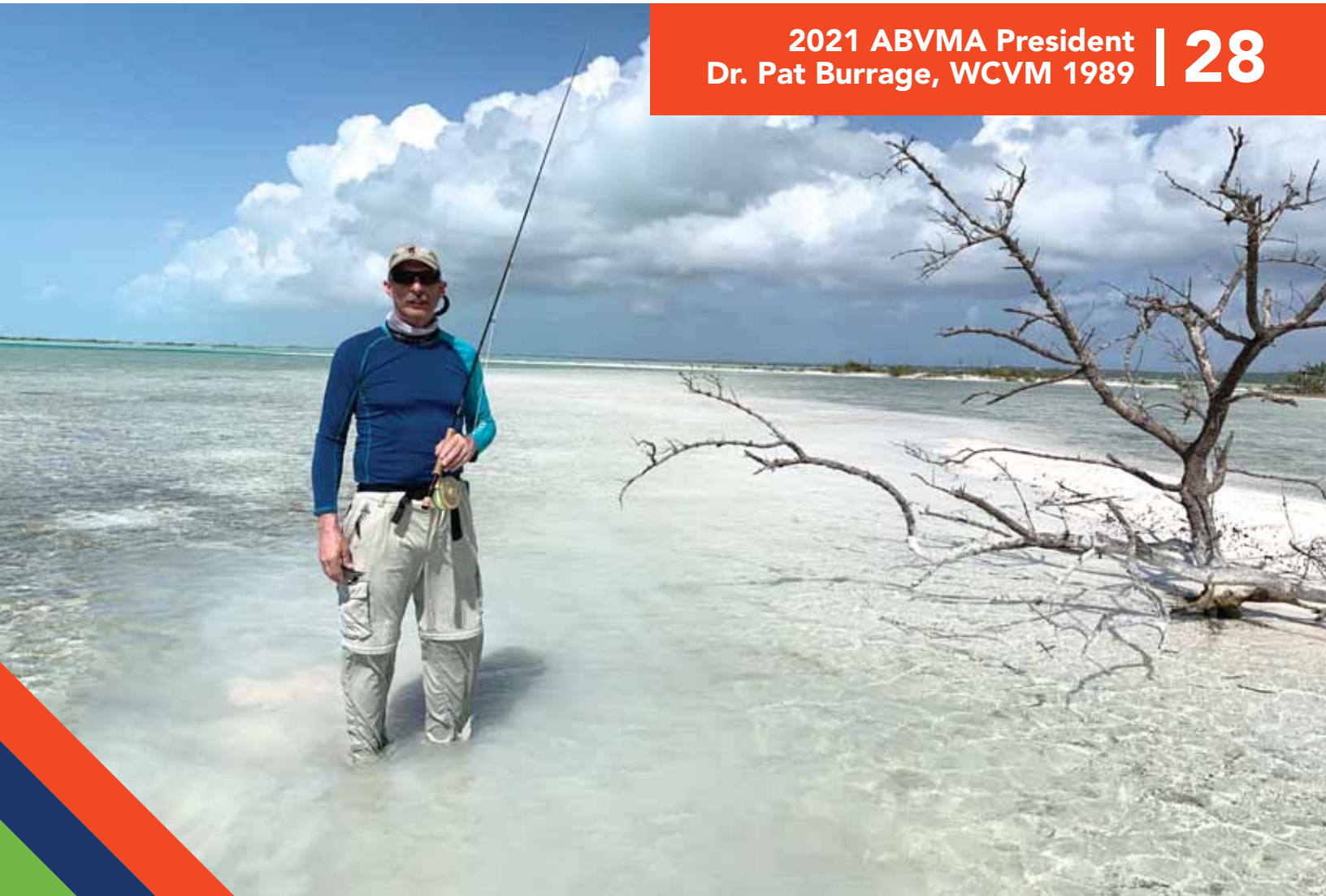


MEMBERS' MAGAZINE

■ MARCH-APRIL 2021

2021 ABVMA President
Dr. Pat Burrage, WCVN 1989 | **28**



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for Your Practice and Your Clients



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Dr. Pat Burrage, WCVN 1989

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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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Editor's Notebook

AS ABVMA STAFF, I GET TO SEE ALL

aspects of veterinary practice from a regulatory and professional enhancement perspective. I hear both kudos and complaints from various members of the public and from the membership. As an association, we continually strive to improve the delivery of veterinary services and the public perception of the profession, both to our client base and to the non-animal owning public. Unbeknown to many of the non-animal owning public, they are also part of our client base if they consume animal protein.

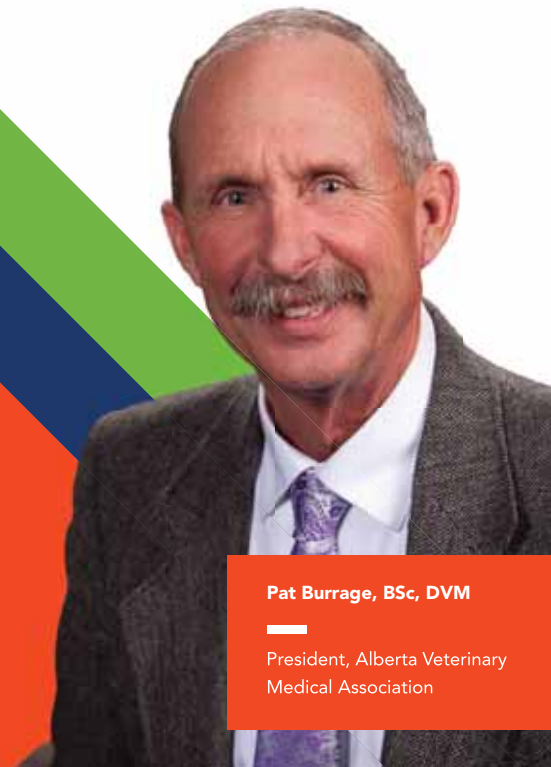
From the Banister Survey conducted in 2018, we have the impression that the public has a high regard for veterinary professionals and the profession. From my position in the association, I also believe that the veterinary profession is the best in the world, and we are some of the best representatives of the profession in the world (only slight bias).

However, I say the above without having been a direct consumer of veterinary services until recently. Our family has always had one or two dogs. For the past twenty-plus years, they have all been rescues and have had no need for any veterinary services beyond routine health care. Then my wife fell in love with Labradors, and we have since acquired two pups. Through no fault of their own (or mine, I hope), I have become a regular at a few practices. I have become a consumer of veterinary services.

This has certainly rounded my recent experiences with the profession and solidified my viewpoint. Veterinarians and technologists in this province are going a great job, even under the restrictive pandemic circumstances we find ourselves in. I have always known that, and now I have experienced it for myself first-hand. Keep up the good work!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Pat Burrage, BSc, DVM

President, Alberta Veterinary
Medical Association

MY FIRST PRESIDENT'S REPORT.

Communication has not been my strong suit, let alone writing an article, so bear with me. I have been told that my storytelling is pretty good so I will attempt to mould this into a story worth reading, with a focus on the task at hand — being President of the ABVMA.

Sometimes we end up in positions that we did not envision, but somehow we get there anyway. I would say that this is one of those positions. I have been very fortunate throughout my veterinary career, being surrounded by very talented individuals, both veterinarians and technologists, who were largely responsible for a successful and very satisfying career. I have always felt that veterinary medicine has provided me a great life and as a result, I feel I owe it to the profession to give something back. Volunteering for an ABVMA committee was the start, many years ago, to positions on several committees, and finally to a position on Council and now President.

I have two goals: minimize the chaos and focus on the future. The world is a busy place, and it seems the issues facing the profession have increased and become more complex.

grown to a shortage throughout the entire profession. I have my theories on how we got here but, more importantly, how do we get ourselves out of this mess? The shortage is not just in Alberta or Canada, it's global, so looking for international relief is wishful thinking. The best solution in my mind: graduate more of our own. I feel we need to direct as much energy as we can in lobbying our educational institutions to increase numbers of graduates and our governments to continue to fund the education process. The correction won't be immediate, but it will address the needs of the future. Can we call the workforce shortage a crisis? Yes, I think we can.

Also, in this report, I am going to attempt what many presidents have done in the past: encourage member involvement. The issues facing the profession are diverse — some big, some small, but all are in need of attention. It's our job at Council to maneuver the association through difficult issues and prepare for the future. Making good decisions, through information gathering and proper discussion, is what Council does. Member involvement in that discussion

The more members engage, the better the decision making and the stronger the organization.



Council, during my term, has done a good job managing minor issues before they become a crisis. In doing so, it provides the organization time to focus on the future. So, what does the future look like for veterinary medicine? Good question, as at this time I have difficulty envisioning the future of veterinary medicine in Alberta. I would hope that this year Council can provide a clearer picture of our future direction.

One of the major issues facing the profession is the workforce shortage. Sadly, the profession was concerned about a shortage in rural practice 30 years ago. It has now

makes the decision better for the profession across the province. The ABVMA uses many different forms of communication to keep members up to date, and continues to evaluate new technologies for that purpose. We hope members stay informed and if there is a particular issue of interest, get involved. Communication back to Council is as simple as a phone call or an email. The more members engage, the better the decision making and the stronger the organization. Make the call — we would like to hear from you.



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

DURING THE PAST TWO YEARS

there has been scrutiny of all of the regulated professions in Alberta by the current government. Changes to legislation have been made and more are expected. For example, the passage of the *Fair Registration Practices Act* (2019) touched all regulated professions in the province. The most significant response to this scrutiny was the passage of Bill 46, the *Health Statutes Amendment Act* (2020), which established a new framework for Alberta health care regulation. It allows for the regulation of multiple professions previously regulated individually under the *Health Professions Act* (HPA) to be now regulated within one professional college. We have been told that this will not occur in the other professions outside of the HPA, but we must always be aware of potential changes on the horizon.

Each April, Council normally meets with the chairs of the advisory committees and ABVMA management for a Strategic Planning Session. This annual session provides an opportunity to review the Mission, Vision and Strategic Plan from the previous year, and to make amendments and adjustments to the plan for the upcoming three years. Strategic Planning was postponed in spring 2020, due to the COVID-19 pandemic. Given that this exercise is nearly impossible to carry out virtually, a Strategic Planning session was held in October, during the brief window where in-person meetings were permitted as long as physical distancing and other precautions were clearly followed.

Given the interest in professional regulation exhibited by the province, Council proactively took a closer look at the regulation of veterinary medicine by the ABVMA in 2020. A self-evaluation of our legislated processes for registration, practice inspection and discipline was conducted, and the Strategic Plan for the upcoming years was developed with this evaluation in mind.

Previously our Strategic Plan contained six strategic directions. These were revised down to four, and the final strategic directions were approved by Council at the January 2021 meeting. They are:

Strategic Direction 1: ABVMA demonstrates excellence in the regulation of veterinary medicine in Alberta

1.1 ABVMA ensures competency of its members

1.2 Alberta veterinarians, registered veterinary technologists and veterinary teams are supported in optimum antimicrobial use and stewardship

Strategic Direction 2: The ABVMA ensures the veterinary workforce meets the needs of the future

2.1 ABVMA ensures there is a sufficient supply of veterinarians and veterinary technologists (RVTs) registered in Alberta to meet the demands of the public

2.2 The public recognizes the diversity of activities and the contribution of veterinarians and veterinary technologists

2.3 Members feel supported by the ABVMA

Strategic Direction 3: Provide leadership in animal welfare

3.1 The ABVMA influences policy with the Government of Alberta

3.2 The public recognizes ABVMA as a leader in animal welfare (a voice that is heard)

Strategic Direction 4: ABVMA is recognized as an important stakeholder by Alberta government ministries

4.1 ABVMA addresses all matters related to the passing of Bill 31

4.2 ABVMA continues to be a major stakeholder influencing government decisions that impact the veterinary profession

What is presented here is the framework for the Strategic Plan. Each strategic direction will feature objectives and actions for each that further outline the path forward for the ABVMA. This framework, developed by Council, is used daily by staff to accomplish the goals of Council and association.



2020 ABVMA Council

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

Nov. 17-18, 2020

Chris Berezowski, DVM

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

- Council is in the early stages of developing a risk management strategy. Risk is defined as the combination of the consequences of an event occurring combined with the likelihood of it occurring. Assessing and managing the risks related to the objectives of the ABVMA are important to help this organization achieve its goals. The responsibility of managing these risks has been added to the Audit Committee. Therefore, the name has been changed to the Audit and Risk Committee.

- The Registrar submitted a financial update indicating that the association is in a solid financial position.
- CanWest was held virtually due to COVID-19 restrictions. The event was well attended and resulted in a small profit. The ABVMA staff should be commended for putting on an excellent CE event in a unique format during a challenging time.
- The ABVMA policy on telemedicine was discussed. A motion was made stating that Council supports telemedicine as per the policy approved in October 2019 but does not support

the establishment of a veterinarian-client-patient relationship (VCPR) via telemedicine alone. A second motion was made for the advisory committees to discuss the telemedicine policy.

- Public member Ross Plecash provided a presentation on how Council can improve meeting efficiency. Council will continue to discuss how to improve meeting workflow.

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



DR. CHRIS BEREZOWSKI IS A 2002 GRADUATE OF THE WCVM. FOLLOWING

graduation, he completed a one-year internship at Alamo Pintado Equine Medical Centre in Los Olivos, California. Dr. Berezowski then completed an equine reproduction residency at Texas A&M University and successfully passed the American College of Theriogenologists board certification examination.

In 2005, he joined Moore Equine Veterinary Centre Ltd. with his practice area focusing on equine reproduction and sport horse medicine. In 2008, Dr. Berezowski became board certified in equine practice by the American Board of Veterinary Practitioners. In 2012, Dr. Berezowski became a shareholder of Moore Equine and CEO in 2016.

Most recently, Dr. Berezowski has completed his MBA at the University of Calgary. In his spare time, Chris enjoys cooking, travelling and equestrian sports. He is happy for the opportunity to be on Council and to give back to the profession.

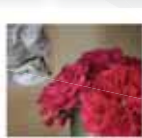
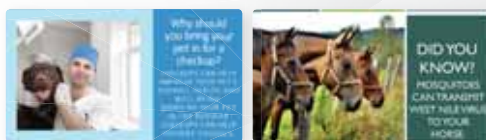
Chris Berezowski, DVM

Member of Council, Central Region

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WELCOME NEW ABVMA MEMBERS OF COUNCIL



DR. SERGE CHALHOUB

graduated from Bishop's with a BSc (honours) in biology in 1999. He then enrolled in the Doctor of Veterinary Medicine (DVM) program at the Faculté de médecine vétérinaire (FMV) of the Université de Montréal and completed the five-year program in 2004. Serge followed this with a one-year rotating small animal clinical

internship at the same institution.

After working for two years as a general practitioner and emergency veterinarian in Montreal, Serge pursued a residency in small animal internal medicine at the Animal Medical Center (AMC) in New York City. Once his residency completed in 2009, he stayed on at the AMC as their first renal/hemodialysis fellow and then as a staff doctor.

Dr. Chalhoub has been a faculty member at the University of Calgary's Faculty of Veterinary Medicine (UCVM) since 2012 and currently holds the rank of tenured senior instructor. He was the recipient of the 2013 Canadian Veterinary Medical Association's Teacher of the Year Award, the 2015 University of Calgary Team Teacher of the Year Award and the 2017 Carl J. Norden Distinguished Teacher Award (considered the most prestigious teaching award for a veterinary faculty member in North America).

Serge is the coordinator of a community outreach-service learning program (UCVM-CUPS Pet Health Clinic) for disadvantaged Calgarians. He has authored and co-authored numerous scientific articles and book chapters on veterinary point of care ultrasound, renal and urinary medicine, and lectures around the world on these topics. He is a member of the National Issues Committee (NIC) of the CVMA.

Serge Chalhoub, DVM

Member of Council, North Region



DR. CHRISTY LESLIE HAS BEEN

involved in the veterinary profession lifelong, given she is the daughter of two veterinarians. She grew up on a mixed hobby farm in rural Ontario and spent her childhood riding horses and deeply involved in dairy, beef and sheep 4H club activities. Christy attended the Ontario Veterinary College (OVC) and completed a rotating small animal

medicine and surgery internship at OVC following graduation. Soon after, Christy moved to Calgary to work in emergency medicine at the CARE Centre.

After several years, Christy became interested in the practice management and leadership within the profession. She completed her master of business administration at the University of Calgary and has moved into progressively more senior leadership roles within VCA Canada, including General Manager of the CARE Centre, to where she currently serves as the Senior Director of Medical Operations.

Christy enjoys continued involvement in education through her role as a sessional instructor at the University of Calgary, Faculty of Veterinary Medicine, lecturing in the business stream of the Professional Skills program and serving as a communication coach. Christy has been a board member of the Calgary Academy of Veterinary Medicine since 2013.

Christy is passionate about involvement with the Alberta Veterinary Medical Association and has served as an investigator for the complaints process, and currently sits on both the Practice Review Board and the Member Wellness Advisory Committee. She is sincerely excited to now join Council to deepen her involvement in the ABVMA and continue her involvement in the important issues facing the profession and her colleagues.

Christy resides in Calgary with her husband David and their three pets.

Christy Leslie, DVM

Member of Council, Calgary Region



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Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #20-05

IN THE MATTER OF THE
VETERINARY PROFESSION ACT,
RSA, C-2, AS AMENDED;

AND IN THE MATTER OF A
HEARING INTO THE CONDUCT
OF DR. JEFF SERFAS, A MEMBER
OF THE ALBERTA VETERINARY
MEDICAL ASSOCIATION;

AND IN THE MATTER OF A
PROFESSIONAL CONDUCT
HEARING REGARDING THE
CONDUCT OF DR. JEFF SERFAS
UNDERTAKEN VIRTUALLY
(COVID-19);

AND IN THE MATTER OF A
REFERRAL BY THE ALBERTA
VETERINARY MEDICAL
ASSOCIATION COMPLAINTS
DIRECTOR IN ACCORDANCE
WITH S.41.1(3)(a)(b) OF THE
VETERINARY PROFESSION ACT.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. At all material times Dr. Serfas has been a registered veterinarian with the ABVMA since 1997.
2. At all material times, Dr. Serfas was the sole shareholder of the Forestburg Veterinary Clinic (FVC).
3. Pursuant to an Order of the Hearing Tribunal of the ABVMA of the May 29, 2019, the Hearing Tribunal ordered as follows:

"Order 2(a)-Dr. Serfas' registration shall be suspended from the practice of veterinary medicine in Alberta for a period of one year commencing on June 15, 2019."

4. During the period of June 15, 2019, to June 15, 2020, Dr. Serfas continued to engage in the practice of veterinary medicine notwithstanding the aforementioned suspension, specifically:
 - That he undertook pregnancy checks of cattle (Johnson, Schellingburge, Lansing)
 - That he directly or indirectly ordered pharmaceuticals and hospital supplies (equine uterine lavage kits, semen testing forms and microscope slides) from drug distributors including Western Drug Distribution Center Ltd. (WDDC).
 - That he prescribed and dispensed large animal pharmaceuticals.
 - That he administered large and small animal pharmaceuticals such as Euthanyl and Ketamine.
 - That he undertook semen testing of bulls (Brown et al.).
 - That he euthanized animals (Hayes)
 - That he received payments for veterinary medical services performed (Buckhiolz, Zimmer, Rowland, Davidson, Butterfield, Rajewski, Kennedy, Bexson, Ronsko).
 - That he performed equine dental procedures.
 - That he performed post-mortem examinations (Rosko).
 - That he performed a quill removal (Kenney).
 - That he performed castration of colts (Kennedy).

5. Dr. Serfas attempted to deceive the ABVMA with respect to his conduct in the practice of veterinary medicine between June 15, 2019, and June 15, 2020, as follows:
 - That he removed and replaced controlled substances from FVC between the period of May 20, 2020, and June 1, 2020.
 - That he altered the FVC narcotic log book.
 - That he directed the conduct of the responsible veterinarian of FVC.
 - That he maintained the practice of providing updated invoicing for veterinary medical services provided during the period of suspension.
 - That he attended at FVC during times when his activities practicing veterinary medicine could not be observed during his period of suspension.
 - That he obtained cash payments to avoid the detection of unauthorized veterinary medical practice during his period of suspension, some cash payments solicited by himself, some offered by clients.
6. On June 16, 2020, the Registrar of the ABVMA continued Dr. Serfas' suspension pending a hearing into the matter.
7. Pursuant to the Order of the Hearing Tribunal of May 29, 2019, the Hearing Tribunal ordered as follows:

"Order 4-FVC shall be closed effective as of the date of this decision and shall remain closed until the veterinary practice entity (VPE) passes the ABVMA PIPS inspection, there is an unrestricted Licensee assigned as the responsible veterinarian for FVC, and the PIPS Committee and the Complaints Director, acting responsibly, approve the reopening of the FVC clinic."

This sanction is issued to protect the public in terms of the practice of veterinary medicine in the province of Alberta to make sure that FVC is not reopened until the above-mentioned conditions have been met. In addition, this approach is necessary to support the integrity of the profession and its self-regulating status because FVC, for a significant period of time, has not been able to achieve compliance as it related to PIPS.

As a result, it is necessary to close FVC until it is in compliance with the stated requirements and approved for reopening by the PIPS Committee and the Complaints Director.

Order 5–After reopening, FVC shall be subject to an unannounced PIPS inspection by an ABVMA PIPS inspector every six months for five years. These inspections shall focus on, but not be limited to, medical records, anesthesia monitoring, appropriate professional staffing, proper equipment (use and maintenance) dispensing (drugs), dental procedures and companion animal (care). Dr. Serfas shall pay the costs of these inspections and shall provide any and all information requested by and to the inspector. The results of each PIPS inspection shall be provided to the PIPS Committee and the Complaints Director for approval. If joint approval is not granted, the VPE will close immediately and remain closed until the VPE passes the ABVMA PIPS inspection.”

8. A PIPS inspection was undertaken on FVC on Oct. 18, 2019.
9. FVC was entitled to reopen in accordance with the terms of the correspondence of the responsible veterinarian of Nov. 6, 2019.
10. A second PIPS inspection was undertaken on May 20, 2020.
11. As a result of the PIPS inspection of May 20, 2019, FVC was ordered to be closed effective immediately as advised in correspondence of June 1, 2020.
12. The Complaints Director is satisfied that Dr. Serfas had not complied with the Orders of the Hearing Tribunal of May 29, 2019, and has referred the matter to the Hearings Director to schedule a hearing in accordance with s.41.1(3)(b) of the *Veterinary Profession Act* (VPA).
13. Dr. Serfas has refused to abide by the Orders of the Hearing Tribunal.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Contravening the Order of the Hearing Tribunal

1. That Dr. Serfas breached the May 29, 2019, Order of the Hearing Tribunal suspending him from the practice of veterinary medicine for the period of

June 15, 2019, to June 15, 2020.

