

MEMBERS' MAGAZINE

■ JANUARY-FEBRUARY 2021

Pulse Veterinary
Specialists & Emergency | **22**



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- 16** Focus on Wellness:
Choose Healthy Habits
over Resolutions in 2021
- 20** 2021 ABVMA Virtual Leadership
Summit, Awards Ceremony and
Annual General Meeting

LET'S END



PET OBESITY



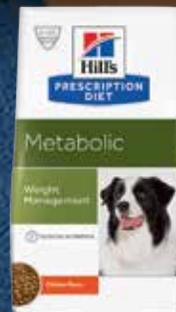
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The ABVMA Members' Magazine is a bi-monthly publication of the Alberta Veterinary Medical Association delivered free of charge to members of the ABVMA.

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2021 ABVMA Virtual Leadership Summit, Awards Ceremony and Annual General Meeting



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Pulse Veterinary Specialists & Emergency

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EDITORIAL POLICY

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

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

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

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Editor's Notebook

I HAD A RECENT CONVERSATION WITH ONE

of our long-time members about his concern with providing emergency care to an animal. His issue was that he had attended an animal at a great distance from his practice to provide emergency care for a non-client where the primary veterinarian couldn't/wouldn't attend to the farm. We all know that there are instances when we simply cannot physically make an appointment due to a concurrent emergency, but his concern was the increasing frequency with which this was happening.

We all know that we have a shortage of veterinary professionals, but are we developing a shortage of veterinary commitment? Those of us who live in a large urban centre with access to 24-hour emergency services do not have to worry about this. When the practice closes each day, calls are referred to an emergency service, and we go about our lives until the next day. But what about those practices, especially rural ones, that do not have access to emergency service, and must provide it themselves?

As the *Handbook of Prescribing, Dispensing, Compounding and Selling Pharmaceuticals* states, part of the responsibility of a veterinarian-client-patient relationship (VCPR) is that we are available for, or have arranged for, follow-up evaluation especially in the event of adverse reactions or failure of the treatment regimen. How do we do this when a veterinary practice covers a large geographical area? We have members who are practicing in all four western provinces, and there is no possible way that they can fulfill this requirement of a VCPR. What do they do when a client calls with an emergency?

Is it OK to inform clients that you cannot do emergency calls? What if the local practice declines to provide emergency service as they are not providing routine services? Whose problem is it? Is it the responsibility of the "travelling" veterinarian or the local veterinarian to ensure that emergency services are provided? Is it just the producer's problem?

These are questions we/you need to answer. Not only is it an animal welfare issue at the time, but also it becomes a reputational problem for the profession if not addressed. What are your commitments?

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Kirsten Aarbo, DVM

—
President, Alberta Veterinary
Medical Association

...WITHOUT THIS TIME FOR STUDENTS TO IMPLEMENT THE PRACTICAL ASPECTS OF THEIR STUDIES, THEY WILL ENTER INTO THE PROFESSION A STEP BEHIND — AND NOW IS A TIME THAT WE NEED THEM TO BE READY TO RUN.



HELLO AND I HOPE THIS FINDS

everyone well! I think given the ever-changing landscape of COVID-19, I'd like to note that this was written November 17. We have now entered the second wave, case counts have been increasing and hitting record numbers, triggering some restrictions and concerns for more measures to try to control the virus. This has placed additional pressure on veterinary professionals, contributing to the ongoing workforce shortage. Companion animal clinics are still experiencing increased workload, often with reduced staff available. All day-to-day practice of veterinary medicine requires close attention to physical distancing and protective measures, requiring more time and staff attention in most cases.

The ABVMA has been working very hard with the Alberta government, educational institutions and other stakeholders to try to increase the number of veterinarians and RVTs available in the province. While there are numerous opinions as to how this deficiency can be corrected over the short or long term, one clear answer is ensuring the training of our young professionals. UCVM has added an additional 20 seats to their entering class this year, and the RVT programs have been increasing their graduation capacity over the past few years, from approximately 170 to 230 graduates/year.

To that end, I wanted to remind our membership that even through the challenges of COVID-19, providing the

opportunity for students to obtain work experience in practice is so important for the future of our profession. I understand that the training of RVT and veterinary students takes time, and right now that is a tough demand. I also understand that this is another person to add into the bubble of social contact for practices. However, without this time for students to implement the practical aspects of their studies, they will enter into the profession a step behind — and now is a time when we need them to be ready to run.

Providing an opportunity for an RVT student or veterinary student to complete a practicum or work for the summer benefits more than the student. Helping teach skills can be energizing for many, and can also serve to refresh or update medical concepts for those of us who have been in practice for some time. There's nothing like having to teach a concept to ensure you have it accessible, and when I'm reviewing a case with students or new graduates, I do find it is a great jumpstart for some refreshment. These students will also need to find a place to land on graduation, so hosting one may provide the opportunity to add a new permanent member to your practice.

Last summer was a tough time for veterinary and veterinary technology students. I strongly hope that as we continue to adapt to our new normal that we can help support our newest members and help them gain the solid footing they need to join the profession.

2020 ABVMA Annual Report

Notice to Members

The 2020 Annual Report, along with the 2021 Annual General Meeting package, will be available to members only on Jan. 28, 2021, on your member portal home page (login required).



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

WE ARE ALL MEMBERS OF AN

exciting and vibrant profession. However, that is not to say that veterinary professionals do not encounter challenges every day, both on a working level and at a higher professional level.

The foremost challenge that we all face is the current pandemic. Maintaining the provincial health regulations while continuing to sustain practice has been a physical and mental strain for everyone, particularly solo owners and small practices, with stretched hours and human resource shortages. Yet even during this stressful time, practices are reporting that they are conducting more commerce than ever. New pet ownership is up, people are home more and noticing health problems with their pets leading to increased clinic visits, and people continue to desire high quality animal protein in their diets. Veterinary practices are very busy.

If “busyness” is an indicator of the health of the profession, then we would anticipate all is well. However, let’s look at some of the other challenges we face before we make that diagnosis. We know that we have a national shortage of veterinary professionals, as indicated in the recent CVMA survey and the long list of classified ads in the *ABVMA Members’ Magazine*. Our current Canadian veterinary school graduates are only filling the gap left by retiring veterinarians. We are not keeping up with the increased population growth and demands of the country. The CVMA survey indicated that there is an even greater demand for technologists than veterinarians. Although there has been an increased number of technologist graduates in the past few years, retention is a problem for us. Many leave the profession long before the usual retirement age, and we must ask ourselves why. We also need to determine whether the same is happening for veterinarians. Shortages put a strain on everyone.

In order to fill the growing gap, our veterinary and technical colleges must

produce more graduates, or we need to attract them from around the world. Given the global shortage of veterinary professionals, that may not be successful, either. There is already a large number of Canadian students attending veterinary schools abroad that return to Canada each year. Still, it is not enough. Perhaps there are veterinarians and technologists who have prematurely left the profession who we can attract back. We will need to discover why they left in the first place and address those issues if possible. We need also to ensure that they have a healthy profession to which they return.

In order to maintain a healthy and vibrant profession, we all must do our part. One of the most significant tasks that we can perform, and perhaps even a professional responsibility, is to mentor students and new graduates to ensure that they receive a strong, effective and positive start into the profession towards a long and fulfilling career. This begins when students are in school by supporting the Distributed Veterinary Learning Community of UCVM, or by taking practicum students from one of the four technical colleges. Hiring students for summer jobs is also a great way to mould and influence our future professionals, not only in technical tasks and skills, but also in the life skills necessary to survive and thrive in a challenging profession such as ours. A student today may be a full-time employee of tomorrow.

Veterinary medicine has a great future, but like anything worth having, it is something that we have to work on every day. We need every veterinary professional that we can hire, graduate or attract to ensure a strong veterinary profession to take us through the next decade. We also need to make sure they start into practice on the right foot even with all of the challenges that we face daily. We all have a part to play in the healthy future of the profession.



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

October 16 & 17, 2020

Tracey Ruzicka, RVT

- The meeting started with a thank you to Dr. Baljit Singh for his service and time on Council. Also, congratulations on his new position with the University of Saskatchewan as Vice President of Research. Dr. Aarbo will represent ABVMA on the search committee for dean selection.
- ABVTA is hosting an eight-series webinar on Psychological Safety and First Aid, which will be hosted by Dr. Kathy Keil and Coral Doherty, RVT. It will start on Jan. 8, 2021. Registration is scheduled to open on Jan. 1, 2021. This will be open to veterinarians, registered veterinary technologists and support staff.
- PIPS Committee is working on a plan to aid VPEs struggling with the PIPS standard for a designated anesthetist and asked Council for some guidance. The importance of protecting the public and animal welfare was discussed, and how this needs to be considered first when working on this project. Council agreed a legal opinion should be acquired. We need to consider how many VPEs are struggling with this PIPS standard, and that it seems to be a relatively small number. It was stated that it should be a very short-term plan with the goal of all veterinary practices meeting this requirement. Dr. Forseille will continue to work on this project with PIPS and bring it back to Council for the November meeting or sooner on a teleconference.
- Council underwent “Committee of Council” training with Karen Smith from Parlee McLaws.
- Update on veterinary antimicrobial stewardship
 - ♦ One Health Antimicrobial Stewardship Conference was rescheduled and will be held virtually March 10-12, 2021
 - ♦ The documentary is still being filmed and in progress
 - ♦ The Raised with Care podcast series has been well received. Six podcasts in the series have gone live and they have been getting a lot of views after the live events and on YouTube.
- Registration Day had about 360 attendees for the Zoom meeting. Despite a few technical issues, the feedback was positive and overall Council felt it was a successful day.
- The ABVMA/ABVTA Veterinary Professional Workforce Project survey has a low participation rate of about 16 per cent so far. Staff will be sending out email reminders for employers and employees.
- Calgary Humane Society (CHS) sent a proposal letter to offer an additional service to the public in a specific circumstance. Currently they provide no charge services to the public in three cases: post-adoption surgeries and postoperative care, Emergency Boarding and Keep Them Home Program, and the Pet Safe Keeping Program. They are asking for approval to provide care to a member of the public if the pet is presented for surrender because the client could not afford treatment and the owner would qualify for the Tails of Help (TOH) Program. CHS would provide no-charge, short-term care until the client could return to their regular veterinarian and the TOH funding can be provided for treatment. The goal is to keep the pet in their home. Council discussed how this could deter surrender while the animal gets the veterinary care it needs. It was viewed to be win-win for public protection and for animal welfare.



TRACEY GREW UP ON A MIXED BEEF AND GRAIN FARM

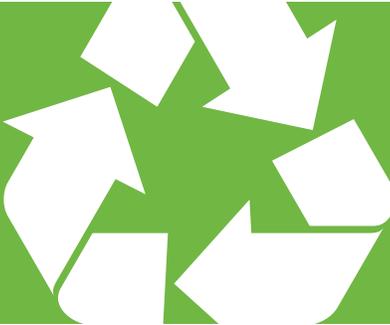
in southern Saskatchewan. Graduating from Lakeland College in Vermilion in 1998, she began working in mixed animal practice in rural Saskatchewan before moving to Calgary in 2000.

Tracey has worked at Bow Bottom Veterinary Hospital since 2001. After attending AAHA's Veterinary Management School in Colorado, she was promoted to Practice Manager in 2007 and handles the practice administration, as well as helps out the RVTs where needed.

Tracey spent five years as a Board of Director for the Alberta Veterinary Technologist Association and served on the executive for three years. She completed two terms on the ABVMA Practice Inspection Practice Standards Committee and one year on ABVMA Practice Review Board before joining Council last spring. Volunteering and being involved is very important to Tracey; she also loves meeting and chatting with colleagues and new friends.

Tracey Ruzicka, RVT

RVT Member of Council, South District



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.

OUR VISION
Healthy animals and people in a healthy environment.

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

OUR VALUES

 **PROFESSIONALISM**
Demonstrating ethics, fairness, responsibility and accountability

 **INTEGRITY**
Exemplifying honesty, trust and transparency

 **LEADERSHIP**
Inspiring a path that is adaptable and visionary

 **INCLUSIVITY**
Fostering a safe, positive and collaborative environment

 **RESPECT**
Interacting with empathy, compassion and dignity



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #19-39

A formal letter of complaint was received about the care provided to a cat.

The complaint was against the responsible veterinarian and the permit holder.

The cat was presented with a complaint of being lethargic, coughing and gagging and open-mouth breathing. The cat was fractious and could not be examined without sedation.

The cat was sedated for an examination of the back of his throat, which was determined to be inflamed and possibly infected. Blood work and radiographs were not undertaken as the treating veterinarian deemed them unnecessary.

The clients remained in the waiting room during treatment. At that time, they overheard reception telling another client there was a wait as a result of an emergency in the back of the clinic. Upon inquiry, the clients were advised that it was their cat that was the subject of the emergency.

The treating veterinarian left the clinic and responsible veterinarian assumed responsibility for the discharge of the cat.

The treating veterinarian did not document information that would permit the responsible veterinarian to provide continuity of care for the cat.

At the time of discharge, the cat was hissing and lunging at the kennel door. The cat was restrained, the catheter removed and the cat was observed for at least five minutes. After monitoring, the responsible veterinarian was satisfied that the cat was ready for discharge.

The clients were not provided with completed and proper discharge instructions for the cat. Within five minutes of arrival at home, the cat passed away. Upon return to the veterinary practice, there was marked generalized subcutaneous emphysema present through the thorax and abdomen.

A necropsy was declined by the clients.

The veterinary practice entity (VPE) computer was affected by a malware virus. No computerized medical records were accessible by staff, which impacted medical records created relating to the cat.

The single letter of complaint gave rise to two complaint cases, one against the permit holder and one against the responsible

veterinarian. The reports of the investigations into the two complaints were reviewed by the Complaint Review Committee (CRC).

The CRC made a decision to dismiss the complaint against the responsible veterinarians and refer the complaint against the permit holder for a hearing.

The permit holder, represented by the responsible veterinarian, took full responsibility for their role in the matter. The permit holder and VPE had addressed the identified issues prior to the matter proceeding to a hearing. The responsible veterinarian entered into consent discussions and on behalf of the permit holder accepted responsibility. The consent order, including a statement of facts, agreed findings of unprofessional conduct and agreed sanctions were accepted by the hearing tribunal at a hearing on Oct. 8, 2020.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Medical and Surgical Management

1. That the permit holder failed to ensure that the cat received diagnostics and treatment. Specifically, that it failed to ensure that there was continuity of care provided to the cat.

Discharge

2. That the permit holder failed to provide proper discharge instructions for the cat.
3. That the cat was discharged to go home in an unstable condition.

Communication

4. That practice staff at veterinary practice entity operated by the permit holder failed to ensure proper effective communication with the owner of the cat.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (x) and/or (xi) of the *Veterinary Profession Act* (VPA), R.S.A. 2000, c. V-2, as amended.

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 VPA. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the permit holder.

NO RIGHT OF APPEAL

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

ORDERS AS TO SANCTIONS:

1. A written reprimand shall be issued against the permit holder.
2. The permit holder will provided the Complaints Director, within 60 days of this order, its policy and procedure with regards to communication, continuity of care and discharge of patients.
3. The permit holder will 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 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.

The Hearing Tribunal noted in their decision that the responsible veterinarian's response to the complaint outlined the expectations of the veterinary practice entity with respect to client interaction, communication and service. An internal investigation into this incident was undertaken, and the letter outlined the findings of this investigation and the actions that had taken place and were ongoing. The Hearing Tribunal appreciated that the veterinary practice and the responsible veterinarian have taken this matter seriously and have already undertaken corrective action.

