

MEMBERS' MAGAZINE

■ MAY-JUNE 2021



**Dr. Leighton Coma, WCVN 2009
2020 ABVMA Veterinarian of the Year | 34**

In This Issue

11 2021 ABVMA Leadership Summit

12 ABVMA One Health Antimicrobial
Stewardship Conference

24 Member Mentions



LET'S MAKE ITCHING ANCIENT HISTORY

Hill's **Prescription Diet Derm Complete** is our masterpiece. The only clinically tested nutrition for **both food and environmental allergies** (among leading brands in North America).

As part of a multimodal treatment, Derm Complete is shown in clinical studies to:

- 1 Manage itching in dogs with food and/or environmental allergies
- 2 Reduce licking, scratching, head shaking and skin redness in dogs with environmental allergies

Ask your Hill's territory manager about allergy care that's
A STEP AHEAD FOR THEIR BEST LIFE

The Hill's Transforming Lives logo, the Hill's Prescription Diet logo, the S+OXSHIELD logo, Hill's, Prescription Diet, and Derm Complete are trademarks of Hill's Pet Nutrition Canada, Inc.



FEATURES

- 11**
2021 ABVMA Leadership Summit
- 12**
ABVMA One Health Antimicrobial Stewardship Conference
- 24**
Member Mentions
- 28**
Veterinary Response to Companion Animal Emergencies in Alberta



On the Cover

Dr. Leighton Coma, WCVMA 2009
2020 ABVMA Veterinarian of the Year

REGULAR ARTICLES

Editor's Notebook	3
President's Report.....	4
Registrar's Report.....	5-7
Council Highlights.....	8-10
Changes to the Tick Surveillance Program.....	10
Raised with Care: Stewards of the Land Documentary.....	10
Complaints Director's Report	14-19
Membership Matters	20-21
PIPS Tip	22
ABVMA Communication to Members	25
CVMA Report.....	26-27
Focus on Wellness: Injury Prevention Strategies in Veterinary Medicine	30
Keeping You Current.....	32
Homewood Health Member Assistance Program.....	42-43
Dean's Corner (UCVM).....	44
WCVMA Alberta Student Profile.....	45
Student's Corner (WCVMA & UCVM)	46-47
ABVTA News	48-51
CE Opportunities.....	52-53
Classified Ads.....	54-66
Go Green.....	66
Advertiser's Index	66

PRODUCTION

Editor – Dr. Darrell Dalton
Design, Layout & Printing – Burke Group
Communications and Professional Enhancement – Kathy Naum

ADVERTISING

Display Advertising – Sarah Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

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

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

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

CONTACT US

Alberta Veterinary Medical Association
Bldg. 3, Elm Business Park
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6

Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

Return Undeliverable

Canadian Addresses to:
Alberta Veterinary Medical Association
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6 Canada

Canadian Publication Mail
Agreement 40014637

Editor's Notebook

I RECENTLY HAVE BEEN MAKING MY WAY

through a book about the Renaissance. It was a period of great social change and enlightenment in the 15th and 16th centuries of Europe. It followed the Middle Ages, which had embraced the feudal system with very little social change. What has struck me most about this period was the appearance of guilds and the similarities with our current professional regulatory systems.

A guild was an association of artisans and merchants who gathered to oversee the practice of their trade or craft in a particular area, typically a city. They have been described as being a blend of professional associations, trade unions, a cartel and a secret society. Their authority to function was given to them from a monarch or other ruler, or by a city government. The main benefit to being a guild member was that only members were allowed to sell their goods or practice their trade or craft within the city.

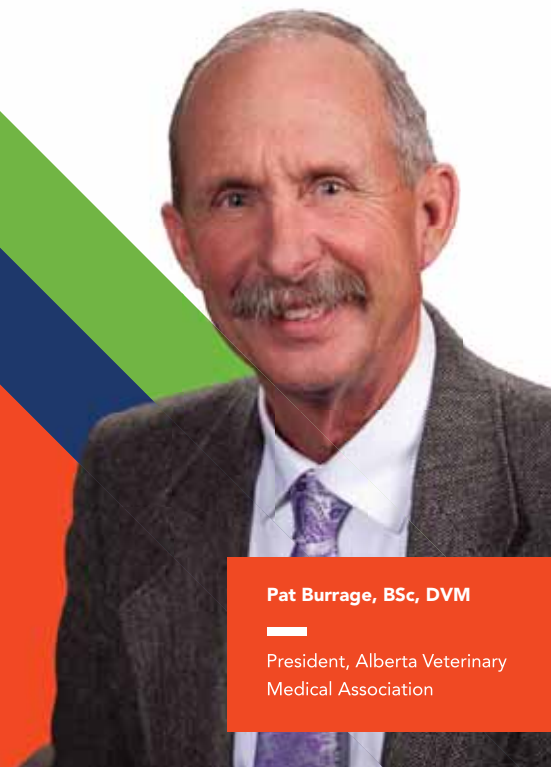
They established the monopoly of their trade in their locality, and set and maintained standards for the quality of goods and the integrity of the trading practices in that industry. Guild members that were found guilty of cheating the public would be fined or banned from the guild. Guilds also worked to influence the local governments to further the interests of the guild members to help them achieve their economic objectives. The control of guild policy was the responsibility of a few officials and a council of advisers.

Contrast this to today, where the ABVMA is the professional regulatory organization responsible for the regulation of the practice of veterinary medicine in the province. We are given a specific scope of practice by the provincial government under the authority of the *Veterinary Profession Act*. We set and maintain minimum standards for the profession through the registration of members, the Practice Inspection and Practice Standards Bylaw, and we have a discipline process to deal with unprofessional members. Policy is developed by a Council of members, and we work to maintain a strong relationship with our provincial government to further the interests of our profession.

Sounds a lot like a modern-day guild to me.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Pat Burrage, BSc, DVM

President, Alberta Veterinary
Medical Association

We are presented with a multitude of situations in veterinary medicine, but what makes us, as professionals, keep coming back?

ANOTHER DEADLINE...

the pressure starts to build, the procrastination continues. I sit down to write this article and then try to find anything else to do but compose. Never a good thing. If I was going to offer a single bit of advice to anyone who will listen, it would be: don't procrastinate. Make a plan to meet the deadline (or before). There is a great deal of satisfaction that goes with the completion in a timely fashion. Relief — it's over, done. On the flip side, there is a significant amount of stress attached to an unfinished piece of business, so don't put off until tomorrow what you can do today.

It is prudent for me to update the readership on what has been happening with the association over the past few months. Notice I said readership, not membership. Congratulations to those who have made it this far in reading this article. I received many comments on the pictures from the last edition of the *Members' Magazine* but was a bit shocked that a few of those individuals providing feedback had admitted they hadn't read the articles...yet. This leads me to believe that articles which require the ability to read or desire to read them may not be an effective communication strategy with a portion of our membership. I'm not sure what the solution is, but I think it is worth some thoughtful consideration.

The virtual Leadership Summit was a great success. There is no argument that these weekends are so much better in person, but the virtual production was really pretty good. The Awards Recognition Ceremony was amazing. ABVMA staff and the communications team did a phenomenal job to make it as "in person" as possible. We had two plenary session presentations by engaging and dynamic speakers. Another very good reason to become involved with the association: exposure to very good training and continuing education on topics that may not appear in a scientific continuing education forum.

Member engagement came up in the competency presentation. Most professions are struggling with how to measure competency in their members. Dr. Zubin Austin spoke about a joy professionals'

reach when they are at the peak of their professional world. He also spoke of the "flow": a place where we are performing at the top of our game. This is what keeps professionals engaged — finding the "flow." We are presented with a multitude of situations in veterinary medicine, but what makes us, as professionals, keep coming back? What keeps us engaged?

I thought this was a brilliant question to pose to my new graduate veterinarians who I am currently mentoring. But wait a minute — I realized that before I ask the question of others, I should answer it for myself. There are many things that I get excited about in rural mixed practice, but the answer was easy for me: I am in the "flow" calving a cow. Day or night, properly restrained or at the end of a rope, obstetrical manipulation or surgical extraction, this is where I am most happy and comfortable. That's my sweet spot. I could probably apply that level of happiness in an obstetrical procedure regardless of species, but beef cows are my world and to be able to assist the birth of yet another calf gets my mojo going. This conversation was meant to provoke your thoughts to where that "flow" is for you as a veterinary professional? It may be a question new graduates have difficulty answering, but something for them to think about as they evolve into confident, competent registered veterinarians.

Final thought. I attended the virtual One Health Antimicrobial Stewardship Conference, March 10-12, 2021. Would I ever have attended such a conference as a practicing veterinarian? No. Why? No time for sure and not even close to being on my radar. Good news is, I made time and it should be on everyone's radar. I learned antimicrobial stewardship is a journey. There are changes to come in how we manage antimicrobial use. Many brilliant people are working toward the reduction of antimicrobial resistance, many of whom are veterinarians, who will be responsible for the direction of antimicrobial stewardship. Rest assured we, as veterinarians, are in the conversation. The world is a busy place, and it is our responsibility as professionals to stay informed, stay current and stay engaged.

Permit Holders and Veterinary Practice Entity (VPE) Ownership



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

AT THE 2019 AGM, A MEMBER'S

resolution was presented to amend the Veterinary Profession General Regulation (Regulation) to allow any unrestricted member of the ABVMA to be the majority shareholder of a corporation approved as a permit holder. Currently, the Regulation requires that for a corporation to be approved as a permit holder, *"the majority of the issued shares of the corporation having voting rights are beneficially owned by an unrestricted veterinarian."*

The resolution was referred to committee (Council) for further consideration.

A Committee of Council was struck to examine the issue. A small sample survey was conducted, and the results were inconclusive to Council regarding the will of the membership. Following the 2020 ABVMA AGM, a member's forum was held to further discuss this issue. Following these discussions, a Task Force was struck by Council to further examine the issue.

After much deliberation and discussion, the recommendation to Council from the Task Force was that there be no changes to the Regulation.

The reasons for this recommendation are as follows:

1. The current legislative framework provides that permit holders engage in the practice of veterinary medicine which requires accountability.
2. Accountability of permit holders is provided through an unrestricted veterinarian.
3. The current legislative framework allows several pathways for ownership of VPE assets by a registered veterinary technologist, providing that 51 per cent of the corporation that owns the VPE and maintains the permit is owned by an unrestricted veterinarian. The VPE Task Force has provided diagrams that depict such avenues for veterinary technologist ownership.
4. The public is protected by the requirement to have an unrestricted veterinarian attached, through share ownership and not by employment (responsible veterinarian), to the corporation that is approved as a permit holder.
5. "Beneficially owned" referred to in the Regulation means that the veterinarian exercises control over the company or the management of the veterinary practice owned by the corporation. It is not restricted only to the class of shares held or financial interest.
6. The VPE Task Force recognizes that Council is alive to risks and challenges inherent in advocating that government makes legislative amendments. There are ongoing legislative amendments in many areas of professional regulation. Opening the *Veterinary Profession Act* (VPA) may lead to revocation of the exclusive scope of practice or changes to composition of the Council. VPE Task Force considers these risks with opening the VPA to make amendments as one reason to maintain the current approach, notwithstanding that the Task Force is confident that the current approach supports appropriate regulation of veterinary medicine and protection of the public.

This article is meant to explain how all ABVMA members can participate in ownership of veterinary practice.

SCOPE OF PRACTICE

The VPA Part 1 Scope provides an exclusive scope of practice to registered veterinarians and permit holders.

Exclusive scope of practice

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

Ownership of a veterinary practice entity is engaging in the practice of veterinary medicine. Therefore, there are only two possible ownership options for a veterinary practice:

- i. A registered veterinarian(s); and
- ii. A permit holder.

Technologists are given a limited scope of practice when practicing under the direction or control of an unrestricted veterinarian working in a certified VPE and in accordance with the Regulation.

PERMIT HOLDERS

A permit holder is defined as a corporation that has been granted a permit under the authority of the VPA. For a corporation to be granted a permit, it must meet the following conditions:

1. The corporation must be registered under or established by an Act of Alberta (VPA s11(1)a). This typically will be the Companies Act for most corporations applying for approval as a permit holder. There are several reasons to incorporate and structure ownership of a VPE through a permit holder. These are best discussed with your accountant and lawyer.
2. The majority of the issued shares of the corporation having voting rights are beneficially owned by an unrestricted veterinarian (General Regulation s11(1)(b)). This is the clause in the legislation that requires 51 per cent ownership by a veterinarian. The specific share structure of a corporation applying for approval as

TRADITIONAL MODEL



One or more veterinarians own 100% of a VPE as a sole proprietorship or as a partnership. No corporation involved.

permit holder should be discussed with your accountant and lawyer so that it meets the requirements of the legislation and the needs of the shareholders.

The Registrar must maintain a register of permit holders. Permit holders are held accountable to the ABVMA to the same extent as registered members. In fact, permit holders have the same responsibilities and accountabilities as if delivering services as registered veterinarians:

Liability to others

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

Permit holders are also accountable to the complaints process:

Complaints

27(1) A person may complain to the Complaints Director in writing about the conduct of a registered member, permit holder or student, and the complaint shall be dealt with in accordance with this Part and the regulations.

The accountability of the permit holder is through the unrestricted veterinarian who has the entire scope of practice.

LIMITATIONS OF LEGISLATION

The ABVMA must adhere to the provisions of the VPA and Regulation. Once a corporation meets the requirements, ABVMA Council must grant approval as a permit holder.

All ABVMA certified and inspected VPEs are owned either by an individual or through a partnership of veterinarians and/or permit holders that meets the requirements of the legislation. Every permit holder provides the ABVMA a certificate of shareholders to ensure share ownership criteria is met.

There are veterinary practices and groups of veterinary practices in Alberta that are identified as part of a corporate group of practices. These VPEs all have the appropriate permit holder approvals in accordance with the legislation. The ABVMA does not have authority to regulate any corporation beyond the corporation that is approved as a permit holder, once the criteria of majority shareholder by an unrestricted veterinarian(s) is met.

RESOLUTION 19-OI

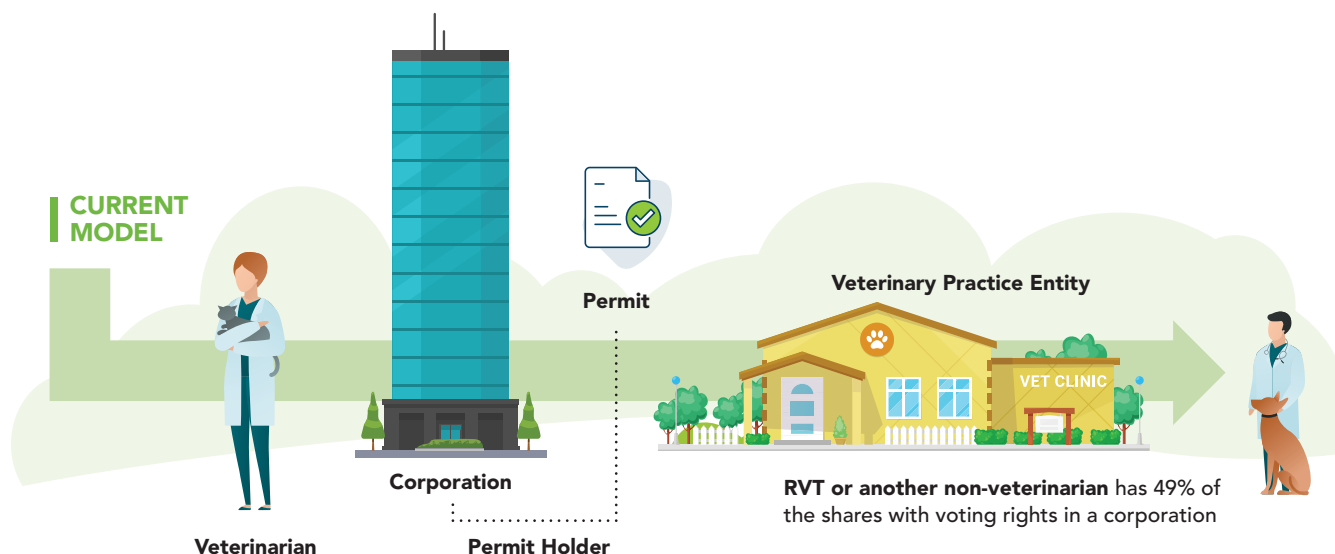
Resolution 19-OI proposed to allow veterinary technologists to own the majority shares in a corporation that is approved as a permit holder. Council discussed at length the opportunities that exist for technologists to engage in ownership.

Permit holders are afforded the scope of practice on the condition that a registered

veterinarian is the majority shareholder. Council acknowledged that there is an opportunity to further define the expectations of the registered veterinarian(s) who holds the majority of shares in a corporation that is approved as a permit holder.

The Task Force made the following recommendations to Council:

1. The VPE Task Force recommends to Council that the current legislative framework in the VPA and General Regulation be maintained such that a corporation that is approved as a permit holder must have the majority of the voting shares beneficially owned by an unrestricted veterinarian.
2. The VPE Task force recommends that a Council Update be made at the upcoming AGM to inform those members that have interest in this topic. This should include the ways in which a registered veterinary technologist can be involved in ownership of a VPE and provide some understanding of the corporate structure that is legislated by the ABVMA.
3. The VPE Task Force recommends that Council explore policy development involving the requirements and responsibilities of Beneficial Majority Shareholder of a corporation approved as a permit holder with regards to the VPE and the practice of veterinary medicine.



VETERINARY TECHNOLOGIST OWNERSHIP OF VETERINARY PRACTICES

Veterinary technologists may, under the current legislation, own up to 49 per cent of the shares with voting rights in a corporation that is approved as a permit holder. The recent Workforce Study survey conducted by the ABVMA demonstrated that 11 per cent of Alberta veterinary technologist respondents stated they were practice owners under the current legislation.