Specifically, as follows:

- That he undertook pregnancy checks of cattle (Johnson, Schellingburge, Lansing).
- That he directly or indirectly ordered pharmaceuticals and hospital supplies (equine uterine lavage kits, semen testing forms and microscope slides) from drug distributors including WDDC.
- That he prescribed and dispensed large animal pharmaceuticals.
- That he administered large and small animal pharmaceuticals such as Euthanyl and Ketamine.
- That he undertook semen testing of bulls (Brown et al.).
- That he euthanized animals (Hayes).
- That he received payments for veterinary medical services performed (Buckhiol, Zimmer, Rowland, Davidson, Butterfield, Rajewski, Kennedy, Bexson, Ronsko).
- That he performed equine dental procedures.
- That he performed post-mortem examinations (Rosko).
- That he performed a quill removal (Kenney).
- That he performed castration of colts (Kennedy).

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/of (xi) of the VPA.

Failure to Conduct Himself with Professionalism

2. That Dr. Serfas attempted to deceive the ABVMA with respect to his conduct in the practice of veterinary medicine between June 15, 2019, and June 15, 2020, as follows:
 - That he removed and replaced controlled substances from FVC between the period May 20, 2020, and June 1, 2020.
 - That he altered the FVC narcotic logbook.
 - That he directed the conduct of the responsible veterinarian at FVC.
 - That he maintained the practice of providing undated invoicing for veterinary medical services provided during the period of suspension.

- That he attended at FVC during times when his activities practicing veterinary medicine could not be observed during his period of suspension.
- That he obtained cash payments to avoid detection of unauthorized veterinary medical practices during his period of suspension, some cash payments solicited by himself, some offered by clients.

ACKNOWLEDGEMENT OF RESPONSIBILITY:

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

NO RIGHT OF APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A written reprimand shall be issued against Dr. Serfas.
2. Dr. Serfas' registration with the ABVMA shall be cancelled effective the date of this Order. Such cancellation shall remain in effect for a minimum period of five years, at which time Dr. Serfas shall be permitted to apply for registration pursuant to Section 2 of the *Veterinary Profession General Regulation*, R.S.A. 2000, C-27, as amended.
3. Dr. Serfas should not be entitled to maintain any ownership interest in FVC. Specifically, he is not entitled to be a shareholder of FVC or any corporation approved as a permit holder effective the date of this Order.
4. Dr. Serfas shall be obliged to abide by all previous Orders of the Hearing Tribunals including but limited to the Orders of the Hearing Tribunal issued on May 29, 2019.

5. Dr. Serfas shall pay a fine in the sum of \$10,000 with respect to contravening the Order of the Hearing Tribunal and pay a fine in the sum of \$10,000 with respect to the failure to conduct himself with professionalism for a total fine of \$20,000, representing the maximum fine of \$10,000 for both admissions of unprofessional conduct referenced above. These fines shall be paid within 60 days of the date of this Order.
6. In the event that the ABVMA is required to proceed with an injunction application with respect to unauthorized veterinary medical practice by Dr. Serfas, the ABVMA shall be entitled to full indemnity with regards to costs should the application be successful. This applies to any related applications with respect to unauthorized practice including, but not limited to, contempt of court applications.
7. Dr. Serfas shall pay the lesser sum of the actual costs of this investigation and hearing or \$80,000, within 60 days of the date of this Order.
8. There shall be publication of this Order on a "with-names" basis.

COMPLAINT CASE #20-06

A letter of complaint was received against a veterinarian regarding the euthanasia of a horse. The veterinarian was called to see a 23-year-old mare that was recumbent. The veterinarian examined the mare and found her non-responsive, emaciated (BCS 2/9), heart rate of 60 bpm, temperature of 36°C, with evidence of chronic founder. The veterinarian recommended euthanasia, which was declined by the owner. The veterinarian prescribed and administered banamine, 500 mg IV. The veterinarian was called back later to return and euthanize the mare. The veterinarian attended to euthanize the mare that was now standing unsteadily. The veterinarian administered 60 ml Euthanyl Forte, having estimated the horse to weigh 700 lbs. The horse remained alive and the veterinarian did not have additional euthanasia solution to administer. The veterinarian left the premises to get more Euthanyl Forte from the practice. When the veterinarian left a message for the owner that he was on his way back, she returned his call saying not to bother coming back as her brother had already euthanized the horse by gunshot.

The complaint was investigated and the report of the investigation was reviewed by

the Complaint Review Committee (CRC). The CRC referred the matter for a hearing.

The member entered into consent discussions, which resulted in the veterinarian providing an admission of unprofessional conduct. The Admission and Consent Order were accepted by the Hearing Tribunal at a hearing held virtually on Nov. 26, 2020. The Hearing Tribunal noted:

"After some discussion regarding the admitted unprofessional conduct, the Hearing Tribunal considered that on the scale of severity, the unprofessional conduct admitted by [redacted] was on the lower end. There were no aggravating factors that the Hearing Tribunal felt needed to be considered, and it did accept the mitigating factors of [redacted] candour, transparency and remorse as expressed through the consent discussion. The Hearing Tribunal accepts all the sanctions from the Consent Order..."

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Euthanasia

1. That on or about Dec. 1, 2019, the veterinarian failed to properly euthanize a 23-year-old mare.

Medical Records

2. That the veterinarian failed to create and/or maintain appropriate medical records with respect to the mare.

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 *Veterinary Profession Act*. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the member.

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

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

1. A written caution shall be issued against the veterinarian.

2. The veterinarian shall be required to successfully complete, at their own cost, within six months of the date of this Order the following additional continuing education obligations, as approved by the Complaints Director:
 - i. Five hours of continuing education on medical records.
3. The veterinarian shall pay a fine in the sum of \$500 with respect to the insufficient medical records. This fine shall be paid within six months of the date of this Order.
4. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this Order.
5. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
6. There shall be publication of this Order on "without-names" basis.

COMPLAINT CASE #19-09

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 had called the ABVMA to verify licensure when no application had been started nor licensure issued and information on the veterinary practice entity's website and social media regarding the veterinarian engaged in the practice of veterinary medicine since 2017 without being registered with the ABVMA.

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

The permit holder accepted responsibility and provided an admission of unprofessional conduct. The following Consent Order was accepted by the Hearing Tribunal at a hearing on Dec. 7, 2020.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. At all material times the permit holder has been approved as a permit holder of the ABVMA since 2008.
2. The permit holder operates the veterinary practice entity.
3. During the period of January 2019 to March 2019, the veterinarian was engaged in the practice of veterinary medicine at the veterinary practice while not registered with the ABVMA.
4. The veterinarian entered into a Practice Review Board (PRB) agreement with the ABVMA with respect to his individual conduct.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Professionalism

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

ORDERS AS TO SANCTIONS:

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

1. A written reprimand will be issued against the permit holder.
2. The permit holder shall pay a fine in the sum of \$2,000 within six months of the date of this Order.
3. The permit holder shall pay costs in the amount of \$4,000 within six months of the date of this Agreement.
4. If the Complaints Director deems there to be a violation of this Order, the permit holder, upon notice by the Complaints Director and/or the Registrar, shall be

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

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

PRB

While the information that led to the complaint against the permit holder was being reviewed in complaint case #19-09 above, there was recognition of a shared responsibility for the unlicensed practice of both the permit holder and the veterinarian.

The ABVMA did not have jurisdiction under the *Veterinary Profession Act* 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 a meeting with the members of the PRB on April 12, 2019. The veterinarian accepted responsibility for his part in practicing veterinary medicine in Alberta without being appropriately registered.

The veterinarian and PRB entered into the following agreement:

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

AND IN THE MATTER RELATING
TO THE VETERINARIAN, A
MEMBER OF THE ALBERTA
VETERINARY MEDICAL
ASSOCIATION;

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 on March 15, 2019, there were Facebook postings with respect to the veterinarian practicing veterinary medicine on horses and the veterinary practice’s website that indicated that “[redacted] graduated from the [redacted] in 2017 and joined the [redacted] team shortly thereafter...”

AND WHEREAS the veterinarian applied for registration with the ABVMA on March 18, 2019, having commenced employment with the veterinary practice, while not properly licensed to practice veterinary medicine.

AND WHEREAS on March 20, 2019, the veterinarian was advised that he was practicing veterinary medicine while not properly registered by the ABVMA.

AND WHEREAS the Complaints Director on March 20, 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 their nonregistration 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).

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.

Announcements and Member Engagement

THE CANADIAN ASSOCIATION OF BOVINE VETERINARIANS IN

conjunction with Boehringer Ingelheim are pleased to announce the Metacam 20 Bovine Welfare Award. This award will recognize the achievements in advancing the welfare of animals via leadership, public service, education, research/product development and/or advocacy by a DVM or animal scientist working in Canada, a faculty member or graduate student of a Canadian university.

The deadline for submission of nominations is May 31, 2021.

<https://www.canadianveterinarians.net/news-events/news/bovine-welfare-award-2021>

Association Activities

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

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

JANUARY

- 5: R** ABVTA Board of Directors Meeting
- 6: R/DR/AR/CM** Stewardship Conference Program Planning Committee
- DR** CVMA Working Group Veterinary Workforce
- AR** Alberta 2030 Building Skills for Jobs Virtual Town Hall for Stakeholders
- 7: CM** meeting with TD Insurance Meloche Monnex
- 8: R** CCVR Restricted Licensure Project Meeting
- R** Audit and Risk Committee Meeting Teleconference
- CM** meeting with ABVTA Executive Director
- 11: CM** 2021 CanWest Veterinary Team Speaker Selection Meeting
- CM** Leadership Summit Awards Recognition Ceremony meeting with ev+ Digital Marketing Agency
- CM** 2021 CanWest Food Animal Speaker Selection Meeting
- 12: AR** Alberta 2030 Building Skills for Jobs Virtual Town Hall for Public
- CM** 2021 CanWest RVT Speaker Selection Meeting
- 13: P/VP/R/DR/AR** Executive Council Meeting
- R/DR/AR/CM** Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
- CD** Consent Discussion
- CM** biweekly meeting with ev+ Digital Marketing Agency

- 14: R/DR/AR/CM** Veterinary Professional Workforce Project Advisory Team
- 15: DR** CVMA Working Group Veterinary Workforce
- AR** National Collaborating Centre for Infectious Diseases (NCCID) Stewardship Conference Report Collaboration
- R/DR/AR/CM** teleconference with Pam Cholak, Government Relations Advocate
- CM** 2021 CanWest Equine Speaker Selection Meeting
- 18: AR** Meeting with Technical Colleges
- CM** 2021 CanWest Companion Animal Speaker Selection Meeting
- 19: P/VP/PP/R/DR/AR** ABVMA Virtual Council Meeting
- 20: P/VP/PP/R/DR/AR** ABVMA Virtual Council Meeting
- R/DR/AR/CM** Labour Market Workforce Project Update Meeting
- 22: AR** Lakeland College Program Advisory Committee Meeting
- 25: R/AR** Registration Committee Meeting
- CM** 2021 CanWest Wet Labs Meeting
- 26: R** International Networking Group Meeting
- CM** meeting with ev+ Digital Marketing Agency
- 27: P/VP/R/DR/AR** Executive Council Meeting
- R/DR/AR/CM** Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference

- R/DR** Monthly Teleconference with Dr. Lehman and Pam Cholak
- CM** biweekly meeting with ev+ Digital Marketing Agency
- 28: CM** One Health Antimicrobial Stewardship Conference Abstract Trainee Presentations Meeting
- 29: R/DR/AR/CM** One Health Antimicrobial Stewardship Communications Project documentary meeting with ev+ and Urban Video

FEBRUARY

- 2: R/DR/AR/CM** Labour Market Workforce Project Update Meeting
- R/DR/AR** New Council Member Orientation
- 3: CD** Hearing
- R/AR/CM** Program Planning Committee meeting - One Health Antimicrobial Stewardship Conference
- 5: CM** One Health Antimicrobial Stewardship Conference Abstract Orientation Session
- CM** ABVMA Leadership Summit meeting with PSAV
- CM** CanWest 2021 ABVTA Speaker Selection
- 10: P/VP/R/DR/AR** Executive Council Meeting
- R/DR/AR/CM** Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference
- 12: AR** CVTEA Program & Planning Subcommittee Mid-Point Meeting
- 16-18: CD** Hearing

17: P/VP/R/DR/AR Executive Council Meeting

R/AR/CM Program Planning Committee meeting - One Health Antimicrobial Stewardship Conference

18: AR Food Animal Advisory Committee Meeting

19: AR Member Wellness Virtual Advisory Committee Meeting

AR Joint Member Wellness and Human Resource Development Virtual Advisory Committee Meeting

AR Human Resource Development Virtual Advisory Committee Meeting

23: AR Wildlife & Ecosystem Virtual Advisory Committee Meeting

24: R/DR/AR Leadership Summit: Legislated Committee Training

CM Executive meeting with Dr. Simon Otto - One Health Antimicrobial Stewardship Conference

AR Equine Virtual Advisory Committee Meeting

25: P/VP/PP/R/DR/AR ABVMA Virtual Council Meeting

26: R/DR/AR/CM Leadership Summit Plenary Sessions

27: R/DR/AR/CM Leadership Summit Plenary Session

AR Companion Animal Virtual Advisory Committee Meeting

P/VP/PP/R/DR/AR/CM ABVMA/ABVTA Awards Recognition Ceremony

28: P/VP/PP/R/DR/AR/CM Virtual 2021 ABVMA Annual General Meeting

P/VP/PP/R/DR/AR ABVMA Virtual Council Meeting

LEGEND

P = PRESIDENT

PP = PAST PRESIDENT

VP = VICE PRESIDENT

R = REGISTRAR

DR = DEPUTY REGISTRAR

CD = COMPLAINTS DIRECTOR

AR = ASSISTANT REGISTRAR

CM = COMMUNICATIONS MANAGER

It's Time.

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

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

Council approved the following at the January 2021 Council meeting:

Veterinarians, veterinary technologists and permit holders cancelled for non-payment of 2021 dues were published in the ABVMA E-News on Feb. 17, 2021, and will be in the May/June 2021 ABVMA *Members' Magazine*.

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Crystal Mullen, #1210	Nov. 9, 2020
Dr. Edward Shacklady, #471	Dec. 31, 2020
Dr. Patrick Nation, #682	Dec. 31, 2020
Dr. Taylor Smith, #2851	Nov. 12, 2020
Dr. Keith West, #1117	Jan. 1, 2021
Dr. Marcella St. Louis, #3633	Dec. 30, 2020
Dr. Olivia Hee, #3886	Dec. 1, 2020
Dr. Nicole MacDonald, #3246	Jan. 1, 2021
Dr. Kristin Bentz, #2411	Dec. 31, 2020
Dr. Barinderpal Singh Sidhu, #3588	Nov. 30, 2020
Dr. Kelsey Vandervalk, #2835	Dec. 31, 2020
Dr. Kaitlyn Link, #3681	Dec. 31, 2020
Dr. Toni Bayans, #735	Jan. 1, 2021
Dr. Donald Zedde, #934	Dec. 31, 2020
Dr. Leah Beckstead, #3265	Jan. 1, 2021
Dr. Charlotte Whale, #2433	Jan. 1, 2021
Dr. Gerges Kerolles, #3806	Dec. 16, 2020
Dr. Trevor Jackson, #699	Dec. 31, 2020
Dr. Nicole Rose, #3046	Dec. 16, 2020
Dr. John Blake, #852	Dec. 16, 2020
Dr. Molly Patterson, #3613	Dec. 17, 2020
Dr. Katherine Meek, #3861	Dec. 17, 2020
Dr. Caroline Tan, #1975	Dec. 18, 2020
Dr. Amritpal Hans, #2526	Dec. 21, 2020
Dr. Devan Boss, #3324	Dec. 22, 2020
Dr. Shelly Steinacher, #1587	Dec. 29, 2020
Dr. Laurie Weber, #1484	Dec. 31, 2020
Dr. Gary Kruger, #1535	Jan. 2, 2021
Dr. Nicolaas Van Geest, #1059	Jan. 4, 2021
Dr. Suneel Sharma, #2574	Jan. 1, 2021
Dr. Purnoor Samra, #3101	Jan. 6, 2021
Dr. Randi Glen, #3858	Jan. 14, 2021
Dr. Gina Thull, #1525	Jan. 1, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Sarah Barnes, #3332	Jan. 4, 2021
Dr. Deandra Anand, #3248	Jan. 1, 2021
Dr. Kenna Halford, #2745	Jan. 1, 2021
Dr. Mohamed Abdellatif, #2692	Jan. 1, 2021

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Andrea Lo, #3026	Jan. 1, 2021
Dr. Lacey Fowler, #2837	Jan. 1, 2021
Dr. Robert McCorkell, #1061	Jan. 1, 2021

Transfer Time Limited Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Lawrence Heinrich, #2205	Dec. 31, 2020
Dr. Tessa Baker, #2649	Jan. 1, 2021
Dr. Jane Mahon, #1024	Jan. 1, 2021
Dr. G. Ray Roberts, #737	Dec. 22, 2020
Dr. F. Patricia Gaviller, #1352	Jan. 1, 2021

Dr. Sylvia Hurdle, #3013	Dec. 22, 2020
Dr. Sheryll Hudye, #1732	Dec. 31, 2020
Dr. Suzanne Broughton, #952	Dec. 18, 2020
Dr. Christina Bredin, #1073	Dec. 31, 2020
Dr. Hannah Viveiros, #3467	Jan. 1, 2021

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Ina Dobrinski, #2580	Jan. 1, 2021
Dr. Dale Gibson, #926	Jan. 1, 2021
Dr. Karen Lodge, #2741	Jan. 1, 2021
Dr. Eiltje Holowaychuk, #658	Jan. 1, 2021
Dr. Holly Sparks, #3042	Nov. 20, 2020
Dr. Alun Cooksley, #1266	Dec. 31, 2020
Dr. Holt Tripp, #3353	Nov. 20, 2020
Dr. Roger Davis, #804	Jan. 1, 2021
Dr. Rae-Leigh Pederzoli, #3910	Jan. 1, 2021
Dr. Helen Newton, #2711	Jan. 1, 2021
Dr. Jennifer Enzie, #3390	Jan. 1, 2021
Dr. Jennifer Pearson, #3920	Nov. 24, 2020
Dr. Kaitlyn Matters, #3277	Jan. 1, 2021
Dr. Maria-France Roy, #2293	Jan. 1, 2021
Dr. Christopher Biederbeck, #2477	Jan. 1, 2021
Dr. Sylvia Checkley, #1347	Jan. 1, 2021
Dr. John McCurdy, #1634	Dec. 17, 2020
Dr. Colleen Chan, #2985	Jan. 1, 2021
Dr. Juraj (Jay) Korbelik, #3916	Jan. 1, 2021
Dr. Meryam Shillingford, #3939	Jan. 1, 2021
Dr. Pamela Gordey, #1036	Jan. 1, 2021
Dr. Michaela Bartolini, #3415	Jan. 1, 2021
Dr. Cali Lewis, #3280	Jan. 4, 2021
Dr. Wayne Thiessen, #826	Jan. 1, 2021
Dr. Julie Langeman, #3727	Jan. 1, 2021

Cancel General Practice Registered Veterinarian

Dr. Chloe Rollack, #3611	Nov. 16, 2020
Dr. Rebecca Gilday, #3799	Dec. 31, 2020
Dr. Rayna Gunvaldsen, #3564	Dec. 31, 2020
Dr. Susan Emerson, #2919	Nov. 28, 2020
Dr. Samantha Tetlock, #3516	Jan. 1, 2021
Dr. Katrina Barth, #3559	Dec. 30, 2020
Dr. Gordon Krebs, #1362	Dec. 15, 2020
Dr. Louren Tronqued, #2610	Dec. 31, 2020
Dr. Garry Arvesu, #3333	Dec. 21, 2020
Dr. Nurmukhamme Atabayev, #3941	Dec. 30, 2020
Dr. Charlotte MacFarlane, #2753	Jan. 1, 2021
Dr. Tanja Schnabel, #3795	Dec. 31, 2020
Dr. Marcy Kanuka, #3859	Jan. 6, 2021
Dr. Elizabeth Brown-Ohrhulik, #3449	Jan. 1, 2021
Dr. Adam Bentley, #3391	Jan. 1, 2021
Dr. Mei Martin, #3782	Jan. 1, 2021
Dr. Judit Smits, #2626	Dec. 31, 2020
Dr. Shannon Phelps, #3786	Jan. 1, 2021

Cancel Time Limited Registered Veterinarian

Dr. Stephanie Ball, #1796	Dec. 31, 2020
Dr. Heidi Potter, #2047	Dec. 31, 2020
Dr. Holly Davies, #2779	Jan. 1, 2021

Cancel Unsupervised Limited Practice Veterinarian

Dr. Hernan Ortegon, #2302	Jan. 1, 2021
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Cancelled Non-Practicing Veterinarian Member

Dr. Tanya Duke, #3692	Nov. 30, 2020
Dr. Allen Perry, #860	Dec. 31, 2020
Dr. Marijana Kukic, #2138	Dec. 31, 2020
Dr. Kaitlyn Link, #3681	Jan. 1, 2021
Dr. Debora Zimmermann, #1194	Dec. 31, 2020
Dr. Bogdan Zygodlo, #1388	Jan. 1, 2021
Dr. Ileana Wenger, #1171	Jan. 1, 2021

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Tara Pugh, #3822	Nov. 5, 2020
Dr. Gagandeep Singla, #3828	Nov. 18, 2020

Transfer Temporary Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. Youssef Sherif, #3942	Nov. 25, 2020
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Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Yasheshwari Upasama de Silva Senepathi, #3860	Jan. 13, 2021
Dr. Zaeem Ul Islam, #3928	Jan. 13, 2021

Cancelled Temporary Registered Veterinarian

Dr. Manvir Nahal, #3798	Nov. 25, 2020
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Reinstated General Practice Registered Veterinarian

Dr. Carol Shwetz, #1109	Jan. 1, 2021
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Reinstated Supervised Limited Practice Registered Veterinarian