COMMENT

This case provides an opportunity for understanding two matters occasionally encountered in dealing with complaints.

Complaint received against the "wrong member"

It may be reasonably concluded in this case that the initial attending veterinarian had some responsibility for the outcome of this case. The attending veterinarian was not named in the letter of complaint and as such the investigation and matter did not proceed against them. The process does not permit changing the member against whom the complaint is against. In this respect, there are occasions where the complaint may appear to have been made against the "wrong member." In all cases, the investigation and determination of the complaint will follow the process established in legislation.

In some cases, the Complaints Director may initiate a complaint when satisfied that a member's conduct reaches the threshold established in sec 27.1:

Aware of unprofessional conduct

27.1 Despite not receiving a complaint under section 27(1), if the Complaints Director has information that on reasonable grounds causes the Complaints Director to believe that the conduct of a registered member constitutes unprofessional conduct or ... the Complaints Director may treat the information as a complaint received under section 27(1).

Responsibility of Permit Holders

There is often misunderstanding about the responsibility and accountability of permit holders engaged in the practice of veterinary medicine.

A permit holder is a corporation that meets the requirements of the Veterinary Profession General Regulation to be approved as a permit holder. A permit holder is provided scope of practice in the VPA:

Part 1

Scope of Practice

Exclusive scope of practice

2(1) Except as otherwise provided in this Act, no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine.

The VPA provides that a permit holder engaged in the practice of veterinary medicine is subject to the same accountability to the legislation in their interactions with a client as a registered veterinarian:

Liability to others

63(1) The relationship between a permit holder engaged in the practice of veterinary medicine and a person receiving the professional services of the permit holder is subject to this Act, the regulations and any other law applicable to the relationship between a registered veterinarian and the registered veterinarian's client.

In complaint cases, there is often shared responsibility between individual veterinarians, technologists and permit holders that are engaged in providing care. There are individual responsibilities and shared responsibilities. In this case, there were findings of unprofessional conduct that clearly fell to the permit holder (communication and providing continuity of care) and findings where it could be argued that the responsibility would be shared between and individual veterinarians and the permit holder (discharge instructions).

It is also noteworthy that the VPA provides that the individual professional responsibility of a veterinarian is not affected or diminished by a relationship with a permit holder:

63(2) The relationship of a registered veterinarian to a permit holder, whether as member, shareholder or employee of the permit holder, does not affect, modify or diminish the application of this Act, the regulations and the bylaws

(a) to the registered veterinarian personally as a registered veterinarian, or

(b) to the relationship between the registered veterinarian and the registered veterinarian's client.

In this respect, the individual personal responsibility and accountability of the veterinarian is maintained, regardless of the relationship with a permit holder.

Council approved the following at the November 2020 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Lynnette Carlson, #3123	Nov. 2, 2020
Dr. Lorand Attila Finyak, #2533	Oct. 26, 2020
Dr. Laurent Jacod, #2261	Nov. 3, 2020
Dr. Bruce Grahn, #694	Nov. 3, 2020
Dr. Kimberlee Darvill, #1106	Nov. 5, 2020

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Ashley Hawley, #2654	Oct. 7, 2020
Dr. Tara Morris, #3270	Dec. 7, 2020
Dr. Sarah Hanson, #3002	Nov. 2, 2020
Dr. Thuy-Duong Pham, #3121	Jan. 1, 2021

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Erin Zachar, #2359	Oct. 15, 2020
Dr. Samantha Foster, #3021	Oct. 8, 2020
Dr. Christine Eliason, #3400	Oct. 20, 2020

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Claire Windeyer, #2290	Nov. 2, 2020
Dr. Kevin Schulz, #1749	Dec. 31, 2020

Cancel General Practice Registered Veterinarian

Dr. Tejeshwar Chatrath, #3841	Oct. 31, 2020
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Cancelled Non-Practicing Veterinarian Member

Dr. Gurpreet Passi, #3421	Nov. 4, 2020
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Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Ellen Lagore, #3722	Oct. 14, 2020
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Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Patricia Garcia Rosas, #3840	Oct. 27, 2020
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Cancelled Supervised Limited Practice Registered Veterinarian reinstate as Temporary Registered Veterinarian

Dr. Asel Murtatha, #3809	Oct. 21, 2020
Dr. Phillip Deng, #3414	Oct. 29, 2020

Registered Veterinary Technologists

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

Laura Schmitke, #3842	Oct. 1, 2020
Christine Strand, #3176	Oct. 6, 2020
Kelsey Watkinson, #3185	Jan. 1, 2020
Janessa Jefferson, #3366	Oct. 28, 2020
Fallon Racette, #3469	Jan. 1, 2021
Angelica Dodd, #2544	Nov. 30, 2020
Shaylene Syrota, #3884	Nov. 2, 2020

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

Crystal Ferguson (McLeod), #2148	Sept. 1, 2020
Mallory de Rooy, #3861	Jan. 1, 2021
Sydney Bowles, #3189	Oct. 24, 2020
Jaycee Cook, #2957	Nov. 9, 2020
Tracey Howe, #3085	Nov. 16, 2020
Skylla Schwalm, #3501	Oct. 12, 2020
Julianne Aubin, #2464	Oct. 3, 2020

Cancel Non-Practicing Veterinary Technologist Member

Keli Pawlick, #2515	Nov. 4, 2020
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Reinstated General Practice Registered Veterinary Technologist

Andrea Sebok, #2992	Oct. 6, 2020
Radiance Dyck, #3832	Oct. 14, 2020
Sharon Doll, #1771	Oct. 22, 2020
Karissa MacIntyre, #2195	Oct. 23, 2020
Emily Giesbrecht, #3248	Oct. 23, 2020

Reinstated cancelled Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Kaytlin Evans, #3990	Oct. 6, 2020
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Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Adrianna Tooth, #4022	Oct. 7, 2020
Lisa Thompson, #4023	Oct. 7, 2020
Raelene Sali, #4040	Oct. 7, 2020
Hilda Hernandez, #4071	Oct. 7, 2020
Jessie Phillips, #4079	Oct. 7, 2020
Brittney Eyles, #4085	Oct. 7, 2020
Alexandrea Metcalf, #4096	Oct. 7, 2020
Maira Anderson, #4100	Oct. 7, 2020
Jaelynn Tschetter, #4102	Oct. 8, 2020
Ashlyn Latreille, #4103	Oct. 8, 2020
Hayley Graham, #4125	Oct. 8, 2020
James Neuman, #4129	Oct. 8, 2020
Kaycee Meggitt, #4131	Oct. 8, 2020
Courtney Hrynew, #4134	Oct. 8, 2020
Justine Gagne, #4139	Oct. 8, 2020
Rachel McGilvery, #4141	Oct. 8, 2020
Micaela Colangeli, #4145	Oct. 8, 2020
Kelsey Rogers, #4148	Oct. 8, 2020
Eri Uchikawa, #4154	Oct. 8, 2020
Ryley Patriquin, #4162	Oct. 8, 2020
Paige Smylie, #4168	Oct. 8, 2020
Nicolle Naslund, #4157	Oct. 8, 2020

Cancel Provisional Veterinary Technologist Member

Vanessa Moreault, #3296	Aug. 25, 2020
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Transfer Provisional Veterinary Technologist Member to Limited Practice Registered Veterinary Technologist (Small Animal)

Snaa Tirmizi, #4150	Oct. 27, 2020
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Permits

Permit to Practice Approval

	Effective Date
Edmonton Pet Hospice and Comfort Care Ltd. (Dr. Jennifer Marshall #2497)	July 22, 2020
2270066 Alberta Ltd. (Dr. Amanda Elliott #2857)	Aug. 7, 2020
2190670 Alberta Ltd. (Dr. Amanda Ackert #2731)	Aug. 23, 2020
North West Veterinary Dermatology Service Ltd. (Dr. Tyler Udenberg #3306, Dr. Vincent Defalque #3462)	Aug. 25, 2020
Balanced Equine Wellness Holistic Veterinary Services Inc. (Dr. Heather Mack #3327)	Aug. 21, 2020

Provisional Approval of New Veterinary Practice Entities

Magnolia Veterinary Services	Bonnyville
Dr. Wendy Vet Care	Cochrane
Synergy Equine Veterinary Services	Dewinton



Acadia Drive Animal Clinic
Airdrie Animal Health Centre
Animal Medical Centre North
Bow River Veterinary Centre
Crossroads Animal Hospital
Didsbury Veterinary Services
Fish Creek 24 Hour Pet Hospital
Killarney Cat Hospital
Little Creek Veterinary Clinic
Lomsnes Veterinary Hospital
McKnight 24 Hour Veterinary Service
Mill Creek Animal Hospital
Mission Ridge Animal Hospital
Morinville Veterinary Clinic
Southpointe Pet Hospital
Southern Alberta Veterinary Emergency

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**VET**
STRATEGY

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:

NOVEMBER 2020

- 2:** R/DR/AR PIPS Committee Meeting
DR CVMA working group Veterinary Workforce
- 3:** R/DR teleconference with Pam Cholak, Government Relations Advocate
- 4:** R/DR/AR/CM One Health Workshop webinar AMR Surveillance and Risk Assessment
CM biweekly teleconference with EV+ digital marketing agency
DR/AR/CM/ Stewardship Conference program planning
- 5:** R/CM John Waters Zoonotic Diseases (JWZD) Program Planning Committee
- 5-7:** AR CVTEA biannual meeting
- 6:** R NFACC Meeting
- 9:** AR Wildlife & Ecosystem Health Advisory Committee Meeting
- 10:** R/DR/AR/CM Labour Market Workforce Project Update Meeting
R/DR ACP/UFA Discussion Meeting with Dr. Lehman
- 12:** R/DR/AR/CM One Health Workshop webinar AMR Opportunities and Future Directions
R International Networking Group Meeting
- 13:** R/DR/AR/CM teleconference with Pam Cholak, Government Relations Advocate
- 17-18:** P/PP/R/DR/AR/ Virtual Council Meeting
- 17:** R ABVTA Board of Directors Meeting
- 18:** CM Ag for Life Educational Symposium
DR CVMA working group Veterinary Workforce

- CM biweekly teleconference with EV+ digital marketing agency
- 20:** R NAIT Animal Health Technology and Veterinary Medical Assistant Program Advisory Committee meeting
- 23:** AR CVTEA virtual accreditation pre-meeting
DR Understanding + Implementing Bill 46: A Guide for Colleges webinar
- 24:** R Innovation and Technology Advisory Group
DR Tails of Help Zoom meeting
DR Companion Animal Disaster Response Committee
- 25:** R/DR Meeting with Animal Care and Control Centre
R/DR/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
R/DR/AR/CM Program Planning Committee meeting - One Health Antimicrobial Stewardship Conference
R/DR/AR/CM Antimicrobial Stewardship Project Meeting with EV+ digital marketing agency
P/PP/VP/R/DR/AR/CM ABVMA/ABVTA Joint Executive Meeting
- 26:** DR Hearing R Triplicate Prescription Program Steering Committee Meeting
- 27:** R/DR Practice Review Board Meeting
- 30:** R/DR Canadian Council of Veterinary Registrars (CCVR) Zoom Meeting

DECEMBER 2020

- 1:** DR Quarterly meeting with F12, IT provider
R/DR CCVR Zoom Meeting

- 2-3:** AR Virtual CVTEA Accreditation Site Visit
- 3-4:** DR Hearing
- 3:** CM CVMA Provincial Communications Zoom Meeting
- 4:** R Alberta Farm Animal Care Board Meeting
- 7:** DR Hearing
- 8:** R/DR/AR/CM Labour Market Workforce Project Update Meeting
DR SAVI EAG meeting R Alberta Farm Animal Care Board Meeting
- 9:** R Biosecurity Champions Meeting
DR SAVI EAG meeting R/DR Monthly Teleconference with Dr. Lehman and Pam Cholak
- 10:** DR Committee of Council Appeal Webex
- 11:** R/DR VPE Task Force Teleconference
- 14:** AR UCVM VETM323 final projects
- 15:** DR Tails of Help Zoom Meeting
- 16:** P/PP/VP/R/DR/AR/CM Executive Council Meeting
R/DR/AR/CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
R/DR/AR/CM Preliminary Survey Results of Labour Market Workforce Project
CM biweekly teleconference with EV+ digital marketing agency
- 18:** R Audit Committee GoToMeeting with Auditor
- 22:** R/DR/AR/CM Labour Market Workforce Project Update Meeting
- Dec. 24, 2020 – Jan. 3, 2021:**
ABVMA office closed for Christmas break

LEGEND

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

Member Engagement

2021 ABVMA VIRTUAL LEADERSHIP SUMMIT, AWARDS RECOGNITION CEREMONY AND ANNUAL GENERAL MEETING (AGM)

As per the announcement on page 20, details and registration will open this month on your member portal homepage.

TO REGISTER:

Members of ABVMA Leadership Group (Council and committee members)

Watch your email the week of Jan. 4, 2021. Full program details and registration form will be provided. Information will also be posted on your committee portal page (login required).

ABVMA members at large

Information about the CE session, awards ceremony and AGM, along with a registration form, will be available on the Member Portal Home Page (login required). Watch your E-News for updates on when information is available on your member portal.



One Health Antimicrobial Stewardship Conference

Alberta 2021

2021 Virtual One Health Antimicrobial Stewardship Conference March 10-12, 2021

The theme for this conference is *One Health opportunities for antimicrobial stewardship in animals, humans and the environment* and will feature three half day live virtual sessions with expert presentations, live virtual trainee research abstract presentations, and recorded research abstract presentations."

Conference Highlights:

Day One, March 10, 2021

Antimicrobial Stewardship – the Big Picture

Day Two, March 11, 2021

Antimicrobial Stewardship Challenges

Day Three, March 12, 2021

The Vision for Antimicrobial Stewardship –
how do we move forward?



Approved by the ABVMA for 12 hours of approved continuing education credit for veterinarians and veterinary technologists.

Complimentary registration!

[Register Now](https://ohab.ca/one-health-2021)

<https://ohab.ca/one-health-2021>

Hosted by the Alberta Veterinary Medical Association



Thanks to our program planning partners:

Alberta Agriculture and Forestry, Alberta Health, College of Physicians and Surgeons of Alberta, University of Alberta School of Public Health and Faculty of Medicine and Dentistry, University of Calgary, Faculty of Veterinary Medicine, Antimicrobial Resistance-One Health Consortium, One Health at UCalgary



Louis Kwantes, DVM

Alberta Representative on
CVMA Council

WE'RE WITH YOU EVERY STEP OF YOUR WAY

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

Questions or Suggestions?

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



CANADIAN VETERINARY
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DES MÉDECINS VÉTÉRINAIRES

One Profession. One Strong Voice.

Working Together to Prevent Suicide in Vet Med

In recognition of International Survivors of Suicide Loss Day, Merck Animal Health and the CVMA, as part of the annual Time to Talk about Mental Health in Vet Med campaign, hosted a webinar on Thursday, Nov. 19, 2020, titled, "Crafting a Safety Plan to Prevent Suicide." You can view all recorded webinars in the Mental Health Awareness Resources page of our website.

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

This survey is for ALL veterinary team members! Read more on the Mental Health Awareness Resources page of our website.

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. Visit the CVMA's dedicated COVID-19 web page for new information, resources, and recorded webinars.

COVID Canine Adoptions: What to Expect and How to Help!

CVMA and Elanco held a webinar on COVID Canine adoptions, featuring Dr. Enid Stiles and Joanie Leclair, RVT, where attendees learned about the effects of lack of socialization on puppies, the basics treating and preventing separation anxiety, and simple tips to work with dogs in clinic to help reduce their stress. Visit the CVMA website's Practice Tools – Coronavirus (COVID-19) section to view the webinar recording.