It is also possible for a technologist or group

of technologists to form a corporation that could own a corporation that is approved as a permit holder. Full ownership of the VPE is by the permit holder that has 51 per cent of the beneficial owned shares with voting rights owned by an unrestricted veterinarian and meets the legislated requirements of the ABVMA, yet the corporation (permit holder) is owned by the technologist's corporation. This also meets the legislated requirements and is described above in the Limitation of Legislation section.

Part of the regular business of each Council meeting is the approval of new permit holders,

and the cancellation of others.

The VPA is also very clear regarding a VPE owned by a corporation operating without a permit. Among the list of activities considered as unprofessional conduct, item (ix) states *"carrying on the practice of veterinary medicine on behalf of a corporation that does not meet the requirement for a permit."* As previously stated, no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine. A permit holder must be approved by Council; this is always required for a corporation to practice veterinary medicine.

To summarize:

1. A corporation is required to apply for approval as a permit holder before engaging in the practice of veterinary medicine as a corporation.
2. It is unprofessional conduct for a registered member to practice on behalf of a corporation that is not approved as a permit holder.
3. The majority of the shares of a corporation that is approved as a permit holder must have voting rights that are beneficially owned by an unrestricted registered veterinarian.
4. Veterinary technologists may own up to 49 per cent of the voting shares in a corporation that is approved as a permit holder.
5. If one or more corporations hold the majority of voting shares within a corporation that has a permit to practice, they will also be required to have a permit that demonstrates the 51 per cent beneficial ownership by an unrestricted registered veterinarian.
6. A corporation that meets the requirements to be a permit holder may be owned by another corporation that does not require a permit, however the ABVMA has no legislated authority to regulate this.
7. The VPA and Regulation set out how the ABVMA registers corporations as permit holders who engage in the practice of veterinary medicine.

Veterinarians should consult with their own legal and financial advisors on how to structure practice ownership including corporations that meet the requirement of the legislation and their needs. This article is intended to clarify the legislation regarding corporations and permit holder ownership of veterinary practices for the membership.



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

2021 COUNCIL PHOTO COMING SOON

2021 Council Members:

Dr. Pat Burrage - **President**, Dr. Daren Mandrusiak - **Vice President**, Dr. Kirsten Aarbo - **Past President**, Dr. Chris Berezowski, Dr. Serge Chalhoub, Mick Howden, Dr. Natasha Kutryk, Dr. Jonathan Leicht, Dr. Christy Leslie, Ross Plecash, Tracey Ruzicka, RVT, Kate Simon, RVT, Dr. Gurmeet Singh Tuli

Jan. 19-20, 2021

Dr. Natasha Kutryk

Council convened virtually on January 19 and 20 and began the meeting with a strategic planning session. Highlights from the regular meeting were:

- Following comments from the ABVMA Food Animal Committee, the CVMA agreed to reach out to all national species groups during the development of future CVMA position statements.
- Council heard a report from the Veterinary Practice Entity (VPE) Task Force and accepted three recommendations:
 1. current legislative framework in the *Veterinary Profession Act* and General Regulations will be maintained.
 2. a report from Council on resolution 19-01 will be made at the upcoming AGM. In addition, an article will be published in an upcoming magazine to inform members of ways a registered veterinary technologist

(RVT) can be involved in the ownership of a VPE and provide some understanding of the corporate structure legislated by the ABVMA.

3. Council will explore policy development involving the requirements and responsibilities of Beneficial Majority Shareholder of a corporation approved as a permit holder with regards to the VPE and the practice of veterinary medicine.
- Extensive discussion was held on veterinary telemedicine and specifically establishing a veterinarian-client-patient relationship. Council will develop a plan to engage the advisory and legislated committees regarding its telemedicine policy.
 - Three CVMA position statements were supported by Council as presented:
 - Humane Mass Depopulation of Animals
 - Euthanasia
 - Use of Animal in Science

- Council passed a policy for approval of advanced training courses for RVTs. The policy describes the criteria by which a program would be assessed for approval. This is a necessary policy before the consent of a course for RVT bovine pregnancy detection by ultrasound.
- Council approved that the ABVMA will cover the cost of Crisis Management Services offered through Homewood Health for veterinary practices.
- COVID-19 vaccination: The ABVMA has been engaged in conversations with their Government Relations Advocate regarding when veterinary professionals may be vaccinated. Council agrees that veterinarians are not considered frontline health care workers and should wait until other professionals begin to receive vaccines. There is no discussion regarding Alberta veterinary professionals administering the COVID-19 vaccine.



DR. NATASHA KUTRYK GREW UP ON A FARM NEAR BEAUVALLON, AB. THE

youngest of four children, she was always highly competitive with her older siblings, and it was no surprise when she started her post-secondary career at the University of Alberta in the College of Agriculture.

Natasha obtained her Doctor of Veterinary Medicine Degree from the Western College of Veterinary Medicine in 2014. Since graduating, she has worked in mixed or large animal practices in New Zealand, the United Kingdom and Canada, with her current role with Feedlot Health Management Services in Okotoks, AB.

The greatest passion in Natasha's life is travel and she devotes as much time as possible to sharing this pursuit with her husband, Calvin. The couple looks forward to many more immersive trips where they can get a taste of local cultures.

Natasha Kutryk, DVM

Member of Council, South Region

Feb. 25 & 28, 2021

Dr. Daren Mandrusiak

Council met virtually during Leadership Summit on February 25 and then again briefly after the Annual General Meeting on February 28.

Great discussion was had by Council on a wide variety of topics. Continuous themes throughout many of the different discussions and deliberations were RVT utilization in the profession, the professional workforce shortage, and risk identification and mitigation.

Council begins every meeting with a strategic thinking session, which focuses on unrestricted discussion on risk and future problems the association may face. This conversation focused on the association's role as a leader in animal welfare and areas in which the profession could improve this role. Excellent discussion was had surrounding the workforce shortage and its implications for animal welfare as well as the improvements

that medical financing, wellness plans and pet insurance can make to small animal welfare in the province by improving access to care.

As with all meetings, both the Registrar and the Audit and Risk Committee updated Council on the financial situation for the association, which is in good standing at this time. Another standing item of all meetings is membership matters, which is the approval of changes in membership status. Interesting data was brought to this meeting: over the last three years, including the year 2020, there has been no increase in cancellations of RVT or veterinarian memberships due to non-payment in the province.

There was an update given by the staff to Council on the status of the association and COVID-19 in the province. This included discussion on the exclusion of veterinary staff from the Government of Alberta's Critical Worker Benefit Program and the

communications between the government and the ABVMA on this topic. There was an update on the communications between the government and the ABVMA office with regards to vaccine priority for veterinary professionals and staff in the province. The ABVMA office has been quite adamant about veterinary practice staff being included in a vaccine phase as is appropriate for critical workers with exposure to the public.

A lively and healthy discussion was had with regards to member communication and outreach strategies as well as clinical RVT utilization and how improved and efficient utilization could be a small piece in addressing a provincial workforce shortage.

Dr. Pat Burrage was sworn in as the 2021 ABVMA President at the post-AGM Council Meeting on February 28.

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. DAREN MANDRUSIAK WAS BORN AND RAISED IN ST. PAUL, AB. HE

attended the University of Alberta in Edmonton prior to completing his schooling at the Western College of Veterinary Medicine in Saskatoon, SK. He currently practices at, and part owns, Harvest Pointe Animal Hospital in Edmonton.

His professional interests are almost exclusively focused on exotic animal medicine, specifically avian, reptile and amphibian medicine. He has a particular interest in exotic animal surgery.

Dr. Mandrusiak enjoys giving back to the community and volunteers as a race veterinarian for sled dog races across Canada and the United States. He also enjoys volunteering with wildlife rehabilitation in the Edmonton area and of course volunteering with the ABVMA.

One of his favourite parts of the job, aside from the feathers and the fur, is getting the chance to work as a team with owners to provide the highest level of care for his patients. He finds that communication and compassion are his most valuable tools in practice.

Outside of professional interests, Dr. Mandrusiak enjoys everything outdoors. He can often be found hiking, backpacking, kayaking, fishing, skiing or doing almost anything outside. When he is not busy working, volunteering or spending time in the outdoors, he is likely spending time with his wife, their dogs and his boa constrictor.

Daren Mandrusiak, DVM

Member of Council, Edmonton Region

Changes to the Tick Surveillance Program

Alberta Health now administering provincial Tick Surveillance Program

The Alberta Companion Animal Tick Surveillance program has now transitioned from Alberta Agriculture and Forestry to Alberta Health who will administer the program moving forward.

This year, all tick submissions to the Alberta Submit-a-Tick Program must first be screened through eTick by submitting a photograph of the tick using the eTick app or through the eTick website: <https://etick.ca/en>. The app can be downloaded for free from Google Play or the Apple app store.

The Alberta Public Health Laboratory will not begin accepting ticks until sometime later this year (likely in June 2021). Instructions for veterinary clinics on how to send in a tick to the Alberta Public Health Laboratory are still being finalized. Updated will be provided on the Government of Alberta webpage: <https://www.alberta.ca/lyme-disease-tick-surveillance.aspx>. Resources on the Tick Submission program are also available on the ABVMA member portal, under Practice Resources/Government Programs (login required). <https://abvma.in1touch.org/site/pracresources/govtprog?nav=member>

Raised with Care: Stewards of the Land Documentary



THE ABVMA IS PLEASED TO ANNOUNCE THE RELEASE of a documentary summarizing efforts in industry made right here at home over the past decade with regards to antimicrobial resistance and stewardship. This is an important part of the ABVMA Raised with Care Antimicrobial Resistance awareness program that also features the Raised with Care: Stewardship Sessions series and One Health Antimicrobial Stewardship Conference (OHAMSC).

Watch the documentary now: <https://raisedwithcare.ca/>

Kathy Naum, Manager, Communications and Professional Enhancement

FOR THE FIRST TIME SINCE IT BEGAN, THE ABVMA'S traditional Leadership Weekend was hosted virtually as the 2021 ABVMA Leadership Summit, due to COVID-19. The virtual format allowed meetings to be scheduled differently, with activities being hosted between Feb. 18 and March 2, 2021.

The Leadership Summit invited members of the ABVMA leadership group and invited guests to come together for plenary sessions, leadership training, committee meetings, the ABVMA/ABVTA Awards Recognition Ceremony and the Annual General Meeting (AGM).

All sessions were hosted virtually and were well received by attendees. Thank you to everyone who attended.

Here is an overview of the summit's activities and attendance:

Advisory Committee Meetings, Feb. 18-March 2

Half-day meetings were hosted to facilitate all seven advisory committees an opportunity to meet for the first time this year

Legislated Committee Training, Wednesday, Feb. 24

Legislated committee training was attended by 78 people, consisting of members of all ABVMA legislated committees, invited guests and ABVMA staff.

Training included discussion on a number of topics, including:

- COVID-19
- Complaint Process
- Questions for Discussion
- PIPS and Discipline
- Reinstatement

Plenary Session: Leadership Forum, Friday, Feb. 26

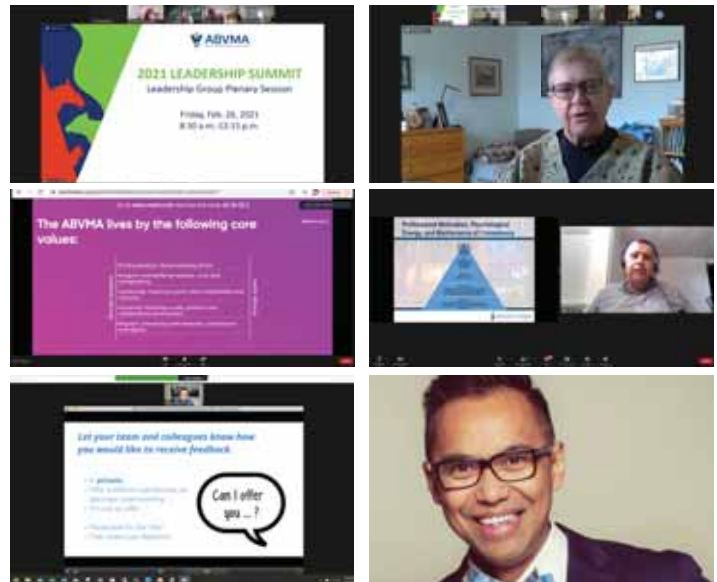
The first plenary session of the weekend was the Leadership Forum. Just under 90 members of the leadership group came together to engage in small group discussion to provide feedback to Council on topics of importance related to ABVMA Strategic Directions. The forum included two focused discussions on the Workforce Shortage/Study and on Demonstrating Excellence in Self-Regulation.

Unconscious Bias Plenary Session/CE Session, Friday, Feb. 26

On Friday afternoon, ABVMA welcomed Alden Habacon, a leading speaker on the topic of unconscious bias and inclusion and diversity. Alden provided an engaging presentation to 119 attendees, including numerous members-at-large who joined the leadership group for this timely presentation.

Plenary Session: If Competence is the answer – have we asked the right question, Saturday, Feb. 27:

On Saturday morning, just under 80 members of the leadership group participated in a workshop-style session with Dr. Zubin



Austin who presented on competence and different models of competence assessment that should be considered by regulatory bodies looking to update their continuing competence programs.

ABVMA/ABVTA Awards Recognition Ceremony, Saturday, Feb. 27

On Saturday evening, approximately 90 attendees joined their colleagues to celebrate the recipients of 2020 ABVMA and ABVTA awards. Major awards were presented, as well as 35- and 50-year awards to eligible veterinarians and veterinary technologists. Committee appreciation awards were also presented. Attendees at home were entertained throughout the virtual event by the Duelling Piano Kings. Congratulations to all award winners. For more on the major award winners, please see page 32 of this issue.

ABVMA AGM, Sunday, Feb. 28

On Sunday morning, ABVMA members were invited to participate in the AGM of the association. Voting was facilitated electronically. The meeting was attended by 152 attendees overall comprised of 89 voting veterinarians, 45 voting veterinary technologists and 18 non-voting members/invited guests. No resolutions were presented at the AGM.

While the 2021 event was hosted virtually and networking was not possible in person, the ABVMA thanks everyone who did attend events and engaged online.

Since the ABVMA was unable to host the 2021 event in Calgary, the 2022 ABVMA Leadership Weekend is scheduled for Feb. 25-27, 2022, at the Best Western Premier Calgary Plaza Hotel and Conference Centre, Calgary.



PUPPY LOVE, made to last...

...start with **BRAVECTO® ONE**, stay with **BRAVECTO®**

Early
protection
now begins with
BRAVECTO® ONE

Introducing BRAVECTO® ONE—
the new flea and tick protection for dogs
and puppies 8 weeks of age and older, and
weighing 2 kg or greater.

Veterinary professionals know that life with a puppy isn't always picture perfect. In addition to all the cuteness, there comes some hard work and even the occasional flea and tick! That's why choosing the right protection is so important. By prescribing **BRAVECTO® ONE** chewable tablet to your patients, no matter what life has in store, you can trust that they'll be **well-protected from the start.**



BRAVECTO® ONE



BRAVECTO®

**Designed for dogs and
puppies 8 weeks of age
and older and weighing
2 kg or greater.**

Once puppies reach **6 months
of age, they can then transition**
to extended-duration **BRAVECTO®**
to facilitate compliance.

BRAVECTO®
ONE

...

BRAVECTO®



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #16-07

A letter of complaint was received on April 14, 2016, with regards to the conduct of Dr. Jun Yang. The letter concerned a number of areas of concern relating to Dr. Yang's conduct, including charges under the *Animal Protection Act* and Criminal Code related to abuse of and distress to two of his own dogs at his veterinary practice.

An investigator was appointed to conduct an investigation on April 26, 2016. The investigation was paused at the request of Dr. Yang for a period of time so that the criminal matters could proceed without interference.

Following convictions on the *Animal Protection Act* and Criminal Code charges, the ABVMA issued an interim suspension effective June 20, 2017.

There were other matters that arose during the investigation of which Dr. Yang was provided notice and the opportunity to respond.

Dr. Yang was sentenced on the criminal convictions on March 16, 2018.

Dr. Yang appealed the convictions and the sentence, which delayed the ABVMA hearing

into this matter. The appeal of his convictions was heard in the Court of Queen's Bench on Aug. 22, 2019; the following day his appeal was dismissed.

The ABVMA investigation was concluded and the report of the investigation was submitted to the Complaint Review Committee (CRC) on Oct. 11, 2018. The CRC started their review of this matter on Nov. 29, 2017, and made a decision on Dec. 11, 2017, that the matter be referred to the Hearings Director for a hearing.

HEARING

The hearing was initially set down for May 6-7 2019. ABVMA was advised that Dr. Yang was appealing his conviction, and given the centrality of the convictions to the allegations, the hearing was adjourned.

New hearing dates were set for Nov. 26-27, 2019. The Complaints Director made inquiries with Dr. Yang's legal counsel, who assisted him in responding to the complaint and who represented him at trial and on appeal about whether he continued to represent Dr. Yang, and no reply was received. Dr. Yang was served with hearing documents on Oct. 19, 2019, and pursuant to a request from Dr. Yang, he was also served by email on Oct. 23, 2019. The materials were provided to Dr. Yang again on Nov. 12, 2019, by email. On November 25, the day before the hearing dates, legal counsel for Dr. Yang contacted legal counsel for the Complaints Director to confirm that he was acting but had not been given copies of the relevant document. The hearing was therefore adjourned.

