

MEMBERS' MAGAZINE

■ JULY-AUGUST 2020



**Edmonton West
Animal Hospital**

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Treasure of Veterinary Practice, Part 2 of 2



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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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Edmonton West Animal Hospital

Editor's Notebook

WE ARE IN THE MIDDLE OF FORGING A new direction for life as we know it because of the COVID-19 pandemic. At this point in Alberta, we seem to have "flattened the curve" to where some features of our lives are returning toward normal. Time will tell if we can continue in this direction or not. Some things, however, will never return to normal.

We are losing some of the smaller- and medium-sized businesses that we all rely upon on a daily basis. Some of our favourite restaurants and shops have disappeared or will disappear. People predict that our lives will become simpler, less complicated. Others predict that this virus is here to stay, and we will need to adjust our lives to live with it for a long time. If so, will we ever be able to attend professional sport events or concerts? Weddings? Funerals?

Hopefully veterinary practices are insulated well enough against closure, as we provide an essential service providing care for the health and welfare of animals. The need for our services remains constant, but even our existing business models are changing. Will we continue to rely on curbside service for our companion animals? Will we continue to limit access to the practice from our clients? Many medical and dental practices are removing their waiting rooms. Will this become the new norm? Will we see the same in veterinary practices?

Six months ago, many were lamenting the fact that we were losing our ability to communicate with people because of the technology that has become pervasive throughout our lives. People would text or email rather than speak in person. Our kids were spending their entire lives on their phone or in front of a video console, and my generation was constantly lamenting it was heralding the demise of our society as we know it. How quickly times change. Now this technology has brought us all together as our only safe means of communication while maintaining physical distancing. Everything from virtual dinners, barbecues and parties to virtual conferences are being considered and delivered. We have been thrust into the use of telemedicine through this pandemic. It may become the new norm as well. Since "necessity is the Mother of invention," watch for an explosion of new and exciting technology in the next year. Something good arising from a bad situation.

Darrell Dalton, DVM
Registrar, Alberta Veterinary Medical Association

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

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

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

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Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

IN MY LAST MESSAGE PUBLISHED

in the May/June issue, I recorded the date of writing, and I will repeat that for this message. I never expected to be writing these messages during a pandemic that has changed so much for all of us. I am writing this on May 22, and while many restrictions have loosened slightly, social distancing is still in effect, schools are still closed and life is still vastly different. The daily reports of case numbers have shown decreasing new cases, which I hope will still be the case when this is published.

I commend the officials that have been delivering the daily updates in Alberta. They

have endeavoured to deliver clear, concise information with transparency and clarity. However, this is a new disease, and there are twists and turns at every stage — the incubation period may be quite long, there may be asymptomatic carriers, people of varying ages and underlying conditions may be quite severely affected...the list goes on. All of this leads to a nightmare for effective communication to the public, especially for the public that does not have a medical background. I'm sure veterinary professionals understand the struggle to try to make effective recommendations to the public when the knowledge base keeps shifting.

The public reacts with confusion, fear and mistrust when contradictory information circulates. Recommendations such as wearing masks have changed since the beginning of the pandemic, and the lack of consistency makes uptake more difficult.

There's also the sheer volume of information available. Numerous reports from different countries, who are each managing the pandemic differently, flow in daily. Medications are trialled, and studies suggesting variable levels of efficacy are released. Workplaces must sift through the requirements for their type of business in order to remain open. ABVMA staff have worked very hard to comb through the regulations, requirements and recommendations to build clear documents for our members. Through our Virtual Member Round Tables, we have received feedback on these communications and what members are experiencing. This feedback is used to help shape the bulletins on COVID,

and this will continue throughout the pandemic. It is impossible for the Member Bulletins to be all things to every individual — some members expressed desire for clear regulations on what exactly practices could do during the strictest lockdown periods, and other members voiced their desire to be able to make the call on what procedures they could perform. This is why the focus was kept on the directives from Alberta Health and the necessity to keep the public and the veterinary team safe.

I hope that we as veterinary professionals are able to empathize with human medical professionals, and that we can learn more about communication with the public during this experience. Delivering unpleasant messages with sincerity and admitting that there is a lack of reliable knowledge on a topic is a difficult task. Alberta's Chief Medical Officer of Health, Dr. Hinshaw, exemplifies a calm and clear demeanour when she communicates. She is a great example of a speaker that can deliver a lot of information in a short amount of time in a concise but sympathetic manner. Communication is one of the cornerstones of success in veterinary medicine, and this pandemic offers us all an opportunity to evaluate and compare our communication techniques, both individually and at a practice or corporate level.

Once again, I wish all of you the best as we continue developing the new normal. I am hoping that today's positive trend is continuing when this is published, and that these words find you safe and healthy.

2021 ABVMA ANNUAL GENERAL MEETING

Call for Resolutions

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will be held on **Sunday, Feb. 28, 2021**, at 9 a.m. at the Best Western Premier Calgary Plaza Hotel and Conference Centre, 1316-33rd St NE, Calgary, AB, T2A 6B6.

Members wishing to submit resolutions for consideration at the meeting are encouraged to do so, in accordance with the ABVMA Bylaws and Council Policy on Submitting Resolutions (Legislation > ABVMA Council Policies > Policies Relating to Governance, Committees and Council, login required).

The deadline for resolution submissions is Tuesday, Oct. 15, 2020.

THE ABVMA EMBARKS UPON

projects from time to time that are relevant to the betterment of the profession within the province. Previous projects included the development of a euthanasia manual, a biosecurity manual for practices, two projects regarding antimicrobial use and stewardship, and the current antimicrobial stewardship communications project. These projects are funded by provincial grants and allow the association to do work for the profession that would not be feasible otherwise.



Darrell Dalton, DVM
 Registrar, Alberta Veterinary Medical Association

Over the past three years, Council has become increasingly concerned with the apparent shortage of veterinary professionals available to work in Alberta. This has been heard in the ABVMA office from members, and the association has witnessed a large increase in the number of classified ads from practices looking to hire. The ABVMA has taken this issue to the provincial government to advise them that there is a problem. Multiple meetings with educational institutes, discussions with the Ministry of Advanced Education, the Ministry of Agriculture and Forestry and discussions with our own Minister of Labour and Immigration have brought the issue to their attention. The association has been able to make the government keenly aware of the importance of veterinary medicine, as evidenced by the classification of veterinary services as essential during the COVID-19 pandemic.

However, the consistent question from government is, "What is the magnitude of the problem?" Before they can budget funds to deal with the issue, they wish to know how critical the problem is and how many more veterinary professionals need to be either educated or attracted from other jurisdictions to alleviate the shortage. Shortage of veterinary professionals is not a concern unique to Alberta, as it appears to be a national as well as a global problem. With the encouragement of the Canadian Council of Veterinary Registrars, the CVMA conducted a workforce study this past winter to look at veterinary numbers across Canada. The results were tentatively available in the middle of June. Last year, the CVMA-

SBCV Chapter conducted a workforce study in BC funded by the provincial government that indicated BC could utilize an additional one hundred veterinarians more that they were currently registering each year.

The magnitude of the shortage in Alberta is not currently quantifiable. To obtain objective data to move forward in properly informing the government, the ABVMA is partnering with the ABVTA and the Workforce Strategies Division of Alberta Labour and Immigration. The provincial government has provided \$100,000 toward this project. The main assessment and forecasting outcomes are to include:

- research and analysis of labour market trends in the veterinary industry in Alberta,
- developing strategic plans to prepare for future skill requirements and/or prevent skills shortages, and
- the development of veterinary practice benchmarks such as the optimal ratio of technologists to veterinarians in each practice type.

The project has begun and is expected to be completed in early 2021. The Alberta study will be one of the first studies to consider both veterinarians and veterinary technologists together as a team. Malatest Consulting has been contracted to conduct the study, and members may be contacted by them to participate within the next few months. Please willingly provide them with any information that you can. This is a significant ABVMA project for the profession, and we look forward to meaningful and useful results, which can only happen with everyone's cooperation.

OUR VISION

Healthy animals and people in a healthy environment.

OUR MISSION

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

OUR VALUES



PROFESSIONALISM

Demonstrating ethics, fairness, responsibility and accountability



INTEGRITY

Exemplifying honesty, trust and transparency



LEADERSHIP

Inspiring a path that is adaptable and visionary



INCLUSIVITY

Fostering a safe, positive and collaborative environment



RESPECT

Interacting with empathy, compassion and dignity



2020 ABVMA Council

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

April 22-23, 2020

Colleen Pratt, DVM

Council met virtually in April and had a productive meeting. It was not the same as meeting in person, but we still got a lot accomplished.

- UCVM plans to admit a class of 50 students to the DVM program for the fall of 2020. They are considering a new application process for 2021, with the goal of rural sustainability. There is a focus to attract rural candidates as they are more likely to go back to a rural setting.
- The ABVMA Audit Committee explored the option of investing 10 per cent of the portfolio in blue chip stocks. Traditionally the ABVMA has only invested in GICs and other secure investments. This would require an amendment to the financial guidelines, which staff will look into for the June meeting. No decision was made.
- Leadership Weekend was overall very good with positive feedback. Council found value in the leadership group's comments on the Resolutions prior to the Annual General Meeting (AGM). It became apparent that more membership engagement and Town Hall sessions prior to the AGM would have been helpful.
- There were some comments that the Leadership Weekend was too busy and maybe should go at a slower pace in the future to allow more free time and social networking.
- There were some concerns from members following the AGM about role of public members at the AGM.
 - It was decided Council needs some clarity on public members/invited guests speaking at AGM. This will be discussed further at the June meeting.
 - It was suggested that we have a feature article in an upcoming magazine about the role and responsibilities of public members. (Please see article on page 22.)
- Council is in the process of reviewing the Policy on the Annual Performance Appraisal and Review of the Registrar/Secretary-Treasurer. A consultant was hired last year and we are still fine-tuning the process.
- A motion was passed to undertake a compensation review of the Registrar. This has not been done previously. The goal is to be sure the Registrar is being paid appropriately.
- Dr. Kevin MacAulay was appointed as the ABVMA Representative to the University of Calgary, Faculty of Veterinary Medicine, Faculty Council.
- The National Examining Board of the Canadian Veterinary Medical Association (CVMA) will now accept Program for the Assessment of Veterinary Education Equivalence in all Canadian provinces as an alternative pathway to obtaining a Certificate of Qualification.
- Council approved a \$5,000 contribution per year for three years as a partner for Ag for Life's Know Your Food educational trailer. This is to educate the public on where their food comes from.
- Council is having staff look into a Memorandum of Understanding with the College of Veterinarians of BC regarding dispensing across the BC/AB border.
- Last but not least, COVID-19 has caused some changes in event scheduling. The Antimicrobial Stewardship Conference has been rescheduled for Nov. 19-20, 2020, in Edmonton. CanWest is tentatively still moving forward, but a final decision will be made this summer. The CVMA has cancelled the Annual Convention in Quebec City.



COLLEEN PRATT GREW UP IN SASKATOON AND GRADUATED

from WCVMA in 1987. She moved to Alberta and worked as a small animal veterinarian for a number of years while raising three children. In 1999, together with her husband, she opened Calgary Trail Pet Hospital in Edmonton. In 2015, they sold the practice with plans to retire, or at least slow down. Retirement was short-lived and just recently they started a new practice with some young and enthusiastic partners.

Colleen has owned and fostered many different pets. Her favourite foster is the momma cat with kittens or orphaned kittens. Her other interests include dog walking, gentle hikes, self-guided bike trips and relaxing at the lake.

Colleen's children have all started families of their own. They have careers in physics, engineering and veterinary medicine. The recent addition of a beautiful and energetic granddaughter and another grandchild on the way has made life exciting. Colleen lives in Edmonton with her husband Gerald, one dog — with the unfortunate name Corona — and two yellow canaries.

Colleen Pratt, DVM

Member of Council, North Region



CANWEST VETERINARY CONFERENCE

2020

OCTOBER 17–20

2020 CanWest Veterinary Conference Announcement

IN-PERSON CONFERENCE CANCELLED



CanWest is going virtual

The Alberta Veterinary Medical Association (ABVMA) has made the difficult decision to cancel the in-person delivery of the CanWest Veterinary Conference this October, due to COVID-19.

The ABVMA's commitment to the health and well-being of ABVMA members, speakers and sponsors, as well as numerous other stakeholders and attendees, was a deciding factor, and the association believes this is the appropriate decision at this time.

While Alberta is currently in stage two of its provincial relaunch strategy, the ABVMA recognizes there is still a high level of uncertainty around mass gatherings in Alberta, travel restrictions within Canada and abroad, and a number of other unknown factors that pose significant risk to hosting a successful in-person event this fall.

The CanWest Veterinary Conference has delivered world-class continuing education (CE) to western Canada since 2004, and the ABVMA values the importance of hosting a CE event this year. ABVMA staff are currently working with our various partners and stakeholders to modify this year's conference to a virtual delivery model. **Please continue to save the dates, Oct. 17-20, 2020**, as we work through program and delivery logistics.

While we may not be able to gather in person in 2020, please watch for program and registration details this August at www.canwestconference.ca.

Questions about the 2020 conference may be directed to: kathy.naum@abvma.ca.

Thank you for your patience and understanding.

Legislated Committees

ABVMA legislated committees carry out specific roles in accordance with the *Veterinary Profession Act*. The following outlines current openings on legislated committees:

- **Complaint Review Committee (CRC):** one veterinarian. The CRC reviews the reports of investigations into formal complaints and participate in consent discussions. Meetings are held by teleconference on an ad hoc basis when investigator reports are submitted for review.
- **Practice Inspection and Practice Standards Committee (PIPS):** one veterinarian (mixed or large animal practice preferable). This committee reviews practice inspection reports and identifies deficiencies assuring compliance with the PIPS Bylaw. Members meet approximately three times/year to review reports from the practice inspectors as well as holding some teleconferences.

Professional Advisory Committees

ABVMA professional advisory committees are established by and serve as a resource for Council. They meet in person twice/year and have teleconferences as needed. Members who have experience or interest in the following areas and would like to become involved in the governance of the ABVMA are invited to submit their name for consideration as a potential committee member. The following positions are available for terms starting in February 2021:

- **Animal Welfare Advisory Committee:** two veterinarians and one veterinary technologist
- **Companion Animal Advisory Committee:** two veterinarians and one veterinary technologist
- **Equine Advisory Committee:** two veterinarians
- **Human Resource Development Committee:** one veterinarian or veterinary technologist
- **Member Wellness Advisory Committee:** two veterinarians and one veterinary technologist
- **Wildlife and Ecosystem Health Committee:** three veterinarians and two veterinary technologists

The deadline to submit your name for consideration is **Friday, Sept. 18, 2020.**

For more information, please contact Dr. Jocelyn Forseille at jocelyn.forseille@abvma.ca or 780-489-5007, Ext. 232.

THANK YOU!

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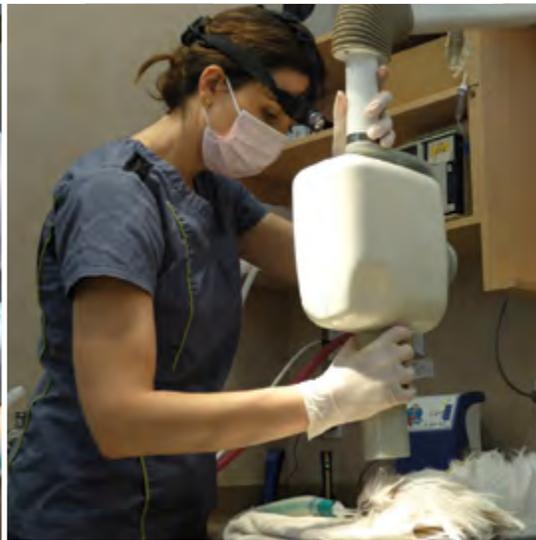


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Together STRONG



Our community

The veterinary community has been significantly impacted by the COVID-19 pandemic. While the uncertainty of tomorrow weighs heavily on us all, VetStrategy continues to remain a strong supporter of our staff, patients, partners and communities. One of the ways we champion our communities is by supporting and donating to great causes such as the Member Wellness Fund of the ABVMA.

Thank you for being our frontline heroes

We are proud of all veterinary professionals who have demonstrated their commitment through countless examples of teamwork, selfless acts, resilience, and strength in a time when it matters most.

We are stronger together

You were made to save animals. We take care of the rest.

"I would like to personally thank VetStrategy for their dedication, guidance, and emotional and financial support to the team at Lomsnes Veterinary Hospital. During this difficult time of COVID-19, VetStrategy has been diligent in following ABVMA, CVMA and Health Canada's regulations in order to protect our staff and clients. As a veterinarian, I am very proud of VetStrategy's commitment to our profession so we can continue to provide services to our patients."

~ Dr. Lisa Lomsnes
RED DEER, AB

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Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASES #18-03, #18-06 AND #18-07

Three letters of complaint, two of which were related to the same matters, were received by the ABVMA regarding a registered veterinarian. Investigations were conducted into all three letters. The investigator's reports were provided to the Complaint Review Committee (CRC).

In all three cases the CRC made a decision to refer to the Hearings Director for a hearing.

The veterinarian was provided notice and disclosure of the investigators' reports. The veterinarian elected to enter into consent discussions with members of the CRC with a view to accepting responsibility and providing an admission of unprofessional conduct. The ABVMA and the member through the consent discussion arrived at agreed findings of unprofessional conduct and agreed sanctions.

The Admission of Unprofessional Conduct and Consent Order were accepted by the Hearing Tribunal at a hearing held on Feb. 5, 2019. Notwithstanding that there had been a prior hearing into the conduct of the member, the events giving rise to these complaints occurred prior to the previous hearing June 22, 2018. The decision of the hearing tribunal was issued on April 1, 2020, 14 months after the hearing.

CONSENT ORDER

AGREED STATEMENT OF FACTS

1. At all material times, the veterinarian has been a registered veterinarian with the ABVMA since 2012.
2. Since 2015, the veterinarian has been the responsible veterinarian and shareholder responsible for the veterinary practice entity.

REGARDING COMPLAINT BY WT AND KK:

3. On Sept. 2, 2015, KK brought her cat, a three-year old domestic long-haired white and black cat to the veterinary practice. The cat had been left in the laundry dryer.
4. The veterinarian conducted a physical examination, diagnosing a fracture of the

dorsal wing of caudal vertebrae 6-7. On a blood chemistry report, the blood glucose and ALT were higher than reference with a positive glucose identified on urinalysis. Casey was recommended for 24 hours kennel rest. A follow-up glucose strip was done on the morning of Sept. 3, 2015, at which time the cat was diagnosed with hyperglycemia due to diabetes.