CVMA's Veterinary Townhall Series

The COVID-19 pandemic continues to be a major disruption to veterinarians and clients. Although the profession has demonstrated a resiliency and ability to adjust as needed, the situation is dynamic and questions and concerns arise as we move towards recovery and renewal. CVMA initiated a weekly "Townhall" Webinar series with this in mind, aimed at all members of the Canadian veterinary community, offering guidance,

answering questions and addressing concerns. The webinars are recorded and posted in the CVMA website's Practice Tools – Coronavirus (COVID-19) section. Below is a list of recorded webinars so far.

- **Week 10:** Staying Safe in Your Practice
- **Week 9:** Risks and Reopening
- **Week 8:** The Business Realities of Running a Veterinary Hospital
- **Week 7:** A Canadian Update, a Review of SARS-CoV-2 in Animals, Clinic Precautions, & an Industry Update
- **Week 6:** A COVID-19 in Animals Update and Practical Advice for Clinics
- **Week 5:** Questions & Answers: Legal Perspectives & Practice Management During COVID-19
- **Week 4:** Recovering from COVID – What this Means for Your Practice
- **Week 3:** SARS-CoV-2 in Animals, Recovery Planning, and Industry Relationships
- **Week 2:** Update on COVID-19 in Animals and a Look Ahead at Social Distancing During Recovery
- **Week 1:** Navigating through COVID-19

CVMA and CFIA Hosts African Swine Fever (ASF) Series

Dr. Egan Brockhoff and Dr. Christiane Klopfenstein moderated these webinars and Dr. Amy Snow, National Manager, CFIA, Dr. Bobbie Lundquist, National Operations Veterinary Specialist, CFIA, and Dr. Sonja Laurendeau, National Operations Veterinary Specialist, CFIA, host them. Visit the CVMA website's Practice Tools – African Swine Fever section for more ASF information and to view the recorded webinars.

Stewardship of Antimicrobials by Veterinarians Initiative (SAVI)

The CVMA is spearheading a new multi-stakeholder antimicrobial stewardship initiative. SAVI, the *Stewardship of Antimicrobials by Veterinarians Initiative*, is conceived, driven and managed by Canadian veterinarians. It aims to provide veterinary professionals with the knowledge and tools necessary to make informed decisions on antimicrobial use in a wide range of species. Visit SAVI.vet for information.

Modernizing Requirements for the Emergency Drug Release (EDR) Program for Veterinary Drugs

Health Canada announced the publication of final regulations on Oct. 14, 2020, Part II, amending the Food and Drug Regulations to modernize emergency provisions – the Special Access Program (SAP) for human drugs and the Emergency Drug Release (EDR) program for veterinary drugs. The following information is available on Canada.ca:

- New EDR web page providing key program information and how to apply
- New and revised forms including an EDR Request Form for veterinary practitioners
- EDR Follow-Up Form for veterinary practitioners
- EDR Pre-Positioning Form for manufacturers

The Veterinary Drugs Directorate held a virtual information session and provided a regulatory changes overview and implementation details.

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE

2021 CVMA Award Nominations

The 2021 Awards nomination period is open. CVMA recognizes veterinarians annually for outstanding contributions to the profession. Visit the CVMA Awards website section for information on awards, to access the nomination form or read nomination package details. **Nomination deadline: Jan. 31, 2021**

WE HELP YOU ACHIEVE A BALANCED CAREER AND A SUCCESSFUL LIFE

The CVMA Hybrid Convention in Calgary, AB!

Reunite with colleagues and participate in hands-on labs at the University of Calgary. Interact in workshops and elevate yourself

in Masterclasses under the hospitality of the Hyatt Regency Calgary. Can't make it in person? Join us virtually from your own home! The 2021 CVMA Hybrid Convention CE program has been adapted to offer engaging presentations, with over 110 CE hours, for in-person and virtual attendees. Registration rates are discounted rates for 2021 with no risk cancellation policies. To learn more, visit <https://pheedloop.com/cvma21/site/registerfaq>

VetSurvey2020

The VetsSurvey 2020 is live! In partnership with the World Small Animal Veterinary Association and veterinary publications, CM Research invites all veterinarians to participate in their independent, industry-wide survey covering COVID-19 impacts on veterinarians, personally and in their practices, as well as their outlook of the industry's future. Visit vetsurvey.questionpro.eu to participate.

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"Your success is our business"

Choose Healthy Habits over Resolutions in 2021

Marie K. Holowaychuk, DVM, DACVECC

AT THE START OF ANY YEAR, MANY OF US LOOK TO

this new beginning as a “fresh start” or “clean slate.” In fact, habit-forming experts say the start of a new year, season, job or relationship can be an excellent time to drop bad habits and pick up new ones. That said, when most people consider the new year, they think about setting resolutions. Unfortunately, studies suggest that while more than one-third of people set a new year’s resolution, greater than 80 per cent of those resolutions will have failed by mid-February. This can lead people to avoid making resolutions altogether, resulting in the perpetuation of unhealthy habits.

The good news is that there are a few tools and tricks that you can use to set yourself up for success in the new year, by forming healthy habits instead of resolutions. Here are 10 strategies for habit formation that will help you stick to your health-promoting goals for 2021 (e.g., exercising daily, sleep longer) or drop those bad habits that followed you throughout 2020 (e.g., excessive social media use, pandemic snacking).

1 SMART: Setting vague goals such as “eat more healthfully” are generally unhelpful. Instead, describe a goal using specific terminology (e.g., limit takeout to once weekly), and ensure that the goal is measurable (once), achievable (we didn’t say no takeout ever!), relevant (this will allow you to cook at home more, which tends to be more healthy) and timely (weekly).

2 FOUNDATION: To start more challenging habits (e.g., daily meditation), it is important to ensure that the basics are looked after first. Make sure that you are getting enough sleep (the experts recommend 7-9 hours daily for adults), exercising regularly (30 minutes, five times per week) and managing eating and drinking habits. These will prevent you from becoming physically or mentally depleted, which gives you the energy and self-control to start other healthy habits more effortlessly.

3 ABSTAINING: For many people, moderating something is difficult and abstaining is inherently easier. In other words, if you have difficulty indulging in something in small quantities (e.g., eating just one piece of chocolate), it is better to abstain altogether. This strategy can be used to decrease unhealthy habits such as eating too many snacks or sugary treats (i.e., avoid them completely).



The good news is that there are a few tools and tricks that you can use to set yourself up for success in the new year, by forming healthy habits instead of resolutions.

ABOUT THE AUTHOR:

Marie K. Holowaychuk, DVM, DACVECC is a small animal emergency and critical care specialist and certified yoga and meditation teacher who passionately advocates for professional well-being. Marie offers ABVMA CE-approved online wellness programs for veterinary team members, as well as workshops and retreats for practices and organizations. Please visit www.marieholowaychuk.com for more information. For more information about strategies for habit change, Marie’s favourite book is *Better Than Before*, by Gretchen Rubin.

4 CONVENIENCE: Making healthy habits as convenient as possible and unhealthy habits difficult to engage in will also help. For example, only keep healthy snacks at work and invest in gym equipment and a workout app so that you can exercise at home.

5 MONITORING: Some people are motivated by evidence that habits are making a positive difference. You can keep track of the habits you are trying to change such as how much/what you are eating using a food journal or how often you are moving/exercising with an activity monitor.

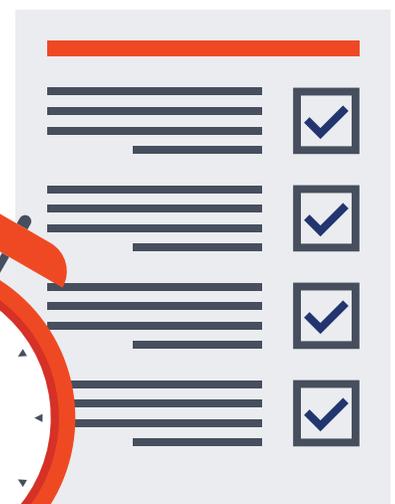
6 SAFEGUARDS: Our healthy habits are often derailed during periods of temptation or changes in routine. It is important to anticipate and plan for these situations. For example, if you plan to order takeout, can you check ahead to choose more healthy options? Or if your schedule will be disrupted, can you still make time for exercise?

7 ACCOUNTABILITY: Maintaining healthy habits is often easier when there is external accountability. This can be achieved by asking a friend or family member to call you out on your unhealthy habits or engage in healthy habits with you (e.g., attending a virtual yoga class together).

8 PAIRING: This tactic is used to ensure that you engage in healthy habits when doing something you enjoy versus pairing unhealthy habits with an activity you despise. For example, if you want to use the treadmill more you can limit yourself to watching your favourite show on your streaming service, only when you are on the treadmill. And if you really want to limit your social media use, only check social media when you are doing squats or crunches.

9 SCHEDULING: Most people benefit from having something scheduled in the calendar; these items are more likely to get done given the sense of accountability to the schedule. Consider signing up for workout or yoga classes ahead of time so that you are more likely to go.

10 LOOPHOLES: Watch out for loopholes that can derail your healthy habits. Examples include the tomorrow loophole (what I do today doesn't matter, I'll start my new habit tomorrow), the one-coin loophole (what difference does this one treat or one trip to the gym make?) or fake self-actualization (you only live once, so better not pass this up!).



Government Programs and Tax Considerations



Justin Rousseau, CPA, CA, CFA, Kingston Ross Pasnak (KRP) LLP Chartered Professional Accountants

IT IS NOT NEWS TO SAY THAT 2020

has been a tumultuous year for everyone around the world. This is especially true for small business owners, who on top of everything else, have had to navigate the ever-changing government programs, economic fluctuations and tax effects on their business.

It is important for small business owners to be aware of the major impacts of these programs, and how they can impact their company's income taxes as we approach the end of the year. The good news is that government funding is still available and there are many planning opportunities that exist. Here are some ways your small business can take advantage of the current economic reality.

Canada Emergency Wage Subsidy (CEWS)

In order to help small businesses make payroll and cover expenses, one of the best programs to take advantage of is the CEWS program. With this program, business owners may be able to receive a subsidy of up to 85 per cent of eligible remuneration paid between March 15 and Dec. 19, 2020, if their business had a decrease in revenue.

Businesses should keep in mind that the CEWS payments are taxable income to the employer and as a result, any CEWS payments received could result in taxes payable. The timing of the receipt of these subsidies can also impact the tax treatments.

Canada Emergency Business Account (CEBA)

Another program you can take advantage of as a small business owner is the CEBA. This program is intended to support businesses by providing financing for their expenses that cannot be avoided or deferred as they take steps to safely navigate a period of shutdown. The program initially launched as a \$40,000, interest-free loan, which the government recently announced will be expanded from \$40,000 to \$60,000 for all eligible previous and new CEBA applicants. If repaid by Dec. 31, 2022, this will result in loan forgiveness of 25 per cent (up to \$10,000).

A key consideration is that government and other assistance received in connection

The good news is that government funding is still available and there are many planning opportunities that exist.

with business or property is considered to be ordinary income when the assistance is received. This specifically includes forgivable loans. As a result, in the year your business receives CEBA, the forgivable portion of the loan would need to be taken into income, not in the year that the loan is actually forgiven. For any CEBA loans received in 2020, the small business will need to include 25 per cent of the balance of the CEBA loan received into its taxable income.

Reduction in Alberta Corporate Tax Rate

On June 29, 2020, the Government of Alberta introduced Alberta's Recovery Plan, which will, among other things, reduce Alberta's general corporate income tax rate to 8 per cent. This change is effective July 1, 2020. This results in a combined Federal and Alberta tax rate of 23 per cent (after July 1, 2020). As a result, Alberta will now have the lowest general corporate tax rate in Canada. Alberta's small business tax rate remains at 2 per cent. The combined Federal and Alberta small business tax rate is 11 per cent.

Simplifying your Corporate Group

Another thing for small businesses to consider now is to wind up or amalgamate corporations, partnerships or trusts to simplify or remove entities with little or no operations, or perform similar functions to eliminate fees and complexity. You may also want to look at removing minority shareholders at a low-value point.

Tax Loss Utilization and Loss Consolidation Strategies

If losses have been incurred as a result of the pandemic, these losses may be carried back to recover taxes paid over the last three years. As a byproduct of corporate restructuring, refunds may be applied immediately, rather than waiting until after your next year end. If you or other family members have

corporation(s) with losses, these losses may be available to offset future income in other related corporations moving forward.

Alternatively, you may have more than one corporation within a corporate group. One (or more) of these companies may be profitable, and one (or more) may be suffering losses at this time. The CRA has generally permitted the consolidation of losses within a related group through a variety of methods that may allow small business owners to utilize available losses to offset profits resulting in an overall reduction of taxes. There are a number of factors that must be considered before such a transaction can even be considered viable, and as corporate reorganizations are complex, tax and legal advisors should be consulted before implementing any loss consolidation transactions.

Personal and Corporate Pipelines

The removal of cash from your corporation as a dividend or salary triggers income tax; however, that tax can be minimized by using capital gains to remove funds from your company. Capital gains are taxed more favorably than dividends or salaries.

Business Transition Planning and Estate Freeze

If you're thinking about transitioning your business to new owners and you believe that your business has recently dropped in value, you may want to explore some of the planning considerations, including an Estate Freeze or refreeze in advance of the end of the year.

An Estate Freeze of a company can cap and potentially eliminate the amount of income taxes that will arise on you restate assets, pushing wealth to family members resulting in more for your family. An Estate Freeze can also be utilized to provide

a future opportunity for all members of a family, on a sale of an active business, to each receive up to \$883,384 proceeds (increasing over future years to \$1,000,000) tax free by claiming capital gains deductions to avoid regular income taxes on all or some of the proceeds.

These are challenging times, but there is a silver lining. There are currently many government programs and tax strategies that small businesses can take advantage of. These strategies can be effective for your business, but are complex; therefore, tax and legal advisors should be consulted before implementing any such strategies.





2021 ABVMA Virtual Leadership Summit

February 18 to March 2, 2021

The ABVMA will be replacing our regular Leadership Weekend with the 2021 ABVMA Virtual Leadership Summit, which will be spread over 12 days with a number of regular Leadership Weekend activities scheduled for Feb. 26-28, 2021. **All events listed below will be hosted virtually. All times are in MST.**

OVERVIEW OF EVENTS:

Thursday, Feb. 18, 2021

- 1-4 p.m.: Food Animal Advisory Committee Meeting

Friday, Feb. 19, 2021

- 9 a.m.-12 p.m.: Member Wellness Advisory Committee Meeting
- 12:30-1 p.m.: Joint Member Wellness/HRD Advisory Committee Meeting
- 1-4 p.m.: Human Resource Development Advisory Committee Meeting

Tuesday, Feb. 23, 2021

- 1-4 p.m.: Wildlife and Ecosystem Health Advisory Committee Meeting

Wednesday, Feb. 24, 2021

- 9 a.m.-12 p.m.: Legislated Committee Training
- 1-4 p.m.: Equine Advisory Committee Meeting

Thursday, Feb. 25, 2021

- 8:30 a.m.-3:30 p.m.: ABVMA Council Meeting

Friday, Feb. 26, 2021

- *8:30 a.m.-12 p.m.: Leadership Forum (participation open to members of leadership group and invited guests)
- 1-4 p.m.: CE Session: Unconscious Bias – Speaker: Alden Habacon*

Saturday, Feb. 27, 2021

- 9 a.m.-12 p.m.: Leadership Group Plenary Session: “If competence is the answer, have we asked the right question?” – Speaker: Dr. Zubin Austin (participation open to members of leadership group and invited guests)
- 1-4 p.m.: Companion Animal Advisory Committee Meeting
- 7-10 p.m.: ABVMA/ABVTA 2020 Awards Recognition Ceremony*

Sunday, Feb. 28, 2021

- 9 a.m.-12 p.m.: ABVMA Annual General Meeting*

Tuesday, March 2, 2021

- 1-4 p.m.: Animal Welfare Advisory Committee Meeting

*These events are open to all ABVMA members at large.