The hearing was rescheduled for March 9-11, 2020. On March 8, 2011, Dr. Yang's legal counsel was appointed to the Court of Queen's Bench, and Dr. Yang was left without legal counsel. The hearing was therefore adjourned, and immediately thereafter the COVID-19 pandemic arose in Alberta, making it largely impossible to reschedule a hearing over the next few months.

The hearing was ultimately rescheduled on consent for and proceeded on Oct. 21-23, 2020.

NON-ATTENDANCE AT HEARING

Dr. Yang did not attend the hearing. The Hearing Tribunal heard submissions from ABVMA regarding the appropriate notice

provided to Dr. Yang and was "satisfied that the Complaints Director had proven that Dr. Yang was aware of the scheduled hearing dates, that he had been properly served pursuant to section 39 of the VPA, and that he had in fact been in email communication with legal counsel for the Complaints Director up to and including the morning of the hearing."

HEARING TRIBUNAL DECISION ON UNPROFESSIONAL CONDUCT

Allegation 1) - That on June 19, 2017, you were convicted of the following:

- i. Count One: You did willfully cause or being the owner did willfully permit to be caused unnecessary pain or suffering or injury to two canines by choking, punching, kicking and striking with a cow bone, contrary to section 445.1(1)(a) of the Criminal Code of Canada.
- ii. Count Two: You did cause an animal, two canines, to be in distress, contrary to section 2(1.1) of the *Animal Protection Act*.
- iii. Count Three: You failed to ensure an animal, two canines, had adequate food and water, contrary to section 2.1 of the *Animal Protection Act*.
- iv. Count Four: You did fail to provide the animal, two canines, with adequate shelter, ventilation and space, contrary to section 2.1 of the *Animal Protection Act*.

From the decision of the Hearing Tribunal:

The Hearing Tribunal concluded that the fact of these convictions is clear and convincing evidence of unprofessional conduct as defined under the VPA. Specifically, the Hearing Tribunal considered the findings of fact of the Provincial Court and the nature of the offences. While it is not every conviction for criminal or regulatory offences that will result in unprofessional conduct, the nature of the offences here clearly meet the threshold. These convictions relate to the conduct of a veterinarian in relation to his conduct towards animals in his care. The nature of the conduct here is clearly conduct that "harms the

integrity of the profession” (s 1(n.1)(xi)) and also represents a breach of sections 16.1(a) (g) and (h) of the Veterinary Profession General Regulation, Alta Reg 44/1986 (s 1(n.1)(ii)).

The Hearing Tribunal found Dr. Yang guilty of Allegation 1.

Allegation 2) - That you made inappropriate comments to your staff, JM, SS, CG, that were considered insulting, demeaning and/or offensive to them.

The Hearing Tribunal heard evidence from five former employees of Dr. Yang’s veterinary practice. All five witnesses gave evidence that they were either subject to or saw or heard other employees being subject to rude behaviour, actions or statements to the effect that employees were “stupid” or “dumb,” they were “no good,” a “waste of time” and were “f...ing idiots.” The Hearing Tribunal finds that each of the witnesses noted above gave their evidence in a forthright manner with an honest intention to accurately recall the events that they described and has concluded that the conduct has been proven.

The Hearing Tribunal further concluded that the proven conduct does, in fact, satisfy the elements of the definition of unprofessional conduct. Specifically that Dr. Yang’s conduct related to this allegation is “conduct that harms the integrity of the profession” (VPA s. 1(n.1)(xi)) or which demonstrates a failure to “serve clients, members of the public and fellow members of the profession with integrity” or to “maintain conduct characterized by courtesy and good faith, with a mutual interchange of counsel and assistance” (General Regulation s. 16.1(b) and (i)).

The Hearing Tribunal found Dr. Yang guilty of Allegation 2.

Allegation 3) - That you failed to properly provide for the clinic cats, Topaz and Blackberry.

From the Hearing Tribunal decision:

The Hearing Tribunal heard disturbing and consistent evidence with respect to the care provided by Dr. Yang to the two clinic cats, Topaz and Blackberry.

The evidence is clear that the cats were left in a kennel for an unacceptable period of time, and up to 23.5 hours per day. Further, the evidence of the witnesses was consistent with respect to the cats being kept for many hours in a dark room, and only being interacted with on a very limited basis. The evidence is also consistent that the instructions provided by Dr. Yang were that staff were not to interact with them, and to limit their feeding and watering to once per day. The Complaints Director has established on a balance of probabilities that Dr. Yang failed to properly provide for the clinic cats Topaz and Blackberry with respect to their basic needs, including interaction, exercise, lack of light, unreasonable containment and access to food and water.

It is beyond doubt that such conduct is unprofessional on the part of a veterinarian. This is clearly conduct that harms the integrity of the profession (s 1(n.1)(xi)) and conduct that contravenes section 16.1(a), (g) and (h) of the Regulations (s 1(n.1)(ii)).

The Hearing Tribunal found Dr. Yang guilty of Allegation 3.

Allegation 4) - That you abused and/or failed to properly provide for Bingo, the clinic border collie.

From the Hearing Tribunal decision:

The Hearing Tribunal finds that there is no evidence that Dr. Yang physically abused the dog Bingo, but there is overwhelming evidence that Dr. Yang failed to properly provide for Bingo, and that such conduct constitutes abuse. It is clear that Bingo was housed for extended periods of time in a kennel in a dark room, was denied regular access to food and water, and was muzzled for unacceptable periods of time. Regardless of what ultimately happened to the dog, the evidence clearly indicates that Dr. Yang failed to provide adequate care to Bingo while he resided at the clinic.

The nature of the proven conduct in relation to Bingo is clearly conduct that “harms the integrity of the profession” (s 1(n.1)(xi)) and also represents a breach of sections 16.1(a), (g) and (h) of the Veterinary Profession General Regulation, Alta Reg 44/1986 (s 1(n.1)(ii)).

The Hearing Tribunal found Dr. Yang guilty of Allegation 4.

Allegation 5) - That you failed to properly and safely dispose of the biomedical waste of Hollick Kenyon Veterinary Clinic (HKVC).

The Hearing Tribunal heard evidence from witnesses that was largely consistent and were provided a copy of the ABVMA Practice Inspection and Practice Standards Bylaw (November 2014), which was in force at the relevant time. Under US-5: Biosecurity & Biomedical Waste Management Standard, Operating Procedures, it states:

4. Biomedical waste shall be safely stored in one of the following:
 - a. In a designated location with access limited to authorized personnel.
 - b. At a waste transfer station used solely for the storage of biomedical waste.
 - c. In adherence to the Public Health Act which states that it shall not create a public nuisance.

From the Hearing Tribunal decision:

The evidence of [redacted] clearly indicates that Dr. Yang failed to ensure that medical waste (including body parts and tumors) were not disposed in accordance with this standard. The Hearing Tribunal is not able to conclude that Dr. Yang’s practice in relation to the disposal of sharps contravened section 7 of that standard, however.

The Hearing Tribunal concludes that this conduct is “conduct that harms the integrity of the profession” (s 1(n.1)(xi)) and is therefore unprofessional conduct under the VPA. In making this conclusion, the Hearing Tribunal notes that the evidence does not indicate that this was a one-time or inadvertent occurrence; on the contrary, the evidence indicates that it happened regularly over the course of many months, and that (with the exception of those procedures involving [redacted]) it was the practice’s standard approach to the disposal of biomedical waste.

The Hearing Tribunal found Dr. Yang guilty of Allegation 5.

Allegation 6) - That you billed for procedures that were not performed by HKVC.

From the Hearing Tribunal decision:

The evidence in relation to this allegation was not overwhelming like some of the others before the Hearing Tribunal. However, based on the evidence of [redacted], which involved the recollection of specific examples of Dr. Yang billing clients for procedures not performed, the Hearing Tribunal finds that the allegation has been proven on a balance of probabilities: it is more likely than not that Dr. Yang billed more than one client for procedures not performed, and the evidence suggests that this was done knowingly, not as a result of inadvertence or by accident. Having established that Dr. Yang engaged in the conduct alleged, the Hearing Tribunal finds that this is conduct with harms the integrity of the profession (s 1(n.1)(xi)). Members of the public are in a particularly vulnerable situation with respect to knowing what procedures are necessary and what procedures were, in fact, performed. Members of the public have to rely on the information provided by veterinarians with respect to those issues, and a member who adds items to a bill does so in a manner which makes it largely impossible for the client to know and question the matter. Therefore, the Hearing Tribunal concludes that Dr. Yang engaged in unprofessional conduct in relation to billing for procedures not performed.

The Hearing Tribunal found Dr. Yang guilty of Allegation 6.

Allegation 7) - That you engaged in sexual misconduct with a former employee, DD, in that you:

- Invited her to the home under the pretense of cleaning your home
- Provided her alcoholic beverages
- Asked her to stay overnight at the house
- Made comments about the clothing, DD was wearing
- Within the clinic, locked the door in order to engage in a conversation with DD

This matter came to the attention of the investigator during the course of the

investigation. At the suggestion of one of the witnesses, the appointed investigator contacted DD. Dr. Yang was provided notice and the opportunity to respond as part of the investigation. Dr. Yang's response formed a part of the investigation. DD gave testimony at the hearing and the Hearing Tribunal accepted DD's evidence, and noted it is corroborated in part by two other witnesses.

From the Hearing Tribunal decision:

Dr. Yang was in a position of power over [DD], largely because he was her boss, and particularly because [DD] was a young woman in a vulnerable situation. The Hearing Tribunal accepts that the actions of Dr. Yang were not professional in nature, and that his conduct [DD] had romantic or sexual overtones, including telling her that he cared about her in the circumstances in which he did it. His conduct during the visit of [DD] to his home was not appropriate, and the Hearing Tribunal accepts that [DD] was left to feel uncomfortable, vulnerable, coerced and mislead. Approaching [DD] in the work setting, including by locking the door to prevent interruptions, was unprofessional. Further, the evidence indicates that Dr. Yang's conduct to [DD] became hostile and aggressive following her rejection of his advances, which exacerbates the abuse of the power differential between [DD] and Dr. Yang. This conduct is inappropriate, and harms the integrity of the profession. It is unprofessional conduct pursuant to the VPA.

The Hearing Tribunal found Dr. Yang guilty of allegation 7.

Allegation 8) - That you failed to ensure that there was an X-ray dosimeter for each employee of HKVC

The Hearing Tribunal heard evidence from witnesses which was largely consistent and were provided a copy of the ABVMA Practice Inspection and Practice Standards Bylaw (November 2014), which sets out requirements regarding the use of dosimeters in veterinary clinics. Standard SC-8, Diagnostic Imaging, section 5, states:

5. *Radiation Protective Equipment is available and in use, including:*

...

- *Personal dosimeters specific to the VPE, for each team member working with or near radiation equipment:*
 - *Dosimeters are worn at a body location recommended by the dosimeter provider;*
 - *Dosimeters are sent in regularly for analysis*

From the Hearing Tribunal decision:

The standards set out in the Bylaw are clear: each team member working with or near radiation equipment must be provided with a "personal dosimeter." This is important for safety reasons and is a standard practice in veterinary clinics. The evidence is abundantly clear that Dr. Yang failed to abide by these standards; [redacted] as a registered veterinary technician, knew enough to question Dr. Yang's approach and to demand that she be provided with her own. Other employees would not have been able to ascertain that information with the same ease, and Dr. Yang's failure to abide by the standard had the potential to put employees at risk. While the Hearing Tribunal considered the explanation given by Dr. Yang to the investigator as reflected in the interview notes, it does not accept this as a reasonable position to take given the very clear requirements in the Bylaws. The proven conduct harms the integrity of the profession and is therefore unprofessional conduct.

The Hearing Tribunal found Dr. Yang guilty of Allegation 8.

ORDERS FOR SANCTIONS

The Hearing Tribunal ordered:

1. A reprimand be issued as against Dr. Yang.
2. Cancellation of Dr. Yang's registration and annual certificate.
3. A prohibition on reapplying for membership for a period of at least five years.

The Hearing Tribunal noted:

"...the Hearing Tribunal has had no hesitation in concluding that the proven misconduct requires warrants the cancellation of Dr. Yang's registration and annual certificate. It also concludes that Dr. Yang should be prevented from re-applying for membership for a period of five years. This will ensure that Dr. Yang will be subject to the requirement to prove his good character as a condition of his application, should he decide to apply."

4. Fines totalling \$34,000:
 - a. \$10,000 for Allegation 1
 - b. \$10,000 for Allegations 3 and 4
 - c. \$5,000 for Allegation 2
 - d. \$5,000 for Allegation 7
 - e. \$500 for Allegation 5
 - f. \$500 for Allegation 8
 - g. \$3000 for Allegation 6
5. Dr. Yang be responsible for two-thirds of the actual cost of the investigation and hearing, up to a maximum of \$50,000

The Hearing Tribunal has concluded that the interests of justice required that Dr. Yang bear the majority of the costs relating to the investigation and hearing. However, counsel for the Complaints Director candidly acknowledged that some of the costs relating to adjournments were beyond the control of the parties.

The Hearing Tribunal directed that the fines and costs shall be payable by Dr. Yang within six months of the date of this decision, or such other time as agreed to by the Complaints Director.

6. A summary of this matter be published with the member's name.

The full decision and reasons of the Hearing Tribunal are posted on the ABVMA public website here: abvma.ca > [For the Public > Complaints-Members Suspended/Cancelled](#).

COMPLAINT CASE #19-30

A letter of complaint was received on Aug. 18, 2019, against Dr. Muhammad

Siddique regarding the care provided to a cat named Tigger.

Tigger was presented for not doing well, inappetence and weight loss. Dr. Siddique undertook diagnostic testing and performed a dental procedure under general anesthesia. Tigger did not do well post-operatively and presented twice more to Dr. Siddique. Tigger was treated with antibiotics and Metacam. During a recheck examination radiographs revealed an abdominal mass. Tigger was eventually presented to another veterinary practice where he was euthanized.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee.

The Complaint review Committee made a decision to refer the matter to the Hearings Director for a hearing.

Dr. Siddique entered into consent discussion and ultimately provided an admission of unprofessional conduct. The ABVMA and Dr. Siddique agreed on the facts of the case, the findings of unprofessional conduct and the sanctions, with the exception of the sanction of suspension and publication.

The ABVMA and Dr. Siddique agreed that the Consent Order would be provided to the Hearing Tribunal and leave the decision on sanctions of suspension and publication with names to the discretion of the Hearing Tribunal, upon consideration of submissions from ABVMA and Dr. Siddique.

A hearing was held on Nov. 26, 2020, undertaken virtually because of COVID-19. The Hearing Tribunal made the decision to accept the facts as set out in the Consent Order and that the facts support the allegations and admissions made by Dr. Siddique. The Hearing Tribunal accepted the Admission of Unprofessional Conduct. The Hearing Tribunal further concluded that the conduct admitted to meets the threshold for unprofessional conduct as defined in the *Veterinary Profession Act*.

The Hearing Tribunal then considered the issue of sanctions. There was a partial joint submission on sanctions with agreement between the ABVMA and Dr. Siddique on sanctions with the exception of the matter of a suspension and publication with names. The Hearing Tribunal heard and considered the submissions and ordered a suspension and publication with names. The Hearing Tribunal

also varied one of the agreed sanctions to increase the timeframe for the payment of costs and fines to 24 months based on the submission from Dr. Siddique.

Adapted from the Decision and Reasons of the Hearing Tribunal of the ABVMA:

AGREED FACTS

At all material times Dr. Siddique has been a registered veterinarian with the ABVMA since 2013 and was the owner and responsible veterinarian at the Bonnie Doon Veterinary Clinic (BDVC).

On June 22, 2019, MF presented Tigger, a 10-year-old male neutered orange cat to Dr. Siddique at BDVC. MF indicated that Tigger's physical well-being was declining, that he had not eaten for four or five days, there was significant weight loss and lack of hair coat quality.

Dr. Siddique examined Tigger and indicated that Tigger was suffering from dehydration and stage 3 dental disease. At this time, Dr. Siddique recommended blood work and MF consented to this. The medical records on this date indicate that Tigger had a weight of 7.24 kg, temperature of 102.6°F, respiration of 12 bpm and pulse of 120 bpm. The blood chemistry panel received indicated SDMA increased and mildly elevated lipase.

MF took Tigger home before the blood test results were available. Dr. Siddique ultimately called on June 24, 2019, and advised MF that the blood chemistry was "normal" or "almost normal." Dr. Siddique determined that the underlying cause of the anorexia and weight loss was dental disease and determined that dental work was required. No further treatment was provided to Tigger as a result of the attendance with Dr. Siddique on June 22, 2019.

An appointment was made for a dental on Tigger which proceeded on June 27, 2019. The dental was performed, and Tigger was sent home with Metacam. Prior to and during the course of the dental surgery, Dr. Siddique failed to provide appropriate pain management, specifically by way of administration of an opioid and/or dental blocks.

In undertaking the dental procedure, Dr. Siddique failed to undertake an appropriate anesthetic protocol (no opioid,

no induction agent, patient was masked down, no local anesthetic and post-operative pain control). In addition, Dr. Siddique failed to have a separate dedicated anesthetist (who was a registered veterinarian or registered technologist) to monitor the anesthesia while he was undertaking the dental procedure.

Tigger returned to the clinic on July 15, 2019, with a complaint of not eating. The medical records indicated that Tigger weighed 7.11 kg. Tigger was panting and had a fever of 103.2°F. His respiration was 40 bpm and pulse was 120 bpm. Dr. Siddique noted a hard palpable object was palpable in the abdomen. Radiographs were undertaken on July 15, 2019, which demonstrated a radio opaque mass in the abdomen. Dr. Siddique suggested to MF that based on the radiographs, an ultrasound was warranted. Blood work from the dental extraction was reviewed which Dr. Siddique suggested was normal. Tigger was treated with Metacam and prescribed and dispensed Novamoxin oral suspension (antibiotic) and Metacam for treatment at home.

