarian in a collaborative environment with the freedom to practice quality medicine your way? You would fit right into the family of over 40 people at Edmonton West Animal Hospital, where we provide customized, flexible hours to assure you have a work-life balance and fun! This is a great opportunity for excellent mentorship and hands-on experience for new grads looking to start their career or for an experienced veterinarian seeking this environment. We are equipped with digital radiography, ultrasound, therapy laser, electrocautery, ortho surgery sets (including TPLO saw), full in-house lab and much more. We offer highly competitive wages, health and dental insurance, CE allowance, VIN membership, association dues and paid vacation. If interested, please email resume to: dr_gosal@vetinedmonton.com.

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

HAPPY PAWS VETERINARY CLINIC IN Airdrie, AB, is looking for a vet with communication skills! 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, we feel it is really important to communication with 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 me at: dr.erin@happypawsvets.com. All inquiries are confidential.

FULL-TIME COMPANION ANIMAL veterinarian opportunity at Parkland Veterinary Hospital in beautiful Sylvan Lake, AB. Digital radiology including dental, in-house diagnostics, surgical and therapeutic lasers. We offer full health benefits, uniform and CE allowance, and competitive wages. Some Saturdays 9am-1pm; no after hours. Great clients and staff; friendly work environment to pursue your interests in this growing practice. Must be qualified to work in Canada. Please call Tim at 403-864-6402 or 403-304-4067. Email: tkeating@kbsl.ca.

ANIMAL MEDICAL CENTER SOUTH IN Dunmore, AB (just outside of Medicine Hat) is looking to add a mixed or small animal veterinarian to

our team. We are a modern clinic offering complete small and large animal services. The clinic atmosphere is laid back and friendly with a close-knit supportive team. We offer competitive salaries, paid vacation, paid licensing dues, health and dental benefits, CE allowance and pet discounts. All levels of experience welcome including new grads (mentorship available) with opportunity to expand areas of interest. Contact Megan at: meg.herman65@gmail.com or 403-502-2619/403-527-4888 for further details. Website: <http://amcsouth.ca>.

VETERINARIAN WANTED! WHITEMUD Crossing Animal Hospital in Edmonton is currently recruiting for full-time or part-time veterinarians to join our team of 2-DVMs and 10-support staff. The clinic is well-equipped with in-house lab, digital x-ray and dental x-rays. To appreciate our clinic culture please check out our Google reviews. We work closely with the community and local animal rescues. Don't miss this opportunity - working interviews can be arranged. Excellent compensation and benefit package. New grads welcome. Email your resume to whitemudvet@gmail.com or give us a call at 780-709-2902 to inquire or come in person to drop off your resume. Website: www.whitemudvet.com.

OXFORD ANIMAL HOSPITAL IS LOOKING for their next super RVT to join the team. New graduates are welcome! This job request is for a full-time position, however part-time applications will be considered, the right personality is key! We offer competitive wages, group benefits and discounts on vet services. Email: contact@oxfordanimalvet.com. Website: www.oxfordanimalvet.com.

LANGDON VETERINARY CLINIC IS A modern small animal practice is looking for a full-time/part-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 client and patients. We offer competitive wages and benefit. Send your resume to: strathmorevetapplications@gmail.com. Website: www.langdonvet.com.

STONY PLAIN VETERINARY CLINIC IS A longstanding, highly valued small animal clinic in Stony Plain, AB. We have worked diligently over last 20 years to provide exceptional quality medicine and care for our patients and their caregivers. We are looking for a full-time or part-time veterinarian to join our team. The clinic is fully equipped with in house IDEXX lab, digital xray and digital dental xray, H/S dental machine, ultrasound and much more. We offer competitive wages, full benefits, generous CE allowance, ABVMA/CVMA dues, EASAV and VETGirl memberships and much more. This is a great opportunity to join a well-established and supportive practice where the learning opportunities never end! Please send resumes to: vets@stonyplainvetclinic.com.

DELANEY VETERINARY SERVICES (DVS) IS seeking to add a Doctor of Veterinary Medicine. DVS is a primary and referral equine facility serving the

greater Edmonton area in central Alberta. We have a strong team of veterinarians including experienced general practitioners and a board-certified specialist in surgery. Our practice provides comprehensive services including surgery (elective and emergency), lameness, medicine, advanced reproductive techniques, general health, dentistry, chiropractic, acupuncture, rehabilitation and advanced imaging. The ideal candidate should be comfortable doing dental procedures, basic lameness workups, emergencies, reproduction ultrasonography and medical exams. The position also includes a rotational on call emergency schedule. We offer a competitive salary based on experience, plus a production bonus incentive. We will provide a relocation stipend, CE compensation, clothing allowance and paid emergency fees. A commission-based compensation structure are also options. If you would like to learn more about the position and our team, please contact Shannon Matthews at: management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

CHINOOK PET CLINIC LOCATED IN Lethbridge, AB, is looking to add a full-time associate to our current 2-veterinarian companion animal practice. 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 individual with strong communication skills. New grads are welcome to apply. We offer a competitive salary (based on experience) and benefits package. Please email resume and cover letter to: chinookpetclinic@hotmail.com. Website: www.chinookpetcliniclethbridge.ca.

TUDOR GLEN VETERINARY IS A REPUTABLE small animal hospital located in St. Albert, AB, boasting over 200 5-star Google reviews and voted best vet of T8N! We are looking for another energetic DVM (locum considered) that is committed to exceptional client and patient care to join our dynamic team of various special interest DVMs. We provide a fun, balanced work/life environment with flexible shifts, competitive salary, new profit share levels, paid vacation, health/dental benefits, CE/uniform allowance and generous pet discounts. Our hospital houses Idexx lab, digital x-ray, digital dental x-ray, ultrasound. If you appreciate a busy and rewarding atmosphere, send your resume and cover letter to sylvia@clincsolutions.ca.

ARE YOU A VETERINARIAN WHO DREAMS OF practicing where you can have both small town country charm with all the amenities AND progressive veterinary medicine? Look no further! WVC is a growing, multi-doctor, mixed animal practice with 12 veterinarians. Caseload is a 50/50 split between small & large. Patients range from everyday wellness to complex medical cases & surgeries. 10,000ft² facility includes large & small animal digital x-ray, digital dental x-ray, ultrasound, therapeutic laser, in house labs, complete equipment for fracture repair & TTA surgery. Large animal includes 4 Easyscan ultrasounds, eq powerfloat, calving chute, horse stocks, & a hydraulic squeeze with a tilt table. We have boarding, in-house grooming & chiropractic care. We offer clients after hours emergency services with call shared equally. Interest & experience in small animal medicine & surgery is an asset. We have an excellent team of support staff consisting of 9 technicians, 5 kennel staff, 6 receptionists, a dedicated inventory manager, office manager & media manager. Westlock is a town of approx 5,000 with rich agricultural history,

Classified Ads

growing industry & is only one hour north of Edmonton city centre. Email: hr@westlockvet.com. Website: <https://www.westlockvetcenter.com>.

