

MEMBERS' MAGAZINE

■ NOVEMBER-DECEMBER 2020



Workplace
Mental Health | **28**

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

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Editor's Notebook

AS WE COAST TOWARD THE HOLIDAY

season, it should be no surprise that this year will be unlike any other in our past. The bustling shopping malls and throngs of people partaking in seasonal celebrations and Christmas parties will likely not occur this year. COVID-19 has put a damper on all aspects of our lives. I am sure that the online merchandizers will be thrilled with their continued exponential increase in business, but the small businesses that do not have that luxury will continue to suffer. Many are already gone.

Veterinary practices are also small businesses that do not have the luxury of delivering our product via a courier service. Unlike many of the small businesses that have had to close their doors, perhaps forever, veterinary practices remain steady and strong for the most part. There seems to be an explosion of new pets to combat the emptiness created by self-isolating at home. For this we should be thankful. But let's not forget the multitude of people that have not been so fortunate.

Every day on the news there are layoffs and business closings announced. Many of the people that we depend upon for our livelihoods are not in a good place. Many good owners do not have the funds to care for their animals the way they would normally. We have seen an upturn in rude and impatient owners at many practices. We have even seen violence toward one of our own. This is not acceptable at any time and the ABVMA is working to bring this issue to the attention of the public.

However, we must also be cognizant and mindful of the tremendous stress, both emotional and financial, that many of our clients are under. Sometimes a smile or a kind word is all they need to get through their day. We are more than the caretakers of their animals. Remember to show the same compassion to the owners as well, and not be too quick to judge them until you have walked a mile in their shoes.

This year especially, be sure to give to the less fortunate. Please have a blessed and Merry Christmas!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

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EDITORIAL POLICY

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

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

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

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Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

HOWEVER, THERE WAS AN UNEXPECTED EFFECT OF COVID-19 THAT WAS NOT PREDICTED — THE DEMAND FOR VETERINARY SERVICES SHOWED A SIGNIFICANT INCREASE.



WHEN COVID-19 WAS FOUND TO

be active in Alberta in mid-March, there were a lot of unknowns as to how the veterinary profession would be affected. Members were very concerned that they would be forced to close clinics if veterinary medicine was listed as a non-essential service. The ABVMA was very active in consultation with the Government of Alberta to ensure that veterinary medicine was declared an essential service in all its forms, from food production to companion animal medicine. Ultimately, this was successful, and practices were able to remain open with infection prevention protocols. Initially, there was concern for decreased demand for those services, and ideas such as shortening hours and creating separate teams that work opposing schedules to prevent spread throughout the entire team were suggested.

However, there was an unexpected effect of COVID-19 that was not predicted — the demand for veterinary services showed a significant increase. This appears to be consistent with other provinces and the

United States. Curbside drop-off/pick-up and other infection control protocols increased the time needed to see each patient and the work for all clinic staff involved. Emergency clinics have been seeing increased wait time. All of this has contributed to a trend of being chronically short-handed in companion animal practices.

We have known that rural mixed animal clinics, particularly those in more remote areas, have struggled with workforce shortages for quite some time now. This has been a hot topic of discussion with the ABVMA, the Government of Alberta, the veterinary colleges, animal health technology programs and production animal stakeholders. Over the past few years, there has been a noted increase in workforce shortage in companion animal clinics even in urban centres, which has also contributed to the concern that veterinary professionals are not meeting the demand. Advertisements for veterinarians and RVTs have been increasing.

The CVMA performed a national study to evaluate the veterinary workforce in Canada and found a significant and broad shortage of veterinary professionals. Open veterinary positions take on average seven months to fill, with Alberta being one of the provinces that had a longer than average time to fill. Companion animal demand was found to have the highest increase in demand, with food animal demand remaining stable. COVID-19 is expected to have an effect due to economy depression and recovery, however economic recovery is expected to put further pressure on the veterinary workforce shortage. The study also concluded there is lack of cost-effective and simple solutions for the shortage of veterinary care in remote areas.

The ABVMA was successful in obtaining a grant to partner with the

Government of Alberta to perform a workforce study here in Alberta. This will be evaluating the need for veterinarians and veterinary technologists in rural, suburban and urban populations. This study is now underway, and preliminary results are expected in December. We are very excited to receive current data on the scope of the issue and be able to make some projections for anticipated workforce needs in the future. It is important to have good projections for planning future numbers of veterinarian and RVT graduates. It is also important to define what areas of veterinary medicine have the most significant shortages, so that this can shape the application process and intake of students into educational programs.

We are very excited to see class size increase at UCVM, and there have been increases in RVT graduates over the past few years with additional programs at several colleges. The ABVMA has been spearheading these discussions with stakeholders, faculty and government about workforce shortages over the last several years, and we expect this work will be ongoing. Furthermore, additional pathways for certification of international graduates of non-accredited veterinary colleges have been approved by the NEB, and will hopefully be accessible in Alberta soon.

The ABVMA understands that our members are concerned about the lack of qualified veterinarians and technologists. This is an area of much focus and discussion. We encourage our members to continue their excellent work on finding short-term solutions for the shortage, and ensure that self-care is practiced to try to mitigate burnout. The ABVMA welcomes comments and suggestions from members regarding this important issue.



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

AS THE YEAR DRAWS TO A CLOSE, IT

is time to look at some of the activities that the ABVMA has been involved in for the past 12 months — outside of the COVID-19 pandemic. First, and probably foremost, is the issue of the shortage of veterinary professionals within the province. The ABVMA has communicated with the provincial government about this issue. In order to quantify what the shortage is, Alberta Labour and Immigration generously provided the ABVMA a grant to survey the membership and stakeholders to establish how many veterinary professionals we need to meet the future needs of Alberta. This project is being conducted in partnership with the ABVTA and Alberta Labour and Immigration. Surveys are currently in progress and a final report is expected in early 2021.

For more on this topic, read the Practice Management article, summarizing the results of the CVMA's workforce study (pg 23) and learn more about ABVMA's activities reviewed in the government relations article (pg 20).

Another area of focus for the ABVMA is to examine how the ABVMA is assessing veterinary professionals and their ongoing competence throughout their career. To date, the association has required members to attend continuing education (CE) events and record the hours attended. Research shows that this is not an effective way of maintaining or assessing ongoing professional competence. Through the association's participation in the Canadian Council of Veterinary Registrars (CCVR), this group has become partners in an international study to develop a framework of essential knowledge and skills that will serve a veterinarian from graduation to retirement. This study will inform our way forward for evaluating competency and how we utilize CE in the future. Watch for details within the next year.

The ABVMA continues to offer traditional CE, such as the recent virtual CanWest Veterinary Conference. Planning is ongoing for a 2021 virtual One Health Antimicrobial Stewardship Conference in March, as well as the John Waters Zoonotic Diseases Workshop in fall 2021. The association will continue to offer CE virtually until such time as it is deemed safe to do otherwise.

Animal welfare continues to be a priority of the ABVMA. The association continues to hold board positions on Alberta Farm Animal Care (AFAC) and the National Farm Animal Care Council (NFAACC). Both of these appointments facilitate our input into animal welfare on both a provincial and

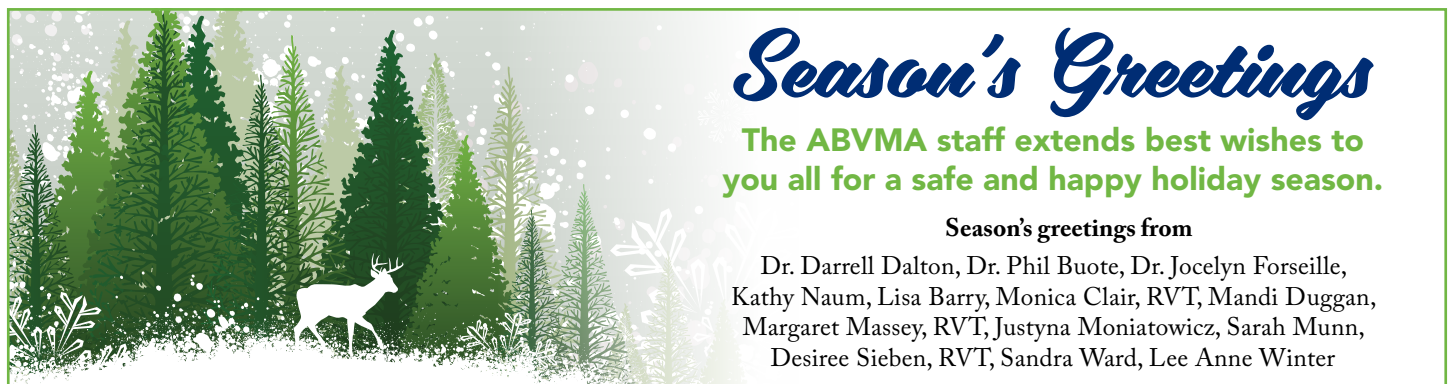
national level. The ABVMA maintains a good working relationship with the Alberta SPCA and provincial humane societies. The association is also prepared and willing to engage with the Government of Alberta if they decide to open the *Animal Protection Act*. The ABVMA has maintained strong participation in the Companion Animal Disaster Response Steering Committee to develop a plan for the province.

Antimicrobial Stewardship continues to guide activities within the association. The antimicrobial stewardship communications project is ongoing and will wrap up in spring 2021. A documentary is still in production, and raised with care stewardship podcasts will run until Nov. 5, 2020. Stream these live on YouTube or Facebook or watch previous sessions at your leisure. Learn more at [raisedwithcare.ca/rwc-stewardship-sessions](https://www.raisedwithcare.ca/rwc-stewardship-sessions). The One Health Antimicrobial Stewardship Conference will take place virtually March 10-12, 2021. Information coming this January at: www.ohab.ca/one-health-2020.

Finally, the ABVMA has been working closely with the Alberta College of Pharmacy (ACP) to help update their act, standards and guidance documents. Pharmacists play an important role in many veterinary practices, yet their legislation has no mention of animals or the filling of veterinary scripts. This is a gap that must be filled. It has been a very satisfying and collaborative exchange of information working with ACP.

With the year coming to a close, these are several of the activities and initiatives the ABVMA is working on for its members.

The association looks forward to continuing work on these items, and others, into the New Year.



Season's Greetings

The ABVMA staff extends best wishes to you all for a safe and happy holiday season.

Season's greetings from

Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forseille,
Kathy Naum, Lisa Barry, Monica Clair, RVT, Mandi Duggan,
Margaret Massey, RVT, Justyna Moniatowicz, Sarah Munn,
Desiree Sieben, RVT, Sandra Ward, Lee Anne Winter



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

Aug. 31 & Sept. 1, 2020 – Virtual Meeting

Mick Howden

Council met virtually for two morning sessions on the above dates.

- **Professional Standards:** Several months ago, Council requested that the Registrar conduct an internal review of the ABVMA according to the “Standards of Good Regulation” of the *Professional Standards Authority (UK)*. The Complaints Director was similarly asked to undertake a review of the ABVMA complaints and discipline process against the Standards of Good Regulation for complaints and discipline. At the August 31 meeting, there was an in-depth review of the reports produced, i.e. an introspective view of how ABVMA may stack up compared to the Standards. The reports were well received and discussed at length. The topic will be discussed more thoroughly at the upcoming Strategic Planning session to be held in October 2020.
- **Annual Budget Approval 2020-21:** The Registrar proactively submitted two budgets for the upcoming fiscal year for Council’s consideration. The first, COVID-19 Budget, reflects the ongoing impact caused by the pandemic, i.e. some programs and efforts that cannot proceed. The second version of the budget represented what Council would typically expect to achieve in a normal year. The COVID-19 Budget was recommended by the Registrar and was approved by

Council with the provision that if health guidelines change and more normal operations are allowed to resume later in the year, the Registrar could request that Council approve moving to the second, Normal Operations Budget, for the balance of the year.

- **CVMA Membership:** At the 2020 Annual General Meeting (AGM), a resolution was passed that the ABVMA would become an Organizational Member of the CVMA, as opposed to ABVMA members having individual CVMA memberships. The Registrar suggested a formula for this new membership fee structure that would work financially for ABVMA. Council approved that the formula should be presented to CVMA for consideration and acceptance.
- **Resolution 19-01, Practice Ownership:** The resolution was a subject of the post-AGM discussion on March 1, 2020. Council continued the discussion, including a review of how the issue is handled in other Canadian provinces, identifying the pros and cons for various alternatives. A Task Force of Council Members was created and will focus on the specific issue of ABVMA registered technologists possibly owning a majority of shares (>51 per cent), and how that intersects with the concept of a veterinarian exercising control over the

management of the veterinary practice. It was agreed that the topic warrants further review and is to be on the agenda for discussion as part of the Strategic Planning session in October.

- **Health Profession Act and Pharmacist and Pharmacy Technicians Profession Regulation:** The pharmacist profession is in the process of considering changes to their act including the concept of prescribing and dispensing of drugs to animals. Council is of the opinion that there should be no provision in the *Pharmacy and Drug Act* that would permit prescribing for animals in any form, but that dispensing in accordance with a licensed veterinarian’s prescription is deemed appropriate. Senior ABVMA staff will endeavour to influence the pharmacists’ association to achieve Council’s intent.
- **Companion Animal Disaster Response Operations Plan:** The Government of Alberta has requested the ABVMA’s participation in creating a disaster plan for evacuation and reunification of companion animals, prompted by ABVMA members’ involvement in the Fort McMurray fires. A draft plan was presented by the Deputy Registrar. Council approved the plan subject to ongoing refinement and implementation.



MICK HOWDEN ATTENDED THE UNIVERSITY OF

Saskatchewan, graduating with a Bachelor of Commerce. After moving to Calgary, he received his accounting designation and maintains his CPA and CMA.

Mick's career has been primarily in the consulting engineering and construction sectors, gaining broad experience in geographically diverse national and international operations.

During his career, he had the opportunity to be very involved in the planning and implementation of numerous business acquisitions & mergers, complex enterprise resource planning system implementations and significant corporate reorganizations.

Mick has always kept very involved in corporate, community, athletic and not-for-profit organizations, often serving as an Executive and/or Board Member. He is currently involved in several businesses as a consultant, supporting the community at the committee level, provincial government council appointments and corporate board memberships.

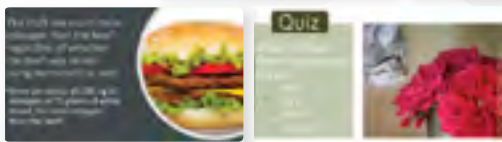
Mick Howden

ABVMA Public Member of Council

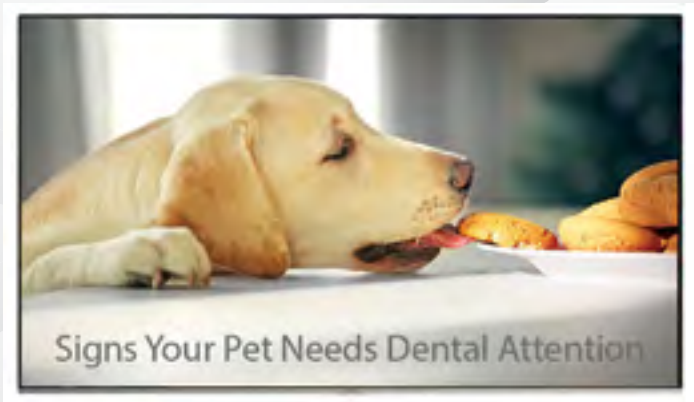
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Announcements and Member Engagement

ABVMA CHRISTMAS OFFICE CLOSURE

The ABVMA office will be closed for the Christmas break from Dec. 24, 2020-Jan. 3, 2021. Office hours will resume on Monday, Jan. 4, 2021.

UCVM DEAN

Following an extensive national and international search, Dr. Baljit Singh, a highly accomplished veterinary researcher, educator and administrator, will join University of Saskatchewan (USask) President Peter Stoicheff's leadership team as vice-president research, effective Feb. 1, 2021. Read the [full article](#).

ABVMA Council would like to thank Dr. Singh for his service on Council from 2016-2020.

MALATEST LABOUR MARKET WORKFORCE PROJECT UPDATE

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.

The survey was sent out to all ABVMA members and practice owners in October. Please take some time to complete the survey.

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:

SEPTEMBER 2020

- | | | |
|---|---|---|
| <p>2: R/DR/AR Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference</p> <p>R/DR/AR Program Planning Committee Meeting - One Health Antimicrobial Stewardship Conference</p> <p>3: R/DR/AR Government Relations Meeting with Pam Cholak</p> <p>R Triplicate Prescription Program Steering Committee (TPPSC) Meeting</p> <p>8: R/DR Labour and Immigration - Streamlining Professional Legislation Engagement Session</p> <p>AR One Health Workshop Series Planning</p> <p>9: P/PP/R/DR/AR Executive Council Meeting</p> <p>R/DR/AR Teleconference with Alberta Labour & Immigration Minister Copping</p> <p>10: R Occupational Health and Safety Legislative Reform - Radiation Legislation</p> <p>11: R/DR Labour Market Workforce Project Advisory Team</p> <p>R/DR Meeting with Alberta College of Pharmacists (ACP) Re Draft Standards of Practice</p> <p>14: R/AR PIPS Committee Meeting</p> | <p>15: R/AR/CM Labour Market Workforce Project Advisory Team</p> <p>AR/CM One Health Workshop Series Planning</p> <p>16: R/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference</p> <p>CM bi-weekly call with ev+ Digital Marketing Agency</p> <p>21: AR/CM Quarterly Content Meeting with ev+ Digital Marketing Agency</p> <p>R/AR Registration Committee Meeting</p> <p>22: R Veterinary Medicine Essential Competency Profile Project Meeting</p> <p>R/AR American Association of Veterinary State Boards (AAVSB) Annual Meeting & Conference - Veterinary Virtual Care Panel</p> <p>23: P/PP/R/AR Executive Council Meeting</p> <p>R/AR/CM One Health Workshop Series Planning</p> <p>24: R Audit Committee Meeting</p> <p>AR Companion Animal Advisory Committee Meeting</p> <p>R AAVSB Annual Meeting & Conference - Wellness During the Pandemic</p> <p>25: AR Member Wellness Advisory Committee Meeting</p> <p>CM teleconference with ABVTA Executive Director</p> | <p>28: R National Farmed Animal Care Council Meeting</p> <p>29: P/PP/R/DR/AR/CM Virtual Registration Day</p> <p>R AAVSB Annual Meeting & Conference - Measuring Regulatory Performance</p> <p>30: R/DR/AR/CM One Health Workshop Series - Chronic Wasting Disease, session 1</p> <p>R Alberta Farm Animal Care Board Meeting</p> |
|---|---|---|


OCTOBER 2020

- | |
|---|
| <p>1: R/DR/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference</p> <p>R/DR/AR/CM Program Planning Committee Meeting - One Health Antimicrobial Stewardship Conference</p> <p>R AAVSB Annual Meeting & Conference - Cannabinoids in Veterinary Medicine</p> <p>CM CVMA/Provincial Communications Meeting</p> <p>2: DR Lecture to Second Year UCVM Students</p> <p>AR Food Animal Advisory Committee Meeting</p> <p>CM teleconference with ABVTA Executive Director</p> <p>5: R/DR Meeting with the ACP Re Draft Standards of Practice for Animal Health</p> |
|---|

LEGEND


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

- 6: R/AR: AAVSB Annual Meeting & Conference - Permissionless Innovation - Cutting Edge Regulation for the Idaho Pharmacy Board
- 7: R/DR One Health Workshop Series - Chronic Wasting Disease, session 2
- 8: P/PP/R/DR/AR Executive Council Meeting
R/CM 2021 John Waters Zoonotic Diseases Workshop Planning Committee Meeting
R AAVSB Annual Meeting & Conference - Top Legal Cases
- 9: CM One Health Workshop Series Committee Update
R/CM Advisory Team Labour Market Workforce Project Update
CM teleconference with ABVTA Executive Director
- 13: R/DR/AR Advisory Team Labour Market Workforce Project Update
R/DR/AR/CM Government Relations Meeting with Pam Cholak
- 14-15: DR Hearing
- 14: R/DR/AR/CM One Health Workshop Series – COVID-19
- 15: R/DR/AR/CM Program Planning Committee Meeting - One Health Antimicrobial Stewardship Conference
R/DR/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
R AAVSB Annual Meeting & Conference – Executive Director and Registrar Session
- 16: P/PP/R/DR/AR/CM Council Meeting and Strategic Planning Session
- 17: P/PP/R/DR/AR/CM Council Meeting/ Risk Register Development
P/PP/R/DR/AR/CM ABVTA Annual General Meeting
- 18-20: R/DR/AR/CM – CanWest Veterinary Conference
- 21-23: DR Hearing
- 21: P/PP/R/DR/AR Executive Council Meeting
R/DR/AR/CM One Health Workshop Series – Microbiome
- 22: AR Human Resources Development Committee Advisory Committee Meeting
- 23: R/DR/AR/CM Advisory Team Labour Market Workforce Project Update
CM teleconference with ABVTA Executive Director
AR UCVM Stakeholder Advisory Committee meeting
- 26: AR UCVM VEM323 Presentation
- 27: R/DR/AR/CM Advisory Team Labour Market Workforce Project Update
DR Tails of Help Board Meeting
- 28-29: DR Hearing
- 28: R/DR/AR/CM One Health Workshop Series – AMR/Stewardship session 1
AR Animal Welfare Advisory Committee Meeting
- 29: R Next Innovation Teleconference
R/DR/AR/CM Program Planning Committee Meeting - One Health Antimicrobial Stewardship Conference
R/DR/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
DR CVMA Working Group on Veterinary Workforce
- 30: AR Equine Committee Meeting
DR Canadian Council of Veterinary Registrars Complaints Data Project Meeting



Notice of the ABVMA Annual General Meeting & Virtual Leadership Week

February 22-26, 2021 (tentative)



Delivery Method: Virtual

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place virtually on **Sunday, Feb. 28, 2021, 9 a.m. MST**. Members are encouraged to participate in association affairs and are invited to attend the AGM.

Other Leadership Weekend events, as well as an awards presentation hosted in lieu of the Member Recognition Banquet, will be offered virtually.

Please watch your January/February 2021 *Members' Magazine* for more details.




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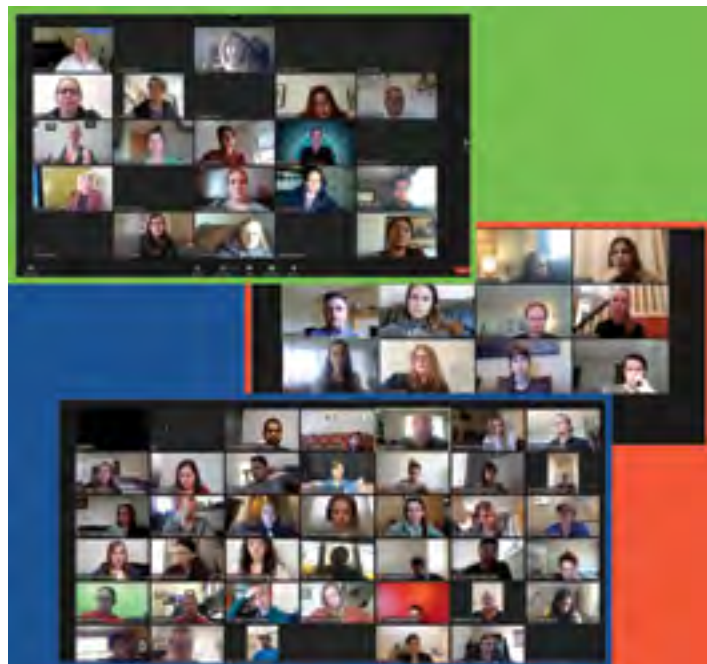
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VETERINARIANS AND REGISTERED VETERINARY

technologists (RVTs) from across the province came together on Sept. 29, 2020, for our very first virtual ABVMA Registration Day. This event typically occurs twice per year to welcome new members to the association and allow for networking with classmates and future colleagues. This year, both events were combined to a one-day virtual session. Registrants were warmly welcomed by the association's dignitaries. They were then directed to small group discussions of case scenarios followed by the opportunity for the ABVMA to answer questions. The discussions enabled participants to explore the various rules and regulations of the *Veterinary Profession Act* and General Regulation, Bylaws, Practice Standards and the complaints process.