Dr. Nirajkumar Makadiya, #3825	Jan. 8, 2021
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Registered Veterinary Technologists**Transfer General Practice Registered Veterinary Technologist to Non-Practicing Veterinary Technologist Member**

Allison WankelShaw, #4060	Nov. 6, 2020
Nicole Braun, #2974	Dec. 31, 2020
Jessica Strashok, #3062	Nov. 6, 2020
Nicole Wierzbicki, #3834	Nov. 8, 2020
Jessica Riveros, #3624	Nov. 9, 2020
Kelsey Sharifzadeh-Najafi, #2997	Nov. 16, 2020
Kristy Johnson, #2076	Nov. 9, 2020
Jennifer Roberts, #1546	Nov. 9, 2020
Ruby Franklin, #3258	Nov. 16, 2020
Corien Versteegen, #2019	Nov. 13, 2020
Renee Roe, #2903	Nov. 16, 2020
Lauren Harper, #3288	Jan. 1, 2021
Jessica Schroedl, #2117	Jan. 1, 2021
Sarah Doonan, #2644	Nov. 20, 2020
Lee'al Money-Evans, #3742	Nov. 25, 2020
Karen Visser, #63	Jan. 1, 2021
Mariah Schnell, #4043	Jan. 1, 2021
Erin O Reilly, #1894	Nov. 28, 2020
Shayne Lawrence, #3537	Nov. 29, 2020
Jannelle Copeland, #2828	Nov. 29, 2020
Darrach Favretto, #4057	Dec. 1, 2020
Lisa Cocker, #797	Dec. 31, 2020
Elizabeth Wall, #3042	Dec. 31, 2020
Kate Vida, #2286	Dec. 3, 2020
Evelyn Geringswald, #1979	Dec. 4, 2020
Josie Ranger, #2771	Dec. 5, 2020
Catherine Browning-Smith, #1856	Dec. 5, 2020
Angela Lewis, #3108	Dec. 6, 2020

Cara Shaw, #3483	Dec. 31, 2020
Sylvie Daigle, #4092	Dec. 7, 2020
Dariel Krawchuk, #2364	Dec. 7, 2020
Kristina Kunkel, #3036	Dec. 7, 2020
Amber Meiklejohn, #2916	Dec. 8, 2020
Naomi Herbert, #3552	Dec. 31, 2020
Alex Antos, #3761	Dec. 31, 2020
Miranda Winter, #3088	Jan. 1, 2021
Valerie Cooper, #2684	Dec. 15, 2020
Megan Greenan, #2940	Dec. 15, 2020
Julie Meier, #3310	Dec. 31, 2020
Linda Giesbrecht, #277	Dec. 31, 2020
Jordyn Hommy, # 3858	Dec. 16, 2020
Joanna Carlson, #381	Jan. 1, 2021
Brittany Bryks, #3450	Dec. 31, 2020
Sly Kasinec, #3447	Dec. 21, 2020
Spencer Mccoy, #3800	Dec. 21, 2020
Veronique (Nikki) Wiens, #2715	Jan. 1, 2021
Heather Schaub, #1603	Dec. 23, 2020
Heather Marshall, #1330	Jan. 1, 2021
Hannah Lawrance, #2827	Dec. 25, 2020
Alexandra Campbell, #3697	Dec. 31, 2020
Rhonda Danyluk, #1696	Dec. 26, 2020
Nadia Hogan, #724	Dec. 26, 2020
Jerry Carr, #3914	Dec. 27, 2020
Kathleen Carlson, #290	Jan. 1, 2021
Shannon Fletcher, #2716	Jan. 1, 2021
Candice Guile, #2799	Dec. 28, 2020
Pamela Connelly, #2313	Dec. 28, 2020
Amanda Howlett, #4099	Dec. 29, 2020
Ashley French, #3099	Dec. 30, 2020
Barbara Alstott, #2743	Dec. 31, 2020
Amie Barnes, #1706	Dec. 30, 2020
Krista Anderson, #4063	Dec. 30, 2020
Carlie Brown, #3785	Jan. 1, 2021
Erin Merrin, #2125	Jan. 1, 2021
Tonmoy Talukder, #2951	Jan. 1, 2021
Laura McGee, #2865	Dec. 31, 2020
Kassandra Huculak, #2088	Jan. 1, 2021
Tina Deines, #945	Jan. 1, 2021
Melissa Rodriguez, #4025	Jan. 1, 2021
Kari Beaudoin, #279	Jan. 6, 2021
Courtney Lichwa, #3032	Jan. 1, 2021

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

Shawna-Lee Anderson, #3077	Jan. 4, 2021
Krystle Hanrahan, #3571	Jan. 1, 2021
Leanne May, #2853	October 19, 2020
Ashley Falcon, #3202	Jan. 1, 2021
Katherine Dallen, #3424	Nov. 28, 2020
Katelynn Croxford, #3522	Jan. 11, 2021
Laura Letourneau, #3319	Dec. 31, 2020
Angi Nimeck, #1779	Jan. 4, 2021
Kayla Preston, #3181	Jan. 1, 2021
Jasmin Mostaghel, #2124	Jan. 1, 2021
Crystal Chaput, #2215	Jan. 1, 2021
Stacey Maloney, #2292	Jan. 1, 2021
Tara Cydeyko, #1367	Jan. 1, 2021

Cancel General Practice Registered Veterinary Technologist

Nina Watai, #3277	Dec. 31, 2020
Nadine Reitzel, #2685	Dec. 31, 2020

Shaunacee McKay, #3434
 Julia Klinger, #4011
 Shaelyn Fate, #3896
 Natasha King, #2923
 Rebecca O'Neill, #4173
 Joleen Ridsdale, #4047
 Robyn Makarowski, #1360
 Tiegan Kowerchuk-Webster, #4176
 Brittany Baldock, #3941
 Lindsay Tillery, #2756
 Dahlea Kohle, #4181
 Jennifer Rees, #2187
 Kendall Young, #3303
 Jana Teefy, #2074
 Diana Hruschak, #160
 Christie Dueck, #2081

Cancel Non-Practicing Veterinary Technologist Member

Denise St. Laurent, #1657
 Shirley Grech, #324
 Jessie Strang, #1772
 Miranda Wollen, #2928
 Kimberley Bos, #3219
 Tina Constantin, #1608
 Fallon Racette, #3469
 Kaitlyn Bruce, #3726
 Stacy Andrew, #2096
 Stephanie Wallace, #3574

Reinstated General Practice Registered Veterinary Technologist

Candice Lachner, #2598
 Chantel Purves, #2495
 Melissa Quarrie, #3198

Transfer Provisional Veterinary Technologist Member

to General Practice Registered Veterinary Technologist

Kellsey Hodgson, #4099
 Ceiba Jandl, #4124

Dec. 31, 2020
 Dec. 1, 2020
 Dec. 31, 2020
 Dec. 16, 2020
 Dec. 28, 2020
 Dec. 21, 2020
 Dec. 28, 2020
 Jan. 1, 2021
 Dec. 31, 2020
 Dec. 30, 2020
 Dec. 31, 2020
 Jan. 1, 2021
 Jan. 1, 2021
 Jan. 1, 2021
 Jan. 1, 2021
 Dec. 31, 2020

Nov. 25, 2020
 Nov. 26, 2020
 Nov. 30, 2020
 Dec. 1, 2020
 Dec. 31, 2020
 Dec. 31, 2020
 Dec. 31, 2020
 Jan. 1, 2021
 Jan. 1, 2021
 Jan. 1, 2021

Jayden Wagner, #4167
 Macall Kuryvial, #4149
 Melissa Pearse, #4164
 Victoria Ivanus, #4158
 Carley Hauser, #4030
 Brooklyn Matthews, #4070
 Neenu Alex, #4108
 Rebecca Newman, #4084
 Rachel Deman, #4020
 Kalyn Andrich, #4104
 Glory Huebert, #4200

Nov. 13, 2020
 Nov. 13, 2020
 Dec. 15, 2020
 Dec. 15, 2020
 Dec. 15, 2020
 Dec. 15, 2020
 Dec. 15, 2020
 Dec. 17, 2020
 Dec. 17, 2020
 Jan. 5, 2021
 Jan. 12, 2021

Permits

Permit to Practice Approval

Effective Date

Dr Paw Animal Care Inc. (Dr. Paige Wark #3944) Sept. 24, 2020
 Surgicotheque Vet Ltd. (Dr. Curtis Cathcart #3460) Sept. 1, 2020
 2270060 Alberta Ltd. (Dr. Keliesha Roth #3317) Sept. 8, 2020
 Feedlot Health Management Services Inc. (Dr. Calvin Booker #1345) Oct. 7, 2020

Closed Permit to Practice

Effective Date

Innovative Vet Services Inc. (Dr. Joel Ballard #3792) Sept. 30, 2020

Provisional Approval of New Veterinary Practice Entities

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

West Edmonton Mall Marine Life Vet Service Edmonton
 Western Plains Livestock Veterinarians Lethbridge
 Crescent Animal Clinic Calgary
 West Leduc Veterinary Clinic Leduc
 Heartland Fort Veterinary Hospital Fort Saskatchewan



PIPS Tip

The Top Ten PIPS Deficiencies Deconstructed: #10 Radiation Warning Signs

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.

SOME VETERINARY PRACTICE

entities lacked radiation warning signage as required under Safety Code 28, Radiation Protection in Veterinary Medicine. Radiation signage is required for both survey and dental X-ray machines as well as class 3b and 4 lasers.

ABVMA PIPS Bylaw Service Category 8: Diagnostic Imaging, page 62, states

“Radiation warning signs are posted on all entrances to the designated radiation area.”

ABVMA Radiation Protection Program Manual 2019, page 28, states in accordance with Safety Code 28, Radiation Protection in Veterinary Medicine, 4.2.8: Warning signs must be posted on all entrance doors of the radiographic room. The warning signs must incorporate the X-radiation warning

symbol and should incorporate the words “Unauthorized Entry Prohibited.”

Radiation warning signs can be purchased through your medical supply company or ask the Authorized Radiation Protection Agency that inspects your equipment for assistance.

a better balance

"Much stayed the same in our day-to-day practice, but I now enjoy a better work-life balance."

Dr. Andy Mencarelli
Didsbury Veterinary Services
DIDSBURY, ALBERTA



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KATHY NAUM, MANAGER, COMMUNICATIONS AND PROFESSIONAL ENHANCEMENT

"The Value of One, The Power of Many" *(theme for National Volunteers Week, April 18-24, 2021)*

THE PHRASE "THE POWER IS IN THE people" or the quote "power to the people" has been uttered by numerous celebrities and is repeated time and time again, in various forms. But truly, how often do we pause to consider the importance of volunteers? Without question, our ability to succeed increases exponentially when we work with others toward a common goal.

This article comes on the heels of the ABVMA's Annual Leadership Weekend, this year titled the Leadership Summit due to the virtual nature and different format of the event. This article also precedes National Volunteer Week in April. As such, it seems fitting that we consider how the

dedication of volunteers contributes to and improves the ABVMA.

New ABVMA president Dr. Pat Burrage mentioned volunteers in the President's Report and encourages members to engage. ABVMA clearly has reason to be proud and has a strong volunteer base made up of veterinarians, veterinary technologists and public members that serve in numerous ways. Member engagement is critical to the success of the association, and this is visibly clear in the participation at the annual Leadership Weekend (Summit) event. I am always struck by the diversity and dedication of the volunteers that attend the weekend and give of their time throughout the year.

While each of them brings unique skills sets, experiences and knowledge, one common thread exists: a passion to better the veterinary profession in Alberta.

When one considers the activities of the association throughout the year, it is hard to conceive of how these would be carried out without volunteers. Yes, the work and tasks and regulatory functions will get accomplished, but the involvement of volunteers means that those accomplishments are more representative of the profession in Alberta, better aligned with priorities in veterinary practice and yield a better result in the association's role in protecting the public.

TO BREAK IT DOWN BY THE NUMBERS, CONSIDER THIS:

COUNCIL: **19 VOLUNTEERS**

- 9 elected veterinarians
- 2 elected veterinary technologists
- 2 appointed public members
- 6 ex-officio members (five veterinarians and one veterinary technologist)

LEGISLATED COMMITTEES: **89 VOLUNTEERS**

- 72 veterinarians
- 12 veterinary technologists
- 5 public members

PROFESSIONAL ADVISORY COMMITTEES: **74 VOLUNTEERS**

- 50 veterinarians
- 24 veterinary technologists

Collectively, ABVMA volunteers contribute approximately 7,066 hours per year!

Note: the number of hours per year is based on meetings held over a 12-month period, and does not include meeting preparation (including reviewing packages, etc.).



Council is established by s.7 (1) of the *Veterinary Profession Act* (VPA) as the governing body of the association. Council is empowered to manage and conduct the business and affairs of the association and exercise the powers of the association in the name of and on behalf of the association.

Legislated standing committees also exist by virtue of the VPA, which dictates that Council shall establish such legislated committees as are required from time to time by the VPA or Regulations. Without limiting the generality of the foregoing, Council shall establish the following five legislated committees: Registration Committee, the Practice Review Board, the Complaint Review Committee, the Hearing Tribunal and the Practice Inspection and Practice Standards Committee.

Professional advisory committees are established by Council and serve as key

sources of information for them. Seven professional advisory committees exist to fill this need: Animal Welfare, Companion Animal, Wildlife and Ecosystem Health, Equine, Food Animal, Human Resource Development and Member Wellness. These committees are charged with maintaining an environmental scan in their field of interest or expertise so that Council may be aware of emerging issues and needs of all ABVMA stakeholders (including but not limited to: the public, members, governments, academia, commodity groups, industry and others).

With the wide variety of active committees that exist, there are opportunities for members from various sectors within the profession.



Even outside the formal committees, ABVMA members engage and contribute in a number of other ways, including: serving on continuing education event committees, participating in ABVMA projects and contributing material for the Alberta Animal Health Source website and the *Members' Magazine*.

So to sum all this up, thank you past, present and future volunteers! Members should feel encouraged that their voices are being represented by the veterinary professionals who serve in these roles. The association and profession in this province are better for the contributions and commitment they bring.

For a current list of committee members visit: <https://www.abvma.ca/site/about/abvmamission?nav=mainsidebar>

Interested in becoming more involved?

Reach out to the ABVMA office. We want to hear from you. See Page 3 for ABVMA contact information.

All photos were taken pre COVID-19.



Louis Kwantes, DVM

Alberta Representative on
CVMA Council

WE'RE WITH YOU EVERY STEP OF YOUR WAY

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

Questions or Suggestions?

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



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

One Profession. One Strong Voice.

2021 CVMA Hybrid Convention in Calgary, Alberta: Online Registration Opens February 1!

Both in-person and virtual attendees will have access to the full CE program, offering over 130 hours of content until the end of 2021, providing the opportunity to obtain CE at your own pace for the remainder of the year. The continuing education program includes dentistry, cardiology, public health, beef calf management, equine diagnostic imaging, animal welfare, professional wellness and more. Visit the convention website (<https://pheedloop.com/cvma21/site/home/>) for more program and speaker information.

Introducing SAVI: The Stewardship of Antimicrobials by Veterinarians Initiative

As animal health and welfare leaders and public health partners, veterinarians must work together to effectively oversee animal antimicrobial use. SAVI, conceived and guided by veterinarians, recognizes that our veterinary community plays a lead role in antimicrobial use oversight in animals. SAVI provides new knowledge and tools for veterinarians in support of antimicrobial stewardship. The SAVI team invites you to stay connected as the initiative develops over the coming months. Visit **SAVI.VET** to learn more about the initiative, the people involved, and resources available.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

CVMA Council Approved a Revised Position Statement on Humane Slaughter of Farm Animals

Position: The CVMA holds that, when farmed animals are slaughtered for food, the methods employed must minimize fear, pain, distress and suffering, and they must result in immediate death or rapid loss of consciousness that persists until the time of death. The CVMA takes the position that effective stunning should always be used before slaughter. The CVMA also holds that all stakeholders have a responsibility to minimize suffering associated with slaughter-without-stunning. Visit the **Policy and Advocacy** section of the CVMA website to read the full position statement.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

African Swine Fever (ASF)

ASF is highly contagious and is killing pigs and wild boars in Africa, Asia and parts of Europe. The CVMA has collaborated with the Canadian Food Inspection Agency (CFIA) and other stakeholders to share information to prevent ASF from infecting the Canadian pig herd. Veterinarians play an important role in educating owners about the disease and current disease risks, reviewing clinic and client biosecurity protocols, providing guidance on biosecurity measures to protect swine health, and identifying and reporting suspect cases of ASF. The CFIA, in partnership with the CVMA, developed a three-part ASF webinar series: **Part 1:** Disease Overview and Recognition; **Part 2:** Disease Response and **Part 3:** Prevention and Preparedness. Access the webinars and more information at canadianveterinarians.net/practice-economics/asf.

March is National Tick Awareness Month (NTAM)

NTAM is a client-education initiative introduced in 2016 by the CVMA in partnership with Merck Animal Health. Thanks to the enthusiastic Canadian veterinary community, a growing number of pet owners across the country are now aware of year-round tick exposure and are taking measures to protect their pets and families. The veterinary community may not be able to stop tick expansion, but there is a great deal we can do to help change public perceptions and behaviours when it comes to tick control. The 2021 Tick Awareness Month theme is, "Could ticks be there? Be aware!" Visit the **National Tick Awareness Month** section of the CVMA website located under **Practice and Economics** - Practice Tools before March to access tools you can use to educate your clients and information about our March 1 webinar.

CVMA's Dedicated COVID-19 Web Page

The CVMA continuously works with provincial veterinary medical associations, regulatory bodies and federal agencies to bring veterinarians up-to-date information

to protect their clients, teams and families. Visit the CVMA's dedicated COVID-19 web page (canadianveterinarians.net/coronavirus-covid-19) for information, resources and webinars. Find a new article **Adapting Your Practice to COVID-19** containing ideas, tips and advice on how to improve practice management during the pandemic.

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

The 2021 Suggested Fee Guides Are Now Available

The results of this survey produce reports with detailed overviews of veterinarians'

financial situations in each province and are used to estimate fees required to cover overhead and earn a professional level income. Visit the **Business Management** section of the CVMA website under **Practice and Economics** to access this report.

2020 Alberta Report on Compensation and Benefits for Associate Veterinarians

This important benchmarking tool is derived from the associate surveys. This survey is designed to examine the compensation and benefits provided to associate veterinarians in private practice and examines several characteristics (type of practice, years in practice, location, types of compensation, etc.). Visit the **Business Management** section of the CVMA

website under **Practice and Economics** to access this report.

Save Time and Money with LifeLearn Sophie

Through CVMA's affinity relationship with LifeLearn Animal Health, we are pleased to offer industry-leading solutions to help practice owners save time, improve efficiency and compliance, and increase appointments. **Special Offer:** CVMA members get 10 per cent off monthly fees. Learn more by visiting the **Member Benefits** section of the CVMA website located under **Value of Membership**.



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.



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Fundraising goal
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Positive Impacts of Mindfulness-Based Stress Reduction



Reza Hejazi, DVM

AS A CERTIFIED MEDITATION AND YOGA INSTRUCTOR,

I often find myself wondering what would be the best approach for beginners to experience an inclusive yet satisfying mindfulness program. For several years, I have been pondering this question, practicing and teaching various spiritual modalities until finally settling on the answer. Mindfulness-based stress reduction (MBSR) provides a variety of useful meditative practices and styles to help practitioners of all levels cope with typical life stressors.

Mindfulness-based approaches aim to help individuals be aware of their present emotion, pay attention to the present task at hand, and promote inner peace and happiness. Some of the well-known approaches include MBSR, mindfulness-based cognitive therapy, acceptance and commitment therapy, and dialectical behaviour therapy.^{1,2} Among these modalities, MBSR was the earliest to be developed and is the most frequently used intervention method.³

MBSR was originally developed to help patients with physical illness to deal with pain, stress and negative emotions.⁴ Nowadays,

MBSR is widely used in the general population for stress, anxiety and depression mitigation.⁵ By cultivating self-awareness and an attitude of openness and acceptance, MBSR may help individuals calm their mind and body, make better judgments in life and enhance self-capability to cope with various stressful situations.⁶

Two decades of published research indicates that the majority of people who complete MBSR courses report:

- An increased ability to relax
- Greater energy and enthusiasm for life
- An ability to cope more effectively with both short-term and long-term stress
- Reduction in pain levels and an enhanced ability to cope with pain
- Improves sleeping patterns and reduces insomnia

INCORPORATING MBSR INTO YOUR LIFE

As veterinary professionals, we experience routine stress and fatigue. It happens when we try to alleviate the suffering of our patients, or take on the pain of what others — such as owners, clients and producers — are feeling. Often, we overtax and exhaust our empathy reserves as we find ourselves working through emotionally charged situations.

Mindfulness can help us put space between ourselves and our reactions, breaking down our conditioned responses to stressful events. Here are some suggestions as how to better approach and benefit from practicing mindfulness throughout the day:

Mindfulness is the practice of returning, again and again, to the present moment.



1 SET ASIDE SOME TIME.

You don't need a meditation cushion or bench — or any sort of special equipment to access your mindfulness skills — but you do need to set aside some time and space.

2 OBSERVE THE PRESENT MOMENT AS IT IS.

The aim of mindfulness is not quieting the mind or attempting to achieve a state of eternal calm. The goal is simple: we're aiming to pay attention to the present moment, without judgment.

3 LET YOUR JUDGMENTS ROLL BY.

When we notice judgments arise during our practice, it is important to acknowledge them and then let them pass.

4 RETURN TO OBSERVING THE PRESENT MOMENT.

Our minds often get carried away in thought and it is important to draw our attention back every time it slips. That's why mindfulness is the practice of returning, again and again, to the present moment.

5 FOCUS ON BREATHING.

Pay attention to the steady expansion of your chest: the depth of each breath, its length, frequency and movement.

6 BE KIND TO YOUR WANDERING MIND.

Don't judge yourself for whatever thoughts may come up, simply practice recognizing when your mind has wandered and gently bring it back. It is just like training a new puppy. Be patient!

These are the foundational concepts to follow. It has often been said that it is very simple, but it is not necessarily easy. The work is to just keep doing it.