OKOTOKS VETERINARY CLINIC (OKVC.CA)

requires a P/T DVM for our modern fully equipped and full service small animal day clinic. We will cater a schedule to suit you and your time availability. Alberta license as well as experience is required. Please contact us in person or via email: info@okvc.ca.

WE ARE LOOKING FOR A FUN, ENERGETIC

person to join our mixed animal practice in Camrose, Alberta. The perfect candidate will have excellent communication skills, a positive uplifting personality and enjoy the challenges of mixed animal practice in a fun atmosphere. We currently have 6 veterinarians doing 75% SA and 25% LA (primarily cow calf, some dairy, equine and small ruminants). New graduates welcome. Only successful candidates will be contacted for an interview. Please email cover letter and resume with references to Dr. Jamie Whiting at camrosevet@yahoo.ca.

MISSION RIDGE ANIMAL HOSPITAL IN ST.

Albert, Alberta, is looking for a full-time Associate Veterinarian. We are a full-service, 4-DVM, small-animal and exotics hospital that has served pets and our loyal clients in the St. Albert, Morinville and Edmonton area for over 30 years! We pride ourselves in providing best quality veterinary medicine and care, from regular general practice services and dentals, to offering orthopedic procedures and acupuncture! We are also AAFCP certified! And let's not forget that our team of DVMs, RVTs and support staff is exceptionally supportive and highly skilled! We offer amazing mentorship, so NEW GRADS are welcome to apply. We have added safety measures so that our hospital can continue to provide essential services to animals in our region. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 550 DVMs! Please send your resume to careers@vetstrategy.com, or apply directly at <https://canr58.dayforchcm.com/CandidatePortal/en-US/vetstrategy/site/MISSIONRIDGE/Posting/View/502>.

CRANSTON VETERINARY HOSPITAL IN

Calgary, Alberta, is seeking a ¾ to full-time associate veterinarian to join our team. We are an independently owned small animal practice in SE Calgary, with terrific staff and fantastic clientele. We offer digital radiology, use of in-house and outside lab services, have well-equipped dental and surgical suites, and have access to 24-hour emergency and referral hospitals. The ideal candidate is enthusiastic, compassionate, easy going and works well with a team. Surgical and dental interest is a must, with mentorship available in these areas. This position includes shared Saturdays. Compensation will be commensurate with experience. Please respond in confidence with your resume to martybaer@me.com.

DEVONIAN VETERINARY CLINIC IS LOOKING

for a full-time veterinarian. We are a well-established small animal clinic in Devon, AB - a short commute from Edmonton & surrounding areas. Diagnostics include in house abaxis lab, digital x-ray & ultrasound. We offer competitive salary, healthcare benefits, CE allowance and membership dues. We are a fun and progressive team. New grads welcome to apply! To apply please contact Dr. MacMillan at info@devonvet.ca.

THE PET HOSPITAL IN LEDUC IS LOOKING

for a full-time companion animal veterinarian to join our three-doctor practice located just minutes south of Edmonton. We are a privately owned companion animal practice looking for a compassionate and enthusiastic team player with post-graduate training in surgery. We practice in a very spacious facility with six RVTs and four support staff and are equipped with IDEXX in-house lab, ultrasound, digital full-body and dental x-ray. We offer a competitive base salary with production bonuses monthly, ABVMA dues, AB Blue Cross benefits with health spending account, and CE allowance. No after-hours call and a four-day work week provide excellent work-life balance. Partnership opportunities are encouraged for those interested in pursuing ownership. Please send resume to drc327@hotmail.com.

THE CALGARY PET WELLNESS AND SPAY/

Neuter Clinic is looking for a part-time veterinarian/locum for 2-3 days per week, with the potential for more. Must be comfortable with surgical procedures. New grads welcome. Must be registered in good standing with the ABVMA. Please send resume to: email@calgaryspayandneuter.ca.

KAMLOOPS VETERINARY CLINIC IS A WELL-

established, full-service small animal veterinary hospital providing comprehensive medical, surgical and dental care since 1968. Our facility is fully equipped, including a computed x-ray machine, full surgical suite, dental machine with dental x-ray, lab station, therapeutic laser, equipment for therapeutic stem cell procedures, endoscopy and ultrasound. We are looking for a full-time associate veterinarian to join our practice. We have implemented more intensive sanitation practices, a "closed waiting room" policy, telemedicine platforms, online ordering and other guidelines for physical distancing. This is a great opportunity to be part of a dynamic and supportive team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 550 DVMs! Email: careers@vetstrategy.com. Website: www.kamloopsveterinaryclinic.com.

ST. ALBERT IS OFTEN VOTED AS ONE OF

Canada's best cities to live in and Urgent Pet Care is the only late-night walk-in veterinary clinic in the area. We have a unique opportunity for a DVM (locum considered) who is committed to providing immediate compassionate care to our companion patients within a more calming atmosphere than a 24-hr emergency clinic. We offer competitive salary, profit share, CE credits/allowance, paid dues, health/dental benefits, paid vacation and generous pet discounts. We are 1 of 5 different family-owned clinics in Edmonton and St. Albert offering further opportunity to thrive within a dynamic team. If later evening shifts Monday-Friday to 11 pm are a good balance for you, please send your resume and cover letter to: sylvia@slysolutions.ca. Website: urgentpetcare.ca.

BELLEVUE VETERINARY CLINIC IS LOOKING

for a full-time veterinarian to join our team. We are a well-established clinic located in the cozy community of Crownsnest Pass in the Rocky Mountains of southwest Alberta. If you are compassionate, friendly, dedicated, want to connect with your clients and patients, practice high-quality veterinary medicine, prefer small town living and instant access to outdoor adventures to crowded city life - this is for you! You must be licensed without restrictions to practice in Alberta. Future clinic buy-out an option. We are a busy, 2-veterinarian companion animal clinic that is well-equipped. We offer

competitive salary, healthcare, CE allowance and coverage of membership dues. Please forward your resume to Christine at: bellvet@shaw.ca.

BELLIS VETERINARY SERVICES IS SEEKING A

full-time mixed animal practitioner. Fully equipped small and large animal facility: in house CBC/Chemistry/Electrolytes IDEXX lab, digital and dental x-ray, repro ultrasound, small animal dental unit, equine power float system, portable equine x-ray and a 200x80 indoor riding arena. 50% small, 40% large and small ruminants, and 10% equine is the perfect mixture for a well-diversified and interesting work experience. Medium to longer term locums also welcome to apply as well as those seeking part-time work. Bellis has 2 small lakes for kayakers or ice fishing in the winter and is surrounded by many more lakes to explore. There are many miles of trail riding in the recreational Green Area which has led to bi-annual competitive endurance rides being hosted in Bellis. We offer a competitive salary, shared on-call duties or option of no after hour calls, ABVMA dues, and 4 weeks' holiday. Please send your cover letter and resume to: amruss@ccwireless.ca. For any questions please call Dr. Anne-Marie Russ at 780-645-0079.