A combined 316 veterinarians and RVTs became members of the veterinary profession in Alberta. Welcome to the profession!



Lisa Scott, DVM, Chair, ABVMA Registration Committee

VETERINARIANS

3919 Dr. Julian Arroyave
General Practice Registered Veterinarian

3941 Dr. Nurmukhammet Atabayev
General Practice Registered Veterinarian

3835 Dr. Navdeep Aujla
Supervised Limited Practice Registered Veterinarian

3866 Dr. Jenifer Baker
General Practice Registered Veterinarian

3907 Dr. Hailey Basler
General Practice Registered Veterinarian

3875 Dr. Mila Bassil
General Practice Registered Veterinarian

3320 Dr. Carmen Bell
Time Limited Registered Veterinarian

3574 Dr. Chavonne Bertamini
General Practice Registered Veterinarian

3927 Dr. Amanda Bevans
General Practice Registered Veterinarian

3824 Dr. Rohini Bhardwaj
Supervised Limited Practice Registered Veterinarian

3837 Dr. Angelo Bianchi
Temporary Registered Veterinarian

3094 Dr. Ashley Book
General Practice Registered Veterinarian

3891 Dr. Jenna Brandon
General Practice Registered Veterinarian

3863 Dr. Kennedy Brooks
General Practice Registered Veterinarian

3918 Dr. Alison Carter
General Practice Registered Veterinarian

3460 Dr. Curtis Cathcart
General Practice Registered Veterinarian

3833 Dr. Catherine Colodey
General Practice Registered Veterinarian

3938 Dr. Carina Cooper
General Practice Registered Veterinarian

3853 Dr. Meaghan Crawford
General Practice Registered Veterinarian

3932 Dr. Sierra Crisp
General Practice Registered Veterinarian

3829 Dr. Leslie Davenport
General Practice Registered Veterinarian

2779 Dr. Holly Davies
Time Limited Registered Veterinarian

3832 Dr. Cory Davis
General Practice Registered Veterinarian

3860 Dr. Yaseshwari De Silva Senapathi
Supervised Limited Practice Registered Veterinarian

3917 Dr. Esther Derksen
General Practice Registered Veterinarian

3951 Dr. Subash Dhakal
Supervised Limited Practice Registered Veterinarian

3903 Dr. Megan Dick
General Practice Registered Veterinarian

3883 Dr. Alexandra Dooley
General Practice Registered Veterinarian

3912 Dr. Erika Driedger
General Practice Registered Veterinarian

3855 Dr. Kyle Dubreuil
General Practice Registered Veterinarian

3905 Dr. Victoria Duggan
General Practice Registered Veterinarian

3923 Dr. Alexandre Ellis
General Practice Registered Veterinarian

3900 Dr. Leah Ellis
General Practice Registered Veterinarian

3790 Dr. Megan Forgan
General Practice Registered Veterinarian

3888 Dr. Evany Forrest
General Practice Registered Veterinarian

3840 Dr. Patricia Garcia Rosas
Supervised Limited Practice Registered Veterinarian

3862 Dr. Ciara Gibney
General Practice Registered Veterinarian

3831 Dr. Ian Gibson
General Practice Registered Veterinarian

3868 Dr. Amanda Gilliland
General Practice Registered Veterinarian

3878 Dr. Jill Girgulis
General Practice Registered Veterinarian

3858 Dr. Randi Glen
General Practice Registered Veterinarian

3893 Dr. Andrea Gohm
General Practice Registered Veterinarian

3816 Dr. Faith Graham
General Practice Registered Veterinarian

3892 Dr. Jordan Greenfield
General Practice Registered Veterinarian

3902 Dr. Justin Greep
General Practice Registered Veterinarian

3874 Dr. Alyson Guy
General Practice Registered Veterinarian

3834 Dr. Gillian Haanen
General Practice Registered Veterinarian

3897 Dr. Sarah Haefliger
General Practice Registered Veterinarian

3955 Dr. Lauren Hammond
General Practice Registered Veterinarian

3937 Dr. Mikaela Hannam
General Practice Registered Veterinarian

3953 Dr. Andrew Harding
General Practice Registered Veterinarian

3908 Dr. Genevieve Harris
General Practice Registered Veterinarian

3886 Dr. Olivia Hee
General Practice Registered Veterinarian

3887 Dr. Stacey Henderson
General Practice Registered Veterinarian

- 3906 Dr. Melissa Herman**
General Practice Registered Veterinarian
- 3922 Dr. Jennifer Hiekel**
Supervised Limited Practice Registered Veterinarian
- 3896 Dr. Brenden Hilgartner**
General Practice Registered Veterinarian
- 3947 Dr. Lisa Hill**
General Practice Registered Veterinarian
- 3898 Dr. Jennifer Ho**
General Practice Registered Veterinarian
- 3844 Dr. Alexandria Horner**
General Practice Registered Veterinarian
- 3013 Dr. Sylvia Hurdle**
Time Limited Registered Veterinarian
- 3924 Dr. Macarena Andrea Iglesias Barnetche**
Supervised Limited Practice Registered Veterinarian
- 3210 Dr. Rebecca Jackson**
General Practice Registered Veterinarian
- 3884 Dr. Emma Jerome Smith**
General Practice Registered Veterinarian
- 3954 Dr. Ankur Jetli**
Supervised Limited Practice Registered Veterinarian
- 3909 Dr. Gracyn Johnson**
General Practice Registered Veterinarian
- 3672 Dr. Vishantha Kahakachchi Patabendi**
Temporary Registered Veterinarian
- 3859 Dr. Marcy Kanuka**
General Practice Registered Veterinarian
- 3839 Dr. Lukas Kawalilak**
General Practice Registered Veterinarian
- 1805 Dr. Jodi Kendrew**
General Practice Registered Veterinarian
- 3934 Dr. Jessica Khodadad**
General Practice Registered Veterinarian
- 3607 Dr. Claudia Koch**
General Practice Registered Veterinarian
- 3916 Dr. Juraj (Jay) Korbelik**
General Practice Registered Veterinarian
- 3948 Dr. Alessa Kuczewski**
Supervised Limited Practice Registered Veterinarian
- 3838 Dr. Brad Lage**
General Practice Registered Veterinarian
- 3945 Dr. Alexis Lara-Morales**
Supervised Limited Practice Registered Veterinarian
- 3865 Dr. Justin Lavallee**
General Practice Registered Veterinarian
- 3843 Dr. Monica Leslie**
General Practice Registered Veterinarian
- 3930 Dr. Alice Liboiron**
General Practice Registered Veterinarian
- 3933 Dr. Adam Lichtensteiger**
General Practice Registered Veterinarian
- 3926 Dr. Will Lillico**
General Practice Registered Veterinarian
- 3899 Dr. Jocelyn Marchiori**
General Practice Registered Veterinarian
- 3870 Dr. Marina Matthies**
General Practice Registered Veterinarian
- 3879 Dr. Justine Maybee**
General Practice Registered Veterinarian
- 3876 Dr. Tessa Maysenholder**
General Practice Registered Veterinarian
- 3861 Dr. Katherine Meek**
General Practice Registered Veterinarian
- 3856 Dr. Katya Melnick**
General Practice Registered Veterinarian
- 3864 Dr. Edward Metzger**
General Practice Registered Veterinarian
- 3913 Dr. Theresa Miceli**
General Practice Registered Veterinarian
- 3190 Dr. Steve Mills**
Time Limited Registered Veterinarian
- 3830 Dr. Mahsa Moeini**
Supervised Limited Practice Registered Veterinarian
- 3413 Dr. Laura Morman**
General Practice Registered Veterinarian
- 3936 Dr. Mykhailo Mospan**
Supervised Limited Practice Registered Veterinarian
- 3877 Dr. Erin Murphy**
General Practice Registered Veterinarian
- 3285 Dr. Monica Nagy**
General Practice Registered Veterinarian
- 1792 Dr. Paul Neider**
Supervised Limited Practice Registered Veterinarian
- 3857 Dr. Ibijuwon Olatayo**
Supervised Limited Practice Registered Veterinarian
- 3300 Dr. Laura Osborne**
General Practice Registered Veterinarian
- 2870 Dr. Stephanie Osinchuk**
General Practice Registered Veterinarian
- 3852 Dr. Imogen Palmer**
General Practice Registered Veterinarian
- 3935 Dr. Amelie Pare**
General Practice Registered Veterinarian
- 3904 Dr. Seanna Pashulka**
General Practice Registered Veterinarian
- 3421 Dr. Gurpreet Passi**
Non-Practicing Veterinarian Member
- 3882 Dr. Jesse Pawlak**
General Practice Registered Veterinarian
- 3920 Dr. Jennifer Pearson**
General Practice Registered Veterinarian
- 3910 Dr. Rae-Leigh Pederzoli**
General Practice Registered Veterinarian
- 2965 Dr. Chamath Perera**
General Practice Registered Veterinarian
- 3901 Dr. Abigail Picyk**
General Practice Registered Veterinarian
- 3890 Dr. Hannah Pope**
General Practice Registered Veterinarian
- 3822 Dr. Tara Pugh**
Temporary Registered Veterinarian
- 3895 Dr. Jillian Rankin**
General Practice Registered Veterinarian
- 3880 Dr. Rachel Redick**
General Practice Registered Veterinarian
- 3929 Dr. Sarah Revell**
General Practice Registered Veterinarian
- 3845 Dr. Narinder Saini**
General Practice Registered Veterinarian
- 3889 Dr. Brenna Sakatch**
General Practice Registered Veterinarian
- 3847 Dr. Harkanwal Sandhu**
General Practice Registered Veterinarian
- 3871 Dr. Claudia Schlueter**
General Practice Registered Veterinarian
- 3894 Dr. Olivia Schmidt**
General Practice Registered Veterinarian
- 3337 Dr. Margaret Scuderi**
General Practice Registered Veterinarian
- 2089 Dr. Kuldeip Sekhon**
General Practice Registered Veterinarian
- 3836 Dr. Sunita Seshia**
General Practice Registered Veterinarian
- 3812 Dr. Imran Shah**
Supervised Limited Practice Registered Veterinarian
- 3850 Dr. Athar Shahzad**
Supervised Limited Practice Registered Veterinarian
- 3854 Dr. Kathryn Shandruk**
General Practice Registered Veterinarian
- 3942 Dr. Youssef Sherif**
Temporary Registered Veterinarian
- 3939 Dr. Meryam Shillingford**
General Practice Registered Veterinarian
- 3851 Dr. Brittany Short**
General Practice Registered Veterinarian
- 3842 Dr. Vijender Singh**
General Practice Registered Veterinarian
- 3828 Dr. Gagandeep Singla**
Temporary Registered Veterinarian
- 3873 Dr. Andrea Smith**
General Practice Registered Veterinarian
- 3073 Dr. Nikia Stewart**
General Practice Registered Veterinarian
- 3940 Dr. Jazmeen Suleman**
General Practice Registered Veterinarian
- 3946 Dr. Katherine Sweet**
General Practice Registered Veterinarian
- 3826 Dr. Rachel Sweet**
General Practice Registered Veterinarian
- 1975 Dr. Caroline Tan**
General Practice Registered Veterinarian
- 3819 Dr. Kankayaliyan Thillayampalam**
General Practice Registered Veterinarian
- 3943 Dr. Alison Thomas-Hollands**
General Practice Registered Veterinarian
- 3846 Dr. Michelle Thompson**
General Practice Registered Veterinarian
- 3827 Dr. Sarah Tijen**
General Practice Registered Veterinarian
- 3687 Dr. Anupreet Toor**
General Practice Registered Veterinarian
- 3915 Dr. Shannon Toy**
General Practice Registered Veterinarian
- 3849 Dr. Constance Tuck**
General Practice Registered Veterinarian
- 3928 Dr. Zaeem Ul Islam**
Supervised Limited Practice Registered Veterinarian
- 3925 Dr. Andres Valenzuela Spencer**
Supervised Limited Practice Registered Veterinarian
- 3848 Dr. Nakiska Van Bergen**
Supervised Limited Practice Registered Veterinarian
- 3885 Dr. Lauren VanKuppeveld**
General Practice Registered Veterinarian
- 3817 Dr. Jessica Wallis**
General Practice Registered Veterinarian

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3872 Dr. Alyssa Walthers
General Practice Registered Veterinarian

3881 Dr. Erica Ward
General Practice Registered Veterinarian

3944 Dr. Paige Wark
General Practice Registered Veterinarian

3869 Dr. Morgan Wiese
General Practice Registered Veterinarian

3911 Dr. Emily Zhang
General Practice Registered Veterinarian

VETERINARY TECHNOLOGISTS

4093 Krista Adams
General Practice Registered Veterinary Technologist

4108 Neenu Alex
Provisional Veterinary Technologist Member

4086 Jessica Anderson
General Practice Registered Veterinary Technologist

4063 Krista Anderson
General Practice Registered Veterinary Technologist

4082 Lorna Anderson
General Practice Registered Veterinary Technologist

4100 Moira Anderson
General Practice Registered Veterinary Technologist

2325 Tamara Anderson
General Practice Registered Veterinary Technologist

4104 Kalyn Andrich
Provisional Veterinary Technologist Member

4130 Michaela Arcand
General Practice Registered Veterinary Technologist

4098 Laura Archer
General Practice Registered Veterinary Technologist

4114 Quinn Assinger
General Practice Registered Veterinary Technologist

4172 Alexa Aubry
Provisional Veterinary Technologist Member

4123 Cynthia Battcock
General Practice Registered Veterinary Technologist

2946 Erin Bergman
General Practice Registered Veterinary Technologist

4059 Cierra Berner
General Practice Registered Veterinary Technologist

4153 Nicole Bielecki
General Practice Registered Veterinary Technologist

4140 Corissa Blake
General Practice Registered Veterinary Technologist

3997 Delainey Brady
General Practice Registered Veterinary Technologist

4159 Sarah Braun
Provisional Veterinary Technologist Member

3304 Cariann Breton
General Practice Registered Veterinary Technologist

2085 Kimberly Brochu
General Practice Registered Veterinary Technologist

4078 Tiffany Bryce
Provisional Veterinary Technologist Member

4144 Holly Buckman
General Practice Registered Veterinary Technologist

2283 Melanie Bull
General Practice Registered Veterinary Technologist

4094 Jude Burke
Provisional Veterinary Technologist Member

4117 Jillian Laura Callihoo
General Practice Registered Veterinary Technologist

4062 Victoria Case-Skulny
General Practice Registered Veterinary Technologist

4034 Amelia Chan
General Practice Registered Veterinary Technologist

4069 Daniela Chiappetta
General Practice Registered Veterinary Technologist

3106 Taylor Chornohos
General Practice Registered Veterinary Technologist

4145 Micaela Colangeli
General Practice Registered Veterinary Technologist

4119 Bailey Crane
General Practice Registered Veterinary Technologist

4092 Sylvie Daigle
General Practice Registered Veterinary Technologist

3301 Shyloe Delorey
General Practice Registered Veterinary Technologist

4049 Gemma Dennis
Provisional Veterinary Technologist Member

4074 Keira Devine
General Practice Registered Veterinary Technologist

4101 Ashleigh Dickson
General Practice Registered Veterinary Technologist

4091 Jaden Dollekamp
General Practice Registered Veterinary Technologist

269 Shelley Donnelly
Provisional Veterinary Technologist Member

4055 Erica Doutre
General Practice Registered Veterinary Technologist

4039 Melissa Dreger
General Practice Registered Veterinary Technologist

4166 Jessica Dueck
General Practice Registered Veterinary Technologist

4160 Taylor Elliott
General Practice Registered Veterinary Technologist

4085 Brittney Eyles
General Practice Registered Veterinary Technologist

4046 Brianna Falk
General Practice Registered Veterinary Technologist

4075 Alexandra Fedoruk
General Practice Registered Veterinary Technologist

3996 Meghan Fehr
General Practice Registered Veterinary Technologist

1364 Joelle Flynn
General Practice Registered Veterinary Technologist

4147 De Vawn Fournier
General Practice Registered Veterinary Technologist

2937 Samantha Friesen
General Practice Registered Veterinary Technologist

4112 Sydney Frost
General Practice Registered Veterinary Technologist

4139 Justine Gagne
General Practice Registered Veterinary Technologist

3217 Kaylee Getz
General Practice Registered Veterinary Technologist

4080 Taryn Ghazarian
General Practice Registered Veterinary Technologist

4037 Ashley Gibbs
General Practice Registered Veterinary Technologist

1376 Julie Gomke
General Practice Registered Veterinary Technologist

4170 Mackenzie Gordon
General Practice Registered Veterinary Technologist

4052 Skyler Gordon
General Practice Registered Veterinary Technologist

4125 Hayley Graham
General Practice Registered Veterinary Technologist

2069 Kimberley Helmer
General Practice Registered Veterinary Technologist

4071 Hilda Hernandez
General Practice Registered Veterinary Technologist

4077 Camila Hernandez-Solano
General Practice Registered Veterinary Technologist

4156 Cecilia Hesje
Provisional Veterinary Technologist Member

4111 Shae-Lynn Hipkin
Provisional Veterinary Technologist Member

2803 Stacey Hobman
General Practice Registered Veterinary Technologist

4099 Kellsey Hodgson
Provisional Veterinary Technologist Member

4009 Amanda Howlett
General Practice Registered Veterinary Technologist

4036 Riley Hoyt
General Practice Registered Veterinary Technologist

4134 Courtney Hrynew
General Practice Registered Veterinary Technologist

4045 Rachael Huszar
General Practice Registered Veterinary Technologist

4138 Korrie Iablonski
General Practice Registered Veterinary Technologist

4158 Victoria Ivanus
Provisional Veterinary Technologist Member

4124 Ceiba Jandl
Provisional Veterinary Technologist Member

4065 Stacey Jaspersen
General Practice Registered Veterinary Technologist

4056 Jacqueline Jorsvick
General Practice Registered Veterinary Technologist

4044 Tea Juntez
General Practice Registered Veterinary Technologist

4118 Tori Kadylo
General Practice Registered Veterinary Technologist

4061 Kimberly Kelemen
Provisional Veterinary Technologist Member

4113 Kandace Knight
Provisional Veterinary Technologist Member

4115 Jaime Kuchuk
General Practice Registered Veterinary Technologist

4171 Cassandra Kuhn
General Practice Registered Veterinary Technologist

4149 MaCall Kuryvial
Provisional Veterinary Technologist Member

4035 Selena LaRocque-Macchiavello
General Practice Registered Veterinary Technologist

4051 Heather Latimer
General Practice Registered Veterinary Technologist

4103 Ashlyn Latreille
General Practice Registered Veterinary Technologist

2748 Malinda Lewis
Non-Practicing Veterinary Technologist Member

4120 Mandy Lin
General Practice Registered Veterinary Technologist

4028 Shelby Lomsnes
General Practice Registered Veterinary Technologist

4146 Emily MacDonnell
General Practice Registered Veterinary Technologist

4127 Lindsay MacLeod
General Practice Registered Veterinary Technologist

4126 Brittany MacNiven
General Practice Registered Veterinary Technologist

4070 Brooklyn Matthews
Provisional Veterinary Technologist Member

4109 Kayla McCarroll
General Practice Registered Veterinary Technologist

4141 Rachel McGilvery
General Practice Registered Veterinary Technologist

4090 Jennifer McMillan
General Practice Registered Veterinary Technologist

4067 Crystal Meggitt
General Practice Registered Veterinary Technologist

4131 Kaycee Meggitt
General Practice Registered Veterinary Technologist

4096 Alexandra Metcalf
General Practice Registered Veterinary Technologist

4041 Lakyn Montgomery
General Practice Registered Veterinary Technologist

4157 Nicolle Naslund
General Practice Registered Veterinary Technologist

4088 Stefanie Neukom
General Practice Registered Veterinary Technologist

4129 James Neuman
General Practice Registered Veterinary Technologist

4084 Rebecca Newman
Provisional Veterinary Technologist Member

4106 Teagan Nott
General Practice Registered Veterinary Technologist

4173 Rebecca O'Neill
General Practice Registered Veterinary Technologist

4162 Ryley Patriquin
General Practice Registered Veterinary Technologist

4164 Melissa Pearse
Provisional Veterinary Technologist Member

4142 Natasha Perry
General Practice Registered Veterinary Technologist

4121 Rebecca Peters
General Practice Registered Veterinary Technologist

4079 Jessie Phillips
General Practice Registered Veterinary Technologist

1535 Alma Pineda Guyon
General Practice Registered Veterinary Technologist

4083 Amanda Pitt
General Practice Registered Veterinary Technologist

4122 Leah Plecash
General Practice Registered Veterinary Technologist

4152 Emily Poirier
Provisional Veterinary Technologist Member

2505 Justine Poirier
General Practice Registered Veterinary Technologist

4128 Dustin Portelance
General Practice Registered Veterinary Technologist

4110 Alysha Poudrier
General Practice Registered Veterinary Technologist

4073 Haley Purdie
General Practice Registered Veterinary Technologist

4047 Joleen Ridsdale
General Practice Registered Veterinary Technologist

4018 Derek Riley
General Practice Registered Veterinary Technologist

4025 Melissa Rodriguez
General Practice Registered Veterinary Technologist

4148 Kelsey Rogers
General Practice Registered Veterinary Technologist

4163 Aman Sachdeva
General Practice Registered Veterinary Technologist

4040 Raelene Sali
General Practice Registered Veterinary Technologist

4042 Shayla Satink
General Practice Registered Veterinary Technologist

4043 Mariah Schnell
General Practice Registered Veterinary Technologist

4169 Quinn Schotanus
General Practice Registered Veterinary Technologist

1244 Cindy Scott
General Practice Registered Veterinary Technologist

4058 Marcee Seamans
General Practice Registered Veterinary Technologist

4001 Molly Sharp
General Practice Registered Veterinary Technologist

4068 Allison Shearer
General Practice Registered Veterinary Technologist

4116 Micaela Sheen
General Practice Registered Veterinary Technologist

4155 Samantha Shirley
General Practice Registered Veterinary Technologist

4168 Paige Smylie
General Practice Registered Veterinary Technologist

4136 Courtney Stevens
General Practice Registered Veterinary Technologist

836 Trina Stockill
General Practice Registered Veterinary Technologist

4038 Amanda Swanson
General Practice Registered Veterinary Technologist

4066 Jenna Sytsma
General Practice Registered Veterinary Technologist

4064 Lauren Taylor
General Practice Registered Veterinary Technologist

4107 Cassandra Teneycke
General Practice Registered Veterinary Technologist

4072 Darian Thiessen
General Practice Registered Veterinary Technologist

4151 Shanae Thompson
General Practice Registered Veterinary Technologist

4150 Snaa Tirmizi
Provisional Veterinary Technologist Member

4135 Pauline Togado
General Practice Registered Veterinary Technologist

4102 Jaelynn Tschetter
General Practice Registered Veterinary Technologist

4097 Christina Tully
General Practice Registered Veterinary Technologist

4165 Kelly-Ann Turner
General Practice Registered Veterinary Technologist

4154 Eri Uchikawa
General Practice Registered Veterinary Technologist

4053 Jayden Ursulak
General Practice Registered Veterinary Technologist

4087 Michael Vance
General Practice Registered Veterinary Technologist

4048 Marijke Vander Kooi
General Practice Registered Veterinary Technologist

4132 Maria Eugenia Vega
General Practice Registered Veterinary Technologist

4167 Jayden Wagner
Provisional Veterinary Technologist Member

4089 Karen Walker
General Practice Registered Veterinary Technologist

4060 Allison WankelShaw
General Practice Registered Veterinary Technologist

4081 Carissa Ward
General Practice Registered Veterinary Technologist

4076 Hayley Warren
General Practice Registered Veterinary Technologist

4161 Breanne Watts
General Practice Registered Veterinary Technologist

2976 Shelby Waugh
General Practice Registered Veterinary Technologist

4137 Michele Wiebe
General Practice Registered Veterinary Technologist

4133 Kelly Wilkinson
General Practice Registered Veterinary Technologist

4095 Brooke Williams
General Practice Registered Veterinary Technologist

2792 Amy Willson
General Practice Registered Veterinary Technologist

4143 Emily Woodworth
General Practice Registered Veterinary Technologist



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #19-26

A letter of complaint was received about the conduct of a veterinarian regarding a cat that was presented for ovariohysterectomy, microchip and umbilical hernia repair.