5. On Sept. 3, 2015, consent was obtained from the owners to send blood to Idexx for testing fructosamine level in the blood. In the interim, the veterinarian initiated treatment with 2 IU of insulin until the fructosamine level results were received.
6. The laboratory results were returned on Sept. 4, 2015, and indicated that the fructosamine was within normal. The veterinarian did not properly review those results, nor communicate those results to the owner of the cat.
7. There was no follow-up with respect to the cat, and the diagnosis of diabetes was maintained over the course of eight months.
8. The medical records with respect to the case were not appropriately created or maintained.

AGREED STATEMENT OF FACTS REGARDING COMPLAINTS BY AG AND HS

9. AG is a former employee of the practice working for the veterinarian from early 2016 until approximately November 2017, when her employment was terminated.
10. During the time that AG was employed at the practice, it was observed that the veterinarian on occasion used a single surgical pack on multiple patients.
11. The veterinarian inappropriately delegated veterinary medical tasks to AG and other non-registered staff including but not limited to:
 - extubating patients;
 - monitoring patients post-operatively while the animal was still intubated;
 - monitoring the animals under anesthesia; and
 - assisting in surgery.
12. There was no designated anesthetist to monitor anesthesia while the veterinarian performed surgeries (including that of Twitch).

13. The veterinarian did not obtain the consent from clients with respect to performing surgery as well as undertaking all of the responsibilities including the monitoring of anesthesia when there were no other registered members available to act as the dedicated anesthetist.

14. Twitch was a two-year old domestic short-haired cat who was brought to the veterinarian for an ovariohysterectomy from a humane society on Feb. 15, 2017. The veterinarian did not undertake an appropriate anaesthetic protocol on Twitch.

15. On February 15, at the end of the day, there was no available kennel for housing Twitch at the humane society, and she remained at the practice.

16. On the morning of February 16, breathing issues were noticed with respect to Twitch. The client was updated with respect to her condition and ultimately Twitch passed away on Feb. 16, 2017.

17. The veterinarian offered the humane society the opportunity for a necropsy free of charge to determine the cause of Twitch's death. The veterinarian did not offer the opportunity for an independent necropsy.

18. The veterinarian undertook a gross post-mortem related to the abdomen only and, thereafter, inaccurately reported the death of Twitch to the humane society as not related to the spay procedure. Twitch subsequently was diagnosed as dying from aspiration pneumonia by an independent necropsy.

19. Some of the complaints received by the ABVMA with respect to the veterinarian arise as a result of complaints from former employees.

20. The veterinarian did not create or maintain appropriate medical records including appropriate anesthetic records with respect to patients of the humane society and patients of the practice in general.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT WITH RESPECT TO THE COMPLAINT BY WT AND KK

Medical and Diagnostics

1. That the veterinarian inappropriately diagnosed the cat with diabetes on Sept. 3, 2015.

2. That the veterinarian failed to properly review the laboratory results for fructosamine and communicate those results to the owner of the cat.

3. That the veterinarian failed to take appropriate follow-up with respect to the cat and the diagnosis of diabetes over the course of the subsequent year.

Medical Records

4. That the veterinarian failed to create or maintain appropriate medical records with respect to the cat.

WITH RESPECT TO THE COMPLAINT BY AG

Sterility

5. That the veterinarian inappropriately made use of surgical packs on multiple patients when the expectation is that a clean and sterile surgical pack is to be used on each patient.

Inappropriate Delegation of Responsibilities

6. That the veterinarian inappropriately delegated veterinary medical tasks to unregistered auxiliary personnel including but not limited to:

- extubating patients;
- monitoring patients post-operatively while the animal was still intubated;
- monitoring animals; and
- assisting in surgery.

Dedicated Anesthetist

7. That the veterinarian failed to have a designated anesthetist to monitor the anesthesia performed by the veterinarian during surgeries.

WITH RESPECT TO THE COMPLAINT BY THE HUMANE SOCIETY

Competence

8. That the veterinarian failed to undertake an appropriate anesthetic protocol on Twitch.

Post-Operative Death

9. That the veterinarian failed to offer the opportunity for a complete necropsy with respect to the death of Twitch.

Candor with the Client

10. The veterinarian undertook a gross post-mortem related to the abdomen only and improperly reported the death

of Twitch as not related to the procedure which was later diagnosed as aspiration pneumonia.

Medical Records

11. That the veterinarian failed to create or maintain appropriate medical records for the patients at the veterinary practice.

12. That the veterinarian failed to maintain appropriate anesthetic records with respect to the patients.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

The Hearing Tribunal ordered that the sanctions are:

- A reprimand shall be issued as against the veterinarian.
- The veterinarian shall be required to complete, at her own cost, the following continuing education obligations (in addition to her annual requirement), as approved by the Complaints Director of the ABVMA:
 - The veterinarian shall complete the continuing education obligations as set out in the Order of the Hearing Tribunal of June 22, 2018, within 60 days of the date of this Order;
 - The veterinarian shall attend in person with a small animal practitioner for the purposes of supervision and/or mentoring for a period of 25 hours for the purposes of obtaining continuing education regarding small animal surgery, anesthesia and business operations of a small animal practice. This continuing education must

Continued on next page

be approved by the ABVMA. This continuing education component is tentatively arranged to proceed.

3. The veterinarian's practice shall be subject to **further** practice inspections by a practice inspector approved by the ABVMA over the next two years. This is in addition to the practice inspections ordered pursuant to the Order of the Hearing Tribunal of June 22, 2018. The inspections shall include a medical records audit and may be announced or unannounced. The veterinarian shall pay costs of these practice inspections and shall provide any and all information requested by and to the inspector. The results of the practice inspection shall be provided to the Complaints Director and Practice Inspection Practice Standards (PIPS) Committee and subject to its approval as a pass/fail. As such, the schedule for the veterinarian's next five practice inspections shall be:
 - two practice inspections by June 2019
 - followed by two further practice inspection by June 2020
 - followed by one further practice inspection by June 2021. This practice inspection will qualify as the veterinary practice's next routine rotational inspection.
4. The veterinarian shall pay costs in the amount of \$6,000 within one year from the date of this Order.
5. The veterinarian shall pay fines in the amount of \$2,000 with respect to \$1,000 for the finding of medical records and \$1,000 for the finding of unprofessional conduct on delegation of veterinary medical tasks to unregistered personnel.
6. If the Complaints Director deems there to be a violation of this Order, as unilaterally deemed by the Complaints Director, the veterinarian shall upon notice by the Complaints Director and/or the Registrar, 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.
7. There shall be publication of this Consent Order on a "without-names" basis.

COMPLAINT CASE #19-18

A letter of complaint was received against a registered veterinarian about the medical care provided to a cat.

The veterinarian examined and treated a 16-year-old cat who had been anorexic and lethargic. On examination the cat was found to be dehydrated with a grade 2/6 heart murmur. The veterinarian undertook bloodwork and the blood chemistry showed elevated BUN, elevated phosphorus and a creatinine that was off the chart. Unable to collect urine due to an empty bladder, a urinalysis and urine SG were not performed. The veterinarian treated the cat with subcutaneous fluids and prescribed and dispensed fortiflora and a compounded meloxicam suspension.

The owner subsequently attended at another veterinary practice the following day with the cat, where it was diagnosed with end-stage renal failure and was euthanized.

The complaint was investigated and the report of the investigation was reviewed by the CRC which made a decision to refer the matter for a hearing.

The member entered into consent discussions with members of the CRC and arrived at agreed findings of unprofessional conduct and agreed sanctions.

The Admission of Unprofessional Conduct and Consent Order were accepted by the Hearing Tribunal at a hearing on March 16, 2020.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. At all material times, the veterinarian has been a registered veterinarian with the Alberta Veterinary Medical Association (ABVMA) since 2006.
2. The veterinarian is employed full time at the Canadian Food Inspection Agency (CFIA) and part time at the veterinary practice, in which he has an ownership interest.
3. The cat was a 16-year-old neutered male domestic short-haired cat under the care of the sister (PM) of the owner.
4. On April 14, 2019, PM took the cat to the veterinary practice where he was seen by the veterinarian, who recommended performing blood work and a urinalysis to diagnose the cat's condition. No urinalysis was available as the bladder was empty.

5. The blood chemistry results demonstrated severe elevation of blood urea nitrogen and phosphorus. Creatinine was not reported as it was too elevated to read on the blood panel.
6. The cat was treated only with subcutaneous fluids and prescribed both an oral probiotic and compound Meloxicam suspension.
7. The veterinarian failed to appreciate that the cat, at the time of the assessment on April 14, 2019, was most likely suffering severe kidney disease.
8. The prescribing of Meloxicam was contraindicated for a cat with severe kidney disease.
9. The level of dehydration indicated that subcutaneous fluids were not the most appropriate treatment option.
10. The veterinarian did not undertake a complete treatment plan for the cat given the blood analysis results available on April 14, 2019.
11. The veterinarian failed to provide any referral of the cat to an emergency clinic or veterinary hospital on April 14, 2019.
12. After reviewing the blood chemistry panel and undertaking an assessment of the cat, the veterinarian failed to properly communicate the seriousness of the cat's condition to the owner's sister.
13. The veterinarian failed to maintain or create appropriate medical records for the cat.
14. There were inconsistencies on the medical records, particularly with respect to the prescription label on the Meloxicam dispensed for the cat. This was as a result of all of the veterinarian's medical records entries appearing under the initials of the responsible veterinarian at the practice.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Medical Management

1. That the veterinarian failed to undertake a proper diagnosis of the cat on April 14, 2019.
2. That the veterinarian failed to undertake an appropriate assessment of the blood analysis results that were provided to him, and/or particularly that he failed to appreciate the significance of the elevation of blood urea nitrogen and phosphorus and the significance of the creatinine not being reported.
3. That the veterinarian failed to appreciate that the cat had severe kidney disease.
4. That the veterinarian made a

determination to prescribe Meloxicam when it was not appropriate to do so.

5. That the veterinarian inappropriately treated the cat with subcutaneous fluids when other treatment options were more appropriate.
6. That the veterinarian failed to undertake a proper treatment plan for the cat given the blood analysis results available to him.

Use of Compounded Medication

7. That the veterinarian inappropriately prescribed and dispensed compounded Meloxicam when a product approved by Health Canada is commercially available.

Failure to Refer

8. That the veterinarian failed to provide a timely and/or appropriate referral of the cat to an emergency veterinary clinic or veterinary hospital.

Communication with Client

9. That the veterinarian failed to properly communicate with the client the seriousness of the cat's condition.

Medical Records

10. That the veterinarian failed to maintain or create appropriate medical records for the cat.
11. That there were inconsistencies with the medical records, particularly with respect to the prescription label on the Meloxicam dispensed for the cat.

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

The Hearing Tribunal orders that the sanctions are as follows:

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

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

- i. an additional 20 hours of continuing education on geriatric medicine, nutrition and clinical pathology of small animals;
 - ii. an additional five hours of continuing education on the appropriate use of NSAIDs (Non-Steroidal Anti-Inflammatory Drugs);
 - iii. an additional five hours of continuing education on pharmaceutical management; and
 - iv. an additional 10 hours of continuing education on medical records.
3. The veterinarian shall undertake a review of the following documents and provide to the Complaints Director within 30 days of the date of this Order a signed confirmation of review of;
 - i. the *ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding And Selling Pharmaceuticals*; and
 - ii. the *CVMA Guidelines For The Legitimate Use Of Compounded Drugs In Veterinary Medicine*.
 4. The veterinarian's practice shall be subject to practice inspections by a practice auditor approved by the ABVMA once yearly for a period of two years. These practice audits may be announced or unannounced and will include a medical records review to determine that all medical records are in compliance with the PIPS Bylaws. The veterinarian shall pay the costs of these practice audits and shall provide any and all information requested by and to the auditor. The result of the practice audit shall be provided to the Complaints Director and PIPS Committee and subject to their approval.
 5. The veterinarian shall pay a fine in the sum of \$500 with respect to the failure to refer and a fine in the sum of \$500 with respect to medical records for a total fine of \$1,000. These fines shall be paid within six months of the date of this Order.
 6. The veterinarian shall pay costs in the amount of \$4,000 within six months of the date of this Order.
 7. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending

a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.

8. There shall be publication of this Order on a "without-names" basis (and without identifying information).

COMPLAINT CASE #19-07

As a result of information provided to the Complaints Director, a section 27.1 complaint was initiated against a permit holder. The information was that a veterinarian employed by the permit holder signed a form indicating she agreed to provide supervision of a Supervised Limited Practice Registered Veterinarian employed at the practice, when she was not a registered veterinarian.

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

A hearing was held on Feb. 3, 2020.

ALLEGATION OF UNPROFESSIONAL CONDUCT

The ABVMA advanced a single allegation of unprofessional conduct against the permit holder.

Professionalism

1. That the permit holder failed to ensure that a veterinarian working at the veterinary practice, was properly registered and in good standing while practicing veterinary medicine during the period of November 2018 to March 2019.

All of which constitutes unprofessional conduct pursuant to the VPA, RSA 2000, c. V-2, as amended.

HEARING

The facts of the matter were not in dispute and it was agreed between the parties that:

- At all relevant times the permit holder was a permit holder under the VPA.
- The veterinarian graduated from Ross University in August of 2018 and was hired as an intern at the veterinary practice beginning on Nov. 1, 2018. The practice is owned by the permit holder.
- The veterinarian completed and passed the NAVLE examinations and received a Certificate of Qualification (COQ) on or about Oct. 29, 2018. The veterinarian

Continued on next page

subsequently provided the CVMA with copies of her passport, her degree, her final university transcripts and two letters of recommendations as required by the CVMA.

- On or about Nov. 1, 2018, an employee of the CVMA sent the ABVMA a PDF of the veterinarian's NEB certification, however, those steps did not satisfy all of the ABVMA's registration requirements.
- The veterinarian and the permit holder mistakenly believed that the veterinarian was registered with the ABVMA effective Nov. 1, 2018, and the veterinarian began practicing as a supervised intern at the veterinary practice on Nov. 1, 2018.
- At a Feb. 22, 2019, meeting of the ABVMA Registration Committee, that committee was considering a Jan. 29, 2019, request for an extension of licensure concerning a Supervised Limited Practice Registered Veterinarian. The veterinarian had signed the Renewal Request Form as one of the supervising veterinarians. The ABVMA Registration Committee made inquiries and determined that the veterinarian was not registered as a regulated member with the ABVMA at that time and could not sign the Renewal Request Form as a supervising veterinarian as she was not fully registered with the ABVMA.
- The veterinarian became a registered member of the ABVMA on March 13, 2019.

LEGISLATION

The Hearing tribunal in their decision noted the following provision of the VPA and General Regulation:

Sections 2(1) and 2(4) of the Act generally establish that no person except a registered veterinarian or a permit holder shall engage in the practice of veterinary medicine or use the word "veterinarian" or represent that the person is entitled to practice veterinary medicine.

Pursuant to s. 26(b) of the Act, an investigated person for the purposes of unprofessional conduct proceedings means (i) a registered member or (ii) a permit holder. Accordingly, a permit holder can be subject to Part 5 Unprofessional Conduct proceedings under the Act and the permit holder's conduct can be found to be unprofessional conduct for the purposes of s. 1(n.1) of the Act.

Section 11(3) of the Veterinary Profession General Regulation (the "Regulation") states: "11(3) A permit holder shall ensure

that all veterinarians employed by it are registered veterinarians."

Section 16.1(b) of the Regulation and s. 50 of the Regulation respectively state the following:

16(1) Every veterinarian, registered veterinary technologist, permit holder, student and other member of the Association

...

(b) should assist in maintaining the integrity of the profession and participate in the activities of the profession..."

50 No member of the association shall do an act that would reflect unfavorably on the worthiness of the member's profession."

SUBMISSIONS TO THE HEARING TRIBUNAL

Submissions made on behalf of the Complaints Director can be summarized as follows.

- Legal counsel reviewed the various provisions of the VPA and the Regulation which established that a permit holder under the VPA is subject to the professional conduct provisions of the VPA.
- Although there is no evidence that the permit holder intentionally breached the VPA and the evidence establishes that its actions were inadvertent, the permit holder must take responsibility to ensure that registered member veterinarians working at its clinic are in fact fully registered members of the ABVMA.
- The privileges of practicing in a profession include a responsibility to ensure that all rules are followed, including that all persons working as veterinarians are properly registered. If a permit holder fails to do that, its actions impugn the integrity of the profession, constitute a risk to the public and give rise to no accountability to the profession.
- The veterinarian practiced for approximately four months without registration and that during that time there was no protection of the public, the integrity of the profession was harmed and s. 11(3) of the Regulation was breached.
- The veterinarian has taken responsibility for her actions in a separate process (reported herein), including a reprimand, a fine and payment of costs. The permit holder must also take responsibility for its actions.

- The Complaints Director has satisfied the burden of proof to establish that the facts in this matter occurred and that the actions of the permit holder rise to the level of unprofessional conduct since it breached its obligation to be certain that the veterinarian was fully registered member of the ABVMA.

Submission made on behalf of the permit holder can be summarized as:

- The permit holder did take responsibility for its actions the moment they became aware of the issues associated with the veterinarian's registration status and because the veterinarian, as an intern, could not afford to pay the ABVMA fine, the permit holder paid it for her.
- Legal counsel for the permit holder argued that unprofessional conduct is a serious allegation with potentially serious results for the veterinary practice and that a finding of unprofessional conduct should only be made if the circumstances are deserving of a finding of unprofessional conduct.
- Legal counsel reviewed other ABVMA discipline decisions and argued that only a significant departure from minimum ethical standards which adversely affects the public's confidence in the profession should warrant a finding of unprofessional conduct.
- A clerical error in the veterinary practice's offices resulted in the veterinarian's ABVMA registration fees not being paid and but for that error, the veterinarian's mistaken assumption that she was registered with the ABVMA would have been found out immediately.
- The permit holder paid the outstanding registration fees on Feb. 8, 2019, as soon as they became aware they were payable.
- The permit holder was not involved in lies, a cover-up or forged documents and that the public was never at risk since the veterinarian never prescribed and was always practicing under direct supervision.
- A finding of unprofessional conduct carries a significant stigma which should not be imposed on the permit holder in this situation where there was no intention to lie to the ABVMA or breach the registration requirements of the legislation.
- Legal counsel argued that the permit holder's conduct did not rise the level of unprofessional conduct as it was not a significant departure from accepted practice that adversely affected public confidence and was instead based largely on an office manager's error concerning payment of fees.