CONGRATULATIONS TO OUR AWARD WINNERS

Join us for a special awards production highlighting prerecorded and live presentations to recognize this year's award winners:

- Veterinarian of the Year: Dr. Leighton Coma
- Veterinary Technologist of the Year: Jessica Benoit, RVT
- Young Veterinarian of the Year: Dr. Jessica Law
- Communications Award: Dr. Kathleen Keil
- Mentor – Practice Award: Central Veterinary Clinic
- Mentor – Individual Award: Dr. Craig Hellquist
- Meritorious Service Award: Dr. Patrick (Nick) Nation

Other awards being presented:

- ABVTA Meritorious Service: Dr. Lisa Lomsnes and Dr. Colleen Pratt
- ABVTA Appreciation Award: Fiona Kowalczyk, RVT, and Kate Simon, RVT
- ABVTA Lucille Landals Emerging Leaders Award: Sydney Frost, RVT
- ABVMA 35- and 50-year awards – veterinarians
- ABVMA/ABVTA 35-year awards – veterinary technologists
- ABVMA Committee and Council Appreciation Awards

TO REGISTER:

Members of ABVMA Leadership Group (Council and committee members)

Watch your email the week of Jan. 4, 2021. Full program details and registration form will be provided. Information will also be posted on your committee portal landing page (login required).

ABVMA members at large

Information about the CE session, awards ceremony and AGM, along with a registration form, will be available on the member portal home page (login required).

Questions? Email: mandi.duggan@abvma.ca.

SAVE THE DATE!

LCC 2.0 IS BACK – MARCH 2021

Are we there yet?

This year's theme captures everything we experienced in 2020 and looks ahead to '21 and beyond.

Speakers, panels, workshops, tradeshow, networking and more –
all from the comfort of your own home.



Check afac.ab.ca for more details- coming soon!

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.

| Pulse Veterinary Specialists & Emergency



John Williamson, DVM

PULSE VETERINARY SPECIALISTS & EMERGENCY IS A brand new, state-of-the-art veterinary hospital in Sherwood Park, AB. This hospital is the culmination of years of work by cardiologist Dr. Kim Hawkes, who sought to create a veterinarian-owned referral practice in the Edmonton area that promotes a community feel while maintaining a positive team environment. Pulse offers referral services in surgery, diagnostic imaging, ophthalmology, cardiology, internal medicine, dentistry and oral surgery, emergency and neurology/neurosurgery. The facility is almost 11,000 square feet and boasts nine exam rooms, three operating theatres, a modern dental suite with two wall-mounted dental radiography units, a brand new sixty-four slice CT scanner, an echocardiogram room, radiology room, digital X-ray and the first self-contained intensive care unit in northern Alberta. But the true strength of Pulse lies in our amazing team:

Dr. Lukas Kawalilak was born and raised in Sherwood Park. He attended WCVM before completing his radiology residency training at Colorado State University in 2018. After passing his boards he

stayed on for two years as an assistant professor, before moving home to join the Pulse team as a partner in the spring of 2020.

Dr. Chris Sauve is also a Sherwood Park local, and is happy to call the area home once again after completing a traditional three-year residency in dentistry and oral surgery at Companion Animal Dentistry in Kansas City, MO. Dr. Sauve is proud to be one of the founding partners.

Dr. Casey Smith was born and raised in Edmonton. After graduating from Glasgow in veterinary medicine, she developed a keen interest in neurology and neurosurgery. This ultimately led her to pursue a three-year residency at the University of Madison in Wisconsin, which she completed in the spring of 2020. She will start seeing cases on a referral basis in early 2021 and is excited to be the first neurologist for northern Alberta!

Dr. Kim Hawkes was the first cardiologist to come to Alberta in 2009 after a three-year residency at the Ontario Veterinary College. Dr. Hawkes has a special interest in interventional radiology and is

aided in minimally invasive treatments for conditions such as patent ductus arteriosus and pulmonary stenosis with our brand-new C-arm.

Dr. Curtis Cathcart was raised in Edmonton, but spent 25 years away from his home province before returning after completing a private practice surgical residency in Ohio. Dr. Cathcart enjoys arthroscopic techniques, including in the treatment of stifle disease in dogs.

Dr. Penelope Buechner is a Western College of Veterinary Medicine graduate who completed a three-year residency in ophthalmology in 2014 and has been the only board certified ophthalmologist in the area since 2016. We are thrilled to have her as part of our ophthalmology department with the addition of Dr. Vanessa Holly who is in her final year of a four-year comparative ophthalmology residency at the renowned University of Pennsylvania.

Dr. Meg Scuderi is a graduate from the University of Georgia. From there she went on to do a rotating internship in Rhode Island at Ocean State Veterinary Specialists, and an internal medicine residency at the Western College of Veterinary Medicine where she completed a masters of veterinary science.

The emergency team consists of many highly qualified veterinarians, including Dr. Danyse Lewis who recently became a board certified practitioner and has completed a radiology internship (Dr. Lewis does many of the ultrasounds at Pulse on the weekends), and Dr. Eryn Hanak who completed an avian and exotics internship at WCVM and oversees our exotics department at Pulse. Drs. Dawn Abbott, Ashleigh Allen, Meghan Clark, Brenden Cole, Candace Farrar, Hannah Smith and John Williamson make up an incredibly talented and dedicated group of emergency clinicians.

Perhaps the most defining characteristic about Pulse is our phenomenal group of registered veterinary technologists, who help provide the best in nursing care for sick and injured pets. The team at Pulse has rapidly expanded, and we now proudly employ approximately eighty staff. The ownership and management would like to thank each and every invaluable team member for their contribution to the growth and success of the practice in its inaugural year.

We are currently breaking ground on what we affectionately refer to as Phase II, which is expected to be completed by early 2021. This expansion includes an MRI to complement our neurology service, two more operating theatres, a chemotherapy area, the home of the Canadian Animal Blood Bank (CABB) and an on-site Antech reference lab with a clinical pathologist. We are very proud of our partnerships with CABB, which will ensure continuous access to vital canine blood products. The Edmonton location supplies blood across Alberta and the western provinces. Our partnership with Antech will allow us to have exceptional turn around time for reference lab results and cytology; we expect to have same day cytology for cases referred in for ultrasounds, a prospect we are very excited about. These additions will further elevate the quality of care accessible to our patients and the referring community.

Once COVID-19 restrictions are lifted, Pulse plans to give back to the veterinary community in the form of monthly CE events, including radiology rounds, EKG rounds and various hands-on wet labs. We are very proud of the incredible job everyone at Pulse has done and look forward to servicing Sherwood Park, Edmonton and the surrounding area for many years to come.



Dog ward



ICU



Surgery prep and OR 1 and 2



CT



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #9 Expired Drugs

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.

The PIPS Bylaw addresses expired drugs in the veterinary practice as well as the expectation for expired controlled, narcotic and targeted drugs.

PIPS Bylaw, Universal Standard, Pharmaceutical Management

Page 34, 3.h: *Outdated, damaged or contaminated drugs are identified and kept separate from regular inventory until safely disposed of.*

Rationale: Outdated drugs must not be used in patients and there is a risk of accidentally doing so when these pharmaceuticals are not removed from active pharmacy area(s) in the veterinary practice. All expired drugs should be disposed of in a timely manner and not be stored or held until large volumes are accumulated.

Page 34, 4:

b. Outdated, damaged or contaminated drugs (narcotics, controlled substances, benzodiazepines and targeted substances) of any volume beyond a broken ampoule, unused portion of an ampoule or single or partial dose not administered to the patient, are kept separate from regular inventory until safely disposed of by one of the following means:

- i. They are returned to the manufacturer after an Authorization to Return form is obtained for these products.*

ii. Local destruction:

- They must be destroyed by altering or denaturing the substance to such an extent that its consumption is rendered impossible or improbable. (This may include denaturing with disinfectants or absorption into kitty litter with the resulting product disposed of in secure biomedical waste container.)*
- Destruction must be by two registered veterinary medical professionals, one of which must be a registered veterinarian.*
- Records of such return or destruction are kept for five years in the appropriate narcotic log and signed by both parties taking part in the destruction or return.*

i. Any suspected theft or unexplained losses are reported to Health Canada within 10 days.

The Health Canada Loss or Theft Report is found at: <https://www.canada.ca/content/dam/hc-sc/documents/services/publications/healthy-living/loss-theft-controlled-substances-precursors/loss-theft-report-form-controlled-substances-precursors.pdf>



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WHEN TO CALL
the 24/7 livestock care

ALERT Line

- Questions or concerns about livestock welfare?
 - Access to feed and shelter
 - Animal health and welfare concerns
- Dispatch for Emergency Livestock Handling equipment Trailers
 - barn fire/ collapse
 - trailer rollover
 - hazardous situations (stuck in mud)
- Livestock at large - on the highway
- Livestock in distress, cruelty, abuse, neglect (Incooperative owners, dead livestock)
- Questions or concerns about your legal rights (Neighbour disputes)

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

RCMP Contact your closest RCMP detachment

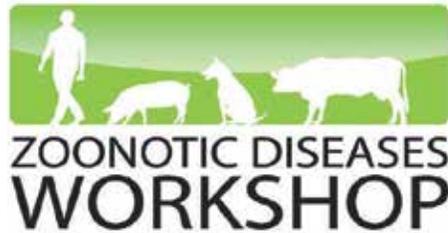
AB SPCA Call 1-800-455-0003

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

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

SAVE THE DATE!

2021 John Waters



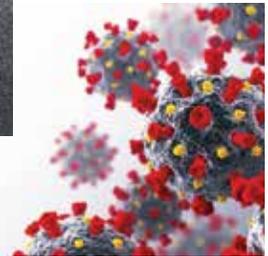
Tuesday, Nov. 23, 2021

**Delta Hotels by Marriott – South Edmonton Conference Centre
4404 Gateway Blvd., Edmonton, AB**

The John Waters Zoonotic Diseases Workshop invites members of the human and animal health sciences community together for a discussion of current issues in zoonotic diseases.

2021 Topics will include:

- COVID-19
- *Echinococcus multilocularis*
- *E. coli*
- *Salmonella*
- Influenza
- Enteric Zoonoses



Registration fee is \$105 + GST and includes refreshments and lunch.

Program and registration details available Jan. 2021

Hosted by:



In partnership with: Alberta Health, Alberta Agriculture and Forestry, Canadian Food Inspection Agency, University of Alberta – School of Public Health, University of Calgary, Faculties of Medicine and Veterinary Medicine, Provincial Lab, Fish and Wildlife



Robert McCorkell, DVM

Interim Dean, University of Calgary,
Faculty of Veterinary Medicine

IN MY FIRST COLUMN AS INTERIM

Dean of UCVM, I will update you on some recent news and activity in the faculty.

All of our students were kept busy with their fall semester activities. While most of our courses are now online, the clinical skills courses, first-year anatomy and a few second-year laboratories are still being held in person. It was a massive challenge to get everything organized and to deliver the DVM program through the fall. It was only through the dedication and hard work of the UCVM faculty and staff that this was accomplished and I am very grateful for their efforts. Our fourth-year students are more than halfway through their rotations. They have had a very successful time despite the uncertain beginning to their year.

However, the pandemic is still very active and we are monitoring the situation closely. Should conditions change and interruptions occur, we have plans to complete their studies later in the spring.

We are pleased to welcome Dr. Brielle Rosa as a new clinician/researcher at UCVM and Chinook Country Veterinary Clinic as her new clinical home. Dr. Rosa formerly worked as a locum at Chinook Country and is looking forward to continuing this relationship with the clinic and their clients.

In October, we held our annual UCVM Awards Evening virtually. Although it wasn't possible to gather in person to recognize the achievements of our faculty, students

and staff, it was nonetheless a pleasure to get together online to celebrate their varied successes. Here are a few of our many worthy award recipients I'd like to highlight:

- ABVMA Student Member Leadership Award: Douglas Doyle-Baker, UCVM Class of 2022
- CVMA Student Award: Kelcey King, UCVM Class of 2022
- Students of the CVMA Teacher of the Year Award: Dr. Mike Scott
- Carl J. Norden Distinguished Teacher Award (presented by Zoetis): Dr. Angelica Galezowski
- UCVM Distributed Veterinary Teaching Hospital Award: Peace River Veterinary Services

And although these two awards were not part of our UCVM event, congratulations are in order for Dr. Gordon Atkins, who was awarded the 2020 Merck Animal Health Mentor of the Year Award from the American Association of Bovine Practitioners, and Dr. Karin Orsel, who was named the 2020 Metacam® 20 Bovine Welfare Award winner. And finally, another proud moment for UCVM was Dr. Jean-Yin Tan earning a place among Calgary's Top 40 Under 40 in *Avenue Magazine*. This is well-deserved recognition for Dr. Tan as an educator, clinician and mentor, and for her work championing a fourth-year equine health rotation at two First Nation communities.

Before closing, let me extend congratulations to Dr. Serge Chalhoub on being elected to the ABVMA Council. Both of us look forward to working with Council and welcome any comments or concerns you'd like to share.



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Jacobson ideal candidate for bovine award

By WCVM Today

CARING FOR CATTLE HAS BEEN

part of Austin Jacobson's life since he was old enough to help on his family's cow-calf operation and to assist at his father's mixed animal veterinary clinic in Ponoka, AB.

His background, along with his exemplary track record at the Western College of Veterinary Medicine (WCVM), made the fourth-year veterinary student an ideal candidate for a bovine health-focused award. Jacobson was among 18 North American veterinary students who received Merck Animal Health Student Recognition Awards this year.

The awards were presented to students during the 2020 American Association of Bovine Practitioners (AABP) annual conference, which took place from September 24 to 26 in Louisville, Kentucky.

In addition to the award, each student also received a US\$5,000 scholarship.

Jacobson completed a Bachelor of Science degree in biology at Queen's University in Kingston, ON, before beginning the four-year Doctor of Veterinary Medicine (DVM) program at the WCVM in 2017.

Once he graduates in spring 2021, Jacobson will become the third veterinarian in his family. His father, Dr. Murray Jacobson Jr., graduated from the WCVM in 1991, while his grandfather, Dr. Murray Jacobson Sr., is a 1969 graduate of Washington State University's College of Veterinary Medicine.

"My dad and grandfather have always been two of the biggest role models in my life, and I've always strived to be like them," said Jacobson in a [first-year student profile](#) published several years ago.

"Through their experiences I gained an understanding of the lifestyle, people and the day-to-day challenges of being a veterinarian, and I realized there is no other profession for me."

The Merck Animal Health scholarships are available to veterinary students in their second or third year of school. Recipients are selected based on academic achievement, career goals, work experience and interest in veterinary medicine.

"Merck Animal Health is proud to honour these students who represent the



future of cattle care," stated Dr. Justin Welsh, Merck Animal Health's executive director of livestock technical services.

"These exemplary students embody Merck Animal Health's mission to advance the science of healthier animals. I am confident they will support this mission and make an impact on the field of veterinary medicine as they continue their careers."

The next WCVM Dean's Corner report will be in the March/April Members' Magazine.