The veterinarian undertook an anesthesia, microchip and hernia repair.

Later that year the owner called the veterinarian on an emergency basis that the cat had delivered four kittens and was experiencing dystocia.

The veterinarian confirmed that the cat was in fact the cat that was supposed to have been spayed earlier that year.

The cat required a Caesarian section and two additional kittens were delivered. The cat ultimately died following the Caesarian and ovariohysterectomy.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC referred the case for a hearing.

The veterinarian entered into consent discussions and provided an admission of unprofessional conduct. The Consent Order was accepted by the Hearing Tribunal at a hearing held virtually on May 26, 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 2003.
2. The veterinarian is the responsible veterinarian for the veterinary practice.
3. The veterinarian provided veterinary medical services to a five-and-a-half-month-old kitten on April 1, 2019. Specifically, the veterinarian was requested to undertake a microchip, spay and a hernia repair.
4. On Aug. 6, 2019, the cat delivered four kittens.
5. On the morning of Aug. 7, 2019, the owner presented the cat to the veterinarian as the cat was having difficulty delivering additional kittens. The veterinarian undertook radiographs and a Caesarian section to deliver two more live kittens.
6. Ultimately, on Aug. 7, 2019, the cat died.
7. Subsequent to the cat's death, the veterinarian received consent to

undertake a post-mortem. After a number of weeks of reflection, the veterinarian determined she would not proceed with the post-mortem.

8. The veterinarian failed to have appropriate medical records, which included documentation of surgery and anesthesia monitoring. The lack of appropriate medical records were, in part, attributable to the diversion of care to the kittens being born at the clinic.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Medical Management

1. That contrary to the request of the client, the veterinarian failed to undertake a spay on April 1, 2019, on the cat.

Post-mortem

2. Subsequent to the death of the cat on Aug. 7, 2019, the veterinarian failed to have a post-mortem undertaken.

Medical Records

3. That the veterinarian failed to create and/or maintain appropriate medical records, including, but not limited to, surgical records and record of anesthesia monitoring.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to successfully complete, at her own cost,

- within six months within the date of this Order the following additional continuing education obligations, as approved by the Complaints Director:
- a. Five hours of continuing education on medical records.
3. The veterinarian's practice shall be subject to directed practice inspections by a practice inspector approved by the ABVMA, one per year for the next two years. The inspections may be announced or unannounced. The veterinarian shall pay costs of these practice inspections and shall provide any and all information requested by and to the inspector. The results of the practice inspection shall be provided to the Complaints Director and Practice Inspection Practice Standards (PIPS) Committee and subject to its approval on a pass/fail basis.
 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 #18-22

A letter of complaint was received against a permit holder operating a veterinary practice relating to the care provided for a dog with porcupine quills.

The dog presented on an emergency basis and had a large number of quills. Ultimately, the dog was under anesthesia for over nine hours.

The attending veterinarian had graduated and was registered with the ABVMA for less than 12 months.

AGREED STATEMENT OF FACTS:

1. At all material the permit holder has been a permit holder of the ABVMA since 1981.

2. The permit holder operates the veterinary practice entity.
3. On Jan. 6, 2018, a five-and-a-half-year-old neutered male Munsterlander was brought to the veterinary practice entity for the removal of porcupine quills, which were very severe.
4. The veterinarian undertook to provide veterinary medical services, including a lengthy general anesthesia and porcupine quill removal for treatment of the dog on Jan. 6 and Jan. 7, 2018.
5. The procedure required in excess of nine hours of general anesthesia time. The veterinarian was not provided with appropriate support and resources by the practice to permit the timely completion of the procedure.
6. During the time that the dog was undergoing the quill removal under anesthesia, there was limited and insufficient communication with the client.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Medical and Surgical Management

1. That the permit holder failed to provide appropriate oversight of the veterinarian while she was undertaking the procedure of removing the porcupine quills from the dog.

Professionalism

2. That the permit holder failed to undertake and/or ensure appropriate communication with the client during the time that the dog was undergoing the surgical procedure.

ACKNOWLEDGEMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A written reprimand shall be issued against the permit holder.
2. The permit holder will prepare and provide to the Complaints Director, within 90 days of the date of this Order, a Standard Operating Procedure (SOP) articulating the responsibilities of the care administrator for the veterinary practice entity.
3. The permit holder shall pay costs in the amount of \$4,000 within six months of the date of this Order.
4. If the Complaints Director deems there to be a violation of this Order, the permit holder, 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.
5. There shall be publication of this Order on a without-names basis (and without identifying information).

COMMENT

The attending veterinarian was a fully registered veterinarian and as such did not require any level of supervision as required by the regulations and bylaws.

Notwithstanding, the members of the Hearing Tribunal agreed that the permit holder had responsibility in this case to support the veterinarian with regards to resources and oversight to ensure that the veterinarian was able to appropriately deal with the case.

The permit holder acknowledged that though there were practice procedures in place, communication failed and was a contributing factor to this complaint.

The permit holder will develop an SOP for the practice that will require that the care administrator:

- ensures that a veterinarian receives any assistance they require in a timely manner,
- appropriately allocates the resources of the practice to ensure better care of the patients, and
- expedites client communication.

The permit holder has also implemented a program for mentorship of veterinarians.



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #8 Surgical Suite not meeting the PIPS standard

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.

Surgical Suite: PIPS Bylaw, Service Category 5, Sterile Surgery, pages 54-57

The safety of patients and workers requires that surgeries take place in a manner that is aseptic and reduces the risk of nosocomial infections in patients.

The sections of the PIPS Bylaw that are most often found as a deficiency during practice inspections are:

- *The surgical suite is maintained in a clean and orderly fashion.* The statement refers to scheduled disinfection policies, a clean and orderly suite and traffic in and out being limited.

- *No open-front shelving is present within the surgical suite.* Having all necessary equipment and supplies stored within cupboards decreases dust and hair settling on surfaces in the surgical suite, contributing to a cleaner environment.
- *Walls, floors, doors ceilings, window coverings, furniture and fixtures are constructed of solid impervious material that can be easily sanitized. Slatted blinds are not allowed in the surgical suite.* Disinfection of all surfaces in the surgery suite must be possible. Specific examples include: any printed materials that are posted on the wall must be laminated; chairs and stools must not have cloth on them.

- *All equipment not related to surgery must be permanently removed from the surgical suite. Sinks are not permitted within single-purpose surgical suites and if they currently exist, their use must be limited to post-surgical cleanup of the operating theatre.* Storage space is a premium in many veterinary practices. The surgical suite must not be used for storage in order to decrease traffic in and out of the room and minimize the introduction of infectious materials.

New in the PIPS Bylaw December 2019 version is a statement about electronics in the surgical suite: *A laptop, computer or screen is allowed in surgery with an infection control plan in place.*



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WHEN TO CALL

the 24/7 livestock care

ALERT Line

Questions or concerns about livestock welfare?

- Access to food and water
- Animal health and welfare conditions

Options for Emergency Livestock Handling Equipment Trained (ELHET) calls:

- Major incidents
- Exotic or sensitive stock to hand

Prevention of large-scale outbreaks

STOP - Critical situations

Emergency response

Who to contact:

- ALERT Line** 24/7 toll-free 1-800-368-5888
- RCMP** Contact your closest RCMP detachment
- AB SPCA** Call your local SPCA
- Farmers' Advocate** Contact your local Farm Services Centre

Whichever of who to contact? Call the ALERT Line at 1-800-368-2273



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Council approved the following at the August/September 2020 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Kaitlyn Mueller, #3124	July 9, 2020
Dr. Robert Bibby, #511	July 1, 2020
Dr. Gurpreet Passi, #3421	July 28, 2020
Dr. Laura McKenny, #3099	Sept. 7, 2020

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Mandy Buisman, #3282	June 29, 2020
Dr. Kelly MacLeod, #2957	Aug. 6, 2020
Dr. Jodi Kendrew, #1805	July 20, 2020
Dr. Ahmed Abousamra, #2593	Aug. 5, 2020

Transfer Non-Practicing Veterinarian Member to Time Limited Registered Veterinarian

Dr. Maarten Hart, #3336	June 30, 2020
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Cancel General Practice Registered Veterinarian

Dr. Brittany Davis, #3764	June 30, 2020
Dr. Marley Williamson, #3757	June 30, 2020
Dr. Amber Covello, #3758	June 30, 2020
Dr. Jamie Neufeld, #3765	June 30, 2020
Dr. Tova Pinsky, #3814	Aug. 1, 2020

Cancelled Supervised Limited Practice Registered Veterinarian

Dr. Simon Bourassi, #3804	July 17, 2020
Dr. Merete Moeller-Jensen, #3802	July 17, 2020
Dr. Hanna Haardt, #3801	July 17, 2020

Registered Veterinary Technologists

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

Chelsea Anderson, #3317	June 10, 2020
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Transfer Non-Practicing Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Lacey Woodard, #3643	July 24, 2020
Pnina Wilson, #3117	July 29, 2020

Cancel General Practice Registered Veterinary Technologist

Angela Chapman, #3828	July 3, 2020
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Reinstated General Practice Registered Veterinary Technologist

Amanda McDonald, #3373	June 19, 2020
Samantha Friesen, #2937	Aug. 12, 2020

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Jessica Anderson, #4086	June 23, 2020
Cierra Berner, #4059	June 23, 2020
Stacey Jespersen, #4065	June 23, 2020
Heather Latimer, #4051	June 23, 2020

Cancel Provisional Veterinary Technologist Member

Kaytlin Evans, #3990	June 24, 2020
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Permits

Permit to Practice Approval

Alvarez Veterinary Services Ltd. (Dr. Barry Alvarez #2606)	May 29, 2020
2226250 Alberta Ltd. (Dr. Maya Levy # 2278)	June 22, 2020
Shiningbank Veterinary Services (Dr. Jordan Laird #3231)	July 16, 2020
2255471 Alberta Ltd. (Dr. Erinn Matenchuk #2369)	July 14, 2020
2271374 Alberta Ltd. (Dr. Anne Rogers #1972)	July 15, 2020
2245798 Alberta Ltd. (Dr. Sameer Gupta #2397, Dr. Manpreet Singh #2416, Dr. Jagsir Gill #3325)	July 12, 2020
Liska Holdings Ltd. (Dr. Pavol Liska #2376)	July 17, 2020
1097868 B.C. Ltd. (Dr. Tyler Udenberg #3306)	July 8, 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.

Fen Vet	Airdrie
Hilton Veterinary Services	Strathmore
Coulee Veterinary Clinic	Lethbridge
Highland Park Animal Clinic	Calgary

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Healthy animals and people in a healthy environment.

OUR MISSION

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OUR VALUES



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¹Wernimont, S.M., et al. Food with Specialized Dietary Fiber Sources Improves Clinical Outcomes in Adult Cats with Constipation or Diarrhea (in a 2 Month Study). *FASEB J.* 2020;34(1). Some cats may require multimodal management. ²Fritsch, D.A., et al. Food with Novel Fiber Blend Improves Clinical Outcomes and Changes Gastrointestinal Microbiome Metabolism in Dogs (in a 2 Month Study). *J Vet Intern Med.* 2019;33(5):2513. The Hill's Transforming Lives logo, the Hill's Prescription Diet logo, the ActivBiome+ logo, the S+OX SHIELD logo, Hill's, Prescription Diet, and Gastrointestinal Biome are trademarks of Hill's Pet Nutrition Canada, Inc.

Advocacy in Pandemic and Recovery Times

Pam Cholak, ABVMA Government Relations Advocate, President, What Matters!Consulting

UNPRECEDENTED. CRISIS.

Public health emergency. These are words dominating headlines and political policy discussions since March 2020. In these unfamiliar COVID-19 pandemic times, families and businesses have been continually adapting while governments were forced to respond with some of the most difficult policy and financial decisions of our times. Yet, despite the challenges and uncertainty of the times, ABVMA members have continued to deliver essential services with compassion, diligence and extraordinary measures protecting the safety of all. Your teamwork and innovation ensure the health of animals, clients and staff is upheld to the highest standard and your commitment to Albertans has been unwavering. Be assured your ongoing pandemic response is being shared with government.

Still, this pandemic has not been easy for any of you. The late US Supreme Court Associate Justice Ruth Bader Ginsburg said: “So often in life, things you regard as an impediment turn out to be great, good fortune.” So if there is a positive, it is this: the crisis has highlighted for policy-makers the importance of veterinary medicine in an economy and how the ongoing workforce shortages can impact food supply, trade and health of both animals and owners. Governments at all levels have come to acutely realize the importance of veterinary medicine as a critical, essential service impacting the health, sustainability and growth of our nation, our province and each

of the communities in which we reside.

In light of the adversity, ABVMA’s government advocacy has focused on educating government and its stakeholders on the increasing demands of the profession and how Alberta’s high standard of veterinary medical practice is not only essential to Albertans during the pandemic, but it is also a key function in Alberta’s economic recovery. As the Alberta government moves from pandemic crisis management to a deliberate focus on economic recovery efforts, the ABVMA has been clear to government that veterinary practices and our professional workforce are essential to sustaining and growing the Alberta economy while protecting the welfare of Alberta animals.

But the profession cannot sustain the pace and demands with the shortages that exist. We need government’s help to address Alberta’s workforce shortage both in the current reality and in the decades to come. The workforce study currently underway will help quantify the needs of the profession and will help further our collaboration with government on policies and actions that will alleviate talent supply pressures. This will take patience, diligence and cooperation between government, post-secondary institutions and the ABVMA. The risk is too great for us not to pursue collective action.

There are signs of government support. On June 9, 2020, MLA Jackie Armstrong-Homeniuk delivered a Member Statement to the Legislative Assembly

effectively placing on the public record a recognition of the importance of the veterinary medical profession in Alberta. The Alberta government has implemented The Economic Recovery Plan allocating \$10 billion to infrastructure spending that includes upgrades to post-secondary schools including Olds College and Lakeland College, benefitting the animal sciences programs. Further, the Job Creation Tax Cut reduces Alberta’s business tax rate from 10 per cent to 8 per cent to the benefit of veterinary clinics. Discussions are also underway with the Hon. Jason Copping, Minister of Labour and Immigration, and the Hon. Devin Dreesen, Minister of Agriculture and Forestry, on a pilot project that will advance attraction of internationally trained veterinarians to Alberta, particularly in rural Alberta.

COVID-19 has brought about change in every aspect of our lives but it has also brought an opportunity to engage government in ways we have never been able to before, telling the story of your professional excellence and your needs going forward. You are the epitome of what resiliency, adaptation and collaboration are defined as. Your voice at the government decision tables remains, to secure a better way forward for your profession that is critical in Alberta’s future.

Wishing you all health and time for the moments that matter.



**“SO OFTEN IN LIFE,
THINGS YOU REGARD
AS AN IMPEDIMENT
TURN OUT TO BE GREAT,
GOOD FORTUNE.”**

Late US Supreme Court Associate Justice Ruth Bader Ginsburg

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Louis Kwantes, DVM
 —
 Alberta Representative on
 CVMA Council

Whatever and wherever you practice veterinary medicine and wherever you are in your career, the CVMA's advocacy and resources can help make you more successful. This information is to update you on the CVMA's recent activities and resources that benefit our members in Alberta and across Canada.

Questions or Suggestions?

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



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One Profession. One Strong Voice.

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 CVMA News and Events website section.

Working Together to Prevent Suicide in Vet Med

The CVMA and Merck Animal Health held a webinar on World Suicide Prevention Day, Sept. 10, 2020, where psychologist Dr. Elizabeth Spitzer discussed her findings from the most comprehensive investigation of suicide among veterinary professionals, and Mr. Robert Olson, Centre for Suicide Prevention librarian, explained the value of suicide prevention safety messaging in veterinary clinics and gatekeeper training. You can access your free 2020 Canadian Suicide Prevention Veterinary Drug Safe Sticker and view the recorded webinar on the Mental Health Awareness Resources page of our website.

Invitation to Participate: Ongoing Study on Suicidal Risk among Animal Healthcare Professionals

Whether you are a veterinarian, animal health technician, medical supporter worker, administrative assistant or animal handler in a shelter, this survey on mental health is for you! Read more in our CVMA News and Events website section.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

Novel Coronavirus Disease (COVID-19)

The CVMA is working in coordination with

provincial veterinary medical associations, regulatory bodies and 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.

Results of the National COVID-19 Survey

A national survey of veterinarians was completed to measure the steps veterinary hospitals have taken in the interest of public health and the impact on their businesses during the pandemic. View the survey results in CVMA News and Events website 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. The profession is experiencing a veterinary shortage across the country.

Results of this national study will supplement and provide context to findings of the workforce study undertaken by ABVMA and other jurisdictions.

WE PROTECT THE INTEGRITY OF YOUR PROFESSION AND HELP YOU ACHIEVE A BALANCED CAREER AND A SUCCESSFUL LIFE

The Report on Veterinarians in Government, Industry, and Academe is Now Available

Access all CVMA's economic benchmarking surveys and reports in the Business Management section of the CVMA website.



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CVMA Workforce Study

What the results tell us nationally

The CVMA Workforce Study was conducted by Kynetec on behalf of the CVMA.

Current outlook for supply and demand of veterinary services in Canada

The results presented in this text are a result of two main phases of our research process. The first phase was a review of primary and secondary research sources. The second stage was a survey of Canadian veterinarians.

Approximately 12,500 veterinarians from the CVMA database received an email invitation to participate in the survey. Of these veterinarians contacted, 1,019 currently employed veterinarians responded to the survey (A response rate of 8.2%). The survey was open between February 21 and March 16, which is before the social distancing and travel restrictions were implemented in any Canadian province. The statistical margin of error at the 95% confidence level was $\pm 2.94\%$.

Supply and capacity of Canadian veterinarians

The population of Canadian veterinarians has been increasing steadily since 2015, with a compounded annual growth rate (CAGR) of 2.4% over this period. All provinces have reported a net increase in veterinarians over this period. However, CAGR varies significantly by province with Alberta, Manitoba and Quebec reporting CAGRs under 2%.

Canadian veterinary colleges provide a consistent pool of approximately 350 graduates each year, of which 60% intend to enter practice upon graduation. The full graduating class represented 2.9% of the total Canadian veterinarian population in 2019, down from 3.3% in 2015. In reality, international students who attend Canadian veterinary colleges and intend to return home after graduation somewhat inflate these proportions. When compared with an anticipated annual retirement rate of approximately 3%, Canadian veterinary colleges are now merely keeping up with replacing retirements.

The number of veterinarians entering the workforce after receiving training from accredited international schools increased from 51 in 2015 to 177 in 2019.

Demand for Canadian veterinary services

For companion animal and equine, the primary factors influencing demand are:

- Population/household growth
- Animal population
- Disposable income

For food animal production, the key drivers of demand for veterinary services are:

- Number of operations/decision makers
- Value of animals

Demand for veterinary services in remote areas

In nearly all provinces, there is anecdotal evidence of shortages of veterinarians in specific, remote communities or regions. While there is no doubt such situations are unfortunate, many are unlikely able to provide a veterinarian with sufficient income to move to this area without income support programs or grants. The pool of potential candidates is also affected by the ability of a veterinarian's spouse/partner to find gainful employment in remote communities.

Survey results confirm high demand for veterinary services

The survey results confirm that companion animal veterinarians are stretching their capacity to meet increased demand, at least pre-COVID:

- There is broad recognition of the shortage of veterinarians/veterinary technicians as an issue faced by the veterinary profession, especially in Quebec.
- About half of clinics indicating greater than 80% of appointments were booked, especially in Saskatchewan, British Columbia, and Quebec.
- Almost 1 in 5 clinics have scaled back hours of operation due to a shortage of veterinarians to fill shifts, especially in Quebec.
- Almost 1 in 5 clinics report "frequently" turning patients away, especially in Quebec, Saskatchewan and British Columbia.
- Half of the clinics are looking to hire a new veterinarian, and half are looking to hire a new veterinary technologist, with the average looking to hire 1.4 veterinarians

The following includes highlights from the 2020 Workforce Study article printed in the CVJ, Vol 61/ August 2020 issue. This summary is published with permission from the Canadian Veterinary Medical Association (CVMA). View the full CVJ report at: www.canadianveterinarians.net

and 1.8 veterinary technologists. Many veterinarians indicate open positions take more than six months to fill. The likelihood to have an open position is highest in Quebec and Saskatchewan. It is important to note, however, that only 7% of those with open positions indicate new hires would only be needed to keep up with current demand. The vast majority would need new hires to also increase patients in order to keep busy.

- Nearly all clinics indicate wait times for wellness exams or non-emergency farm calls are within a week.

Recommendations

The emerging COVID economic crisis likely will reduce demand for veterinary services to some extent in the near term, but an eventual veterinarian supply crisis awaits. The CVMA and related stakeholders must align and recognize that underlying capacity issues present now will be exacerbated during an eventual economic recovery. A long-term strategy to grow the Canadian veterinarian population at an annual rate of 3.5-4.0% is needed. A parallel strategy to address the shortage of veterinary technologists is also required, which may provide quicker returns due to the shorter time required to graduate veterinary technologists.

Canadian veterinary colleges are graduating veterinarians at a rate currently equal to retirement. The CVMA and related stakeholders should investigate forecasting the degree to which the supply of internationally trained veterinarians can be a reliable and manageable source of growth. The CVMA should align with the government and universities to develop a long-term plan for a sustainable increase in veterinarian graduates.

There is no cost-effective and easy solution for the absence of veterinary care in remote areas. The gap in threshold client demand to support veterinary services is at least as important as the willingness of veterinarians to service these areas. The CVMA should investigate the degree to which telemedicine and training of local "nurse practitioners" can suffice for day-to-day well-care needs.

Congratulations to four ABVMA members on these recent appointments and recognition.



GORDON ATKINS, DVM, was named the Mentor of the Year at the American Association of Bovine Practitioners (AABP) national conference. The annual award, sponsored by Merck Animal Health, recognizes an individual who has played a role in educating, supporting and advancing the careers of future bovine veterinarians

Dr. Atkins grew up on a dairy farm in the Calgary, Canada area, received his DVM, with distinction, from the Western College of Veterinary Medicine in 1973 and has been practicing veterinary medicine in the Calgary area since graduation. In 2008, Dr. Atkins joined the University of Calgary Faculty of Veterinary Medicine (UCVM) as senior instructor, clinical skills, and in 2015 was one of only a few faculty members to be given the inaugural designation of teaching professor.