Dr. Siddique did not note the fluid accumulated in the thoracic cavity and did not discuss the radiographs with the client.

Tigger returned to Dr. Siddique on July 29, 2019. At that time, Tigger was not feeling well, with vomiting and lethargy. Tigger's weight was now 6.8 kg with a temperature of 104.2°F, respiration of 12 bpm and pulse of 120 bpm. Tigger was treated with Metacam and Convenia. Dr. Siddique prescribed and dispensed Verafloxx oral suspension (antibiotics) and Metacam oral suspension.

Ultimately, MF took Tigger to another veterinary practice on Aug. 2, 2019. At this time, the owner was advised as to the radiograph interpretation and the results of the physical examination. A decision was made to euthanize Tigger on Aug. 4, 2019.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT

Medical Management and Treatment

1. That on each of the attendances of June 22, 2019, July 15, 2019 and/or July 29, 2019, Dr. Siddique failed to properly undertake an appropriate assessment of Tigger's condition.

2. That on each of the attendances of June 22, 2019, July 15, 2019, and/or July 29, 2019, Dr. Siddique failed to properly consider appropriate differential diagnoses for Tigger's condition.
3. That on each of the attendances of June 22, 2019, July 15, 2019 and/or July 29, 2019, Dr. Siddique failed to undertake appropriate actions related to diagnosis of Tigger's condition.
4. That on June 24, 2019, July 15, 2019, and July 29, 2019 Dr. Siddique failed to properly recognize and act on the increase in SDMA in Tigger's blood work, specifically failed to undertake a urine specific gravity.
5. That Dr. Siddique failed to provide appropriate pain management to Tigger prior to and during the course of the dental surgery of June 27, 2019, specifically by way of administration of an opioid and/or dental blocks.
6. That Dr. Siddique provided inappropriate treatment of Tigger on July 15, 2019, by injecting and prescribing Metacam when Tigger was not eating.

Client Communication

7. That on June 24, 2019, Dr. Siddique inappropriately informed MF that Tigger's blood work was "normal" or "almost normal."
8. That Dr. Siddique failed to properly communicate the severity of Tigger's condition to the client on July 15 and/or July 29, 2019.

Anesthetic Protocol

9. That Dr. Siddique failed to undertake an appropriate anesthetic protocol with respect to the dental surgery undertaken on Tigger on June 27, 2019.
10. That Dr. Siddique failed to have a separate dedicated anesthetist who is a registered veterinarian or veterinary technologist to monitor the anesthesia while he was undertaking the dental procedure on June 27, 2019.

X-rays

11. That Dr. Siddique failed to properly interpret the radiographs undertaken on July 15, 2019.

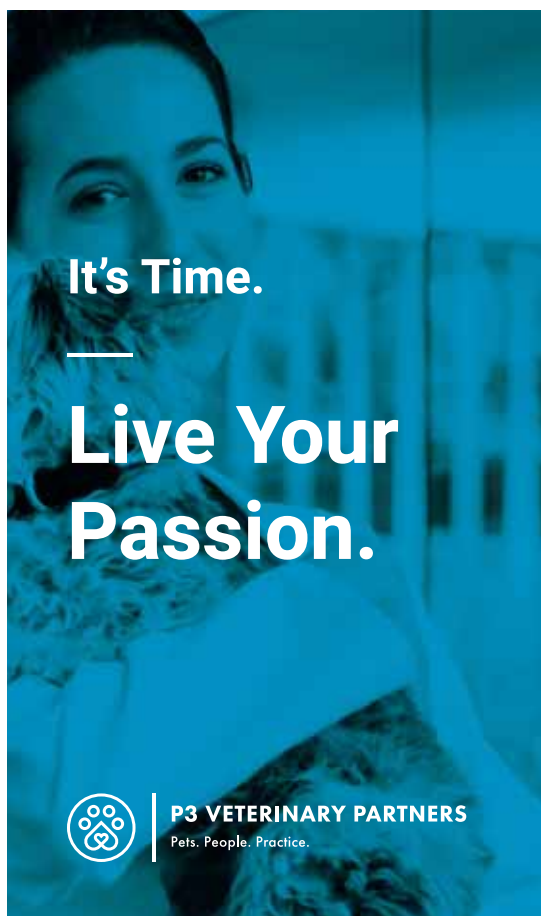
Medical Records

12. That Dr. Siddique failed to complete and/or maintain appropriate medical records with respect to Tigger.
13. That Dr. Siddique failed to properly document physical exam findings of June 22, 2019, examination of Tigger.
14. That Dr. Siddique failed to properly document client communication including informed consent.

ORDERS OF THE HEARING TRIBUNAL


1. A written reprimand shall be issued against Dr. Siddique.
2. Dr. Siddique shall be suspended from the practice of veterinary medicine for 30 days commencing at a time that is agreeable to the parties or as ordered by the Hearing Tribunal.
3. Dr. Siddique shall be required to successfully complete, at his own cost, within one year of the date of this decision the following additional continuing education obligations, as approved by the Complaints Director:
 - i. five hours of continuing education on medical records;
 - ii. 10 hours of continuing education on anesthesia-pain management;
 - iii. five hours of continuing education on radiology;
 - iv. 10 hours of continuing education on small animal medicine;
 - v. 10 hours of continuing education on small animal dentistry.
4. Dr. Siddique's license to practice veterinary medicine will include a prohibition with respect to undertaking any procedure which requires anesthesia or deep or prolonged sedation until such time as there is a dedicated anesthetist who is a registered member available for monitoring anesthesia.

5. Dr. Siddique's practice shall be subject to a review by a Practice Advisor approved by the ABVMA, once a year for the next two years of the date of this decision. The reviews may be announced or unannounced. Dr. Siddique shall pay costs of these practice reviews and shall provide any and all information requested by and to the Advisor. A satisfactory practice review is required, barring which the matter will be referred to the Practice Review Board (PRB).
6. Dr. Siddique shall pay a fine in the sum of \$500 with respect to the insufficient medical records and pay a fine in the sum of \$1,000 with respect to the lack of a dedicated anesthetist monitoring anesthesia for a total fine of \$1,500. These fines shall be paid within 24 months of the date of this decision in equal monthly payments or otherwise in one or more lump sum payments at the discretion of Dr. Siddique, provided that (in addition to order 8) if Dr. Siddique misses any monthly payment then the entire balance of the fines is immediately payable and Dr. Siddique shall be suspended from the practice of veterinary medicine until all fines are paid in full.
7. Dr. Siddique shall pay the amount of \$4,000, which represents a portion of the costs within 24 months of the date of this decision in equal monthly payments or otherwise in one or more lump sum payments at the discretion of Dr. Siddique, provided that (in addition to order 8) if Dr. Siddique misses any monthly payment then the entire balance of the costs are immediately payable and Dr. Siddique shall be suspended from the practice of veterinary medicine until all costs are paid in full.
8. If the Complaints Director deems there to be a violation of the above orders, Dr. Siddique, 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.
9. There shall be publication of this Order on a "with-names basis."



It's Time.

Live Your Passion.



P3 VETERINARY PARTNERS
Pets. People. Practice.

Ready to Grow Your Career?

P3 Veterinary Partners is an innovative Canadian veterinary practice group whose vision is to be the best place to work in veterinary health care.

With opportunities in our hospitals across Canada, we are committed to empowering you to live your passion.

Our compensation packages, including opportunities for buy in, are designed for people driven by a deep commitment to our clients and the health of their pets.



Great Opportunities for Veterinary Professionals

p3vetpartners.com

Ready to Plan Your Legacy?

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

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

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



Council approved the following at the February 2021 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Lindsay Willis, #3810	Jan. 29, 2021
Dr. Kuldeip Sekhon, #2089	Jan. 1, 2021
Dr. Bikramjit Sahi, #270 (suspended)	Feb. 4, 2021
Dr. Sean Archibald, #1437 (suspended)	Jan. 1, 2021
Dr. Tamara MacDonald, #2873	Jan. 1, 2021
Dr. Michelle Oakley, #2766	Jan. 1, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Angela Kudla, #3051	Jan. 18, 2021
Dr. Caroline Tan, #1975	Feb. 15, 2021

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Jiselle Crittenden, #3274	Jan. 1, 2021
Dr. Ernest Miciak, #1539	Jan. 1, 2021

Transfer Time Limited Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Martha Lucia Rangel, #3417	Jan. 1, 2021
--------------------------------	--------------

Transfer General Practice Registered Veterinarian to Time Limited Registered Veterinarian

Dr. Catherine Waters, #917	Jan. 1, 2021
Dr. Alissa Gunderson, #2995	Jan. 1, 2021

Cancel General Practice Registered Veterinarian

Dr. Sivarathy Amarasinghe, #3655	Jan. 1, 2021
Dr. Ashwani Chander, #2806	Jan. 15, 2021

Cancel Unsupervised Limited Practice Veterinarian

Dr. Claudia Klein, #2969	Jan. 1, 2021
--------------------------	--------------

Cancelled Non-Practicing Veterinarian Member

Dr. Amritpal Hans, #2526	Jan. 1, 2021
--------------------------	--------------

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Alma Ramos Rojas, #3805	Jan. 27, 2021
-----------------------------	---------------

Cancelled Supervised Limited Practice Registered Veterinarian

Dr. Rohini Bhardwaj, #3824	Oct. 7, 2021
----------------------------	--------------

Registered Veterinary Technologists

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

Gail Olson, #3130	Jan. 1, 2021
Meghan Fehr, #3996	Jan. 1, 2021
Amanda Barker, #2747	Jan. 1, 2021
Stephanie McWhirter, #2590	Jan. 1, 2021
Sarah Fecko, #3207	Jan. 1, 2021
Terryl Way, #1288	Jan. 1, 2021
Megan Burke, #3354	Jan. 1, 2021
Ashley Findlay, #3776	Jan. 1, 2021
Patricia May Goyette, #3147	Jan. 1, 2021
Heike Herman, #1601	Jan. 1, 2021
Brittany Patten, #3231	Jan. 28, 2021
Natasha Borys, #2536	Jan. 1, 2021

Kristy Bichel, #1991	Jan. 1, 2021
Alaina-Marie McDonald, #2952	Jan. 1, 2021

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

Katherine Brebner, #3907	Jan. 1, 2021
--------------------------	--------------

Cancel General Practice Registered Veterinary Technologist

Lauranda Derouin, #3418	Jan. 1, 2021
Stacie Belanger, #3138	Jan. 1, 2021
Chloe Pilon, #3095	Jan. 1, 2021
Brooke Hinchliff, #2983	Jan. 1, 2021

Cancel Non-Practicing Veterinary Technologist Member

Alison Santangelo, #3345	Jan. 1, 2021
Andrea Radke, #2071	Jan. 1, 2021
Lee'al Money-Evans, #3742	Jan. 1, 2021
Stephanie Porter, #2669	Jan. 1, 2021
Isabella Demong, #3584	Jan. 1, 2021
Jessica Roth, #2947	Jan. 1, 2021

Cancel Provisional Veterinary Technologist Member

Kelly Gagnon, #3915	Feb. 8, 2020
---------------------	--------------

Reinstated General Practice Registered Veterinary Technologist

Dana Osborn, #3315	Jan. 27, 2021
Alexandra Parent, #3019	Jan. 27, 2021

Reinstated Non-Practicing Veterinary Technologist Member

Amanda Muskego, #2458	Feb. 1, 2021
-----------------------	--------------

Provisional Approval of New Veterinary Practice Entities

Gateway Veterinary Centre	Edmonton
Alpine 24/7 Pet Hospital	Calgary
Calgary Pet Dermatology Centre	Calgary

Permits Approved by Council

Permit to Practice Approval

Bregliano Holdings Ltd. (Dr. Marco Bregliano #1726)	July 17, 2020
LaFrance Veterinary Services Ltd. (Dr. Leilania LaFrance #2230)	Nov. 3, 2020
11949390 Canada Ltd. (Dr. Victoria Janes #2746)	Nov. 16, 2020
Peak Veterinary Hospital Ltd. (Dr. Kari Grandoni #1985, Dr. Teri White #3667, Auxillio VetShield Ltd.)	Nov. 16, 2020
2251632 Alberta Ltd. (Dr. Patrick Kubick #2295, Dr. Sarah Flint #2270)	Nov. 23, 2020
Volk Squared Inc. (Dr. Kristi Volk #1794)	Nov. 25, 2020
2251641 Alberta Ltd. (Dr. Lisa Gruber #3092)	Dec. 1, 2020

Closed Permit to Practice

B&L Veterinary Services Ltd. (Dr. Brenda Spark #1520)	Dec. 4, 2020
Equipet Diagnostic Imaging Consultants Inc. (Dr. Susan Emerson #2919)	Oct. 15, 2020
Fairview Veterinary Clinic Ltd. (Dr. Michael Jelinski #1108, Dr. L. Craig Dorin #1576, Dr. Cody Creelman #2763, Dr. Renaud Leguillet #2292)	Dec. 31, 2020

Sophia Veterinary Services Ltd. (Dr. Jody Bennett #1932) Dec. 31, 2020
 Central Animal Clinic Ltd. (Dr. Sydney Dehaan #1302) Dec. 31, 2020
 772729 Alberta Ltd. (Dr. Mark Rubensohn #1581) Dec. 31, 2020
 1960778 Alberta Corp. (Dr. Charlotte MacFarlane #2753) Dec. 31, 2020
 1867805 Alberta Ltd. (Dr. Aleeta Haas #1532) Dec. 31, 2020
 Lethbridge Animal Clinic (2008) Ltd. Dec. 31, 2020
 (Pinman Veterinary Services Ltd., Perrett Veterinary Corporation, Booker Veterinary Services Ltd.)
 Southern Alberta Veterinary Services Ltd. Dec. 31, 2020
 (Booker Veterinary Services Ltd., Coaldale Veterinary Clinic Ltd., Perrett Veterinary Corporation, Pinman Veterinary Services Ltd., Lethbridge Animal Clinic (2008) Ltd.)
 Gail Cunningham Veterinary Services Ltd. Dec. 31, 2020
 (Dr. Gail Cunningham #1565)
 Animal Pathology Services (APS) Ltd. Dec. 31, 2020
 (Dr. Patrick Nation #682)
 Steadfast Veterinary Services Ltd. Dec. 31, 2020
 (Dr. Tamara Quaschnick #2666)

Permit to Practice Approval

Auxillio VetShield Ltd. (Dr. Jacob Adserballe #1931) Oct. 20, 2020
 Daniel Katz Veterinary & Surgical Corp Nov. 23, 2020
 (Dr. Daniel Katz #3434)
 Calgary Pet Dermatology Centre Ltd. Dec. 6, 2020
 (Dr. Becky Valentine #1950)
 Gateway Veterinary Centre Ltd. Oct. 21, 2020
 (Dr. Sahil Dhillon #3585)
 Leung Animal Clinic Ltd. (Dr. Alan Leung #3557) Nov. 2, 2020
 EJ & SJ Holdings Ltd. (Dr. Stacey Homer #3222) Oct. 13, 2020
 Animal Oral Surgery Ltd. Jan. 18, 2021
 (Dr. Robert Campbell #2685, Dr. Valerie Madden #2653)
 2065664 Alberta Ltd. (Dr. Mohamed Hirad #2514) Jan. 5, 2021

Closed Permit to Practice

Steinacher Veterinary Services Ltd. Dec. 31, 2020
 (Dr. Shelly Steinacher #1587)
 Roberts Veterinary Service (Dr. G. Ray Roberts #737) Dec. 31, 2020
 Fort Hollinshead Corp. (Dr. Maureen Hollinshead #2045) Dec. 31, 2020
 GLC Vet Services Ltd. (Dr. Ashwani Chander #2806) Dec. 31, 2020

Non-Renewal Veterinarians and Veterinary Technologists

Veterinarians

Dr. Roxanne Bell Time Limited Registered Veterinarian #799
 Dr. Karinn Carter General Practice Registered Veterinarian #3504
 Dr. Megan Cihak Time Limited Registered Veterinarian #3775
 Dr. Jordan Fromstein General Practice Registered Veterinarian #3490
 Dr. Randi Glen Non-Practicing Veterinarian Member #3858
 Dr. Justin Kristjansson General Practice Registered Veterinarian #3508
 Dr. Yiran Li General Practice Registered Veterinarian #3787
 Dr. Tahir Magrey General Practice Registered Veterinarian #2891
 Dr. Stephanie Osinchuk General Practice Registered Veterinarian #2870
 Dr. Barinderpal Singh Sidhu Non-Practicing Veterinarian Member #3588
 Dr. Bailey Teitge General Practice Registered Veterinarian #3638
 Dr. Emily Wade Non-Practicing Veterinarian Member #3646

Veterinary Technologists

Justine Baker General Practice Registered Veterinary Technologist #3470
 Kimberly Brochu General Practice Registered Veterinary Technologist #2085
 Brittany Bryks Non-Practicing Veterinary Technologist Member #3450
 Lauren Chell Non-Practicing Veterinary Technologist Member #3422
 Christina Cruickshank Non-Practicing Veterinary Technologist Member #2663
 Madison Dahl General Practice Registered Veterinary Technologist #2259
 Lindsay Edgar General Practice Registered Veterinary Technologist #3908
 Brooke Gjosund Non-Practicing Veterinary Technologist Member #3378
 Dominique Gruber General Practice Registered Veterinary Technologist #3039
 Brittany Gushue General Practice Registered Veterinary Technologist #2423
 Bridgette Hennig Non-Practicing Veterinary Technologist Member #2816
 Rhonda Parkinson Non-Practicing Veterinary Technologist Member #1349
 Ashley Quinton Non-Practicing Veterinary Technologist Member #2261
 Andrea Rhymer General Practice Registered Veterinary Technologist #2694
 Breanne Van Geerenstein Non-Practicing Veterinary Technologist Member #2697
 Leanne Vetschn Non-Practicing Veterinary Technologist Member #3636
 Nicole Wierzbicki Non-Practicing Veterinary Technologist Member #3834
 Jordan Young General Practice Registered Veterinary Technologist #2864

Non-Renewal Permits

Permit Holders Not Renewed & Cancelled

1821200 Alberta Corporation (Dr. Amandeep Riar #2874)
 Jackson Veterinary Services Ltd. (Dr. Trevor Jackson #699)
 Sahi Veterinary Services Inc. (Dr. Bikramjit Sahi #2703)



PIPS Tip

Controlled Substances

THE PRACTICE INSPECTION

process serves to assure the public that a minimum standard for veterinary practices exists across Alberta. The practice inspection is also a quality assurance process for the veterinary practice. This objective is not always the easiest. The PIPS Committee realizes that veterinarians and veterinary technologists take their commitment to quality veterinary practice very seriously and that having someone come into the practice can feel invasive. Remember, PIPS inspectors are veterinary practitioners who understand the challenges of day-to-day practice. They are there to identify gaps, make recommendations and promote the profession of veterinary medicine in Alberta. The PIPS Committee wants to let practices know that it is common to have deficiencies during practice inspections. The committee appreciates the prompt correction of deficiencies that usually occurs.