Additional submissions in response:

- The ABVMA submitted that the discipline cases that referred to were distinguishable from this case and that the test for unprofessional conduct is not only where a significant departure from accepted standards occurs.
- ABVMA legal counsel argued that this was not simply a clerical error and that there must be accountability by registered members and permit holders for the actions of the persons working under them.
- Further that the test about whether unprofessional conduct occurred is not whether someone was or was not harmed and is instead whether actions fall within the definition of unprofessional conduct in the VPA.
- Legal counsel for the permit holder again argued that there was no misrepresentation in this case and the significant stigma of a finding of unprofessional conduct should be reserved for circumstances where there is a significant departure from accepted practice that warrants punishment and that is not applicable here where the permit holder has learned its lesson.

DECISION

The Hearing Tribunal found that the conduct constituted unprofessional conduct on the part of the permit holder and issued their written decision and reasons on March 18, 2020.

REASONS FOR FINDINGS

(ADAPTED FROM THE DECISION TO REMOVE NAMES AND IDENTIFIERS)

Section 2(1) of the VPA clearly states that “... no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine....” Section 11(3) of the Regulation is equally clear that “it is the responsibility of the Permit Holder to ensure that all veterinarians employed by it are registered veterinarians.”

The timeline involved and clerical and other mistakes do not negate the responsibility the permit holder had regarding the requirements under the VPA and Regulation. It is clear to the hearing Tribunal that the veterinarian had begun the process of registration and appeared to fully intend to comply with the requirement to be fully registered but it is also clear that the veterinarian and the permit holder should have been aware that the registration process was not completed. It is also clear to the

Hearing Tribunal that the permit holder, had the means to determine if the veterinarian was fully registered or not prior to allowing the veterinarian to engage in the practice of veterinary medicine at their practice.

The potential risk to the public from having an unregistered veterinarian practicing veterinary medicine was particularly compelling and important to the Hearing Tribunal. While the Hearing Tribunal acknowledges that there was no apparent harm to the public during the period the veterinarian was practicing while unregistered, that was purely fortuitous and does not negate the responsibility the permit holder had to ensure their employee was fully qualified to practice in Alberta. The Hearing Tribunal notes that the permit holder had previously employed veterinarians from the United States and would therefore be aware of the requirements to ensure these veterinarians were fully qualified to practice veterinary medicine in Alberta.

The Hearing Tribunal recognizes that there was no willful intent on the part of the permit holder to deceive the ABVMA with respect to the registration of this veterinarian employee however the permit holder was responsible to ensure compliance with the VPA and the Regulation. It is clear from the legislation that the permit holder had an obligation to ensure that this employee was a fully registered member with the Alberta Veterinary Medical Association during her employment at their veterinary practice.

The Hearing Tribunal accepted the Complaints Director’s argument that the privilege of practicing in the veterinary profession includes a responsibility to ensure that the veterinarian’s registration was in place before she began working. Registration with a regulatory body ensures the public that the practitioner is able to practice safely, competently and ethically and also ensures that professional liability insurance is in place. The failure to follow those requirements in this case harmed the integrity of the profession.

The Hearing Tribunal was not prepared to accept the permit holder’s argument that only a significant departure from accepted standards can warrant a finding of unprofessional conduct. In this situation, the errors and lack of statutory compliance that occurred were serious and significant enough to meet the definition of unprofessional conduct.

Although the permit holder took responsibility for what occurred, its actions

were not simply a clerical error. Regardless of whether the public was or was not actually at risk or whether harm did or did not occur, the failure to properly register the veterinarian with the ABVMA was a breach of the clear legislative provisions in the VPA and the Regulation which were intended to ensure the public’s confidence in and the integrity of the veterinary profession.

SANCTIONS ORDERED BY THE HEARING TRIBUNAL

The parties agreed to provide written submissions on sanctions to the Hearing Tribunal. These were provided. The Tribunal issued their decision on the penalty orders on May 4, 2020.

The Hearing Tribunal carefully considered the applicable case law on sanctions and the written submissions from both parties. The Hearing Tribunal made the following penalty orders:

1. The permit holder is formally reprimanded for its unprofessional conduct.
2. The permit holder shall pay a fine in the amount of \$2,000. The fine shall be payable within six months of the date of this decision.
3. The permit holder shall pay \$10,000, representing a portion of the costs incurred by the ABVMA in this matter. At the discretion of the Complaints Director acting reasonably, the costs may be paid in time payments provided that if a time payment is missed the permit shall be automatically cancelled until such time as the balance of the costs are paid in full.
4. There shall be publication of the Hearing Tribunal’s findings and penalty orders on a “no-names” basis.

REASONS

(ADAPTED FROM THE DECISION TO REMOVE NAMES AND IDENTIFIERS)

The Hearing Tribunal acknowledges that this was a one time, inadvertent error on the part of the permit holder and also acknowledges that it was cooperative at all times and that its cooperation resulted in a less lengthy and costly contested hearing.

The Hearing Tribunal also agrees and acknowledges that at no time did the permit holder engage in any misrepresentation or seek to mislead the ABVMA concerning what had occurred.

Notwithstanding those factors and that this was the first finding of unprofessional

Continued on next page

conduct against the permit holder, the Hearing Tribunal agreed with the Complaints Director's submissions that this was serious unprofessional conduct and that serious and proportionate penalty orders were appropriate.

Among other things, the Hearing Tribunal agreed that the ABVMA has a clear legislated mandate to ensure public protection and to maintain the integrity of the profession. Part of that involves ensuring that all individuals who are practicing veterinary medicine must be properly registered to ensure that they are qualified to practice safely, competently and ethically and to ensure that malpractice insurance is in place at all times.

The Hearing Tribunal also agreed that the unprofessional conduct in this case had a direct impact on the public since an employee was providing veterinary services without being properly registered. Even though this occurred as the result of an inadvertent series of errors, it is incumbent on permit holders to be vigilant and take all required steps to ensure that veterinarians are properly registered with the ABVMA.

The public's trust and confidence in the integrity of the profession is significantly adversely affected when unregistered practice occurs. As well, the fact that no one was actually harmed while the veterinarian practiced without registration is purely fortuitous and the risk of harm was present at all times.

The Hearing Tribunal also recognizes that the permit holder has paid the \$4,000 assessed in relation to the veterinarian's responsibility in the matter. However, that was a voluntary, albeit admirable, decision made by the permit holder that is only one factor in determining appropriate penalty orders. The Hearing Tribunal concluded that the seriousness of the permit holder's conduct warrants the penalty orders and that those are proportional concerning the unprofessional conduct that occurred.

The Hearing Tribunal also agreed with the Complaints Director that the principles in the *Hoff* decision justified payment of costs (or a portion of costs) by the permit holder since its actions resulted in the necessity for a hearing. To make no costs order, as suggested by the permit holder, means that the remainder of the profession would essentially subsidize the unprofessional conduct that occurred in this

case. In the Hearing Tribunal's opinion, that is not appropriate.

Having said that, and bearing in mind the cooperativeness and transparency of the permit holder, the Hearing Tribunal concluded that it was not appropriate for the permit holder to pay all of the costs relating to the investigation and hearing. The Hearing Tribunal concluded that payment of \$10,000 representing a portion of the costs and a \$2,000 fine were appropriate financial consequences and would ensure both specific and general deterrence.

Similarly, the Hearing Tribunal concluded that publication on a "no-names" basis would also properly address general deterrence by informing members of the profession that the ABVMA's registration requirements must be complied with.

PRACTICE REVIEW BOARD (PRB) PRB MATTER

At the time the information received from the Registration Committee was being reviewed in consideration of the complaint against the permit holder, there was recognition that there was a shared responsibility for the unlicensed practice between the permit holder and the veterinarian.

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

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

The veterinarian and PRB entered into the following agreement:

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
RSA 2000, c V-2, AS AMENDED;
AND IN THE MATTER RELATING
TO THE VETERINARIAN,
AND IN THE MATTER OF
PRACTICING VETERINARY
MEDICINE IN THE PROVINCE

OF ALBERTA WHILE NOT
PROPERLY REGISTERED WITH
THE ABVMA;

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

WHEREAS the ABVMA Registration Committee received documentation regarding the registration of a supervised limited practice registered veterinarian.

AND WHEREAS the veterinarian signed an ABVMA supervised limited practice veterinarian registration renewal request form as a supervising veterinarian on Jan. 29, 2019.

AND WHEREAS at that time, the veterinarian had not previously applied for licensure with the ABVMA.

AND WHEREAS the veterinarian applied for registration with the ABVMA on Feb. 8, 2019, having commenced employment with the veterinary practice on Oct. 1, 2018, while not properly licenced to practice veterinary medicine.

AND WHEREAS on March 12, 2019, the veterinarian was advised that she was practicing veterinary medicine while not properly registered by the ABVMA.

AND WHEREAS the Complaints Director on March 12, 2019, gave notice to the veterinarian that the matter had been referred to the PRB.

AND WHEREAS the PRB met with the veterinarian on April 12, 2019, for the purpose of addressing the matter of her non-registration with the ABVMA while practicing veterinary medicine.

AGREEMENT

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

Council approved the following at the April 2020 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Meaghan Berdini, #2670 March 16, 2020
Dr. Nicole Zucchet, #3272 April 2, 2020

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Beverly Wolney, #1962 April 1, 2020
Dr. Jessica Wilkins, #3267 April 1, 2020
Dr. Jami Frederick, #3409 March 12, 2020
Dr. Suneel Sharma, 2574 March 30, 2020
Dr. Ashley Book, #3094 April 13, 2020

Reinstated Non-Practicing Veterinarian Member

Dr. Maarten Hart, #3336 March 9, 2020

Reinstated Time Limited Practice Registered Veterinarian

Dr. Steven Mills, #3190 March 2, 2020

Reinstated General Practice Registered Veterinarian

Dr. Gurpreet Passi, #3421 March 19, 2020
Dr. Carmen Bell, #3320 April 1, 2020

Reinstate Supervised Limited Practice Registered Veterinarian

Dr. Alessandra do Vale Bertolucci, #3660 March 18, 2020

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Kankayaliyan Thillayampalam, #3819 March 5, 2020
Dr. Dev Gunputrao, #3583 March 6, 2020
Dr. Lindsay Willis, #3810 April 1, 2020

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Jasmine Grewal, #3723 Jan. 28, 2020
Dr. Gagandeep Singla, #3828 March 18, 2020

Cancel General Practice Registered Veterinarian

Dr. Jenna Meyer, #3716 Jan. 1, 2020

Registered Veterinary Technologists

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

Ashley Gaudet, #2741 April 1, 2020
Catherine Browning-Smith, #1856 Jan. 1, 2020
Dana Crossland, #1264 Jan. 1, 2020

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

MacKenzie Taylor, #3227 March 20, 2020
Michelle Stoyko, #2703 March 31, 2020
Julie Gish, #3033 March 31, 2020
Dillon Scott, #3115 April 4, 2020
Krista Lepp, #3149 April 6, 2020

Reinstate General Practice Registered Veterinary Technologist

Romi Lotoski, #3431 March 6, 2020
Justine White, #2505 March 25, 2020

Cancel Provisional Veterinary Technologist Member

Livia Keogh, #3893 Jan. 18, 2020

Transfer Provisional Veterinary Technologist Member to General

Delainey Brady, #3997 April 15, 2020
Victoria Case-Skubleny, #4062 April 15, 2020
Taylor MacPhail, #4031 April 15, 2020
Marcee Seamans, #4058 April 15, 2020

Permits

Permit to Practice Approval

2184212 Alberta Ltd. Feb. 7, 2020
(Dr. John Williamson #2660)
Iterative Veterinary Imaging Ltd. Feb. 24, 2020
(Dr. Lukas Kawalilak #3839)
Mercy Animal Hospital Ltd. March 3, 2020
(Dr. Ignacio Tan #2716, Dr. Steve Mills #3190)
Mills Veterinary & Pathology Services Ltd. March 3, 2020
(Dr. Steve Mills #3190)
1873264 Alberta Ltd. (Dr. Colleen Pratt #1145, Dr. Gerald Hauer #1146, Dr. Daren Mandrusiak #3511, Dr. Susanna Ogle #3382) March 13, 2020

Permit Reinstatement

954635 Alberta Ltd. (Dr. Sasa Karagic #1768) Feb. 21, 2020
Prime Vet Corporation (Dr. Ignacio Tan #2716) March 4, 2020

Permit Cancellation

Gray Livestock Services Ltd. Feb. 27, 2020
(Dr. Kelsey Gray #3544)
Willowcroft Veterinary Services Inc. Feb. 14, 2020
(Dr. Lauren Hall #1910)



Wealth Management
Dominion Securities

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Vice-President & Portfolio Manager

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Member Engagement

2021 ABVMA COUNCIL CALL FOR NOMINATIONS

In accordance with ABVMA Bylaws, upcoming Council vacancies require the election of:

- one veterinarian Member of Council for the Calgary Region
- one veterinarian Member of Council for the North Region

Visit *Announcements & News > Announcements* on your member portal to view a letter about Council from Dr. Kirsten Aarbo, ABVMA President, the Council Terms of Reference and the Council Nomination Package. (Login required.)

2020 ABVMA AWARD NOMINATIONS

Nominate a deserving colleague for an ABVMA award. Nominations for 2020 are now being accepted. The 2020 awards will be presented in February 2021 at the Member Recognition Banquet in Calgary, AB.

- Visit *Announcements & News > Announcements* on your member portal to view the Nomination Form. (Login required.)

Deadline for Council and Award nominations: Sept. 18, 2020

CANWEST VETERINARY CONFERENCE GOES VIRTUAL!

The 2020 CanWest Veterinary Conference, Oct. 17-20, 2020, is going virtual due to COVID-19. See page 7 for the full announcement.

Program updates and registration will be available online this August at: www.canwestconference.ca.

Association Activities

The Registrar, Deputy Registrar, Assistant Registrar and Communications Manager (R/DR/AR/CM) held daily videoconference meetings to discuss COVID-19 information for members and the public. ABVMA Management and Council represented the association through numerous activities over the last two months:

MAY 2020

- 1: R/DR/AR Canadian Animal Health Institute (CAHI) webinar: COVID-19 in Companion Animals
- 4: CM CAP Board Meeting COVID-19 teleconference
- 5: P/R/DR/AR/CM ABVTA-ABVMA Executive Virtual Meeting
- 6: P/PP/R/DR/AR Executive Council teleconference
DR Virtual Hearing
AR CVMA Town Hall
- 7: R National Farmed Animal Care Council Virtual Meeting
DR Canadian Network of Agencies for Regulation (CNAR) Webinar: Virtual Hearings
AR Webinar W Myers Practice Returning to Normal
R Triplicate Prescription Program Steering Committee Virtual Meeting
- 8: DR Consent Discussion
- 11: DR Consent Discussion
- 12: R/DR/AR/CM ABVMA Webinar: Coronavirus Recovery Plan
- 13: R/DR/AR/CM One Health Antimicrobial Stewardship Conference Executive Meeting
CM bi-weekly call with ev+ Digital Marketing Agency

- 20: P/PP/R/DR/AR Executive Meeting
DR review with F12 IT Provider
AR Webinar Post COVID practice
R/DR/AR/CM - One Health Antimicrobial Stewardship Conference - Executive meeting
R/AR PIPS Committee meeting
- 21: R/CM call with Shaw Business Solutions
- 22: R/DR/AR/CM Veterinary Professional Workforce Project Executive Committee meeting
DD/KN - John Waters Zoonotic Diseases Workshop Planning Committee Meeting
- 25: R/DR/AR/CM Government Relations Meeting with P. Cholak
- 26: DR Virtual Hearing
R AFAC Board Meeting
- 27: DR/AR CVMA Town Hall
CM bi-weekly call with ev+ Digital Marketing Agency
R/DR/AR/CM Demo with Shaw Business Solutions
- 28: R/AR Veterinary Professional Workforce Project - Preliminary Meeting with Malatest
R/DR/AR PIPS Committee teleconference
- 29: R Call with Minster Copping

JUNE 2020

- 3: P/PP/D/DR/AR Executive Council teleconference
- 4: R/AR PIPS Committee teleconference
CM CVMA Provincial Communications Meeting teleconference
R/DR Companion Animal Disaster Response Table Top Exercise
- 5: R/DR/AR ABVMA and Alberta College of Pharmacists teleconference
- 9: AR/CM Quarterly Content Planning meeting with ev+ Digital Marketing Agency
- 10: R/DR/AR/CM - One Health Antimicrobial Stewardship Conference - Program Planning Meeting
- 12: D/DR/AR/CM Workforce Study Executive Committee meeting
- 16-17: R National Farmed Animal Care Council Meeting
- 16: CM Classroom Agriculture Program Board meeting
DR Tails of Help videoconference
- 17: P/PP/D/DR/AR Executive Council teleconference
- 22: R/DR/AR/CM Government Relations Meeting with P. Cholak
- 23-24: DR Virtual Hearing
- 24-25: P/PP/D/DR/AR ABVMA Virtual Council meeting

LEGEND

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

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*Grapiprant is a non-steroidal, non-cyclooxygenase inhibiting anti-inflammatory drug in the piprant class. Grapiprant is a selective antagonist of the EP4 receptor.

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Galliprant is indicated for the treatment and control of pain and inflammation associated with osteoarthritis in dogs.¹

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The label contains complete use information, including cautions, and warnings. Always read, understand and follow the label.

REFERENCES

1. Galliprant Canadian product label.
2. Kirkby Shaw K, Rausch-Derra L, Rhodes L. Grapiprant: an EP4 prostaglandin receptor antagonist and novel therapy for pain and inflammation. *Vet Med Sci.* 2015;2:3-9.
3. Rausch-Derra L, Huebner M, Wofford J, et al. A prospective, randomized, masked, placebo-controlled multi-site clinical study of grapiprant, an EP4 prostaglandin receptor antagonist (PRA), in dogs with osteoarthritis. *J Vet Intern Med.* 2016;30(3):756-763.

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Elanco

I New Staff Introduction

The ABVMA is pleased to introduce three new employees who have recently joined the ABVMA. Two of these employees fill newly created roles at the association.

Previously, the Executive Assistant, Discipline and Regulatory, provided support in both discipline and governance. This

position has now been divided into Executive Assistant, Discipline (Lisa Barry) and the newly filled position, Executive Assistant, Regulatory. The Practice Inspection Practice Standards (PIPS) department has also increased by one, with the creation of the Administrative Assistant – PIPS.

The addition of these two new roles will serve to provide the necessary human resources required to continue to serve the public and ABVMA members and practices. The ABVMA is pleased to welcome and introduce all three new employees to the membership.