Dr. Atkins has played a large role in the delivery of the university's DVM program, according to John Kastelic, professor and head of the Department of Production Animal Health, University of Calgary. "He has 300 to 400 hours of contact time spent with students annually for lectures and laboratories," said Kastelic. "He draws on his decades of practice experience and huge library of photographs and videos to convey his message. He consistently receives extremely high rankings from veterinary students in teaching assessments."

Full story here: www.bovinevetonline.com/article/gordon-atkins-named-mentor-year



CARLING MATEJKA, DVM, was appointed to sit as a member of the Canadian Agriculture and Agri-Food Canada Youth Council on July 24, 2020.

As a consultative body to Agriculture and Agri-Food Canada, the Canadian Agricultural Youth Council (CAYC) is a group of young Canadians providing advice, enabling on-going dialogue on food-related challenges and opportunities, sharing information and best practices, and advising on the strengths and weaknesses of policies and programs affecting the agriculture and agri-food sectors.

On July 24, 2020, Agriculture and Agri-Food Minister Marie-Claude Bibeau announced the names of the 25 members chosen to sit at this table. They were selected from more than 800 applications received, representing a diverse mix of individuals from subsectors across the agriculture and agri-food sector, as well as from every province and the North.

Dr. Matejka is a mixed animal veterinarian, a fourth generation farmer, and lived in a large city for seven years. She can relate to the struggles that farmers may have but also provide a medical veterinary perspective to the many issues facing agriculture today. Furthermore, because of her encounters with the urban population, Dr. Matejka hears concerns they may express about agriculture and can assist in their understanding.

The Council will meet multiple times annually.

Full story here: www.agr.gc.ca/eng/youth-in-agriculture/the-canadian-agricultural-youth-council/?id=1579018139768



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.

KARIN ORSEL, DVM, was named 2020 Metacam® 20 Bovine Welfare Award winner. The award recognizes outstanding contributions to the welfare of animals in Canada. She received the award for her transformational contributions to the advancement of care in the bovine species. The recognition reflects her tremendous leadership in the areas of scientific research, teaching and mentorship of veterinary students.

Dr. Orsel is Professor and Interim Department Head, Department of Production Animal Health, with an Adjunct Appointment in the Department of Community Health Science (Cumming School of Medicine) at the University of Calgary. A renowned researcher and veterinary epidemiologist, her work focuses on infectious diseases in cattle, with an emphasis on lameness. She has been a faculty member at the university since arriving from the Netherlands in 2008, receiving a number of awards for her

efforts to advance the health, welfare and sustainability of bovine production.

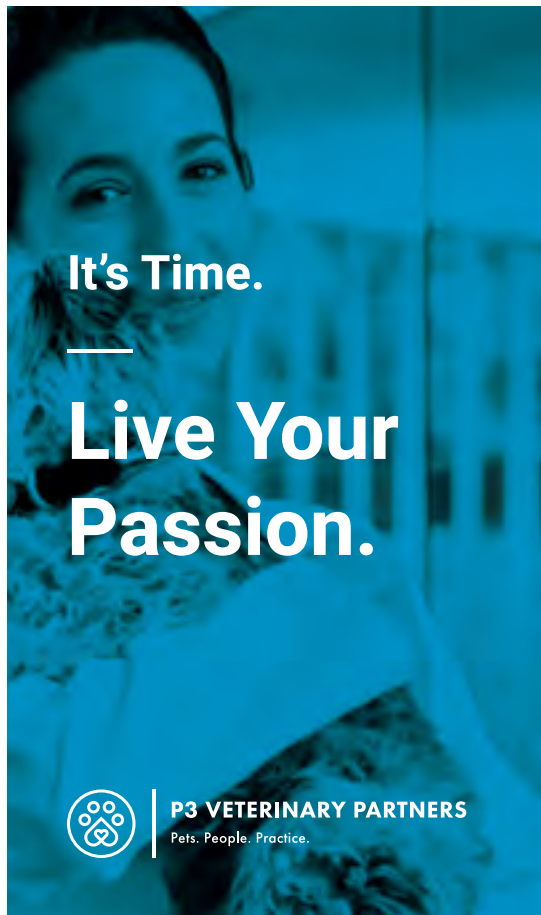
“In addition to being an outstanding colleague, Karin is also very adept at bringing together researchers with disparate backgrounds. In that regard, she bridges gaps among molecular biologists and epidemiologists, researchers and extensionists, and between academia and veterinary practitioners,” said Dr. Herman Barkema, Professor Epidemiology of Infectious Diseases, University of Calgary. “She has established numerous collaborations within the University of Calgary, as well as with colleagues at universities and companies throughout Canada and the USA, Europe, Africa, Australia and New Zealand.

Full story here: www.canadianveterinarians.net/news-events/news/karin-orsel-named-2020-metacam-20-bovine-welfare-award

TAMARA QUASCHNICK, DVM, was recently acknowledged by the Canadian Beef Industry, with a new Cattlemen’s Young Leaders award.


Dr. Tamara Quaschnick is a large animal veterinarian. Quaschnick was raised on a commercial cow-calf operation south of Hanna, Alta. In 2009, Quaschnick graduated from the Western College of Veterinary Medicine, then completed an internship in equine medicine and surgery at Idaho Equine Hospital. In 2014, she returned to her hometown and established Steadfast Veterinary Services Ltd. She currently splits her time between Hanna and Bashaw, where she and her husband, Darren Schultz, run a commercial Angus herd. Quaschnick’s mentor is Dr. Mark Cameron, vice-president of nutrition and consulting for More Than Just Feed Inc.

Full story here: www.canadiancattlemen.ca/news/canadian-beef-industry-award-presented-new-cattlemens-young-leaders



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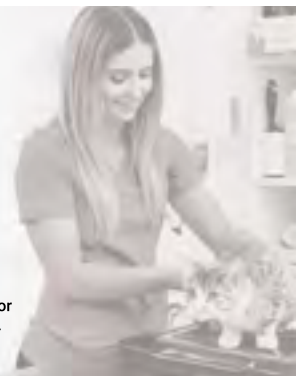
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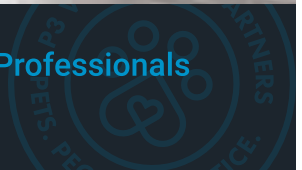
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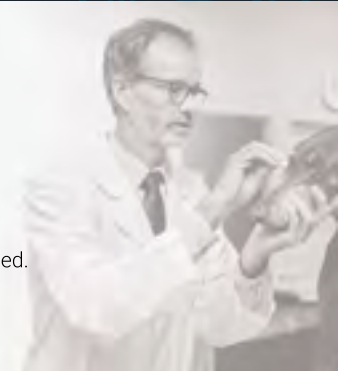


Ready to Plan Your Legacy?

We offer a variety of exit strategies for practice owners who have lived their passion and want to ensure their local legacy continues.

Our partnership models provide financial security and peace of mind knowing your practice will be well-managed.

Let us ease the stress of letting go and help preserve the legacy you've built for the pets in your community.





2020 VIRTUAL CANWEST VETERINARY CONFERENCE

THE YEAR 2020 WILL NOT BE SOON FORGOTTEN BY

anyone, thanks to COVID-19. This includes what we hope will be memorable moments taken away from the virtual 2020 CanWest Veterinary Conference.

The ABVMA would like to thank all attendees (speakers, delegates and sponsors) for going on this inaugural virtual conference journey with us. While the virtual conference was obviously very different from previous years, organizers consider the event an overall success and thank everyone for attending.

The virtual event featured continuing education (CE) in the same five learning tracks: companion animal, equine, food animal, veterinary team and veterinary technologist. CE sessions streamed live and remain available on demand to registered delegates only until Nov. 13, 2020 (some exceptions apply).

Other events and conference highlights:

The ABVTA hosted their annual CE session and Annual General Meeting on Saturday, Oct. 17, 2020, in conjunction with the conference.

Delegates had access to a virtual exhibit hall featuring 38 virtual booths comprised of our valuable industry sponsors as well as numerous non-profit partners.

A virtual Welcome Reception was held on Sunday, Oct. 18, 2020, 5:15-5:45 p.m. and was attended by over 130 delegates and industry representatives.

CanWest Yoga was featured again this year, with three on-demand yoga sessions instructed by Jeff Mah of The Yoga Lounge in Canmore.

New this year: CanWest launched a virtual wellness lounge, featuring four on-demand meditation sessions instructed by Dr. Reza Hejazi.

Engagement and social media

The conference's virtual platform allowed for engagement in the virtual exhibit hall as well as through the networking and discussion pages on the conference website.

In addition, a social media contest ran for the duration of the conference, encouraging delegates to share their virtual experiences on Facebook, Instagram and Twitter.

Virtual fun runs were also featured during the event with a fun run photo contest, encouraging delegates to post photos of their individual fun run/walks hosted during the conference.

Draws and Prizes

Thanks to the ongoing support from our industry sponsors, several prizes were awarded during the virtual event:

- Virtual Exhibit Hall, Sunday and Monday daily cash prizes (\$250/day): Ashley Stockton-Rice, RVT, and Dr. Nathan Bernadet
- Welcome Reception Door Prize, Arlo Camera Security System, Dr. Bryony George
- Social Media Participation Prize: Arlo Video Doorbell Camera, Dr. Sylvia Checkley
- Fun Run Participation Prize: \$200 Running Room gift card, Dr. Sandy Jameson
- Yoga Participation Prize: \$200 Lulu Lemon Gift Card, Elizabeth Madany, RVT (prize funded by Hill's Pet Nutrition)
- Wellness Lounge/Meditation Participation Prize: \$200 Willow Stream Spa Gift Card, Dr. Mollie Ferris (prize funded by Steady Gait Planning Inc.)
- Grand Prize Winner: 2021 CanWest Registration Package (either practice package or individual plus two nights hotel accommodation at the Fairmont Banff Springs Hotel.) Jessica Saboe, RVT

Please mark your calendars for 2021 and 2022. Safety permitting, we hope to see you back in Banff, AB, next year! Oct. 16-19, 2021 • Oct. 15-18, 2022





REGISTRATION STATISTICS



2020 SPONSORSHIP

BY LEARNING TRACK

Companion Animal Program:

Sunday – 250
Monday – 289
Tuesday – 304

Equine Program:

Sunday – 72
Monday – 72
Tuesday – 88

Food Animal Program:

Sunday – 63
Monday – 66
Tuesday – 50

Vet Team Program:

Sunday – 60
Monday – 62
Tuesday – 104

Veterinary Technologist Program:

Sunday – 106
Monday – 66

BY CATEGORY

Veterinarians – 312
Veterinary Technologists – 191
Students – 5
Speakers – 28
Staff – 18
Moderators – 4
Practice Staff – 8
Industry representatives – 132
Invited Guests – 13

BY REGION:

Canada – 680
US – 31
Alberta – 515
Saskatchewan – 22
Quebec – 3
P.E.I. – 1
Ontario – 65
Nova Scotia – 4
Manitoba – 7
British Columbia – 57
New Brunswick – 1
Yukon – 1
Other/Not indicated – 4

CanWest would like to take this opportunity to send a sincere thank you to our sponsors. Without their ongoing commitment and willingness to participate virtually, CanWest would not have been possible this year.

Sponsors and non-profit partners

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ABVMA
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American Animal Hospital Association
Antech/Sound Imaging
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Benson Medical Industries Inc.
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Canadian Food Inspection Agency
Christian Veterinary Mission
Eickemeyer Technology for Life
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Hill's Pet Nutrition Canada
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Royal Canin Canada
RVTTTC
Scil
Solvvet Animal Health
Steady Gait Planning
Summit Veterinary Pharmacy
Tails of Help
Talkatoo
UXR Inc
VCA Canada
VetCare Canada
Vetoquinol
VetStrategy
Vintage Veterinary Exhibit Association
Virbac

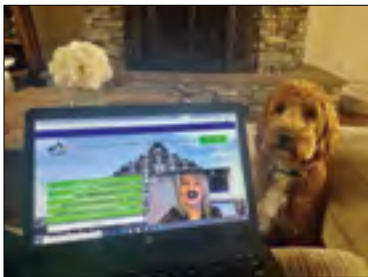


Photo credit:
CanWest delegate
Nancy Blystone, RVT



Photo credit:
CanWest delegate
Dr. Mike Phillips



Workplace Mental Health

Employers Can Protect and Promote it



Coral Doherty, RVT

PSYCHOLOGICAL HEALTH IN THE WORKPLACE IMPACTS

many Canadians. Certainly, the workplace should be a safe space for employees. Employers must, under the Canada Occupational Health and Safety Regulations, take all reasonable actions to create and maintain *physically* healthy and safe workplaces. Veterinary clinics have quickly pivoted to implement physical safety measures within the workplace protocols to protect workers from COVID-19 exposure. But what about psychological stress?^{2,9}

Veterinary workers already operate in a high-stress field with documented high levels of burnout, compassion fatigue and suicide. More so now, psychological safety measures will make a significant impact at your clinic. As employers, we have an important role to play in the mental health and well-being of our employees, just as we do their physical health. It is an employee's right that organizations "do no harm" to employees' mental health.

Leadership, accountability and ownership for psychological

health and safety is quickly becoming good business practice across Canada, no matter how large or small the business.^{2,8} Case studies have shown² that employers who implement measures to protect and promote psychological health and safety experience measurable improvements in:

- Employee retention
- Overall productivity
- Organizational excellence
- Reduced compassion fatigue, burnout and secondary vicarious trauma
- Improved attendance and worker satisfaction

Why not commit to protecting and promoting the mental health for yourself and your team? Could a resolution to take measures to protect your profession positively affect your colleagues, and improve your business efficiencies all at the same time? Yes it can!

Now, the Canadian Mental Health Association (CMHA) has made it even easier for Canadians to integrate a formal framework

to help employers address and assess risks to mental health that are embedded in the ways in which work is organized and managed,^{3,10} one workplace at a time. The CMHA has dedicated three years of data research,² compiling trends (jurisprudence) in litigation³ and consulting with mental health experts¹ to publish the Standard for Psychological Health and Safety.⁴ The document was formatted by the Canadian Standards Association (CSA) as a robust standard embedded with an emphasis for continuous improvement.



Adopting the Standard⁴ involves creating and applying a Psychological Health and Safety Management System (PHSMS) incorporating five key integrated elements: Commitment, Leadership and Participation; Planning; Implementation Evaluation and Corrective Action; and Management Review. These elements are also consistent with those in other workplace health, safety and environment standards, such as CSA Z1000, ISO 14000 and OHSAS 18000.

Protecting the psychological health and safety of employees has never been more important.⁶

Online implementation resources and trained advisors that champion the project, reduce the strain on busy practices that commit to successfully integrate the Standard⁴ into everyday life at your workplace. The first step is a commitment from business owners, leadership and management.

Employees need the Standard⁴ to promote and protect their mental health and your business is worth protecting from the detrimental effects of litigation⁶ and psychological hazards. CMHA has predicted⁵ mental stress due to the pandemic will most likely compound workplace psychological hazards.

Join progressive workplaces across Canada that have committed to the Standard⁴ for psychological health and safety to improve the mental health of our beloved profession for years to come.

As an employee, how can I influence psychological safety in the workplace?

Recent events and publications have confirmed that veterinary workers need to take workplace mental health to a new level. Both employers and employees have an important role to play in the mental health and well-being at the workplace.

Commencing Jan. 14, 2021, "Mind the Gap – Staying Safe with Psychological Health and Safety Standards" is a new course that will consist of eight interactive one-hour weekly webinars to learn how you and your practice or workplace can work to improve the 13 factors for psychological health and safety as set out by the CMHA.

COURSE PROVIDERS: Alberta Veterinary Technologist Association and the Saskatchewan Association of Veterinary Technologists. More information will be available in November on the ABVTA website and Tech Connect.



ABOUT THE AUTHOR

Coral Doherty, RVT, Quality Manager (University of Manitoba), and Certified Psychological Health and Safety Advisor, CMHA is a freelance advisor and practice manager.
Website: <https://coralpower.wixsite.com/coralpowerondemand>

RESOURCES:

- ¹ https://www.workplacestrategiesformentalhealth.com/flowpaper/The_Evolution_of_Workplace_EN/
- ² https://www.mentalhealthcommission.ca/sites/default/files/2017-03/case_study_research_project_findings_2017_eng.pdf
- ³ https://www.workplacestrategiesformentalhealth.com/pdf/Perfect_Legal_EN.pdf
- ⁴ https://store.csagroup.org/ccr_z_productdetails?viewstate=detailview&cartid=&sku=can/csa-z1003-13/bnq%209700-803/2013&iscsrfow=true&portaluser=&store=&cccl=en_US
- ⁵ https://cmha.ca/wp-content/uploads/2020/06/EN_COVID-19-Policy-Brief.pdf
- ⁶ https://www.workplacestrategiesformentalhealth.com/pdf/Perfect_Legal_EN.pdf And www.guardingmindsatwork.ca
- ⁷ <https://theworkingmind.ca/workplace-resources>
- ⁸ https://theworkingmind.ca/search/site/?f%5B0%5D=type%3Ablog&f%5B1%5D=field_blog_tags%3A70
- ⁹ <https://theworkingmind.ca/blog/best-practices-supporting-mental-health-healthcare-workers-during-covid-19>
- ¹⁰ <https://www.workplacestrategiesformentalhealth.com/about-workplace-strategies>

UCVM Class of 2024

ON AUG. 31, 2020, THE ALBERTA VETERINARY MEDICAL Association (ABVMA) and the Canadian Veterinary Medical Association (CVMA) jointly hosted the annual Welcome to the Profession Event for the incoming class of 2024 to the University of Calgary, Faculty of Veterinary Medicine. This year, the event was held virtually.

ABVMA President Dr. Kirsten Aarbo, CVMA Representative

Dr. Louis Kwantes, U of C Provost Dr. Dru Marshall and UCVM Dean Dr. Baljit Singh spoke to the students about the beginning of their four-year journey as young veterinary students.

Prior to the virtual event, students were sent stethoscopes from the ABVMA and whitecoats from the CVMA. The evening closed with the recitation of the Veterinary Oath and the UCVM Honour Code.

Congratulations and best wishes to the Class of 2024.

Collage is in alphabetical order.



- | | | |
|--------------------|-------------------|---------------------|
| Halley Adams | Cole Harding | Samantha Reynolds |
| Caroline Beninger* | Bailey Harper | Marisa Romagnuolo |
| Nyomi Brobbel | Ashley Hennig | Emily Russ |
| Madeleine Browne | Madison Hillstead | Steffany Schluessel |
| Heather Burnett | Taylor Huber | Lauren Stoffregen |
| Mackenzie Campsall | Faith Jensen | Vladimir Tadic |
| Seth Colby | Megan Johnson | Justine Telawsky |
| Jamie Cole | Sarah Kulle | Julianna Thiessen |
| Rayne-Joy Dack | Allison Kwantes | Brooke-Lynn |
| Chantel deBeurs | Kiki Landsbergen | Vandenberg |
| Jessica Dixon | Stephanie Le | Kianna Vandergraaf |
| Katrice Domshy | Emma Mandolesi- | Sydney Warchola |
| Michaela Douglas | Kahanyshyn | Jaimie Warren |
| Bayley Facette | Priyanka Mangat | Brooke Whitmarsh |
| Natalia Feschuk | Nicole McClure | Carly Wilson* |
| Mackenzie Forsythe | Ciara Milicevic | Shea Wilson |
| Katrine Gillett | Kyle Mitchell | Derrick Zhang |
| Megan Goulding | Rachael Morrison | |

*Missing from photo.

WCVM Class of 2024

The WCVM Class of 2024 includes nine veterinary students from communities in Alberta.



- | | | |
|------------------------------|---------------------------------|------------------------------|
| TOP ROW (L TO R): | | |
| Jungeun (Caren) Lee, Calgary | Curtis Klemmensen, Calgary | Hope Skorlatowski, Cold Lake |
| MIDDLE ROW (L TO R): | | |
| Dezirae Leger, Calgary | Laura Callaghan, Medicine Hat | Kaylyn Kubes, Calgary |
| BOTTOM ROW (L TO R): | | |
| Miruna Munteanu, Calgary | Carissa Shumborski, Seba Beach; | Kody Beler, Lethbridge |

GREAT NEWS: the Alberta Challenge is back again!

- Your help is vital to keep our applications process open!
- IF YOU HAVE NOT ALREADY DONE SO, PLEASE REGISTER NOW!



the ALBERTA CHALLENGE!

Nov-Dec 2020!

NOV 1 – DEC 31, 2020

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

From November 1 through December 31, 2020, veterinary clinics and local groups/businesses lead small fundraising events to raise public awareness and funding for Tails of Help to fulfill our mission:

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

In 2019 Tails of Help had to place a temporary suspension on applications due to running low on funding. Then we had a very successful Alberta Challenge and in recent months we have been helping more families and pets than ever!

Your support is vital: This is the Tails of Help major fundraising event of the year. Donations made during the Alberta Challenge will enable us to keep saving more pets in 2021.

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

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

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information:



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Caring For Life's Greatest Companions

2020 Premier Sponsor

I War Horse – The True Story

Ron Clarke, DVM, Clarke Communication

EIGHT MILLION HORSES, DONKEYS

and mules died in World War 1 (WWI), three-quarters of them from the extreme conditions they worked in. At the start of the war, the British Army had 25,000 horses. Another 115,000 were purchased compulsorily under the Horse Mobilization Scheme. Over the course of the war, between 500 and 1,000 horses were shipped to Europe every day. This shortfall required the United States to help with remount efforts, even before it had formally entered the war. Between 1914 and 1918, the US sent almost one million horses overseas, and another 182,000 were taken overseas with American troops. Canada sent about 130,000 horses overseas during WWI. By the end of the war, Canada had provided well over 10 per cent of the horses used on the Western Front. One-quarter of all horse deaths were due to gunfire and gas; exhaustion and disease claimed the rest.

Many horses were initially used as traditional cavalry horses, but their vulnerability to modern machine gun and

artillery fire meant their role changed to transporting troops and ammunition. Military vehicles were relatively new inventions and prone to problems. Horses and mules were more reliable and cheaper forms of transport. Thousands of horses pulled field guns, brought ammunition and supplies to front lines, hauled feed and carried battle casualties to field hospitals. Up to 12 horses were required to pull heavy artillery.

The movie *War Horse* is a 2011 American war film directed and co-produced by Steven Spielberg, based on Michael Morpurgo's 1982 novel of the same name. *The Sunday Times* points out: "The star of Spielberg's film [*War Horse*] is fictional. The horse, Warrior, remains the true equine hero of 1914-1918."

The book, *WARRIOR: The Amazing Story of a Real War Horse* (published 1934) and documentary: *War Horse: The Real Story* (TV Movie 2012) is the extraordinary and deeply moving story of the million British horses that served in WWI. The true story is more epic than the Spielberg feature film.



OVER THE COURSE
OF THE WAR, BETWEEN
500 & 1,000
HORSES
WERE SHIPPED TO EUROPE
EVERY DAY

It too is about the deep bond that develops between man and horse under very stressful conditions, a bond that helped both human and horse survive the hell of the Somme and Passchendaele.