ABVMA Student Leadership Awards

The ABVMA was pleased to recognize students from UCVM and WCVM with the 2020 Student Leadership Awards.

The ABVMA recognizes one ABVMA student member at UCVM and one at WCVM in recognition of demonstrating interest and leadership in the professional organization of veterinary medicine by involvement with the ABVMA or other professional associations.

CONGRATULATIONS TO

Isabell Stamm at WCVM and Douglas Doyle-Baker at UCVM, the recipients of the 2020 award.



Isabell Stamm

Western College of Veterinary Medicine



Alberta Veterinary Medical Association Student Member Leadership Award

Douglas Doyle-Baker

ABVMA student member who has demonstrated leadership in organized veterinary medicine; nominated by DVM students





Breanna Patton

WCVM Class of 2022

ABVMA Student Representative
2020/2021

HELLO MEMBERS OF THE ABVMA!

I hope you have all been staying safe and adjusting to the many changing COVID restrictions and guidelines. We all know that vet school is hard, but this year had been particularly difficult with all the changes brought by the pandemic. As this challenging year came to a close, students were excited for a much-needed holiday break and eager for new classes in the winter semester.

The WCVM is very proud the class of 2024 for surviving their first semester of vet school! Next semester they will continue on their larger classes like anatomy and form and function. They will also start neuroscience and general pathology. The second-years have managed to make it through the most exam-heavy semester of vet school writing 16 exams in 18 weeks. They will continue with systemic pathology next semester and start clinical pathology, clinical examination and diagnosis, medical imaging, and toxicology. Third-years are wrapping up many larger classes such as equine medicine and surgery, production animal medicine and companion animal theriogenology. They are busy choosing electives and planning externships for next year. Unfortunately, the availability of electives and externships is limited this year. Fourth-years are relieved to have written their NAVLEs and excited to enter their final semester of vet school.

While many are missing the hand-on lab opportunities that clubs provided, the WCVM clubs have had success running many virtual events. The Emergency and Critical Care Club and Small Animal Club have virtual clinical rounds where students can see some of the current cases at the VMC and discuss diagnostics, lab results and treatment plans with a clinician. Radiology Club also hosted virtual rounds where a radiology resident walked students through some of the trickier cases on the week. The One-Welfare Veterinary Outreach and

DIVERSE clubs have co-hosted a journal club where students listen to podcasts or read articles on a specific topic in advance and come together to discuss the importance of said topic to veterinary medicine. Most recently, the topic was on breaking racial barriers, intersectionality and oppression. Production Animal Club had WCVM alumni Cody Creelman host a talk about COVID's impact on mental health and veterinary medicine in 2020. Pathology club is doing a mystery case of the month and has hosted some virtual case discussion with clinicians. Overall, students are working hard to keep these club events going and adapting to the new normal of online learning.

Cohort Olympics, organized by the Mental Health Planning Committee, is adding some fun to student life. Any member of a school cohort can participate in the various tasks and points are tallied at the end of the year to determine the winning group. Some tasks have included sending pictures of carved pumpkins for Halloween, sending videos of cohort members line dancing, rewriting Christmas carols with veterinary themed lyrics and participating in a photo scavenger hunt. The scavenger hunt included photos of cohort members in front of the WCVM sign, taking a selfie with a prof, wearing WCVM swag, and participating in a virtual party over Zoom or WebEx.

Trying to keep up with some traditions of previous years, some classmates participated in social-distance secret Santa. Carolling at a professor's house was also a very fun tradition that students tried to keep alive. Instead of the entire class carolling at 3-4 professor's houses and being invited in for food and drinks, carolling was done in cohort groups and involved singing only.

As always, thank you for taking the time to read about what is happening with the students at the WCVM. I hope you all had a relaxing holiday season and are as excited as I am to say goodbye to 2020!

HELLO EVERYONE! I HOPE YOU ARE

enjoying the seasons changing after the gorgeous fall we had. The school year is now well underway, and we are nearing the halfway point of the year. All of the students are settling in well and adjusting to our new lifestyle. The student body was still able to participate in our annual career fair with a few small adjustments. All the students were able to attend each clinic's online session and gain some valuable information on each clinic, their culture, interests and what they have to offer. Many of these clinics are involved in our DVLC, so it is also an opportunity to see what is awaiting us in our fourth-year rotations.

The first-years just recently finished their first OSCE, a practical exam, and all of them were very successful. Although it has been challenging not studying together, and experiencing all of the firsts of veterinary school together, they have managed to be resilient and persevere apart.

Second-years finished their Outbreak week, a week-long experience gaining first-hand knowledge in a variety of disease outbreak scenarios. These are often a mix of both large animal, small animal and public health. The course requires students to interact with the primary veterinarians on the case, along with the appropriate agencies required to be notified, and then come up with a mitigation plan for the given scenario.

The skills learned here are invaluable and applicable in both future classes and future clinical practice. The second-years are one of the most creative groups for coming up with various activities to keep their year connected. Most recently, they helped set up a mock OSCE for the first-years, a tradition that has been passed down for second-years to do for the first-years.

Third-years are nearly halfway through their last year of didactic lectures. It is hard to believe that we are almost finished the classroom portion of our four years and rotations are in the near future. Many students are researching clinics, externships and setting up research projects.

Fourth-years are well past the halfway mark for their rotations. Many students have written their NAVLE, and have already received the exceptional news that they passed. Assessment week and grand rounds will be coming up again, which will round out some of the last activities that fourth-years will complete with the university. This year has been exceptionally challenging with longer rotations and adapting to ever-changing COVID protocols.

In December, students spent most of their time studying and creating exam schedules for online finals. I hope everyone had a wonderful holiday season, and hope students and faculty were able to find some time to recharge and refresh. Take care.



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



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ABVTA President's Report



Penny Steffen, RVT
ABVTA President

HAPPY NEW YEAR! I BELIEVE I AM

not alone in saying that I am excited to put 2020 behind us and welcome 2021 with open arms.

2020 was a year to remember (or forget) depending on how you want to look at things. It tested our resilience, our patience, our health and our attitudes, and at the same time showed us how to be creative, to appreciate life and be grateful for our family, friends and colleagues. Veterinary professionals were put to the test last year and I want to say thank you to all of you for your hard work and dedication moving through the pandemic. Never would I have imagined when I welcomed in 2020 that we would be adapting to new health measures, new ways to do business and wearing masks on a daily basis. These are not easy times, and I do want to encourage you to take care of yourselves while taking care of others. We are still learning and adapting, so we must continue to support each other as we move forward.

As we say goodbye to 2020, I want to take the time to thank the previous ABVTA Board of Directors and committees for their time and enthusiasm over the last year. It was not an easy year to be a volunteer; however, our leadership group did a fantastic

job moving our profession forward by finding creative ways to do business and stay connected. I want to congratulate Fiona Kowalczyk on a job well done as our 2020 President. She had the difficult job of managing us through the pandemic and adapting to our virtual platform, making difficult decisions about cancelling or postponing events and reading more emails than I am sure she ever imagined. Her passion for our profession, good nature and kindness is truly what helped us get through this trying year.

As we closed out 2020, the Board of Directors welcomed new executive members: Vice President Karen Melnyk, Treasurer Darryl Haugen and Secretary Heather McGrath. We also welcomed Rhonda Browning and Amanda Albrecht to the leadership team. I am once again looking forward to working with this very talented group of veterinary professionals promoting the career I love and engaging and connecting with Alberta RVTs.

As we welcome a new year, I want to say thank you to all of you for providing compassionate animal health care and wish you all health, happiness and success in 2021. Stay safe.



**PROFESSIONAL,
KNOWLEDGEABLE,
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VETERINARY PROFESSIONALS WERE PUT TO THE TEST LAST YEAR AND I WANT TO SAY THANK YOU TO ALL OF YOU FOR YOUR HARD WORK AND DEDICATION MOVING THROUGH THE PANDEMIC.



WINTER GREETINGS FROM GRANDE

Prairie Regional College! We are well into our winter semester and we are continuing with online lectures along with labs being completed in smaller groups as per Alberta Health Services guidelines.

Our first-year students did an amazing job in Office Communications on their bulletin board project. They were given different topics to choose from and had to come up with a client information bulletin board on such things as RVT Month and Pet Obesity Month. We also added WDDC AdVantage in our reception area. The students are in charge of designing custom slide presentations for client education as a part of their daily clinic rotation.

Our laboratory got a bit of an upgrade with 10 brand new Nikon microscopes, including one with a camera! This camera and software are used in virtual learning for our students.

We would like to congratulate one of our instructors, Rhonda Shaw, RVT, on



Bulletin board project

receiving her Fear Free Elite Professional Certification. All of our program RVTs and first-year students have completed their Fear Free Certification Level 1, and we are always looking for ways to implement fear free techniques learned.

We also wanted to welcome back Kristy Honing from her maternity leave. We had to say a tough farewell to Shaylene Syrota who covered our Ed Lab Tech position while Tiffany Duncan, RVT, covered Kristy's position. We thank Shaylene for her hard work and dedication while she was here!

Lakeland College



Second-year students in clinic

HAPPY WINTER! WE HOPE EVERYONE ENJOYED A FESTIVE holiday season as much as possible in this socially different landscape.

Lakeland College is back in a blended format for the second semester, and second-year students are happy to be on the homestretch. The second-year students continue to work in their teams within the Student Led Clinic concept. Team Retail and Marketing were busy in the second semester setting up AdVantage televised infomercials, stocking the store with interactive products for their staff and student clientele, and working with marketing to learn more about using social media platforms. Team Clinic Organization revamped the biosecurity protocols within our teaching hospital, implemented a horse care program and began running quality assurance updates throughout the clinic. Team Public Relations created informative videos for school-aged children, hosted several webinars on topics such as mental health, small animal behaviour and managing stress as a student. The students will continue with their student-led clinic activities, working to complete their goals before their final presentations to the school in early March.

We wish everyone a safe and successful spring, remembering Albert Einstein: "In the middle of a difficulty, lies opportunity." We have seen the resilience and adaptability of our students rise to the forefront and know that this experience will benefit them in the future as they move forward into their chosen profession.



NAIT

IT'S IMPORTANT TO TAKE TIME TO BE GRATEFUL FOR THE EFFORT

that ALL have been putting in to make our programs at NAIT successful. Our leadership and instructional staff have been working around the clock to convert to online, modify their teachings and be available to students. Our Educational Technologists make sure the clinic and off-site labs are ready and we are following all of the face-to-face protocols to maintain safety and limit the spread. Our students are remarkable; they have made great efforts to jump on board with the virtual life we are all faced with. Now more than ever we should be proud to be a part of the NAIT team!

Our second-year AHT students have been able to practice and be assessed on their comprehensive oral health assessment and treatment skills. They have had several rotations through our dental suite using several different modalities for learning. We have been fortunate to add the Canine Dental Technician model from Veterinary Simulator Industries to our inventory. The model provides opportunities to simulate charting, scaling, probing of the sulcus and polishing. The model also can be used to practice a variety of local dental blocks. It comes with a laryngopharynx component for practicing intubation and can be used to practice radiography techniques including the periodontal ligament.



Olds College



WITH THE FIRST SEMESTER BACK AT OLDS COLLEGE

from the COVID-19 lockdown under our belts, we look back on 2020 in awe. We are in awe of our students who have shown immense resilience, drive and compassion. The bonds that have been forged between these classmates are stronger than one could hope for. We see more mentoring and shared knowledge between students, building each other up for success and cheering each other on. We hope they take this inspiring team spirit into industry where they can encourage and influence others.

We are in awe of our staff. Adaptability is a quality that they have shown in abundance. Passion for teaching and support for students,

whether from behind a computer screen holding google meetings or in class that looks very different from the semester last. The staff at Olds College deserve a big pat on the back with all the work they are doing with students and behind the scenes to make sure that the level of education does not go down during this difficult time.

Lastly, we are in awe with industry. The support that the veterinary community has given Olds College students and staff is overwhelming. We rely on industry for practicum placements and speakers for our courses. If we could give you each a hug, we would. It is not easy being an essential service in the world right now and we applaud each and every one of you.



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– 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.

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.

Building Better Boundaries: Fostering

Balance Between Work & Life – 6 Hours ABVMA Credits - Event date commences April 5, 2021 This unique 4-week online program is designed to give all members of the veterinary team the understanding, practical tools, and doable steps for creating and communicating healthy boundaries. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session and is approved for 6.0 hours of CE credit in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries>.

From Toxic to Terrific: Cultivating Wellbeing in the Veterinary Workplace

– 6 Hours ABVMA Credits Event date commences May 3, 2021. This important month-long online program will give veterinary practice managers and leaders the understanding, practical tools, and doable steps for cultivating a thriving veterinary workplace. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific>.

Continuing Education Opportunities

MONTHLY OFFERINGS

JANUARY 2021

January 6, 2021 - 3 Part Series: Review of Periodontology (Part 2 of 3 Review of dental radiology with an emphasis on periodontal disease and case based discussion) – 1 Hour ABVMA Credits – Speaker: Dr. Robert Campbell, DVM, DAVDC Dentistry, Oral & Maxillofacial Surgery. Hosted by: Calgary Academy of Veterinary Medicine (CAVM). Sponsored by: TBA. Format: Live Online Zoom Session, a zoom meeting link will be emailed 48 hours in advance. Time: 7-8pm, please join meeting at 6:50pm.

How to Register: email info@cavm.ab.ca or phone 403-863-7160

Cost: FREE for all veterinary staff & students

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:

<https://marieholowaychuk.com/learn-with-marie/from-burnout-to-balance>.

February 3, 2021 - 3 Part Series: Review of Periodontology (Part 3 of 3 Surgical treatment of periodontal disease including introduction to minimally invasive extraction technique) – 1 ABVMA Credit – Speaker: Dr. Robert Campbell, DVM, DAVDC Dentistry, Oral & Maxillofacial Surgery. Hosted by: Calgary Academy of Veterinary Medicine (CAVM). Sponsored by: TBA. Format: Live Online Zoom Session, a zoom meeting link will be emailed 48 hours in advance. Time: 7-8pm, please join meeting at 6:50pm

How to Register: email info@cavm.ab.ca or phone 403-863-7160

Cost: FREE for all veterinary staff & students

AUGUST 2021

August 4, 2021 - ABVTA & ABVMA Communication Series - Bringing It All Together Session 1: Using A Communication Model To Guide Interactions With Clients

Communication models can be very useful tools in that they provide a list of skills that can be delineated and practiced individually to build competence. Each skill is identified and practiced independently and then studied in a case study format. This model is specific to the role of RVTs and building relationships with clients.

Learners will:

- Review a communication model unique to the role of RVT.
- Delineate each skill and define its role.
- Practice skills in case based settings.
- Create a plan (goals) to practice, evaluate and reassess this skill.

Prerequisite: Must be registered and attend 2 of 3 core skill sessions

Registration opens July 13, 2020

<p>Alberta SPCA After-Hours Contact Info 1-800-455-9003 Press 7 to be connected to a Peace Officer</p>	
<p>Menu item #7 is not listed in the menu directory</p> <p>It's intended for veterinarians who need immediate approval to alleviate the distress of a stray animal</p> <p>During regular business hours, call 1-800-455-9003 and press menu option #1</p>	

Classified Ads

VETERINARIAN REQUIRED

HEY NEW GRAD!! YES, YOU!!