FAMILY PET HOSPITAL & 24 HOUR PET

Emergency Centre is seeking a veterinarian to join our fast growing practice. The center has a state-of-the-art modern facility with focus on progressive medicine while maintaining a collaborative and fun environment. We are offering a competitive total rewards package, great mentorship and many other perks! To learn more or apply, please reach out to Rohin Rai at: rohin.rai@nva.com or visit us at <https://familypet.ca/>.

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 apply, please reach out to Rohin Rai at: rohin.rai@nva.com or visit us at <https://www.pipercreekvet.com/>.

PARK VETERINARY CENTRE LOCATED IN

Sherwood Park, AB, is looking for an enthusiastic associate veterinarian to join our team. We are a modern and well-equipped practice of small & exotic companion animals. We offer a great team environment, flexible scheduling, competitive wage/benefit packages, mentorship & many other perks! To learn more or apply, please feel free to reach Rohin Rai at: rohin.rai@nva.com or visit us at <https://www.parkveterinarycentre.com/>.

IF YOU WANT TO DEVELOP YOUR SKILLS IN A

progressive, diverse, mixed practice with a collaborative team of 7-veterinarians and highly trained, dedicated support staff, the Lloydminster Animal Hospital is where you belong! You will practice high quality medicine in a modern, fully equipped hospital under great mentorship. We encourage the development of special interests within the practice, such as orthopedic surgery, small animal dentistry, ultrasonography, equine services and herd health. On-call duties are shared equally among all veterinarians, which contribute to work/life balance in our practice. If you are interested in improving your skills in large animal, we have bovine and equine wards to provide you with that opportunity. We also have a separate location dedicated solely to serving small animals. We are located in Lloydminster, a friendly community situated on the AB/ SK border. Lloydminster offers many of the amenities of a large city with a small town feel. Along

with a competitive wage, we also offer paid dues, a substantial CE allowance, health and dental coverage and generous vacation time. Email: jfreeman@lah.ca. Website: www.lah.ca.

OKOTOKS VETERINARY CLINIC (OKVC.CA)

requires a f/t DVM for our modern, fully equipped small animal day clinic. Come and join our dynamic, motivated team in the beautiful foothills of Alberta, south of Calgary. Alberta license as well as experience is required. Please contact in person or via email: info@okvc.ca.

DO YOU HAVE AN INTEREST OR TRAINING IN

holistic veterinary medicine, or animal hospice and palliative care? Would you like to have an average of 45-60 minutes per appointment in order to provide integrated conventional/holistic medicine, excellent communication, and gentle handling to your patients and their families? Would you be at home in a supportive, tight-knit team of like-minded veterinarians, RVTs and stellar support staff? If so, we would love to hear from you. The Edmonton Holistic Veterinary Clinic is growing and looking for someone new to adopt into our family. We have exciting upgrades on the horizon and would love to share our vision for the future! Please contact Dr. Jennifer Marshall for more information at: jmarshalldvm@gmail.com or 780-436-4944.

LOOKING FOR A POSITION IN AN

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

WE ARE LOOKING FOR A MIXED ANIMAL

practitioner to provide exceptional patient care and client service in rural community practice. Diverse caseload with all species, current diagnostic equipment, mentoring within the practice and access to an experienced partner group. The practice team is strength-based, highly competent and includes an outstanding support staff (RVTs, VMR, VTA) and experienced practice manager. Signing incentives, competitive wages, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package. Ideally, this veterinarian would focus on large animal care and want to work with us to build our bovine and equine clientele. New Grads welcome! Fairview Veterinary Clinic (FVS) is owned by Mosaic Veterinary Partners, who provides management and leadership support, mentoring, sharing of best ideas amongst a larger community and an opportunity to collaborate with like-minded professionals committed to the special nature of mixed animal practice. Email: becky.taylor@mosaicvet.com. Website: www.fairviewvet.com.

WE ARE AN INDEPENDENTLY OWNED AND

operated small animal vet clinic in Calgary, AB, looking to expand our team. We are seeking an open-minded

and compassionate DVM to work in a fun and family-oriented practice to offer high quality care to our patients. Work with new equipment in a modern facility with highly trained staff. Email: katie.berry@mvcdekens.ca.

GENEROUS SIGNING BONUS WITH FREE

accommodation and transportation allowance! Animal Medical Centre North is a fast-paced practice that treats small animals and exotics in Grande Prairie, AB. Did you know that Grande Prairie has been growing over the last few years and is highly ranked as one of 'the best places to live in Canada'? It has even ranked 7th 'most romantic place in Canada' in 2020. To support the growth of the community, the clinic has undergone new ownership and management and is looking to add an associate DVM to our new and energetic team. We believe in a high standard for medicine and are well equipped with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team! We have mentorship capabilities, so new graduates are welcome to apply. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 600 DVMs! Do not miss out on this opportunity to join our network and this evolving team! Email: careers@vetstrategy.com. Website: www.animalmedicalcentrenorth.ca.

PT VETERINARIAN REQUIRED FOR SMALL

animal clinic in Okotoks, AB. No after hours and a work/life balance is respected. Teamwork, client communication and preventative care for our patients are just a few of our values. We'd love to welcome someone who loves to laugh but has a very high work ethic and is always looking to learn. Please send resumes to: carectr@telus.net.

EMERGENCY VETERINARIAN (F/T OR P/T)

required to join our SAVE Emergency Team in Okotoks, AB. If you have a passion for emergency medicine, then SAVE is the place for you! We are a growing 24-Hour emergency and referral hospital (surgery, reproduction, CT/ultrasound & endoscopy). You must have a Canadian DVM degree or equivalent, positive attitude, excellent diagnostic and critical care skills, first-rate customer service skills and ability to work under pressure. Our hospital team strives for a collaborative and supportive work environment. Email: tammy@saveveterinary.com or call 403-995-3270.

ASSOCIATE VETERINARIAN REQUIRED TO

join our general practice in Okotoks, AB. Applicants should be positive team players and strive to build the practice. We have a skilled team who supports the veterinarians in providing exceptional client and patient care. We offer competitive salary, health benefits, CE allowance, ABVMA dues and pet discounts. New grads welcome. Position is part-time with discussion of full-time with added shifts at our emergency hospital, SAVE Veterinary Emergency. Email: tammy@saveveterinary.com.

COME LIVE WHERE ADVENTURE BEGINS IN

beautiful Rocky Mountain House. Gateway Companion Animal Clinic is looking for a full or part-time veterinarian to join our close knit, fun-loving team. We are a busy small animal clinic equipped with in-house lab, digital x-rays, digital dental x-ray, modern surgical suite, and have recently expanded into a brand new, state-of-the-art building. Rocky Mtn House is nestled at the base of the Rocky Mountains partway between Banff and Jasper, and is surrounded by lakes, rivers, hiking, camping and endless stretches of back country. If you enjoy practicing fast-paced, high-quality

medicine, while maintaining a good work/life balance and enjoying the great outdoors, contact us at 403-845-2121 or email: tittford@telus.net.