A common deficiency found during PIPS inspections is in the logging and tracking of controlled, narcotic and targeted drugs.

This is an important area as it is a privilege, granted through Health Canada, to be able to prescribe and dispense controlled substances. The risk of diversion of the pharmaceuticals is real, and several practices have identified irregularities during the tracking process.

Controlled/narcotic/targeted drug logs are introduced in the PIPS Bylaw Universal Standard 7: Medical Records, and the detail of their use is contained in Universal Standard 9: Pharmaceutical Management. Drug logs are considered part of the medical record so must be retained for five years after the last patient visit.

1. Acquisition Log

The veterinarian or veterinary technologist receiving the medication shipment records each narcotic, controlled and targeted medication received in the acquisition log. The acquisition log must include: date and quantity of drugs received; lot number or invoice number containing the lot number; name and signature of responsible veterinarian or RVT receiving the product and entering it into inventory; a unique number assigned to each bottle within the shipment; name and signature or password protected computer ID of responsible veterinarian or RVT removing the product from inventory. Best practice is to also have the dates recorded with the two signatures.

The Office of Controlled Substances, Health Canada, has confirmed to the ABVMA that each individual ampule/vial of narcotic and controlled drug medication must be labelled. The box needs to be labelled as well.

Assigning a unique number to the bottle when medications are received is best accomplished by handwriting with a permanent marker on each individual bottle or vial. The most common numbering system used is the year received and a chronological number i.e. the first bottle received in 2021 would be 21-1. The bottle number, 21-1, is recorded at the top of the page on the drug use log. If there are multiple vials/ampoules in the box each vial/ampoule must be labelled. e.g. 20-1 A-J

2. Drug Use Log

After the veterinarian or veterinary

technologist signs a bottle out of inventory on the acquisition log, he/she begins a usage log for tracking that particular bottle. The drug use log for each bottle (identified by the unique number assigned to the bottle by the veterinary practice) must include: identification of patient; volume of drug used; remaining balance in container; identification of case veterinarian; signature of registered veterinarian or RVT administering or dispensing the product; or password protected computer ID.

One of the common questions received by the ABVMA office is: "what is acceptable hub loss?" We recommend each practice calculate hub loss themselves for the syringes used in their practice. A rule of thumb is 0.05-0.07 ml/draw. Hub loss can be calculated and added at audit time which is recommended to be at least monthly. Any drug that has repetitive loss or cannot be explained within 0.05-0.07 mls/draw should be investigated further. Any continuing pattern of loss that remains unexplained after an internal investigation in the veterinary practice must be reported to Health Canada.

If a theft, loss or forgery occurs it must be reported to the local police immediately and to the Office of Controlled Substances no later than 10 days after its discovery. The Health Canada *Loss or Theft report form for Controlled Substances and Precursors* must be completed for break and entry and for unexplained inventory discrepancy.

Sample log forms are available on your Member Portal>Practice Resources>PIPS>PIPS Sample Forms.

WDDC
WESTERN DRUG DISTRIBUTION CENTER LIMITED

Bj Desjardins, PTA, CCRA
Client Service Representative
(Southern Alberta)

"Your Success is Our Business"

DIRECT: (403) 324-5926
Direct Fax: (780) 329-9332
Toll Free: 1-877-329-9332 ext. 1125
Email: bjdesjardins@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4



WDDC
WESTERN DRUG DISTRIBUTION CENTER LIMITED

Tanya Kushneryk, B.Com.
Client Services Representative
(Northern Alberta)

"Your Success is Our Business"

DIRECT: (780) 224-2265
Direct Fax: (780) 413-2530
Toll Free: 1-877-329-9332 ext. 1127
Email: tkushneryk@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4



Elanco

That friendly

MANURE
CONNOISSEUR

could be a


WHIPWORM
GOURMET



 **INTERCEPTOR®
PLUS**
(milbemycin oxime/praziquantel)



CANINE INTERNAL PARASITES: A GREATER THREAT TO YOUR PATIENTS THAN YOU MIGHT THINK

 **50%**
OF DOG PARKS IN THE US
TESTED POSITIVE FOR
WHIPWORM, ROUNDWORM,
OR HOOKWORM¹

 **4** out of **5**
DOG PARKS IN THE US
TESTED POSITIVE FOR
INTESTINAL PARASITES¹

INTERCEPTOR® PLUS PROTECTS AGAINST FIVE TYPES OF COMMON PARASITIC WORMS.
Protect your patients. Talk to your Elanco representative today.

References

1. 2019 Elanco. Data on File. US Study.

Important Safety Information

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

Indications

Interceptor Plus is indicated for the prevention of heartworm disease caused by *Dirofilaria immitis*; and for the treatment and control of adult roundworms (*Toxocara canis*, *Toxascaris leonina*), adult hookworm (*Ancylostoma caninum*), adult whipworm (*Trichuris vulpis*), and adult tapeworms (*Taenia pisiformis*, *Echinococcus multilocularis*, *Echinococcus granulosus*, and *Dipylidium caninum*) infections in dogs and puppies.



Dr. Kirsten Aarbo, Past President, Alberta Veterinary Medical Association

WELCOME TO MEMBER MENTIONS, WHERE WE CELEBRATE THE accomplishments, hobbies, interests and activities that help our members be their healthiest and happiest selves, both in and out of practice. Our members are a diverse group of amazing people, and this is something that needs to be celebrated! We hope you enjoy learning a little bit about your colleagues. If you know of anyone who would be interested or you would like to share your own story, please email sarah.munn@abvma.ca.



Lindsey Scott, RVT

LINDSEY HAS BEEN AN RVT SINCE 2013 AND IS CURRENTLY PRACTICING (mostly) at Woodlands Veterinary Hospital and Animal Dental Centre in Calgary. She has always been a runner — she recalls bringing home a mostly frozen turkey after winning the school's Turkey Trot — but this past year she has really stepped it up. She is now on her 327th day running in a row, and at last count was over 4011 km total. Her typical weekly goal is 100 km, with her shortest runs being 2 km, and the longest runs around 30 km. She loves to trail run in Canmore or run along the river pathways in Calgary. She generally runs alone, but once a week will try to meet up for a (socially distanced) run with some friends.

Running for Lindsey provides time for her to process her day, organize her thoughts, review things that could have gone better and celebrate success. She describes running as a huge release mentally and credits it with helping her maintain her mental health during the stressors of COVID. She supplements her running with yoga at home, which she has practiced for over 15 years. She has also added some strength workouts to help her reach her training goals.

So how long will this streak be? Lindsey is aiming for a full 365 days of running, and if she hits that goal she doesn't plan on stopping. Her current training goal is to achieve a qualifying time for the Boston Marathon. She's completed three ultra-marathons and countless full marathons, and, despite COVID, she completed two 24-hour virtual races and an 80 km virtual race last summer. Aside from work and running, Lindsey enjoys hiking with her two miniature dachshunds, who she describes as "perfect." She also fosters cats with medical conditions for the Animal Rescue Foundation.



Jean-Yin Tan, DVM

JEAN-YIN TAN IS PASSIONATE AT finding ways to make future veterinarians more prepared for clinical life, more skilled at the business aspects of the profession and more aware of the complexities of inclusivity and diversity.

Jean-Yin, an Equine Internal Medicine specialist, owned an equine specialty practice prior joining the UCVM team. One of her goals was to share her business and management experience with the students at UCVM. She completed a certificate program in practice management at U of C to add formal training to her experience. The students now have classes in marketing, contract negotiation, resumes and cover letters. Additionally, she is Co-Chair of the Clinical Skills program, and she initiated a research program that led to an international collaborative research project on practical skills exams.

Jean-Yin was honoured by the AAEP Good Works for Horses Campaign in June 2019 for her work with the horses of the Tsuut'ina and Siksika Nations, providing both the opportunity for students to practice clinical skills, and the needed veterinary care. While this program began as a student education initiative, it has brought increased cultural awareness and competency to UCVM participants. It also informally engages First Nation youth, giving some First Nation students the opportunity to observe the veterinary students in action.

Jean-Yin points to data from other professions that shows increased diversity yields new ideas, innovation, increased

team productivity and better leadership and workplace culture. Currently, veterinary medicine in North America lacks diversity, but our up-and-coming workforce shows signs of change. She emphasizes it is important to support those who will be joining our profession who may come from a spectrum of diverse backgrounds, including gender, sexuality, race, ethnicity, gender, race, ethnicity or ability.

When asked what current veterinary practitioners can do to support inclusion in our workplaces, Jean-Yin asks for awareness when mentoring students and new graduates, and to try to see what barriers may be there for them. Decreasing barriers can be simple and make a huge difference. Many of us aren't aware of the challenges faced until the problem is brought to them by those marginalized, so being proactive and being open to change is important.

As there are very few Asian equine veterinarians, Jean-Yin has had to forge her own path to fulfil her dream of being a successful equine practitioner. She is driven to make the profession more inclusive for the next generation of veterinarians. Her busy schedule leaves her little free time, but when able to she enjoys hiking, climbing, yoga and spending time with her dogs.

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.



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.

Animal Health Week 2021:

Animal Health + Human Health + Planet Health = One Health

The Animal Health Week (AHW) 2021 One Health theme highlights the veterinary profession's unique position in improving animals' health and welfare, which also protects and supports human health and a healthy environment. The 2021 AHW key messages are:

- It is more important than ever for people to understand the critical links between animal, human and environmental health.
- Animals, people and the environment: keeping one healthy requires that all be healthy.
- The veterinary profession holds significant roles and responsibilities to safeguard ONE HEALTH.
- Veterinarians are ONE HEALTH practitioners by protecting the health and safety of animals and, in turn, people and the environment.
- Veterinarians have critical ONE HEALTH roles in food safety, environmental protection and public health.

Please visit canadianveterinarians.net/practice-economics/animal-health-week for more information.

2021 CVMA Convention Goes 100% Virtual – Register Now!

Given the pandemic, resulting uncertainties and keeping health and safety top of mind, the CVMA Council decided to host the July 2021 CVMA Convention as a completely virtual event. Most of the CE and events already announced will proceed, with registration offered at a significantly reduced fee. "See you" at the **CVMA 2021 Virtual Convention!** Visit the **convention website** (pheedloop.com/cvma21/site/home) for more program and speaker information.

Recorded Webinar: CVMA's Veterinary Townhall Series: COVID19 – Where are We Now and What Might the Next Few Months Bring?

Dr. Scott Weese provided an update on the status of COVID-19 in week 12 of the Town Hall Series. This recording, and previous recordings, can be found here: canadianveterinarians.net/coronavirus-covid-19

Please note: This series will continue on an ad hoc basis.

SAVI: The Stewardship of Antimicrobials by Veterinarians Initiative

The following updates are a snapshot of whom the SAVI team has been working with and what we have been working on:

- SAVI is participating in a series of technical working sessions with Canadian Integrated Program for Antimicrobial Resistance Surveillance personnel representing the Government of Canada to ensure that AMU metrics are consistent and standardized with domestic and international standards and other AMR/AMU surveillance initiatives nationwide;
- SAVI is working closely with data providers, such as Poultry Health Services and Prairie Swine Health Services, to pilot the secure and confidential transfer of data, assess the utility of various analyses and reports, and refine our database structure and architecture.
- SAVI collaborates and supports personnel from the Université de Montréal working on the Feasibility Study for an AMU Monitoring System in Quebec, an initiative investigating various technical and collaborative aspects that underpin effective AMU surveillance.

Interested in learning more about the SAVI initiative?

Email your questions to info@savi.vet or visit savi.vet.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

CVMA Council Approved the Following Revised Position Statements: Partial Digital Amputation (Onychectomy, Declawing) of Non-Domestic Felids and Other Carnivores Kept in Human Care

Position: The CVMA opposes the surgical removal of claws (onychectomy) of non-domestic felids and other non-domestic carnivores kept in human care, except where medically necessary for the animal's health. In addition, the CVMA advocates for veterinarians to exert their influence to discourage the keeping of non-domestic felids and other non-domestic carnivores as pets.

Surgical Procedures Performed on Animals **Position:** The Canadian Veterinary Medical

Association (CVMA) holds that in the best interest of animals, surgical procedures on animals (i.e. “surgery”) should be performed by a licensed veterinarian.

Visit the [Policy and Advocacy](#) section of the CVMA website to read the full position statements.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

African Swine Fever

African swine fever (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.

National Tick Awareness Month (NTAM)

NTAM is a client-education initiative introduced in 2016 by the CVMA in partnership with Merck Animal Health. It is widely acknowledged that rising temperatures contribute to an increase in the number, level of activity, and geographical distribution of ticks in North America, as well as the expansion of blacklegged ticks and Lyme disease into Canada. Ticks are present in more regions of Canada than ever. The theme of the 2021 NTAM campaign, *Could ticks be there? Be tick aware!*, raised awareness of the established and expanding geographic range of tick species in Canada, highlighting the common habitats where ticks can be encountered. It isn't too late to provide pet owners with updates on the presence and expansion of ticks across Canada, tips to recognize potential tick habitats, and additional resources to assist in identifying local tick risk areas and tick species they may encounter by using our **pet-owner engagement tools**. These tools include an **animated video**, fillable **tick-risk calendars**, Ready-to-use

regional/provincial tick risk **social media posts**, and **TickTalkCanada.com** — updated with an interactive tick risk map of Canada, and even more helpful resources for pet owners and clinics. Visit canadianveterinarians.net/practice-economics/practice-tools-national-tick-awareness-month for more information.

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

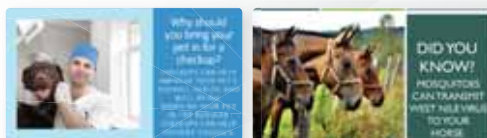
The 2020 Alberta Non-DVM Wage Report is Now Available

Information for non-DVM wages and benefits comes from the **2020 Alberta Practice Owners Economic Survey**. Information for non-DVM wages and benefits comes from the 2020 Alberta Practice Owners Economic Survey. This information reflects current wages and benefits for 697 non-DVM staff from 55 veterinary hospitals in 2020. Wages are broken down by type of employment, years employed and area of the province. Benefits are presented for all non-DVM staff as a collective group. Visit canadianveterinarians.net/practice-economics/business-management to access this report.

AdVantage™

Client education made easy

Over 800 pre-made educational videos ready for you to put into your clinic's play list.



SAMPLE OF SCREEN OPTIONS



Communicating a message to your clients about your practice, the staff or what services and programs you offer has never been easier. Simply upload a video created in any movie format directly to the site and play it within minutes.



Ask us how you can educate your clients while they wait in your reception area or exam room.

For more information about AdVantage™ visit <https://adv.wddc.com> or for information on any other Vantage suite of programs, please contact us at 877-746-9332 • 780-413-2163 • msservice@wddc.com



"Your success is our business"

VETERINARY RESPONSE TO COMPANION ANIMAL EMERGENCIES IN ALBERTA



BACKGROUND

In May 2016, Fort McMurray was on fire and veterinary practices and professionals across Alberta stepped up to provide care for animals displaced by the evacuation or left behind.

The *ABVMA Report on Veterinary Profession Response to the Fort McMurray Animal Evacuation*, published in May 2018, documented the profession's involvement and collective response and made some recommendations.

The report was well received by Alberta government, and the Ministry of Community and Social Services supported the development of an Alberta plan to prepare for companion animal care in future emergencies.

HOW CADRC CAME TO BE AND WHAT HAS BEEN DONE

In October 2018, a Companion Animal Disaster Response Capability (CADRC) Steering Committee was struck, and included stakeholders across Alberta such as ABVTA, Alberta SPCA, CATF, Animal Emergency Response Task Force and Alberta Agriculture and Forestry, which then became the CADRC Working Group.

Between 2018 and 2020, the CADRC Working Group created a CADRC Strategy and Operational Plan. Manager of Provincial Emergency Social Services Reg Fountain provided the guidance and expertise needed to make this happen, and without his patience and support, the Plan may not have come to existence.

The aim of the CADRC Strategy is to provide an approach for the evacuation, care and treatment of companion animals, and that the evacuation of these animals occur at the same time their owners are being evacuated. The Strategy includes regulatory factors,



capability requirement, proposed operational construct, logistics, communications, and coordination and control.

The Operational Plan details CADRC, its activations, operational concept, logistic support, and coordination and control of local authorities within the province of Alberta.