First published as *My Horse Warrior* by General Jack Seely in 1934, *Warrior* was published again in 2011 and then in paperback in 2013 and 2014. Introduced by Seely's grandson, writer and broadcaster Brough Scott, it contains the original drawings and paintings by the famous equine

and war artist, Sir Alfred Munnings, painted of Warrior on the Western Front in 1918 and at home on the Isle of Wight after the war. Warrior is an amazing story, all the more wondrous because it is true (Brough Scott).

Authored by Winston Churchill's heroic friend Jack Seely, the book tells the story of the thoroughbred horse he took to France in 1914, surviving five years of bombs and bullets to lead a cavalry charge in 1918 before returning home where they rode on together until 1938 — their combined ages (70+30) totalled 100. The book tells the history of Warrior from his birth in an Isle of Wight field to his amazing life as a famous war horse, and how a combination of the horse's extraordinary character and some unbelievable twists of fate helped him survive a war that claimed the lives of so many horses.

The story begins with the mass call-up of horses from every farm and country estate in the land. Brough Scott tells the tale of his aristocratic grandfather General Jack Seely and his beloved horse Warrior, who would become the most famous horse of the war, renowned for his amazing courage and a mascot to the troops.

The British Army hoped its illustrious cavalry regiments would win a swift victory, but it would be years before they enjoyed their moment of glory. The heavy horses transporting guns, ammunition and food to the front line troops tragically resulted in a quarter of a million deaths due to shrapnel wounds and disease. Behind the lines, an army of veterinarians worked miracles to treat injured horses and keep them going.

The finest hour of the cavalry came on March 30, 1918, when Seely, on his war horse Warrior, and a number of Canadian regiments made one of history's last-ever cavalry charges against the Germans near Amien. They checked the German advance and helped win the war.

Heartache for war horses didn't end with armistice. At war's end, 85,000 of



Wounded WWI Canadian soldiers on the way to rear dressing station. 1917. The horse-drawn narrow gauge rails were useful in the waterlogged battlefields of Flanders. Credit: Shutterstock, Everett Collection.

the oldest were sold for horsemeat to feed prisoners of war and starving citizens in France and Belgium. Half a million horses were sold to French farmers to help rebuild the countryside. Only 60,000 made it back to Britain. Six black horses that survived the war together would pull the body of the Unknown Warrior to its last resting place in Westminster Abbey. But the most famous war horse of all to return in glory was Warrior. His story, like the million other British horses who served, should never be forgotten.

Warrior, a small sturdy bay thoroughbred, born in April 1908 a couple of miles from General Jack Seely's home on the Isle of Wight, cheated death for five years. With his bold head and fearless eye, he became a symbol of indomitability. By then they said "the bullet has not been made that could finish Warrior," and when he died in 1941 at the grand age of 33, he was granted an unprecedented obituary in *The Times* under the title, "The Horse the Germans Could Not Kill."

"His escapes were quite wonderful. Again and again he survived when death seemed certain and indeed, befell all his neighbours. It was not all hazard; sometimes it was due to his intelligence. I have seen him, even when a shell has burst within a few feet, stand still without a tremor – just turn his head and, unconcerned, look at the smoke of the burst."

GENERAL JACK SEELY, www.warriorwarhorse.com

Resilience

Betsy Charles, DVM

BABY BOOMERS ARE WORKAHOLICS. X-ERS ARE LAZY, apathetic deadbeats. Millennials are entitled and have no work ethic. And I don't even know what to do with Gen Z. This is how I made a name for myself on the vet med speaker circuit. I tackled the conundrum of generational communication. As the poster child for Generation X, I was struggling to communicate and work effectively with my Baby Boomer boss so I did a bunch of research and developed a strategy to help us communicate more effectively in the workplace, came up with a catchy title and started travelling North America, sharing what I had learned. It was fun, challenging and meaningful and I believe my workshops made a difference for many veterinarians.

It seems, though, that focusing on generational communication when our world is in the midst of a global pandemic falls short of all that I can bring to the table in this article. So, I am going to attempt to expand my generational communication strategy into what it really is — a strategy to help us communicate more effectively when we are confronted with ideas or ways of being that differ from our own, using my own story as a backdrop.

Ultimately, if we are going to work together effectively and in a way that leads to awesome for all involved we have to do three things:

1. Understand the lens through which we look as well as understand the lens through which others look.
2. Be brave enough to share our stories — the good ones and the bad ones — and listen to others share their stories.
3. Sit with each other in the joy and the pain.

I am going to model these things for you by sharing my lens and my story, and I invite you to sit with me in both the pain and the joy. I am hopeful that will allow you a roadmap to do the same with yourself, your family, your colleagues, your clients and your community at large.

If you have spent any time with me in a workshop or followed my social media channels, you know that I am often a woman of

extremes, passionate to a fault and convinced that the best way to get something done effectively and efficiently is to do it myself. I either love it or hate it. I go fast and hard or I rest and reflect by dropping off the face of the planet. Things are either black or white. Gray is not really a colour I've ever been down with.

Until agonizing heartache and suffering got a hold of me. (More on that later.)

Navigating the tension between the good and the terrible has introduced me to this whole new way of being, one where I am not in control, I am way more likely to delegate and I embrace the million shades that live between black and white. I am much more interested in seeing what a team of people living in their true identities can do together than trying to be superwoman.

It is hard. It pushes me to the edge of myself on most days. It constantly highlights my control-freak tendencies. It forces vulnerability, and though it is challenging beyond what I sometimes think I can bear, it is the most satisfying way of being I have ever encountered because my lens is being reshaped so it can more readily identify all the shades of gray.

Grief and loss are so interesting to me. Just when I think I have a handle on what it means to be a widow living without my beloved Drake, I get my world rocked. Most recently, the tension between the good and the terrible and my ability to navigate in and around them has been pretty good. But these last few weeks, I have begun to come a bit unravelled. My solid foundation has become incredibly shaky, and here's why.

On a Monday a few weeks ago, I was walking with my dog Sadie. We have a very specific route we take each morning and as we approached a turn in the neighbourhood, I noticed a beautiful yellow, black and orange-red flower growing up through the bark along the sidewalk. It caught my attention because it was the only flower I had seen during our walk. I stopped and took a picture. It was that pretty.

“ I want to be
yesterday's flower,
bold and amazing,
so bright and
passionate that
you can't miss me. ”



The next morning as Sadie and I walked our normal route, I was super excited to see the flower. As I approached the turn, it was nowhere to be seen. My first thought was, "Man, did somebody pick my flower? That would be super lame." I bent down and looked more closely. No one had picked the flower. It was still there, but it was closed in a tight bud, its petals all pushed together so you could barely see it against the brown of the bark, and just like that, my heart was racing.

You see, I have spent the last 15 months trying to learn how to live in a new normal, one that doesn't include Drake. It is like putting on an outfit that doesn't quite fit. I pull and tug and shift to try and make it feel better, but it doesn't. In that moment, when my eyes found the flower, I saw my resistance and fear in that tightly closed up petals, a bud that one could barely see.

Terrible.

I wonder how many of you can relate. Life as we know it has been changed dramatically. What was once comfortable and solid is now full of uncertainty. Financial stability is questionable. Many of us have direct experience with a virus that is largely unknown in its pathophysiology. Racial tension is high, and we are just beginning to understand how to try to rework our systems so they are fair and equitable for all. We are tired and afraid. Tempers are short and the skill sets necessary to communicate effectively in these circumstances seem impossible to use. We are all squeezed tightly shut in our effort to survive.

I continued to stare at the ground, no longer seeing the bud. Instead, I just felt anxiety. Then just as quickly as the anxiety started, it began to dissipate, replaced by one thought: "I want to be yesterday's flower, bold and amazing, so bright and passionate that you can't miss me." And another thought: "That means you need to go ride your horse." I haven't been on my horse since before Drake died. It's the only thing I have not been able to do. It's too raw, too real, too much. But the Holy has a way of making the seemingly impossible the right choice.

Tuesday, I rode.

It was the hardest and best day, a most massive clash between the good and the terrible. I started crying as soon as I put my britches on, cried the whole way to the barn, cried getting him tacked up and cried when I sat my butt in the saddle.

My mind knows that Drake is gone, but my body is rebelling against it and somehow refuses to believe he is not coming back. It's like I have this muscle memory except it's down deep in my marrow. Because riding my horse is so physical, so directly tied to Drake and his love for me, everything in me squirms to try

to make it feel like the old normal. Every cell in my body resists the reworking, the reorganization, the remaking of what it means to live without him. It feels like death and resurrection into a rearranged Betsy, the Betsy that must live without Drake's physical presence. I hate it. I wish it could be different. Sometimes I want to run away from the discomfort, but mostly, I know I have to get comfortable being uncomfortable. It sucks and hurts and is incredibly unsettling.



Then my trainer said, "Take a deep breath and relax. You can do this. Drake is with you." And because my horse is magnificent, after the deep breath, it was nothing but smile, smile, smile. Somehow, though, getting comfortable with my new configuration is directly tied to my horse. Getting on him means I am letting go of the rebelling, at least starting to, and it is really, really hard, but also really, really good, and I could feel my petals starting to unfold.

We are all being pushed out of our comfort zones and asked to rearrange into something new, something different because our world is demanding that of us. I am hopeful that my story will encourage you to be brave and try to understand the lens through which you look, share your story and listen to someone else's story so that we can sit with each other in both the pain and the joy. Because when we are willing to do that, the world will become a better place.

ABOUT THE AUTHOR:

Elizabeth "Betsy" Charles, DVM, MA, combines a wide variety of professional experiences with her love of veterinary medicine in order to help others be the best they can be. She believes we all have the capacity to be exceptional people of influence by learning the skill sets necessary to become effective communicators, relationship builders and boundary setters. Dr. Charles holds a master's degree in organization leadership and pairs that expertise with veterinary medicine to help veterinary professionals understand how emotionally intelligent servant leaders can facilitate the development of high-functioning organizations. Currently, Dr. Charles is the Executive Director of the Veterinary Leadership Institute in California.



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

Dean, University of Calgary –
Faculty of Veterinary Medicine

IT HAS BEEN A TREMENDOUS HONOUR TO LEAD THIS OUTSTANDING VETERINARY PROGRAM SINCE 2016, WHICH CONTINUES TO RAISE THE BAR IN TEACHING, RESEARCH, AND COMMUNITY ENGAGEMENT AND TO ADVANCE THE EVOLUTION OF THE PROFESSION!



THIS IS MY FINAL COLUMN AS

dean of UCVM and I would like to start by expressing my sincere thanks to everyone at the ABVMA for the incredible support you have provided to the faculty and to me, personally.

I will be stepping down as UCVM's dean on October 31 and leaving U of C officially on Jan. 31, 2021, to take on the role of Vice-President, Research at the University of Saskatchewan. While I am looking forward to this new chapter, I will be sorry to leave UCVM and the incredible program and community we have built together.

We have achieved so much over the last four years. We developed the 2017-2022 UCVM Strategic Plan to advance the vision and build on the theme of One Community, One Health. Our commitment to community was amplified in 2018 through the gift of W.A. Ranches, a \$44-million, 1,000-head cattle operation. It has proven to be a transformative addition to UCVM.

Together, we've also been successful in leading a campus-wide effort ensuring that One Health was named as an emerging research theme at UCalgary. We've grown our research intensity through the allocation of three Canada Research Chairs, the renewal of federal- and donor-funded research chairs, and admitting as many graduate students into research programs as undergrads into our DVM program.

I'm also excited that we are expanding our Diagnostic Services Unit, thanks to a \$3.4 million grant from the province.

With additional staff, we hope to soon offer expanded services including clinical microbiology to animal owners. We are grateful for the support of the Alberta Beef Producers, the Alberta Cattle Feeders Association, and many ranchers in this project. In collaboration with School of Public Policy and through a generous endowment, we also announced the Simpson Centre to focus on agri-food policy and public education.

UCVM is a unique program and it enjoys deep support from its community. There are individual supporters, veterinary clinics across the province, as well as organizations such as the Calgary Stampede, Spruce Meadows, and the Calgary Firefighters Burn Treatment Society. Community support makes possible the ambitions of UCVM students and scholars to find better ways of teaching, to do cutting-edge research, and to create new knowledge to improve the health of animals, people and the environment.

It has been a tremendous honour to lead this outstanding veterinary program since 2016, which continues to raise the bar in teaching, research, and community engagement and to advance the evolution of the profession!

I, my wife Sarbjit Kaur Gill, and my son Pahul Singh, thank the broader veterinary community for their warm welcome in 2016 and their generosity over the last four years.

Thank you!
Baljit

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

INTERPROVINCIAL AGREEMENT RENEWED:

The Governments of Manitoba, British Columbia and Saskatchewan have renewed their financial commitment to the WCVM, providing more than \$134 million to the veterinary college for the next five years (2020–2025). The renewal of the WCVM Interprovincial Agreement helps to ensure that Western Canada has a steady supply of veterinarians with in-depth knowledge of animal health and public health, as well as an awareness of the standards and issues facing livestock, fowl and fisheries producers and pet owners. Visit wcvm.usask.ca/ipa.php to view video and provincial messages that were part of the interprovincial announcement on Sept. 9, 2020.

VMC UPDATE:

By September 1, the WCVM Veterinary Medical Centre (VMC) had resumed normal operations — including referrals — in all of its clinical services with one exception. Due to a shortage of clinical staff and a backlog of cases, the hospital's small animal surgery clinical service remains closed to all cases other than emergencies and urgent care.

The VMC's operations have gradually returned to a relatively normal state over the summer, but the hospital building remains closed to public access. As well, wait times are still longer than normal for some of the hospital's specialty services. The VMC's clinical team is working hard to address the backlog that developed after the hospital had to limit its clinical services because of the COVID-19 pandemic.

FALL TERM NOW IN PROGRESS:

The 2020–21 academic year began for WCVM veterinary students on August 17, but the first day of school was much quieter than usual. USask is supporting a primarily remote delivery of classes for the fall and winter terms, with limited on-campus

activities and people. Like other health science colleges on campus, the WCVM has permission to organize some in-person and hands-on teaching in order to meet DVM program specifications.

Veterinary students spent their first two weeks taking online classes and self-isolating to minimize the risk of spreading COVID-19 among the WCVM community. In-person labs for small groups of students in Years 1–3 began at the end of August, and all students will remain in those same cohorts for the rest of the academic year. Most fourth-year veterinary students also began their clinical rotations and externships on August 31. Since senior students work closely with staff in the WCVM VMC during their clinical rotations, an online orientation process — including safety training — was part of their preparation work before beginning their final year of training.

While the changeover has been challenging in the past six months, the WCVM academic team has managed well under pressure. The college has been recognized on campus for successfully making the switch to remote learning without any major disruptions to Doctor of Veterinary Medicine (DVM) program or class year completion.

NEW CURRICULUM ROLLED OUT:

The WCVM Class of 2024 is the first group of veterinary students to use the college's renewed curriculum for its DVM program. Developed by a team of WCVM faculty members, the updated curriculum will deliver a more integrated and coordinated learning experience and be more clinically relevant throughout the four-year program.

The renewed curriculum also incorporates competency-based veterinary education (CBVE), which has become a requirement for all accredited veterinary colleges around the world. Since CBVE focuses on outcomes-based and learner-centred education and assessment, the WCVM's new curriculum integrates the use of simulation technology in all four years of the program. Most of these activities take place in the college's BJ Hughes Centre for Clinical Learning.



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

HELLO ABVMA COMMUNITY!

With the school year well underway, the WCVM community has been settling into the new normal and adjusting to the many changes that COVID-19 has brought. As of September 10, the University of Saskatchewan has confirmed that all lectures for the 2021 winter semester will continue to be delivered remotely. In-person labs will continue, and the students will stay in their organized cohorts made up of a quarter of each class.

The Class of 2024 is experiencing the newly restructured first-year curriculum, which introduces a clinical skills class and a massive new course, Form and Function — a combination of biochemistry, embryology, histology and physiology, which were all previously taught as separate classes. The Class of 2023 is busy studying some larger subjects such as parasitology, bacteriology and pharmacology, and also spending lots of time in the pathology lab. The Class of 2022 have started their small and large animal clinical skills classes and are eager to begin their live surgeries! The fourth-years have started their rotations and are busy preparing for their NAVLEs.

Students are remaining optimistic and finding innovative ways to keep WCVM traditions alive. There was a virtual club week to introduce the first-years to all the different clubs the WCVM has to offer. Many of the club executive teams are working hard to organize online talks and virtual labs. The Emergency and Critical Care Club was quick to embrace technology and held their first virtual lab in September. It included demonstrations of several emergency procedures, including chest tube placements, tracheotomies and central line placements. The Business Club has been brought back this year and hopes to provide several virtual business-related education opportunities to the students. In addition, a brand new club was founded this year: the WCVM-DIVERSE (Diversity and Inclusivity in the Veterinary Environment: Respect, Solidarity, Empowerment). WCVM-DIVERSE was inspired by the initiative of the OVC veterinary

students in response to the Black Lives Matter movement. This club will provide a welcoming environment for students of colour and allies to address and discuss how the veterinary profession can work to be more inclusive and anti-discriminatory.

However, the new school year does not come without difficulty, with student mental health being a particular challenge this year. Students report that they are nervous regarding many non-academic changes, including the cancellation of most extracurricular activities, which provided opportunities for physical activity, socialization and hands-on clinical experiences. The Class of 2024 in particular are struggling with adjusting to life in a new city and connecting to their classmates who they are unable to meet in person.

Recognizing the unique challenges vet students will face this year, on top of the normal stress of vet school, the WCVSA Pawsitive Practice Rep, Davlynn Pedrick, has been busy at work. Leading the school's Mental Health Planning Committee (MHPC), her goal this year is to come up with safe ways for students to connect and take time to focus on their own mental health.

"As someone in a position that is supposed to encourage mental wellness, the odds seem greatly against me and I have my work cut out. However, the bigger the challenge, the sweeter the success, so myself and the MHPC will do our best to think of new ideas to make the best out of this "not-ideal" school year," says Pedrick.

This year the MHPC has started a new Pawsitive Practice Instagram page to share vet school survival tips, mental health resources and promote virtual wellness events. The members of the MHPC have also volunteered to be peer support contacts for any student feeling overwhelmed and in need of a friend to talk to.

Despite the strong desire for things to return to normal, there has been an abundance of student innovation and determination that has brought forth many new projects this fall to support the WCVM community. Thank you for taking the time to read this update. Stay healthy and safe!

HAPPY FALL EVERYONE! WHERE DID the summer go? Luckily, we have been able to enjoy a relatively mild and long fall season in Alberta compared to previous years.

All four years have now settled into our online routine for lectures. First-years have managed to settle into a somewhat normal routine of online lectures and in person labs for anatomy, clinical skills and professional skills. Although not the first-year experience the upper years had, the faculty has done an amazing job at providing as much in person lab experience as possible.

Second-years are also enjoying the start of their year, which is much more lecture-based, and they are starting to get into the bulk of the basis of veterinary medicine for upcoming third year.

Third-years are well into expanding their surgical skills, and working on simulation models for upcoming spay and neuter labs next year, while still completing online lectures.

Fourth-years are busy out in rotations and are nearing the halfway point of their rotations for the year. Some students had an opportunity to write their NAVLE in September while others are anxiously waiting to write the exam in the upcoming months. Overall, the faculty and students have adapted well to the school year, which is significantly different than our previous years.

Typically during the first week of school we have Club's week, where all students can take part in mini informative sessions for all the student clubs including Pathology, Production Animal Health, Investigative Medicine, Behaviour & Training, Student Veterinary Emergency and Critical Care and Equine Club, to name a few. This year's event was virtual, with presentations

from each club and a chance for all student members to join each club. As much as the pandemic has changed our everyday lives, many clubs have still managed to hold a variety of opportunities for shadowing at various veterinary clinics and participating in volunteer events such as the Blood Drive, while adhering to COVID-19 protocols. In addition, many club events have managed to move online, in an effort to continue to provide all students opportunities to engage in extracurricular learning lectures and social events. The Equine Club was able to offer their annual Polo Club experience this year at the Calgary Polo Club. This is a highly coveted opportunity every year and there was some heated competition for a spot to attend and try your hand at polo. Needless to say, everyone had an excellent time, and was raving about how fun it was regardless of your riding level.

Lastly, I want to extend a heartfelt thank you to Dr. Baljit Singh. Dr. Singh has accepted a position with the University of Saskatchewan as VP of Research, and will be leaving the faculty in the near future to take on his new role in Saskatoon. Dr. Singh has had a very influential role as Dean of our faculty over the past four years, and I think I speak for the student body when I say we are beyond grateful for his contribution to our school, and will miss seeing the positivity Dr. Singh brought to the hallways of the college, always greeting students and checking in with everyone. It truly was a pleasure and we are extremely proud to have had you as our Dean over the last few years. Good luck on your new adventures.

With that, I will sign off for this update. Enjoy the extended fall and take care!



Rheanne Ritchie

UCVM Class of 2022
ABVMA Student Representative
2020/2021

ABVTA President's Report



Fiona Kowalczyk, RVT
2020 ABVTA President



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

IT IS A BEAUTIFUL FALL DAY AS

I write my final President's message. Likely when you are reading this, it will be much colder outside and there might even be some snow on the ground. Just as we anticipate our changing seasons, we anticipate change within our profession. From when I began volunteering with the Alberta Veterinary Technologist Association, I can assure you, the changes have been exciting and positive as the association continues to grow.

I honestly felt a bit underqualified when I first embraced the role of a leader within such an impressive association. I was surrounded by many younger and enthusiastic RVTs, some with degrees or specialties. I recognized that although I may not have those same qualifications, I have focused on other aspects of the profession, such as mental wellness and the business side, which also contribute to a successful workplace and advancement of one's career.

For years, I have cringed when I heard colleagues say, "I am just a tech." With so many career opportunities in all sectors of the veterinary industry, including specialty designations, practice management or even practice ownership, there is an increased awareness of an RVT's importance. Volunteering for the ABVTA has allowed me to give back to the profession, meet some amazing colleagues and has furthered my desire to enhance myself professionally.

It is obvious that wages and workplace environments are two concerns Alberta RVTs struggle with as we strive for longevity in the profession. It has been an honour to be involved in high-level discussions with Alberta's Labour and Immigration Minister, the Honourable Mr. Jason Copping, to encourage further funding of Alberta AHT programs and colleges to provide adequate numbers of skilled RVTs. The ABVTA Survey Task Force worked hard to produce a document with the wage survey results to display all the information required for conversations to begin regarding wage improvements and better work atmospheres.

This survey as well as the Communication Series that was held in the fall, are excellent tools that have been provided for members to use to seek professional advancements.

The COVID-19 pandemic has been a huge stressor this year. The ABVTA CE Committee and Wellness Task Force sought educators such as Deb Johansson and Dr. Kathy Keil for sessions that provided resources to help cope with the struggles our membership faces during this mentally exhausting time. Supporting our students has been a big focus during the ongoing pandemic. Development of a student mentorship Facebook group has been instrumental along with the Alberta RVTs group to recognize areas of concern that the Board wanted to address. With so many events cancelled, the Public Relations Committee focused on hosting events such as virtual coffee houses, round table discussions and social media campaigns such as "why we do what we do" and RVT month. It was evident with the onset of COVID-19 and the declaration that veterinary medicine was an essential service that RVTs have an important role to keep Alberta's public and animals safe.

The relationship between the ABVMA and the ABVTA remains unique and is an envy to other provincial associations. We continue to work together harmoniously. I encourage everyone to support their associations by volunteering. The ABVMA leadership group meets again in February and is an opportune time to become involved.