FINAL THOUGHTS

If you are new to meditation practice, the most important thing to remember is that you cannot fail at meditation. There will be times where you can meditate with ease, and other times where your mind will be racing and you will have difficulty focusing on being mindful. (You may also fall asleep.) All of those are part of the process of mindfulness practice. Try not to judge your meditations; simply try to refocus on your breath and on the meditation itself. It takes time and practice but it could literally save your life.

References:

1. *Hunot et al., 2010*

2. *Chiesa and Malinowski, 2011*

3. *Chi et al., 2018*

4. *Kabat-Zinn, 1982, 1990*

5. *Virgili, 2015*

6. *Carmody et al., 2009*

ABOUT THE AUTHOR:

Reza Hejazi, DVM, is a Veterinary Program Specialist with the federal government and a part-time small animal practitioner. Among his accomplishments, he is a certified Kundalini yoga and meditation teacher, iRest Level 1 Teacher, Qigong practice group leader, certified mental health first aid instructor with the Mental Health Commission of Canada and an Emergency Medical responder with Alberta College of Paramedics. Reza's favourite book is Full Catastrophe Living, written by Jon Kabat-Zinn. Please visit www.PranaAid.com for more information on Reza and his mindfulness practices.

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.

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



Menu item #7 is not listed in the menu directory

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

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

WHEN TO CALL
the 24/7 livestock care

ALERT Line

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

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

Livestock at large - on the highway

Livestock in distress, cruelty, abuse, neglect
STOP
Uncooperative owners
Dead livestock

Questions or concerns about your legal rights
Neighbour disputes

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

RCMP
Contact your closest RCMP detachment

AB SPCA
Call 1-800-455-9003

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

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

SAVE THE DATE!

2021 John Waters



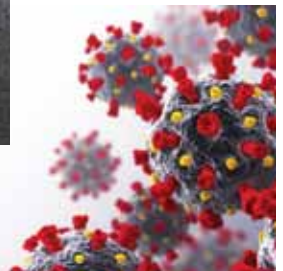
Tuesday, Nov. 23, 2021

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

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

2021 Topics will include:

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



Registration fee is \$105 + GST and includes refreshments and lunch.
Program and registration details available May 2021

Hosted by:



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

2021 ABVMA President Dr. Pat Burrage WCVM 1989



Pat Burrage, DVM

CITY KID, BORN AND RAISED. MY birth certificate lists my birthplace as 34-36-05-3. Hmmmm, doesn't sound like a city address. Closer investigation reveals the land location is where the University Hospital in Saskatoon is located, just not part of the city at that time. I'm not sure if it's a relief to know I was actually born in a hospital as it could have been the sod house down the road. Regardless, it was some time ago.

My road to veterinary school was not the typical trail most aspiring young kids follow in their dream of becoming a veterinarian. I was from a family of five kids (four boys, one girl). My dad was an entomologist with Canada Agriculture and, fortunately for me, spent a great deal of time doing research in

rural Saskatchewan. Of the five kids, I was the only one who was interested in being in the country, on the farm. Seemed like a good place to be.

After graduation from high school, I had no clear direction on my future. Being mostly irresponsible and wandering around the country seemed like a good idea at the time. I knew at some point I would enter into post-secondary education — I just didn't know when or what. It took five wasted years for the epiphany to occur: my current lifestyle was a waste of good time. It was time to head back to university.

I was still unclear of my future, but becoming a lawyer seemed attractive. After two years of political science, it cured me of

ever wanting to become a member of the legal profession. Back to the sciences I went and, thankfully, that was where I belonged. I started to enjoy the educational process and that was reflected in my performance. After four years at the U of S, I stood in the bowl on campus and asked myself what buildings I had not attended a class in. Off to the northeast, I could see a building I was pretty sure I had never been in. I walked over — it was the vet college.

Standing in front of WCVM was a bit intimidating, even a bit disappointing. I was pretty sure I didn't have the talent to get into this building, but I was doing pretty well academically, so I applied. My first attempt was rejected. I had had a messy background

academically as it was only in the last year that my performance would have been considered acceptable. Try again next year was the response. Well, that was a bit of a setback. My options were limited: return to being a bum or carry on, so on I went.

I have to admit, at this point in my life I was really liking university, so I reapplied the next year and was granted an interview. The interview process is intimidating and nerve-racking at best. Word on the street at that time was to not get a certain professor in the interview — Dr. Otto Radostits. My interview panel consisted of Drs. Jerry Bailey, Peter Flood and Otto Radostits. It appeared my attempt at a career in veterinary medicine was surely over. Dr. Bailey was first. I played many sports in my youth, and at the time of the interview, I played a high-level squash game. Dr. Bailey focused on my squash game. He wanted to know if I would teach him squash. I responded I would teach him squash if he got me into vet school. It appeared we had made a deal. I stood up thinking the interview was over. Dr. Radostits asked me, quite calmly, to sit back down. We were far from done. My conversation with Dr. Radostits was very pleasant, a far cry from what I had heard on the street. I thought things were going very well. Then it was Dr. Flood's turn. Apparently, Dr. Flood did not see the interview as a pleasant conversation. I was humbled and left the interview feeling very little chance of attending a class in this building. I have been lucky at many things in my life and this was one of those "better to be lucky than good" moments. Lucky for the opportunity and lucky that Dr. Bailey was a lousy squash player at the time (he improved as we played regularly throughout my four years at WCVU). On paper I was pretty average among the applicants, but the interview process allowed me to crack a very tough lineup.

Outdoors is where I like to be. If I am not mucking with farm animals at home or in a professional setting, I'm on mental health days fishing or hunting. Bird hunting with dogs consumes much of my time in the fall. Nine months of the year my dogs are just regular farm dogs, but for three months in the fall they have a very important role to play, and they know it. Fly fishing in the spring and summer keep me entertained until hunting season. I spent a number of years as a community coach, coaching high school girl's volleyball, which was very rewarding but have since retired as my kids have all left high school. Professionally, I am currently enjoying a veterinary consultant position at Lethbridge Animal Clinic. I have a couple of other volunteer positions on the go, but ABVMA will be the main focus over the next year.

I've had a great career in veterinary medicine. I was blessed to have a very supportive wife, as mixed animal practice can be hectic at best. We have three great daughters who have now started to leave the nest. I feel very fortunate to have been able to provide them experiences in rural veterinary practice, both good and bad, as very few kids get that type of opportunity. I am very committed to agriculture. Home is in the country west of Bluffton where we have a small herd of beef cows, along with an assortment of other animals (dogs, cats, horses, donkeys, chickens, peacocks). Never a dull moment on the farm but a peaceful place to be. Every day I'm at home I thank my lucky stars I'm a certified country boy. My kids have often accused me of liking my dogs and cows more than them.... Whether I admit it or not, I feel I communicate better with animals than humans, and although sometimes frustrating, I'm good with that.



Nicole Rae Hemmingway, RVT July 17, 1970 – Nov. 25, 2020

Nicole Hemmingway was born July 17, 1970, in Spirit River, AB, to her loving parents John and Lenore. She passed in Edmonton with her mom by her side on Nov. 25, 2020, after a short battle with ovarian cancer.

Nicole grew up in Rycroft, AB, surrounded by family and friends. Her favourite place was the family farm, and she spent more time there than anywhere else. She tagged along with her dad and grandpa Lester around the farm whenever she could, which was often.

From her earliest years, she adored animals. The farm dogs and barn cats always had a friend and defender in Nicole. When she was small, a stray cat she named Pitter Pat followed her home, and while the cat was not allowed in the house (to Nicole's dismay), she made sure the cat was well cared for. This would be something that became her life's focus.

Growing up, Nicole had many interests, including figure skating, golf, fishing, playing the flute and travelling with her family on holidays. However, her heart was never far

from the farm or from animals. She loved to ride horses and did so many times at her friend's farm, until one day she arrived at the family farm to find that grandpa and Uncle Paul (Hemmingway) had bought a horse, saddle and bridle. With Duster, her beloved horse, she went on many a ride around the area and participated in the local gymkhana club and events.

Nicole graduated high school in 1988 and took a year off to work to take a break from school. After a year, she was accepted to the NAIT pre-technology program and she followed that up by graduating from NAIT's Animal Health Technology program in spring of 1992.

For several years, Nicole worked as an animal health technologist and was intensively involved in the governing association, the Association of Alberta Animal Health Technologists (AAAHT), including being the newsletter editor and serving on the Board of Directors.

One day, while working at a clinic, a client came in who was planning a trip, but had an elderly cat that needed continuing care. The client was not sure what to do as she did not want to kennel the cat while

away. Nicole offered to care for the cat in the client's home, and her pet sitting business was born. Over the course of twenty years, Nicole

took care of hundreds of animals while their people were away. She did so with all the love, care and medical knowhow that she would have given to any of her own animals. She was as loved by her fur clients as she was by her own family and friends.

Nicole is survived and will be lovingly remembered by her parents, John and Lenore Hemmingway, sister Alana Hemmingway (Steven Thorne) and niece Emma Thorne as well as many aunts, uncles, cousins, friends and clients. She was predeceased by her grandparents, Lester and Anne Hemmingway, Marjorie (Walyer) Carr and Lin Carr, Martin Walyer, uncle, Paul Hemmingway and nephew, Ethan Thorne.



Dr. Byron Morden April 22, 1941 – Nov. 21, 2020

Dr. Byron Morden passed away at Providence Place in Moose Jaw, SK, on Saturday, Nov. 21, 2020, at the age of 79. He was born to Bill and Nellie Morden on April 22, 1941, in Lethbridge, AB. Byron earned a degree in veterinary medicine in Guelph, ON. He married his first wife Shirley Hume in Guelph and they moved to the Lethbridge and Calgary area for his work. He later completed a PhD (vet pathology) at the University of Saskatoon. Byron dedicated his life to the care and well-being of large and small animals;

he worked with Alberta Agriculture (Edmonton) as a vet pathologist in diagnostics and research. During his long career Byron experienced owning his own clinic and working for the Department of Agriculture both at the federal and Alberta provincial levels. His last employment brought him to Brooks, AB, working for the Canadian Food Inspection Agency until retirement. Byron's love of animals never ceased, and he surrounded himself with many, many pets. Being a nature lover, he enjoyed fishing, golf, gardening, bird watching and travelling. His recreation in the wintertime was skiing and ballroom

dancing. He also enjoyed photography both in his private life and at work.

Byron was predeceased by his parents and numerous other relatives. He is survived by his wife Lucille and his stepson Clayton (Sherry) and family; ex-wife Shirley (Ray); his sons Blair and Scott and their families; his sister Faye (Dennis) Cox, niece Cathy, nephew Keith and their families.



Let's change the narrative before it changes us.

WHAT'S IN A MINDSET? WHY DO WE THINK THE WAY

we do? What influences our thinking?

Likely, we'll all answer the same way, "Well, I don't really know...because I haven't put that much thought into it!"

Our mindset matters. It guides the way we feel and then consequently how we think. It is the feelings about things that affect our behaviour and our thinking. Let's think about thinking!

We are being challenged daily with a narrative that highlights and emphasizes how "hard" veterinary medicine is, how crummy the job is, how much stress and demand there is in this profession because of difficult clients, difficult patients, toxic teams...the list goes on. It's true, this profession is difficult, challenging, stressful, exhausting. Thank goodness! If it wasn't, then everyone would be

doing it. But everyone isn't doing it, only the few that have all the traits, skills and attributes to do so. That's us! That's we! That's me!

I propose we change this narrative. By doing so we create or modify a mindset that promotes joy and fulfillment and puts the dark side in its

Dialogue
is the key
to human
connection.

proper place, not forgotten, just out of the front row. How the heck do we do that?

We look at ourselves in a scientific, nerdy way using our developed talents of thinking and reasoning. Reflect on the attributes and skills that every person in veterinary medicine has: intelligence, strength, critical thinking, decision making, assessment, evaluation, observation, communication and most of all, our insatiable curiosity. Let's take those key things, those important parts of ourselves, and apply it to our mindset and change our story.

We are intelligent.

"I think therefore I am," a famous quote by René Descartes. This means I can think, I can evaluate and I can make decisions. I will think about this story, I will evaluate its truth and I will decide to change it.

We have strength.

I will use this to work on changing this story, to show the other side of veterinary medicine: the joy, the satisfaction of jobs well done, the absolute gratitude we are given daily by the very people who believe in us. Let's never forget about the silent gratitude we are given from the animals we treat, save and cure. Whew...there is such power in that.

We are insatiably curious.

I will tap into this to wonder why this current narrative is so dark. I will wonder how I can change my focus. I will wonder how my colleagues, friends and mentors are doing and I will ask their best mindset practices. I will wonder what I need to do each day to celebrate. I will question things for a solution or answer, not to validate a negative thought.

We communicate.

I will use skilful and meaningful dialogue to connect with other humans. I will be mindful and use positive intent when talking to colleagues within my profession, when talking to family and friends and when talking about this great profession. Dialogue is the key to human connection. I will use that and it will have a positive impact on me and those around me.

Let's change the narrative. Because it's within us to do so. Because we want to. Because there is such beauty and joy and love in this profession. Because we are freaking awesome!

Because we can.

#changethenarrative

Becky Taylor, RVT



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THE ABVMA MEMBERS' MAGAZINE WELCOMES LETTERS TO THE EDITOR.

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

The full Editorial Policy is located on page 3.

2021 Pressures on Government: Importance of ABVMA Advocacy

Pam Cholak, ABVMA Government Relations Advocate

THE 2019-2023 GOVERNMENT OF ALBERTA STRATEGIC PLAN

outlines the priorities for the government over its five-year mandate. Premier Jason Kenney states in the plan: “This government is focused on getting Alberta’s economy back to work. This plan has been built to support economic growth, protect health and education, strengthen the justice system and create better communities by making Alberta more open, innovative and sustainable.”

The plan calls for actions that are aimed at “making life better for Albertans (by) ensuring the quality and effectiveness of public services, especially in health, safety and education, and supporting the most vulnerable.” It also calls for actions aimed at “standing up for Alberta,” which include getting pipelines built; standing up to foreign influences on Alberta’s natural resources; working for a fair deal for Alberta; and obtaining a balanced budget by 2022-2023.

Now into the third year of its mandate and into year two of managing through the COVID-19 pandemic, this government remains focused on economic recovery by getting Alberta back to work. Solutions are neither easy nor quick. We ended 2020 hopeful that the initial arrival of COVID-19 vaccine would lead to some form of normalcy in business operation and general life activities, but these early weeks of 2021 have proven to be full of ongoing uncertainty and frustration. Reduced vaccine supply and ongoing pressures on the health care system resulted in the decision for continued pandemic lockdown restrictions affecting business, school and community operations, including our veterinary services. Difficulty has not diverged from anyone.

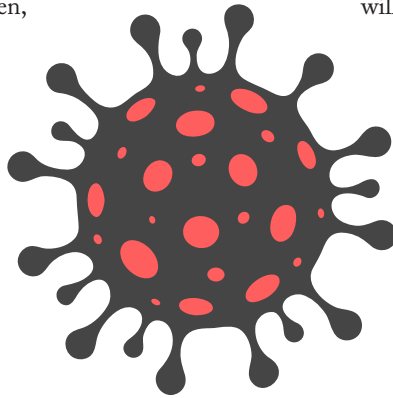
Economic impacts on our province extend beyond the pandemic and our Alberta borders. Ongoing border closures and new travel restrictions have impacted international tourism targets. New limitations on building pipeline infrastructure imposed by new US President Joe Biden have placed enhanced pressure on the Alberta government to find reliable options to move Alberta crude beyond Alberta borders and to attract new investment across sectors. Pivoting our economy will take all of us to lend our expertise and voices to the Alberta debate.

According to economic forecasts from RBC and TD banks, the Alberta economy shrunk by 8 per cent from the start of 2020 to end of the year. Forecasts suggest growth of only 4.5 per cent in 2021 and a jobless rate of 9.5 per cent, resulting in further delays to the

Alberta recovery. The path to balanced budgets looks difficult as the government has few public policy tools to increase revenue beyond taxation, making a reduction in public sector spending inevitable. It is anticipated that Alberta’s post-secondary sector and public sector jobs overall will face further reductions in 2021 and beyond. Difficult decisions lay ahead for our governments whose decisions today will impact us, potentially for generations to come.

Yet, amid the uncertainty and challenge for our province and our nation is the ongoing work of our veterinary medical professionals. The work you do as veterinarians and technologists in clinics, in post-secondary institutions, in research labs, in barns and your communities, remains an integral component to government achieving their key priorities of economic growth and building innovative, sustainable communities.

The pandemic has highlighted the importance of veterinary medicine to one health initiatives, oversight of anti-microbial medicines, attention to an ever-growing demand for companion animal care



Difficult decisions lay ahead for our governments whose decisions today will impact us, potentially for generations to come.

and animal welfare and your critical role in emergency planning and execution. There is a renewed government interest in agriculture investment and rural development, including research across fields of interest. There is also recognition of the ongoing labour shortages and increasing pressures within the profession. The time for engagement with government and the broader stakeholder communities has never been as critical, as needed, as now.

Our advocacy on the immediate and longer-term objectives and needs of the profession is vital to public policy discussion and appropriate legislative development. The goal is to ensure your profession is represented at the government tables to highlight the work you are doing, to address your needs and to work on the opportunities that lay ahead. In these crisis times, the paths are not easy, be at the legislature, at the ABVMA Council table or in your practices. With continued respectful dialogue, perseverance and collaboration, I am confident that your voice and ABVMA advocacy will reward both your profession and our province.



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Why Health Care Plans are Good for Your Practice and Your Clients



Terra Shastri

UNPREDICTABLE CASH FLOW OR

no incoming revenue have been big concerns for many business owners, including veterinary hospitals, during the COVID-19 pandemic. However, businesses that offer subscription-based billing, such as cell phone companies, Internet service providers and insurance companies, haven't felt the impact like fee-for-service businesses.

Subscription-type billing is something most consumers have grown accustomed to. It makes it easy for the consumer to budget and it's more appealing than paying an annual lump sum. On the flipside, it helps the service provider by providing a steady stream of cash flow, which many businesses appreciate during uncertain economic times. With a fee-for-service business model,

it's the consumer's responsibility to make the purchase. For veterinary hospitals, this means the onus is on the client to schedule their pet's appointment, bring their pet into the clinic and then pay for the services they use each year. The introduction of subscription billing commits the client to the practice for at least 12 months, and there's a stronger incentive for the client to get all the preventive care their pet needs each year.

Banfield Pet Hospital, a corporate chain of veterinary hospitals operating throughout the United States, began offering Optimum Wellness Plans® for cats and dogs in 1988 and has never looked back. "It just makes sense," says Dr. Karen Johnson, former vice-president and client advocate at Banfield Pet Hospital's head office in Oregon. "We went

from focusing on sick and injured pets to increased focus on preventive care."

In 2012, the College of Veterinarians of Ontario authorized the use of bundled services/health care plans. These plans offer a variety of annual preventive care services, with the cost of the services spread out in regular monthly instalments. Not only do these plans encourage clients to visit the practice, they also significantly improve patient wellness care and provide the practice with a regular, predictable source of income. As of 2019, only 22 per cent of Ontario practices are offering health care plans. According to OVMA's 2020 Pet Owner Survey, conducted at the end of June, 60 per cent of pet owners said they're interested in a preventive health care plan for their pet.

Not only do these plans encourage clients to visit the practice, they also significantly improve patient wellness care and provide the practice with a regular, predictable source of income.

When asked to select the most important factors when selecting a veterinarian, respondents included “interested in my pet’s well-being” as their top choice (62 per cent), followed by “services reasonably priced” (55 per cent). As expenses for veterinary hospitals continue to increase, promoting more fee increases, health care plans can be a valuable offering for clients and potential clients by making preventive care more affordable.

IS IT WORTH IT?

Dr. Katrin Schmidt is co-owner of three veterinary hospitals in Ontario. She’s offered health care plans for more than a decade and says, “We’ve seen our number of clients using the plans grow steadily through the years, and it’s always been a positive for our practices.” Practices are often reluctant to adopt health care plans because they worry about non-payment once the plan services have been used. “There are always cases where the pet either dies while the client is still paying for the plan or a credit card is declined for one of the monthly payments, but it gets resolved,” says Dr. Schmidt. “Non-payment hasn’t been an issue for us.”

Michelle Helmer is a practice manager who oversees health care plans at LaSalle Animal Hospital and Clearwater Animal Hospital, which have offered puppy, kitten, adult and senior plans since 2012. “We’ve found that practice location plays a factor,” she says. “Our one clinic has 13 per cent of our active clients on a health care plan, and it’s in a more affluent area of town where we find clients are happy to pay for services at the

time they are rendered, rather than needing to budget.” Their other clinic has 29 per cent of their active clients using a health care plan. “It has a larger client base and we find more people there prefer to budget, so wellness plans are a great option for them,” says Helmer.

For Dr. Schmidt’s hospitals, clients on health care plans accounted for 14 per cent of 2019 revenue at one of her practices and 19 per cent at her other practice. “We made some changes to the plans along the way,” she says. “We realized early on that we didn’t need to discount the plans because the clients are basically getting zero per cent financing.” The first payment for one of their plans is also much less than what the client is expected to pay on one of their visits. “It works when you present it to the client and they see that it’s less than paying one big total,” says Dr. Schmidt, “It’s really a no-brainer for the client to commit to a plan.”

At Helmer’s practices, clients are expected to pay a one-time enrolment fee and then the plans auto-renew. “It makes it much easier to manage, and it’s also easier for the client because they don’t have to re-enroll.”

Dr. Schmidt and Helmer say their health care plans attract new clients to their practices. “I think we’re the only ones in our area who offer plans like this, so the word gets out and we get new clients because of it,” says Helmer.

They both agree that the plans contributed to a steady stream of cash flow during the

pandemic, which was helpful during such an uncertain time. Dr. Schmidt says they also helped clients.

With possible future waves of COVID-19, it’s a good time for veterinary hospitals to expand their toolkits to include health care plans. Economic uncertainty for pet owners (especially new pet owners) will result in clients picking and choosing what preventive care to purchase for their pet if it seems unaffordable. Or worse, without the option of a health care plan, some pet owners may decline preventive care all together.

IMPLEMENTING HEALTH CARE PLANS IN YOUR PRACTICE

Making health care plans a reality in your practice will take some time and effort. Dr. Schmidt recommends thinking first about the goal of offering health care plans. While it’s great to have the steady cash flow, you should consider how you want to shape the client’s behaviour. “For us, it’s about making it easier for clients to take better care of their pets, so we include our recommended standard of care in each of our plans,” says Dr. Schmidt. Typically, plans are divided based on the pet’s stages of life, such as puppy/kitten, adult and senior.