CADRC also seeks to build awareness of the importance of animals in planning for emergency response at the municipal level. It is expected that municipalities may reach out to veterinary practices and professionals for assistance in planning emergency response. CADRC Operational Plan seeks to support municipalities when their own local response is not capable of meeting the needs in the case of an emergency.

The Strategy and Operational Plan were sent to the Alberta Ministry of Municipal Affairs, and in March 2021, the ABVMA received a letter from Minister Ric McIver advising that his ministry

It is expected that municipalities may reach out to veterinary practices and professionals for assistance in planning emergency response.



is in full support of the concept. In the letter, he notes “The Alberta Veterinary Medical Association, in conjunction with Alberta’s animal care community, have made tremendous progress in resolving emergency animal care issues. This ongoing endeavour, conducted in collaboration with your Alberta Emergency Management Agency partners, will be of great benefit to Alberta’s communities and their residents in the future.”

Now that CADRC has been approved and is set to be operationalized, ABVMA has certain roles and responsibilities to work on, which will be considered as part of the ABVMA operational plan moving forward. These roles are set out in detail in the Operational Plan, which can be found on your member portal, under [Practice Resources > Emergency Preparedness/Disaster Response](#) (login required). Council will continue to be engaged in animal emergency response and ABVMA will be working with ABVTA to fulfill the roles and responsibilities set out in the plan.



NEXT STEPS

ABVMA will communicate with other government ministries including Agriculture and Indigenous Relations, the Alberta Urban Municipalities Association and the Rural Municipalities Association.

ABVMA is also working with ABVTA to gather member names and information to:

- 1 Create and maintain a list of veterinary professionals willing to be called upon in the event veterinary professionals are required during a disaster response.
- 2 Identify veterinary professionals who may be interested in taking a leadership role during deployment of a General or Close facility and provide those individuals additional training in emergency response.
- 3 Organize a Working Group of ABVMA members to address issues such as processes for communications during emergency response, training and supports for members engaged in emergency response planning in their communities and remuneration of veterinary professionals working during emergency response.



ABVMA encourages members to support emergency planning for animal evacuation and care in their communities. ABVMA will also be working to develop materials to support veterinary practices engaged in animal emergency planning.



Injury Prevention Strategies in Veterinary Medicine



Jen DePrash, Alberta Heath, Safety and Wellness Consulting

VETERINARY MEDICINE IS A DIVERSE AND UNIQUE field. The patients range in size from tiny to huge, and the work environments are equally incomparable.

In a 2012 Canadian study¹, 93 per cent of veterinarians reported an injury during the past five years. Seventeen per cent reported their injuries resulted in one or more days off work. Sixty-nine per cent reported accidental exposure to anesthetic gas and 37 per cent reported accidental exposure to X-ray radiation.

One of the first steps to preventing injuries is understanding the factors that contribute to creating the hazards. By controlling the hazards, we can then prevent or lessen the injury's consequence.

Health hazards endanger an employee's physical health, the effects tend to be chronic and the impact of the injury may not be evident for some time. Safety hazards are hazards that result in bodily injury or property damage, and often the effect is seen immediately.

Here are some factors that contribute to creating a hazard in the work environment.

PEOPLE: Workplace hazards can be created by the action or lack of action of people in the work environment. Knowledge and training are critical to avoid unsafe behaviours. Strong leadership helps ensure policies, procedures and safe work practices are followed.

EQUIPMENT: Always check equipment to ensure it is safe to operate. Look for unsafe conditions such as using the wrong tools for the task or using defective tools or machines.

PRODUCTS/MATERIALS USED: Some products used are hazardous chemicals that pose a risk unto themselves; mismanaging the material or using the wrong material/product can create its own hazard. Ensure you know the hazards of the products you are working with and have the appropriate controls in place to mitigate the risk.

ENVIRONMENT: the environment of the worksite can create unique hazards. Always look for the condition of the work

area and walkways. Are there tripping hazards or blocked pathways? Does the area have inadequate ventilation, or is the lighting substandard for the task you will do? Perhaps the risk is the extreme temperature and noise in the environment. Because animals and their human companions can be unpredictable, ensure the environment is controlled as much as possible. Consider quick evacuation routes and barriers that may be in the way, whether you have sufficient light or need to supplement it.

PROCESS: Process combines all the above factors and also includes workplace design, culture and pace of work. Also, consider the by-products of that work: heat, noise, dust, vapours and fumes that the process may create.

Other factors to consider in injury prevention:

- Ensure you incorporate various tasks that allow a variation in movement and posture. If there is a relative or static work requirement, include recovery periods from muscle fatigue.
- Be aware of your fitness level and work to improve it to assist your body in coping with increased demands such as unexpected reaches or manual handling tasks.
- Be aware of your tolerance levels and limits, listen to your body and heed the warning signs.

Just as it is with animals, early prevention of injuries is key to preventing further complex issues.

Understanding the factors that contribute to a hazard will better enable you to ensure there are controls in place to mitigate the hazard.

Ignorance is Not Bliss

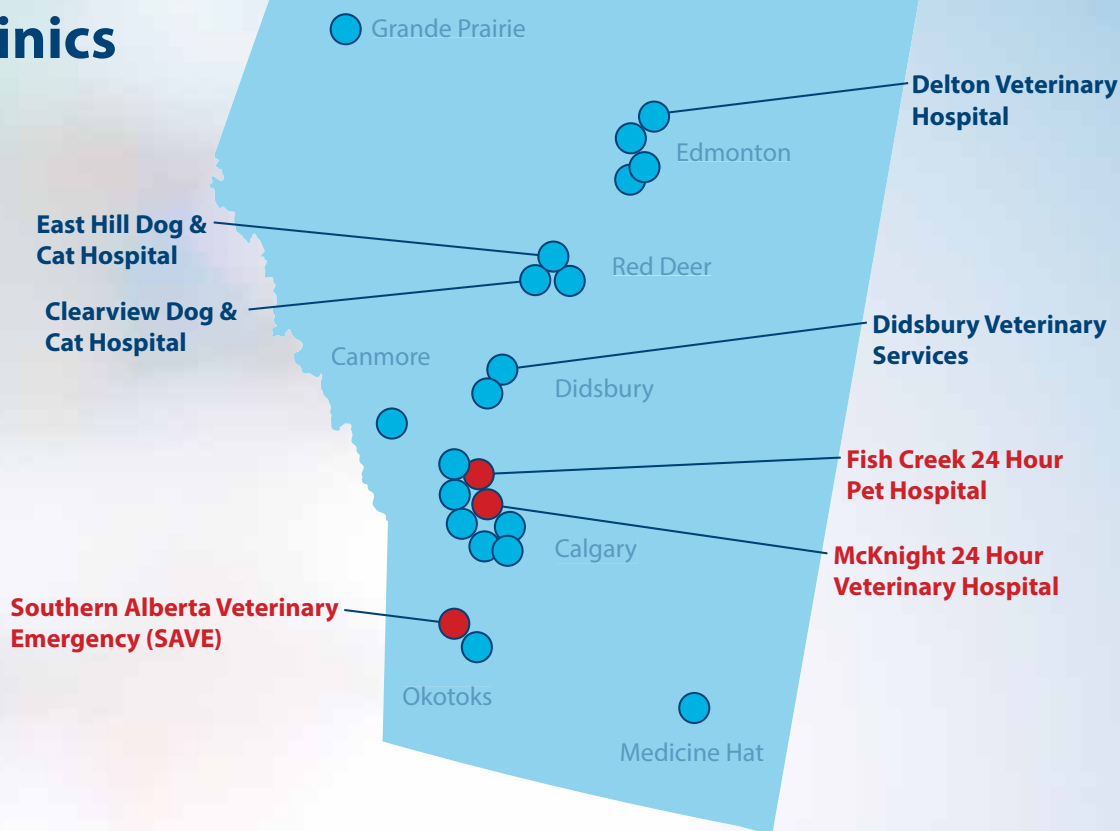
Under Alberta Occupational Health and Safety (OHS) legislation, you are required to list all the hazards associated with your job and list the controls put in place to minimize the risk.

There are many great free resources available to you through Alberta OHS. If you need further support, consider reaching out to a safety specialist. Together we can prevent injuries in veterinary medicine.

1. Epp, T, Waldner, C, *Occupational health hazards in veterinary medicine: Physical, psychological, and chemical hazards*, CVJ, 53(2): 15-157. <https://pubmed.ncbi.nlm.nih.gov/22851776/>

MORE EXPERTISE, MORE STRENGTH.

Join our 20+ clinics
in Alberta.



DO YOU KNOW WHAT YOUR PRACTICE IS WORTH?

VALUATIONS ARE FREE AND CONFIDENTIAL*

- Continue to have the freedom to practice medicine your own way
- Maintain your hospital's heritage and culture
- Enjoy administrative and management support

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

*Some conditions apply.

Let's start the conversation today.

sellmypractice@vetstrategy.com • vetstrategy.com

OVET
STRATEGY

Association Activities

The Registrar (R), Deputy Registrar/Complaints Director (DR/HD), 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:

MARCH

- 2: AR** Animal Welfare Advisory Committee Meeting
- 3: R** Next Innovation and Technology Advisory Group Meeting
DR Presentation and Panel Discussion BioAlberta Policy Forum
CM Program Planning Committee Meeting, One Health Antimicrobial Stewardship Committee
R/AR/DR Executive Committee Meeting, One Health Antimicrobial Stewardship
- 4: R/AR/DR/CM** LCC Animal Health Emergency Management (AHM) Workshop
R International Veterinary Regulators Network Group Meeting
- 5: R/CM** John Waters Zoonotic Diseases Workshop Meeting
R NFACC Executive Virtual Meeting
R AFAC Board Meeting
AR/CM – Quarterly Content Meeting with ev+ Digital Marketing Agency
- 8: R** UCVM Diagnostic Services Unit: Livestock Stakeholder Advisory Committee
R/AR/DR/CM Meeting with Malatest
AR/KN One Health Conference Report Meeting
- 9: R** CCVR Limited Licensure Working Group
AR Permit Audit Meeting
R/AR/DR/CM LCC
- 10/11/12: R/AR/DR/CM** One Health Antimicrobial Stewardship Conference
- 11: R/AR/DR/CM** LCC Difficult Encounters Workshop
- 12: R** ABVMA Presentation to GPRC Students
- 15: CM** Meeting with TDIMM
CM One Health at UCalgary Launch

- 16: R/AR/DR/CM** LCC Conference
R ABVMA Presentation to UCVM Students
- 17: R/AR/DR/CM** Executive Committee Meeting, One Health Antimicrobial Stewardship Conference
R/AR/DR/CM Meeting with ev+ Digital Marketing Agency re: Comms Strategy 2021/Strat Plan Objectives
P/PP/R/AR/DR/CM ABVMA ABVTA Joint Executive Meeting
- 18: R/AR/DR** PIPS Meeting
R/AR/DR/CM LCC Conference
- 19: Veterinary Professional Workforce Project Committee Meeting**
P/PP/R/DR/AR/CM Executive Council Meeting
- 21: AR** CVMA AHTVTPAC Annual Meeting
- 22: AR** CVMA AHTVTPAC Annual Meeting
CD Hearing
- 23: R/AR/DR/CM** LCC Conference
- 24: R/AR/DR/CM** Government Relations Meeting with Pam Cholak
R Meeting with Fair Registration Practices Office, Alberta Labour and Immigration
- 25: AR/CM** One Health Conference Report Meeting with A. Babujee
R/AR/DR/CM LCC Mental Health Workshop
- 26: R/AR/DR/CM** Meeting with Malatest
R/AR/DR Monthly Meeting with Pam Cholak and Dr. Keith Lehman
- 30: R/AR/DR/CM** LCC Conference
- APRIL**
- 1: P/PP/R/DR/AR/CM** Executive Council Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
CM: Provincial Communications Meeting
CM: Biweekly meeting with ev+ Digital Marketing Agency

LEGEND

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

- 7: CD** CRC Investigator Training
R Exam Modernization Session with AAFMP
- 8: AR/CM** One Health Conference Report Meeting with A. Babujee
DR CADRC Meeting with ABVTA Executive Director
- 12: R** CCVR's Emergency Services Working Group
R NFACC Executive April meeting
- 13: R/AR/DR/CM** Malatest Project Update Meeting
R/CM Homewood Health Meeting
- 14: R/AR/DR/CM** Government Relations Meeting with Pam Cholak
- 15: P/PP/R/DR/AR** Executive Council Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
CM Biweekly meeting with ev+ Digital Marketing Agency
- 16: CD** Practice Review Board Meeting
- 19: CD** Hearing
- 20: CD** Hearing
DR Tails of Help meeting
- 21: P/VP/PP/R/DR/AR** ABVMA Virtual Council Meeting
- 22: P/VP/PP/R/DR/AR** ABVMA Virtual Council Meeting
CM Biweekly meeting with ev+ Digital Marketing Agency
AR/CM One Health Conference Report Meeting with A. Babujee
- 26: CD** Hearing
R ABVTA Board Meeting
- 27: CD** Hearing
R/DR/AR/CM Project Update Meeting
- 28: CD** Hearing
- 29: P/PP/R/DR/AR** Executive Council Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
CM Biweekly meeting with ev+ Digital Marketing Agency
- 30: R/AR** PIPS Inspectors Meeting



2021 John Waters Zoonotic Diseases Workshop

Tuesday, Nov. 23, 2021 | 8:30 a.m.-5 p.m. MST

Delta Hotels by Marriott – South Edmonton Conference Centre

4404 Gateway Blvd., Edmonton, AB

780-434-6415 | 1-888-236-2427

The John Waters Zoonotic Diseases Workshop is hosted every two to three years, and invites members of the human and animal health sciences community together for a discussion on current issues related to zoonotic diseases.

PROGRAM AT A GLANCE

MORNING:

- COVID phylogeny, Dr. Matthew Croxon
- COVID in animals and possible transmission to people, Dr. Scott Weese
- Reflections on COVID, speaker: TBA
- The next pandemic?, speaker: TBA

AFTERNOON:

- Current state of Echinococcosis, Dr. Kinga Kowalewska
- Human Echinococcosis, Dr. Stan Houston
- Echinococcus in coyotes and dogs, Dr. Colleen St Clair
- Salmonella/E-Coli Surveillance, speaker: TBA
- Sample processing, Dr. Linda Chui
- Campylobacter in Poultry, speaker: TBA

Moderated by representatives from Alberta Health and Alberta Agriculture and Forestry

REGISTRATION:

- Low registration fee
- Registration includes refreshments and lunch
- Risk free registration, no ask cancellation policy*
- Approved by the ABVMA for 5.5 CE hours
- Registration opens June 2021
- Watch your E-News this June for more details

ACCOMMODATION:

- Group room block available
- Book online at: <https://www.marriott.com/event-reservations/reservation-link.mi?id=1618351076906&key=GRP&app=resvlink>
- Book by phone: 780-434-6415 or 1-888-236-2427
- When booking, please use code JWZJWZA or **John Waters Zoonotic Diseases Workshop**

COVID-19 CONTINGENCY*:

Conference organizers hope to host this event in person, assuming it is safe to do so and the event can be hosted in compliance with any public health orders in effect this fall.

Refunds will be provided on registrations right up until the event, no questions asked. If the workshop is unable to proceed in person, the program will be delivered virtually.

Hosted by:



In consultation with our program planning committee members from:
Alberta Health and Alberta Health Services, Alberta Agriculture and Forestry,
Canadian Food Inspection Agency, Provincial Lab, University of Alberta, Faculty of
Medicine, University of Calgary, School of Medicine.

Dr. Leighton Coma and Awards Recognition Ceremony



ABVMA VETERINARIAN OF THE YEAR AWARD

DR. LEIGHTON COMA

Presented by Dr. Kelly Loree



ON BEHALF OF DR. KELLY LOREE

and Central Veterinary Clinic we would like to present Dr. Leighton Coma with the 2020 ABVMA Veterinarian of the Year Award for his exemplary leadership championing and campaigning for rural veterinary medicine in Alberta. Raised on a horse, bison and cattle ranch near Thorhild, AB, Dr. Coma was immersed in a rural lifestyle from childhood. The positive influence of local veterinarians inspired him to pursue a career in veterinary medicine. He started at the University of Lethbridge (U of L) where he established the first U of L pre-vet club and completed his bachelor of science in biology. He then transferred to the Western College of Veterinary Medicine in Saskatoon, graduating in 2009. In 2012, he completed the Summer Dairy Institute training at Cornell University in New York.

After finishing school, Dr. Coma returned to a rural lifestyle to raise a family and became a mixed animal practitioner at the Central Veterinary Clinic in Ponoka, AB. Along with his partners, Dr. Coma now

operates one of the largest mixed animal practices in the province and has successfully attracted many young veterinarians to practice rurally. So far in his career, he has mentored and steered upwards of 80 veterinary students, 30 veterinary technician students and five veterinary technician assistants to practice rurally.

Dr. Coma has quietly, but enormously, impacted the dairy industry in western Canada. He has helped to re-establish veterinary services in areas where those services had been lost. He has organized a platform for western Canadian dairy producers to ask questions. He has assisted the Alberta SPCA, AFAC and RCMP for years. He has promoted continuing education as a guest lecturer with various groups such as DRECA.

Dr. Coma's personality and skills are valued greatly in practice, and he has significantly contributed to the betterment of the veterinary profession in Alberta. Congratulations Dr. Leighton Coma.



ABVMA MERITORIOUS SERVICE AWARD

DR. NICK NATION

Presented by Dr. Keith Lehman



DR. NATION GRADUATED FROM THE

Western College of Veterinary Medicine in 1974 and began working with Alberta Agriculture in 1976. In 1980, he received his certification as a Diplomate of the American College of Veterinary Pathologists and continued working as a diagnostic pathologist at Alberta Agriculture. In 1991, he moved on to work at the University of Alberta in Health Sciences Lab Animal Services, eventually becoming director in 2000. Along the way, Dr. Nation and Dr. Beck also opened Veterinary Pathology Laboratory in February 1992.