MUST LOVE CATS! WE ARE SEARCHING FOR

a compassionate cat-loving DVM to join our fun specialty Glenora Cat Clinic family. We offer flexible schedules for work/life balance, competitive salaries, profit share, paid vacation, health and dental benefits, scrub allowance, CE allowance, generous pet discounts and team rewards. Experience with Idexx lab, digital dental x-ray, and Avimark is an asset. If you strive for exceptional patient and client care please forward your resume and cover letter today to: sylvia@clincisolutions.ca. Website: glenoracatclinic.com/home/.

LEGACY VETERINARY CLINIC LOCATED IN

south Calgary is looking for a motivated and positive FT/PT DVM to join our team! We are a privately-owned small animal practice that takes pride in quality medicine and providing a superior client/patient experience. Additionally, we have an acupuncture/rehab certified DVM that provides patients with alternative therapies including holistic treatment options. We have a new, fully equipped surgery suite, dentistry suite (including dental digital radiography), digital radiology machine and in-house laboratory. We offer competitive wages, monthly bonuses, veterinary discounts, scrub, and CE allowance, paid ABVMA membership dues as well as health and dental benefits. Email: careers@legacyvetclinic.ca.

POPLAR GROVE VETERINARY SERVICES

(PGVS) is looking for two full-time veterinarians. PGVS is privately-owned and located in Innisfail which is 20 minutes south of Red Deer and 50 minutes north of Calgary. Practice is 55% Large animal (40% bovine, 10% equine, 5% small ruminant) and 45% small animal with some exotic. The position includes 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 and supportive with 4-RVTs to keep everything running smoothly. Strong interest in bovine work an asset. New grads welcome and mentorship available. Open to Mixed or SA veterinarians alike. Locum, short term, part-time or long term employment available. Email: pgvets@telus.net.

FULL-TIME DVM FOR HIGH PRAIRIE

Veterinary Services (HPVS). Looking for a mixed animal practitioner to provide exceptional patient care and client service in rural community practice. Diverse caseload with all species, current diagnostic equipment, mentoring within the practice and access to an experienced partner group. The practice team is strength based, highly competent and includes an outstanding support staff (RVTs, VMR, VTA) and experienced practice manager. Signing incentives, competitive wages, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package. Ideally, this veterinarian would focus on small animal care and want to work with us to build our small animal services. HPVS is owned by Mosaic Veterinary Partners who provides management and leadership support, mentoring and an opportunity to collaborate with like-minded professionals committed to the special nature of mixed animal practice. The community of High Prairie ideal for any outdoor enthusiasts with a large lake community close by. The town has a variety of amenities and has a close knit, small town feel whose residents are appreciative of veterinary care. Email: becky.taylor@mosaicvet.com. Website: www.highprairievet.com.

YOU ARE SMART, FRIENDLY AND FUN! YOU

are looking for a career where you can balance work and play. You want to work with a close-knit team and be a decision maker in the hospital! Well, look no further...

Classified Ads

Olds Pet Clinic is an AAHA-accredited veterinary clinic located in Olds, AB, and we are looking to grow our team. We have an opening that could accommodate an experienced and fully licensed locum, part-time, or full-time associate veterinarian. We are currently a 1-DVM and 2-RVT practice. This opportunity allows for excellent work-life balance as it is Monday to Friday only, no weekends and no after-hours on call! Our clinic uses Cornerstone and is well equipped with an in-house lab, digital x-ray, digital dental x-ray, a Tonopen and a panophthalmoscope (to name a few). 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. A significant signing bonus is available and relocation assistance will be provided. There is the possibility of buy in for the right individual.

Email: dmarshall@p3vetpartners.ca
Website: www.olds.petclinic.ca

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>

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

FULL-TIME DVM FOR NEWELL VETERINARY Services (NVS), Brooks, AB. We are looking for a mixed animal practitioner to provide exceptional patient care and client service in rural community practice. Diverse caseload with all species, current diagnostic equipment, mentoring within the practice and access to an experienced partner group. The practice team is strength based, highly competent and includes an outstanding support staff (RVTs, VMR, VTA) and an experienced

practice manager. Signing incentives, competitive wages, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package. Ideally, this veterinarian will be well versed in working with all species in a brand new, spacious hospital. NVS is owned by Mosaic Veterinary Partners who provides management and leadership support, mentoring, sharing of best ideas amongst a larger community and an opportunity to collaborate with like minded professionals committed to the special nature of mixed animal practice. Email: becky.taylor@mosaicvet.com
Website: www.newellvet.com

WE ARE LOOKING FOR A 6TH FULL OR PART- time veterinarian to join our rural practice. We are willing to tailor to your interests and offer mentorship as needed. Alternative medicine is a part of our practice that continues to grow. We enjoy a hardworking, but collaborative team approach and promote work/life balance. The practice has multiple young families and is willing to provide flexible hours to accommodate lifestyle. Barrhead is a great small town to practice in, and we are close enough to Edmonton that you can enjoy the amenities of a city. Check out our website at www.barnorthvet.com or our Facebook page. Send resumes, Attn: Lisa, barnorthvet@gmail.com or call 780-674-2100.

RIVERSTONE VETERINARY SERVICES IS looking for a veterinarian to join our team! Riverstone is a locally-owned and operated practice located 10 minutes east of Sundre, or 20 min west of Olds, with a beautiful mountain view. We currently employ 2-DVMs, 2-RVTs, and 2-front end staff/tech assistants. Riverstone is a busy mixed animal rural practice that is 50% large (equine, bovine, ovine) and 50% small (dogs, cats, occasional exotics). Riverstone is equipped with digital radiology, ultrasound, in-house lab, small and large animal dental power equipment, and large animal handling facilities. We are looking for a DVM interested in mixed animal medicine, however consideration would be given to small animal only interest for the right candidate. The right candidate would have good team and client communication skills, demonstrate compassion towards all animals, employ good work ethic and be willing to rotate through an on-call emergency schedule. Please email: amiescidle@gmail.com. We thank you for your interest in our position, however, only those candidates suitable for the position will be contacted.

MCKNIGHT VETERINARY HOSPITAL IS seeking an emergency veterinarian to join our experienced team of veterinarians. We are looking for a compassionate, dedicated emergency care doctor with an interest in providing the highest quality of medicine, all the while building a strong relationship with our clients and their pets. New grads are welcome as mentorship is available through our medical director, Dr. Lorenza Malaguti, and our experienced veterinarians. Our 6,000-square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work/life balance, and have excellent personal and surgical skills, join us! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 500 DVMs! Please send your resume to: careers@vetstrategy.com
Website: www.mcknightveterinaryhospital.ca

THE FORESTBURG VETERINARY CLINIC (1998) Ltd. is a locally owned, mixed animal practice in Forestburg, AB. We have an opening that could

accommodate an experienced and fully licensed locum, part-time or full-time associate Veterinarian. The clinic is equipped with an in-house lab, clinic and portable x-rays and ultrasounds, small animal dental with x-ray, powerfloats, large animal handling facilities and more. Please call 780-582-3970 or email resumes to: forestburgvetclinic@gmail.com.