At Banfield Pet Hospitals, unlimited office visits are included in every plan it offers, which prompts pet owners to bring in their pets the moment they suspect any issues. “Not having to pay for an office visit every time you walk in gets clients in more often,” says Dr. Johnson. “Those not on a plan might wait to bring in their sick pet or try to diagnose at home, and then the problem gets worse. When they finally bring in the pet, the cost of care is that much higher because the problem is more severe. The plans encourage clients not to wait.” Clinics that include free office visits in their health care plans see clients spending





Successful health care plans should also be easy for the client to understand and simple for the client and clinic staff to use.

money on the recommended diagnostics during the visit, and they believe it's because the visit was included. With

the surge in telemedicine during the pandemic, video or phone consultations could be included as part of a health care plan in place of free office visits.

Once you decide what will be included in each plan, Dr. Schmidt strongly encourages practice teams to figure out how to make it work in your practice. "You have to look at how you want to track it in your practice management software," she says. "Some have ways for you to build the health care plans in your software, but you also have to consider whether or not you will use a separate code

for health-care plan services to ensure it doesn't show up as though your client has a balance owing. There's a lot to consider."

Helmer understands the amount of work involved in maintaining the plans. She recommends having a dedicated staff member to manage them, who will also oversee the payments and update credit card expiry dates. MyVetStore has also made it easier for practices to implement health care plans by managing the payment processing and notifying the client and the practice when an updated credit card expiry is required. It also includes basic plan templates that practices can tailor to suit their needs.

Successful health care plans should also be easy for the client to understand and

simple for the client and clinic staff to use. They should also provide a tangible benefit to the client by showing them the added value of preventive care and the affordability of the plan, while being economically feasible for the practice.

"I see the success in the plans because it's always a positive experience for the clients and the staff, and that's always a good thing at a vet practice."

Terra is OVMA's director of business development and strategic initiatives. If you need help implementing health care plans in your practice, contact Terra Shastri at tshastri@ovma.org.

A new partnership providing answers to frequently asked questions around prescribing and dispensing livestock medications.

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Robert McCorkell, DVM

Interim Dean, University of Calgary,
Faculty of Veterinary Medicine

THE WINTER SEMESTER IS WELL

underway, and UCVF faculty and staff are working hard to ensure teaching and research activities continue despite the uncertainty and challenges of COVID-19 restrictions.

DVM PROGRAM UPDATE

The circumstances for delivering our DVM program courses remain the same as the fall semester. Most of our courses are being conducted online and we continue to hold in-person classes for clinical skills and anatomy. Students in the Class of 2021 started their next, and for some their final, rotation in fourth year on January 18. Against long odds their program has continued uninterrupted until now and it is with great hope that this will continue.

The admissions process will be similar to the modified process used last year. There will be no in-person multiple mini interviews (MMIs) and we're once again using CASPer as an online replacement of the MMIs. The candidates selected for an interview will be notified in February and they will do the

online situational judgement test in March. As with last year, we will be admitting a class of 50 DVM students.

Planning for the 2021-2022 fourth-year program is underway. It appears that we will still be dealing with the coronavirus pandemic for much of that time. Consequently, the plan is to follow a similar pattern to this year with the length of rotations and the manner in which they are scheduled. An important consideration this year is the renewal of Veterinary Practicum Agreements, which are expiring for most of the members of our Distributed Veterinary Learning Community this spring. Renewal contracts will be ready for distribution and consideration in February so that they can be completed before the beginning of the first rotations in May.

NEW FACULTY

We are pleased to have welcomed the following new faculty members in recent months: Drs. Guillaume Lhermie, Julie Menard, Beverly Morrison and Erin Zachar.

- Dr. Guillaume Lhermie's primary appointment is Director of the Simpson Centre for Agricultural and Food Innovation and Public Education at the University of Calgary, School of Public Policy, and he has a cross appointment in UCVF's Department of Production Animal Health. Dr. Lhermie received his DVM from the National Veterinary School of Toulouse and completed an internship in large animal medicine. He has an MSc in economics and a PhD in pharmaco-epidemiology and innovation. His most recent position was as an associate professor in Animal Health and Veterinary Public Health Economics University of Toulouse, as well as an adjunct appointment at Cornell University. Dr. Lhermie studies the economics of antimicrobial use and resistance at the farm, supply chain and global levels.

- Dr. Menard is a critical care specialist and joins us as an assistant professor in the Department of Veterinary Clinical and Diagnostic Sciences. After graduating from Ecole Nationale Veterinaire, Dr. Menard completed a rotating small animal internship at the Universite de Montreal and an emergency and critical care internship at Cornell University. She is a diplomate of the American College of Veterinary Emergency Critical Care, has held a lecturer position at Zurich Universitate and was a global medical manager for Vetoquinol. Dr. Menard's research interests include veterinary education, sepsis and the microbiome, as well as AMR.
- Dr. Beverly Morrison joins the Department of Ecosystem & Public Health as a Clinical Veterinary Microbiologist (Bacteriology & Mycology). Dr. Morrison is also attached to UCVF's expanded Diagnostic Services Unit (DSU). Dr. Morrison received her DVM degree from the Western College of Veterinary Medicine and following that earned a MSc with a focus on antimicrobial resistance, public health and food surveillance.
- Dr. Erin Zachar joins UCVF in a term position as a Veterinary Anatomic Pathologist in our DSU. Dr. Zachar received her DVM from the Western College of Veterinary Medicine and worked in Pincher Creek, AB, for six years, initially in mixed practice and then in small animal practice. She completed her MVSc in pathology in 2015 and has been working as a diagnostic pathologist with Prairie Diagnostic Services.

In closing, let me extend congratulations to Dr. Jessica Law, UCVF Class of 2015, on being named the ABVMA's Young Veterinarian of the Year. We are very proud of Dr. Law's tremendous achievements.

HERE'S AN UPDATE ON THE

college's recent activities and achievements:

FUNDING FOR LIVESTOCK RESEARCH:

Two WCVM research teams have received more than \$1.1 million to improve antimicrobial use practices in the beef cattle industry and to enhance animal feed processing. The funding is through the Natural Sciences and Engineering Research Council of Canada (NSERC) Alliance research projects and partner organizations.

WCVM professor and researcher **Dr. Cheryl Waldner** and her research team received \$430,500 to work on a project with Beef Cattle Research Council and Alberta Beef Producers that targets antimicrobial use and resistance in the beef industry. WCVM associate professor **Dr. Matthew Loewen** and biochemist Michele Loewen of the University of Ottawa have teamed up with the Western Grains Research Foundation, Saskatchewan Pulse Growers and Botaneco Inc. for a project focused on using biotechnology to make animal feed processing cheaper and more efficient.

COVID-19 VACCINE UPDATE:

In December 2020, the University of Saskatchewan's Vaccine and infectious Disease Organization-International Vaccine Centre received a notice of authorization from Health Canada to initiate a Phase 1 clinical vaccine trial. The authorization enables the Canadian Centre for Vaccinology (CCfV) in Halifax to begin recruiting volunteers for the first Phase 1 clinical trial. CCfV anticipates that volunteers will be vaccinated in January 2021. This is the first university-based COVID-19 vaccine to begin Phase 1 testing at CCfV. The trial's purpose is to demonstrate the vaccine's safety in people.

WILDLIFE DISEASE SURVEILLANCE:

WCVM researcher Dr. Vikram Misra is leading a multidisciplinary team of

researchers to develop a universal test that will help scientists monitor many wildlife species for exposure to the novel coronavirus that causes COVID-19. The team was among several USask research groups to receive federal funding of nearly \$50,000 each through the COVID-19 rapid-response funding program at NSERC. Serological blood tests to detect antibodies in humans are rapidly being developed and used to detect the proportion and spread of the virus in previously exposed individuals. However, such a test that can simultaneously detect COVID-19 exposure in a wide variety of animal species doesn't exist yet. The team's goal is to create a test that would detect antibodies against the virus in wildlife blood or tissue samples. Scientists would then use a test for surveillance of wild and domestic species across Canada.

SUPPORT FOR BEE RESEARCH:

Project Apis m., an international bee research organization, has awarded \$10,000 to Dr. Michael Zabrodski of the WCVM for his work in bee health research. Zabrodski was a runner up for the Christi Heintz Memorial Scholarship Award, named in honour of the organization's founder. Four North American graduate students received a total of \$55,000 in support of their research. Zabrodski is an MSc graduate student and part of the college's bee health research group that's led by Dr. Elemir Simko of the WCVM's Department of Veterinary Pathology. A 2015 graduate of the University of Calgary's Faculty of Veterinary Medicine, Zabrodski is investigating American Foulbrood Disease in honey bees.

"DISTINGUISHED" TITLE:

In November 2020 the American College of Veterinary Pathologists (ACVP) named WCVM *professor emeritus* Dr. Frederick (Ted) Leighton a "Distinguished Member," a title bestowed on ACVP diplomates who have given exceptionally distinguished service to the association or who have made outstanding contributions to veterinary



Gillian Muir, DVM, PhD

Acting Dean, Western College
of Veterinary Medicine

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

*For more WCVM news, visit
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@WCVMToday on Twitter or Facebook.*

pathology. Leighton, who is an international wildlife disease expert, is the former executive director and co-founder of the Canadian Wildlife Health Cooperative (previously known as the Canadian Cooperative Wildlife Health Centre). A 1979 WCVM graduate, Leighton completed his PhD degree at Cornell University and then joined the WCVM's Department of Veterinary Pathology. He was named a Fellow of the Canadian Academy of Health Sciences in 2013 and received an honourary Doctor of Science degree from the University of Guelph in 2014.



Breanna Patton

WCVM Class of 2022

ABVMA Student Representative
2020/2021

HELLO ABVMA COMMUNITY!

After a restful winter break, vet students returned to classes on January 4, ready for the new semester. For safety purposes, there was a two-week isolation period of solely online classes as many students went home for the holidays. After this period was up, labs were allowed to continue in person and students are still getting lots of hands-on experience.

The Students of the Canadian Veterinary Medical Association Symposium was held virtually in January by the Ontario Veterinary College. Since it was online, the registration fee was waived, and many more students were able to attend the event. The weekend kicked off with a virtual social night where students from all five Canadian vet schools could chat and play games together online. Students were able to choose to attend three virtual lectures and two virtual labs. Lecture topics included exotic mammal emergency medicine and triage, well-being and resilience strategies for your veterinary career, 3D printing in veterinary medicine, working with clients with financial limits, the importance of one health in honey bee veterinary medicine, veterinary acupuncture, life hacks for the new graduate and more. Virtual labs included cruciate rehabilitation case studies, exotic imaging, tick identification, a virtual small animal and large animal vet appointment, small animal radiology, creating the perfect suture, one health and tick borne zoonoses, and a post-mortem and diagnostic investigation of kidney disease in a clowder of cats. The weekend concluded with a message from the CVMA President-Elect, and two keynote speakers. The first keynote speaker was Dr. Christina Tran who discussed the future of veterinary medicine and diversity and inclusivity in the profession. The second keynote speaker was Dr. Adam Little who lectured on the future of veterinary medicine and how technology is helping us in this fast-changing industry. Overall, the weekend was a success and a nice break for students from their regular online courses.

Our WCVM club members have also been busy at work organizing several webinars. The business club held a lunch talk with representatives from Women Entrepreneurs of Saskatchewan about how to make a business plan and get started planning a business. The One-Welfare Veterinary Outreach Initiative and WCVM DIVERSE clubs cohosted a talk on barriers to sexual and reproductive health services and how the veterinary community can help create an inclusive environment for 2SLGBTQIA+ individuals. Small Animal Club, Emergency and Critical Care Club and Radiology Club continue to host virtual rounds so students can see various cases at the VMC. The CVMA One Voice presentation featured WCVM's own Dr. Jordan Woodsworth, discussing veterinary care in northern Saskatchewan and how veterinarians can respect and service Indigenous communities.

Traditionally, March at the WCVM is Mental Health Month, which involves promoting exercise, eating well and taking time out of our busy schedules to build up lasting habits that will help our well-being. Even a pandemic cannot stop our Mental Health Planning Committee and Pawsitive Practice Representatives from arranging this! It has been a very challenging year for students and taking time to participate in these events has never been more important. This year, many of the same events will be held virtually, including several talks about wellness and resiliency in vet med, Pets and Profs — virtual meet-ups with your favourite professors and their beloved pets — and student online gathering to promote socialization during these isolating times. So, as we enter March, I would like to take this time to remind everyone to take a moment to think about your own well-being and mental health. This is a tradition that can hopefully extend beyond the WCVM students and to the entire veterinary community.

Thank you for reading and take care everyone!

HELLO EVERYONE! A BRAND-NEW

year is upon us, and needless to say it was refreshing to welcome a new year full of opportunities. It is hard to believe that we are past the halfway mark in the school year, and before we know it, it will be done for another year.

School has continued in the same process as before and all years are able to continue with their online classes and Clinical Skills. The Clinical Skills is a highlight to the veterinary program at the school, and all three years participate in weekly laboratory sessions practicing a variety of valuable and essential hands-on skills. It has been very challenging for the teaching staff to balance students getting sufficient time in Clinical Skills and monitoring the COVID-19 situations. We are beyond grateful to all of our teaching staff and faculty for going to such lengths to make this year happen.

After a much-needed Christmas break, all four years were back into the swing of school in the beginning of January. The first-years have successfully made it through their first final exam season, and are now beginning their second semester. Currently, they are hard at work practicing for their second upcoming Objective Structured Clinical Examination (OSCE). Second-years are also getting ready for their second OSCE, which is a practical exam to assess clinical skills. Third-years are finishing the last of their didactic lecture and preparing for fourth-year rotations. Much of fourth year is relatively unknown and is largely dependent on the evolving COVID-19 situation and vaccination schedule. Some rotations have already been cancelled or delayed due to COVID-19; luckily there are still many to choose from. Fourth-years have just started their last rotation of their final year! Many fourth-years completed rotation this year in a compressed format and so are finishing slightly earlier this semester. Although school is mostly routine at this point in the year, there have been plenty of extracurricular activities.

All the clubs at the university have been very active with online social events. UCVM's Radiology Club is currently

posting weekly radiology cases for students to practice. The Production Animal Health Club has had several speakers and are currently holding an online fundraising event. The Equine Club held an event to discuss common equine vaccination protocols and have an upcoming online interactive case with an equine internal medicine specialist. The Behaviour and Training Club is holding an interactive session with a veterinary behavioural specialist discussing new medications and training techniques. The Pathology club is hosting an event with one of our very own pathologists from the Diagnostics Services Unit on the basics we need to know to conduct post-mortems and submit tissues for us soon-to-be vets. We are very lucky to have so many clubs that have been keeping our social souls fulfilled and our minds full of new knowledge. In addition to these social events, the Calgary Association of Veterinary Students is still hosting its Annual Veterinary Ball and Trade Show, both in an online format. Veterinary Ball is our school's annual gala evening, which was established as a celebration to foster community spirit within the school and build relationships between students and future colleagues. The evening features a gathering of current students and alumni veterinarians, as well as UCVM staff and faculty, members of the Distributed Veterinary Learning Community and representatives from funding partners. Although the evening will not be in person, the Veterinary Ball organizers have an exciting evening planned with games, awards and much more, to ensure we continue fostering community spirit and relationship building especially during a time of isolation.

With that being said, I will end my update here and leave you with some parting words. I hope the New Year gives you opportunities for unique experiences, time to share with family and friends and leaves your coffee cup full. Take care, and enjoy the winter sun!



Rheanne Ritchie

UCVM Class of 2022
ABVMA Student Representative
2020/2021

ABVTA President's Report



Penny Steffen, RVT

ABVTA President



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

"VOLUNTEERING IS THE ULTIMATE EXERCISE IN DEMOCRACY. YOU VOTE IN ELECTIONS EVERY FEW YEARS BUT WHEN YOU VOLUNTEER YOU VOTE EVERY DAY ABOUT THE KIND OF COMMUNITY YOU WANT TO LIVE IN."

– AUTHOR UNKNOWN

AS I SIT DOWN TO WRITE MY

March/April submission it's mid-January. The weather has been quite amazing and the days are getting longer. I have managed to enjoy the weather by getting out to walk the dogs every day and been out on my snowshoes several times. When you read this though, I truly hope we are moving into spring — the time of year when it's all about new beginnings and more sunshine.

It has been a busy few months for the ABVTA Board of Directors and committees. We held two successful and productive board meetings with good discussion and participation. When chairing a meeting over Zoom nothing makes me happier than when we can have healthy conversation and get things done. It cannot replace the energy of everyone in a boardroom, but I am thrilled our group is making the most out of this experience and still being productive and engaged.

Exciting initiatives are happening and we are looking forward to the year ahead. A new ABVTA database and portal have launched to help keep us better connected to our members. Our Wellness Task Force joined forces with the Saskatchewan Veterinary Technologist Association to bring members an eight-week series called "Mind the Gap - Staying safe with psychological health and safety standards" with Dr. Kathy Keil and Coral Doherty, RVT, who is also a Certified Psychological Health and Safety Advisor.

The Public Relations Committee is busy planning more social media contests and content, and our Continuing Education Committee has a great lineup of presenters throughout the year. Keep an eye on our social media pages for details.

The Board of Directors participated in a Diversity and Inclusion Training session in February with the Centre for Race and Culture (CRC). The CRC works with organizations to address racism and encourage intercultural understanding. Also in February, our board members were invited to attend the ABVMA Leadership Summit. Thank you to the ABVMA for including us in this

very dynamic meeting. We are very grateful for our close working relationship with the ABVMA and appreciate that we can collaborate on many projects together.

As part of the Leadership Summit we also celebrated some outstanding individuals in our profession. On behalf of the Board of Directors I would like to congratulate the ABVTA and ABVMA award winners.

ABVTA Meritorious Service Award:

Drs. Lisa Lomsnes and Colleen Pratt

ABVTA Appreciation Award:

Fiona Kowalczyk, RVT, and Kate Simon, RVT

ABVTA Lucille Landals Emerging

Leader Award: Sydney Frost, RVT

ABVMA Veterinarian of the Year:

Dr. Leighton Coma

ABVMA Veterinary Technologist of

the Year: Jessica Benoit, RVT

ABVMA Young Veterinarian of the Year:

Dr. Jessica Law

ABVMA Communications Award:

Dr. Kathleen Keil

ABVMA Mentor – Practice Award:

Central Veterinary Clinic

ABVMA Mentor – Individual Award:

Dr. Craig Hellquist

Meritorious Service Award:

Dr. Nick Nation

Congratulations to all of the winners and thank you for all you do.

Every April we celebrate National Volunteer Week, and I want to recognize all of our members who volunteer. Whether you volunteer in your community, with a national organization or with one of our professional organizations, it is important to improve lives and to make a difference. Time is precious and volunteers are priceless. I want to extend a heartfelt thank you to our Board of Directors and committees for all they do for the greater good of our profession. It takes many hours to plan and implement the activities we organize throughout the year, and I want you to know that it is appreciated and does not go unnoticed. There really are not enough words to show appreciation for all that everyone does, so I am just going to leave it with a simple yet meaningful thank you.

WITH 2020 IN THE PAST, ALL OF

our AHT students are working hard to make the best of 2021. First-year students are well into their second semester and have been spending nights out in the calving and lambing barns, gaining plenty of hands-on experience. Our second-year students are excited to finish out their final semester before heading into their practicum placements in April.

We would like to celebrate one of our second-year students, Shae Ehrhardt, who was chosen to be one of this year's GPRC Star Students. Every year, GPRC staff and faculty nominate individuals for shining bright in the classroom, community and beyond. Shae is a student who definitely fits the description.

"I feel completely honoured and shocked

to be chosen as a Star Student. It's been a stressful time having to transition to an entirely different aspect of learning, so I appreciate being acknowledged for transitioning and processing these changes, and that the effort that I put into my schoolwork is recognized." -Shae Ehrhardt
Congratulations Shae!

Amid the challenges, staff have developed some innovative ways to incorporate technology into our daily classroom and clinic rotation. One example is the use of telemedicine via iPads in the exam rooms. This has allowed for staff teaching from home and students isolating or unable to attend labs to be involved.

It has certainly been an unprecedented time with the COVID-19 pandemic. Both staff and students continue to adapt

to the ongoing changes that have been made to allow for continued learning in such a hands-on and demanding program.



GPRC's AHT Star Student Shae Ehrhardt



NAIT



GREETINGS FROM NAIT AHT AND VMA!

We continue with winter term in the same format as the fall with lectures online. NAIT has a robust COVID-19 plan, so we have the vast majority of AHT and VMA labs going forward in winter term. We are proud we are able to make this happen.

We do know that we will need to adjust as we go with student and staff isolation expected in these interesting times. We also hope to once again have the support of our practicum sites to help us with student completion if necessary this year. We are grateful for the effort last spring. We know that we have great students and the help is certainly needed out in industry.

The determination and adaptability of our instructors and ed tech team as well as students is a testament to the resiliency of people in our industry.

Looking forward to a healthy 2021!

Member & Public Relations Committee

THE MEMBER & PUBLIC RELATIONS COMMITTEE

wants to say thank you to all our members who attended one of our virtual events in 2020. We are excited for 2021 and are busy planning more events for you! Let us know what kind of events you would like to see hosted by emailing info@abvta.com.

Make sure to keep an eye on the ABVTA Instagram for our new weekly features such as Mentorship Mondays, Tech Tip Tuesdays and Wellness Wednesdays, and, as always, a good dose of animal pictures to get you through the week!

Lakeland College



Lakeland College students with canine wellness patient

SPRING IS IN THE AIR AND PRACTICUMS ARE FAST APPROACHING!

Our second-year students will be in practicum placements across the four provinces this spring, and we can't thank our host veterinary clinics enough for opening their doors to our students. We recognize how much more difficult and demanding it has been for veterinary practices during the COVID-19 pandemic and truly appreciate everyone continuing to offer their mentorship to our students during this important step of their education.

The last few weeks for the second-year students were spent in clinical communication labs with canine wellness and senior clients and their pets. Optional labs were chosen in small or large animal, and students continued to be challenged in simulated virtual anesthesia situations as well as hands-on labs.

First-year students are excited to be entering the homestretch in their first year of the program. Anatomy and physiology, anesthesia and nursing care labs are filling their days with final exams just around the corner.

We wish everyone a happy spring and thank you again to clinics across the province who are hosting a practicum student in your practice.