In 2005, Dr. Nation opened Animal Pathology Service, a private consulting practice in veterinary pathology that included numerous investigations in veterinary forensics and law enforcement. During that time, he also continued as an adjunct professor and worked as a consulting veterinarian for Grant MacEwan University. In 2020, Dr. Nation retired but still dabbles in some teaching at the University of Alberta.

Despite having an extremely busy career, Dr. Nation found a significant amount of time to contribute to the Alberta Veterinary Medical Association. Comments from the ABVMA office like “He was someone who seemed to always be there” and “a sage voice in an often cloudy situation” describe

his extensive and valuable contributions to ABVMA work.

Dr. Nation actively contributed to the Continuing Education Committee, Practice Inspection and Practice Standards (PIPS) Committee and Registration Committee. In between two terms on the PIPS Committee, Dr. Nation served on Council and ultimately as President in 2008-09. Following that, he moved into the role of Hearings Director, a role in which he continues to serve in to this day. He was also a member of the PIPS Bylaw Review Task Force over two separate periods, including 2011 to 2014 when the Bylaw underwent a major revision.

Dr. Nation has also contributed significantly to other projects like the John Waters Zoonotic Workshop and the ABVMA's Historical Advisory group. As part of the latter, he authored a chapter in the first history book: *A Short History of the Veterinary Profession in Alberta, 1955-1990*, and served as a member of the editorial team and authored the foreword for the second ABVMA History Book: *The History of the Profession in Alberta, 1991-2010*.

In 2004, Dr. Nation was recognized as Veterinarian of the Year, and in 2012, he received the Communications Award. Congratulations Dr. Nation on being presented the ABVMA's Meritorious Service Award.



ABVMA YOUNG VETERINARIAN OF THE YEAR

DR. JESSICA LAW

Presented by Dr. Pat Burrage



DR. BURRAGE FIRST MET JESSICA

Law while she was a student attending a DVLC rotation at Bluffton Veterinary Services. He and his staff quickly recognized she had talent and set their sights on recruiting her. Decision day came down to a dinner meeting in a small-town diner in central Alberta. Jessica and Dr. Burrage met to discuss an employment opportunity for her in Bluffton. He found out on that unlucky day (at least for Bluffton) that Jessica had a plan, and it did not include them. It was disappointing, borderline devastating, as they felt they let a great new graduate veterinarian slip away. They now know and understand that the good ones are never satisfied, always growing, always achieving, never comfortable with the status quo. This is Jessica, she is a leader. She continues to grow her leadership

skills in the veterinary profession with her involvement in the swine industry and ABVMA. Jessica is currently the president of the Western Canadian Association of Swine Veterinarians and the Canadian Association of Swine Veterinarians. In 2018, she received the Rising Star Award at the Alberta Pork Congress. Dr. Burrage says he feels blessed to have met her and worked with her as a student, and to have had the opportunity to watch her develop as a veterinarian and a leader. He is even more fortunate in that he benefits from her great leadership through her involvement with the ABVMA as she is currently Chair of the Food Animal Advisory Committee, and he expects she will have a valuable contribution to the future of the veterinary profession.

Congratulations, Jessica.



ABVMA VETERINARY TECHNOLOGIST OF THE YEAR AWARD

JESSICA BENOIT, RVT

Presented by Kate Simon, RVT



JESSICA GRADUATED FROM THE NAIT Animal Health Technology program in 2010. Since graduating, she has been focused on increasing her knowledge and skills in animal behaviour. In addition to being a registered veterinary technologist, Jessica is the co-owner of Companion Veterinary Clinic in Edmonton. She is a Certified Professional Dog Trainer, Karen Pryor Academy Certified Training Partner and most recently earned her Veterinary Technician Specialty in Behaviour designation. She is also a Fear Free Certified veterinary professional, trainer and speaker.

Jessica enjoys educating and sharing her knowledge through speaking engagements, which include Doggone Safe presentations for children, guest lecturing for post-secondary institutions, providing client education seminars as well as continuing education events for veterinary professionals. In addition, she provides mentorship for veterinary technologists and trainers interested in animal behaviour.

Jessica developed the training and behaviour program at Companion Veterinary

Clinic in 2013, developing curricula for dog training classes, kitten classes and trick training, as well as offering private training and behaviour modification sessions. Her goals have always been for clients to see their veterinary clinic as the first step to helping them with their pet's behaviour, and to ensure the emotional welfare of patients during veterinary visits. She has built relationships with veterinarians and veterinary technologists throughout Alberta to assist them in providing behavioural services to their clients and patients. In addition, Jessica works closely with the Edmonton Police Service as a consultant on animal cruelty cases, a job that comes with its challenges but also provides her with a great deal of hope.

Jessica believes animal behaviour is an integral part of veterinary medicine and enjoys sharing her passion with the public and other veterinary professionals. In her spare time, she loves being outdoors with her husband and two children, four dogs, one cat and 17 chickens.

Congratulations, Jessica.



ABVMA COMMUNICATIONS AWARD

DR. KATHY KEIL

Presented by Dr. Kirsten Aarbo



THE COMMUNICATIONS AWARD IS

given to an ABVMA member to recognize their efforts to enhance the image and understanding of veterinary medicine. In this case we are recognizing this member for her contribution in helping us understand ourselves.

Dr. Kathy Keil noted early in her veterinary career that veterinary professionals are caring, kind and empathetic individuals — and that there are times where the constant draw on these characteristics can have negative effects on mental health. Kathy had completed two degrees in psychology prior to veterinary school and, combined with personal experience helping people close to her in crisis, she wished to learn more in order to help her colleagues dealing with emotional distress.

Kathy has completed training in Mental Health First Aid, suicide awareness and intervention, as well as mindfulness and yoga. She is licensed to teach safeTALK suicide awareness. She has delivered numerous webinars and sessions on mental illness, burnout and compassion fatigue for ABVMA members, which are always well received. She has also written numerous articles on these topics.

As a technical services veterinarian with Merck Animal Health, she initiated the Merck-CVMA “It’s Time to Talk about Mental Health in Veterinary Medicine”

awareness campaign. This is an annual campaign, which offers webinars and tools to help veterinary professionals take care of their mental well-being.

Kathy’s goal is to foster an environment of community support within the veterinary profession and help empower people to talk about mental health. The stigma that surrounds mental illness makes it harder for those suffering from depression, anxiety, compassion fatigue and burnout to seek out help. Our profession needs leaders like Kathy to help break down barriers so that our colleagues feel empowered to help themselves and others.

Kathy served on ABVMA Council, where Dr. Aarbo feels she was lucky to work with her and have numerous discussions on these issues. Kathy is a warm, caring and passionate person who is incredibly dedicated to developing multifaceted programs to help change the way mental health is viewed in veterinary medicine. She is also one of the kindest people Dr. Aarbo knows, always possessing tangible respect for other’s views and background in all discussions. Dr. Aarbo is very honoured to present the ABVMA Communications Award to Dr. Kathy Keil, and looks forward to her future efforts.



ABVMA OUTSTANDING MENTOR - INDIVIDUAL AWARD

DR. CRAIG HELLQUIST

Presented by Dr. Daren Mandrusiak



DR. CRAIG HELLQUIST GREW UP IN

Elk Point, AB, with a passion for everything scientific. Craig attended the University of Alberta in the Faculties of Science and Agriculture before being accepted into the veterinary medicine program at WCVU. As a veterinary student, Craig worked at Wainwright Veterinary Clinic, where Dr. Keith Leitch and Dr. Tannis Tupper provided diligent mentorship to countless students. This solidified his passion for mixed animal practice and also his determination to give back to the profession.

After graduating in 1989, Craig joined Viking Veterinary Clinic with Dr. Glenn Nordstrom, and was able to learn many best practices from him. In fall of 1991, Craig married his classmate Anita and they spent a year travelling New Zealand and other countries before returning to mixed practice in St. Paul and raising their family: Tanner, Jessie and Logan.

Craig became involved in various committees of the ABVMA, served on Council for one term and became an active member of the Northeastern Group. He also served on the Advisory Committee for the AHT program in Vermilion for several years.

In 1997, Craig and Anita became owners of the St Paul Veterinary Clinic and Craig began to fulfill his dream of mentorship, bringing in veterinary, AHT and high school students, ensuring that they observed and experienced as much as possible.

After nearly 32 years in the profession, Craig is excited to see many former students in veterinary practice as colleagues and owners. He is looking forward to eventually spending more time on his Harley and restoring vehicles in his shop, but hopes he has played a role in ensuring veterinary practice can remain viable in rural communities.

Congratulations Dr. Hellquist, you are very deserving of this honour.



ABVMA OUTSTANDING MENTOR - PRACTICE AWARD

CENTRAL VETERINARY CLINIC

Presented by Navada Moore, RVT



FOR MORE THAN THIRTY YEARS, the Central Veterinary Clinic in Ponoka has opened its doors to students from across Canada to provide excellent, ongoing mentorship to young veterinary professionals. Students are immediately integrated into a tight-knit group of young practitioners and technicians from diverse backgrounds and areas of interest. They all work cohesively towards the same goal: outstanding patient care.

The Central Veterinary Clinic is a positive, upbeat, rural clinic. They strive to help build students' confidence in stressful and difficult situations and inspire them to keep working hard and challenging themselves to be better.

They specifically teach future students the value of food animal and companion animals in rural practice. Students are encouraged to pursue special interests, receive high caseloads, and have multiple veterinarians and technicians serving as mentors.

As a part of the University of Calgary's Distributed Veterinary Learning Community for the last ten years, Central Veterinary Clinic offers a unique opportunity for students to embrace learning about food animal medicine, for which they received the Boehringer Ingelheim Award of Excellence in Clinical Teaching in 2017.

In clinic or on farm, students are paired with seasoned veterinarians and technicians that help them set achievable goals and highlight skills or concepts on which they

focus for that day. The one-on-one training is an invaluable experience, as mentors teach and prepare students to meet head-on the challenges of a rural veterinary career.

For Central Veterinary Clinic, mentoring means paying it forward: they use their hard-earned knowledge and experience to teach and give opportunity to multiple students from different schools. Their senior veterinarians at the clinic serve as confidence advisors for clinic associates, which involves being a coach, mentor, career advisor and teammate.

They receive consistently outstanding evaluations from students regarding rotation experiences and to this day, continue to take phone calls for advice and guidance from former students now working in the field.

At the Central Veterinary Clinic, they use their passion, experience and professionalism to train future colleagues. Receiving the ABVMA Outstanding Mentor Practice Award recognizes the long history of mentorship that this clinic has given to many veterinary professionals over the years and celebrates the excellence they strive to achieve every day.

Thank you to the ABVMA and everyone involved for making opportunities and aspirations like this possible.

Congratulations to Central Veterinary Clinic in Ponoka for being awarded the ABVMA Outstanding Mentor - Practice Award.

2021 CANWEST VETERINARY CONFERENCE

GOES VIRTUAL!

OCT. 16-19, 2021



For one more year, the CanWest Veterinary Conference will be **DELIVERED VIRTUALLY** to ensure the health and safety of our attendees.

The program and virtual event platform will feature great CE with improved platform capability to maximize networking between attendees and our valuable sponsors!

The 2021 conference will feature*:

CE in the same great learning tracks, delivered in a combination of live and on-demand offerings in:

- Companion Animal
- Equine
- Food Animal
- RVT
- Veterinary Team
- Daily morning keynote for all attendees
- Wellness Events
- Contests
- Virtual Exhibit Hall

**Program details tentative and are subject to change.*

WE CAN'T WAIT TO SEE YOU ONLINE THIS FALL.

CanWest welcomes the ABVTA CE event and Annual General Meeting on **SATURDAY, OCT. 15**



CanWest is excited to be back at the Fairmont Banff Springs Hotel in 2022 and 2023, so mark your calendars

OCT. 15-18, 2022

OCT. 14-17, 2023 (TENTATIVE)

Sponsorship details available this June.

PROGRAM AND REGISTRATION AVAILABLE IN JULY AT:
CANWESTCONFERENCE.CA

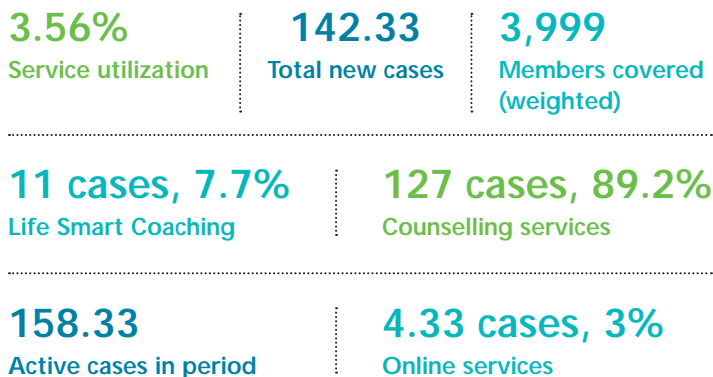
Annual Program Update (March 1, 2020 – Feb. 28, 2021)

ABVMA MEMBER WELLNESS IS SUPPORTED THROUGH TWO DISTINCT PROGRAMS:

1. Member Assistance Program – offered through Homewood Health
2. Member Wellness Program – offers members that qualify access to recovery treatment due to incapacitation from addictions through interest free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office.

For more information on the member wellness program contact darrell.dalton@abvma.ca.

Utilization Summary



Member Demographics

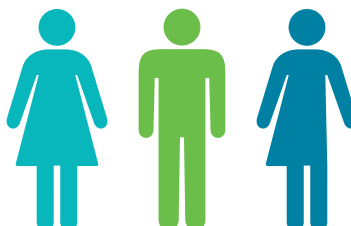


Veterinarians
73 cases, 52.9%

Technologists
64 cases, 46.4%

Not Specified
1 cases, 0.7%

Gender

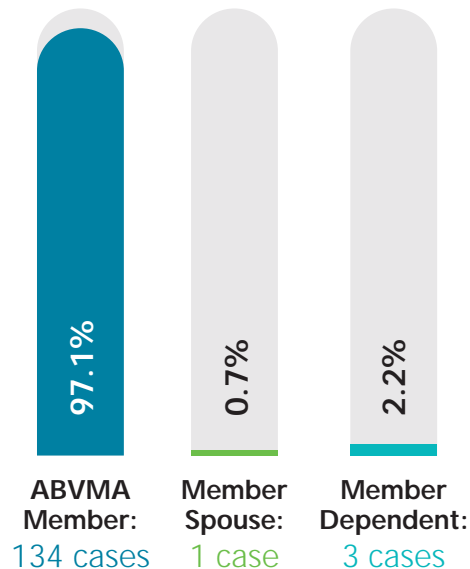


Female
125 cases, 90.6%

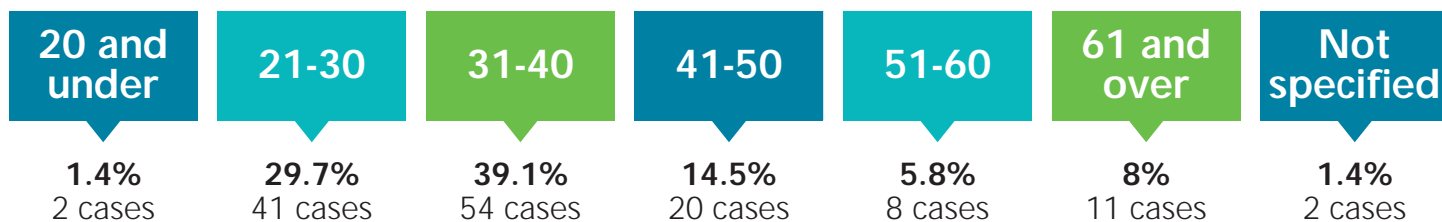
Male
12 cases, 8.7%

Not Specified
1, 0.7%

Relationship



Age Group



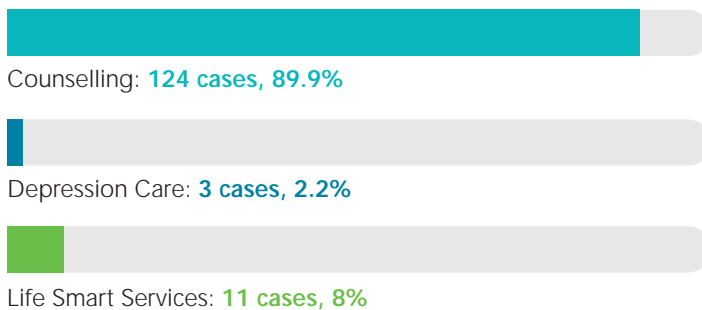
Counselling

0.8% Addiction 1 case	0.8% Crisis/Trauma 1 case	3.2% Family 4 cases	0% Health 0 cases	11.3% Marital/ Relationship 14 cases	71% Psychological 88 cases	1.6% Social 2 cases	11.3% Work: 14 cases
------------------------------------	--	----------------------------------	--------------------------------	--	---	----------------------------------	-----------------------------------