CROSSROADS ANIMAL HOSPITAL IS AN established, 4-DVM, small animal practice in Medicine Hat. This modern, client- and team-oriented hospital has been serving the community for over 10 years. Our clients love us! We provide a wide range of services including orthopedic, ophthalmic and dental surgeries, emergency care, as well as ultrasound and in-house lab diagnostics for specialized tests. New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this amazing chance to be part of a supportive team, where learning opportunities are endless. The right candidate will benefit from the support of a dedicated, professional, and experienced team, with a great clientele and a fully equipped facility. We have added safety measures so that our hospital can continue to provide essential services to animals in our region. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 500 DVMs! Email: careers@vetstrategy.com
Website: www.crossroadsanimalhospital.ca

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. Small animal clinic boasts a wide variety case load including surgery (orthopedics, soft tissue surgery, reproductive surgery), internal medicine, dentistry, etc. Large animal facility has an indoor handling system, 360 degree hydraulic chute. 90% of large animal caseload is in clinic. We offer flexible scheduling, CE allowance, competitive wages, benefits. Recent graduates are welcomed and will have mentorship provided. The Town of Vegreville offers multiple activities outside of work including rec hockey teams, curling, adult volleyball, net ball, indoor swimming facility and multiple fitness facilities. It is located 90kms east of Sherwood Park, so close enough to enjoy city entertainment. Please contact Daralyn for more information at: daralyn@vegvetclinic.ca. Website: <https://vegvet.ca>

MINUTES SOUTH OF EDMONTON, RANGE Road Veterinary is a small animal practice that is looking for a compassionate, communication-focused veterinarian to help grow our practice. Every client impression is vital, we are looking for a candidate that takes their time with each client, and focuses on open communication that goes above and beyond to discuss/explain/educate our clients. We are looking for an empathetic and outgoing doctor who takes initiative, has a strong work ethic and interpersonal skills. Full in house lab, x-ray, dental x-ray available. We value work/life balance and want our vets to love their day-to-day. Come see why life is better in Beaumont! Please send resume to: katrina.ponich@rangeroadvet.com
Website: <https://rangeroadvet.com>

INTERESTED IN JOINING A VIBRANT, WELL- established practice with a great team mentality? The Edson Vet Clinic is searching for one more fantastic vet to complete our team! The position is open to mixed or small animal only. We have an experienced, long term support staff including 5-RVTs. Our clinic is well-equipped with brand new in clinic

lab equipment, dental x-ray, therapeutic laser, large and small animal ultrasound, and much more! We are part of the UCVM teaching community, and are great at mentoring new vets and students! Our clinic is located midway between Jasper and Edmonton, with great access to outdoor activities. Interested? Give us a call, or send an email: edsovet1@telus.net.

VETERINARIAN AVAILABLE

HEY YOU! YEAH, YOU! THE GOOD LOOKING

one reading the classifieds! Does your clinic need a dream team? You know the one I'm talking about. Where everyone works together so smoothly it's like a well-oiled machine? When each member of the team can predict and anticipate the needs of the others before they ask? Are you looking for a team that is so full of work ethic that it's coming out of their ears? A team that clients want to come back to again and again and again because they are made to feel like family? A team that is capable, efficient, driven and passionate about veterinary medicine? Is the thought of going through the hiring process of each clinic position separately exhausting? Look no further! With a combined 26 years experience, this vet, tech and assistant TEAM can and will utilize your clinic to its full potential. You'll wonder how any practice functions without them! Contact: vetdreamteamyyc@gmail.com with any questions, comments or to set up an interview. We can't wait to hear from you!

EXPERIENCED SA AND CAGED PET

veterinarian available for part-time work in Calgary. Please contact irenehillips194@gmail.com to discuss.

VETERINARY RELIEF AVAILABLE ON SHORT

notice during unprecedented times. We've all been affected by this crisis and as my schedule has opened up from cancellations, it is also an opportunity for new bookings. Please visit my website: www.robertovetlocum.com to check my updated schedule and everything about my services. I am a reliable and experienced locum veterinarian based in Calgary. References available upon request. Contact me by email: roberto@robertovetlocum.com or by phone: 403-400-7277.

RVT REQUIRED

MOMENTUM EQUINE VETERINARY

Specialist (MEVS) is a new and growing practice located 20 minutes east of Sherwood Park. MEVS currently has 2-board certified surgeons, 2-RVTs, 1-CCR and is looking to add a full-time equine RVT to the team. The ideal candidate would have experience in equine preventative, diagnostic and surgical procedures. On-site training will be provided for digital radiography, ultrasonography, endoscopy, treatment therapies such as PRP and shockwave, as well as our cloud based software. We offer training in advanced equine anesthesia through AAEVT. RVTs are offered a competitive wage, CE and clothing allowances as well as a personal health spending plan. We are eager to add an RVT who is passionate and motivated to be a part of a team that is offering specialized veterinary care to the horses of Northern Alberta and Saskatchewan. Email: office@momentumequine.com. Website: www.momentumequine.com.

WE ARE LOOKING FOR AN RVT WHO

loves caring for clients and patients with compassion and empathy. Please inquire about this opportunity if you are additionally efficient and have good communication skills. We are a general small animal practice that likes to use our team to their full potential with many varied duties. We are a well-established practice a short drive south of Edmonton. We offer a competitive salary, benefits, CE allowance and uniform allowance. Contact Dr. Zuzana Smith at z.smith@leducaninimalclinic.com.

OXFORD ANIMAL HOSPITAL IS LOOKING

to add a FT or PT RVT. 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 the right candidate, please forward your resume to: contact@oxfordanimalvet.com or drop your resume for immediate interview.

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 resume to info@fulleranimal.ca.

ARE YOU AN EXPERIENCED RVT? WE ARE

a busy small animal practice with some exotic component, strives for excellence in both client care and veterinary medicine. Barlow Trail Animal Hospital is privately owned, fully equipped, and has easy access from all quadrants of Calgary. The successful candidate must work well with the team, self-motivated, has great technical skills and most importantly - is compassionate and must love pets. We offer benefits, ABMVA dues, CE and uniform allowance, and discounted veterinary services. Please forward your resume in confidence to Jyoti at: navjotdh75@gmail.com, or office.barlowtrail@gmail.com, or call 587-891-4043.

ANIMAL EMERGENCY HOSPITAL IN RED

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

FULL-TIME RVT REQUIRED FOR SMALL

animal hospital in St. Albert, AB. Join our relaxed atmosphere and practice high quality medicine for our patients and clients that we come to know well. We are a small practice that emphasizes doing the very

best for our patients and clients, but never sacrificing our commitment to a good quality of professional life. The position will offer a salary to commensurate with experience, and includes ABVMA dues, CE allowance, medical insurance and uniform allowance. Send resumes to: info@redwillowvet.com, or call us at 780-458-2828. Website: www.redwillowvet.com.

MIXED ANIMAL PRACTICE LOCATED JUST

outside of Medicine Hat, AB, is looking to add an RVT to our growing team. You will be able to utilize all your skills and hopefully add some new ones in our fully equipped practice. Compensation package based on experience, benefits offered. Inquire for more details to: Amscouth@gmail.com.