Monica Clair, RVT

Administrative Assistant – PIPS

Monica grew up in New Brunswick where she worked on a dairy farm. She obtained a diploma in accounting and computers, but her love for animals and desire to help them led her to Fairview College where she graduated with honors from the AHT program in 2000. Following graduation, Monica has worked in emergency medicine and regular practice for the last 20 years. Monica has volunteered with the Alberta Spay Neuter Task Force and the Animal Cancer Therapy Subsidization Society, and other organizations.

The Administrative Assistant – PIPS is a new position with the ABVMA. In this role, Monica will provide administrative support to the Radiation Program and the PIPs program, in addition to responding to requests from external stakeholders.

Monica loves cooking, reading and colouring. She and her partner Scott currently have one cat, Katie. Monica volunteered on the ABVMA PIPS Committee in 2019 and absolutely loved it. She is very excited to be part of the ABVMA team, learning and helping fellow members.



Justyna Moniatowicz

Executive Assistant – Regulatory

Justyna joined the ABVMA team in March 2020, in the role of Executive Assistant, Regulatory. In this role, Justyna will support the Registrar and Assistant Registrar by providing administrative support for Council and other governance activities. Justyna is a seasoned administrative professional with over 15 years of administrative experience. She has worked in a variety of administrative roles including Service Administrator, Purchasing and Inventory Manager, Marketing Coordinator and Executive Assistant to name a few.

Justyna is an outdoor enthusiast and avid gardener and takes any chance she can get to visit the mountains with her daughter.

Justyna is excited to have joined the ABVMA this March and looks forward to working with the ABVMA for years to come.



Lee Anne Winter

Receptionist

Lee Anne was born and raised in Ontario, before relocating to Alberta in 1980, which has been home ever since. Lee Anne, joined the ABVMA in a temporary capacity in August 2019, and was hired on permanently in March 2020 in the role of Receptionist with the association.

Lee Anne lives in Edmonton with her partner, Geoff. She is an avid music enthusiast and loves attending concerts and spending time with her adult son and daughter.

CALL FOR COVID-19 GOOD NEWS STORIES

It's time for a virtual high five to veterinary practices - we want to celebrate you!

COVID-19 CONTINUES TO BE THE REALITY IN WHICH

we all live and work. The ABVMA continues to applaud the tenacity and dedication of Alberta veterinary practices as you have continued to protect the health and welfare of animals in our province by providing services to your patients and clients.

Although 2020 has been filled with challenges, the ABVMA wants to celebrate your successes by capturing some of the COVID-19 moments that members have experienced over the last several months.

Members and practices are invited to submit photos and quotes/testimonials that show gratitude for the hard work you have been carrying out during these challenging times.

Images, quotes and short testimonials may be published in the Sept/Oct issue of the ABVMA Members' Magazine and/or on ABVMA social media platforms (including Facebook, Instagram and Twitter).

GUIDELINES FOR SUBMISSION:

- submit photos (three maximum) that reflect your modified work reality during COVID-19
- please ensure you own the photo or have permission to use the photo (consent from those pictured in the photo, and/or permission for patient photos from the client)
- photos should be high resolution (300 dpi minimum) – we can assist if you have questions
- please provide captions for your photos
- photos may be accompanied by a short testimonial (100 words or less), and/or a quote on your experience working through the COVID-19 pandemic
- please provide your contact details: name, practice, phone number and email address, so that we can connect with you if your photo(s) are selected

While we hope to celebrate all the submissions we receive, it may not be possible to publish all photos. The ABVMA will contact members/practices whose photos are selected for publication.

**Submissions will be accepted until
Wednesday, July 15, 2020.**

**Please email your submissions to:
sarah.munn@abvma.ca and cc kathy.naum@abvma.ca.**

Darrell Dalton, DVM

PUBLIC MEMBERS PLAY AN

integral part in the Alberta Veterinary Medical Association's (ABVMA's) ability to carry out our statutory responsibilities. All professional regulatory organizations (PROs) in the province have been delegated self-governing responsibilities by the Government of Alberta (GoA) by specific provincial statute or Act. In our case, this is the *Veterinary Profession Act* (VPA).

The VPA outlines that there will be two Public Members on Council and five Public Members appointed to the Hearing Tribunal (three) and Complaint Review Committee (two). In addition, one member is appointed to the Practice Review Board.

Each PRO is granted the privilege of being responsible for developing regulations, standards of practice, codes of ethics and other related bylaws which govern their members in a way that ensures the public interest is protected and public safety is maintained. This necessitates trust in the PRO, and each PRO must be accountable

to its members, the provincial government and, above all, the Alberta public. Public Members are the "Watch Dog" of that trust.

Most Public Members are professionals themselves, and volunteer to be appointed by the GoA to assist other professions in their legislated responsibilities. They do so in a number of ways, most notably by:

1. enhancing a profession's ability to balance its values and interests with those of the Alberta public;
2. helping it to act fairly and transparently in adhering to its statutory or legal requirements; and
3. assisting in developing and fostering appropriate professional standards.

For all non-health-related professions in Alberta, the Ministry of Labour and Immigration governs their activities. Public members are administered through the Ministry's Professional Governance Unit. Public members are recruited through time limited advertisements on the GoA Jobs Board. Applicants are screened for

IN ALL CASES, OUR PUBLIC MEMBERS HAVE BEEN COMMITTED AND VALUED ASSETS OF THE ASSOCIATION.



suitability in an open and fair process, and then appointed to the individual positions as required by the PROs.

The term lengths and limits vary by each individual legislation. The VPA allows a public member to serve for one three-year term, and to be reappointed for a second three-year term. After the second term, the Public Member is required to step away from the ABVMA, and a replacement is appointed by the GoA.

In all cases, our Public Members have been committed and valued assets of the association. They provide an invaluable alternative viewpoint or insight into problems or issues faced by the profession and are a respected addition for all of our committees toward keeping them accountable.



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #6 Storage of controlled/narcotic/targeted 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.

Storage of controlled/narcotic/targeted drugs: PIPS Bylaw, Pharmaceutical Management, page 34, and Ambulatory Care, page 41

Practice inspectors found that some veterinary practice entities (VPEs) did not store their controlled/narcotic/targeted drugs in a "limited access, secure, locked, substantially constructed cabinet or safe." Some locked containers were easily moveable and sometimes the VPE did not routinely lock the cabinet and/or had the keys readily accessible to all staff.

If the VPE purchases controlled/narcotic/targeted drugs that must be refrigerated,

then that supply must also be stored in a limited access, secure, locked, substantially constructed refrigerated unit.

Limited Access:

Only registered veterinary technologists and veterinarians can receive inventory and access and log controlled, narcotic and targeted drugs. While maintaining accurate drug use logs is challenging, larger practices should also limit access to 1-2 veterinary professionals per shift to increase compliance by immediately recording drug use in the log.

Secure and Substantially Constructed:

A safe or locked box in a veterinary practice is not secure if it can be carried out of the building. Small safes should be secured to the wall, floor or inside another cabinet.

For ambulatory vehicles, controlled drugs must also be stored in a secure manner (locked box secured to vehicle inside a locked vehicle) to prevent theft or abuse.

Locked:

The controlled/narcotic/targeted drug cabinet must be kept locked at all times. The key to the cabinet must be stored where only accessible to veterinarians and veterinary technologists.



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Louis Kwantes, DVM

Alberta Representative on
CVMA Council

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

Questions or Suggestions?

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



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DES MÉDECINS VÉTÉRINAIRES

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Novel Coronavirus Disease (COVID-19)

We are in an unprecedented time in our country's history due to various threats posed by COVID-19. The CVMA wants to reassure members that their national association, in coordination with provincial veterinary medical associations and regulatory bodies, is in continuous contact with federal agencies to bring veterinarians the most current information to protect their clients, teams, and families. Visit the [CVMA's dedicated COVID-19 web page](#) for more information and resources.

The CVMA Understands the Concerns You Have About Your Animals During This Challenging Time (video)

Please share CVMA President Dr. Melanie Hicks' [public service announcement](#) on your clinic web page, your social media accounts or wherever else you can.

CVMA's Veterinary Townhall Series – Navigating through COVID-19

CVMA has initiated a weekly "Townhall" Webinar series aimed at all members of the Canadian veterinary community, offering guidance, answering questions and addressing concerns regarding COVID-19. Visit the [CVMA's dedicated COVID-19 web page](#) for invitations to upcoming webinars and recorded past webinars.

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

The Canadian Food Inspection Agency (CFIA) is extending the comment period for [draft amendments to the Health of Animals Regulations relating to hatcheries](#). Industry members and the public are encouraged to review the proposed amendments and submit comments by Sept. 30, 2020.

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO VETERINARY MEDICINE

"It's Time to Applaud this Country's Volunteers"

View [this article](#) that was featured in the CVMA website's News and Events section, the CVMA's eNewsletter and the April issue of The CVJ, highlighting volunteers' contributions and ways to get involved. The CVMA would also like to thank the various volunteers who have stepped up during the current pandemic, providing invaluable contributions to our profession during this challenging time.

We extend a big, heartfelt thank you to the CVMA's COVID-19 Working Group:

Dr. Christiane Armstrong, CVMA National Issues Committee Council Liaison

Dr. Marc Catett, Registrar and CEO of the Saskatchewan Veterinary Medical Association

Dr. Serge Chalhoub, CVMA National Issues Committee Member

Doug Jack, Partner at Borden Ladner Gervais

Dr. Frank Richardson, Registrar of the Nova Scotia Veterinary Medical Association

Dr. Ian Sandler, CVMA National Issues Committee Member

Recorded Webinar: Navigating the Financial Implications of the COVID-19 Crisis on Veterinary Medicine in Canada

Dr. Ian Sandler moderated a webinar on Navigating the Financial Implications of the COVID-19 Crisis on Veterinary Medicine in Canada with presentations from Dr. John Tait and Dave Legault. This webinar was designed to aid veterinarians with various issues relating to the COVID-19 pandemic including tax and human resources concerns, personal portfolio management, new norms for business valuation and transactions, nature of supply-based recessions and operational tips on value of discounts now and approaching recovery. View the [recorded webinar here](#). View additional tools under the [Economic, Financial, and Business Resources](#) section of the CVMA COVID-19 web page.

Recorded Webinar: COVID-19 Legal

Perspectives: Workplace Issue

Doug Jack, the CVMA VetLaw provider, facilitated a question and answer session after a webinar titled COVID-19 Legal Perspectives: Workplace Issues, presented by his law firm, BLG. The webinar explored topics such as temporary layoffs, constructive dismissal claims, work refusals for unsafe work, changes to Employment Insurance and new statutory leave for quarantine.

Recorded Webinar: Veterinary

Telemedicine

Dr. Serge Chalhoub led a webinar on Veterinary Telemedicine including a question and answer session on what it is and what you can do to get started. View the recorded webinar here.

Recorded Webinar: Staying Psychologically Safe in the Face of COVID-19

Dr. Kathy Keil, member of the ABVMA and CVMA Member Wellness Committees

and a technical services veterinarian with Merck Animal Health, led a mental health webinar, Staying Psychologically Safe in the Face of COVID-19, informing veterinarians about community and social resources for their psych safety, practicing evidence-based mindfulness techniques and how to be together with kindness for ourselves and each other. View the **recorded webinar here**.

Animal Welfare During a Pandemic

Drs. Scott Weese & Ian Sandler discuss the Health & Well-Being of Pets, & How Veterinary Services are Adapting to the Ever-Evolving Pandemic. tvo.org/video/animal-welfare-during-a-pandemic.

New WVA Council to Lead the Global Veterinary Profession Tackling Global Veterinary Concerns

On April 7, 2020, the newly elected WVA Council began its two-year mandate under the leadership of the new WVA President, Dr. Patricia Turner, to bring the global veterinary profession together to promote

the role of the veterinary profession, to tackle ongoing and emerging veterinary and public health concerns, to foster improvements and harmonization in veterinary education around the world and to raise awareness about key animal welfare issues. The new WVA Council was elected by the WVA Constituent Members to represent over 500,000 veterinarians through the WVA member associations across six continents.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

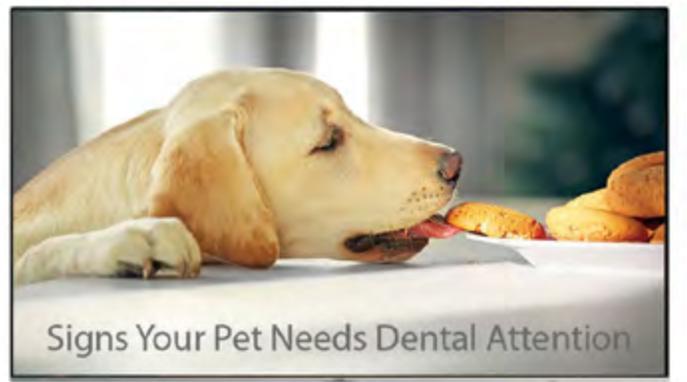
Updated Transport of Animals Regulations and Humane Transport and Animal Welfare Resources

The updated Health of Animals Regulations Part XII (Transport of Animals) came into force in February. The Canadian Food Inspection Agency has a dedicated web section with resources to help.

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"Your success is our business"

Edmonton West Animal Hospital & Spay/Neuter Centre



Bonnie Hilden, RVT

EDMONTON WEST ANIMAL

Hospital & Spay/Neuter Centre had a humble beginning in a cramped, 900-square-foot space in the heart of the Glenora neighbourhood in Edmonton. They have since grown into their over 3000-square-foot state-of-the-art facility, but the journey has been neither smooth nor easy. They opened their doors in 2015, with a staff of only two doctors/owners, two receptionists and a part-time RVT. They have now grown into a staff of over 32 people, including seven DVMs, 11 RVTs and 16 support staff. This clinic truly is international, and has employed DVM graduates from India, Iran, Canada, the Caribbean, Australia, Pakistan and Bulgaria. The supporting staff hails from around the globe as well, including Great Britain, Taiwan, India, Sri Lanka, the Philippines and the US. The clinic is a snapshot of Canada in

itself and is a reflection of the great working environment in Canada as a whole.

Although the two owners, Dr. Navjot Gosal and Dr. Sumeet Sharma, have a common past, they had different paths to practice ownership. They were classmates and graduates of Punjab Agricultural University in India, but ended up finding their way to Canada separately, with Dr. Gosal arriving in 2008 and Dr. Sharma in 2010. They believe Alberta has a solid veterinary community and is welcoming of foreign-trained veterinarians. They recognized that many foreign vets have opened successful practices and appreciate the diversity that exists in the local industry. Both colleagues faced the steep academic and financial challenge of becoming licensed to work here, and after successful examinations, set out to learn the “Canadian way” of doing things, working as associate veterinarians

in various Alberta private practices. Finally, in June of 2015, the two friends opened Edmonton West Animal Hospital on 142 St in Edmonton. Neither were prepared for the significant challenges that practice ownership brings. Deciding to open their doors to clients 365 days a year with extended hours proved to be both a successful but exhausting strategy. Minimal staff during the early days of operation resulted in some long hours, but as the years went by, they were blessed to add many helping hands that shared the same vision and goals. They recognize the importance of the human-animal bond and have made it a priority to be accessible to the pet families of our society, including many low-income clients and a variety of rescue organizations.

Edmonton West Animal Hospital has a unique business model. During the day, they

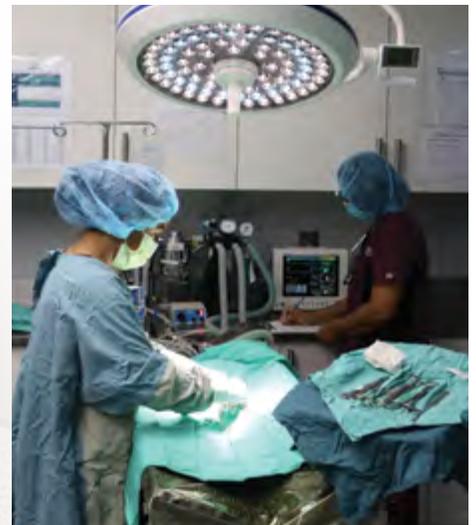
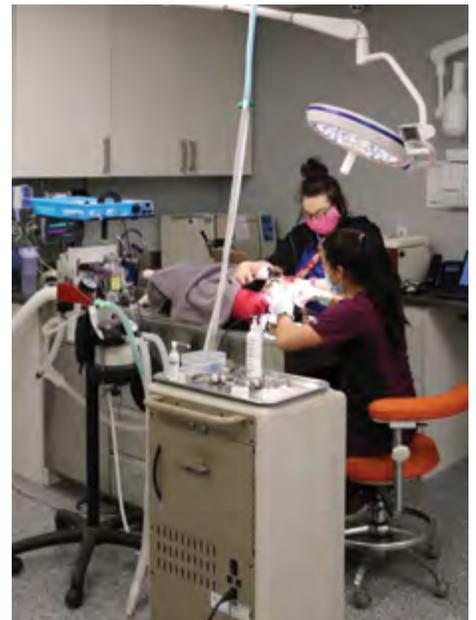
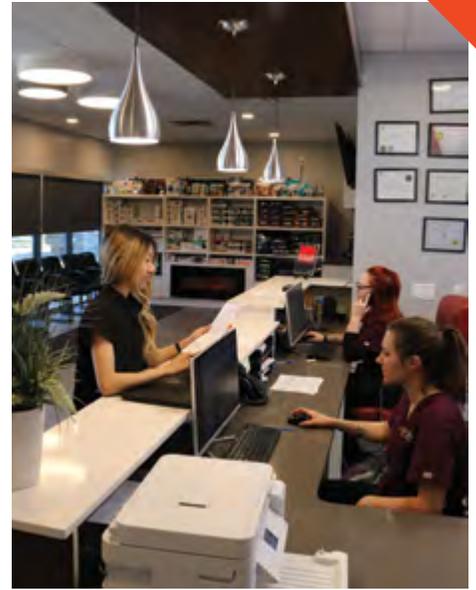
operate as a general practice and spay/neuter centre, and in the evenings and weekends, as an emergency and urgent care facility. They have clients from all over Alberta, British Columbia and Saskatchewan, as they are equipped to offer services that range from basic vaccines, spays/neuters and dentals to complicated fracture repairs and orthopedics, as well as a myriad of soft tissue surgery including exploratory/laparotomy, perineal urethrotomy, gastropexy and brachycephalic syndrome correction to name a few.

The notice of expropriation from the City of Edmonton that came in 2018 was both a blessing and a curse. Although the business had outgrown the current space, the amount of work, headache, uncertainty and expense associated with building a new veterinary practice from the bottom up was immense. They transformed the new empty space into a modern, spacious hospital and then moved the still-operating clinic with as little downtime as possible; they felt that providing continuity of care to their pet families was important. In October of 2019, after closing for only 36 hours, they reopened their doors to the new facility on 170 St in West Edmonton.