Olds College



SPRING IS UPON US AND WE ARE DOING SOME EXTRA

deep cleaning this year. Construction has started here in the Animal Science building. Although this is going to be a long process, we are all very excited to see the changes happening to create a better and more productive learning environment. We are going through a phased construction process to create the Animal Health Education Center.

There is always a little bit of sadness in change. Pictures come off the wall to go into storage and offices are moved around. We can feel the change around us and the excitement builds. This anticipation is very welcome after this last year of uncertainty. Here at Olds College we are extremely grateful for the grant that allowed this entire project to happen. It is much needed and welcomed with open arms.

CE Committee

Happy almost spring time!

I HOPE ALL OUR READERS AND MEMBERS ARE

staying healthy and are feeling the positivity of spring — my favourite season. We have some new committee members: welcome aboard Connie, Sydney, Stephanie and Jamie. Our CE committee has been busy meeting (virtually of course) and hosting some more fabulous webinars.

In December we hosted Dr. Deb Stoewen again. She is such a wonderful speaker. No one likes to discuss euthanasia but her webinar certainly gave all of us some tips to make the

conversations easier. Thank you so much for that, Dr. Stoewen!

We hosted "A Low Stress Handling of Horses" with Dr. Sue McDonnell in January and Purina in February with their chat on allergens and their new LiveClear diet.

Please follow us on our social media for upcoming sessions. We are always open for suggestions on topics. Please feel free to reach out to us at treenabr@abvta.com.

Stay healthy and safe everyone.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control – Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: <https://vimeo.com/241068811/ffe79fee7> Worth 1 CE Credit

Working Through Unexpected Vaccine Associated Adverse Events – Sponsored by AAEP – Webcast – Objectives:

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

CE certificate available after video watched and quiz completed. Watch the video here <https://vimeo.com/221903600/e24503f560>
Additional readings: This link: <https://aaep.org/guidelines/vaccination-guidelines/adverse-reactions>

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

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

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

To register your clinic, contact your representative Andrea.

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

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

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

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

Master of Veterinary Medicine, Massey University 2020 – Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz.

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

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

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

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

Continuing Education Opportunities

MONTHLY OFFERINGS

MARCH 2021

March 7, 2021 – Scales, Feathers or Fur: You Can Help the Exotic Pet Patient – 6 Hours ABVMA Credits – Speaker: Dr. Eryn Hanak
Topics include: 1. Rabbits Gastrointestinal Syndrome (RGIS): A symptom, not a diagnosis; 2. Rodents: They're all the same, right? Selected diseases & treatment; 3. Exotics: Respiratory distress in the exotic animal; 4. Exotic pet euthanasia; 5. Reptiles: Getting a diagnostic or two, and then what?; 6. Birds: The trouble with eggs and emotions.
Location: Either in person at the Shaw Theatre – NAIT Main Campus or virtually via Zoom. For more information and to register, go to www.easav.ca, email info@easav.ca or phone 780-970-3728

APRIL 2021

April 6 through to April 8, 2021 – 2021 Online National Animal Welfare Conference – 12.5 Hours ABVMA Credits
– The National Animal Welfare Conference is a MUST attend event if you are involved in animal welfare. It has been the biggest and best-attended animal welfare conference in Canada since 2014. The conference is an annual professional development and community-building event organized by Humane Canada™, the federation of humane societies and SPCAs. For more information visit: <https://humanecanada.swoogo.com/nawc2021/>

April 20, 2021 – Multimodal Pain Management In The Palliative Care Context & Keeping the Human-Animal Bond Healthy: Respecting the Patient's Will To Live – 2 Hours ABVMA Credits – Speaker: Robin Downing DVM, MS, DAAPM, DACVSMR
The best way to manage chronic pain is to take a multimodal approach. In the first session, Dr. Downing will provide an overview of options that may be combined to provide comfort at the end of life. In the second portion of this webinar, Dr. Downing will present a novel approach to end-of-life decision-making that embraces the principles & practices of clinic bioethics and provide a framework for navigating difficult choices to those clients who struggle to let go when the best choice for their pet is humane euthanasia.
Date: April 20, 2021; Time: 7-9 pm MST; For more information and to register, go to our website: www.easav.ca; email us at info@easav.ca or call (780)970-3728. With thanks to our sponsor – one of Edmonton's newest pet crematoriums: Guardian Pet Cremation Services (not affiliated with Guardian Veterinary Centre)

MAY 2021

May 2, 2021 – The Dueling Specialists: A Criticalist and an Internist's "Friendly" Point of View – 5 ABVMA Credits – Speaker: Soren Boysen DVM, DACVECC and Serge Chalhoub DVM, DACVIM (SAIM)
During this interactive, back-and-forth banter-filled lecture series, your two hosts will discuss both the acute and chronic approach to various medical conditions including feline DKA/DM; bile peritonitis/mucocele; feline dyspnea; cardiac vs respiratory cases and the collapsed dog.
Date: Sunday, May 2, 2021; Time: 9 am – 3 pm; breakfast and lunch included if in-person; Location: NAIT Main Campus, Edmonton, AB
For more information and to register, go to www.easav.ca, email info@easav.ca or phone (780) 970-3728. Sponsor: Antech

May 16, 2021 Day 1 of 2 – The 2021 Trifecta: How virtual care, brand messaging, and mastery of the bad review set you up right for the new year! 3 Hours ABVMA Credits – Speaker: Dr. Jessica Vogelsang DVM, CVJ
Live Online Zoom Session 9:30 am – 1:00 pm MST (please join 10 mins early)
Sponsored by VetStrategy & Royal Canin.
Register by email: info@cavm.ab or phone 403-863-7160

May 30, 2021 Day 2 of 2 – The 2021 Trifecta: How virtual care, brand messaging, and mastery of the bad review set you up right for the new year! 3 Hours ABVMA Credits – Speaker: Dr. Jessica Vogelsang DVM, CVJ
Live Online Zoom Session 9:30 am – 1:00 pm MST (please join 10 mins early)
Sponsored by VetStrategy & Royal Canin.
Register by email: info@cavm.ab or phone 403-863-7160

OCTOBER 2021

October 17, 2021 – "Oh Behave!" A Clinic Approach to Everyone's FAVOURITE Topic: Behaviour!! 6 ABVMA Credits – Speaker: Terry Marie Curtis DVM, MS, DACVB
Topics: Learning & Communication – It's basic. It's everything; Departure/Separation/Confinement Anxiety: It isn't always what you think...; Feline House Soiling – Urinating & defecating outside of the litter box & urine marking; Inter-dog Aggression: Why dogs fight; Human-directed aggression: Why dogs bite people; Top 10 Behaviour Myths: Let's discuss!
Date: Sunday, October 17, 2021 Time: 9 am – 4 pm
Location: NAIT Main Campus, Edmonton, AB; recorded seminar streaming services available after the seminar. For more information & to register, go to www.easav.ca, email info@easav.ca or phone: (780)970-3728. Sponsor: Virbac

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VETERINARIAN REQUIRED

GLENORA CAT CLINIC HAS A UNIQUE

opportunity for a compassionate cat-loving DVM to join our team at the only cat specialty clinic in the Edmonton area. We are willing to work with the selected applicant to develop their own work schedule, whether it be 3 days per week, 4 days per week, 5 days per week, etc. We are also offering salary up to \$140,000/year depending on experience and schedule. Other benefits include staff social fund, CE allowance, paid dues, paid vacation, health/dental and more! Please forward your cover letter and resume to: dawn@clincsolutions.ca. Web: <http://glenoracatclinic.com/home/>.

RIVER VALLEY VETERINARY WELLNESS

Clinic in Edmonton is looking for a DVM committed to exceptional, compassionate care while having fun with our close-knit team. We have 40 min appointment times to provide the best client and patient service possible. The clinic has a special interest in rehab and oncology. We are willing to work with the selected applicant to develop their own work schedule, whether it be 3 days per week, 4 days per week, 5 days per week, etc. We are also offering above average salary with potential for profit sharing. Other benefits include staff social fund, CE allowance, paid dues, paid vacation, health/dental, and more! Please forward your cover letter and resume to: dawn@clincsolutions.ca. Web: <https://www.rivervalleyvet.ca>.

\$110,000-130,000 TO START PLUS

commission, medical, moving expenses, CE, vacation and signing bonus! Are you tired of long spells of cold weather? Growing, small animal, multi-doctor hospital in Maryland, USA, has an opening for a full-time veterinarian. Just an 8hr drive from Toronto, close to world class attractions and we have excellent weather! Our hospital boasts an excellent working environment with awesome, highly experienced support staff. Orthopedic and extensive soft tissue surgeries, chemo, digital radiography, dental radiograph, ultrasound and therapeutic laser, CO2 Laser etc. Experience preferred but new grads are welcome too. We provide training in all areas including dental imaging and ultrasound. If you desire to make us your permanent home, we can help you with the Green Card process. Email resumes to Jackie Gregory at: newmarketanimalhospital@yahoo.com, or fax 240-241-5483. Web: www.newmarketanimalhospital.com.

ARE YOU LOOKING TO MAKE AN IMPACT IN

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

attractive signing bonus & a relocation allowance is available. Contact: jobs@p3vetpartners.ca. Website: www.chinookpetclinicethbridge.ca.

NAGEL AND CO. VETERINARY SERVICES

(NVS) is seeking an outgoing, self-motivated, full-time, associate small animal veterinarian (new grads welcome!) to expand our team in Crossfield, AB. NVS is located 10 mins north of Airdrie, 20 mins to the Calgary International Airport and 1 hour to the Banff National Park. NVS is an independently owned practice that provides small animal examinations, general surgery, dentistry, in-house laboratory services, and digital radiology and ultrasound services in a recently renovated 3,000 sq ft dedicated small animal facility. NVS also provides orthopedic and specialized surgical procedures in house by a local board-certified surgeon in our surgical facility. NVS offers competitive starting salaries (depending on the level of experience and workload), flexible schedules, a full range of benefits, CE, options for share purchases and many other perks. If you're interested in joining our team, please send your resume by email to: sherry@nagelveterinaryservices.com, fax: 403-946-5529, mail: P.O. Box 298 Crossfield, AB T0M 0S0, or call 403-333-6089 to find out more about the position. Web: www.nagelveterinaryservices.com.

OTTEWELL ANIMAL CLINIC LOCATED IN

Edmonton is seeking a F/T or P/T veterinarian to join our caring, dedicated and enthusiastic team. We are a well-established, progressive small animal practice that is equipped with a full Idexx in house lab, digital radiography and dental equipment. Current areas of interest include dermatology and exotics, but we welcome new avenues of medicine or surgery. We offer a competitive salary commensurate with experience and benefits which include health/dental, paid CE, paid dues and staff discounts. If you think we might be a good fit, please forward your resume to: tina@ottewellanimalclinic.com. Website: <http://www.ottewellanimalclinic.com>.

AUBURN BAY VETERINARY CLINIC IS A

privately-owned small animal practice located in SE Calgary. We are looking for a knowledgeable and skilled, full or part-time veterinarian to join our team. We focus on exceptional communication and client service. Our team performs general medicine, dentistry, surgery, digital and dental x-rays, and medical diagnostics. At Auburn Bay, we offer competitive wages, generous staff discounts, ABVMA dues with CE allowance, and paid vacation. New grads are welcome! Please submit your resume to: auburnbayvet@gmail.com. Web: www.auburnbayvet.com.

PASSIONATE, EXPERIENCED SMALL ANIMAL

DVM with an interest in Equine medicine wanted! Chinook Country Veterinary Clinic in Olds, AB, is a progressive hospital located 45 minutes from Calgary. Olds offers a unique blend of small-town peace, affordability, and quick access to the outlet malls north of Calgary or the outdoor adventures in the Sundre area. If you're looking to escape the hustle and bustle of the city, and enjoy hiking, horseback riding, camping, fishing, kayaking, or weekend escapes to the Rockies, this could be the perfect location for you! Let's talk! Our fully equipped hospital features

an in-house laboratory, ultrasound, digital dental x-ray, surgical laser and even a video otoscope and video microscope. We boast a 2:1 ratio of techs to vets, believe in living best practices and take pride in our supportive team-based culture. Submit your resume to: chinookcountryveterinaryclinic@gmail.com today to learn more! Web: www.chinookcountryvetclinic.com.

ONE OF OUR VETS IS HEADING BACK TO

school! Millwoods East Veterinary Clinic Ltd. needs a 4th full-time veterinarian to join our privately-owned, well-established companion animal practice in SE Edmonton starting April/May. We are dedicated to providing the highest quality medicine and surgery while fostering the human animal bond through compassionate care and client education. We are a Feline Friendly Practice and believe in low-stress handling for all our patients. The ideal candidate will be self-motivated with similar ideals. We offer a friendly, drama-free work environment, experienced long-term support staff, mentoring, competitive salary with monthly production bonuses and full benefits including ABVMA dues, VIN membership, Alberta Blue Cross benefits with health spending account and CE allowance. We believe in work life balance and offer a 4-day work week with a one in four Saturday rotation and no after hours call. Please forward resume and cover letter to our practice manager, Jennifer at: millwoodseastvet@shaw.ca. Website: www.millwoodseastvet.ca.

BOW VALLEY COMPANION ANIMAL CLINIC

is seeking a full-time companion animal associate veterinarian to join our team in Brooks, AB. The companion animal team works exclusively with cats and dogs 95%, horses (5%) and some exotics. The team works alongside and with Bow Valley Livestock Health who provides exclusively bovine and small ruminant services with some shared support staff. We're looking for an associate with strong client and staff communication skills, is a team player, and wants to have fun at work! We encourage professional development and proficiency, are open to new opportunities, and encourage growth of our associates and employees. Our facility includes an, isolation facility, comfortable and vibrant surgical suite, large treatment area, 4-exam rooms, dental machine/ DR dental radiology, DR radiograph, ultrasound, in house CBC and chemistry, and a beautiful newly renovated reception. Brooks is uniquely located to several lakes, the badlands, and a short drive away from Medicine Hat and Calgary. If you're ready to join our team or interested, please contact Dr. Blake Balog at: blake@bvllh.ca or 403-362-0826. Web: <https://www.bowvalleyvet.ca/>.

FORT MACLEOD VETERINARY CLINIC IS

looking for a FT associate to join our busy 6-vet practice. Located at the crossroads of southern Alberta, the historic town of Fort Macleod is 30 minutes from Lethbridge, 90 minutes from Calgary and 45 minutes to the Rocky Mountains. Our mixed animal practice has very active small animal, equine and bovine 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/surgery equipment. We offer a competitive employment package with above average salary. Call to be shared equally among 4-veterinarians. Come join an

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enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker at :403-553-4887, fax: 403-553-2924, email: ftmacvet@hotmail.com.

1 FT DVM MIXED ANIMAL POSITION. WE'RE expanding! Progressive, MA practice in Wetaskiwin (40 mins south of Edmonton). In-clinic LA facilities, full in-house lab. We require an enthusiastic, responsible, self-motivated and team-oriented individual with excellent interpersonal skills. We are 70% SA, and 30% LA (Dairy, Cow-calf, Equine, Small Ruminants). Preferred candidates would have a general interest in mixed practice, with a focus in either Bovine and Equine, or SA. Competitive salary & benefits commensurate with experience. Mentorship provided for new grads. Wetaskiwin Veterinary Hospital. Email: wet_vet@telus.net. Phone: 780-352-6036. Website: www.wetaskiwinvet.ca.

STRATHMORE VETERINARY CLINIC, A modern small animal practice is looking for a full-time or part-time veterinarian who is a dynamic player. If you are that special person this is the practice for you! We are a full service small animal facility with 3-veterinarians. We offer surgery, digital imaging, dentistry and more. Our team strives for excellence in medical and surgical care as well as compassionate handling of patients and clients. We offer competitive wages and benefits. Strathmore is located 30 minutes east of Calgary and 1 hour from the beautiful Rocky Mountains. Send your resume to: strathmorevetapplications@gmail.com.

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

PUT YOUR EXPERTISE TO WORK IN THE public service and help protect the health of Canadians. Areas of practice include pathological diagnosis, animal health and welfare, and food safety. The Canadian Food Inspection Agency (CFIA) invites you to join its veterinary community. Immediate supervisory veterinary positions are available at locations in SK and AB. For additional information on what the agency has to offer and to apply, please visit: <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1800?poster=1523141&toggleLanguage=en>. Mettez votre expertise au service de la protection de la santé de la population canadienne en exerçant dans les domaines du diagnostic pathologique, de la santé et du bien-être animal et de la salubrité alimentaire. L'Agence canadienne d'inspection des aliments (ACIA) vous invite à rejoindre sa communauté de médecins vétérinaires. Des postes immédiats en tant que superviseur vétérinaire sont disponibles à SK et AB. Pour plus d'informations sur ce que l'Agence vous offre et pour postuler, veuillez visiter : <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1800?poster=1523141&toggleLanguage=fr>.

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

PUT YOUR EXPERTISE TO WORK IN THE PUB-lic service and help protect the health of Canadians. Areas of practice include pathological diagnosis, animal health and welfare, and food safety. The Canadian Food Inspection Agency (CFIA) invites you to join its veterinary community. Immediate veterinary positions with CFIA are available at the various locations across western Canada. For additional information on what the Agency has to offer and to apply, please visit: <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1800?poster=1525208>. Mettez votre expertise au service de la protection de la santé de la population canadienne en exerçant dans les domaines du diagnostic pathologique, de la santé et du bien-être animal et de la salubrité alimentaire. L'Agence canadienne d'inspection des aliments (ACIA) vous invite à rejoindre sa communauté de médecins vétérinaires. Des postes immédiats en tant que vétérinaire au sein de l'ACIA sont disponibles à divers endroits dans l'Ouest du Canada. Pour plus d'informations sur ce que l'Agence vous offre et pour postuler, veuillez visiter: <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1800?poster=1525208&toggleLanguage=fr>.

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

ARE YOU THINKING ABOUT A CHANGE - then think about Jasper! The Jasper Vet Clinic is looking for an associate vet with the possibility of partnership. Work in a fun, supportive and busy clinic that is well equipped (therapeutic and surgical laser, dental x-ray, digital x-ray, Idexx blood analyzer, ultrasound...), has

3-RVTs and great clients, where work/life balance is a priority. Live in a sophisticated small town with a real community feel, a vibrant arts and music scene, lots of amenities and unlimited recreation at your doorstep. Benefit package and signing bonus included. This opportunity is a change for the better and can't be missed. Contact Janet Jones, DVM at 780-852-5551 or jaspervetclinic@telus.net. Website: www.jaspervetclinic.net.

LOOKING FOR A CHANGE FOR THE NEW Year? Whitemud Crossing Animal Hospital, a privately-owned hospital in Edmonton, is looking for a full-time veterinarian to join our 2-DVM team. We have paperless records, digital radiography including dental x-rays, in-house laboratory and much more. Annual salary \$110-120K. Come and practice high-quality medicine in a fun and supportive environment that focuses on work/life balance. Email your resume to: whitemudvet@gmail.com. If you'd like to learn more about this opportunity, please contact Shilton at 780-709-2902. Website: www.whitemudvet.com.

PRACTICE WITH A PARTNER, OWNERSHIP Interest? Do you have a significant other, partner or friend that you would like to work with in a rural, mixed animal practice? Starting a new adventure is even more compelling when you can do so with a trusted friend or partner. We have practice locations that are searching for the right veterinarians to lead it, to shape it and to work with us to invigorate veterinary practices that already have good client base, great staff and rural communities. We provide the the great staff and solid practice management. You provide the medicine, the patient care and client service in a way that suits you best. Mosaic Veterinary Partners has a program where you earn your way to ownership No working on payroll or endless HR issues!! Just act like an owner and provide high quality veterinary medicine and excellent client service. Starting January 2021, we will be leading the way with Tele-Triage using experienced RVTs. After-hour calls will be triaged by RVTs, you only are only called when emergency veterinary care is needed. Signing incentives and an extensive compensation package is offered. Contact: greg.andrews@mosaicvet.com. Web: www.mosaicvet.com.

EDMONTON WEST ANIMAL HOSPITAL IS looking for another full-time or part-time veterinarian to join our team of 8-veterinarians, 14-RVTs and over 20 support staff. We have cloud based EMR, digital radiography including dental x-rays, ultrasound machines, electrocautery, therapeutic laser, in-house laboratory, orthopedic surgery equipment and much more. We are a fast paced and full-service hospital, where you will be able to utilize all of your knowledge and skills to your full potential. Each veterinarian has surgery/dental time, if wanted! We offer above average salary without the pressures of productivity, paid vacation, CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership, pet discounts and more. Our schedule is completely flexible, but we can arrange just about anything that suits you and your family's needs! New grads welcome and lots of mentorship available! Please email your resume to: drgoals@vetinedmonton.com.

ATTRACTIVE SIGNING BONUS! TIME FOR A change? Life is short... so work somewhere awesome! Animals First Clinic, in Grande Prairie - not only our name, but our philosophy! Our team is guided by progressive organizational leadership principles. We support each other unconditionally, and our team

chemistry hasn't been undermined by turnover - a testament to our inspirational and collaborative culture. Connect with Matt at: mverwey@p3vetpartners.ca today to learn more about our clinic culture, and comprehensive relocation & total compensation package. Website: <https://www.animalsfirst.ca>.

COW/CALF VETERINARIAN REQUIRED IN Vermilion, AB, for the spring of 2020 and beyond. Experience preferred and would be accompanied by generous compensation and benefit package. 90% of bovine obstetrics done in clinic as well as 75% of semen evaluations. We have a well established bovine practice and a very well equipped clinic. We emphasize nutrition and herd health programs and have a significant feed sales component. Minor amount of small animal work may be required when on call and to help cover some days. See our website for a virtual clinic tour, or call Dr. Tim Goodbrand at 780-853-7148 or email: tdgdvm@hotmail.com today! Website: www.vermilionvet.com.

ARE YOU A VETERINARIAN WHO DREAMS OF practicing where you can have both small town country charm with all the amenities and progressive veterinary medicine? Look no further! Westlock is a town with rich agricultural history, growing industry and is only one hour north of Edmonton city centre. Westlock Vet Center is a fast growing mixed animal practice with 12-veterinarians (more vets mean less call), where everyday is something different. You'll see an interesting variety from everyday wellness checks to complex medical cases & surgeries. Our 10,000 sqft facility includes all the large & small animal equipment you could dream of. We offer large animals 24/7 after hours & companion animals after hours emergency services until 11pm. We have a large, excellent team of dedicated support staff, offer great benefits & work/life balance. Open to new grads or experienced veterinarians. If you are looking for a job in small animal, large animal or mixed animal medicine give us a call. A great opportunity to join a well established, supportive practice with endless learning & development opportunities. Send resumes to: hr@westlockvet.com. Website: www.westlockvetcenter.com.