FULL- OR PART-TIME RVT REQUIRED FOR A

small animal practice in Red Deer, AB. Our practice has digital x-ray, full in house lab, ultrasound and anesthetic monitoring. We are looking for a team-oriented person who has good interpersonal skills and a good work ethic. We offer a competitive salary and additional benefits. Please email: piper creekvet@hotmail.com or phone 403-346-8288.

CHINOOK PET CLINIC LOCATED IN

Lethbridge, AB, is looking for a full-time RVT to join our team. We are a well-equipped, longstanding and progressive small animal practice. The ideal candidate is able to multitask, work well in a team setting and possesses excellent communication skills. We offer a competitive wage (commensurate with experience), paid dues, staff discounts, CE and uniform allowance. Please email resume and cover letter to: chinookpetclinic@hotmail.com. Website: www.chinookpetcliniclethbridge.ca.

SOUTHFORT VETERINARY CLINIC IS

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

RANGE ROAD VETERINARY IS A COZY, SMALL

town small animal clinic located just a few minutes south of Edmonton. We are excited to be looking for an awesome RVT who is confident in their skills, outgoing and focused on providing top-quality patient care and building relationships. We have a friendly and warm environment that focuses on outstanding client care and 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. Come find out why life is better in Beaumont! Please send cover letter and resume to katrina.ponich@rangeroadvet.com.

ELLERSLIE PET HOSPITAL IS LOOKING TO ADD

a 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.

Classified Ads

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.

RIVER VALLEY VETERINARY WELLNESS

Clinic has a unique special interest in small animal rehabilitation and oncology and is looking for another RVT to complement our close-knit and dynamic team. Commitment to teamwork with exceptional patient and client service is a must. Familiarity with Idexx lab, laser, digital x-ray, digital dental x-ray and Cornerstone is an asset. We offer competitive salaries, new levels of profit sharing, 3 weeks paid vacation, dues, CE Allowances, health benefits, generous pet discounts and a unique atmosphere to grow and excel in. Please send resume to sylvia@clincisolutions.ca.

DEVONIAN VETERINARY CLINIC IS LOOKING

for a full-time RVT. We are a well-established small animal clinic in Devon, AB - a short commute from Edmonton & surrounding areas. Diagnostics include in house abaxis lab, digital xray & ultrasound. We offer competitive salary, healthcare benefits, CE allowance and membership dues. We are a fun and progressive team. New grads welcome to apply! To apply please contact Sheila at info@devonvet.ca.

SOUTHFORK ANIMAL HOSPITAL IS

growing! We are located in the south of Leduc, Alberta, very close to South Edmonton and Edmonton International Airport. We are looking for a compassionate Registered Veterinary Technologist with exceptional communication skills. We are committed to the highest standards of patient care and providing medicine and surgery in a unique, collaborative environment of compassionate and friendly professionals who care. We are passionate about providing the ideal work/life balance with excellent flexible work schedules and a vibrant work environment. As our ideal Candidate, you have: Vet Tech experience, ABVMA Registration or New Graduate from Vet Tech program. Strong leadership skills combined with a positive team player attitude, Excellent in treatment room clinical skills, Exemplary customer service that builds loyalty and trust with your clients, Strong organizational skills which allow you to stay focused, work independently and work effectively under pressure. We offer Dental, Medical, Vision benefits and competitive wages with CE allowances. If interested, please email your resume and cover letter to southforkvets@gmail.com.

INDEPENDENTLY OWNED SMALL ANIMAL

vet clinic looking to grow our team. We are seeking an open-minded and compassionate RVT to offer high quality care to our patients. A modern facility with highly trained support staff. If you want a change from corporate medicine and want to have more opportunity to make a difference, and are looking for a competitive wage, flexibility for FT/PT work, health benefits, extensive training and mentoring, and of course fun then you sound like a great addition to our team! Email: katie.berry@mvcdekens.ca.

CREEKSIDE VETERINARY HOSPITAL IS

looking for an energetic RVT to join our team! We are a fairly busy 1-2-vet practice with cases that allow us to be challenged where we can grow and learn. We are located in NW Calgary and also easy to get to from Stony Trail. We offer competitive wages with pet food and veterinary discounts. New graduates and practicum students are encouraged to apply as well. Please feel free to contact us for any questions and/or to submit resumes: info@creeksidevet.ca.

EDMONTON WEST ANIMAL HOSPITAL IS

looking for full-time/part-time RVTs. We provide customized, flexible hours to assure you have a work/life balance and fun! We offer competitive wages, health & dental insurance, uniform allowance, association dues, generous personal pet care discount and much more. New grads welcome, mentorship will be provided. If interested, please email resumes to: dr_gosal@vetinedmonton.com.

WE ARE LOOKING FOR A FULL-TIME RVT.

Must have anesthesia experience and comfortable with high volumes of surgeries. Must be registered in good standing with the ABVMA. Competitive wage, CE allowance, scrub allowance, benefit plan and association dues. Please email resume to: email@calgaryspayandneuter.ca.

BOWMONT ANIMAL HOSPITAL IS LOOKING

for a pt or ft RVT to join our fantastic team! We are a busy, 1.5-doctor practice under new ownership looking for a dedicated and professional team player to help grow our practice. Monday through Friday shifts with some Saturdays required. Condensed work week schedule may be available. We provide medical medical benefits, uniform and CE allowance. Brand new x-ray machine, in-house diagnostics and dental equipment. Clinical veterinary experience preferred, but not necessary. New grads welcome to apply. Please send a cover letter and resume to: bowmontanimalhospital@shaw.ca, and check out our website at: www.bowmontvet.com, for more information about our hospital.

BELLIS VETERINARY SERVICES IS LOOKING TO

add a full-time/part-time certified RVT to join our amazing team in a mixed animal rural practice. Our clinic is composed of 50% small, 40% large and small ruminants, and 10% equine which allows for a well-diversified work experience. Fully equipped small and large animal facility: in house CBC/Chem IDEXX lab, digital and dental x-ray, portable equine x-ray, small animal dental unit, equine power float system, repro ultrasound and a 200x80 indoor riding arena. Bellis is a small community in the middle of the Lakeland region so has many surrounding lakes to explore. The Bellis Green Recreational Area has many miles of trail riding and has led to competitive endurance rides being held here. We offer a competitive wage, clothes allowance and RVT dues. Please send your cover letter and resume to: amruss@ccwireless.ca. For any questions contact Dr. Anne-Marie Russ at 780-645-0079.

COCHRANE ANIMAL CLINIC IS LOOKING TO

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

THE ARDROSSAN VETERINARY CLINIC IS

looking for a full-time RVT to join our close-knit busy practice. We value client education and preventative health care. Looking for someone with a passion for pets and a balance of life. Up-to-date in house diagnostics and efficient record keeping allow us to focus on patient care. Located just 10 minutes east of Sherwood Park. To apply please email your resume to: ardrossanvet@shaw.ca. No after hours or weekend work required. New grads welcome.