I am looking for you to come to join our expanding, non-corporate clinic in Airdrie - Happy Paws Vet Clinic. Are you a good communicator who is ready to take on the world? What does mentorship look like for you? Let us figure it out together. Teach me all the cool new things you just learned, and I will teach you all the old ways... :) (Steroids and Meloxicam for every patient right!? Just joking). Finally, a clinic that will be focused on you. Come hang with us for a day, try us on for size. We pride ourselves on our fun but busy environment filled with support from our awesome team. Email me at dr.erin@happypawsvets.com, I can't wait to meet you! Website: www.happypawsvets.com.

MAP ISO DVM WITH GSOH FOR LTR. RURAL

mixed animal practice desperately seeking 5th, possibly 6th veterinarian. Husband/wife teams (or whatever...we're very open) are welcome to apply. Single? We're excellent matchmakers! The only requirement is a sense of humor! We could list off all the toys we have (lots!), compensation details (good pay & time off), and mentorship opportunities (we won't throw you to the wolves). Bottom line... we are a well-established small animal/cow-calf clinic with some equine & small ruminant practice in Mayerthorpe (great small town vibe with convenience of mountains, skiing, camping, hiking within 3 hours and the benefits of city shopping within 1 hour), with a very busy, mostly small animal, satellite practice in Whitecourt. What really sets us apart is our clinic culture. We are a group of extremely capable, driven, quick-witted, and sometimes wildly inappropriate professionals who come together during business hours to work as a cohesive team; and after hours as beer pong champions, competitive horticulturists, and family-centered women. If you've made it this far and are more intrigued than scared, contact Claire or Janelle at: mayerthorpevet@hotmail.com. Website: www.mayerthorpevet.com.

PULSE VETERINARY SPECIALISTS &

Emergency is seeking motivated, team-oriented and passionate ER doctors to join our hardworking, growing team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology, dentistry/oral surgery and internal medicine. 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, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and profit sharing plans will be offered to the successful candidate. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes to Dr. Williamson at: john.dvm@gmail.com. Website: <http://pulseveterinary.ca>.

TUDOR GLEN VETERINARY IS A

reputable small animal hospital located in St. Albert, AB, boasting over 230 5-star Google reviews and voted best vet of T8N multiple times! We are looking for another energetic DVM (locum considered) that is committed to exceptional client and patient care to join our other 3-DVMs and 15+ support staff. We've been family run for almost

20 years and operate 4 other specialty clinics in St. Albert and Edmonton that allow for further growth into the right fit for you. You will receive a fun, balanced work/life environment with flexible shifts, competitive salary, new profit share levels, 3 weeks paid vacation, health/dental benefits, CE/uniform allowance, referral credits, generous pet discounts, special treats and more! Our hospital houses Idexx lab, digital x-ray, digital dental x-ray, ultrasound. If you appreciate being part of a family atmosphere, send your resume and cover letter to: sylvia@clemicsolutions.ca.

NAGEL AND CO. VETERINARY SERVICES

(NVS) is seeking an outgoing, self-motivated, part-time small animal associate veterinarian to expand our team in Crossfield, AB. NVS is located 10 mins north of Airdrie, 20 mins to the Calgary International Airport and an hour to the Banff National Park. NVS is an independently owned practice that provides small animal examinations, general surgery, dentistry, in-house laboratory services, and digital radiology and ultrasound services in a recently renovated 3,000 sq ft dedicated small animal facility. NVS also provides orthopedic and specialized surgical procedures in house by a local board-certified surgeon in our surgical facility. NVS offers competitive starting salaries (depending on level of experience and workload), flexible schedules, full range of benefits, CE, options for share purchases and many other perks. If you're interested in joining our team, please send your resume by email: sherry@nagelveterinaryservices.com, fax: 403-946-5529 or mail: P.O. Box 298 Crossfield, AB T0M 0S0, or call 403-333-6089 to find out more about the position. Website: www.nagelveterinaryservices.com.

ARE YOU LOOKING TO MAKE AN IMPACT

in the Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration, and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected Veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care, and are excited to add our next DVM team member. Our commitment to work-life balance is complimented by no on call, and our total comp package includes a competitive salary commensurate with experience, medical, dental, vision and professional services coverage (massage therapy, physiotherapy, chiropractor, acupuncturist & more), paid licensing dues, paid vacation & sick days, CE, eligibility for a performance bonus, an attractive signing bonus, & a relocation allowance is available. Contact jobs@p3vetpartners.ca.

OUR VETERINARY GROUP CONSISTING OF

two veterinary hospitals (Cedarwood Veterinary and Animal Emergency Hospital) is looking to expand our team! We are looking for a couple of Veterinarians to join our busy day and 24 hour emergency practice. We are a well-established group that constantly strives for excellence in pet health care, are well equipped and are part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a board certified surgeon and veterinarians with special interest in emergency medicine, canine reproduction, dermatology, dentistry, ultrasound and rehabilitation. We would love to add a couple of veterinarians to the team, who enjoy a fast paced environment, high quality medicine, interesting cases while working with a great team. Strong new graduates are welcome to apply. Red Deer is Alberta's third largest city, with many amenities of the big cities

with a small town feel. We value a work/life balance and while we work hard, we support scheduling time to do the fun things in life too! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at: dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676. Website: www.animalemergencyhospital.ca.

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 based on evening hours, 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@clemicsolutions.ca. Website: <https://urgentpetcare.ca>.

MEOWWWW!! MUST LOVE CATS! GLENORA

Cat Clinic has a unique opportunity for a compassionate cat loving DVM in the only cat clinic in Edmonton, AB. We have bright new renovations underway and are located one block away from the vibrant 124th Street that offers the coolest restaurants, coffee shops, bakeries and shopping. You will appreciate flexible schedules, production share, team rewards, CE allowance, paid dues, 3 weeks paid vacation, health/dental, scrub allowance, loyalty bonuses, referral credits, generous pet discounts, progressive client services and more! This is a single vet clinic but family owned alongside 4 other various reputable small animal clinics in Edmonton and St. Albert. It's the perfect opportunity to practice your own medicine without the entrepreneurial business risk. If you are excited about using your surgery and general practice skills while offering exceptional client and patient care to our feline family, please forward your cover letter and resume to: sylvia@clemicsolutions.ca. Website: <http://glenoracatclinic.com/home>.

TWO MIXED ANIMAL VETS WANTED IN

Haliburton Highlands, Cottage Country, Ontario. The majority of the clinic's clientele is a loyal small animal (70%) and farm animal (30%) mix of which most is equine pleasure. The clinic is equipped with in-house lab equipment, CR dental x-rays, DR full body x-rays, and a wireless portable CR equine x-ray system. In house and portable ultrasound capabilities are also available. We are looking for veterinarians who are team players, have integrity, compassion, sound moral judgement and love what they do. Experience is appreciated but new grads are welcome, and mentorship is provided. We provide not only competitive salaries, CE allowance, CVO dues paid, OVMA/CVMA memberships and VIN access. But we go that much further; a \$10,000 signing bonus, your own truck, accommodations provided for 1 year, a health benefits package which covers items such as massages, glasses, prescriptions and travel insurance; starting 4 weeks' vacation a year, a yearly Christmas bonus, 12 paid sick days a year, a flexible schedule, personal pet policy and personal office space. We also close the clinic for a week over Christmas. If interested, please email: afilion05@gmail.com.

WISE EQUINE VETERINARY SERVICES

(WEVS) is seeking an outgoing, self-motivated full-time associate veterinarian for the Equine Division located in Crossfield, AB. Our practice provides comprehensive services including routine surgery, lameness, medicine, advanced reproductive techniques, dentistry, ultrasound and advanced imaging. The ideal candidate should have experience with equine reproduction including AI with fresh or frozen semen, stallion collection, embryo transfer and foaling. WEVS is located 10 mins north of Airdrie, 20 mins to the Calgary International Airport and 1 hour to Banff National Park. We offer a competitive salary and benefits, CE allowance and association dues. If you're interested in high-end progressive equine practice this is the job for you, please send your resume by email: sherry@wiseequinevet.com, fax: 403-946-5529 or mail: P.O. Box 298 Crossfield, AB T0M 0S0. Or call Sherry Custead at 403-333-6089 to find out more about the position. Website: www.wiseequinevet.com.

ANIMAL EMERGENCY HOSPITAL IN RED

Deer, AB, is expanding our team and we have an opportunity for an emergency veterinarian to join us. Animal Emergency Hospital provides 24 hour emergency veterinary care for most veterinary hospitals in central Alberta. We share the building with a day practice, Cedarwood Veterinary Hospital. We are a well-established veterinary hospital group that constantly strives for excellence in pet health care, is very well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Certified small animal surgeon as well as general practitioner veterinarians with advanced training in small animal surgery, canine reproduction, dermatology, emergency medicine and rehabilitation. We would like to add an emergency veterinarian to our animal emergency team. New graduates are welcome to apply! If you are interested, please contact Dr. Dagmar Schouten at: dschouten72@gmail.com, fax: 403-346-9925 or phone: 403-347-2676. Website: www.animalemergencyhospital.ca.

DELANEY VETERINARY SERVICES (DVS) IS

seeking to add to our reproductive team a reproduction specialist. DVS is a primary and referral equine facility serving the greater Edmonton area in central Alberta. Our practice provides comprehensive services including surgery (elective and emergency), lameness, medicine, advanced reproductive techniques, general health, dentistry, chiropractic, acupuncture, rehabilitation and advanced imaging. The ideal candidate should have considerable experience and be comfortable and proficient with all aspects of equine reproduction including AI with fresh and frozen semen, embryo transfers, stallion collections, recipient herd management and foaling. DVS is nestled in the rural county of Strathcona (population 100,000), 30 minutes from the heart of Edmonton, Ab (population 1,000,000). We offer a competitive package plus a production bonus incentive. We will provide a relocation stipend, CE compensation, clothing allowance and emergency fees. If you would like to learn more about the position and our team, please contact Shannon Matthews at: management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

SIGNING BONUS FOR THE RIGHT

candidate! Do you have a dream of working for a fun, happy veterinary clinic and still have lots

of time off to enjoy life? Look no further, Legacy Veterinary clinic is looking for a full-time small animal DVM. We practice high-quality fear-free medicine in a modern, fully equipped facility with an amazing support team. Our practice is perfect for mentorship opportunities too! Check out our website and reviews: www.legacyvetclinic.ca! There's no denying our passion for veterinary medicine. We are privately-owned and by joining our company you will receive competitive compensation, generous CE allowance, paid membership dues, paid vacation, generous personal pet discounts in the clinic and so much more! If this interests you, please email your CV and resume to: careers@legacyvetclinic.ca.

ARE YOU LOOKING FOR AN

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

ATTRACTIVE SIGNING BONUS! TIME FOR

a change? Life is short... so work somewhere awesome! Animals First Clinic, in Grande Prairie, AB, is not only our name, but our philosophy! Our team is guided by progressive organizational leadership principles. We support each other unconditionally, and our team chemistry hasn't been undermined by turnover - a testament to our inspirational and collaborative culture. Connect with Matt at: mverwey@p3vetpartners.ca today to learn more about our clinic culture, and comprehensive Relocation & Total Compensation Package.

RIVER VALLEY VETERINARY WELLNESS

Clinic in Edmonton has a special interest in rehab and oncology alongside general small animal practice with a unique opportunity for a P/T DVM who is committed to exceptional compassionate client and patient care. 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 special interest DVM to focus on her rehab and oncology patients. If you value a flexible work/life balance in a one-of-a-kind special interest atmosphere, please forward your resume and cover letter to: sylvia@clemicsolutions.ca. Website: <https://rivervalleyvet.ca>.

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.

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.

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.

ROCKY RAPIDS VETERINARY SERVICE OF

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

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

Classified Ads

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>.

HELMCKEN VETERINARY CLINIC IN

Victoria, BC, is looking for a full-time small animal Veterinarian. The ideal candidate would be an outgoing individual with good multi-tasking skills. We are a full service facility with on-site surgery, digital radiography, dentistry and laboratory facilities. We believe in quality veterinary work, strong client communications and great teamwork. Please send a cover letter and resume to Dr. Tin Wai Kwan at: drkwan@helmckenvet.com.

WEST WIND VETERINARY HOSPITAL (WWWVH)

is an AAHA-accredited practice near Sherwood Park, AB. We provide full service equine and small animal services, and equine emergency services. The clinic is fully equipped with in-house lab, portable ultrasound, video endoscopy, dental endoscopy, Powerfloats, shockwave and more. We serve a diverse mix of pleasure and performance horse in English and Western disciplines. Our energetic, enthusiastic and experienced team makes it a great place to work! We value the opinions and input of our employees. The ideal candidate will share their time between small animal and equine patients, with flexibility to focus on specific areas of interest. Experience in small animal surgery is an asset. Our remuneration package boasts a competitive salary, vacation days, membership dues, generous CE allowance, personal pet policy, uniform allowance, use of clinic vehicle for emergency duties and more! Email: d.carroll@westwindvet.com, for more info.

ASSOCIATE VETERINARIAN WANTED FOR

the Healing Traditions Holistic Veterinary Clinic, an independently owned companion animal practice in Calgary, Alberta. We have a full-service veterinary clinic with the latest in dental radiology and in-house lab equipment as well as diagnostic ultrasound. We offer therapeutic ultrasound and laser as well as acupuncture and other complementary modalities. We are looking for someone who is interested in alternative modalities as well as conventional medicine. Training in veterinary acupuncture and/or rehabilitative medicine would be an asset. Group health benefits provided. Future partnership potential for the right candidate. Please contact Dr. Wanda Vockeroth at the Healing Traditions Holistic Veterinary Clinic at 825-882-2282 or e-mail dr.wanda@hthvc.ca. Website: www.hthvc.ca.

VETS NEEDED IN ALBERTA CATTLE

Country! Work hard, play hard. More vets, less call. Good team, facility, benefits and money. Get in and go - seeking two excellent associate Veterinarians for mixed animal practice with bovine and companion emphasis. Fully qualified, capable and motivated - the job market is yours! Apply today to start work you will be proud of. Stettler Veterinary Clinic Ltd, phone: 403-742-3338, fax: 403-742-1170, email: terra@stetvet.com, website: www.stetlervetclinic.com.

WEST SPRINGS VETERINARY HOSPITAL ON

the West side of Calgary is looking for a full-time Veterinarian to join our fun and dynamic team. We are a privately owned clinic with only a 45-minute drive to the Canadian Rockies and are committed to maintaining a sound work/life balance. We have earned a great reputation in our community and as such have a devoted client base. Rediscover your passion for healing with our wonderful team of professionals that are committed to providing the highest medical and surgical standards in a warm and

friendly environment. This role requires these key skills and abilities: Examinations of pets and formulation of treatment plans, Building rapport and educating clients, Being a leader and also a team player, Able to perform routine surgeries and dental procedures. What we can offer to the right candidate: Annual salary of \$80,000 to \$100,000 (based on experience), Signing bonus after a qualifying period, Medical, dental and vision health benefits, \$1,500 per year towards continuing education and 3 paid CE days, Employee pet wellness discounts which include free boarding and daycare at our affiliated Springbank Pet Resort. Contact: nicole@dandvetclinics.ca.

DIDSBURY VETERINARY SERVICES IS AN

expertly equipped veterinary clinic proudly serving small and large animals, both in the clinic and on the go. Located in the quiet town of Didsbury, just 30 minutes north of Calgary, we are focused on high-quality animal care and friendly service. We are a fully equipped hospital with an experienced support team of 10 and 5-DVMs! We are looking to add a Small Animal DVM to our team! This is a great opportunity to join an established and supportive practice, where learning and development opportunities are endless! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 600 DVMs! Email: careers@vetstrategy.com. Website: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/DIDSBURY/Posting/View/1511>.