It has been an exciting year for me. I have enjoyed meeting so many inspirational people in this industry I love so much. Thank you to everyone on the Board who worked hard to keep the momentum going with all the obstacles COVID-19 has thrown at us. I would like to welcome Penny Steffen to the position of ABVTA President. Penny has been very involved in the association for several years and brings endless enthusiasm to all RVTs. I wish everyone all the best over the winter holidays. Stay inspired, stay safe and look after yourselves.

CE Committee

ABVTA Communication Series a Huge Success

THE ABVTA CE COMMITTEE, IN CONJUNCTION WITH THE Mentorship and Wellness task forces, held its first-ever communication series of eight webinar sessions!

Becky Taylor, RVT, was the speaker for the series and did a fantastic job sharing her wealth of knowledge and practicality down to the fundamentals approach. There were three sessions on Core Skills and then five sessions on Bringing It All Together. These sessions occurred weekly with the final session ending on Sept. 1, 2020.

Attendee numbers ranged from 60 to 85 per session and included a diverse group of all team members, including managers, receptionists, VMAs, RVTs, veterinarians, instructors and industry representatives. The association offered the sessions free of charge to support the critical information offered in these sessions from which we all can benefit by developing further. Thank you to everyone who joined for one or all of the sessions.



Web series participants (left) Becky Taylor, RVT (right)

Lakeland College



Students with PPE

AUTUMN GREETINGS FROM

Lakeland College! We are back, but it is a very different scenario than previous fall semesters. Most of our lecture courses are being delivered online or in a blended format through our D2L learning platform and Microsoft Teams, while our labs are being delivered in smaller groups with PPE as per Alberta Health guidelines. Students are adapting with remarkable resilience and are determined to make the most of the

historical situation through which they are living. We look forward to continuing to engage with industry via online technology, including a virtual career fair later in the fall. We bid a fond farewell to Dr. Crystal Mullen who has retired from teaching. We wish Crystal much joy in her retirement and new life adventures. We warmly welcome Elaine Suddaby back from maternity leave and Melissa Hall who has joined our teaching team this fall.

Olds College



LIKE EVERYONE ELSE, OLDS

College quickly pivoted to online learning last spring. Our faculty and students did a remarkable job of maintaining program integrity and ensuring grads would be prepared for their practicums, which 93 per cent of our completing students finished in the spring to graduate and write their VTNEs on time. Like other institutions around the province, start-up looked a little different for us, too. Due to our large program size and

unique program model, we knew we couldn't be completely online this fall as we had semester-four students needing to complete their CVMA-required hands-on skills. We split our term up into six-week chunks, augmented by online learning both before and after. It was amazing to welcome students back to campus on September 8.

Some great news for us in the midst of COVID-19, Olds College received an exciting update. Our new Animal Health

Education Centre was approved and funded by the Government of Alberta. This renovation of the existing animal health facilities will position the college to be able to accept more students and better support the labour needs of the veterinary industry moving forward. We look forward to moving into our new facility in fall 2023. More information about the funding announcement can be found online in the 2020 News section of www.oldscollege.ca.



2019 WAGE AND BENEFITS SURVEY



AVERAGE WAGE PER HOUR

BY SECTOR

-  **SMALL ANIMAL VETERINARY HOSPITAL**
INCLUDING EXOTICS/BIRDS/POCKET PETS
\$23.31
-  **SPECIALTY/ REFERRAL PRACTICE**
\$25.78
-  **EMERGENCY/24 HOUR VETERINARY HOSPITAL**
\$23.86
-  **EQUINE ONLY PRACTICE**
\$23.60
-  **MIXED/LARGE ANIMAL VETERINARY HOSPITAL**
\$22.93
-  **EDUCATOR**
AHT/VMA/VMR PROGRAM
\$46.46
-  **INDUSTRY SALES/ MARKETING**
\$33.20
-  **LAB ANIMAL SCIENCE**
\$36.74

-  **PRACTICE MANAGEMENT**
\$ 30.70
-  **PUBLIC HEALTH**
\$30.00
-  **SHELTER MEDICINE - MUNICIPAL**
\$37.72
-  **SHELTER MEDICINE - NON-PROFIT/CHARITY**
\$24.98
-  **DVM PROGRAM TEACHING HOSPITAL**
\$39.50
-  **ZOO/WILDLIFE REHABILITATION**
\$25.80
-  **SELF-EMPLOYED**
RELATED TO RVT FIELD
\$28.38
-  **OTHER**
\$27.95

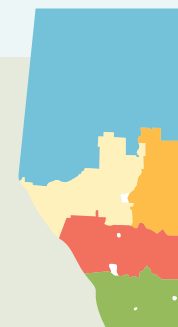


YEARS OF EXPERIENCE

YEARS IN INDUSTRY	AVERAGE HOURLY WAGE
> 1 year	\$20.71
1-2 years	\$21.80
3-4 years	\$22.39
5-6 years	\$23.09
7-8 years	\$24.68
9-10 years	\$25.25
11-12 years	\$25.37
13-14 years	\$26.40
15-16 years	\$26.94
17-18 years	\$27.54
19-20 years	\$29.15
21-22 years	\$29.61
23-24 years	\$30.56
25-26 years	\$28.58
27-28 years	\$36.83
29-30 years	\$34.82
31-32 years	\$26.54
33-34 years	-
35 + years	\$31.54
TOTAL AVERAGE	\$24.80

BY LOCATION

City of Calgary	\$25.89	District 1 - Foothills / Little Bow	\$24.09
Calgary Municipal Region	\$26.73	District 2 - Central	\$26.11
City of Edmonton	\$24.47	District 3 - Pembina River	\$24.06
Edmonton Metropolitan Region	\$23.91	District 4 - Northern	\$27.80
City of Red Deer	\$23.13	District 5 - East of Edmonton	\$23.89
City of Lethbridge	\$23.96	Unspecified	\$24.45
City of Medicine Hat	\$23.07		



IN MEMORIAM



Samantha Larson, RVT

Jan. 23, 1983 - Oct. 4, 2020

Samantha Larson, beloved wife of Robert Larson of Calgary, AB, passed away on Sunday, Oct. 4, 2020, at the age of 37 years.

Sam was born in Winnipeg, MB, on Jan. 23, 1983. She moved to Calgary, AB, and graduated from the Red River College as a veterinary technician. She enjoyed a number of roles in the veterinary field.

Sam married Robert Larson on March 21, 2015.

Samantha accomplished much through her life and was particularly proud of being a mother and an amazing mother she was to two wonderful children. Samantha loved the outdoors, camping in particular.

She will be most remembered for her beautiful eyes, contagious smile and courageous outlook on life.

Besides her loving husband Robert, Sam is survived by her daughter Piper, and son Trystin. Sam is also survived by her mother Sandi and father Dean; as well as numerous aunts, uncles, nieces, nephews, cousins and many friends.

In living memory of Sam Larson, a tree will be planted in the Ann & Sandy Cross Conservation Area.

Condolences, memories and photos may be shared and viewed on Samantha's obituary at www.McInnisandHolloway.com.

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.

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 email 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 CE credits.

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

Continuing Education Opportunities

MONTHLY OFFERINGS

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: 9 a.m.-4:15 p.m., Nov. 26 & 27, 2020 (must attend both days to receive CE certificate)

Location: Best Western Premier Hotel, (Premier Ballroom)
1316 – 33 St NE Calgary, AB T2A 6B6

Register through the link available on the ABVMA website under CE by Month: November

Speaker: Dr. Reza Hejazi.

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: 9 a.m.-4:15 p.m., Nov. 26 & 27, 2020 (must attend both days to receive CE certificate)

Location: Delta Hotels by Marriott – Edmonton South Conference Centre (Imperial Room), 4404 Gateway Blvd., Edmonton, AB T6H 5C2

Register through the link available on the ABVMA website under CE by Month: November

Speaker: Dr. Paul Semeniuk.

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 hours of ABVMA CE credit as well as in jurisdictions that recognize RACE. For more information and to register, please visit: marieholowaychuk.com/learn-with-marie/from-burnout-to-balance.

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's intended for veterinarians who need immediate approval to alleviate the distress of a stray animal

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

Classified Ads

VETERINARIAN REQUIRED

DO YOU PREFER SMALL TOWN LIVING?

Foothills Veterinary Clinic, nestled in the foothills of the Rocky Mountains, is seeking a mixed animal veterinarian. Our team is family focused and dedicated to excellent care and friendship with our clients. Our proximity to Waterton Lakes National Park and the USA border can't be beat. We offer a competitive wage and a flat of eggs on Fridays. Please contact Dr. Ryan Merklely at 403-915-5096 or footvet@telus.net.

SIGNING BONUS! SAVE IN OKOTOKS, AB, IS

looking to add an emergency Veterinarian to join the team. If you have a passion for small animal emergency medicine, love to work with other amazing and supportive DVMs, RVTs and support staff, then SAVE is the place for you! We are a growing 24-Hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and referral medicine. Okotoks is only a 15 minute drive from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! NEW GRADS ARE WELCOME - this is an amazing opportunity to learn from some great mentors! 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! Email: careers@vetstrategy.com. Website: <https://canr58.dayforchem.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/1118>.

STRATHMORE VETERINARY CLINIC, A

modern small animal practice, is looking for a full-time veterinarian who is a dynamic 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 2.5-veterinarians. We offer surgery, digital imaging, dentistry, emergency care and more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of clients and patients. We offer competitive wages and benefits. Strathmore is located 30 minutes east of Calgary and 1 hour from the beautiful Rocky Mountains. Send your resume to: strathmorevetapplications@gmail.com. Website: www.strathmorevet.com.

HAVE YOU EVER DREAMED OF WALKING/

biking to work? Downtown Toronto may be a good fit for you. Sherbourne Animal Hospital is an urban practice located in Toronto's downtown core. We offer a full range of services that include but are not limited to dental surgery, soft tissue, orthopedic surgeries, laser, ultrasonography, wellness exam and hospitalizations. Work/life balance is important to us and our easy-going support staff make our clinic a fun place to work. The Ideal candidate will have 1 year of experience with some dental and surgical experience and good communication skills. The position will pay an above average salary in addition to hospital benefits and generous CE. If this opportunity resonates with you, please send us your resume with a short biography to: torontoanimalhospital@gmail.com. Website: www.sherbourneanimalhospital.com.

HELLO LOVELY VETERINARY PROFESSIONAL!

Are you tired of your current practice and need a change? Well do we have a deal for you!!! :) A NEW JOB!!!!!!!!!!!!!! In Airdrie, AB, at Happy Paws

Veterinary Clinic. We are known for our family values, great team and not taking ourselves too seriously! References available. Yes, vets who have worked with us that you can chat with to know if this is right for you. A reference check for us, the clinic. Strange but helpful, huh!? If you want to know more, please email: dr.erin@happyypaws.com.

ALBANY VETERINARY CLINIC IS LOOKING

for a full-time, part-time or locum veterinarian to support our growing operations! The primary role of the Veterinarian will be to provide the highest level of professional veterinary services. Work with an owner who seeks to understand your personal needs and goals and works with you to achieve them! Rediscover your passion for healing and veterinary science as you join a team of exceptional veterinary professionals who are committed to medical and surgical excellence in an empathetic, warm and friendly environment. We offer interesting, diverse, and challenging cases, with manageable caseloads and a commitment to maintaining work/life balance. Join us in this next exciting phase of our journey! Email: cecilia@albanyvet.ca. Website: www.albanyvet.ca.

IS AN OKANAGAN LIFESTYLE RIGHT FOR

you? Here is your chance to find out! Fairfield Animal Hospital located in Kelowna, BC, is looking for an associate to join our team. Locally owned and operated, our 24 hour emergency hospital collaborates with specialists at multiple locations. We offer board certified services in internal medicine, orthopedics and general surgery, dermatology and ophthalmology. We offer flexible schedules, worldwide CE opportunities, extended benefits, matching RRSP program and much more! If you are looking for a team environment that will work together to ensure our patients are getting the best care possible please send your resume in confidence to: shannonfisk@shaw.ca. Website: www.fairfieldanimalhospital.ca.

WE BET YOU'VE BEEN SEARCHING FOR US

all along! If you're a nature lover with a preference for a temperate climate, clean air and life in a small, yet abundant community, Creston Veterinary Hospital (CVH) is eagerly seeking a permanent FT mixed animal DVM to complement our team. This is your opportunity to work in the agriculturally based Creston Valley and play in the "Heart of the Kootenays", with convenient access to year-round outdoor pursuits. CVH highly values integrity, teamwork, and giving our clients the best experience possible. The successful DVM will practice cooperative, team-based medicine, have exceptional interpersonal skills and strive for excellence in surgery, dentistry, diagnostics and emergency. We offer a very competitive salary, a generous CE allowance, extended medical & dental coverage, a health & wellness incentive, uniform allowance, membership dues, premium staff discounts & BCAA coverage. Moving expenses will be considered for eligible candidates. Visit <https://crestonvet.ca/careers> for full details. To apply, please send a cover letter, CV and references to Rochelle Christensen, RVT, Recruitment Coordinator at: careers@crestonvet.com.

BOW VALLEY COMPANION ANIMAL CLINIC

is seeking a full-time companion animal associate veterinarian to join our team in Brooks, AB. The companion animal team works exclusively with cats and dogs (95%), horses (5%) and some exotics. The team works alongside and with Bow Valley Livestock Health who provides exclusively bovine and small ruminant services with some shared support staff. We're looking for an associate with strong client

and staff communication skills, is a team player, and wants to have fun at work! We encourage professional development and proficiency, are open to new opportunities, and encourage growth of our associates and employees. Our facility includes an isolation facility, comfortable and vibrant surgical suite, large treatment area, four exam rooms, dental machine/ DR dental radiology, DR radiograph, ultrasound, in house CBC and chemistry, and a beautiful newly renovated reception. Brooks is uniquely located to several lakes, the Badlands, and a short drive away from Medicine Hat and Calgary. We're in need of a veterinarian ASAP and if you're ready to join our team or interested please call or email: blake@bvlh.ca. Website: www.bowvalleyvet.ca.

NORTHSIDE VETERINARY CLINIC LOCATED IN

sunny Lethbridge, AB, is looking to welcome a licensed Veterinarian to our fun and friendly multi-vet practice. Experienced candidates will thrive, and so will new graduates as we are an established team with veterinarians dedicated to mentoring. Our progressive clinic has excellent support staff with 2 experienced RVTs per veterinarian, and 30-minute scheduled appointments which allows us to put an emphasis on preventive medicine and client education. No "after hours call" complement our dedication to work/life balance too. We have worked hard to foster a supportive practice culture; we work hard, play hard and have a lot of fun together. You, our ideal candidate, will have compassionate client communication skills and the desire to join a cohesive team of Veterinary professionals who are invested in your growth as a colleague, and family team member. Email: dmarshall@p3vetpartners.ca. Website: <https://northsidevet.ca>.

ANIMALS FIRST CLINIC - NOT ONLY OUR

name, but also our philosophy! We are seeking a full-time licensed Veterinarian to join our team in the growing northern community of Grande Prairie, AB. 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. If you show up with a "can-do" attitude and enjoy working collaboratively with a cohesive team of professionals, we want to hear from you! Experienced veterinarians are more than welcome, and we will most definitely consider a new graduate as our team is highly skilled and passionate about mentoring the right person. While we do require on-call shifts, the service is shared with another veterinary clinic. Grand Prairie, AB - a vibrant and growing northern community of over 63,000 offers everything the bigger centers offer, with the added bonuses of a great outdoor playground at your doorstep, affordable housing (you can even claim 50% of the Northern living allowance on your taxes) and a healthy employment market for other family members. Email: dmarshall@p3vetpartners.ca. Website: <https://animalsfirst.ca>.

LOOKING FOR THE PERFECT FIT -

Millwoods East Veterinary Clinic is growing and needs a 4th full-time veterinarian to join our privately-owned, well-established companion animal practice in SE Edmonton. We are dedicated to providing the highest quality medicine and surgery while fostering the human animal bond through compassionate care and client education. We are a Feline Friendly Practice and believe in low-stress handling for all our patients. The ideal candidate will be self-motivated with similar ideals. We offer a friendly, drama-free work environment, experienced long-term support staff, mentoring, competitive salary with monthly production bonuses, and full benefits including ABVMA dues, VIN membership, AB Blue Cross benefits with health spending account and CE allowance. We believe in

work/life balance and offer a 4-day work week with a one in four Saturday rotation and no after hours call. Please forward resume and cover letter to our practice manager, Jennifer at: millwoodseastvet@shaw.ca.

INTERESTING VARIETY OF CASES,

advanced medicine and surgery. Fear Free practice, Steeples Veterinary Clinic in Cranbrook, BC, seeks DVM looking for quality medicine, team environment, excellent mentorship and work/life balance. Located in beautiful mountainous surroundings with every outdoor activity available at your doorstep. Life-changing career starts here. Contact Mr. Andrew Skaen, Director of Administration at: admin@steeplesvetclinic.com.

SIGNING, ACCOMMODATION AND

TRANSPORTATION BONUS! Did you know that Grande Prairie has been growing over the last few years and is within the top 40 "best places to live in Canada"? To support the growth of the community, Animal Medical Centre North is looking to add a veterinarian to our team. This is a fast-paced practice, with an experienced and supportive team and dedicated clientele that takes great care of small animals and exotics. 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. NEW GRADUATES are welcome to apply. During our busy months in the summer, we also welcome LOCUM DVMs to give us an extra hand. <https://www.animalmedicalcentrenorth.ca.careers@vetstrategy.com>.

STRATHMORE VETERINARY CLINIC, A

modern small animal practice, is looking for a full-time or part-time veterinarian 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 2.5 veterinarians. We offer surgery, digital imaging, dentistry, emergency care and more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of clients and patients. We offer competitive wages and benefits. Send your resume to: strathmorevetapplications@gmail.com.

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 is well-versed in an in-house lab, digital x-ray and dental x-ray, diagnostic and reproductive ultrasound surgical and therapeutic laser. On-call is shared and we offer a great benefit package. Drayton Valley is a great community just over an hour from Edmonton and close to some of the best recreational areas around. Please contact Dr. Wayne Thiessen or Sharron Oakey. Phone 780-542-2144, fax 780-542-6772, email: rocvet@telusplanet.net.

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.

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>.

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>.

AIRDRIE ANIMAL HEALTH CENTRE IS

looking for an associate Veterinarian and a team-player to join our growing clinic! We have been a long-standing part of the Airdrie community and supporting our great clientele and their pets since 1982. Our clinic is home to a supportive and dynamic team of 3-experienced DVMs, 3-amazing RVTs, and skilled and knowledgeable support staff. Our new building was specifically designed and built to cater to the needs of a veterinary clinic, providing a spacious interior that is equipped with modern facilities, and digital technology. Accredited by Fear Free, AAHA, and Feline-Friendly, our busy practice caters to small

animals and exotics. 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! Email: careers@vetstrategy.com. Website: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AIRDRIE/Posting/View/667>.

ANIMAL MEDICAL CENTRE NORTH IS A FAST-

paced practice that provides great care to small animals and exotics. We believe in a high standard for medicine, are well equipped with a digital dental x-ray machine, ultrasound and other diagnostic equipment to handle everything from medical appointments, routine and complex surgeries, through critical care and emergencies. NEW GRADUATES are welcome to apply. WHY US? We offer SIGNING AND LIVING ASSISTANCE, as well as PRODUCTION and ON-CALL BONUSES. We have an amazing RVT and support team, a practice manager who just 'gets it', and vets who are looking to grow their team and this clinic to its fullest potential.

During our busy months in the summer, we also welcome locum DVMs to give us an extra hand and bring diversity to our team. Don't want to move or looking for a flexible schedule? We got it! 2-weeks on 2-weeks off rotations!!! On top, as part of our network, you will receive competitive compensation, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 600 DVMs! Email: careers@vetstrategy.com. Website: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AMCN/Posting/View/482>.

BOW RIVER VETERINARY CENTRE IS A LONG-

standing Canmore business that has worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic DVM to join our growing team. We are a fully equipped hospital with an experienced support team of 14 and 3-DVMs! We are looking to add an associate DVM to our team! This is a great opportunity to join an established practice with a significant client base, where learning and development opportunities are endless. NEW GRADS are welcome! 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! Email: careers@vetstrategy.com. Website: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/BOWRIVER/Posting/View/486>.

CHINOOK COUNTRY VETERINARY CLINIC IN

Olds, AB, is an independently owned clinic seeking a full-time small animal/equine veterinarian to join our expanding rural practice. This position is perfect for someone who loves a relationship-centered practice, getting to know their clients and patients and assist with our growing caseload. We have small animal consulting/prep/surgical/dental areas, utilizing the latest lab equipment as well as many of the "toys" you would expect to find in a big city practice. Our newly renovated heated equine facility utilizes portable x-ray, ultrasound, and a full complement of dental equipment. We are looking for a kind and compassionate individual who can work a varied caseload, is a team-player, and is passionate about high-quality veterinary medicine. CE is encouraged and a generous CE allowance provided. Wages are commensurate on experience and veterinary discounts, ABVMA/CVMA fees, and health/dental plan subsidy provided. NEW GRADS WELCOME as small and large animal mentoring is available. If you are interested in becoming a part of our dynamic team, please email your CV to: management@chinookcountryvetclinic.com. Website: www.chinookcountryvetclinic.com.

Classified Ads

FANTASTIC OPPORTUNITY FOR WORK/LIFE

balance and compensation you deserve! We are an Edmonton-based small animal house-call practice that is expanding and looking for a great vet to join our fun team of friendly veterinarians. We have amazing clientele and are able to create rewarding and comfortable veterinary visits in the home. We will provide comprehensive training with our mobile vet team, flexible schedule options to suit your needs, company vehicle and an excellent compensation package. Applicants must possess excellent communication and medical skills, have a valid Alberta driver's license and be comfortable working independently. Signing bonus and incentive plan will be offered to the successful candidate. Please submit cover letter and resume in confidence to: wellnesshomevet@gmail.com. Website: <https://wellnesshomevet.com>.

TUDOR GLEN VETERINARY IS A REPUTABLE

small animal hospital located in St. Albert, AB, boasting over 230 five-star Google reviews, and voted best vet of T8N multiple times! We are looking for a DVM (locum considered) that is committed to exceptional client and patient care to join our other 3-vets and 14-support staff team. We provide a fun, balanced work/life environment with flexible shifts, competitive salary plus production, new team profit share levels, 3 weeks paid vacation, health/dental benefits, CE/uniform allowance and generous pet discounts. Our hospital houses Idexx lab, digital x-ray, digital dental x-ray and ultrasound. If you appreciate a busy and rewarding atmosphere, send your resume and cover letter to: sylvia@clincsolutions.ca. Website: <https://tudorglenvethospital.ca>.

ARE YOU LOOKING FOR WORK/LIFE BALANCE

in a fulfilling and friendly team environment? A newly renovated Coaldale Pet Clinic is looking for a licensed part or full-time small animal veterinarian to add to our already amazing team! As a small, client-centered general practice in sunny southern Alberta, our clinic offers a full and updated Idexx blood and urinalysis suite, digital radiology and dental radiology, dental unit, ultrasound and a brand-new surgical suite in a supportive team environment! We offer competitive wages and above-average benefits. Located less than 10 min outside Lethbridge, we are close enough for you to explore the wonderful outdoor opportunities that southern Alberta and British Columbia borders have to offer. With no on-call requirement, you will actually have time to enjoy the area! If our clinic sounds like it would be a good fit for you, please submit your resume to: admin@coaldalepet.com.

SIGNING BONUS FOR THE RIGHT CANDIDATE!