ARE YOU AN ENTHUSIASTIC RVT? NANTON IS

a growing town of 2,000, situated on the edge of the Foothills with a stunning view of the mountains, located less than one hour south of Calgary. Our clinic staffing levels are 4-full-time veterinarians, 2-RVTs and 4-support staff. We have a modern facility which includes in house IDEXX laboratory, dental machine, ultrasound, radiology and Cornerstone. All of your talents and skills will be utilized to their fullest extent. Candidate must enjoy working as part of a team. Our in clinic work consists of 70% small animal and 30% large animal. We offer competitive wages plus benefits. CE allowance after the first year. New grads welcome. Contact: Nanton Veterinary Clinic, P.O. Box 580, Nanton, AB, T0L1R0. Please call 403-646-2060, fax 403-646-3005 or email: info@nantonvetclinic.com to Drs. deGraaf or Rhodes.

INNISFAIL VETERINARY SERVICES (AB) IS

seeking a RVT to join our busy mixed animal practice. This position provides an opportunity to work with our vibrant team. Candidates should have team-based attitude, mixed technical skills, exceptional client service and communication skills, and have competency with both small and large animals. Please forward resumes to: innvet@telus.net.

RVT REQUIRED 2-3 DAYS/WEEK FOR SMALL

animal clinic in Okotoks, AB. We know how to work hard but we also know how to have fun. We also know when to go home and know your time off is valuable too! We believe in teamwork, client communication and preventative care for our patients. Please send resume by email if interested to: carectr@telus.net.

HIGHLANDS PET HOSPITAL IS SEEKING A

full-time RVT to join our team. We are a well-established companion animal practice with a loyal and growing client base, located in the busy west side of Lethbridge, AB. Our close-knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, uniform allowance and veterinary discounts. If you believe you would be an asset to our team please contact us! Please send resumes to: highlandspethospital@gmail.com.

BARLOW TRAIL ANIMAL HOSPITAL IN

Calgary is looking for a full-time/part-time RVT. We will provide customized, flexible hours to assure you have a work/life balance and fun! We offer competitive wages, uniform allowance, association dues, discounted pet care services and much more. Must be a team player, willingness to learn and be able to adapt to the team. Clinical experience preferred but new graduates are encouraged to apply. Please contact Jyoti 587-891-4043 or email: najvot17@hotmail.com or office.barlowtrail@gmail.com.

EDMONTON SOUTH ANIMAL HOSPITAL IS

looking for our next RVT to join our team. Are you the perfect fit? If you thrive in a fast-paced environment and are comfortable juggling technical and clerical duties, while providing the best possible client service, you may be our newest team member. Previous experience is preferred, but the right personality is our priority. This job request is for a full-time position however part-time applications will be considered. We offer competitive wages, group benefits, and discounts on veterinary services and food. Please send your resume to: info@edmontonanimalhospital.com. Edmonton South Animal Hospital is looking forward to all future applicants. Website: <https://edmontonanimalhospital.com/>.

STONY PLAIN VETERINARY CLINIC IS

looking for a full-time or part-time RVT to join our team. We are looking for an enthusiastic, positive team player who will provide excellent customer service and animal care. We are a well-equipped small animal ONLY clinic with Idexx in-house lab, digital xray and digital dental xray, Cornerstone software, ultrasound and more. We offer a very competitive starting wage as well as a benefit package, uniform allowance, CE opportunities, RVT dues and staff discounts and much more. Our clientele is second-to-none and the clinic team is wonderful. Please forward resumes to: vets@stonyplainvetclinic.com or fax to 780-963-3633.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT to join our team. Clinical experience is preferred. Availability to work some evenings and weekends is required. Experience with using Avimark software is an asset. We are looking for a self-motivated team player, with a willingness to learn. We offer competitive wages, monthly bonuses, veterinary discounts, uniform allowance, CE allowance, paid ABVMA membership and health and dental benefits. Sherwood Veterinary clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to Tammy Roberts at: bluesea121@hotmail.com.

BOWNESS ANIMAL HOSPITAL IS LOOKING

for a full or part-time team-oriented RVT to join our busy, fast growing practice with excellent support staff that value pets, people and having fun. The clinic is very well equipped including in-house Idexx Lab, digital radiography and dental x-ray. We offer competitive salary, extended health & dental benefits, ABVMA dues, CE allowance, vacation pay and more. Please email your resume to: bownessvet@shaw.ca or call 403-479-7908.

YOU ARE LOOKING FOR A GREAT TEAM TO

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

TUDOR GLEN VETERINARY HOSPITAL IS A

reputable small animal hospital in St. Albert, AB, boasting almost 200 five-star Google reviews. We are looking for a f/t RVT to join our busy practice of 4-expert veterinarians, 10-RVTs and assistants. We offer competitive salaries, profit share, paid vacation, health and dental benefits, paid CE days off, annual CE allowance, rewards programs and generous pet discounts. Experience with Cornerstone, Idexx lab, digital dental x-ray, and ultrasound machine is an asset. We strive to provide a balanced work/life environment and are committed to providing the best possible patient and client care. Forward your resume to: sylvia@clemicsolutions.ca. Website: <https://tudorglenvethospital.ca/>.

ANIMAL MEDICAL CENTRE NORTH IS A FAST-

paced practice that treats small animals and exotics in Grand Prairie, AB. We are looking for an RVT to join our dynamic and growing team! We believe in a high

standard for medicine and are well equipped, with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team. Do not miss out on this opportunity! This is a unique opportunity to join a dynamic and competent team! The shift schedule is flexible in a way that complements a work/life balance. We offer above average compensation and full benefits. Our RVTs are passionate about what they do and ensure our clients and patients have a great experience while at our hospital. We offer competitive compensation, CE and uniform allowance, staff discounts and much more! To apply, please send your resume to: sarah@animalmedicalcentrenorth.ca. Website: www.animalmedicalcentrenorth.ca.

WE HAVE A GREAT, NEW OPPORTUNITY FOR

a full-time RVT to join us at Didsbury Veterinary Services! This is maternity leave coverage for 12 months. We are an expertly equipped veterinary clinic that has been proudly serving small and large animals both in the clinic and on the go. Located in the quiet town of Didsbury, just 30 minutes north of Calgary, we are focused on high quality animal care and friendly service. We are a fully equipped hospital with an experienced and fun team of 10-support staff and 5-DVMs! This is a great opportunity to join an established and supportive practice, where learning and development opportunities are endless! We offer competitive compensation, CE and uniform allowance, staff discounts and much more! To apply, please send your resume to: susan@didsburyvet.ca. Website: www.didsburyvet.ca.

LOVE BEING AN RVT AND WANT TO WORK

with a great team? Glenora Family Pet Clinic is now hiring a FT RVT to join us! We are a privately-owned, rapidly growing practice catering to cats, dogs and pocket pets. Our RVTs are utilized to their fullest and are encouraged to grow in their careers. Ideal candidate must be reliable, flexible with scheduling, and great with client and patient care. We offer competitive wages, CE and uniform allowance, staff discounts and a benefits plan. Please submit resumes to: office@glenoravet.com or call ahead if you would prefer to drop it off in person.