Shortly after settling in, the spring of this year turned everyone's lives upside down

and left many industries, including the veterinary world, reeling with questions and uncertainties as to how to remain functional amid a global pandemic. Staff and client safety was paramount for Edmonton West, and they made the difficult decision to operate with a closed-door policy very early on. While this strategy has proved to be taxing, the staff appreciate having their safety taken care of, and have been more than willing to go the extra mile to work through the staff shortages, multiple policy updates, mandatory PPE, constantly ringing phone and rainy (or snowy!) trips out to clients' vehicles. They believe the only way to be able to continue to provide care and carry out their mission is to remain healthy, and have been working tirelessly to ensure this happens.

Despite their diversity and varied backgrounds, everyone at Edmonton West shares the same vision. The structure of this unique clinic demands focus, dedication and endurance. But with a sprinkle of good-humour, a warm sense of family and a strong work ethic, this clinic hopes to continue to open their doors every morning, and the satisfied feeling of making a difference is what will keep bringing their staff to work every day. That, and a strong cup of coffee.



Response to Letter to the Editor from May/June 2020 Issue

DEAR MR. DOYLE-BAKER,

The ABVMA hears and sympathizes with the plight of veterinary professional students, both technologist and veterinary, regarding the cost of education. Every member of the profession has at one time had to consider how their schooling would be paid for in order for them to attain their degree or diploma. We also recognize that the funding cuts to post-secondary education, the elimination of the Veterinary Student Work Program and elimination of tax credits do not help the situation.

The ABVMA has spent considerable time encouraging the provincial government along with the University of Calgary to increase the number of seats at UCVM. We need more veterinarians and technologists in this province. We have made the government well aware of the costs incurred by students entering professional veterinary programs and the debt burden incurred by graduation. They are also aware of Canadians travelling abroad to accredited schools to attain their education as an alternate pathway to acceptance at a Canadian school. These students pay five to six times the amount more than domestic students. The government is aware of the costs, and we continue to promote the value that they get from the profession.

You have called upon the ABVMA for support to argue against funding cuts to publicly subsidized education. As you know, the economy in Alberta is expected to shrink this year as a result of the COVID-19 pandemic and the collapse of global energy prices. We will always encourage investment in veterinary education by the government, but until the government's larger issues are solved, there may be no noticeable results. Student debt will not be forgotten by the ABVMA as an issue.

You have also asked for greater consultation with current students on the issues and challenges that you face. The ABVMA sits on a number of advisory committees at UCVM, WCVM and the technical schools, and these committees also have student representation from each school. We have the deans of both veterinary schools sit as ex-officio members of Council. The ABVMA engages student representatives from UCVM and WCVM. These representative attend at the annual Leadership Weekend, where they are free to interact and voice student concerns. You also have an Advisor, Student Experience, at your school with whom we work closely, and the ABVMA is open to discussing how consultation with students can be further improved.

Finally, the ABVMA also recognizes that during the COVID-19 situation, it has become increasingly difficult for students to find summer jobs or practicums. The ABVMA is offering free classified ads. In collaboration with UCVM, the ABVMA has posted a list of practices who are willing to host a student volunteer to gain valuable experience over the summer. This list is available on students' membership portal.

The ABVMA is here for all of its members, including students. Thank you for stepping up and writing your Letter to the Editor. The association continues to represent all members whenever and wherever possible.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Go Green!

Opting out of the paper magazine

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

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

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

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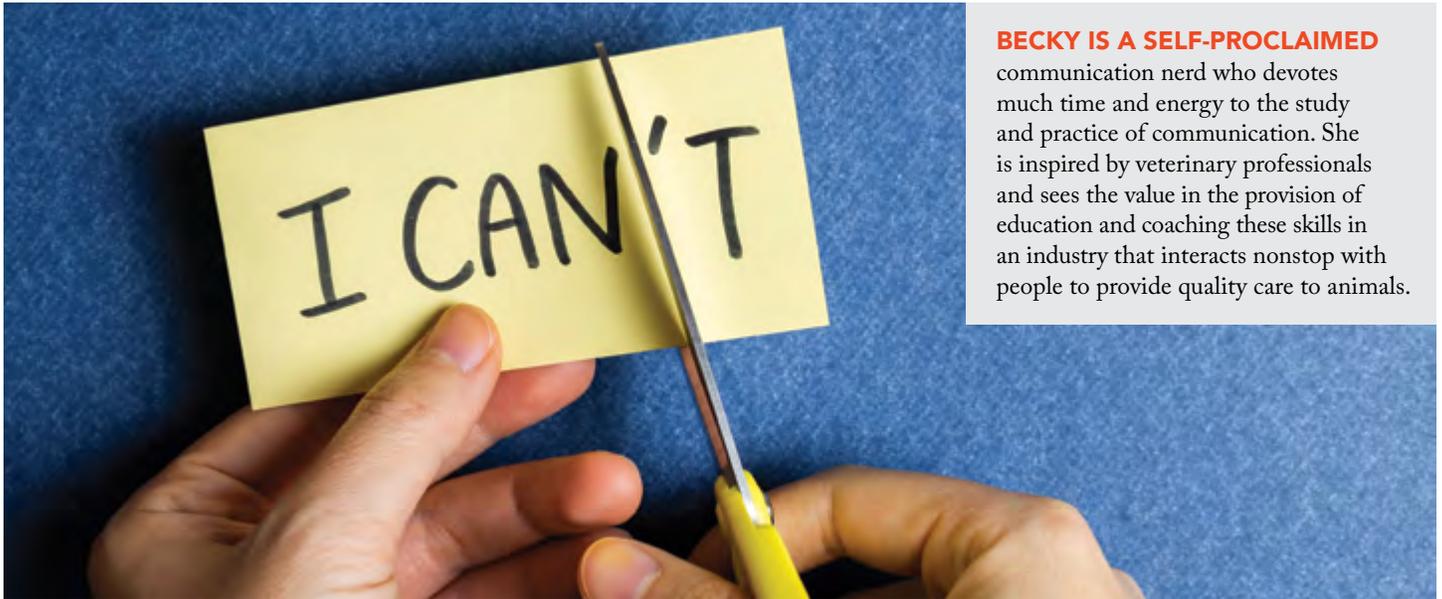


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Veterinary Technologists: the Hidden Treasure of Veterinary Practice, Part 2 of 2

Becky Taylor, RVT, MA



BECKY IS A SELF-PROCLAIMED

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

3. EMPOWER

RVTs are highly skilled, driven and committed members of veterinary teams and are valuable in the practice culture and the delivery of patient care and client service. Leadership is an essential component to all team structure. Through proactive and progressive leadership by owners, managers or supervisors, RVTs can be utilized at their highest skill level. Build strength-based teams where each person is doing what they like and what they're good at, most of their working time. Identify key areas of strength and hone in on those skills. For RVTs this can be in patient care, behaviour or wellness, diagnostic testing or imaging, client communication, etc. RVTs can be part of the client cycle and be as involved in cases as a DVM.

Consider the following scenarios:

- A. RVT admits the surgical patient, collects complete history, performs a physical exam, verifies owner concerns, gets informed consent from owner, works with surgeon to develop anesthetic protocol, initiates and monitors anesthesia, recovers patient, completes invoice, calls owner, discharges pet to client with home care instructions and does recall two days after discharge. The owner has an experience where they are listened to, cared for and communicated with. The DVM is using their high-end skills by doing the surgery. The RVT uses their high-end skills supporting the surgery AND being the continuous contact with the client. That part, the continuous, consistent contact, is what matters most to our clients.
- B. RVT initiates appointment with client and patient, collects comprehensive history, identifies top concerns of client, completes physical exam (recording all findings), ensures client and patient are comfortable, hands file over to DVM outlining the client top concerns, DVM enters appointment with, "So I understand your

top concerns are..." DVM completes appointment with appropriate plan and follow up, hands file back to RVT who fills prescription, discusses additional home care, answers questions, completes invoice etc. Client can have 30-40 minutes with veterinary professionals and DVM is involved at the high level for 10-15 minutes (giving them more time for records, more appointments, more follow up). The time spent, the quality interaction is what matters most to clients, every single time. RVTs can contribute greatly to this client and patient experience.

RVTs can enhance profitability through consults appropriate for them such as: nail trims, behaviour concerns, nutrition, wellness visits or fun visits, data collection for veterinarian-client-patient relationship, vaccine or parasite control protocols, supporting admissions and exams as well as completing call backs, filling prescriptions and talking with clients. As scheduled appointments, these can be tracked and reported and used in profit sharing and/or performance evaluation. Workflow is a key priority for providing great patient care and excellent client service. Clearly defined roles within teams will enhance workflow, ensure DVMs are well supported, clients are served, orders are placed and filled and everyone gets home at the right time! Clearly defined roles means each person knows their role, the duties and tasks associated with that role and how it fits in with the entire team and flow of patients and clients.

It's no secret: staff who are fulfilled and feel they are contributing positively are more likely to stay, more likely to grow and more likely to positively affect practice culture. The flip side? Setting this up and keeping it up takes time, money and resources and a deep commitment from practice leaders. Invest in your people — it's that simple!

Note: Also printed in SVMA 2019 Conference Proceedings

Gratitude

Kathy Keil, DVM, ABVMA Member Wellness Committee

IT IS NOT SURPRISING THAT OUR

relationship and communication skills may be wearing thin as we grow weary of our new reality. Did you know that expressing gratitude can improve our relationships with others while helping our own physical and mental health? Expressing gratitude is a small act that can make a big impact on a person's overall mood and perspective and improve our interactions with others.

Researchers are finding that behaviours such as gratitude can lead to better mental and physical health and can contribute to increased social support as individuals engage more fully with those around them. Research shows that individuals who focused on being grateful rather than on not being angry had improved heart, pulse and respiration rates. When we express gratitude to others our brain releases "feel good" neurotransmitters such as dopamine and serotonin, the two crucial neurotransmitters responsible for happiness and improved mood.¹

A healthcare study² showed that nurses' expressions of gratitude to team members was found to be a consistent predictor of several outcomes:

- less exhaustion and less cynicism;
- more proactive behaviours;
- higher rating of the health and safety climate;
- higher job satisfaction;
- fewer absences due to illness.

"No one who achieves success does so without the help of others. The wise and confident acknowledge this help with gratitude."

– ALFRED NORTH WHITEHEAD



HANG A LARGE BULLETIN BOARD

or large blank paper in a conspicuous location, along with post-it notes and markers nearby. Invite colleagues to add positive notes and expressions of gratitude onto the bulletin board.

Here is one way to express gratitude to others: create a space where colleagues can acknowledge the positive contribution of others. Hang a large bulletin board or large blank paper in a conspicuous location, along with post-it notes and markers nearby. Invite colleagues to add positive notes and expressions of gratitude onto the bulletin board. In your instructions, you could invite people to pause and take a moment to reflect on a kind or selfless act that you witnessed or experienced. You might want to find opportunities during shift breaks and workday meetings to read a few of the notes out loud or in small groups, or invite teams to

reflect on the expressions silently. Idea from *The Tribute Wall in Connect: Create a Culture of Appreciation in Your Organization*, copyright 2013 by Stephanie Pollack.

Explore more ways to cultivate here: https://greatergood.berkeley.edu/article/item/how_gratitude_can_transform_your_workplace

Watch this two-minute video, Gratitude is Good for You: <https://bit.ly/3dgVUhe>

Sources

1. Chowdhury, M, R. The Neuroscience of Gratitude and How It Affects Anxiety & Grief, <https://positivepsychology.com/neuroscience-of-gratitude>

2. Burke, Ronald J., Eddy SW Ng, and Lisa Fiksenbaum. "Virtues, work satisfactions and psychological wellbeing among nurses." *International journal of workplace health management* (2009)

NEW CONFERENCE DATES ANNOUNCED:

Nov. 19-20, 2020

Delta Hotels by Marriott Edmonton
South Conference Centre

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



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



One Health Antimicrobial Stewardship Conference

Alberta 2020

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

Hosted by the Alberta Veterinary
Medical Association



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 (attack in mud)

Livestock at large - on the highway

Livestock on private property, roads, bridges
STOP
Livestock on roads, bridges
Road livestock

Questions about animal care, humane legal rights
No-kill care options

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

RCMP
Contact your closest RCMP detachment

AB SPCA
Call 1-800-455-0001

Farmers' Advocate
Concerns about land or human rights that animal welfare is not part of

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



HELP US TELL THE STORY About Veterinarians in Western Canada

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



FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far
\$121,973.00

Fundraising goal
\$225,000.00

DONATE TODAY AT: www.vintageveterinaryexhibit.ca

The Practice Owners Economic Survey and Your Provincial Suggested Fee Guide Connection

Frank Richardson, DVM, MBA

PRACTICE OWNERS PLEASE PARTICIPATE IN THIS YEAR'S ECONOMIC SURVEY, DETAILS WILL BE DISTRIBUTED THIS FALL.

THE ECONOMICS OF PRACTICING

veterinary medicine in Canada can be divided in two eras, the era prior to and after the establishment of Provincial Suggested Fee Guides.

The era prior to the establishment of Provincial Suggested Fee Guides consisted of sourcing procedure rates from neighbouring practices, being unable to compensate staff appropriately and shuffling accounts around to meet expenses, with little profitability to boot.

Once Provincial Suggested Fee Guides were made available to all practice owners, revenues increased almost immediately. With increased profitability, practice owners were compensated for their worth and were able to appropriately pay hardworking staff. Practices upgraded to modern medical equipment — enhancing patient care and meeting owner expectations. Ultrasound machines, digital radiology, lasers and even CT scans were integrated into Canadian veterinary practices.

Veterinary medicine was on the move! Halting the production and distribution of Provincial Suggested Fee Guides would be taking a step backwards. Fee guides are produced annually based on data submitted by YOU in the Practice Owners Economic Survey. Without your valuable data, a statistically sound and defensible document would not be possible.

Another key puzzle piece is the CVMA's Business Management Program and its sponsors (Merck Animal Health, Scotiabank, Petsecure, and IDEXX) who contribute financially to assure that we, as practitioners, have an annual fee guide. One of the CVMA's three strategic priorities is helping veterinarians achieve "a successful career and a balanced life." Although achieving this state of balance may be considered a luxury by many practitioners, it is more easily attainable in profitable practices. When you receive your next survey, consider the fact that without your survey results, and without the support of the

CVMA and these generous sponsors, you and all Canadian veterinary practice owners would not have a fee guide.

On a positive note, veterinary medicine has advanced and progressed in many ways over the past 20 years and, with your help and the continued support of our sponsors, we can all do our bit to ensure a bright future for the Canadian veterinary profession over the next 20 years.

Visit the CVMA's Business Management Program section of the CVMA website (canadianveterinarians.net/practice-economics/business-management) to access Provincial Suggested Fee Guides and other veterinary economic reports. This section also includes Veterinary Practice Management Articles and a Career and Business Toolkit providing veterinarians easy access to pertinent online resources and information on personal financial management, veterinary business management and client management.

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.



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

Dean, University of Calgary –
Faculty of Veterinary Medicine

IT GOES WITHOUT SAYING THAT

since the onset of the COVID-19 pandemic, a state of ongoing change and adaptation is the new normal. At UCVm, we are fortunate to have a strong and resourceful community and are moving forward with new ways of teaching, learning and working.

DVM PROGRAM

Our DVM Program Office team has worked diligently to ensure as smooth as possible a transition to new processes in teaching and program delivery.

- The Class of 2020 will receive their parchments in early June and a virtual graduation ceremony is being held to celebrate their success.
- Our Admissions Policy has been revised and approved by UCVm's Faculty Council. Now, the policy will be submitted to the University of Calgary for final approval with an aim to have it in place by September 2021. The revisions are based on alignment with the founding mission of UCVm, the data gained so far and extensive consultation with stakeholders, including the ABVMA.
- The Year 4 Program has launched, with students placed in rotations in our Distributed Veterinary Learning Community (DVLC). We are grateful to our DVLC partners for their support and guidance in these changing conditions.
- Years 1-3:
 - We used the online situational judgement tool CASPer to replace MMI's on May 28 and admission decisions were made in June for a class of 50.
 - We continue to prepare scenarios for potential pandemic-related interruptions in the fall.

DIAGNOSTIC SERVICES UNIT (DSU)

The DSU began a staggered reopening on May 20, 2020. In the first phase, relaunched services will include necropsies and examination of tissues from field/in-clinic necropsies. Biopsy and cytology services will not be available in the first phase. Other services will become available in the second phase of reopening, with the timing of that phase still to be determined.

FACULTY AND STAFF RECRUITMENT

- A search is underway for a director of the new Simpson Centre for Agricultural and Food Innovation and Public Education.
- A search is also underway for a new director of operations, as Catherine McLeod has left for a position in the Faculty of Graduate Studies.
- Five new faculty positions and four staff positions have been posted to support the fall expansion of our DVM program.

In closing, I want to say a heartfelt thank you to the ABVMA for its consultation and input in these difficult times. Our programs, research output and graduates continue to serve Alberta's veterinary medical needs and we are grateful for the ABVMA's ongoing support.

DURING THESE INTERESTING TIMES,

the response of WCVM faculty, staff and students has been remarkable and inspiring. Despite all of the challenges related to the COVID-19 pandemic, the college's team continues to make progress in our key program areas of education, clinical services and research.

Members of the WCVM Class of 2020 finished their Doctor of Veterinary Medicine (DVM) program on time and are now launching their careers. Students in years 1 to 3 also finished their classes and final exams on time using remote services. Each class year will have a few hands-on clinical training exercises, labs or objective structured clinical examinations (OSCEs) to complete when they return.

The WCVM Veterinary Medical Centre has remained open 24/7 for emergencies and urgent cases, and the WCVM Field Service continues to provide essential care for large animals and protect the country's food supply. It hasn't been easy, but our clinical and leadership teams rapidly developed and implemented thoughtful approaches to providing essential animal health care while protecting the health of our clients and staff.

WCVM researchers continue to conduct essential research and provide animal care. Dr. Liz Snead, associate dean (research and graduate studies), is helping WCVM research teams who are applying to the university's Office of Vice-President Research for research exemptions so they can continue vital animal health and public health research projects. Meanwhile, researchers at the Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac) continue to make good progress in developing a SARS-CoV-2 vaccine.