Do you want the opportunity to practice high quality medicine in a modern, fully equipped facility with an amazing support team, and still have lots of time off to enjoy life? Look no further! We are looking for a full-time, small animal focused DVM to join our growing team in the up and coming West Springs area of Calgary. We are privately owned and operated, client focused, community-based clinic that values the work/life balance. As part of our company, you will receive a competitive compensation, generous CE allowance, paid membership dues, paid vacation, generous personal pet discounts in clinic and also at our Pet Resorts, and so much more! If this interests you, please email your CV and resume to: nicole@dandvetclinics.ca.

DO YOU WANT THE OPPORTUNITY TO

practice high quality medicine in a modern, fully equipped facility with an amazing support team, make up to 6 figures and still have lots of time off to enjoy life? Come and join us. We are looking for a mixed or small animal veterinarian to join our growing team in Dawson Creek, BC. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community-based practice that

values quality of life. Our clinic is a modern, progressive mixed animal practice. We have a very competent and enthusiastic team awaiting your arrival. The practice is 50% small animal, 50% large animal with a good mix of equine and cow calf. To learn more about our clinic, check out our website at www.dcvet.ca or find us on Facebook. If you are interested in this position, please contact our Human Resources Manager at: info@dcvet.ca.

WOOD BUFFALO SMALL ANIMAL HOSPITAL IS

looking for a compassionate veterinarian with exceptional communication, surgical and dentistry 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. We offer a competitive salary and bonus opportunity, relocation assistance, full health benefits, flexible schedule, career growth, full paid dues and college fees, continuing education (annual conferences, seminars, and allowance), investments in new technologies, advanced diagnostics, and modern facilities including digital x-ray, digital dental x-ray, modern ultrasound and in-house lab testing. We look forward to hearing from you - please apply with your resume to this link: <https://vetcare.applytojob.com/apply/FdIHuBgerq/Small-Animal-Veterinarian?source=CVMA>.

MIDLAKE VETERINARY CLINIC IN SOUTH

Calgary is looking for a FT DVM to join our veterinary team. We are a well-established, independently-owned companion animal practice (20yrs +) with fantastic, loyal clientele and long-standing staff members. We currently have three veterinarians on staff and continue to grow! Salary is competitive based on experience with bonus and partnership potential. We also offer mentorship, health/dental benefits, CE allowance, paid professional dues, staff discounts and uniform allowance. If interested in joining our family-oriented practice, email your cover letter and resume with available references to: midlakevet@shaw.ca.

FAMILY PET HOSPITAL & 24 HOUR PET

Emergency Centre in Lethbridge, AB, is seeking an enthusiastic managing Veterinarian to join our dynamic team! We strive to provide the highest quality medicine with a client/patient focus. An excellent opportunity for the right candidate to transition into a leadership role! We welcome both experienced managing veterinarians and associate veterinarians to apply. Offering a signing bonus, competitive compensation package, paid dues, health benefits, CE & additional perks! To apply, contact Rohin Rai at: rohin.rai@nva.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>.

PIPER CREEK VETERINARY CLINIC IN RED

Deer, AB, is looking to add a veterinarian to our high quality team. We offer a flexible schedule (no on-call requirements), competitive package and other perks to make our hospital an exceptional work environment. Our clinic is one of the top-voted practices in the Red Deer area. To apply - email resume to Dena Linnell at: linnell40@hotmail.com, or visit: <https://nva.avature.net/jobs/JobDetail/Red-Deer-Alberta-Canada-Associate-Veterinarian-Red-Deer-AB/2631>.

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.

MEOW! MUST LOVE CATS! A UNIQUE

opportunity for a compassionate cat-loving DVM to join our amazing feline team in the only cat specialty clinic in Edmonton. We offer flexible work schedules, competitive salary, profit share, team rewards, paid vacation, CE allowance with days off, health/dental, generous pet discounts and more. We are 1 of 5 family-owned clinics in Edmonton and St. Albert offering further opportunity for growth and support from a dynamic team. If you are excited about exercising your dental and spay/neuter surgery skills, along with general practice skills, and strive to deliver exceptional patient and client care, please forward your resume to: sylvia@clincsolutions.ca. Website: <http://glenoracatclinic.com/home>.

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 a respective and competitive salary, profit share, CE credits/allowance, paid dues, health/dental benefits, paid vacation, generous pet discounts and more. 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@clincsolutions.ca. Website: <https://urgentpetcare.ca>.

OAKRIDGE ANIMAL CLINIC IN SOUTHWEST

Calgary requires full-time or part-time associate veterinarian. New graduates welcome. Clinic is well equipped including dental x-ray. Supporting staff includes a vet tech and vet assistants. Congenial working environment. Email resume to: yksobti@hotmail.com.

SPEND YOUR DAYS CRUISING THE COWBOY

Trail! Eastern Slopes Veterinary Services is hiring another mixed animal veterinarian. This is a flexible position with either F/T or P/T negotiable. The applicant will be expected to provide cow/calf and equine veterinary services in an ambulatory setting (although a new facility is being planned!) and to help in the small animal caseload as needed. There is also a reasonable and negotiable large animal on-call schedule. New grads are welcome to apply and can expect to be thoroughly mentored. In our practice we pride ourselves on being a relaxed, family-oriented, and friendly group. We take our quality of life seriously and are fortunate to live in an area that is on the doorstep of some of the most beautiful and scenic areas of the province as well as just a short drive from Calgary. Apply via email to: admin@easternslopesvet.com.

INDUSTRY ROLE - COME JOIN OUR AMAZING

veterinary nutrition team at Nestlé Purina PetCare Canada in the role of Veterinary Communications Manager - 13-month contract. The VCM will be

responsible for interacting with key veterinary influencers in academic and private practices, answering technical consults and aiding our nutrition sales group. This position will have responsibilities in Alberta and BC. DVM license is required along with a minimum of 2 years of experience in small animal clinic practice. Within 1 hour of Calgary or Edmonton is required. Click here to learn more and to apply! https://jobdetails.nestle.com/job/Calgary-Veterinary-Communications-Manager-%2813-month-Contract%29-AB/624161801/?locale=en_US

LEGACY VETERINARY CLINIC LOCATED IN south Calgary is looking for a motivated and positive DVM to join our tight-knit 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 who 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, CE allowance, ABVMA membership dues as well as health and dental benefits. Email: careers@legacyvetclinic.ca.

NEW AFTER-HOURS WALK-IN MINOR emergency and outpatient clinic located next to Delton Veterinary Hospital in Edmonton, Northeast, AB, just off the Yellowhead, is looking to hire a full-time or part-time licensed Veterinarian. We are excited to offer this new service to our community from 5:00 pm to 11 pm seven days a week. We are a private and independent practice, that supports and work together with neighboring family practices. We are fully equipped and believe in compassion and helping pet owners better care for their pets. We are cloud based & strive to maximize information technology to deliver exceptional client service, education & patient care. Offering health benefits to you, your family & your pets. Remuneration is base plus production. Most importantly we have a great team with progressive leadership that fosters safety, a supportive environment, opportunity to collaborate, to grow professionally and personally. Please send inquiries to: dustorr@gmail.com. Website: www.deltonvet.com.

ARE YOU LOOKING FOR A MORE LAID BACK, fun work environment? Rural living? Willow Creek Veterinary Service is looking for an additional veterinarian to join our team. Newly purchased clinic location with in-house blood analyzer, digital dental x-ray and more. Decreased cost of living and loyal clients make our southern Alberta location ideal. Many years of experience among our staff to allow for supportive mentoring. Currently 90% small animal but there is lots of room for large animal expansion if that is your passion. Quality and compassionate care is our motto – we put the patient first! Full and part-time will be considered. Email: willowcreekmobile@aol.com. Website: www.willowcreekmobile.com.

NORTH EAST ANIMAL CLINIC IS LOOKING FOR 2 full-time veterinarians to join our team. This is a busy small animal clinic located in NE Calgary. Clinic is equipped with modern equipment. Lots of opportunity to grow. We offer competitive wage and CE allowances. Please email your resume to: northeastclinic@gmail.com.

GET OUT OF THE CITY AND ENJOY COUNTRY living! Lac Ste. Anne Veterinary Services is an established rural practice with 2 locations, now small animal only. In house lab, digital rads including dental. Great staff & clientele. Close enough to the city for referrals. No after hours required. Flexible hours. Happy to mentor new grads! Great area to live, peace and quiet of the country but still easy 40 min drive to Edmonton for everything you need. Email to discuss opportunities: Lsavet@xplornet.com.

SOUTHFORT VETERINARY CLINIC IS LOOKING for a full-time or part-time associate veterinarian to join our team. We are looking for someone who is fully licensed. The ideal candidate would be an enthusiastic, compassionate and self-motivated team player. We are a privately-owned small animal practice. Our clinic is equipped with digital x-ray and in-house lab equipment. We offer competitive wages, paid ABVMA dues, paid CE, health and dental benefits. Please send your resume to: hb.vet@hotmail.com.

WE HAVE A FANTASTIC OPPORTUNITY FOR an experienced emergency veterinarian to join the largest hospital in our network, Fish Creek 24 Hour Pet Hospital! We are a fully equipped purpose built 28-doctor hospital. Our team includes board-certified specialists, experienced clinicians and an amazing team of over 100 support staff. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. 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! Email: careers@vetstrategy.com. Website: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/1113>.

VETERINARIAN REQUIRED IN WOOLCHESTER, AB. \$98,000/year, two vacancies, permanent, full-time, 40 to 50 hours/week as soon as possible. This is a permanent full-time position that may work OT and various hours. Job requirements: english proficiency, doctorate degree, 1 year to less than 2 years. Must be willing to relocate. Area of specialization: large animals, small animals. Veterinary specific skills: diagnose diseases or abnormal conditions in individual animals, treat sick or injured animals by prescribing medication, setting bones, dressing wounds or performing surgery. Vaccinate animals to prevent and treat diseases, advise clients on feeding, housing, behavior, breeding, hygiene and general care of animals. Perform routine, emergency and post-mortem examinations. Provide a range of veterinary services including obstetrics, dentistry and euthanasia. Veterinary clinic, private practice, farms. Licensure by provincial or territorial authorities. Apply by email: jobs@hrscanada.com.

FAMILY PET HOSPITAL & 24 HOUR PET Emergency Centre in Lethbridge, AB, is seeking an enthusiastic managing Veterinarian to join our dynamic team! We strive to provide the highest quality medicine with a client/patient focus. An excellent opportunity for the right candidate to transition into a leadership role! We welcome both experienced managing veterinarians and associate veterinarians to apply. Offering a signing bonus for the right candidate! Our competitive compensation package includes: medical/dental/disability/dues and memberships with CE allowances, flexible vacation, PTO options & additional perks! To apply, contact Rohin Rai at: rohin.rai@nva.com.

ARE YOU LOOKING TO GET AWAY FROM the city? Cochrane Veterinary Care Clinic is currently seeking a full-time veterinarian to join our team. We are a private- owned small animal practice with a well-established client base, and lots of modern toys. Flexible scheduling, competitive salary and CE. Send resume to: datkin@cochranevet.com.

WE HAVE AN EXCITING OPPORTUNITY FOR A Veterinarian to join our dynamic team at Elizabeth Street Pet Hospital! We are a 3-veterinarian, a small-animal

wellness clinic serving Okotoks and the surrounding area. We are committed to providing the best care for dogs and cats, and the families who love them. We are fully equipped including body and dental x-rays and ultrasound. At Elizabeth St. Pet Hospital, we pride ourselves on providing quality medical care for all of our patients, as well as providing outstanding client care. This is a fantastic opportunity to join a fun and supportive team where learning and development are endless. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 550 DVMs! Contact us at: careers@vetstrategy.com. Website: www.elizabethstreetvet.com.

DELTON VETERINARY HOSPITAL (DVH) IN Edmonton, AB, is looking to hire a full-time or part-time licensed Veterinarian. We are excited to add new people to our already excellent team. At DVH, we believe in empowering both employees and clients for better care of pets. We are seeking a DVM who shares this belief. DVH is an independent, AAHA, 3-veterinarian practice north of downtown Edmonton. We have been a member of the UCVM distributed teaching hospital since 2013. We are cloud based & strive to maximize information technology to deliver exceptional client service, education & patient care. We cover association dues & CE. We offer health benefits to you, your family & your pets. Salary is commensurate with experience and is base salary plus production. Most importantly we have a great team with progressive leadership that fosters opportunity to collaborate, to influence, & to grow professionally & personally. Please send inquiry to: dustorr@gmail.com. Website: www.deltonvet.com.

THE HERMITAGE VETERINARY HOSPITAL HAS been providing companion animal veterinary care in Edmonton and the surrounding area since 1976. We are currently looking for an associate Veterinarian to join our dedicated team of 6 veterinarians and support staff. Our team strives to provide the highest standard of compassionate veterinary care. We offer a competitive compensation package, flexible schedule, CE allowance, paid vacation, health plan, personal pet care policy, uniform allowance, as well as paid membership in the ABVMA, VIN, and Fear Free. Challenge yourself and join our exciting team! Please send your cover letter and resume to: hermitagehospitalmanager@gmail.com.

RIVER VALLEY VETERINARY WELLNESS CLINIC in Edmonton has a special interest in rehab and oncology with a unique opportunity for a P/T DVM who is committed to exceptional compassionate client and patient care alongside a close-knit team. Flexible shifts of 2-4 days week, including 2 Saturdays per month, to take on more of the regular surgeries and appointments would allow more time for our rehab DVM to focus on her rehab patients. If you value a flexible work/life balance in a one-of-a kind atmosphere please forward your resume and cover letter to: sylvia@clincsolutions.ca. Website: <https://rivervalleyvet.ca>

SEEKING A FULL-TIME DVM TO JOIN OUR team at Tri-Municipal Veterinary Clinic and Meridian Veterinary Clinic, both located in Spruce Grove, AB. Our practices consist of 85% SA and 15% LA ambulatory services with shared on-call responsibilities (currently 1/6). We have fully equipped clinics and experienced support staff. Seeking a DVM with excellent people skills and whom is looking for work/life balance to join our team. Small animal only DVM would be considered. Salary/benefits will be competitive and commensurate with experience. E-mail: mike.devries@trimunicipalvet.com. Website: www.trimunicipalvet.com.

Classified Ads

LIVE THE LIFE YOU LOVE AND LOVE THE LIFE

you live! Stettler Veterinary Clinic (SVC) is excited to welcome a licensed Veterinarian to our busy, action oriented, mixed animal practice. Our established hospital values a high standard of care with endless opportunities for learning and development. Our fully-equipped facility goes above and beyond with an experienced support team of 10 and 5-DVMs. Our caseload is nearly 50/50 split between companion and large animal and all staff are positioned where they work the best. SVC ensures associates receive above average compensation, production bonus, comprehensive benefits and well above average paid time away from work starting at over five weeks. Put your feet in the right boots and join this excellent agricultural community where clients value our high standard of care. Please contact Mrs. Terra Heier and let Stettler Vet Clinic foster excellence in your career! Email: terra@stetvet.com, phone: 403-742-3338, fax: 403-742-1170.

WE ARE CURRENTLY SEEKING A FULL-TIME

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

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 AAFP 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. 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.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/site/MISSIONRIDGE/Posting/View/502>.

ACCOMMODATION BONUS! BOW RIVER

Veterinary Centre is a long-standing Canmore business that has worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic DVM to join our growing team. We are a fully equipped hospital with an experienced support team of 14 and 3 DVMs! We are looking to add an associate DVM to our team! NEW GRADS are welcome! 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.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/site/BOWRIVER/Posting/View/486>.

CARSTAIRS VET SERVICES IS LOOKING TO

add a veterinarian to the team. If you have a passion for small animal medicine and surgery, then this growing practice in the periphery of Calgary is for you. We have a 5-vet practice with each vet having their own special interests, who work as a team to share thoughts and ideas. Take your cases as far as you can before referral is necessary while still having the confidence that you will never be on the hook in difficult situations. No pressure to meet targets. Improve your surgical techniques, ultrasound, or maybe just take a deep breath knowing that we do support and mentor. Try a couple of locum days with us to see if it is a good fit. Check our Facebook page and website or take a short drive up and look around. Carstairs is a bedroom community where good people want to raise their kids and fur babies. No need to relocate, the schedule is very flexible and accommodating. We made it to this level to practice our dream job and we want to make that happen for you! We offer a competitive compensation, CE allowance, association dues paid, paid vacation and great health and dental benefits. Please send a resume to tompicherack@gmail.com.

AIRDRIE ANIMAL HEALTH CENTRE IS

looking for an Associate Veterinarian and a team-player to join our growing clinic! We have been a long-standing part of the Airdrie community and supporting our great clientele and their pets since 1982. Our clinic is home to a supportive and dynamic team of 3 experienced DVMs, 3 amazing RVTs, and skilled and knowledgeable support staff. Our new building was specifically designed and built to cater to the needs of a veterinary clinic, providing a spacious interior that is equipped with modern facilities and digital technology. Accredited by Fear Free and AAHA, and Feline-Friendly, our busy practice caters to small animals and exotics. 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! Don't miss out on this opportunity to become and stay part of this amazing team! Please send your resume to careers@vetstrategy.com.

SIGNING BONUS! SAVE IN OKOTOKS, AB, IS

looking to add an Emergency Veterinarian to join the team. If you have a passion for small animal emergency medicine, love to work with other amazing and supportive DVMs, RVTs and support staff, then SAVE is the place for you! We are a growing 24-Hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and Referral medicine. Okotoks is only a 15-minute drive from south Calgary, filled with gorgeous views of grasslands and mountains. 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.

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.

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 Crowsnest 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.

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.

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: tiftford@telus.net.

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.

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.barnnorthvet.com or our Facebook page. Send resumes, Attn: Lisa, barnnorthvet@gmail.com or call 780-674-2100.

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: edsosvet1@telus.net.

LOCUM AVAILABLE

I AM A FRIENDLY, OUTGOING, AND VERSATILE

locum RVT available in Calgary and surrounding areas. I am an Olds College graduate with 10 years experience and am comfortable carrying out a wide variety of tasks. I am flexible with days/hours and can offer last-minute coverage when available. Please contact me by phone (text or call) 403-681-1938, or by email at kaileecrawfordaht@gmail.com for more information or needed coverage.

RVT REQUIRED

STEEPLES VETERINARY CLINIC IN

Cranbrook, BC, seeks RVT looking for quality medicine, team environment, excellent mentorship and work/life balance. Interesting variety of cases, advanced medicine and surgery, Fear Free practice. Located in beautiful mountainous surroundings with every outdoor activity available at your doorstep. Life-changing career starts here! We offer extended benefits plans, monthly production bonuses, competitive wages, employee discounts, uniforms, potential for advancement and so much more. Come join our fantastic team! Contact: Mr. Andrew Skaien, Director of Administration via email: admin@steeplesvetclinic.com. Website: www.steeplesvetclinic.com.

WE ARE A BUSY AND GROWING

veterinary dermatology specialty hospital in St. Albert, and are looking for a full-time Registered Veterinary Technologist to join our close-knit team. This position offers in-depth experience and specialization is available

to those that would like to advance their career. If you have excellent communication skills, are a team player, have a positive attitude, are compassionate, and have a strong desire to learn and excel, we would love to hear from you! Technical skills required are blood collection, catheter placement, anesthetic induction/maintenance and low stress patient handling. Cornerstone is considered an asset. We provide excellent quality care, a great working environment, Monday to Friday day shifts only, no statutory holidays, CE, uniform allowance, staff discount, paid association dues, benefits, \$22 to \$25 per hour, 3 weeks paid vacation on your 3rd anniversary and 4 weeks on your 5th. Please visit our website: www.vetderm.ca to learn more about us and email your cover letter and resume, attention: RVT Position - Alberta, to: office@vetderm.ca.

EDMONTON WEST ANIMAL HOSPITAL IS

looking for FT/PT RVTs to join our team of 8-veterinarians, 14-RVTs and over 20-support staff. We are a fast paced full-service hospital, where you will be able to utilize all of your knowledge and skills to your full potential. The shift schedule is flexible in a way that complements a work/life balance. Compensation includes signing bonus, above average salary, CE allowance, association dues, staff pet discounts, uniform allowance and group health benefits. Please email your resume to: manager@vetinedmonton.com.

\$1000 SIGNING BONUS SIGNAL HILL

Animal Clinic is looking for a full-time RAHT to fill an upcoming maternity leave position. This position runs until February 2022 and we are looking for someone to start this fall. We are a privately-owned, 3-doctor, small animal practice with a low staff turnover and a well-established clientele. If you are looking to work with a team who is passionate about providing exceptional veterinary care and client services and you enjoy a fast paced environment, this will be a great fit for you. We offer competitive wages, benefits packages, CE allowance and the successful candidate will receive a \$1000 signing bonus. Please send your resume to management@signalhillanimalclinic.com, attn: Sarah.

WEST WIND VETERINARY HOSPITAL IS

seeking a friendly, patient care focused, full-time licensed RVT to join our team! We are a thriving 6-doctor, AAHA accredited practice located east of Sherwood Park. The hospital boasts a beautiful state-of-the-art facility, great working environment with long-standing staff members who are dedicated to providing compassionate care for our patients and clients. Case load is 50% Equine and 50% SA with services including: wellness care, comprehensive medical care, soundness evaluations, dentistry, radiology (including dental radiology), in-house laboratory, surgery, ultrasound, acupuncture and much more. We offer a competitive wage, RVT dues, health/dental insurance, uniform allowance, employee discounts and CE allowance. If interested in joining our family-oriented veterinary practice, please email your cover letter and resume with references to: k.mckinney@westwindvet.com. Website: www.westwindvet.com.

WESTLOCK VETERINARY CENTER IS

looking for a dynamic addition to our RVT team! If you thrive in a fast paced environment and want to enhance your skills of a wide variety, look no further. Our well-established practice and diverse client base will allow for endless learning and development opportunities. We are a busy mixed animal practice with 12-vets and a 10,000 sqft fully stocked facility. We are looking for someone who is comfortable working alone but also ready to be part of a team that comes

Classified Ads

together to ensure the best care possible for our patients and their families. Job is 40 hours a week with an occasional Saturday rotation. We offer very competitive wages, benefits, RRSPs, CE/clothing allowances, pet food/veterinary discounts, local gym membership and paid dues. Send resumes to: hr@westlockvet.com. Website: www.westlockvetcenter.com.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking multiple motivated, team-oriented and passionate registered veterinary technologists to join our hardworking, growing team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology, internal medicine and dentistry/oral surgery. In addition, our emergency department is staffed by experienced emergency veterinarians. If you enjoy learning in a fast-paced environment with the opportunity to expand your skills this may be the job for you. Generous salaries and personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Positions in emergency are currently available. Please send resumes to Kristy at Kristy@pulseveterinary.ca.

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 an 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. attention Ronnel Palmer. Website: www.animalemergencyhospital.ca.

CEDARWOOD VETERINARY HOSPITAL IN

Red Deer, AB, is looking for a RVT to join our team. We are a progressive hospital that constantly strives for excellence in pet health care. We are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We offer a competitive starting wage as well as benefits package. A suitable applicant would be comfortable in a fast-paced environment, enjoy working as a team and have a positive attitude. Please submit a resume by email to: rpalmer@cedarwoodvet.ca, fax: 403-346-9925 or in person at: 7644 Gaetz Ave., attention Ronnel Palmer. Visit our website at: www.cedarwoodvet.ca.