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, CE, 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 is looking to add a veterinarian to our high quality team. We offer a wide range of veterinary services including orthopedic surgery, in-house laboratory, dentistry, general surgery and endoscopy. We are open six days a week with no on-call requirements. Offering a sign on bonus for the right candidate! We offer work/life balance, mentorship, a competitive compensation package, benefits, CE and other perks to make our hospital an exceptional work environment. The clinic has won numerous appreciation awards and is one of the top voted practices in the Red Deer area. All experience levels are welcomed! To learn more or to apply contact Dena Linnell at: Linnell40@hotmail.com.

FAMILY PET HOSPITAL (FPH) & 24 HOUR PET

Emergency Centre is seeking a veterinarian to join our practice. We strive to provide the highest quality medicine with a client/patient focus. We are also a Gold Standard Feline Practice. 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 learn more or apply visit: <https://nva.avature.net/jobs/JobDetail/Associate-Veterinarian-Lethbridge-ABCANADAALBERTA/3770>.

HARVEST POINTE ANIMAL HOSPITAL IS

seeking a third veterinarian! We are a new, privately-owned companion and exotic animal hospital in

southeast Edmonton. Our case load is over 50% exotic animals, so an interest in birds, reptiles and exotic companion mammals is a must! We value evidence based and quality medicine for all our patients, regardless of species. We have all new equipment including digital dental and full body x-ray, in house lab, ultrasound and surgery suite. We offer a competitive salary, paid time off (vacation, CE, professional involvement, wellness) and a comprehensive benefits package (health and dental insurance, licensing dues, uniform allowance, etc.). The position can either be full or part-time. Mentorship available for the right candidate. Please send your resume or questions to: denise.allison@harvestpointevet.com.

EARN \$120,000+/YEAR! KANATA LAKES

Animal Clinic in Ottawa, ON, is looking for FT/PT small animal unrestricted license veterinarian. State-of-the-art facility and lots of fun work. We are in the nation's capital with many outdoor and recreational activities available in eastern Ontario and Quebec. Inquire at: oprikovs@gmail.com.

FAMILY PET HOSPITAL & 24 HOUR PET

Emergency Centre in Lethbridge is seeking an enthusiastic managing veterinarian to join our dynamic team! 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 and additional perks! Contact: rohin.rai@nva.com.

WE HAVE A FANTASTIC OPPORTUNITY AT

Acadia Drive Animal Hospital for a dynamic DVM! We are a busy 5-doctor small animal hospital with an amazing RVT and support team that has been serving this community for over 30 years! We are looking for a full-time associate Veterinarian to join the team. Our ideal candidate will be an organized, energetic team player with great communication skills, compassion for our patients and the ability to have fun while doing what they love. Our clientele is loyal and expects only the best standard of veterinary care. 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! Don't miss out on this fabulous opportunity! Email: careers@vetstrategy.com. Website: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/ACADIADRIIVE/Posting/View/1460>.

COME IN TIME FOR OUR 50TH BIRTHDAY

party - Fundy Veterinarians Ltd. Shubenacadie. It's taken us almost 50 years to hire you. Can you believe that? Here we are, 2020, ready to welcome you...or you...or you...u's? Nova Scotia is home to the fastest-growing urban/rural market in Canada - honest to goodness! Your joining expands our team to 13 veterinarians on the front line of a growing pet population, large and small and herd animals too - told you things have been busy! Fundy Veterinarians Ltd. is a mixed animal practice with two locations in beautiful central Nova Scotia and we are looking for a top-shelf associate equine (and large animal) veterinarian to join our growing practice. Since 1971, we have served to make the lives of animals and their owners better. If you want to be part of a private practice with a long-established history of excellent service, community involvement and industry-leading team CE support - we want to hear from you (and you and you and ewe's too). See you at the party! The position has the option

to be flexible, and we offer excellent remuneration and benefits. Please contact Dr. Trevor Lawson at trevorlawson@fundyvet.com or 902-758-5029. Website: www.fundyvet.com.

THE PET HOSPITAL IN LEDUC IS LOOKING

for a full-time companion animal veterinarian to join our three-doctor practice. We are a privately owned companion animal practice located just minutes south of Edmonton. We are looking for a compassionate and enthusiastic team player with post graduate training in surgery or keen interest and experience with exotic pets. We practice in a very spacious facility with six RVTs and four support staff and are equipped with IDEXX in-house lab, ultrasound, digital full-body and dental x-ray. We offer a competitive base salary with production bonuses monthly, ABVMA dues, AB Blue Cross benefits with health spending account and CE allowance. No afterhours call and a four-day work week provides excellent work/life balance. Partnership opportunities are encouraged for those interested in pursuing ownership. Please send resume to: drs327@hotmail.com.

A COMPANION ANIMAL VETERINARIAN IS

required for the Alberta Veterinary Center in Red Deer, AB. The qualified candidate would attend to companion animal cases at our mixed animal practice. The candidate would have flexibility in hours worked and no on call required! The position would require 2 to 4 days per week with 1 Saturday per month. Practice attends to a diverse case load including equine surgical cases and advanced reproductive techniques such as equine embryo transfer and ICSI. New grads are encouraged to apply with case load being assigned according to experience. Base compensation for the position is \$400 per day and can adjusted upward based upon billing performance and profit sharing. Contact Dr. Rick at 403-588-6338 or rick157thetvet@gmail.com.

RIVERWOOD VETERINARY CLINIC IS

looking to add a part/full-time veterinarian to our team. We are a small animal clinic, located in High River, AB. We pride ourselves in providing great patient care to our amazing clientele. We are a progressive clinic with digital radiology, digital dental radiology, class IV laser and a full in clinic IDEXX lab. Our ideal candidate has a positive attitude, great communication skills and exceptional client service. New grads welcome to apply. We offer competitive wages, paid dues, CE and scrub allowance, health benefits and staff discounts. Please reply to: vet@riverwoodvc.com.

ELANCO IS A WORLD LEADER IN

developing products and services that enhance animal health, wellness and performance. Elanco products contribute to the production of an affordable and abundant supply of food. We have a full-time position available for a Technical Consultant based in Alberta. If you enjoy, beef lot health and adding value to a customer with strong technical support, then this opportunity is worth consideration. The technical consultant is the external and internal technical advocate of our product brands. This role promotes Elanco and its products with key feedlot customers, veterinarians, key consultants and feed mill business. You will provide technical input in case of questions; inquiries or complaints related to the Elanco products or diseases areas. You will conduct demonstration trials for customer and/or product registration. You will also be responsible for the interpretation and communication strategy of the results. With a deep understanding of customer needs, you will provide product innovation input by anticipating change and preparing for the future. Visit: https://elanco.wd5.myworkdayjobs.com/External_Career.

MCKNIGHT VETERINARY HOSPITAL IS

seeking an Emergency veterinarian to join our team of veterinarians. We are looking for a compassionate, dedicated emergency care doctor with an interest in providing the highest quality of medicine, all the while building a strong relationship with our clients and their pets. Our 6,000 square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work/life balance, and have excellent personal and surgical skills, join us! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 600 DVMs! Email: careers@vetstrategy.com. Website: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/1396>.

LIVESTOCK VETERINARY SERVICES IS

seeking a Bovine Veterinarian to join our progressive practice in Picture Butte, AB. We are a privately-owned, 4-vet practice that takes pride in delivering quality knowledge and service to Alberta's progressive farmers and ranchers. We are a primarily dairy practice (85%) with the remainder being cow-calf work on some of southern Alberta's most picturesque ranches. Our service model is preventive and consultation based, with a minimal amount of emergency calls. On-call rotation would be 1 in 5 weekends and 1 night per week. Our practice is located close to the Rocky Mountains with world class skiing, hiking, camping and mountain biking just a short drive away. Check out our website www.livestockvet.ca or visit our Facebook page to see a full list of our services and read more about our vets and incredible support staff. IF the candidate were to prefer 1 or 2 days of small animal work in combination with bovine practice, we could accommodate this at our sister clinic www.coaldalepet.com. Please forward emails and resumes to: admin@livestockvet.ca.

YOUR VETERINARY CAREER CAN BE

amazing in the sunniest city in Canada: Medicine Hat, AB! Privately-owned, progressive companion animal practice is looking for an enthusiastic fully-licensed veterinarian to join our team. We house all the usual high-end equipment. We have the only physical rehabilitation facility in the area, which includes an underwater treadmill. At Cypress View Veterinary Clinic, we offer full benefits, CE allocations and health spending incentives. New graduates encouraged to apply with plenty of mentorship available! We support special training in your area of interest, including dentistry, orthopedics, rehabilitation and/or ultrasound. Visit our website: www.cypressviewvet.ca, and Facebook page for more information on our clinic. Email your resume to: tammy.duggan@cypressviewvet.ca.

REQUIRED: REGISTRAR/CEO FOR THE

Saskatchewan Veterinary Medical Association (SVMA). The registrar is the chief administrative officer of the association. The registrar works with Council to manage the affairs of the association and to ensure the association fulfills its mandate to serve and protect the public. Skills and experience: excellent interpersonal and communication skills both verbally and in writing, skills in conflict resolution and problem-solving, demonstrate the ability to build and maintain effective and professional relationships, demonstrate leadership skills and managerial experience. Must be a veterinarian and eligible for membership in the SVMA. Applicants should submit their resume and a cover letter explaining

their interest and how their experience pertains to the position. Please include the name of three (3) references. Applications will be accepted until a suitable candidate is found. For the detailed job description, visit: <https://www.svma.sk.ca/news/required-registrar-ceo-for-the-saskatchewan-veterinary-medical-association>. Please submit application to: svmajobposting@svma.sk.ca.

RUTHERFORD VETERINARY CLINIC LOCATED

in SW Edmonton is currently expanding the medical team of veterinarians and 10-supporting staff. We are looking for 2 full-time RVT and a FT veterinarian to join our team. Experience is an asset but new grades are welcome. We are a full-service small animal hospital providing a variety of services from routine vaccines, spay/neuter to orthopedic procedures (fracture repair, cruciate ligament repair- CBLO and lateral stabilization, FHNO, patellar luxation and more) and emergencies in an organized environment. Our staff is committed to providing excellent veterinary care and client education. Successful candidates will receive a very competitive salary with a benefit package. Please send you resume to: mary@rutherfordvetclinic.com.

VETERINARIAN WANTED! WHITEMUD

Crossing Animal Hospital in Edmonton is currently recruiting for full-time or part-time veterinarians to join our team of 2-DVMs and 10-support staff. To appreciate our clinic culture please check out our Google reviews. The clinic is well-equipped with in-house lab, digital x-ray and dental x-rays. \$100K-\$120K for the right candidate. \$10K sign up bonus. To enquire about the position call Shilton at 780-709-2902. Email: whitemudvets@gmail.com.

WESTBROOK VETERINARY CLINIC, A

privately-owned practice in south Edmonton, is currently seeking a part-time or full-time veterinarian to join our team of motivated animal caregivers. We provide quality patient care, full surgical and medical opportunities with preventative health care being a high priority. We offer competitive salaries, continuing education allowance and benefits package. The practice is open from 8:00am to 6:00pm Monday to Friday, and every other Saturday from 8:00am until noon, except on long weekends when we are closed to maintain a great work/lifestyle balance. If you are interested please contact our office manager Jessie at westjessie@telus.net or Dr. Michael Kolla at westdrkolla@telus.net. Or give us a call at 780-436-5073. Website: www.westbrookvet.ca.

IVS IS LOOKING FOR A MIXED OR SMALL

animal veterinarian wanting to be challenged professionally and rewarded financially. Flexible work and on-call scheduling to allow a quality lifestyle both at work and outside of work. Medical/Dental and equity positions are offered. Innisfail (7,000 pop.) is located just south of Red Deer, 1hr north of Calgary and a short drive to the mountain parks. Please contact Rob DeHaan, DVM for more information. Email: innvet@telus.net.

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

Classified Ads

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.

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.

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: tutford@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.

RVT REQUIRED

WOODLANDS VETERINARY HOSPITAL and Animal Dental Centre is looking for an RVT with a passion for small animal dentistry. We offer competitive wages, staff discounts and CE allowance. Currently looking to fill P/T hours with potential to move to F/T. Candidate must be outgoing, compassionate and self-motivated. Knowledge of all things dental-related is preferred, but we are willing to train the right person. Contact: admin@woodlandsvet.com. Website: www.woodlandsvet.com.

AUBURN BAY VETERINARY CLINIC IS A privately-owned, small animal practice in SE Calgary. We are looking for a FT/PT RVT with great communication and client service skills. New grads are welcome to apply! Our team provides full veterinary services including general medicine, dentistry, surgery, digital & dental x-rays and diagnostics. We are a small but dedicated family. We offer competitive wages, generous staff discounts, ABVMA dues with CE allowance and flexible hours. Interested candidates please submit your resume to: auburnbayvet@gmail.com.

ANIMAL EMERGENCY HOSPITAL IN RED Deer has an opportunity for a Registered Veterinary Technologist to join our amazing 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. If you are compassionate, positive, willing to learn, love a fast-paced environment and want to be a part of an exceptional team, this is the right position for you. Red Deer is located in central Alberta, midway between the major cities of Edmonton and Calgary. It is Alberta's third largest city, with many amenities of the big cities with a small town feel. 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.

PSST...ARE YOU AN RVT THAT HAS A genuine love of frisky felines? Glenora Cat Clinic has a unique opportunity for a compassionate cat loving RVT in the only cat clinic in Edmonton, AB. We have bright new renovations underway and are located one block away from the vibrant 124th Street that offers the coolest restaurants, coffee shops, bakeries and shopping. You will appreciate flexible schedules, team rewards, CE Allowance, paid dues, paid vacation, health/dental, scrub allowance, loyalty bonuses, referral credits, generous pet discounts, progressive client services and more! Experience with Avimark is an asset. Send your resume to: sylvia@clincisolutions.ca, today! Website: <http://glenoracatclinic.com/home>.

SOUTHFORK ANIMAL HOSPITAL IN Leduc, AB, is currently looking for a friendly, compassionate and motivated full-time or part-time RVT to join our fantastic team! New graduated technologists can also apply. We are a busy and growing small animal practice with 1-veterinarian and great clientele. This position requires a positive attitude, great communication skills and teamwork. We offer a competitive wage, paid association dues, health, vision and dental benefits, provide uniform yearly, pet discounts and more. Experience is an asset. Please send your cover letter and resume to Dr. Patel at: southforkvets@gmail.com.

BIG ROCK ANIMAL CLINIC IN OKOTOKS, AB is looking for a full-time RVT to join our team. We are a family-run clinic that takes a lot of pride in our work and we have fun while doing it! We have 4-DVMs on staff with special interests in Internal Medicine, Radiology, Orthopedics/Surgery, Dermatology, Dentistry and more. We have a full in-house Abaxis lab, digital x-ray units and ultrasound. We provide a safe work environment with competitive wages and lots of room to learn

and grow in veterinary medicine. We offer paid ABVMA/ABVTA dues, benefits, CE and uniform allowance. We would love for someone who is looking for a fun, caring and rewarding environment to join our team! Please send your resume and cover letter to: admin@bigrockanimalclinic.com. Website: www.bigrockanimalclinic.com.

MONTROSE PET CLINIC IN BEAUMONT, AB, is looking for an RVT to join our team. We are a busy growing small animal clinic 10 minutes away from south Edmonton. We offer competitive wages, AHT dues, health and dental coverage. We are looking for an energetic professional with good communication skills. The position is full-time but part-time hours are also available. Please send your resume by email to: montrosepet@gmail.com.