Now, the WCVM's focus is on planning a phased return in teaching, clinical services

and research. We will need to comply with mandates outlined by the Province of Saskatchewan and the provincial veterinary medical association as well as the University of Saskatchewan's (USask's) policies. USask recently announced that it will use a variable approach to deliver fall 2020 courses; any classes that can be taught remotely will be delivered online. The university also recognizes that health science programs rely on a certain degree of in-person and hands-on teaching. Dr. Chris Clark, the WCVM's associate dean (academic), is working with committees of faculty members to define what our course delivery will look like for each class year. Dr. Steve Manning, associate dean (clinical programs), is working with groups of clinical staff to develop processes for safely expanding clinical services.

Our admissions team conducted online interviews with about 170 prospective students in late May. Based on these interviews, we will select students for the seats supported by the WCVM's Interprovincial Agreement (IPA) and the open seats available for western Canadian applicants. As usual, our applicant pool is robust. We hope to fill 25 non-IPA seats this year, so it will be a useful next step in the pilot program. In addition, the WCVM admissions team has been active in recruiting international applicants for fall 2021 entry.

As a final note, WCVM alumna Dr. Keri Hudson-Reykdal is the focus of a documentary series highlighting her rural Manitoba practice called *Dr. Keri: Prairie Vet*. Last fall, the show's crew filmed an episode, "Back to School," which aired on May 1. Hudson-Reykdal and her team did a great job of portraying the college and its value to all of Western Canada. Visit Animal Planet Canada, iTunes or Google Play to access the episode.



Douglas Freeman, DVM, PhD

Dean, Western College of Veterinary Medicine

For more WCVM news, visit www.wcvmtoday.com or follow @WCVMToday on Twitter or Facebook.

You can always contact me (306-291-0545; douglas.freeman@usask.ca) if you have questions or comments.



Erika Duperreault

WCVM Class of 2021
ABVMA Student Representative
2019/2020

HELLO AGAIN ABVMA COMMUNITY,

and thank you to those of you who have taken the time to read my updates so far. My previous update was provided in mid-March, early in the COVID-19 pandemic. All on-campus activities (classes, exams, labs, intramurals, etc.) at the University of Saskatchewan ceased on March 16, when everything was moved online to decrease spread of the virus. For WCVM students in year one, two or three, this meant completing the remaining month or so of classes via online lectures and exams, with courses adjusted as needed as per the instructor. This required flexibility and creativity for instructors and students, and overall the transition went smoothly. WCVM students in fourth year had many in-clinic rotations moved online through seminars delivered

by instructors. Some rotations with a crucial clinical component were carried out on-campus, with modifications and proper protective equipment to reduce transmission.

The effects of COVID-19 have extended far beyond the remaining 2020 academic semester at the WCVM. Some graduating students who had positions lined up at a veterinary clinic upon completion of graduation have had to adjust their start date, make changes to their daily practice or look for a new position if their hiring clinic was unable to accommodate a new staff member. Moreover, a number of external rotations and externships that incoming fourth-year students had arranged during the summer months were cancelled or postponed until further notice. Because of this, the fourth-year core and elective draft had to be redone with the changes in available rotations. Students with plans to travel to provide volunteer veterinary care during the summer months had to cancel those plans, with no guarantee of an opportunity to reschedule.

For interest's sake, I will mention some of the events that would have happened at the WCVM during the final six weeks of the semester. A mindfulness seminar was planned for the end of March, held by Dr. Chakravarti. A country-style dance known as "Hoe Down" was also planned for the end of March, which is always an amusing social event and great opportunity to learn or practice two-stepping. The WCVM Orchestra had a concert planned in late March for students and faculty to appreciate the musical talents of the orchestra members. March would have ended with the annual Purina Hockey Tournament. This hockey tournament welcomes players of all ages and skill levels, including students, staff and faculty. The teams are randomly assigned

and the event runs all Saturday afternoon and evening. It is a highlight of the year for all participants, whether they are players or cheering from the stands. A few of the mental health events for the remaining semester included a succulent night and an APEX trampoline jump night. The final Western Canadian Veterinary Students' Association (WCVSA) meeting was planned for the beginning of April to discuss budgets, changes to curriculum and new WCVSA members. Finally, many WCVM clubs had interesting labs planned for the end of the semester (ex. alpaca handling, AFAST/TFAST ultrasound, rodent procedures, equine dentistry and more). All clubs also held an end-of-the-year meeting to plan for the 2020-2021 academic year. Finally, the Objective Structured Clinical Examination (OSCE) for each class would have been conducted in April. All OSCEs had to be postponed to the fall, in order to effectively evaluate hands-on clinical skills.

Plans for the 2020-2021 academic year at the WCVM, along with many other post-secondary institutions, are still up in the air. At this point nothing is certain in regards to the way that classes, labs, exams, clinical rotations or extracurricular activities will be carried out. Student services advisors at the WCVM are providing updates to students as plans unfold. This being my final update, more information on how learning at the WCVM has changed due to COVID-19 will be provided by the incoming WCVM student representative, Breanna Patton. I am grateful for the involvement with the ABVMA that this position has provided, and I look forward to working alongside ABVMA members upon graduation. Thank you warmly for your time and I wish you all good health.

HELLO AGAIN, EVERYONE! HOPE

you are all doing well and staying healthy amid the current COVID-19 crisis. The pandemic has changed so many aspects of how veterinary practices and educational institutions have functioned over the past few months. At UCVM, students in their first, second and third years had the opportunity to try out a new form of learning when all online lectures were moved to Zoom. This was also a great way for classmates to stay connected when we were all stuck at home. Our class as well as the other classes at UCVM organized semi-regular Zoom chats to stay in touch, and for our class in particular, to discuss our transition into our fourth year. Meetings for extracurricular activities, clubs and academic groups as well as the famous dinner-and-learns also continued throughout the remainder of the school year over Zoom (unfortunately, we also had to adjust to bringing our own dinners!). Although there was a bit of an adjustment period, I think we all settled into the new routine rather comfortably. Our Social Reps even organized a Pet Show and Tell over Zoom on our lunch hour one day, so that we could all stay in touch and meet some pets to lift our spirits! Our final exam period also looked a lot different than usual this year, with all exams being taken online.

After a brief two-week delay, UCVM was able to get the Class of 2021 into fourth-year rotations with a new format. Instead of our regular two- or four-week rotations that fourth-year students have had in previous years, the schedule now allows for several six-week long rotations, with a two-week isolation period between them. Although it is not what we had initially anticipated our

fourth year would look like, we will now have much more time to get to know each and every practice we attend, which I think is a real bonus.

For some in the Classes of 2022 and 2023, this summer is also looking a bit different than expected. Although many students had jobs and volunteer opportunities lined up for the summer, some were no longer able to start those commitments due to the pandemic. Unfortunately this means that some students are missing out on critical hands-on experience that we all look forward to during our summers. Thankfully, many students were able to either keep their initial arrangements or make new ones for the summer months.

The Class of 2020's time at UCVM also came to a more abrupt end than any of us had anticipated. The Armadillos were pulled from rotations a couple weeks before the end of the school year due to the pandemic, giving them a bit of an anticlimactic end to their DVM degree. Many of them have already started their new careers as DVMs across the province, so show them a warm welcome when you see them! Congratulations to the Class of 2020 on all the hard work and determination you put in to get to where you are today.

This will be my last article as ABVMA Student Representative for UCVM. It has been an honour and a pleasure to inform the ABVMA members on student life at UCVM for the past year, and I look forward to meeting and working with many of you in my future career in Alberta. Next issue you will be hearing from Rheanne Ritchie, who will represent UCVM as Student Representative to the ABVMA for the next year. Thank you so much for reading and take care!



Tess McGarvey

UCVM Class of 2021
ABVMA Student Representative
2019/2020

ABVTA President's Report



Fiona Kowalczyk, RVT
2020 ABVTA President



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

IT IS STRANGE HOW EAGER I AM

to write this report as I feel it is my way to connect with you. The ABVTA had many exciting plans this summer as we fulfilled our 2020 strategic goals to reach out to the membership. Sadly, opportunities like the town halls, CE events and Registration Day have all been cancelled or postponed as we continue to protect each other from COVID-19. I know the Board of Directors all feel some disconnect from the membership when we are unable to meet with members in person, however we are keeping our fingers crossed that by fall, we will all be able to meet again in some sort of physical-distancing form.

Resilience is a word that comes to mind when I think of all RVTs as we work hard as essential caregivers during the pandemic. Both the ABVMA and ABVTA held round table discussions to hear the concerns that veterinary industry workers were facing. RVTs felt unprotected at times, struggled to differentiate what services to safely provide during a pandemic, shortages of drugs, PPE and oxygen were evident and a decrease or complete loss of income were issues brought forward. Vanessa George, our Executive Director, played a critical role in ensuring your voices were brought forth by checking emails frequently, responding to Facebook concerns and then debriefing with the ABVMA so that RVT issues were considered in the COVID-19 Bulletins. I know from working in the field that the bulletins are welcome, and serve as a great resource providing guidance to practices to function as an essential service and remain cognitive of Alberta Public Health regulations.

On April 30, the ABVTA Wellness Task Force invited our AHT students to attend a round table discussion to hear their concerns. The resilience I felt from these young adults filled my heart with pride. Tuition hikes, delayed VTNEs, incomplete practicums, registration frustrations and hiring issues were very real to these students. I felt the Wellness Task Force did a fantastic job of reassuring everyone in attendance that their passion for the career they chose will keep them resilient and that the veterinary industry eagerly awaits them. Although becoming completely licensed in Alberta is definitely more challenging at this time, the ABVTA continues to advocate for the process to be as quick and smooth as possible.

The resilience of our membership was evident by the transition they took as practice employees became essential workers. Learning to deal with fur babies using social distancing is anything but easy. Our compassion seemed to suddenly become military style. Animals became separated from their owners to be cared for in a manner that kept everyone safe. Dogs were terrified of us as we reached for them with our masks, or should I say muzzles, on! Avoiding an escapee during the trip from vehicle to practice door was another stressor as our patients were very unsure of what was happening. My most emotional moment was helping perform a euthanasia using FaceTime with three devastated teenage boys at home alone sobbing uncontrollably while their mother attended at the practice. My heart was broken for this family, and I felt completely drained

at the end of that day. Like everyone else though, I awakened the next day eager to support my colleagues and help more animals. As I write this, Alberta is entering Phase 1 of reopening and I can only hope we have some normalcy return.

Workers in the veterinary industry are a resilient bunch. Practice owners have been under enormous stress to keep staff safe, provide essential services and somehow remain financially viable. Employees have faced reduced hours or increased workload due to short staffing or condensed teams, and have had to cope with delivering veterinary medicine in ways that prior to March appeared very foreign. We have all walked around with itchy faces and sore ears from wearing masks all day. We all have the most dried out, cracked and peeling hands from washing our hands so frequently. We look rough, but we still had a goal of providing quality veterinary care during the crisis. My hope by the time you read this is that you have all had haircuts and manicures and that the summer sun is hot and enjoyable. Hopefully you

have found some time to enjoy nature or anything else that fills your heart to keep you as resilient as you have been.

The pandemic did not stop the Board of Directors from meeting regularly by Zoom to discuss issues the membership is facing. Meetings are constantly scheduled to investigate solutions to these issues and to continue strategizing ways to ensure our memberships' needs are met. Our Wellness Task Force was involved in round table discussions to hear from the frontline workers and students. An Alberta RVT Facebook group was formed so that the Board can hear directly from the membership and members can voice concerns in a protected manner. This is also a platform designed to spread advice and support. The CE committee is working hard to provide quality CE webinars which have also been offered at no cost to our members to ensure our requirements for further knowledge are fulfilled at a time when we cannot be together. The Mentorship Task Force is taking feedback from the students and developing ways to

support and mentor them as they strive to become licensed. Plans are in place to push forward to host our Annual General Meeting at CanWest in October, whether it be virtually or, hopefully, traditionally so we can enjoy mingling with fellow RVTs in the beautiful mountains surrounding Banff.

Resiliency is a trait to be thankful for. I am very thankful to the leaders of our associations for their guidance and support through the pandemic. Thank you to the practice owners who worked hard to follow Alberta Public Health guidelines to keep staff safe and animals well cared for. I am grateful to the students and members who took the time to inform us of the dilemmas they were facing. My biggest **shoutout** goes to each and every Alberta RVT who put one foot in front of the other and remained proudly RVT. We have many roles to play, and I am honoured to work alongside every one of you in the veterinary industry. Stay safe, healthy and, most importantly, look after yourself. You really matter to me.

“RESILIENCE IS A WORD THAT COMES TO MIND WHEN I THINK OF ALL RVTs AS WE WORK HARD AS ESSENTIAL CAREGIVERS DURING THE PANDEMIC.”



R E S I L I E N C E

2020 ABVTA Student Award Recipients

Please join us in congratulating the 2020 ABVTA Student Award Recipients!



Dustin Hirschhorn, AHT
Anita Casellato, AHT
Morgan Leck, VMA



Cayley Peltzer, AHT
Sydney Frost, AHT
Jaycee Hataley, VMA



Alexia Schuetz, AHT
Marijke Vanderkooi, AHT
Brittney Eyles, AHT
Darby Leighton-Duda, VMR



Jaden Dollenkamp, AHT
Shae Ehrhardt, AHT

Member and PR Committee

GREETINGS MEMBERS, FROM THE Member and PR Committee. On behalf of our committee, I would like to thank all of our veterinary essential workers for continuing care to all furry, feathered and scaled friends. We would like to remind everyone to please take advantage of our member wellness area of the ABVTA website. It is equipped with COVID-19 Wellness Resources to help all our members. In the words of Dory, “just keep swimming.” We can get through this together.

During this strenuous time, it has been difficult for our committee to plan in person events to engage our members. We thank you all for your patience as we hopefully move past this. As a committee we are excited to be planning some virtual events to motivate and uplift our members, so please stay tuned for these events.

One large project that we have launched that we are very proud of is our “This is Why We Do What We Do” campaign. We display these photos on our Facebook and Instagram

pages. We encourage our members to send us photos and phrases showing us all why you love being Vet Techs. Please send them to info@abvta.com.

Also remember to check out our ABVTA logo wear page all items are customizable and can be purchased at urstore.ca/ABVTA.

Have a great day being an RVT!

Sarah Golinowski, RVT, Vice Chair
Member & PR Committee

CE Committee

WOW WHAT A CRAZY COUPLE OF months we’ve had! On the positive side, the ABVTA has offered some amazing webinars that have been very well received. The webinar that Becky Taylor did on RVT retention was excellent and very informative. In May we had Robin Saar, RVT, VTS (Nutrition), provide a phenomenal webinar on deciphering pet food labels. We have upcoming webinars on ultrasound basics and maintenance, large animal welfare, wellness

and more nutrition — so many options!

A huge thank you to Purina for sponsoring our May talks.

The ABVTA CE Committee has chatted at length about the future of our CE for this year. With so many uncertainties we have decided to offer CE webinars to our members free of charge for the remainder of the 2020 year. We are all in this together!

Our committee is always open to receiving any ideas or suggestions for future

webinars or CE opportunities. Please do not hesitate to contact us treenabr@abvta.com. We would like to thank everybody for participating in our webinars and please don’t forget to fill out the surveys that are sent to you after the webinars. These are important to us. To view our upcoming events, please check out our website at <https://www.abvta.com/continuing-education-alberta> or subscribe to our Events Feed on our Facebook page.

ALBERTA RVTS



ABVTA MODERATED FACEBOOK GROUP
JOIN THE DISCUSSION

FACEBOOK.COM/ALBERTARVTS



Thank you for doing what you do every day - for your compassion and dedication to the health and well being of Alberta's pets, livestock and wildlife

REGISTERED VETERINARY TECHNOLOGISTS - COVID-19 CHAMPIONS



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence Based Internal Parasite Control

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

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

– Worth 1 CE Credit

Working Through Unexpected Vaccine

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

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

CE certificate available after video watched and quiz completed.

Watch the video here

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

Additional readings: This link:

<https://aaep.org/guidelines/vaccination-guidelines/adverse-reactions>

Feline Environmental Needs

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

Inventory, A Vital Organ In Your Practice

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

DOUXO Restore the Skin Barrier, Restore Togetherness, Restore the Bond

– CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVTs only. Speaker is Andrea Wasko, RVT.

To register your clinic, contact your representative Andrea.

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

Veterinary Nutritional Advocate Program

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

Royal Canin Veterinary Diets Online

Modules – Various modules available through Royal Canin include; Nutrition Fundamentals (pre-requisite for all other courses), Feline Life Stage Nutrition, Nutrients vs. Ingredients, Maturity in Motion and Dental Difference. Please contact your local Royal Canin technical sales representative for more information on how to access these modules, or contact Melanie Zanuttig at counsellors@royalcanin.ca.

Online Ultrasound Education – Scil Vet Novations has developed online ultrasound education packages that work with your busy schedule to help you learn the benefits of ultrasound as a valuable diagnostic tool in your clinic. You can learn from the comfort of your own practice or home. Two courses, Basic Ultrasound and Advanced Ultrasound, have been developed that can be combined with an in-person scan-only course where you can practice your knowledge with a skilled veterinary sonographer. CE credits available. Visit the online CE page at www.scilvet.com to register online or call 1-866-382-6937 for more information.

Master of Veterinary Medicine, Massey University 2020

– Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston

North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

The Social Side of Practice: Module 1:

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

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

WDDC Practice Tool Kit (WHMIS and SDS) Ongoing Lunch & Learns

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

Continuing Education Opportunities

Monthly Offerings

SEPTEMBER 2020

September 27, 2020 - A Skin-Deep Discussion of Bugs, Drugs & Antimicrobial Stewardship - 6 Hours ABVMA Credits – Speakers: Drs. Kinga Gortel & Joe Rubin Topics: Evidence-based Antimicrobial Stewardship, The Skin Microbiome and 21st Century Pyoderma, Taming the Yeast: Malassezia & Other Fungi in Skin Diseases & Skin Culture Case Studies Time: 9:00 am - 4:00 pm Location: NAIT Main Campus For more info: email info@easav.ca or call (780) 970-3728. With thanks to CAVD & our sponsors: Royal Canin, Dechra

OCTOBER 2020

October 26, 2020 - Veterinary Cytology: Hints, Hacks and Embracing Diagnostic Ambiguity - 2 Hours ABMVA Credits – Speaker: Dr. Moira Kerr, Hints and hacks to optimize preps of blood, urine, cytology and masses using case material and Q & A period. Time: 7:00 - 9:00 pm Location: NAIT Main Campus. For more info: email info@easav.ca or call (780) 970-3728. With thanks to our sponsor: Prairie Diagnostic Services Inc.