ARE YOU FEELING YOUR TECH SKILLS ARE

not being utilized? We at Barr-North Veterinary Services are looking for a full-time motivated mixed animal RVT, to join our team. We are located approximately 1-hour NW of Edmonton, AB. We are committed to providing the highest quality care to our patients & clients. We moved into a new clinic in 2015, in house blood machines, ultrasound, digital x-ray including dentistry, acupuncture & adjustment services. If you enjoy daily work with many different experiences, opportunity to increase your skill ability and opportunity to advance, we encourage you to send us your resume. Contact: Lisa Douglas RVT/Practice Manager 780-674-2100, or email: barrnorthvet@gmail.com.

WE HAVE A FANTASTIC NEW OPPORTUNITY

at our clinic in Canmore! Bow River Veterinary Centre is a long standing Canmore business that has worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic RVT to join our growing team on full-time basis. Our busy and well equipped practice is able to provide 24/7 emergency care, behaviour training, boarding kennels, dental care, examinations, grooming, laboratory services, spaying/neutering, surgery, ultrasound, vaccinations, x-rays and an extensive retail shop for everything your dog or cat might desire! This is a great chance to be part of a supportive team, where learning and development opportunities are endless. We offer health benefits, competitive compensation, a signing

bonus, CE and uniform allowance, staff discounts and much more! To apply, please send your resume to: gilliane@bowrivervetcentre.com. Website: www.bowrivervet.com.

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.

RVT AVAILABLE

RVT AVAILABLE FOR LOCUM COVERAGE

within Calgary area, Tuesday to Thursdays and some Mondays/Fridays-depending on schedule. Several years working as a RVT in a variety of practices in BC and Alberta. Comfortable and enjoy doing a variety of duties within working in clinic from helping out TA to customer service. Please contact me at: rvtlocum@gmail.com or text/cell 587-220-5178 to discuss experience and booking, and other information as needed.

HEY YOU! YEAH, YOU! THE GOOD LOOKING

one reading the classifieds! Does your clinic need a dream team? You know the one I'm talking about. Where everyone works together so smoothly it's like a well-oiled machine? When each member of the team can predict and anticipate the needs of the others before they ask? Are you looking for a team that is so full of work ethic that it's coming out of their ears? A team that clients want to come back to again and again and again because they are made to feel like family? A team that is capable, efficient, driven and passionate about veterinary medicine? Is the thought of going through the hiring process of each clinic position separately exhausting? Look no further! With a combined 26 years experience, this vet, tech and assistant TEAM can and will utilize your clinic to its full potential. You'll wonder how any practice functions without them! Contact: vettreamteamyyc@gmail.com with any questions, comments or to set up an interview. We can't wait to hear from you!

CALGARY RVT AVAILABLE WITH OVER 25

years' experience. Having worked in regular and emergency practices throughout BC and AB, I know that times are hard for some practices and I want to help. Currently available to all emergency hospitals and practices in the Calgary area who are in need of help while staff are trying to get back on their feet. Please feel free to contact me by email at: maryloum675@gmail.com, or call/ text to 250-718-0739. I would like to help as many people as I can while staying safe, so this would be a locum position and wage can be discussed at time of hiring. References are available upon request. Thank you and stay safe.

Classified Ads

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.

OTHER EMPLOYMENT

THE PET HOSPITAL, LOCATED IN LEDUC, Alberta, is looking for a full-time customer service specialist to join our team. We are a privately owned practice with 3 doctors, 6 RVTs and 3 administrative professionals in a large, newer clinic with modern equipment. We are a Gold Standard Cat Friendly Practice and strongly believe in and practice gentle, stress-reducing techniques for all patients. We are looking for a team player with natural client care skills, an aptitude for computers, inventory and phone answering, and an enthusiastic positive attitude who can build relationships with our clients and their pets. For excellent work-life balance our staff are scheduled on a rotating four-day work week. We offer a great supportive environment 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.

LESSARD CALLINGWOOD VETERINARY Hospital is seeking a CSR/VMA to join our team. The role will be split between Reception and assisting our Veterinary Care Team. Suitable candidates must

be eager to learn, able to multi-task, have excellent organization and communication skills, and love working with both people and animals. Previous experience in reception or customer service is considered an asset but we will be willing to train the right person. Candidates must be available to work evenings and weekends. This is a great opportunity to be part of a supportive team filled with learning and development! If you are interested in our dynamic position, please submit your cover letter and resume to our Practice Manager via email at lcvhcsp@outlook.com.

HERITAGE HILLS VETERINARY CLINIC IS seeking a FT receptionist. The role involves managing front desk duties, client relations and assisting veterinarian. We are looking for a self-motivated and focused team player with good communication skills. Experience is an asset. Email resume to admin@heritagehillsveterinaryclinic.com.

MACTAGGART VETERINARY CLINIC IN SW Edmonton is looking to hire a part-time VMA/receptionist to join our team. We are looking for someone to join our Saturday rotation schedule (open 9 AM-1:00 PM) with the potential to work some weekdays to cover sick/vacation days. We are a privately-owned, single-veterinary practice that focuses on excellent customer service and superior client care. The ideal candidate will have a minimum of one year of animal care experience, be passionate about animal and client care, have excellent communication skills and love being part of our awesome team. Please send your cover letter and resume to: jlandalsmacvet@outlook.com.

PRACTICE FOR SALE

FOR IMMEDIATE SALE. WELL-ESTABLISHED, high net, small animal practice located in Calmar, AB (20 min from Edmonton). High potential for growth and/or expansion into large animal/equine practice.

Available with or without real estate. All reasonable offers will be considered. Please contact Jack Williams at 780-916-0727 or email: calmarclinic@gmail.com.

WELL-ESTABLISHED, 1-2-DVM SMALL ANIMAL practice for sale in the beautiful Rocky Mountains of Crowsnest Pass, AB. The building is for sale with the practice and includes a two bedroom apartment above. Nicely equipped practice with great staff and loyal clientele. Exceptional returns with year on year growth with future growth potential due to new industrial development in the Crowsnest Pass, which will create hundreds of jobs. Owner is willing to work through a transition period. Alternatively, work as an associate first to see if this is the right commitment. Enjoy mountain living - with all the recreational opportunities, without the high costs. Contact: albertaswvet@gmail.com, for further information. Serious inquiries only.

PRACTICE WANTED

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



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.

Advertiser's Index

Summit Veterinary Pharmacy svprx.ca	IFC	CDMV cdmv.com	21	WDDC - BJ Desjardins wddc.com	34
P3 Veterinary Partners p3vetpartners.com	9	One Health Antimicrobial Stewardship Conference ohab.ca	21	WDDC - Tanya Kushneryk wddc.com	35
Hill's Pet Nutrition hillspet.ca	15	NVA nva.com	23	Canwest Veterinary Conference canwestconference.ca	40
Jarvis Canada jarviscanada.com	17	RBC Wealth Management - Steven Kim steven.kim@rbc.com	25	Homewood Health homeweb.ca	OBC
WDDC ClientVantage mSERVICE@wddc.com	19				

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

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 1-800-468-8083

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

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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!

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