TABER PET CLINIC IS LOOKING FOR A RVT who is interested in being an active participant in patient care. Our ideal candidate is a RVT who is looking to practice to the full extent of their skills and strives to keep learning and growing also being able to work independently and in a team. We provide an environment that fosters a healthy work-life balance, teamwork and is supportive in developing new skills. Our clinic has the latest technology such as DR radiology (both dental and diagnostic), and full IDEXX laboratory supporting our technologists to be an active communicator in patient care with both the medical team and clients, administer all treatments within their scope, and participating in the development of protocols and clinic culture is an important foundation of our clinic. We are willing to help teach and guide candidates so new graduates are always welcome to apply. We offer competitive wages, comprehensive benefits plan, CE opportunities and scrubs allowance, paid professional dues and a supportive and transparent team that likes to laugh! If you believe our clinic would be a good fit for you please email our Lead RVT at: haley@taberpetclinic.ca.

ARE YOU READY TO JOIN A TEAM THAT believes supporting, motivating and empowering their RVTs are the keys to success? Northside Veterinary Clinic, an AAHA-accredited hospital in Lethbridge, AB, is looking for an RVT that loves being part of a fun, hard-working team. If you take pride in quality medicine and delivering a superior experience for both clients and pets, then we want to hear from you! We offer a Total Compensation Package including paid medical, dental & professional services benefits. Submit your resume to Dionne at: jobs@p3vetpartners.ca to learn more!

UNCAS VETERINARY CLINIC IS LOOKING for another rockstar RVT to work along side our stellar team of vets and techs. This is a full-time position at a small animal clinic located 20 mins east of Sherwood Park. We are a small clinic, offering quality medicine and continually growing and improving as veterinary medicine continues to evolve. Uncas offers competitive wages, dues and CE compensation, a health spending program and employee discounts. Looking forward to chatting with all applicants about what Uncas has to offer and how we can add you our team! Email: staff@uncasvet.com. Website: www.uncasvet.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 that reflects the evening hours, team 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@clincsolutions.ca. Website: <https://urgentpetcare.ca>.

****SIGNING BONUS OFFERED****

MILLWOODS EAST VETERINARY CLINIC LTD. is seeking a full-time 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, paid dues, uniform allowance, health/dental benefits and staff discounts. Please send resume and cover letter to Jennifer at: millwoodseastvet@shaw.ca.

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.

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 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.

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: pipercreekvet@hotmail.com or phone 403-346-8288.

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.

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.

SIGNING BONUS FOR THE RIGHT

candidate! Do you like to have fun at work? Are you looking for a change? West Springs Vet Hospital in SW Calgary is searching for an enthusiastic Registered Veterinary Technologist to join our already amazing team! We are a privately owned clinic with only a 45-minute drive to the Canadian Rockies and are committed to maintaining a sound work/life balance. The ideal candidate for our fast-paced clinic will be confident in their nursing skills, is positive and enthusiastic with strong communication and customer service skills and is searching to be part of a vibrant work environment. We are committed to the providing the highest standards of medical and surgical patient care in a unique, compassionate, and friendly manner. We offer competitive wages, health benefits, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities! If this sounds like something you are interested in, please email your resume and CV to: nicole@dandvetclinics.ca.

BOWMONT ANIMAL HOSPITAL IS LOOKING

for a FT or PT RVT to join our team. We are a small animal practice in NW Calgary looking for an

enthusiastic team player to add to our fantastic staff. Monday through Friday shifts available. Condensed schedule may be available. Experience preferred but not necessary. Willing to train for the right candidate. Interest in dentistry beneficial. We provide medical and dental benefits, CE and uniform allowance, and discounts for staff pet medical care and food. We recently upgraded our x-ray machines, in house laboratory equipment and dental station. Please send a cover letter and resume to our clinic email ATTN: Lacey. You can check out our website, Facebook or Instagram pages for more information about our hospital! Email: bowmontanimalhospital@shaw.ca. Website: www.bowmontvet.com.

SIGNING BONUS FOR THE RIGHT

candidate! Do you like to have fun at work? Are you looking for a change? Westmount Animal Hospital is searching for an enthusiastic Registered Veterinary Technologist to join our already amazing team! We are a privately owned clinic located in the trendy Kensington district of downtown Calgary and are committed to maintaining a sound work/life balance. The ideal candidate for our growing clinic will be confident in their nursing skills, is positive and enthusiastic with strong communication and customer service skills and is searching to be part of a vibrant work environment. We are committed to the providing the highest standards of medical and surgical patient care in a unique, compassionate, and friendly manner. We offer competitive wages, health benefits, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities! If this sounds like something you are interested in, please email your resume and CV to: nicole@dandvetclinics.ca.

LOOKING FOR A FUN AND FRIENDLY WORK

environment? Slave Lake Veterinary Services is looking for an enthusiastic and outgoing Registered Veterinary Technologist. We are a growing, progressive, small animal practice in Slave Lake, AB. Our town is located on Lesser Slave Lake, well known for its beautiful sandy beaches, excellent fishing, camping, golf course and water sports. Slave Lake is 3 hours northwest of Edmonton. We offer competitive wages, continuing education benefits, uniform allowance, ABVTA dues, medical/dental/disability group insurance plan and a wellness benefit. This is a great opportunity to utilize your RVT skills working with a dynamic, supportive team. Currently we have 3 full-time veterinarians, 3 full-time RVTs and 2 full-time receptionists. Our clinic is well-equipped with an in-house lab (Idexx Procyte Dx and Catalyst One), ultrasonic dental unit, digital radiography (including dental radiography) and Avimark software. Please forward cover letter and resume to Dr. Aimee Pankratow at: slvc1@telus.net.

F/T OR P/T RVT TO JOIN OUR SMALL

animal, 1-vet, 1-RVT team at the Animal Care Centre in Okotoks, AB. Work/life balance is important here so hours could be flexible. We need someone who is energetic and ready to help our existing RVT and believe in using your skills as much as possible. Team work, preventative medicine and have a good time while working hard is very important to us. A competitive wage, health benefits, paid dues, CE allowance, uniform and pet discounts would all be offered. The drive is only 20 minutes from Calgary but we have that small town feel especially with our relationship with our clients. Contact: carectr@telus.net.

CALGARY HUMANE SOCIETY (CHS) IS

seeking an experienced RVT with strong organizational and time management skills, who is highly skilled in leadership, customer service, and comfortable working in an extremely fast-paced and demanding environment to lead our dedicated team of RVTs and

Classified Ads

Animal Health Assistants. CHS offers a competitive remuneration package including uniform allowance, continuing education, group benefits and paid time off. Contact: melaina.slater@calgaryhumane.ca.

OFFERING \$500 HIRING BONUS. SUPERSTAR tech wanted! Not a superstar quite yet? That's OK, we can help! Foothills Animal Hospital in Okotoks 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>.

BARLOW TRAIL ANIMAL HOSPITAL in central/east Calgary is currently looking for a friendly, compassionate and motivated full-time RVT to join our fantastic team! We are a busy small animal practice with 1.5 and great clientele. This position requires a positive attitude, great communication skills and teamwork. We offer a competitive wage, paid association dues, health and dental benefits, yearly uniform allowance, pet discounts and more. Experience is an asset. Please send your cover letter and resume to: tkhairaa@gmail.com or 403-827-0747.

WESTMOUNT ANIMAL CLINIC IS LOOKING for another superstar RVT to join our team. The ideal candidate will thrive working in a fast-paced environment, is focused on building relationships with our clients and is able to work well with a team. Our clinic is equipped with state-of-the-art equipment needed to provide the best care possible in primary medicine. We offer competitive wages, paid dues, uniform allowance and CE allowance. The position is currently part-time with a plan to develop into full-time as we continue to grow. Please submit your CV and resume in confidence to: nicole@dandvetclinics.ca.

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 include some evenings until 8pm. A compressed work week schedule of four-days while still achieving 36+ hours/week is an option as well. Compensation will be commensurate with experience as well as offering ABVMA dues, medical/dental benefits, CE allowance and scrubs allowance. Please respond in confidence with your resume to: marlolowen@gmail.com.

WE ARE SEEKING A PT OR FT RVT TO JOIN our passionate teams at Tri-Municipal and Meridian Veterinary Clinic in Spruce Grove & Stony Plain, AB. We have experienced staff, and offer competitive wage, paid ABVMA dues, uniforms provided, paid CE and health spending. Please send resumes to: mike.devries@trimunicipalvet.com. Website: www.trimunicipalvet.com.

BRAGG CREEK ANIMAL HOSPITAL IS HIRING a full-time RVT. Single vet, SA clinic in Bragg Creek, AB. Progressive clinic with electronic records, digital body and dental rads and in-house diagnostics. Healthy and positive workplace environment. Candidates have a positive attitude, great communication skills, attention to detail and exceptional client service. New grads welcome. Competitive wages, paid dues, CE

and scrub allowance, health benefits & staff discounts. Resume and cover letter to: info@braggcreekvet.ca or 403-949-2650.

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

SHERWOOD VETERINARY CLINIC IS looking for a full-time/part-time Registered Veterinary Technician and a full-time/part-time Veterinary Medical Assistant to join our team. Clinical experience is preferred. Availability to work some evenings and weekend is required. Experience using Avimark software is an asset. We are looking for a self-motivated team player with a willingness to learn. We offer competitive wages, monthly bonuses, veterinary discounts, uniform allowance, CE allowance, paid ABVMA membership, and health and dental benefits. Sherwood Veterinary clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to Tammy Roberts at: blueseal21@hotmail.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, AB, is looking for a dedicated RVT 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, including health & dental coverage, ABVMA dues, CE and staff discounts. We love our jobs and want you to love yours! Apply at: office@bestfriendsah.ca.

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 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. Contact: buffalohheadvet@gmail.com.

RUTHERFORD VETERINARY CLINIC LOCATED in SW Edmonton is currently expanding the medical team of veterinarians and 10-supporting staff. We are looking for 2 full-time RVTs and a FT veterinarian to join our team. Experience is an asset but new grads are welcome. We are a full-service small animal hospital providing a variety of services from routine vaccines, spay/neuter to orthopedic procedures (fracture repair, cruciate ligament repair- CBLO and lateral stabilization, FHNO, patellar luxation and more) and emergencies in an organized environment. Our staff is committed to providing excellent veterinary care and

client education. Successful candidates will receive a very competitive salary with a benefit package. Please send your resume to: mary@rutherfordvetclinic.com.

CRESTWOOD VETERINARY CENTRE IS looking for a full-time, positive and confident RVT to join our exceptional team of over 30 professionals. Candidates should have the ability to function well in a fast-paced environment and must be willing to become dedicated to providing excellent client and patient care. We are a busy, thriving practice in west Edmonton with extensive surgical capabilities and offer services including advanced orthopedics, canine rehabilitation and canine reproduction. We are fully equipped with digital radiography, ultrasound, CT, in-house laboratory, therapeutic laser and more. We offer above average salaries, paid professional dues, health benefits, generous CE allowances and the opportunity for you to use all your skills and training in a fun, challenging environment. Interested applicants can send resume with cover letter to: maryandandrea.crestwoodvets@gmail.com.

BUSY SOUTH EDMONTON VET HOSPITAL looking for an RVT (# hours negotiable). We're looking for a positive, motivated and dedicated team member to join our team. Must have desire to provide exceptional patient care and client service in a friendly, caring and efficient manner, with a strong desire to be a good team member. We provide both traditional and alt medicine, offering a wide range of experience, with lots of opportunity to work independently and utilize technical skills. Town Centre Veterinary Hospital is home to many long-term employees, who are excited about having a new member join our team. Benefits include CE and uniform allowance, health/dental, product/service discount, profit-sharing and a positive, family-like environment. Position to start immediately, will include some evenings and some half-day Saturdays. Email CV attn: Kari Hogan, to: pet.care@towncentrevet.ca.

GLAMORGAN ANIMAL CLINIC IN SW Calgary is currently looking for a friendly, compassionate and motivated full-time RVT to join our fantastic team! We are a busy small animal practice with 2 FT vets, 2 RVTs, and 2 receptionists at a new location. This position requires a positive attitude, great communication skills, and teamwork. We offer a competitive wage, 100% paid dues, health and dental benefits, yearly uniform allowance, industry discounts and more. Industry experience is an asset. Please send your cover letter and resume to: gac3@shaw.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.

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.

VETERINARY STUDENT REQUIRED

VETERINARY STUDENT POSITIONS OPEN!

Gain experience in a clinic with a diverse case load ranging from highly refined equine reproductive techniques including a fully equipped ICSI lab, equine surgical cases, small animal surgical cases, as well as preventative work and everything in between. We are a primarily equine practice that also has a large small animal case load so you can make the most of your time out of the classroom learning hands on with multiple species. Students are involved in all aspects of the practice and are encouraged to scrub into surgeries and help with the primary management of cases as well as attend farm calls with our veterinarians. Paid positions may be available to the right student! Give us a call (403-347-1711) or send a resume to: abvet@telus.net.

WHITECOURT VET CLINIC IS LOOKING FOR

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

AHT STUDENT REQUIRED

WE ARE A GROWING SMALL ANIMAL

veterinary clinic in Calgary, AB. We have a dynamic and motivated team, passionate about what we do and committed to offering the best service and evidence based veterinary medicine focused on preventive medicine, dentistry, surgery and diagnostic medicine. We have digital radiology including dental, in house Abaxis diagnostics, and perform orthopedic and soft tissue surgery. We are always looking for motivated students for this paid position. You are client and service oriented, have skills in evidence-based medicine, surgery with excellent, empathetic-style communication. Time management skills, decision-making skills, and computer and typing proficiency are essential. Teaching and mentorship are also assets to this job as we regularly host students and volunteers. You must be enrolled in an accredited RVT program to be eligible. If this position sounds like you then please forward your cover letter and resume directly to Mandi at: maclal@shaw.ca.

SOUTHFORK ANIMAL HOSPITAL IS

growing! We are looking for a compassionate AHT student with exceptional communication skills. AHT student will have good opportunity to enhance practical skills, client communication skills, laboratory & xray skills. We do advise for going into VTNE exams. 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. Please email your resume and cover letter soon to manager at: southforkvets@gmail.com. Website: www.southforkvets.com.

OTHER EMPLOYMENT

DELANEY VETERINARY SERVICES (DVS)

has an opening for an Internship 2021. DVS is a primary and referral equine facility serving the greater Edmonton area in central Alberta. Our practice provides comprehensive services including surgery (elective and emergency), lameness, medicine, advanced reproductive techniques, general health, dentistry, chiropractic, acupuncture, rehabilitation and advanced imaging. This internship program will allow you to pursue all aspects of equine practice in an intense case load environment under the guidance of experienced equine veterinarians. Duties will include in-clinic patient care, surgical and/or anesthesia assistance, all aspects of ambulatory practice including lameness work-ups, dental, herd health, reproduction, imaging, ultrasonography and rehabilitation. Emergency call duties are divided amongst the doctors in the clinic. Please contact Shannon Matthews for more information at 780-922-3647 or by email: management@delaneyvetservices.com. Website: <https://delaneyvetservices.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 AAFCP 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.

PRACTICE FOR SALE

FOR IMMEDIATE SALE. WELL-

established, high net, small animal practice located in Calmar, AB (20 min from Edmonton). High potential for growth and/or expansion into large animal/equine practice. Available with or without real estate. All reasonable offers will be considered. Please contact Jack Williams at 780-916-0727 or email: calmarclinic@gmail.com.

WELL EQUIPPED, WELL ESTABLISHED SMALL

animal practice in Fort Saskatchewan, AB. Owner seeking to retire. Willing to provide a transition time to new owner. Email: wildrosevet@outlook.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.

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 VSPro, 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.

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