Oct. 17-20, 2020 - CanWest Veterinary Conference - Save the Date – Program and registration details available this August at: www.canwestconference.ca

NOVEMBER 2020

November 22, 2020 - Let's Talk About Pee: "Urine: the Right Place - 6 Hours ABVMA Credits – Speaker: Dr. Serge Chalhoub For Vets and RVT's. 2 Sessions available. AM topics: It's all about the kidneys: Early CKD Diagnosis, Anything new in treating CKD? Acute kidney injury PM Topics: FLUTD in cats, Female dog incontinence, Leptospirosis.... in Alberta? Time: 8:45 am - 4:00 pm Location: NAIT Main Campus For more info: email info@easav.ca or call (780) 970-3728. With thanks to our sponsors: Idexx Laboratories & Purina ProPlan Veterinary Diets

DECEMBER 2020

December 2, 2020 - Intraoral Radiographic Interpretation: An Essential Skill for a Rock-Star Dentistry Program - 2 Hours ABVMA Credits – Speaker: Dr. Christopher Sauve For Vets: Review how to interpret intraoral dental radiographs in a systematic fashion & how to implement these skills in a case-based discussion. Date: Tuesday, December 1, 2020 Time: 7:00 - 9:00 pm Location: NAIT Main Campus; For more info: email info@easav.ca or call (780) 970-3728. With thanks to our sponsor: Nuon Imaging

FEBRUARY 2021

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

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



Menu item #7 is not listed in the menu directory
It is intended for veterinarians who need immediate approval to alleviate the stress of a stray animal
During regular business hours, call 1-800-455-9003 and press menu option #1

Classified Ads

VETERINARIAN REQUIRED

RIVER VALLEY VETERINARY WELLNESS specializes in rehab and oncology and has a unique opportunity for a permanent pt DVM who is committed to exceptional compassionate client and patient care alongside our close-knit and dynamic team. Flexible shifts of 2-4 days/week to take on more of the regular surgeries and appointments would allow more time for our rehab DVM to focus on her patients. Familiarity with IDEXX lab, laser, digital x-ray, digital dental x-ray and Cornerstone is an asset. We offer competitive salaries, profit share, paid vacation, health benefits, CE allowance, & generous pet discounts. If you value a flexible work/life balance in a one-of-a-kind atmosphere, please forward your cover letter and resume to: dawn@clemicsolutions.ca. Website: <https://rivervalleyvet.ca/>.

TUDOR GLEN VETERINARY HOSPITAL is a reputable small animal hospital located in St. Albert, AB, boasting 200 five-star Google reviews! We are looking for an energetic veterinarian that is committed to providing the best possible client and patient care to join our busy practice of 3-4 other expert veterinarians. We offer competitive salaries, profit share, paid vacation, health and dental benefits, paid CE days off, annual CE allowance, generous pet discounts and a fun atmosphere. Experience with Cornerstone, IDEXX lab, digital dental x-ray and ultrasound machine are an asset. Send your resume today to: dawn@clemicsolutions.ca, to book your meeting. Website: <https://tudorglenvethospital.ca/>.

CHINOOK PET CLINIC LOCATED IN Lethbridge, AB, is looking to add a full-time associate to our current 2-veterinarian companion animal practice. We are a well-equipped, longstanding practice with a loyal client base and an expanding new client base. Our practice strives to provide high quality veterinary services in a caring and professional manner. We also place a strong emphasis on client education and preventative care. The ideal candidate is a self-motivated, enthusiastic individual with strong communication skills. New grads are welcome to apply. We offer a competitive salary (based on experience) and benefits package. Please email resume and cover letter to: chinookpetclinic@hotmail.com. Website: www.chinookpetcliniclethbridge.ca.

LOOKING TO ENHANCE YOUR veterinary career? Interested in developing your clinical skills, working with great teams and spending time in rural locations? Mosaic Veterinary Partners is looking for small animal and mixed animal practitioners with a minimum of 2 years' experience to provide locum support to our northern practices; Peace River, Fairview and High Prairie and in southern locations of Brooks or Maple Creek, SK. Veterinarians can be strictly small animal or mixed animal as our full time DVMs work with all species and will adapt to the strength area of locums. We are looking for locum shifts in sets of one to three weeks that will provide much needed support to our full-time

veterinarians. Clinic teams are strength based, highly competent and include RVTs, VMRs, VTAs and experienced practice managers. In house diagnostic equipment including Idexx Lab suites, digital imaging and ultrasound. We are booking locums for the next 12 months and look forward to working with competent, courageous veterinarians that want to work in rural communities providing best care to patients and excellent service to clients. Contact: info@mosaicvet.com.

TABER PET CLINIC IS LOOKING FOR A friendly, compassionate full-time Veterinarian. Applicants should be self motivated, have a positive attitude and be willing to learn. We are located in Taber, a commutable drive from Lethbridge at the welcoming southwestern Alberta. We are comprised of fun, supportive and established staff looking for another team player. We have an excellent clientele, with a constant variety of small animal cases - great experience for a new grad or experienced veterinarian! The clinic is recently renovated and expanded, with in house Full IDEXX lab. We are well-equipped with dental station and DR dental xray, Phillips Epiq 5 ultrasound, DR xray, Laparoscopic Unit, Cold laser, Avimark and lots of computers! We do have continued investments in new technologies and advanced diagnostics! Taber Pet Clinic offers competitive wages with CE opportunities and allowance, comprehensive health and dental plan, a signing bonus and relocation assistance if needed. Please forward your cover letter and resume to Mrs. Hainstock at: haley@taberpetclinic.ca.

ARE YOU AT A PIVOTAL MOMENT IN your career? Are you comfortable with your clinical skills? Are you thinking it's time for ownership wondering if it's affordable or that it's too daunting? We have a program wherein you can earn your way to ownership in rural mixed animal practice. No long hours working on payroll or endless HR issues!! We simply ask you to 'act like an owner' by expecting high quality veterinary medicine and excellent client service. Contact us for more details and start the next exciting phase of a practice career and start building your own equity. Mosaic Veterinary Partners, we know the only path to great medicine is to invest in great people. Email: info@mosaicvet.com for any inquiries.

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

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

WE ARE GROWING! OUR 3-YEAR-OLD state-of-the-art practice needs a third full time veterinarian. We are a fear free certified practice (one of three in Alberta) with a gold AAFF feline friendly practice certification, located in Edmonton. Our well-equipped practice would be a great place for a new grad who is looking for mentoring or an experienced veterinarian looking to practice high quality medicine with an excellent support staff. We are looking for someone who is energetic, fun and who has an ongoing desire to learn and grow. This is a locally-owned veterinary practice where work/life balance is truly important, and our practice closes on holidays and long weekends. Benefits include a competitive salary, ABVMA/CVMA dues, CE allowance, uniform allowance, Fear Free individual certification, vacation allowance and a staff pet care plan. If this sounds like the place for you, please feel free to check out our website at: www.tamarackvet.com and submit your resume to: asmith.admin@tamarackvet.com.

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

FORT MACLEOD VETERINARY CLINIC is looking for a full-time associate to join our busy clinic. Located at the crossroads of southern Alberta, the historic town of Fort Macleod is 30 mins from Lethbridge, 90 mins from Calgary and 45 mins to the Rocky Mountains. We are looking for a motivated full-time associate to join our 4.5-person mixed practice. The practice has very active small animal, equine and bovine components. We welcome all applications but are currently searching for a mixed animal veterinarian with a well-rounded Bovine interest. The bovine portion of the practice consists of cow/calf,

feedlot and dairy components. The practice is fully-equipped with digital radiography (small and large), in house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy, Class IV laser and a complete line of anesthetic/surgical equipment. We offer a competitive employment package with above average salary. Call to be shared among 4-veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Bruce Kostelansky or Dr. Todd Baker at: ftmacvet@hotmail.com or 403-553-4487.

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

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

FEEDLOT ASSOCIATE VETERINARIAN Required in 2020. Looking for an enthusiastic, organized, flexible, practical, and detail-oriented veterinarian with interest in feedlot production medicine, both beef and lamb. Practice provides

herd health and production services, emergency veterinary services, regulatory and other value chain certification, and research services to several large feedlots in the area. This individual would work with 2+ other veterinarians, 4 vet tech/research assistants and office support staff. Successful applicant must have passed NAVLE, speak/write English, have a valid driver's license, have good communication and interpersonal skills, and be eligible for licensing in Alberta. Beef cattle experience a benefit. No night calls; participate with other vets/techs in weekend rotational call schedule. Provided with work truck and equipment, cell phone, office/computer. Good housing and schools, with activities like hiking/hunting/skiing/fishing/shopping in the local area. Competitive salary based on experience with full benefits package and CE. Please send resume with 3 references with contact information to: joyce@abhs.ca. Website: www.abhs.ca.

YOU AREN'T JUST LOOKING FOR ANY job, you're looking for the right job. Come and join our privately-owned small animal practice in Cochrane, AB. We are currently seeking full-time (or multiple part-time) veterinarians to join our busy practice. We have a great, loyal client base and lots of modern toys. Terms are negotiable, pay is competitive. Come and see what you've been missing in veterinary medicine. Email: datkin@cochranevet.com.

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

KILLARNEY CAT HOSPITAL IS A FULL service clinic exclusively for the treatment of felines, located in Calgary, AB. We are a Cat Friendly Practice Gold with the American Association of Feline Practitioners. Our highly-experienced fun team of 3-doctors, always attempt to practice the best and most up-to-date medicine possible in a warm and caring atmosphere! Our top priority is to provide a positive experience for each and every client-pet visit. We are currently looking for a full associate DVM to join our dynamic practice! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 500 DVMs! Please send your resume to: careers@vetstrategy.com. Website: www.killarneycat.com.

APPLY YOUR KNOWLEDGE AND SKILLS to your daily tasks at a six veterinarian companion animal hospital in Edmonton. As a veterinarian at the Hermitage Veterinary Hospital you will be responsible for medical and surgical care of companion animals as well as client relations. You work well independently as well as in a team setting. The support staff you work with are highly trained and dedicated. You are interested in providing a high standard of compassionate veterinary care. Demonstrated interpersonal and communication skills rounded out your profile. Challenge yourself and join an exciting team! For more information or to submit your resume please contact us at: hermitagehospitalmanager@gmail.com.

BOW RIVER VETERINARY CENTRE IS A longstanding Canmore business that has worked diligently for over 20 years to provide high quality and compassionate veterinary care for clients in the Bow Valley! We are looking for a dynamic DVM to join our growing team. We are a fully equipped hospital with an experienced support team of 14 and 3-DVMs! We are looking to add an associate DVM to our team! This is a great opportunity to join an established practice with a significant client base, where learning and development opportunities are endless. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits, and access to our network of over 500 DVMs! Please send your resume to careers@vetstrategy.com. Website: www.bowrivervet.com.

WE ARE SEEKING AN ASSOCIATE veterinarian to join our growing team at Little Creek Veterinary Clinic. Little Creek is a four vet-small animal clinic that provides various services to dogs and cats including health exams, parasite control, senior care, surgery, dentistry, x-rays and more. We are closely associated with Fish Creek 24 Hour Pet Hospital. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. We pride ourselves in our relationships with pets and their owners, providing a high degree of attention and personal care, and getting to know our clients well. We have mentorship capabilities, so new grads are welcome to apply. This is an amazing opportunity to be part of a dynamic and supportive team. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 500 DVMs! Please send your resume to: careers@vetstrategy.com. Website: www.littlecreekvet.ca.

MINUTES SOUTH OF EDMONTON, Range Road Veterinary is a small animal practice that is looking for a compassionate, communication-focused veterinarian to help grow our practice. Every client impression is vital, we are looking for a candidate that takes their time with each client, and focuses on open communication that goes above and beyond to discuss/explain/educate our clients. We are looking for an empathetic and outgoing doctor who takes initiative, has a strong work ethic and interpersonal skills. Full in house lab, x-ray, dental x-ray available. We value work/life balance and

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want our vets to love their day-to-day. Come see why life is better in Beaumont! Please send resume to: katrina.ponich@rangeroadvet.com. Website: <https://rangeroadvet.com>.

WE ARE CURRENTLY SEEKING A FULL-time veterinarian to join our team. Lomsnes Veterinary Hospital is a well-established, three veterinarian, small animal and exotics hospital located in the community of Red Deer, AB. Red Deer is centrally-located between Edmonton and Calgary. Our staff are well-trained, compassionate and committed to providing excellent patient care and client education. We provide high quality veterinary care, while utilizing modern technology which includes: an in house lab, digital x-ray, surgivet monitoring system, bair hugger, ultrasound, digital dental x-ray and dental equipment. We also have experienced RVTs to assist you in any way. 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 500 DVMs! Please send your resume to: careers@vetstrategy.com.

DO YOU WANT THE OPPORTUNITY TO practice high quality medicine in a modern, fully-equipped facility with an amazing support team, make up to 6 figures and still have lots of time off to enjoy life? Come and join us. We are looking for a mixed or small animal veterinarian to join our growing team in Dawson Creek, BC. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community-based practice that values quality of life. Our clinic is a modern, progressive mixed animal practice. We have a very competent and enthusiastic team awaiting your arrival. The practice is 50% small animal, 50% large animal with a good mix of equine and cow calf. To learn more about our clinic, check out our website at www.dcvet.ca or find us on Facebook. If you are interested in this position, please contact our Human Resources Manager at: info@dcvet.ca.

WE ARE SEEKING MULTIPLE MOTIVATED, team-oriented and passionate veterinarians to join our growing emergency department. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology and dentistry/oral surgery. If you enjoy working in a fast-paced environment with experienced emergency veterinarians as well as specialists in multiple disciplines to mentor and consult with, this may be the job for you. Generous salaries and personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes to John at: johnw@pulseveterinary.ca.

FAMILY PET HOSPITAL & 24 HOUR PET Emergency Centre is seeking a Veterinarian to join our fast growing practice. The center has a state-of-

the-art modern facility with focus on progressive medicine while maintaining a collaborative and fun environment. We are offering a competitive total rewards package, great mentorship and many other perks! To learn more or apply, please reach out to Rohin Rai at: rohin.raai@nva.com or visit us at <https://familypet.ca/>.

THE CLEARWATER VETERINARY CENTRE in Rocky Mountain House is accepting applications for a full-time veterinarian. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy and equine. The clinic is equipped with a modern in-house lab, clinic and portable x-rays and ultrasounds, small animal dental with x-ray, powerfloats and large animal handling facilities. Our multi-doctor practice has 12 support staff that will provide strong mentorship and allow for flexible scheduling and specialization. We offer a health spending account and comprehensive benefits package with an emphasis on continuing education. Please email applications or questions to: drmeyers@hotmail.com.

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

BELLEVUE VETERINARY CLINIC IS looking for a full-time veterinarian to join our team. We are a well-established clinic located in the cozy community of Crownsnest Pass in the Rocky Mountains of southwest Alberta. If you are compassionate, friendly, dedicated, want to connect with your clients and patients, practice high-quality veterinary medicine, and prefer small town living and instant access to outdoor adventures to crowded city life - this is for you! You must be licensed without restrictions to practice in Alberta. Future clinic buy-out is an option. We are a busy companion animal clinic that is well-equipped. We offer competitive salary, health care, CE allowance and coverage of membership dues. Please forward your resume to Christine at: bellvet@shaw.ca.

BARLOW TRAIL ANIMAL HOSPITAL IS A rapidly growing small animal practice looking for an energetic veterinarian F/T or P/T. Candidate must be a team player and be able to lead the team through great communication skills. We are 3 years old, close to 3000 sqft and clinic/equipment is almost like new. We have digital radiography systems for both general and dental x-rays and all the other toys for you to practice good quality medicine and surgery. Experience preferred but new graduates are encouraged to apply. Competitive salary and partnership potential for the right individual. Send your resume in confidence to: tkhairaa@gmail.com, or call Dr. Tejinder Khaira at 403-827-0747.

ANIMAL MEDICAL CENTRE NORTH IS A fast-paced practice that treats small animals and exotics in Grande Prairie, AB. The clinic has undergone new ownership by the Vet Strategy Team and is now operated by new management. Our previous owner Dr. George is retiring and we are looking for an associate DVM with an interest

in providing quality medicine to join our team! We believe in a high standard for medicine and are well equipped, with a digital dental x-ray machine and many diagnostics/blood work equipment. We are a busy hospital with a great and supportive team! We have mentorship capabilities, so new grads are welcome to apply. Do not miss out on this opportunity to join this evolving team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 500 DVMs! Please send your resume to: careers@vetstrategy.com. Website: www.animalmedicalcentrenorth.ca.

OLDS PET CLINIC IS AN AAHA- accredited veterinary clinic located in Olds, AB, and we are looking to grow our team. We have an opening that could accommodate an experienced and fully-licensed locum, part-time, or full-time associate Veterinarian. We are currently a 1-DVM 2-RVT practice. This opportunity allows for excellent work-life balance as it is Monday to Friday only, no weekends and no after-hours on call! You, our ideal candidate, will have compassionate client communication skills and the desire to collaborate, so that we can provide a personalized approach to patient and client care. Our clinic uses Cornerstone and is well equipped with an in-house lab, digital xray, digital dental xray, a Tonopen and a panophthalmoscope (to name a few). We value veterinarians and prove it by supporting your continued growth through CE, a competitive salary, full benefits program, paid licensing/dues and veterinary discounts. A significant signing bonus is available and relocation assistance will be provided. There is the possibility of buy in for the right individual. Email your resume to Dionne at: dmarshall@p3vetpartners.ca. Website: www.oldsclinic.ca.

ARE YOU OUT OF WORK DUE TO THE current situation? Or looking for a change? Come work with us in a growing small animal practice in the east Calgary region with easy access to all major freeways. We are looking for an experienced, easygoing, compassionate veterinarian with great communication skills for a permanent part-time position with potential to become full-time. Must be a team player. Reply in confidence to: hanabnb2019@gmail.com.

WHITCOURT VET CLINIC LOCATED IN Whitecourt, and Glenwood Park Veterinary Clinic located in Edson, are growing and so are looking for a full-time vet. We're offering competitive remuneration based on experience. Our ideal candidate would require excellent clear communication skills and empathetic interpersonal skills to both clients and fellow employees. We value good humor and social skills. We strongly encourage an initiative to discuss and explain over and above the minimal requirements to clients, fellow staff members and vets. We cherish a keen interest in learning new things as well as mentoring others. We welcome new graduates / limited/ temporary license vets, who are looking to be mentored and are interested in learning. We have a wide array of gadgets including ultrasound, digital x-ray, digital dental x-ray, in-house lab with bloodwork, laser surgery, laser therapy, cryoprobe etc. Call: 780-778-5767, fax: 780-778-5452, or email: info@whitecourtvet.com.