CALGARY AVIAN & EXOTIC PET CLINIC IS

looking for a full-time RVT. If you have a passion for exotic pets, then this is your opportunity to work in the exciting field of exotic veterinary medicine! Training and mentoring will be provided at the clinic by highly skilled staff. Some of the responsibilities of the successful candidate include: Performing proper restraint techniques on a variety of species, Assisting in the collection of samples, taking radiographs, and in-house laboratory work, Provide nursing care to a variety of exotic pets, Monitoring of patients during anaesthesia, Communicating with clients to discuss medications, discharge notes, diet recommendations, and so on. Scheduled hours will rotate Monday through

Saturday, including Wednesday evenings. Wage is competitive and benefits include continuing education, uniform allowance, association dues, and discounts on veterinary services/products. For more information on our clinic, visit our website at www.calgarypetvet.com. If you are a dependable and caring RVT with a passion for unusual pets, please send your cover letter and resume to: vetinfo@telus.net. Thank you!

BUFFALO HEAD VETERINARY CLINIC IS

looking for a RVT to join our team. We are a small, client-orientated practice that is devoted to providing quality veterinary care to both companion animals and horses. The clinic is located in Taber, AB, and is equipped with Sound DR radiology, Idexx blood and chemistry machines as well. The position is a full-time position Monday to Friday. You will be joining a fun, energetic and experienced team at the clinic. Annual professional dues are covered by the practice as well as one major continuing education conference annually. Competitive wages offered which will commensurate with experience, however new grads are welcome. Email: buffaloheadvet@gmail.com.

WE ARE A SMALL ANIMAL CLINIC THAT IS

looking for a full-time/part-time RVT. Our clinic is well-equipped with digital x-rays, in-house lab and dental x-rays. We offer extremely competitive wages, ABVMA dues, pet care discounts, paid vacation, uniform allowance, CE allowance and health/dental/vision benefits. We also encourage AHT students and new grads to apply. If interested, please email your resume to us at: bownessvet@shaw.ca. Website: www.bownessvet.ca.

YOU ARE LOOKING FOR A GREAT TEAM TO

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

CREATURE COMFORTS ANIMAL CLINIC IS A

privately-owned, small animal practice seeking a full-time or part-time RVT. This brand new, modern, progressive veterinary clinic is in the newer community of Legacy SE. We are in need of an RVT that is highly motivated and enjoys working as a team in a fun, family-oriented environment. New grads and seasoned RVT are welcome to apply! We will have in-house diagnostics, including Idexx Lab systems, digital radiology and ultrasound. Creature Comforts also has the joys of offering a house-call service, for which the right candidate will help perform in home services for our clientele. This will allow you to step out of the routine of being inside a clinic each day and give you the ability to enjoy the scenic mountain views! We provide mentorship, competitive salary, generous CE allowances, potential bonuses, association dues paid and much more. Please send your resume and cover letter to: manager@creaturecomfortsvets.ca. Website: www.creaturecomfortsvets.ca.

MILLWOODS EAST VETERINARY CLINIC IS

seeking a PT or FT RVT to work in a privately owned, well-established small animal clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing stress-free visits for all our patients and a superior client experience for their families. We offer competitive wages, dues, uniform allowance, health/dental benefits and staff discounts. Please send resume and cover letter to millwoodseastvet@shaw.ca.

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 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.

VETERINARY MEDICAL CENTER IN

Wainwright, AB, is currently looking to expand its staff of RVTs. The ideal candidate should be willing to work along with 3-RVTS and 2-vets, the ability to work in a fast-paced mixed animal environment and have fun along the way! The clinic houses newer equipment including surgical and therapeutic lasers, digital radiography and complete in house lab. Satellite clinic is located just south in Consort which has indoor livestock handling equipment. Newbies more than welcome to apply! Forward resumes to: vetmedcent@gmail.com.

NANTON VETERINARY CLINIC IS LOOKING

for an RVT to join our team at a busy mixed animal practice. We are a full service, fully equipped modern vet hospital with a busy caseload. New grads are welcome, we provide training and mentoring where needed. Benefits offered, compensation commensurate with experience. Please inquire 403-646-2060 or info@nantonvetclinic.com.

ARE YOU LOOKING FOR WORK/LIFE BALANCE

in a fulfilling and friendly team environment? A newly renovated Coaldale Pet Clinic is looking for a licensed part or full-time Registered Veterinary Technologist to add to our already amazing team! As a small, client-centered general practice in sunny southern Alberta, our clinic offers a full and updated treatment area with Idexx diagnostic machinery, digital radiology, dental unit, radiology and ultrasound, all in a supportive team environment! We offer competitive wages and benefits for full-time employees and require no weekend shifts. Located less than 10 min outside Lethbridge, we are close enough for you to explore the wonderful outdoor opportunities that southern Alberta and British Columbia borders have to offer. If our clinic sounds like it would be a good fit for you, please submit your resume to: admin@coaldalepet.com.

HEAD VETERINARY TECHNICIAN POSITION IS

now open! Barlow Trail Animal Hospital is located in central east part of Calgary, privately-owned, fully equipped, busy small animal practice with some exotic component, we strive to excel in both client care & veterinary medicine. Student AHTs are part of the team now and the successful candidate must be able to lead, train, be self-motivated, has great technical skills and most importantly - is compassionate and must love pets. We offer great salary package with benefits as 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.

TIRED OF UNPREDICTABLE SHIFTS? LOOKING

for work/life balance? Come see why our clinic has such low staff turnover - excellent working hours, great team, more than competitive wages/bonuses, lots of opportunity to hone technical skills. Our family-owned and operated small animal clinic has been serving Edmonton clients for almost 50 years. We are looking for a FT or PT RVT to join our crew! Email Tracy at: beckvet@beckvet.com for more details.

OKOTOKS VETERINARY CLINIC IS LOOKING

to add a P/T RVT to our dedicated and experienced team. We are a modern fully-equipped (U/S, lab, dig rads+dental) small animal day clinic. Your days can be flexible to suit your schedule. Call 403-995-9700 for more information. Thanks.

MIDLAKE VETERINARY CLINIC IN SOUTH

Calgary is looking for a PT/FT RVT to join our veterinary team. We are a well-established companion animal clinic (20+ years) with fantastic, loyal clientele and long-standing staff members. Salary is competitive based on experience. We also offer health/dental benefits, CE allowance, paid RVT dues, staff discounts and uniform allowance. If interested in joining our family-oriented veterinary practice, please email your cover letter and resume with available references to: midlakevet@shaw.ca.

RIVER VALLEY VETERINARY WELLNESS CLINIC

has a special interest in small animal rehabilitation and oncology, and is looking for an extra F/T or P/T RVT, or certified VMA to complement our close-knit, 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, paid vacation, dues, CE allowances, health/dental benefits, generous pet discounts and a unique atmosphere to grow and excel in. Please send resume and cover letter to: sylvia@clincsolutions.ca. Website: <https://rivervalleyvet.ca>.

THE CALGARY PET WELLNESS AND SPAY/

Neuter Clinic is looking for a full-time RVT. New grads welcome. New grads start at \$22/hr, increasing with experience; paid vacation time, generous CE allowance, scrub allowance and benefit plan. Must be registered with the ABVMA. Please send resume to: email@calgaryspayandneuter.ca.

THE TERWILLEGAR VET CLINIC IN EDMONTON

is looking for a full time RVT to join our team! We are a locally-owned and operated small animal clinic that has been serving the community for more than 20 years. We are devoted to providing excellent personalized and compassionate care. Our clinic is equipped with in-house lab, digital x-ray and our RVTs are utilized to the fullest extent of their skills. We are seeking a motivated & hard-working RVT for a full-time position within our practice. Days/hours of work required will be Tuesday-Saturday day shift. This individual will play an integral role in providing outstanding customer service to our clients as well as providing excellent care to our patients. It will be

a challenging position that will require someone who is flexible, compassionate, dependable and devoted to their career. The candidate must be registered with the ABVMA & experience with Avimark would be preferred, but we are willing to train. Uniform allowance & medical benefits included. Salary to commensurate with experience. Please email resume and CV to: terwillegarvet@shaw.ca, or fax: 780-430-7646, attention: Terri.

RVT REQUIRED FOR A PRODUCTION ANIMAL

Clinic specializing in Swine and Poultry production health. Job duties vary from office work to farm calls and sample collections. For more information, please email office@marshallswineandpoultry.com.

SEEKING A PART-TIME RVT TO JOIN THE

surgical team for Dr. Audrey Remedios, DVM, DACVS. The successful candidate will be part of the surgical team on Mondays and Tuesdays at McKnight 24 Hour Veterinary Hospital. Competencies include; anaesthesia, client communication and team oriented multitasking skills. Applicants please apply to: referral@mcknightveterinaryhospital.ca.

OUR FAMILY OF CLINICS ARE GROWING AND

looking for another superstar RVT to join our team full time. The ideal candidate will thrive working in a fast-paced environment and is focused on building relationships with our clients. Our clinics are equipped with state-of-the-art equipment (Laser, water treadmill, ultrasound, digital x-ray) needed to provide the best care possible in primary medicine. We work closely as a team and as such we succeed as a team. We offer competitive wages, group health benefits, paid dues, uniform allowance and CE allowance. Please submit your CV and resume in confidence to: nicole@dandvetclinics.ca.

MEADOWBROOK ANIMAL CLINIC HAS AN

opening for a ft/pt RVT position. We are a small and friendly clinic with great client relationships. You will be working with the team of experienced technologists and receptionists that are carrying and very dedicated. If you are looking for more "family-like" workplace, we are waiting for you! Please reach out and contact us, we would love to meet you :) Email: meadowbrookanimalclinic@gmail.com. Website: www.meadowbrookvet.ca.

HIGHLANDS PET HOSPITAL IS SEEKING A

full-time or part-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. 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. If you believe you would be an asset to our team please contact us! Please send resumes to: dr.gibson@highlandspethospital.ca. Website: www.highlandspethospital.ca.

OFFERING \$500 HIRING BONUS. SUPERSTAR

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

SIFTON PARK VETERINARY CLINIC IN

Edmonton is seeking FT or PT experienced RVT. Ideal candidate is a motivated team player confident in their professional skills, as well as excellent at client communication. Familiarity with AviMark is an asset. Work hours include some evenings/Saturdays. We pride

ourselves in offering the best medicine for our patients in a family-like environment. We offer competitive wages, paid dues, health/dental benefits, uniform/CE allowance and generous staff discounts. Please email your resume to: spxa101@gmail.com.

ARE YOU AN RVT? WE ARE A BUSY SMALL

animal practice with some exotic component, strive to excel 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.

CRANSTON VETERINARY HOSPITAL IN

Calgary, AB, is seeking a full-time RVT to join our team. We are a growing small animal practice in SE Calgary, with terrific staff and fantastic clientele. Our clinic is well-equipped in order to offer high standards of care to our patients. The ideal candidate is enthusiastic, compassionate, easy going and can work well with a team. This full-time position will be a Tuesday through Saturday work schedule, including three evenings until 8pm. Compensation will be commensurate with experience as well as offering ABMVA dues, medical/dental benefits, CE allowance and scrubs allowance. Please respond in confidence with your resume to: marlolowen@gmail.com.

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time RVT and a full-time VMA. 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 ABMVA 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 at: blueseal21@hotmail.com.

RAMSAY ANIMAL CLINIC IS LOOKING FOR A

full-time/part-time RVT. We are small animal clinic located in SE Calgary. Our clinic is well-equipped with digital x-rays, in-house lab and dental x-rays. We offer competitive wages, association dues, pet care discounts and paid vacation. We also encourage AHT students and new grads to apply. If interested, please email resume including your preferences for part-time or full time position to: ramsayanimalclinic@gmail.com.

WE ARE SEEKING A FULL-TIME RVT TO JOIN

our experienced, passionate teams at Tri-Municipal and Meridian Veterinary Clinic in Spruce Grove & Stony Plain, AB. We offer competitive wage, ABMVA RVT dues, uniforms provided, paid CE and health spending. Please send resumes to: mike.devries@trimunicipalvet.com. Website: www.trimunicipalvet.com.

DO YOU WANT TO BE INVOLVED IN ALL

aspects of the veterinary clinic as a valued member of the team? Best Friends Animal Hospital in Spruce Grove is looking for a dedicated RVT to join our small team of fully licensed staff. We are a well-equipped small animal and exotics practice and our patient's well-being is our top priority. We offer competitive wages with a generous benefit package including health & dental coverage, ABMVA dues, CE and staff discounts. We love our jobs and want you to love yours! Apply via email to: office@bestfriendsah.ca.

Classified Ads

THE HERMITAGE VETERINARY HOSPITAL HAS been providing companion animal veterinary care in Edmonton and surrounding area since 1976. We are currently looking for an RVT to join our dedicated team of 6 veterinarians and support staff. Our team strives to provide the highest standard of compassionate veterinary care. We offer a competitive compensation package, flexible schedule, CE allowance, health plan, personal pet care policy, uniform allowance, as well as paid dues for RVT and Fear Free membership. Challenge yourself and join our exciting team! Please send your resume to: hermitagehospitalmanager@gmail.com.

URGENT PET CARE IN ST. ALBERT IS THE ONLY late-night walk-in veterinary clinic in the area and our lead RVT is leaving on early mat leave. We have a unique opportunity for an experienced F/T RVT who is able to triage 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 3:00 pm to 11:00 pm are a good balance for you please send your resume and cover letter to: sylvia@clincisolutions.ca. Website: <https://urgentpetcare.ca>.

PARK VETERINARY CENTRE IN SHERWOOD Park, AB, is looking for an enthusiastic RVT to join our team! Do you enjoy the challenge of working with many different species of companion animals? Do you seek to improve your skills in a friendly work environment that values teamwork? If so, then we look forward to you joining our team of 6-veterinarians, 10-RVTs, a hospital manager, 4-client service representatives as well as technician assistants. Our office is equipped with fully computerized records, in-house lab, digital radiology, ultrasound, dentistry and surgical facilities, and much more. Benefits include: medical and dental, annual association dues, uniform and CE allowances and staff discounts. Check out our website parkveterinarycentre.com and if you are interested in a very busy, active, and enjoyable position in our veterinary practice please contact Nikki by email: parkvetcentre@nva.com.

CASTLEDOWNS ANIMAL HOSPITAL IS looking to add a ft/pt RVT to our fun and hardworking team! We are a well-established, AAHA-accredited small animal practice that is dedicated to providing top quality care to our clients and patients. We are looking for an energetic, enthusiastic and self-motivated candidate with strong communication skills that would thrive in a high-paced team environment. Position includes full benefits, uniform/CE allowance and competitive compensation. Please forward your resume and cover letter to Jennifer Sired at: info@castledownsvet.ca.

WE ARE AN SMALL ANIMAL CLINIC IN NORTH west Calgary, and we are looking for a full-time/part-time RVT or AHT. Our clinic is well equipped with digital x-rays, computerized program and in-house blood work machines. We provide customized, flexible hours to assure you have a work/life balance and fun! We offer competitive wages, uniform allowance, association dues, pet care discounts and paid vacation. Ideal candidate should have a minimum one year experience in the small animal practice. If interested, please email resume including your preferences for part-time or full time position to: office@royalvethospital.com.

CALGARY FULL-TIME (GLAMORGAN ANIMAL Clinic). We are looking for a motivated RVT with a great work ethic and friendly approach to practice. With 3 vets, 2 other RVTs and 2 receptionists, we are a progressive small animal practice (no on call) that

includes in-clinic lab diagnostics, and digital dental and table-top radiography. We offer a competitive wage, paid RVT dues, CE and uniform allowance, 100% paid health and dental benefits, etc. Send resume to: gac3@shaw.ca or fax to 403-246-5725. Check out our website: www.glamorgananimalclinic.com.

BRIDGE PET HOSPITAL, A SMALL ANIMAL practice is looking to add a full-time or part-time AHT or RVT and veterinarian. New grads are also welcome to apply. We offer competitive salaries and staff discounts with opportunities for bonuses. Please email your resume with cover letter to: rohivet2003@yahoo.com.

REGISTERED VETERINARY TECHNOLOGIST required for an 18-month maternity leave (with a possibility of permanent) in a busy 4 Vet practice in Fort Saskatchewan, Alberta. We are located 20 minutes from Edmonton. Clinic is complete with an in-house lab, digital radiology, ultrasound, digital dental radiology and computerized medical files. We offer competitive wages, health/dental benefits, CE allowance, pay professional dues. Please contact Lani or Monica at: Fort Saskatchewan Veterinary Clinic 780-998-3755. Email: fortvet@shaw.ca. 10408-100 Ave, Fort Saskatchewan, Alberta.

OKOTOKS VETERINARY CLINIC (okvc.ca) requires a F/T or P/T RVT for our modern fully equipped small animal day clinic south of Calgary. Come and join our dedicated, dynamic and competent team. A competitive salary and package will be offered based on experience. Please contact us in person or via email: info@okvc.ca.

BONNIE DOON VETERINARY CLINIC IS looking to add a full-time or part-time RVT. New grads are also welcome to apply. We offer competitive salaries and staff discounts with opportunities for bonuses. Professional skills are a must. Please send your resume to bonniedoonvetclinic@outlook.com to get an interview set up immediately.

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. 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.

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.

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@stonyplanvetclinic.com or fax to 780-963-3633.

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: barnorthvet@gmail.com.

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@whitecourtvvet.com.

AHT STUDENT REQUIRED

OKOTOKS VETERINARY CLINIC (okvc.ca) would be happy to add a F/T or P/T AHT student to our team of dedicated staff. We have a modern fully equipped small animal day clinic south of Calgary. We offer a competitive salary and package to a suitable candidate. Please contact us in person or via email: info@okvc.ca.

OTHER EMPLOYMENT

REPORTING TO THE MANAGER, ANIMAL Health, the Supervisor, Medical Services is responsible for the daily activities of the medical services department. Key Roles & Responsibilities: Routine care of shelter animals (medicating, deworming, weighing, vaccinating, wound care, lab work, physio, health examinations, assist with humane euthanasia). Assist veterinarians in care of animals requiring further treatment (diagnostic work ups, radiography, and emergency care). Surgical duties (pre-medicating, surgery preparation, anesthesia monitoring, dental prophylaxis, assisting veterinarian.) Implement and maintain inventory controls and ensure adequate ordering of needed supplies. Create and maintain staffing schedule to meet operational need and coordinate shift exchanges, and time off requests. Coordinate and chair monthly medical staff meetings. Arrange and coordinate hiring/training of new and existing staff. Requirements: Registered Veterinary Technologist Diploma/ Certification, 2 or more years of experience in a supervisory / leadership role, Proficient in MS Office Programs, Experience in Shelter medicine would be considered an asset. Email: hr@edmontonhumanesociety.com. Website: www.edmontonhumanesociety.com.

OUR 3-YEAR-OLD, STATE-OF-THE-ART practice needs a full-time receptionist/technician assistant. Tamarack Veterinary Clinic is a Fear Free

certified practice (one of three in Alberta) with a gold AAAP feline friendly practice certification. We are looking for someone who is energetic and fun, and who has an ongoing desire to learn and grow. Experience in the field and with Avimark software is an asset. We are a locally-owned veterinary practice where work/life balance is truly important, our practice closes on holidays and long weekends. Benefits include a competitive salary, uniform allowance, Fear Free individual certification, vacation allowance and a staff pet care plan. If this sounds like the place for you please feel free to check out our website at: www.tamarackvet.com or submit your resume to: asmith.admin@tamarackvet.com.

DO YOU WANT TO BE INVOLVED IN ALL aspects of the veterinary clinic as a valued member of the team? Best Friend's Animal Hospital in Spruce Grove is looking for a dedicated full-time Veterinary Medical Assistant to join our small team of caring and efficient staff. We are a well-equipped small animal and exotics practice and our patient's well-being is our top priority. We offer competitive wages with a generous benefit package. We love our jobs and want you to love yours! Apply via email: office@bestfriendsah.ca, today.

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

MACTAGGART VETERINARY CLINIC IN SW Edmonton is looking to hire a part-time Veterinary Medical Assistant (VMA) to assist the vet/tech and receptionist. Typical hours would be Mon thru Fri 8:30am-1:30pm with busier days extending beyond 1:30pm. Successful candidates will have a minimum of 1 year animal experience (volunteer, grooming, pet store, EHS, etc), ability to lift heavy objects and excel in customer service. Please send your cover letter and resume to: jlandalsmacvet@outlook.com.

PRO CONCEPTS ANIMAL HEALTH IS expanding in Western Canada and is recruiting a Territory Manager in the Alberta marketplace. The Territory Manager will be primarily responsible for managing the Calgary-Edmonton corridor and the surrounding areas. Candidates must have a strong background in the Animal Health Industry and have a degree in Science or a graduate in an animal science program. Pro Concepts is an excellent employment opportunity for the above average person who is self-motivated and has a passion for success.

Please send your cover letter and resume in confidence to: philip@proconceptsanimalhealth.com. Website: <http://proconceptsanimalhealth.com>.

PARK VETERINARY CENTRE IS LOOKING FOR A full time CSR to join our team. We are a multi-vet hospital with a very dedicated staff. We see a variety of animals including dogs, cats, pocket pets, plus everything in between! Our ideal candidate is experienced in a veterinary clinic setting and possesses a strong work ethic. They must be confident, hardworking, and personable. Exceptional people and communication skills with commitment to providing the best quality client and patient care are also a must since the position includes serving as a liaison between veterinarians, clients and staff. Duties include answering a multi-line phone system, scheduling appointments, greeting clients, processing payments and invoices, admitting and discharging patients, and competent use of computers and office equipment. We offer a competitive wage based upon experience. Benefits include medical and dental insurance, uniform allowance and discounted medical care for your personal pet(s). If you are interested in joining our team in an exciting work atmosphere, please email Nikki at: parkvetcentre@nvanet.com. We look forward to hearing from you!

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.

VERY WELL-EQUIPPED CENTRAL ALBERTA clinic for sale - busy companion animal caseload in excess of 1M annually. Potential for equine and ruminant expansion. Great team! Located 30-55 minutes of several major centers and specialty clinics. Present owner can assist with transition over a short or longer term. Please contact: VetOpportunity4U@gmail.com.

PRESENTING A CHARMING, WELL- established single veterinarian small animal clinic in an Edmonton neighborhood that is about to boom! Great location on a busy intersection now asking nearly \$100,000 less than appraised value, this opportunity is worth a closer look. Contact myvet2018@gmail.com.

WELL-ESTABLISHED, 1-2-DVM SMALL ANIMAL practice for sale in the beautiful Rocky Mountains of Crownsnest 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 Crownsnest 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, well over the city's average. Located along 91 Street and 25 Avenue, it's easily accessible to the Anthony Henday, QEII Highway and Nisku Spine Road. Lease rates, tenant improvement allowances and other deal items are negotiable. Please call Kira at 780-441-9412 for more information. Email: kira.bocian@rohitgroup.com. Website: <https://www.rohitgroup.com/companies/commercial/our-properties/orchards-gate>.

EQUIPMENT FOR SALE/WANTED

LEASE TAKEOVER ABAXIS, VETSCAN VS2, HM5C, Vetscan UA, Vetscan VSPPro, VUE analyzer + Tablet Included 12 comp and 1/3 HM5 every month (Reg: \$459.96 + \$649.73 / 3= \$676.53 + tax), You Pay \$581.40 + tax every month and keep instruments at end of term. I pay transfer fee. Reason: we have 2 labs. Email: vetdocca@gmail.com.

WE ARE RENOVATING AND HAVE A BANK OF cages we have never used for anything other than storage. These stainless steel dog cages are currently in a 2 wide x 3 tall configuration (5.5 feet wide, 6 cages). Three cages are 36 W x 30 H and three are 30 W x 30 H. Paid \$5,000 three years ago and willing to entertain offers. Please contact: asmith.admin@tamarackvet.com.

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