SIGNING BONUS! SAVE (SOUTH ALBERTA Veterinary Emergency) in Okotoks, AB, is looking to add an emergency Veterinarian to join the team. If you have a passion for small animal emergency medicine, love to work with other amazing and supportive DVMs, RVTs, and support staff, then SAVE is the place for you! We are a growing 24-hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and referral medicine. Okotoks is only 15 minutes from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! NEW GRADS ARE WELCOME - this is an amazing opportunity to learn from some great mentors! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 700 DVMs! Website: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/1118>.

MAP ISO DVM WITH GSOH FOR LTR. RURAL mixed animal practice desperately seeking 5th, possibly 6th veterinarian. Husband/wife teams (or whatever...

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

PULSE VETERINARY SPECIALISTS & Emergency is seeking motivated, team-oriented and passionate ER doctors to join our hardworking, growing team. Our hospital roster includes specialists (or residency-trained veterinarians) in the fields of radiology, cardiology, surgery, ophthalmology, dentistry/oral surgery and internal medicine. In addition, our emergency department is staffed by experienced emergency veterinarians. If you enjoy learning in a fast paced environment with the opportunity to expand your skills this may be the job for you. Generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and profit sharing plans will be offered to the successful candidate. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes to Dr. Williamson at: john.dvm@gmail.com. Website: <https://www.pulseveterinary.ca>.

OUR VETERINARY GROUP CONSISTING OF two veterinary hospitals (Cedarwood Veterinary and Animal Emergency Hospital) is looking to expand our team! We are looking for a couple of Veterinarians to join our busy day and 24 hour emergency practice. We are a well-established group that constantly strives for excellence in pet health care, are well equipped and are part of the UCVm Distributed Teaching Hospital. Our team of veterinarians consist of a board certified surgeon and veterinarians with special interest in emergency medicine, canine reproduction, dermatology, dentistry, ultrasound and rehabilitation. We would love to add a couple of veterinarians to the team, who enjoy a fast paced environment, high quality medicine, interesting cases while working with a great team. Strong new graduates are welcome to apply. Red Deer is Alberta's third largest city, with many amenities of the big cities with a small town feel. We value a work/life balance and while we work hard, we support scheduling time to do the fun things in life too! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at: dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676. Website: www.animalemergencyhospital.ca.

TWO mixed animal vets wanted in Haliburton Highlands, Cottage Country, Ontario. The majority of the clinic's clientele is a loyal small animal (70%) and farm animal (30%) mix of which most is

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

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

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

OKOTOKS VETERINARY CLINIC (okvc.ca) requires a F/T or P/T DVM to join our dynamic team. We operate in a modern, fully equipped, small animal day clinic in the beautiful foothills of Alberta (south of Calgary). An Alberta license as well as vet experience is required. Please contact us in person or via email: info@okvc.ca.

LOOKING FOR A FT ASSOCIATE VETERINARIAN to join our fantastic team. Located in the heart of beautiful Kelowna BC, we are a busy small animal practice with a collaborative and enjoyable work environment and focus on preventive medicine. Our team consists of 5 other practices

Classified Ads

in the Okanagan – Summerland Veterinary Hospital, Westbank Animal Care Hospital, South Okanagan Animal Care Centre, South Mission Animal Hospital and Fairfield Animal Hospital (a 24 hour emergency practice), giving us access to all the specialists and equipment you could want. Located in the beautiful Okanagan Valley in the heart of Canadian wine country. The valley offers all kinds of activities for any outdoor enthusiast 365 days a year. We offer extended benefits, RRSP contributions, CE (both COVID-friendly and worldwide once travel is an option), fitness allowances and much more. If this sounds like you, please contact Lauren and check out our website at: www.centralvalleyvet.com. Contact Lauren Larson at Central Valley Veterinary Hospital, 124-1970 Kane Road Kelowna, BC, by phone: 250-762-7181 or email: centralvalleyvet@shaw.ca.

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

FUN, CARING, COMPASSIONATE AND TEAM oriented. Does this sound like you? Are you a veterinarian that wants to join a small, independent practice that has that family feel? We have all that and more! We support growth and personal advancement, working as a team is required. Please apply to: katie.berry@mvvcdemens.ca.

KANATA LAKES ANIMAL CLINIC IN OTTAWA, ON, is looking for an associate veterinarian. \$130,000+/year full-time, PT is also possible. State-of-the-art equipment, independent small animal facility. Lots of fun at work, plenty of recreational activities in the capital city and the region. Please apply at: oprikovs@gmail.com. Website: www.kanatalakesvet.ca.

HIGHVIEW ANIMAL CLINIC IS LOOKING FOR AN full-time, enthusiastic team player to join our 5-vet team. Our rural practice is nestled in the foothills, close to all the amenities of Calgary and the mountains. We are 60% small animal, 30% cow calf and 10% equine, with potential to grow both equine and small animal. We have DR for large animal, dental and small animal, SA ultrasound, bovine ultrasound, in-house lab, surgical CO2 laser and computerized medical records. Our successful candidate will receive paid ABVMA/CVMA dues, generous CE allowance and vacation, paid personal time, health/dental benefits, clothing allowance and mileage. Shared on-call, compensated per call. We welcome both experienced and new vets, and are a proud member of the UCVI DVL. Mentorship provided to new graduates. Email: haclinic@telus.net.

RANCHLANDS VETERINARY CLINIC, LOCATED IN NW Calgary, is looking for a full-time or part-time veterinarian. Our team performs general medicine for small animals: medical diagnostics, surgery, digital and dental x-rays. Offering competitive wages, paid vacation, ABVMA dues, friendly working environment. New grads are welcome! Please submit your resume to: cristinat5770@gmail.com.

WE ARE SEEKING AN ASSOCIATE

veterinarian to join our team at Little Creek Veterinary Clinic. Little Creek is a 4-DVM small animal clinic where we are proud of our relationships with dedicated owners and their animals, and for providing a high degree of attention and quality medical care. We are closely associated with Fish Creek 24 Hour Pet Hospital where our patients also benefit from highly specialized and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. 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 700 DVMs! Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LITTLECREEK/Posting/View/1671>.

WE HAVE A FANTASTIC OPPORTUNITY FOR AN

experienced emergency veterinarian to join the largest hospital in our network, Fish Creek 24 Hour Pet Hospital! We are a fully equipped purpose built 28-doctor hospital. Our team includes board-certified specialists, experienced clinicians and an amazing team of over 100-support staff. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality of life for pets and their owners. 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 700 DVMs! Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/1113>.

NURTURE YOUR PASSION FOR SMALL ANIMAL

medicine as you join an extraordinary team committed to medical and surgical excellence, in a friendly environment. At Piper Creek Veterinary Clinic, in Red Deer, AB, we provide diverse and stimulating cases and invite an associate veterinarian to join our team. Offering a \$15,000 signing/retention bonus and comprehensive compensation package, with work/life balance — no on-calls or late evenings, flexible hours and every Sunday off! All experience levels are welcome to apply. To learn more, visit us at: <https://www.pipercreekvet.com/> and to apply, contact Dena Linnell at: Linnell40@hotmail.com.

COCHRANE ANIMAL CLINIC IS LOOKING FOR A

small animal or mixed animal veterinarian to join our 7-doctor practice. Our busy, growing clinic is situated in a newly renovated, large space and offers the latest in radiology, dental radiology, ultrasound and lab equipment. We have an exciting and 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 or stefanie.blackburn@cochraneanimalclinic.com. Web: <https://cochraneanimalclinic.com/>.

REDISCOVER YOUR PASSION FOR HEALING AS

you join a team of exceptional veterinary professionals, committed to medical and surgical excellence in a compassionate and collaborative environment. Family Pet Hospital & 24 Hour Emergency Centre in Lethbridge, is

inviting a veterinarian to join our team. At Family Pet, we strive to provide a collaborative, supportive workplace with genuine clinical freedom. Offering a signing bonus, relocation assistance and comprehensive compensation package. Including health benefits, paid dues/memberships, paid CE, flexible paid vacation, flexible schedule with genuine commitment to maintaining work plus life balance and additional perks! To learn more or to apply: <https://nva.avature.net/jobs/JobDetail/Associate-VeterinarianCanadaAlberta/3770>.

IN JOINING OUR FAMILY, YOU WILL HAVE THE

opportunity to put your clinical skills and passion for healing to work. Park Veterinary Centre located in Sherwood Park, AB, is welcoming an associate veterinarian to join our team. We are a modern, well-equipped facility, focusing on small and exotic companion animals. We strive to provide a collaborative and supportive workplace. Offering a comprehensive compensation package, generous signing bonus, flexible scheduling, paid CE, health benefits, mentorship & additional perks! To learn more or to apply: <http://nva.avature.net/jobs/JobDetail/Associate-VeterinarianCanadaAlberta/3617>.

CHALLENGE YOURSELF IN THIS HIGHLY

rewarding role by helping to expand the capabilities of our veterinary team. Family Pet Hospital & 24 Hour Emergency Centre in Lethbridge is welcoming a managing veterinarian to join our awesome team! Offering a generous signing bonus, relocation assistance and comprehensive compensation package. Including health benefits, paid dues and memberships, paid CE allowances, flexible paid vacation, flexible schedule with genuine commitment to maintaining work plus life balance and more! To learn more and to apply, visit us at: <https://nva.avature.net/jobs/JobDetail/Managing-VeterinarianCanadaAlberta/3924>.

"YOU CAN'T ALWAYS CHOOSE YOUR FAMILY,

but you can choose your work family! Choose us!" "This is a busy progressive practice, despite being located in a rural area" "Fantastic clinic to learn new skills and perfect others" "We are all about teamwork! If you need a hand someone will always be there to help. Our clinic is fast paced with lots of wonderful clients and patients and lots of case variety. Some days are hectic but our team always makes the day go as smooth as possible" That's what our staff want you to know. They can be reached at info@wacvet.ca. The nuts and bolts: are we are looking to add 1-2 vets to our team. Experience is an asset but we also love having new grads! Website: www.wacvet.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 700 DVMs! Contact: careers@vetstrategy.com.

Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/KILLARNEY/Posting/View/1633>.

SOUTHPOINTE PET HOSPITAL IS A BUSY 4-DVM

small animal general practice in Calgary. We are equipped with a recently updated in-house laboratory, ultrasound and digital radiography including dental. We pride ourselves on our positive working environment and excellent teamwork. Our main focus is building strong client and patient

relationships while providing a high standard of care. Our veterinary team has a diverse set of special interests including dentistry, dermatology and ophthalmology, and our cooperative approach elevates each colleague's standard of care. Southpointe has been serving SE Calgary for over 12 years and has built an excellent reputation in the community. We are located on vibrant 130 Avenue SE, with plenty of dining and shopping options close at hand. 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 700 DVMs! Contact: careers@vetstrategy.com. Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SOUTHPOINTE/Posting/View/1631>.

MCKNIGHT VETERINARY HOSPITAL IS SEEKING an emergency veterinarian to join our team of veterinarians. We are looking for a compassionate, dedicated emergency care doctor with an interest in providing the highest quality of medicine, all the while building a strong relationship with our clients and their pets. Our 6,000 square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work-life balance, and have excellent personal and surgical skills, join us! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 700 DVMs! Contact: careers@vetstrategy.com. Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/1396>.

SMALL ANIMAL VETERINARIAN REQUIRED IN A busy 3-vet/5-AHT practice in Fort Saskatchewan, AB (located 20 minutes from Edmonton). Clinic is complete with an in house lab, digital radiology, ultrasound, digital dental radiology and computerized medical files. We offer competitive wages, health/dental benefits, CE allowance, pay professional dues. Please contact Lani, Monica or Erin at: Fort Saskatchewan Veterinary Clinic, 780-998-3755, fortvet@shaw.ca, 10408 - 100 Ave, Fort Saskatchewan, AB. Website: www.fortvetclinic.ca.

HELLO LIVEABLE WAGE! ALPINE 24 HR PET Hospital is a brand new, privately-owned hospital centrally located beside Chinook Mall in SW Calgary, opening in January 2021. We offer well above average compensation, employer paid benefits, CE and uniform allowance, paid dues, and generous overnight premiums. You must be committed to working in a respectful, drama free environment, where communication and teamwork are required and rewarded. We require experienced overnight and daytime veterinarians willing to work a rotational schedule including every other weekend, to allow for a great work/life balance for all employees. If you are ready to finally earn a wage that reflects your knowledge and skill set, and are willing to help grow a thriving new hospital, please forward your resume and cover letter to: info@aphcalgary.com.

LOOKING FOR A VETERINARIAN TO JOIN OUR team at the Vegreville Veterinary Clinic. We are a busy, progressive mixed animal practice with a large, diverse caseload. Our clinic has fully equipped small and large animal facilities. Looking for an individual that enjoys the diversity of mixed animal practice and interested in growing with our practice. New grads welcome with mentorship available. Contact: daralyn@vegvetclinic.ca. Website: <https://www.vegvet.ca>.

ASSOCIATE VETERINARIAN WANTED FOR THE Southfork Animal Hospital, a growing small animal practice in Leduc, AB. We are a full-service veterinary clinic looking for someone who is interested in small animal medicine and surgery. Competitive pay, association due, CE allowance and group health benefits are provided. Future partnership potential for the right candidate. Please contact Dr. Sandy Patel at the Southfork Animal Hospital by email: southforkvets@gmail.com. Website: <https://www.southforkvets.com>.

HEY! WE ARE SEEKING A FULL OR PART-TIME DVM to join our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB and Meridian Veterinary Clinic in Stony Plain, AB. Our family-owned practices consist of 85% SA and 15% LA ambulatory services. We have fully equipped clinics and experienced support staff. If you are a mixed or small animal DVM with excellent people skills and is looking for work/life balance, we would love to chat! Need some mentoring? No problem, we can help with that...new grads welcome. Contact: mike.devries@trimunicipalvet.com. Website: www.trimunicipalvet.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. 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.

THE COLD LAKE VETERINARY CLINIC IS looking to add two veterinarians to our team. We provide primarily small animal services with a small component of ambulatory bovine work. We pride ourselves on providing very good mentoring for those who need it and have a very good working environment with no drama from vets, staff or clients. If you would like to know more, please visit this link: <https://www.coldlakevetclinic.ca/veterinarians.pml>. Email: info@coldlakevetclinic.ca.

CREMONA VETERINARY CLINIC IS SEEKING A FT or PT, fully-licensed, primarily small animal DVM to start Feb. 2021. This privately-owned, family friendly, 95% small animal practice is located 45min NW of Calgary. No after-hours duties required. Ideal candidate has at least 1 year of clinical mixed animal experience, and is confident with routine small animal elective surgical and dental procedures including extractions. Our emphasis is on building long-lasting VCPs, developing your professional interests, offering high quality services, and having a sustainable and enjoyable work/life balance. Please contact Dr. Heather Van Esch at: heather@cremonavet.com. Website: www.cremonavet.com.

TO PUT IT SIMPLY, WE HAVE CREATED A healthy environment for caring veterinarians to thrive and love their career while enjoying less stress and more personal time. Wellness Home Vet is an Edmonton-based small animal house-call practice offering a unique opportunity to work with great clientele in a comfortable and rewarding work environment. We are a client-focused mobile practice committed to offering exceptional client and patient experiences. We have a fantastic opportunity available for

an amazing person to join our team of mobile veterinarians. You will enjoy a flexible schedule designed by you to suit your needs, comprehensive training with our experienced mobile vet team, company vehicle and an excellent compensation package including signing bonus. Applicants must be client-focused, have above average medical and communication skills, and have a valid Alberta drivers' license. Please submit cover letter and resume in strict confidence to: wellnesshomevet@gmail.com. Website: www.wellnesshomevet.com.

A COMPANION ANIMAL VETERINARIAN IS required for the Alberta Veterinary Center in Red Deer, AB. The qualified candidate would attend to companion animal cases at our mixed animal practice. The candidate would have flexibility in hours worked and no on call required! The position would require 2 to 4 days per week with 1 Saturday per month. Practice attends to a diverse case load including equine surgical cases and advanced reproductive techniques such as equine embryo transfer and ICSI. New grads are encouraged to apply with case load being assigned according to experience. Base compensation for the position is \$400 per day and can adjusted upward based upon billing performance and profit sharing. Contact Dr. Rick at 403-588-6338 or rick157thevet@gmail.com.

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

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

POPLAR GROVE VETERINARY SERVICES (PGVS) is looking for two full-time veterinarians. PGVS is privately-owned and located in Innisfail which is 20 minutes south of Red Deer and 50 minutes north of Calgary. Practice is 55% Large animal (40% bovine, 10% equine, 5% small ruminant) and 45% small animal with some exotic. The position includes CE allowance, paid vacation, health benefits, paid license and dues, competitive salary and the opportunity to expand in areas of interest. The environment is friendly, laid back and supportive with 4-RVTs to keep everything running smoothly. Strong interest in bovine work an asset. New grads welcome and mentorship available. Open to Mixed or SA veterinarians alike. Locum, short term, part-time or long term employment available. Email: pgvets@telus.net.

LOCUM REQUIRED

RANCLANDS VETERINARY CLINIC, IN NW Calgary, is looking for locum RVT. Offering a friendly working environment, recently updated medical equipment, competitive wages. Flexible time availability, ideal for technologists who are looking for extra work. PT or FT

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options are also considered. Please send a resume to: cristinat5770@gmail.com.

RVT REQUIRED

HIRING RVT FOR BUSY, PRIVATE PRACTICE IN

Calgary. We pride ourselves in high standards of medicine and care. Full Idexx lab, digital and dental radiography, endoscopy and u/s. Dr. Schell is certified in TCVM, acupuncture, chiro and stem cell therapy. We believe in empowering staff. We want to hear your passion and goals, or help you find you them! Why join our amazing team: 3-day weekends every other week for work/life balance (Mondays off)! Close at 7pm on weekdays, so every evening home. Competitive wage based on experience and drive. Many perks, pet insurance, health insurance with HCSA, uniforms, dues and CE etc. Large support staff, RVTs skills are used fully. Send me your resume, let's talk, I will tell you more! Email: tracey_aht@bowbottomvet.com. Website: www.bowbottomvet.com.

MONTROSE PET CLINIC IS LOOKING FOR A

full-time/part-time RVT to join our team. We are a small animal clinic located in Beaumont, AB, 10 minutes from south Edmonton. We provide high quality care for our patients and so we are looking for a person who is passionate in client and patient care. We have an inhouse lab, digital dental and whole body radiography and a well equipped surgical suite. We offer high end wages, 40 hours per week, ABVMA dues, dental and health coverage, pet food discounts for a suitable candidate. New graduates are welcome but experience is an asset. Please email your resume to: montrosepet@gmail.com. Web: www.montrosepetclinic.com.

SIGNING BONUS! PARK PET HOSPITAL IN

Lethbridge, AB, is searching for a lead RVT to join our amazing team. If you're proud to be an intuitive team player and possess a disposition towards leadership, we want to hear from you! Park Pet is a reputable companion animal hospital committed to Fear Free and high-quality medicine. You will be scheduled for 40-hours per week on a rotating 4 or 5-day schedule. No on call! Lethbridge is a southern community of over 85,000 – and home to countless outdoor enthusiasts that enjoy quick access to Waterton National Park on either side of the border. We are offering a comprehensive total compensation package including extended health benefits and a relocation allowance is also available. Contact Dionne at: jobs@p3vetpartners.ca, today to learn more! Web: <http://p3vetpartners.ca>.

EDMONTON WEST ANIMAL HOSPITAL IS

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

ARE YOU LOOKING FOR AN EXCELLENT

work/life balance in an intimate setting? Bowness Animal Hospital is recruiting a dependable and confident full-time RVT to join our clinic. We are a small animal clinic

with 1.5-full-time veterinarians and are equipped with digital x-ray (including dental x-ray), Idexx LaserCyte and Idexx Catalyst One. If you are a compassionate, self-motivated individual with the capacity to work well with others, and are efficient, knowledgeable, detail oriented, and enthusiastic about your chosen profession, we would love to have you join us. Excellent compensation commensurate with experience, extended health care, paid ABVMA dues and CE, pet discounts and paid vacation are just a few of the perks! We offer flexible hours on Mondays to Fridays or Tuesdays to Saturdays, depending on your availability, with weekends and statutory holidays off. Please email your resume and cover letter to: bownessvet@shaw.ca. Web: www.bownessvet.ca.

MILLWOODS EAST VETERINARY CLINIC

(MEVC) is seeking a PT RVT to work in a privately-owned, well-established SA clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing stress-free visits for all our patients and a superior client experience for their families. We offer competitive wages, dues, uniform allowance and staff discounts. Please send resume and cover letter to Jennifer at: millwoodseastvet@shaw.ca. Website: www.millwoodseastvet.ca.

IF YOU'RE READY TO BE FULLY ENGAGED IN

a busy and fun practice that invests in the growth and development of its employees, we want to work with you! Bow Valley Livestock Health Ltd. is seeking a full-time registered veterinary technician to join our cattle veterinary team in Brooks, AB. We boast a strong team environment and encourage our RVTs to excel and perform to the best of their abilities. We work exclusively with cattle and focus mainly on cow-calf production, but also have growing dairy and feedlot work. We strive to provide quality individual animal medicine, as well as valuable herd level consulting, and are looking to expand in all aspects of our practice. For further inquiries, please contact Blake Balog at: blake@bvlh.ca or 403-362-0826. Website: <http://bvlh.ca/>.

WE ARE LOOKING FOR A FT RVT FOR A BUSY

6-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. Todd Baker at Fort Macleod Veterinary Clinic, Box 1390 Fort Macleod, AB T0L 0Z0. Phone: 403-553-4887, Fax: 403-553-2924, Email: ftmacvet@hotmail.com.

DELANEY VETERINARY SERVICES IS LOOKING

for an RVT who is a dynamic team player. If you are that special person who thrives in a busy environment and takes pride in your work then this is the practice for you! We are a full-service equine referral facility with 6-veterinarians. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care and much more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of clients and patients. Responsibilities include assisting with surgeries, monitoring anesthesia, appointments, emergencies, radiographs, ultrasounds, as well as daily treatments, general care and maintenance of horses in the clinic.