YOU'RE SMART, FRIENDLY AND FUN!

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

SPEND 18 MONTHS WITH US IN NELSON

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

ANIMALS FIRST CLINIC - NOT ONLY OUR

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

WE ARE SEEKING A FT DVM TO JOIN

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

NORTH EAST ANIMAL CLINIC IS

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

COCHRANE ANIMAL CLINIC IS LOOKING

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

HERMITAGE VETERINARY HOSPITAL IS

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

LOOKING FOR A VETERINARIAN TO JOIN

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

INTERESTED IN JOINING A VIBRANT,

well-established practice with a great team mentality? The Edson Vet Clinic is searching for one more fantastic vet to complete our team! The position is open to mixed or small animal only. We have an experienced, long term support staff including 5-RVTs. Our clinic is well-equipped with brand new in clinic lab equipment, dental x-ray, therapeutic laser, large and small animal

ultrasound, and much more! We are part of the UCVM teaching community, and are great at mentoring new vets and students! Our clinic is located midway between Jasper and Edmonton, with great access to outdoor activities. Interested? Give us a call, or send an email: edsdvet1@telus.net.

VETERINARIAN AVAILABLE

HEY YOU! YEAH, YOU! THE GOOD

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

EXPERIENCED SA AND CAGED PET

veterinarian available for part-time work in Calgary. Please contact irenephillips194@gmail.com to discuss.

VETERINARY RELIEF AVAILABLE ON

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

RVT REQUIRED

BRAGG CREEK - NESTLING IN A

clearing and surrounded by gently rolling woodlands, Banded Peak Veterinary Hospital (BPVH) offers a small animal rural work environment that many think is second to none. Located just 25kms west of Calgary this purpose-built companion animal hospital is equipped with some of the most modern diagnostic equipment available including digital dental x-ray and ultrasound. Having three spacious consulting rooms, and a large open plan retail/seating area the 4,000 sqft clinic is not short of space. Please visit our website at: www.bpvh.ca for more details. Due to a future planned staff departure we are looking for a full-time or part-time RVT to start with us as soon as possible. Full-time working week would be Monday to Friday from 8:30am until 5:30pm and includes a 1 hour lunch break. Starting salary would be commensurate with

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experience. Additional health insurance is Included in our employment package. If you are a caring, considerate team-person who communicates well, please contact Kim Samson – French by e-mail at: kim@bpvh.ca, mail, or by phone 403-949-3249. Or contact BPVH manager, Cindy Brown at 403-949-3249 and info@bpvh.ca.

PARK VETERINARY CENTRE IN

Sherwood Park, AB, is looking for an enthusiastic RVT to join our team! Do you enjoy the challenge of working with many different species of companion animals? Do you seek to improve your skills in a friendly work environment that values teamwork? If so, then we look forward to you joining our team of 7-veterinarians, 10-RVTs, a hospital manager, 4-client service representatives as well as 4-technician assistants. Our office is equipped with fully computerized records, in-house lab, digital radiology, ultrasound, dentistry and surgical facilities and much more. Benefits include: medical and dental, annual association dues, uniform and CE allowances and staff discounts. Check out our website: parkveterinarycentre.com, and if you are interested in a very busy, active and enjoyable position in our veterinary practice please contact Nikki Krecmar by email at: parkvetcentre@nva.com.

MOMENTUM EQUINE VETERINARY

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

CHINOOK PET CLINIC LOCATED IN

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

WALKER LAKE VETERINARY CENTRE IS

a new small animal practice coming into operation in southwest Edmonton this Spring.

We are looking for an RVT. Industry experience is an advantage. Benefit includes registration fees, CE allowance, uniform allowance, etc. Interested candidates should contact us at: info@walkerlakevets.com. Website: www.walkerlakevets.com.

STONY PLAIN VETERINARY CLINIC IS

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

WE ARE LOOKING FOR A FT RVT FOR

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

ROCKY RAPIDS VETERINARY SERVICE

is looking for a full-time RVT. We are a busy mixed practice located in Drayton Valley. We are looking for an enthusiastic individual who believes in providing high-quality customer service and animal care. We are a fun-loving team working in a well-equipped clinic. We offer competitive wages, paid dues, CE, lots of variety in a casual environment. Good people skills an asset. Drayton Valley is 130 km SW of Edmonton. Great community with all amenities and excellent recreational opportunities. Contact Dr. Wayne Thiessen or Dr. Sharron Oakey by phone: 780-542-2144, fax: 780-542-6772, or email: rocvet@telusplanet.net.

WE HAVE A FANTASTIC OPPORTUNITY

for a talented and dynamic RVT to join the largest hospital in our network, Fish Creek 24 Hour Pet Hospital! We are a fully-equipped 28-doctor hospital with an amazing team of 100-support staff. At Fish Creek, we are committed to providing high-quality veterinary services in a way that stresses humanity, compassion, and quality-of-life for pets and their owners. If you want to be part of a team that utilises RVTs to their full potential, while providing great mentorship and ample room for personal and professional growth, then this opportunity is for you! We offer above average compensation, an intimate and exciting work environment, and an

excellent staff discount. Benefits include medical/dental, CE, uniform allowance, and a generous pet discount. Please send your resume to Mel at: practiceadministrator@fishcreekpethospital.com. Website: www.fishcreekpethospital.com.

OUR WELL-ESTABLISHED,

independently-owned clinic in the heart of Calgary is looking to add a new RVT. Our busy 4-veterinarian clinic is hoping that to add a 3rd full-time RVT. We are well equipped with: ultrasound, digital radiology, digital dental radiology, full in-house laboratory, and full dental and surgical suites. We offer full medical and dental benefits, ABVMA and CVMA dues, generous CE and uniform allowances. We are flexible on hours with either a condensed 4 day week or standard 5 day week, and a very competitive wage. New graduates are welcome and encouraged to apply. Please send all applications and resumes to: taylor@mactrailvet.com. Website: www.mactrailvet.com.

MARKETPLACE ANIMAL HOSPITAL IS

looking to add an experienced RVT to join our team. We offer above average wages, excellent staff discounts, paid annual dues and CE, and scrubs allowance. The ideal candidate is a great problem solver who cares about providing exceptional patient care and building relationships with our clients. If you are searching for a better work/life balance, this position is perfect as it is for a four day work week with the occasional one or two Saturdays a month (32-38 hours a week). Min. one year experience required. Please email us with your cover letter and resume at: marketplaceanimal@hotmail.com.

EDMONTON HOLISTIC VETERINARY

Clinic is looking for an experienced veterinary medical assistant (VMA)/registered veterinary technologist (RVT) to join our team! We are a busy, small animal specialty practice providing integrative holistic/conventional/palliative care. We are looking for someone who has excellent communication skills, emotional intelligence, brings a positive attitude to the workplace and is always willing to learn. Duties include but are not limited to, answering phones, scheduling appointments, check-ins, appointment discharges, client and patient support during examinations and medical procedures, cleaning, laundry and administrative support. Must be able to multi-task and work well under pressure. If this sounds like you, we would love to see your resume! Veterinary experience is an asset. This is a full-time position with no weekends or holidays required. We offer competitive wages, health and dental benefits and staff discounts. Please send your resume and cover letter to: ehvclinic@gmail.com.

APPLY YOUR KNOWLEDGE AND SKILLS

to your daily tasks in a companion animal hospital in Edmonton. At the Hermitage Veterinary Hospital you will be responsible for helping provide medical and surgical care for companion animals. Client relations are part of your daily tasks. You work well independently and in a team setting. You are interested in providing a high standard of compassionate veterinary care. Excellent interpersonal and communication skills round out your profile. Challenge yourself and join an exciting team! Please send your cover letter and resume to: hermitagehospitalmanager@gmail.com.

OKOTOKS VETERINARY CLINIC (okvc.ca) requires a pt RVT for our modern, fully equipped domestic pet day clinic. You will be working with a dynamic, motivated team of doctors and support staff providing excellent patient care and customer support. Please contact us via email: info@okvc.ca.

RUTHERFORD VETERINARY CLINIC IS A fast-paced full-service small animal hospital in SW Edmonton. We are expanding our hardworking team as we are a very busy practice. We are looking for full and part-time RVTs. We offer a competitive salary up to \$27/h based on experience, top-of-the-line health, and dental benefits, paid ABVMA membership, uniform allowance, discounted veterinary services, pet food at cost and more! If you possess a strong work ethic and are willing to provide exceptional customer service and patient care; we cannot wait to hear from you! New grads are welcome. Please contact our clinic manager at: mary@rutherfordvetclinic.com.

WETASKIWIN VETERINARY HOSPITAL IS seeking a FT RVT to join our team! We are a progressive 2-vet, 4-RVT mixed animal practice located 40 minutes south of Edmonton. We are looking for an enthusiastic, career-oriented, team player with excellent interpersonal and client communication, wishing to maximize their technical skills in practice. We offer a competitive salary, health spending account or RRSPs, paid membership dues and CE allowance. New grads welcome! Please email your resume (with references) to: wet_vet@telus.net. Only candidates selected for interviews will be contacted.

OUR FAMILY OF CLINICS ARE LOOKING for another superstar RVT to join our team. The ideal candidate will thrive working in a fast-paced environment and is focused on building relationships with our clients. Our clinics are equipped with state-of-the-art equipment (laser, water treadmill, ultrasound) that is needed to provide the best care possible in primary medicine. We work closely as a team and as such we succeed as a team. We offer competitive wages, group health benefits, paid dues, uniform allowance and CE allowance. 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.

ARE YOU A MOTIVATED, POSITIVE AND hardworking team player? If so, you will be a perfect fit for Legacy Veterinary Clinic! Legacy Veterinary Clinic located in SE Calgary is looking for a ft/pt RVT. New grads are welcome too! We are a privately-owned small animal practice that takes pride in quality medicine and providing a superior client/patient experience. We offer conventional medicine, surgeries, dental, acupuncture/rehab & holistic treatments. Competitive wages, monthly bonuses, veterinary discounts, scrub, and CE allowance, paid ABVMA membership dues and health and dental benefits are part of the employment package. Please email your resume to: careers@legacyvetclinic.ca.

WE ARE SEEKING 2-3 MOTIVATED, TEAM-oriented and passionate RVTs to join our growing, hardworking team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology and dentistry/oral surgery. In addition, our emergency department is staffed

by experienced emergency veterinarians. If you enjoy learning in a fast-paced environment with the opportunity to expand your skills in different departments then this may be the job for you. Generous salaries and personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans will be offered to the successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Positions in emergency and the various specialty lines are available. Please send resumes to Kristy at: kristy@pulseveterinary.ca.

SABADILLA ANIMAL CLINIC SW CALGARY is looking for a full-time RVT to join our friendly small animal practice. 36 hours per week, Tues-Sat. Start date: June 2, 2020. Ideal candidate is able to multi-task and work as a team player. Experience preferred. New Grads welcome. Please submit resume to: sabadillavet@gmail.com.

THE PET HOSPITAL LOCATED IN LEDUC, AB, is looking for a fifth full-time RVT. We are a privately-owned practice with 3-DVMs, 4-RVTs, 1-VMA, and 3 administrative professionals in a large, newer clinic with modern equipment. We are a Gold Standard Cat Friendly Practice and strongly believe in and practice gentle, stress reducing techniques for all patients. We are looking for a team player with natural client care skills, who can utilize patient stress reduction techniques while remaining positive, productive and efficient day-to-day and during peak times. For better work-life balance our RVTs work a 4 day work-week plus rotating Saturdays. We offer a great supportive environment where you will continue to grow as a RVT with a competitive remuneration package which includes uniform allowance, health and dental benefits, health spending account, CE allowance, pet insurance, pet health spending account and staff discounts. Please send resume and cover letter to: drs327@hotmail.com. Check out our website at www.thepethospital.ca.

BARLOW TRAIL ANIMAL HOSPITAL IN Calgary is looking for full-time/part-time RVT. We will provide customized, flexible hours to assure you have a work/life balance and fun! We offer competitive wages, uniform allowance, association dues, discounted pet care services and much more. Must be a team player, willingness to learn and be able to adapt to the team. Clinical experience preferred but new graduates are encouraged to apply. Please contact Jyoti 587-891-4043 or email: navjot17@hotmail.com.

SHERWOOD VETERINARY CLINIC IS looking for a full-time RVT. 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. Sherwood Veterinary Clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to Tammy at: blusea21@hotmail.com.

RUTHERFORD VETERINARY CLINIC IS A fast-paced full-service small animal hospital serving the SW Edmonton community. We offer a competitive salary based on experience, top-of-the-line health benefits, membership dues, discounted veterinary services and pet food at cost. We want the best for our staff- we are looking for a full or part-time RVT who is passionate about veterinary medicine that is comfortable communicating with clients, committed to upholding excellent patient care and strives to grow in their own professional development. We offer a range of services including digital x-rays, in-house lab, a variety of surgeries: from soft tissue to complex orthopedic procedures, providing a rich variety of cases. If you possess a strong work ethic and is willing to provide exceptional patient care in a progressive and cooperative teaching environment; we cannot wait to hear from you! Please contact our clinic manager at: mary@rutherfordvetclinic.com.

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

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

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

JUST MINUTES SOUTH OF EDMONTON, Range Road Veterinary is looking for a RVT who is confident in their skills, outgoing and

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

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

ELLERSLIE PET HOSPITAL IS LOOKING TO add a sixth FT or PT RVT to a rapidly growing practice. New grads are welcome. We offer attractive compensation including incentive bonuses, group benefits, staff discounts, CE and a great group of people to work with. We are a client driven business so good interpersonal skills are a must. If you think you would be a "fit" please forward your resume to: doug@ellersliepet.ca.

RVT AVAILABLE

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

HEY YOU! YEAH, YOU! THE GOOD

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

CALGARY RVT AVAILABLE WITH OVER 25 years' experience. Having worked in regular and emergency practices throughout BC and AB, I know that times are hard for some practices and I want to help. Currently available to all emergency hospitals and practices in the Calgary area who are in need of help while staff are trying to get back on their feet. Please feel free to contact me by email at: maryloum675@gmail.com, or call/ text to 250-718-0739. I would like to help as many people as I can while staying safe, so this would be a locum position and wage can be discussed at time of hiring. References are available upon request. Thank you and stay safe.

VETERINARY STUDENT REQUIRED

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

AHT STUDENT REQUIRED

WALKER LAKE VETERINARY CENTRE IS a new small animal facility in southwest Edmonton coming into operation this spring. Opportunity is open to AHT students and this can translate to paid employment for suitable candidate. Interested candidates can apply by sending resumes to: info@walkerlakevets.com.

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

OTHER EMPLOYMENT

MUST LOVE CATS! WE ARE searching for a compassionate cat loving FT RVT, VMA and tech assistant committed to providing the best possible patient and client care for our Glenora Cat Clinic. We offer competitive salaries, profit share, paid vacation, health and dental benefits, paid CE days off, annual CE allowance, and generous pet discounts and strive to provide a balanced work life environment. Experience with Avimark, IDEXX lab and digital dental x-ray are an asset. If you would be interested in anyone of these positions please forward your resume and cover letter today to: dawn@clincsolutions.ca, to schedule a meeting. Website: <http://glenoracatclinic.com/home/>.

ROSSLYN VETERINARY CLINIC IS seeking a FT VMA/receptionist who appreciates the importance of client service as much as patient care. Experience with Avimark, IDEXX lab, digital x-ray and digital dental x-ray, and customer service/sales would be an asset. We offer a competitive salary, benefit plan, scrubs, generous personal pet care discounts, CE benefits and value work/life balance. Please send your resume today to: dawn@clincsolutions.ca, to schedule a meeting.

MUST LOVE DOGS! (AND CATS AND pocket pets, some exotics and...people!). Tudor Glen Veterinary Hospital is a reputable small animal hospital in St. Albert, AB, boasting 200 five-star Google reviews! We are looking for a FT VMA/receptionist committed to providing the best possible patient and client care to join our busy practice of 4-expert veterinarians and 10-RVTs and assistants. We offer competitive salaries, profit share, paid vacation, health and dental benefits, paid CE days off, annual CE allowance and generous pet discounts. Our clinic has a full in-house IDEXX lab, digital dental x-ray and ultrasound machine. Send your resume today to: dawn@clincsolutions.ca, to schedule a meeting. Website: <https://tudorglenvethospital.ca/>.

CASTLEDOWNS ANIMAL HOSPITAL IS currently recruiting a full-time Receptionist! 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 a collaborative, self-motivated candidate with strong organizational and communication skills that would thrive in a high paced, customer-centric environment. VMR training and/or previous in-clinic experience would be considered assets. Position includes full benefits, uniform/CE allowance and competitive compensation. Please forward your resume and cover letter to Jennifer Sired at: info@castledownsvet.ca. Website: www.castledownsvet.ca.

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

PRACTICE FOR SALE

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/>.

PRESENTING A CHARMING, WELL- established clinic in an Edmonton neighbourhood that is about to boom! Great location on a busy street. Now asking nearly \$100,000 less than appraised value, this opportunity is worth a closer look. Contact David Raborn at: david.raborn@roicorp.com for more information. Website: <https://www.roicorp.com/listings/4468/>.

WELL-ESTABLISHED 1-2 DVM SMALL animal practice for sale in the beautiful Rocky Mountains. The Crowsnest Pass is a family friendly, quaint community with exceptional recreational possibilities. The building is for sale with the practice and includes a two bedroom apartment above. Nicely equipped practice with great staff and loyal clientele. Exceptional returns with year on year growth with future growth

potential due to new industrial development in the Crowsnest Pass, which will create hundreds of jobs. Owner is willing to work through a transition period, alternatively, work as an Associate first to see if this is the right commitment. Contact albertaswvet@gmail.com for further information. Serious inquiries only.

ARE YOUR TIRED OF UNCERTAINTY AND being bossed around at your job by others? Do you want to become your own boss? A great opportunity exists in the vibrant area of Airdrie, AB, to start your own practice. We will do all the renovation to the existing brand-new building. You bring in your equipment to start on your adventure. Option is to lease or purchase the bay. Anchored by a busy car wash, medical offices, gym, daycare (close by) and lots of other small businesses in the area. Or partnership potential with the landlord is available. Reply in confidence to: iampsidhu@gmail.com, or call 403-978-9595.

LONG-ESTABLISHED MIXED ANIMAL practice in Alberta, 70% CA; 25% Bovine, 5% Equine. Good location in small, rural community in high traffic area. Presently one FT veterinarian with complimentary support staff. Recently evaluated, owners open to negotiation on terms of sale. Inquiries, contact: 780-519-1054 or email: roblizo@telus.net.

PRACTICE WANTED

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



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