Some emergency and after hours on call is required. We offer competitive wages and benefits, including fees for surgeries and on call appointments, and offer a condensed work week. If you are looking for an exciting, fulfilling career in equine veterinary medicine, please contact Shannon Matthews at 780-922-3647 or email: management@delaneyvetservices.com. Web: <https://delaneyvetservices.com/>.

BARR-NORTH VETERINARY SERVICES ISO A

part/full-time RVT to join our amazing hardworking team! Are you a self-motivated individual, that is looking to advance your skills? Barr-North is the place for you! We are a busy mixed practice that offers year-round bovine care (Dairy/Beef), equine, small animal and some goat/sheep. Our practice boasts a new clean facility, an in house lab, a new portable x-ray, alternative therapies, hydraulic squeeze and a top-notch horse stock to name a few perks. We offer the chance to scrub in on routine/non-routine surgeries. We also rely heavily on our techs for dentals x-rays/procedures! We encourage our techs to use their client communication skills. We also offer competitive benefits, compensation for membership fees and CE. Our vets are very encouraging and love to educate. Barrhead is a beautiful small town with lots to offer only 1-hour NW of Edmonton. Check us out on Facebook, on our website or Instagram. We look forward to reviewing your resume! Email: barnorthvet@gmail.com, Attention: Lisa. Web: <http://barnorthvet.com>.

SOUTHFORK ANIMAL HOSPITAL IS LOOKING

for a compassionate RVT (Alberta licensed) or AHT student with exceptional communication skills. We are committed to the highest standards of patient care and provide medicine and surgery in a unique, collaborative environment of compassionate and friendly professionals who care. You will receive competitive pay, health, dental and vision benefits. Please email your resume to: southforkvets@gmail.com.

URGENT PET CARE IN ST. ALBERT IS THE

only late-night walk-in veterinary clinic in the area. We have a unique opportunity for an experienced PT or FT RVT who is able to triage immediate compassionate care to our companion patients within a more calming atmosphere than a 24-hr emergency clinic. We offer a competitive salary that reflects the evening hours, team profit share, CE credits/allowance, paid dues, health/dental benefits, paid vacation, other credits and recognition plus generous pet discounts and more. We are 1 of 5 different family-owned clinics in Edmonton and St. Albert offering further opportunity to thrive within a dynamic team. If later evening shifts Monday-Friday 3:00 pm to 11:00 pm are a good balance for you, please send your resume and cover letter to: sylvia@clincsolutions.ca.

STRATHMORE VETERINARY CLINIC, A

modern small animal practice, is looking for a full-time or part-time RVT who is a dynamic team player. If you are that special person this is the practice for you! We are a full service small animal facility with 3-veterinarians. We offer surgery, digital imaging, dentistry, emergency care and more. Our team strives for excellence in medical and surgical care as well as compassionate handling of patients. We offer competitive wages and benefits. Strathmore is located 30 minutes east of Calgary and 1 hour from the beautiful Rocky Mountains. Send your resume to: strathmorevetapplications@gmail.com. Web: www.strathmorevet.com.

FULL-TIME RVT REQUIRED FOR SMALL

animal hospital in St. Albert. Salary to commensurate with experience. Recent grads welcome. Benefits include CE/uniforms/dues/health and dental. Benefits also include vacation, sick and personal days. Staff pets receive free services and pet products at cost. We strive for a calm environment for our staff and clients, high quality medicine and a proper work/life balance. If you are looking for a change of pace, getting to know your patients and clients, Red Willow Vet Hospital has the job for you! Addictions to coffee and junk food are an asset but not required. Contact 780-458-2828 or redwillow@telus.net. Website: www.redwillowvet.com.

GREENBANK VETERINARY SERVICES IN

Edmonton is looking to add a full-time RVT to our team. We are a privately-owned clinic with 2-vets, 4-RVTs and a team of wonderful support staff. Hours would be 40 per week. Some Saturdays would be required. We provide amazing staff discounts, paid CE and dues, health benefits and a fun work environment. Looking for an RVT who wants to utilize their skills and continue to grow further. Applicant must work well in a fast paced environment and work well with others. Contact: greenbankvetmanager@gmail.com. Web: www.greenbankveterinaryservices.ca.

FULL OR PART-TIME ANIMAL HEALTH

Technician required for a small animal practice in Red Deer, AB. There is no on-call requirement and very flexible hours. This practice has digital x-ray, full in house lab, ultrasound and anesthetic monitoring. We are looking for a team-oriented person who has good interpersonal skills and a great work ethic. We offer a competitive salary and additional benefits as well as a signing bonus. Please email: pipercreekvet@hotmail.com or phone: 403-346-8288.

WETASKIWIN VETERINARY HOSPITAL IS

seeking a FT RVT to join our team! We are a progressive 2-veterinarian, mixed practice (SA., EQ, bovine and small ruminants) 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. Cornerstone, in-house LA & lab facilities. Competitive salary, flex benefits, paid membership dues and CE allowance. New grads welcome! Please forward your resume to Wetaskiwin Veterinary Hospital via fax: 780-352-6038, or email: wet_vet@telus.net. Only candidates selected for interviews will be contacted. Website: www.wetaskiwinvet.ca.

PARK PET HOSPITAL IN LETHBRIDGE, AB, IS

searching for a lead RVT to join our amazing team. If you're proud to be an intuitive team player and possess a disposition towards leadership, we want to hear from you! Park Pet is a reputable companion animal hospital committed to Fear Free and high-quality medicine. You will be scheduled for 40-hours per week on a rotating 4 or 5-day schedule. No on call! Lethbridge is a southern community of over 85,000 – and home to countless outdoor enthusiasts that enjoy quick access to Waterton National Park on either side of the border. Contact Dionne at jobs@p3vetpartners.ca today to learn more about this opportunity, our generous relocation allowance & comprehensive total compensation package. Website: <https://www.parkpethospital.ca>.

ANIMAL EMERGENCY HOSPITAL IN RED DEER

has an opportunity for a Registered Veterinary Technologist to join our amazing team. We are a progressive hospital that constantly strives for excellence in pet health care and are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We are looking to hire a RVT to fill a rotation of 4 days on and 4 off consisting of days, evenings and overnights. If you are compassionate, positive, willing to learn, love a fast-paced environment and want to be a part of an exceptional team, this is the right position for you. Red Deer is located in central Alberta, midway between the major cities of Edmonton and Calgary. It is Alberta's third largest city, with many amenities of the big cities with a small town feel. Please submit a resume by email to: rpalmer@cedarwoodvet.ca, fax: 403-340-8418 or in person at: 7644 Gaetz Ave., attention Ronnel Palmer. Website: www.animalemergencyhospital.ca.

STEEPLES VETERINARY CLINIC IN

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

ANIMAL EMERGENCY HOSPITAL IN RED

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

CEDARWOOD VETERINARY HOSPITAL IN RED

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

PROPERTIES ANIMAL CLINIC IS LOOKING FOR A

part-time RVT to join our growing team. We are a busy, progressive and privately owned small animal practice located in NE Calgary. The ideal applicant would have a minimum of 1 year of experience and is interested in using and developing their skills as a technician to their fullest capacity. Our equipment is up to date with digital x-ray, digital monitoring equipment and brand-new computer systems. We offer a competitive wage based on experience, as well as pro-rated benefits, including

medical and dental after a 3-month probationary period. Additionally, we reward our hard-working team members with a supplemental performance bonus on top of their hourly wage, pro-rated ABVTA/ABVMA dues, a scrub allowance and paid vacation after 1-year. No weekend shifts! Position available immediately. Please send your resume to: propertiesacmanager@gmail.com. Web: www.propertiesanimalclinic.com.

THE EDSON VET CLINIC IS LOOKING FOR A

full-time RVT to join our energetic and hardworking team. We are a mixed animal practice located in Edson, AB. Our town is located only 1.5 hours from Jasper and the beautiful Rocky Mountains, and 2 hours from Edmonton. If you are looking for a job with something different every day, a chance to develop your interests and friendly people to work alongside, then look no further! With our 6-veterinarians, 3-techs and multiple support staff, you will find a very well equipped, busy practice with a great work environment. New grads welcome. Pay will be commensurate with experience. Please email resume to: anne@edsonvet.com, Attn: Dr. Anne Rogers. Website: www.edsonvetclinic.com.

INTERESTED IN ANIMAL WELFARE? THE

Edmonton Humane Society is seeking a permanent, full-time RVT to complement our team! We are looking for an upbeat and positive individual who thrives in a fast paced environment. Experience in animal sheltering is an asset but not required. Join us and become part of our mission to enrich the lives of people and companion animals through animal sheltering. Please send your resumes and salary expectations in confidence, by email to: hr@edmontonhumanesociety.com. Website: www.edmontonhumanesociety.com.

MACTAGGART VETERINARY CLINIC HAS A

permanent part-time position available for a RVT for 20-25 hours/week starting mid-February. We are a privately-owned, single-veterinary practice that focuses on excellent customer service and superior client care. We offer competitive wages, CE funds, uniform allowance, health benefits and so much more! The ideal candidate must be passionate about animal and client care, be comfortable working independently, have excellent communication skills and love being part of our awesome team. Please send your cover letter, resume and references to: jlandslmacvet@outlook.com. Web: www.mactaggartvet.com.

ANIMAL CLINIC DOWNTOWN IS SEARCHING

for a full-time temporary RVT needed for a 12 to 18 month leave. If you are tired of long hours, high stress and abundant overtime, this could be the perfect opportunity for you! Animal Clinic is a well-established, independently owned, newly renovated practice that prides itself on taking excellent care of pets, clients and staff alike. Parking, benefits, uniform allowance and annual RVT dues are covered. Experience is an asset, but new graduates are welcome. Please email resume and cover letter to: manager@animalcliniccalgary.com. Website: <https://www.animalcliniccalgary.com/>.

COCHRANE ANIMAL CLINIC IS LOOKING TO

add an experienced full or part-time RVT to our 7-vet team, in a busy and well-equipped mixed animal practice just west of Calgary. The ideal candidate enjoys multitasking and is positive and reliable. We offer a supportive team environment, CE allowance, competitive wage & benefits and a uniform allowance. Please email a cover letter & resume to: angela.onysko@cochraneanimalclinic.com or stefanie.blackburn@cochraneanimalclinic.com. Website: <https://cochraneanimalclinic.com/>.

WINDERMERE VETERINARY HOSPITAL IN SW

Edmonton is looking to add a 5th full-time RVT. We're a rapidly growing, fast paced clinic, where you will enjoy using all your tech skills. We have on-site ultrasound, Idexx lab

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equipment, dental x-ray and more. Your duties will include anesthesia, radiology, dentals, surgical prep and assisting, client education plus more. All RVTs rotate through Saturday shifts, working approximately one per month. Additional benefits will include paid ABVMA dues, uniform allowance, CE allowance, health benefits plan and staff discounts. Please drop resume off in person or email resume to: info@winndermerevethospital.ca.

WE ARE GROWING! RANGE ROAD VETERINARY in Beaumont, AB, is looking to add another experienced RVT and VMA to our awesome crew! We appreciate a positive attitude, strong work ethic and enthusiasm. We have a friendly and warm environment that focuses on outstanding client care and encourages our RVTs to use their full skillset and grow their special interests. The successful candidate will be an organized, motivated, energetic team player who is passionate about client education and has excellent communication skills. We have the best clients, so we need the best team! Competitive compensation, CE, license membership, generous personal pet policy, uniforms and health spending account included for the successful candidate. Come find out why life is better in Beaumont! Please send resume to: katrina.ponich@rangeroadvet.com. Website: <https://rangeroadvet.com>.

***SIGNING BONUS* BIG ROCK ANIMAL CLINIC IN** Okotoks is looking for a full-time RVT to join our team. We are a family-operated clinic that takes a lot of pride in our work and we have fun while doing it! We have 4-veterinarians on staff with special interests in internal medicine, radiology, orthopedics/surgery, dermatology, dentistry and more. We have a full in-house Abaxis lab, digital x-ray unit and ultrasound. We provide a safe work environment with competitive wages with lots of room to learn and grow in veterinary medicine. We offer ABVMA paid dues, benefits, CE and uniform allowance. Check out our website: <https://www.bigrockanimalclinic.com>, and send a resume to: admin@bigrockanimalclinic.com. We would love for someone who is looking for a fun, caring and rewarding environment to join our team!

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

THE ONOWAY VET CLINIC IS LOOKING FOR A full-time RVT to join our team of positive, supportive and dynamic veterinary professionals! We are looking for a self-motivated, energetic, mature applicant who will excel in all aspects of small and large animal patient and client care. We are a mixed animal practice that is located approx. 1 hour north-west of Edmonton. We are a busy clinic but that does not hinder our ability to provide excellent client and patient care. We offer above average compensation, an intimate and exciting work environment and an excellent staff discount. Benefits include a uniform allowance, ABVMA membership fees and paid CE. The successful candidate has a cheerful and positive manner with a professional attitude; excellent client service and communication skills, a strong work ethic, and the confidence it takes to be the face of the company. They thrive in a fast-paced environment and have the ability to keep busy when things slow down. Their ability to multitask does not compromise the quality of their

work, and they have the willingness to learn and improve their skills. Interested applicants can send their resume to: onowayvetclinic@gmail.com, Attn: Dr. Nay.

SOUTHFORT VETERINARY CLINIC IS LOOKING for a full-time RVT and a full-time VMA, to join our team. Clinical experience is preferred. 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 ray, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to: hb.vet@hotmail.com.

HELLO LIVEABLE WAGE! ALPINE 24 HR PET Hospital is a brand new, privately-owned hospital centrally located beside Chinook Mall in SW Calgary, opening in January 2021. We offer well above average compensation, employer paid benefits, CE and uniform allowance, paid dues, and generous overnight premiums. You must be committed to working in a respectful, drama free environment, where communication and teamwork are required and rewarded. We require experienced overnight and daytime technicians willing to work a rotational schedule including every other weekend, to allow for a great work/life balance for all employees. If you are ready to finally earn a wage that reflects your knowledge and skill set, and are willing to help grow a thriving new hospital, please forward your resume and cover letter to: info@aphcalgary.com.

WE ARE RECRUITING A FULL OR PART-TIME small animal RVT to join our growing team in Lacombe, AB. Our technicians rotate through shifts of surgery, medicine and laboratory. Our RVTs are strongly involved in client discussions and case management, so excellent communication skills are an asset. We provide competitive pay, health benefits, dues and CE allowance. Please send resume or questions to: info@lacombevet.ca. Web: www.lacombeveterinarycentre.com.

THE LESSARD CALLINGWOOD VETERINARY Hospital is seeking a full or part-time RVT or AHT student to join our skilled and compassionate team. Our team consists of 5-RVTs, 3-CSRs, 1-VMA, 2 wards staff, and 5-veterinarians. Our hospital is full-service small animal hospital located in west Edmonton. We are an AAHA accredited practice equipped with IDEXX in-house laboratory, dedicated dental suite, digital x-ray and Cornerstone software. We offer a competitive compensation package which includes group health benefits, paid annual dues, continuing education, as well as scrub and shoe allowances. If you have a strong work ethic and a love for animal health, please submit your resume and cover letter to our Practice Manager, Kate Grovet at: lcvhcsp@outlook.com.

DO YOU HAVE AN INTEREST IN HOLISTIC, integrative and natural medicine? Springbank Pet Hospital is searching for an enthusiastic RVT to join our expanding wellness centre! We are a privately-owned clinic on the west side of Calgary with 8,000 square feet of hospital space! Our wellness services include, rehabilitation, laser therapy, water and land treadmill therapy, acupuncture, PRP and stem cell therapy and Chinese herbal medicine. We also work closely with a Board-Certified orthopedic surgeon that frequently performs procedures at our hospital. We are committed to providing the highest standards of medical and surgical patient care in a unique, compassionate and friendly manner. We offer competitive wages, health benefits, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities! We are also offering

a signing bonus for the right candidate! If this sounds like something you are interested in, please email your resume and CV to: nicole@dandvetclinics.ca.

CENTRE STREET VETERINARY CLINIC IS A privately-owned practice looking for a motivated and team oriented RVT to join our team! This well-established, small animal, 3-veterinarian practice is located in northwest Calgary and has been serving the community since 1999. We strive to provide high quality patient care through digital radiography, dental radiology and a well-equipped surgical suite. We offer mentorship, staff discounts, paid associate dues, work supplies, CE allowance and a competitive salary. Full-time or part-time available. Contact: managersvc@gmail.com. Web: www.centrestreetvetclinic.com.

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

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

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

VETERINARY STUDENT REQUIRED

STRATHMORE VETERINARY CLINIC, A MODERN small animal practice is looking for a veterinary student who wants to be involved and learn all areas of our practice. We offer surgery, digital imaging, dentistry and more. Our dedicated team strives for excellence in medical and surgical care as well as compassionate handling of patients. We offer competitive wages and benefits. Strathmore is located 30 minutes east of Calgary and one hour from the beautiful Rocky Mountains. Send your resume to: strathmorevetapplications@gmail.com. Web: www.strathmorevet.com.

WESTLOCK VETERINARY CENTER IS LOOKING for a veterinary student interested in mixed animal practice for the summer of 2021. We are a continually growing, 12-veterinarian practice looking for someone interested in experiencing the variety of rural practice from routine wellness checks to complex medical and surgical cases to the joys of summer autopsies. Our 10,000 sqft facility will expose you to both small & large animal digital x-rays as well as dental x-rays, large and small animal ultrasounds, therapeutic laser, a complete spectrum of fracture repair equipment, horse stocks, equine dental float, hydraulic squeeze and tilt table, in house grooming and more. You will be involved in all aspects of our clinic and will have plenty of opportunity to improve both your practical and communication skills. Our successful candidate should have an exceptional work ethic but also a good sense of humor and be willing to be flexible to what each day brings. Our days are busy and full but we love what we do and we hope you will too! If you'd like to learn more about this opportunity, please contact Dr. Collin Lawrence at 780-349-3663 or cjl@westlockvet.com. Website: www.westlockvetcenter.com.

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

AHT STUDENT REQUIRED

STRATHMORE VETERINARY CLINIC, A MODERN small animal practice is looking for a AHT student who is a dynamic team player. If you are that special person this is the practice for you! We are a full service small animal facility with 3-veterinarians. We offer surgery, digital imaging, dentistry and more. Our team strives for excellence in medical and surgical care as well as compassionate handling of patients and clients. Strathmore is located 30 minutes east of Calgary and 1 hour from the Rocky Mountains. Send your resume to: strathmorevetapplications@gmail.com.

THE LESSARD CALLINGWOOD VETERINARY Hospital is seeking a part-time AHT student to join our skilled and compassionate team. Our team consists of 5-RVTs, 3-CSRs, 1-VMA, 2 wards staff, and 5-veterinarians. Our hospital is full-service small animal hospital located in west Edmonton. We are an AAHA accredited practice equipped with IDEXX in-house laboratory, dedicated dental

suite, digital x-ray and Cornerstone software. We offer a competitive compensation package which includes group health benefits and scrub and shoe allowances. If you have a strong work ethic and a love for animal health, please submit your resume and cover letter to our Practice Manager, Kate Grovet at: lcvhcsp@outlook.com. Web: www.lessardvet.com.

WE ARE A GROWING SMALL ANIMAL

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

OTHER EMPLOYMENT

P3 VETERINARY PARTNERS IS SEEKING AN

experienced regional operations manager (ROM) to oversee all P3 hospitals in Alberta. This role requires routine travel to Grande Prairie, Olds and Lethbridge. P3's mission is to empower veterinary teams to live their passion and focus on unparalleled care for pets and the people who love them. The ROM is responsible for overseeing the quality of care and service provided to the pets and the people we care for, ensuring impeccable client service and a supportive work environment through collaboration with the onsite leadership teams. Submit your resume and cover letter to: jobs@p3vetpartners.ca today! Web: www.p3vetpartners.ca.

WE ARE SEEKING A HIGH ENERGY,

experienced receptionist/tech assistant to join our team at Tri-Municipal Veterinary Clinic in Spruce Grove, AB. We are a mixed animal practice (90% small animal) but no large animal experience is required. If you have excellent interpersonal skills and appreciate a work/life balance, please submit your cover letter and resume to: vanessa.kyle@trimunicipalvet.com. Website: www.trimunicipalvet.com.

FT OR PT VETERINARY ASSISTANT /

receptionist position(s) required for progressive well established small animal clinic in Sherwood Park, commencing immediately. Seeking outgoing, reliable, flexible,

enthusiastic, self-motivated individual with a good sense of humour. Willingness to work weekends an asset. New graduates welcome. Contact Dr. A. Schienbein at 780-467-6223, Fax: 780-467-3459, Email: lsvet@live.ca. Website: www.sherwoodparkvet.ca.

PRACTICE FOR SALE

WELL EQUIPPED, WELL ESTABLISHED SMALL

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

PRESENTING A CHARMING, WELL-ESTABLISHED

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

PRACTICE WANTED

ROHIT COMMERCIAL IS LOOKING

specifically for a veterinarian clinic for our brand new and highly sought-after Orchards Gate retail building. We have a only a few retail bays left available in this location. Orchards Gate is right at the entrance of the prosperous Summerside and The Orchards south Edmonton neighborhoods. These two neighborhoods have seen the City of Edmonton's largest population growth over the past five years, with over 15,000 people calling them home and an average household income of over \$127,000, well over the city's average. Located along 91 Street and 25 Avenue, it's easily accessible to the Anthony Henday, QEII Highway and Nisku Spine Road. Lease rates, tenant improvement allowances and other deal items are negotiable. Please call Kira at 780-441-9412 for more information. Email: kira.bocian@rohitgroup.com. Website: <https://www.rohitgroup.com/companies/commercial/our-properties/orchards-gate/>.

EQUIPMENT FOR SALE/ WANTED

SEMEN FREEZING LAB EQUIPMENT - EQUINE,

bovine, canine. Microscope \$600, DVM Semen Concentration Analyzer \$800, Nitrogen Tanks 2-20 litre 1-30 litre \$1000, 2 Manual 1/2cc straw fillers \$200, floating 50 straw freezing platform \$200, Cito Semen thaw unit \$200, Water Bath \$200, Miscellaneous lab equipment, goblets canes, 1/2cc straws hemocytometer micropipettes etc \$200 [Total \$3400, replacement cost \$7000+] will facilitate as advisor. Contact: roberts.gordonray@gmail.com.

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