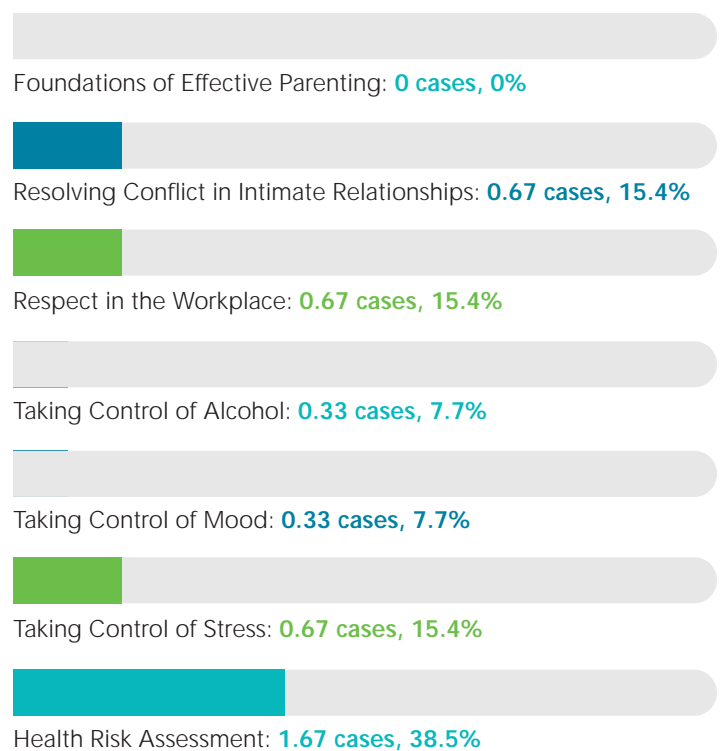
Life Smart Services

18.2%	Career Coaching: 2 cases
0%	Jumpstart Your Wellness: 0 cases
9.1%	Legal Advisory Services: 1 case
9.1%	New Parent Support: 1 case
36.4%	Nutritional Coaching: 4 cases
18.2%	Relationship Solutions: 2 cases
9.1%	Stress Solutions: 1 case

Service Detail



Online Courses



Years of Service

21%	Less than 5 yrs: 29 cases
18.8%	5 to less than 10 yrs: 26 cases
13%	10 to less than 15 yrs: 18 cases
4.3%	15 to less than 20 yrs: 6 cases
1.4%	20 to less than 25 yrs: 2 cases
5.8%	Over 25 yrs: 8 cases
35.5%	Not specified: 49 cases

Counselling Method

1.6%	58.3%	26.8%	1.6%	9.4%	2.4%
In Person 2 cases	Phone 74 cases	Online CBT 34 cases	Video 2 cases	Web 12 cases	Undetermined 3 cases

Contact Us 24 hours/day, 7 days a week

1-800-663-1142, TTY: 1-888-384-1152
International (call collect): 604-689-1717

Homewoodhealth.com





Robert McCorkell, DVM

Interim Dean, University of Calgary,
Faculty of Veterinary Medicine

I'M PLEASED TO REPORT THAT

despite a challenging year of COVID-19 uncertainty and restrictions, we have been able to complete a successful year of teaching, learning and research at UCVM. I'm grateful for the incredible efforts and creativity of our faculty and staff to modify much of our in-person teaching to an online platform and to implement measures to safely provide in-person clinical skills and anatomy laboratories.

May marks the beginning of practicum rotations in the community for UCVM's Class of 2022. This year will be a modified year, similar to last year with some of the rotations being of an increased length to reduce interactions. It is hoped that as the year progresses it will be possible to get back to practicum rotations more typical of past years. A big thank you to all of our continuing Distributed Veterinary Learning Community (DVLC) partners and a big welcome to the several new DVLC partners joining us this year for their flexibility and assistance in making the fourth year of our DVM program possible.

UCVM continues to rise in the QS World University rankings, #37 in veterinary sciences globally, and second in Canada. This is a significant achievement for a young school, and we are proud of the students, research and clinical expertise that help UCVM make a difference in animal and human health.

This spring, we celebrated the first anniversary of the Simpson Centre for Agricultural and Food innovation and Public Health. The centre is the product of a unique relationship between the Faculty of Veterinary Medicine and UCalgary's School of Public Policy. It recognizes the benefit of the trans-disciplinary approach, which when applied to issues or challenges often yields a result that is greater than just the sum of its parts.

The centre is led by an exceptional person, Dr. Guillaume L'hermie, who brings with him an impressive set of technical skills and work experience that provide a solid foundation to support the interconnected nature of veterinary medicine to the challenges we see in agri-food and agri-business in Canada along with their impact on animal and human health.

There are a couple of new important developments this spring at UCVM. The first involves changes to the admissions process for the DVM Program. One of the side effects of the ever-increasing size of our pool of applicants to the DVM program has been a steady increase in the GPA required to be considered for an interview. While a high GPA is often considered a wonderful thing, it is also recognized that it is subject to many biasing influences which bring into question its fairness as a sole selection statistic.

Beginning with applications accepted for the DVM program this fall (October and November 2021) a new process will be in place for inviting applicants for an interview. In the past, the GPAs from both the 10 required courses and the most recent four undergraduate semesters were used to rank students for an interview.

Not only was this statistic used to select applicants for an interview, it was also used in the final calculation to determine which applicants would be seated in the class. In the future, all applicants will be screened to determine if they are academically qualified. This will be determined by the applicant having a GPA of 3.0 over the most recent four undergraduate semesters and by attaining a score of 495 or greater on the MCAT. Once this threshold is met, it will not be a part of further decision making. All academically qualified applicants will have their files reviewed by members of a file review subcommittee who will score the application for its alignment with the objectives and goals of the UCVM DVM program, and applicants will be invited for an interview based on this score. The interview process will be the same as in the past, involving multiple mini-interviews and an on-site essay.

The second important development happening this spring is the completion of the expansion to our Diagnostic Services Unit. The enhanced livestock diagnostic services were announced and launched in the fall of 2020 by the Government of Alberta along with the release of subsidized pricing for livestock submissions. This expansion has involved the hiring of two new veterinary specialists and two new laboratory technicians. Bacteriology, a new on-site service, will be up and running this summer with the renovations needed to support this service completed by the end of May.

At the time of printing, we are still awaiting the announcement of a new UCVM Dean. Once a new dean is in place, we will embark on developing a new five-year strategic plan that will set the direction of the faculty in the coming years.

WCVM Alberta Student Profile

Veterinary career clicks with student: Hope Skorlatowski



By Lynne Gunville

HOPE SKORLATOWSKI HAD ALWAYS

been involved with the dogs on her family's acreage in Cold Lake, AB, but once she enrolled in dog agility classes at the age of 11, she began to view them differently.

"I saw the classes at our community registration day and signed up with our six-year-old Labrador-retriever cross," recalls Skorlatowski, a first-year student at the Western College of Veterinary Medicine (WCVM). "I was hooked after the first class, and my obsession only grew when I went to my first competition."

Those initial experiences sparked a fascination with animal behaviour that has since expanded to include other species including horses and even cats — Skorlatowski clicker-trained her three cats as a COVID-19 quarantine project earlier this year.

By the time Skorlatowski was 12, she was pet sitting for families in the region, and she eventually began to offer basic training in areas such as house training and obedience. She also socialized puppies to new environments and cared for geriatric pets.

During her years as a member of Cold Lake's PAWSitive Dog Sports, Skorlatowski acquired a basic understanding of animal behaviour as she interacted with the other club members, attended clinics and researched science-based training techniques.

Once she began assisting with the classes and realized that she and the participants shared many similar issues with their dogs,

Skorlatowski became more comfortable offering advice and helping people to reach their goals.

"I got most of my experience from training my own pets," says Skorlatowski. "My first puppy that I raised by myself was fear reactive and extremely anxious about new situations. I was forced to learn how I could help her to get over some of her fears. I also learned how important socialization is in young puppies."

Skorlatowski also worked as a wrangler at Penner Horseback Adventures Ltd. in Cold Lake, and before long, she was riding her own horse around the ranch.

"I enjoyed getting paid to ride my horse every day," says Skorlatowski. "And my horse loved having a job. He thrived when he was able to explore all day."

Year after year Skorlatowski dressed up as a veterinarian for her school's career day. She knew that she wanted to work with animals, and by the time she was in high school, she was focused on attending the WCVM and embarking on a career in veterinary medicine.

To get clinic experience, Skorlatowski began volunteering at Cold Lake Veterinary Clinic. As she helped with the day-to-day clinic tasks, Dr. Kaitlyn Cockerill (WCVM '14) offered encouragement and support.

Skorlatowski was particularly impressed that the clinic staff were constantly innovating and changing their handling

procedures to improve animal welfare and reduce their patients' stress.

She also spent a summer working at the Lakeland Humane Society where the staff helped her to get more experience handling animals by saving any medical-related jobs for her.

Now that Skorlatowski has begun her first year of vet school at the WCVM, she's enjoying the chance to get even more hands-on experience in the animal handling labs — especially with species that she hasn't worked with before. She's already joined an animal behaviour and welfare club and is on the lookout for webinars that will further her knowledge of animal behaviour and training. She's also planning to pursue her latest interest — cowboy dressage.

After graduation, Skorlatowski looks forward to a career in small animal medicine and hopes to work in a practice with ties to a local animal shelter. She's confident that her experiences with training a variety of species and personalities will benefit her as a student and as a practitioner.

"My experiences have given me a diverse background and experience with a lot of different species as well as personalities. I've seen what a happy dog looks like and what a stressed dog looks like, and I can adjust how I interact with the animal accordingly."

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



Wealth Management
Dominion Securities

Steven Kim, B. Comm., CIM

Vice-President & Portfolio Manager

RBC Dominion Securities Inc.

Suite 2300 Edmonton Tower

10111-104 Avenue

Edmonton, AB T5J 0J4

Tel: 780-409-5355

Toll free: 1-866-261-4565

Fax: 780-426-7838

steven.kim@rbc.com



Breanna Patton

WCVM Class of 2022
ABVMA Student Representative
2020/2021

HELLO EVERYONE!

After a long and snowy winter, it is finally spring here in Saskatoon. Students are excited to get out of the house, take a break from studying and explore the city before they return home for the summer. These last few months of classes have been busy! Students are writing their final exams, completing their Objective Structured Clinical Examinations (OSCEs) and getting ready for their summer jobs. Many vet students will be returning to their home provinces to work at small, large and mixed practices. The WCVM also offers many summer research opportunities for those looking to explore less traditional veterinary occupations. The WCVM search for a new Dean has also been ongoing. During March and April, students were invited to attend virtual public presentations given from each potential candidate. Despite a busy study schedule, some COVID-safe social events occurred as well. An online watch party to view the PBS James Herriot TV series, *All Creatures Great and Small*, was organized by several WCVM professors. And as a final student social event, the Western Canadian Veterinary Students Association (WCVSA) hosted an online student trivia night.

At the end of the 2021 Winter Semester, first-year students concluded several classes, including Anatomy, Neuroscience, Form and Function, and General Pathology. Second-year students finished many large and challenging classes, including Systemic Pathology, Clinical Pathology, Medical Imaging, Toxicology, Surgical Principles, and Clinical Exam and Diagnosis. Third-year students are writing finals for their elective classes and have been busy finalizing their fourth-year rotations. The Class of 2022 has been fortunate to have very few rotations cancelled due to the pandemic. While a small number of rotations have been moved online and summer externships outside of Canada have been cancelled, overall, most of the fourth-year rotations for the 2021-2022 school year are offered to students. As April comes to a close, we say goodbye to the Class of

2021. They made it through a challenging and very different looking fourth-year experience and are now entering the profession as new grads. Congratulations to the Class of 2021 – we wish you all the best!

In light of the Not One More Vet (NOMV) movement, I wanted to talk about the WCVM's March Mental Healthy Month again. During the month of March, the WCVSA, Pawsitive Practice student representatives and the Mental Health Planning Committee helped promote wellness activities and open conversations about mental health. Activities organized for Mental Health Month included online yoga and meditation session, a virtual paint night sponsored by Purina and the WCVSA and An Introduction to Mindfulness Meditation with Dr. Anita Chakravarti from the University of Saskatchewan's College of Medicine. Several talks were also organized with a focus on well-being strategies. WCVM's very own Dr. Trisha Dowling spoke on "Freeing Yourself from the Inner Critic," and Steady Gait Planning organized a talk from Dr. Robyne Hanley-Dafoe about "Finding your Calm Within the Storm." Mental Health First Aid training was also offered to students. This program focuses on how to recognize if someone is experiencing a mental health crisis and how to help them access appropriate resources. For those of you that do not use social media often, the NOMV movement took over everyone's Facebook, Instagram and Twitter accounts at the beginning of March with the goal of raising awareness in both the veterinary and public communities about the mental health challenges and high suicide rates of the profession. With clinics being busier than ever during the pandemic and burnout rates increasing, please remember to talk care of yourself and check in on your colleagues.

Thank you for taking the time to read the updates on student life at the WCVM. Take care!

HELLO EVERYONE! AS I WRITE THIS

article, it feels like spring is most definitely in the air. Each day we are starting to see more sunlight, blue skies and warm weather. Let's hope this trend continues to the summer.

March is always an exciting month around the veterinary campus, and this year has been no different. This is a time when classes are slowly winding down, rotations picks are looming, graduation is nearing, interviews for prospective students are happening and next year's admission information rolls out. First-years have nearly completed their inaugural year, and I know many are already planning for or have secured summer positions in various veterinary clinics around the province. Second-years are nearing completion of one of the heavier didactic years of veterinary school, and are also planning for their last summer before third year, during which summer will be occupied by rotations. Third-years are finishing their surgery labs, and have completed their rotation picks and soon should learn their destinations. Lastly, fourth-years have finished their rotations; many have secured jobs already and are heading out into the working world with an incredible sense of accomplishment, having finished veterinary school with the last year being in a pandemic.

Over the last few months of the new year, the extracurricular schedule has had no shortage of events. There have been countless speakers from industry, including speakers from practices within the Distributed Veterinary Learning Community, which has allowed students to get a glimpse into the culture of these practices. In addition to the speakers, there have been several online events that were highlights for students this year. The most notably being UCVM Trade Fair, UCVM Vetball and the annual UCVM Smackdown. The UCVM Trade Fair was entirely online this year, scheduled over two nights. Each night, students were able to join breakout rooms hosted by industry and practice reps including IDEXX, Zoetis, TD insurance, Moore Equine, Mosaic and many more. We often don't get the opportunity to have these personal conversations, and this was an excellent

opportunity to create new relationships and contacts within the industry. UCVM Vetball turned out better than we could imagine. I had the opportunity of being a part of the team organizing this event, and we put an incredible amount of time into planning and organizing to ensure that it was as close to the real, in-person Vetball as possible. The night included viewing each respective year's class video, awards including some Rusty Zoomer awards for those where the technicalities of Zoom still escape them, a fun, competitive game of Kahoot, and the selection of winners for the door prizes. Every year the proceeds raised from Vetball are donated to Tails of Help, and unbeknownst to us, after everything was said and done, we doubled last year's donation and this year were able to make a generous donation to an organization that helps individuals overcome the challenges to access veterinary care. Lastly, the UCVM Smackdown occurred this year in lieu of our annual CPR competition, which is normally hosted in person. The Smackdown involved teams of seven, which had to include students from all three years. Each team was given a task that was related to emergency and critical care, CPR or veterinary related and given points based on the completion of the task. This was hosted by our Student Veterinary Emergency and Critical Care Society Club and is one of the most popular events of the year.

As I write this, students are looking forward to the summer, and are hopeful and excited for the new opportunities, learning experience, new relationships and adventures that the season brings every year. I hope as you read this you are basking in the warm rays of the sun, drinking a hot cup of coffee and getting ready to enjoy the soon-to-be-summer days. Take care!



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.**

WITH THE DEADLINE OF THE

magazine submission looming over me and a blank computer screen in front of me, I begin to feel stressed about it being late and not knowing what to write. Many thoughts pass by me about my career, my colleagues, my friends in the industry, my time on the board and what I can write to make you, our reader, feel inspired, empowered or energized.

What do our members and veterinary colleagues want to hear from me is the question that haunts me each time I sit down to write the ABVTA News. It's easy to write meeting highlights or the happenings of the association, but I want to write something that makes you think, makes you feel appreciated and makes you proud to be in the veterinary profession.

Twenty-five years ago I began my career as an RVT; I have been through several designation name changes, two association names and spent time in practice, academia and industry. I feel like the last 25 years have gone by a bit too quickly; however, I am proud to see how the RVT profession has grown, not only in numbers but also in our professional image and recognition.

I have been called a glorified janitor, the girl in the back, the one who answers the phone, the one who helps the vet, the technician, the kennel assistant and the list goes on. Even though I get called many things while hoping they would just call me the RVT or the technologist, I feel like RVTs are in a better light so to speak than when I began 25 years ago. I love that we are now viewed as educated, skilled and a valued member of the team.

With stress being at an all-time high and our mental health being challenged over and over again, I want to remind you that you are important, you are thriving and you are here to be the best veterinary

professional you can be. Our jobs are tough and have many challenges, and we need to now, more than ever, take care of ourselves and our coworkers. Practice staff are being pushed to the max as practices are busier than ever, shelter adoption numbers are literally through the roof and your industry rep has been working from home and not able to travel to see their customers — all of this is hard. I am not embarrassed to say that I terribly miss driving down the road from practice to practice making my sales pitch to my customers, going to a lunch meeting or better yet sitting in a board room giving a presentation. It's all out of the ordinary for us and it's stressful.

There are many times when I wanted to quit veterinary medicine (and in fact I did for a bit), like when an owner slammed

his fist down on the front desk after I delivered some bad news and he told me to drop dead, when I got hollered at for letting a cow

bust through the head gate on a dead run or when a scouring calf that was looking pretty good at night but was deceased the next morning — of course after I told the producer the calf was "looking pretty good." Our jobs are tough, our jobs are demanding and sometimes our clients aren't very nice, but when times are tough I always go back to why I wanted to be an RVT: my love of animals, my passion for animal welfare, my love of science and my desire to be the voice for our patients. Saving lives and helping animals is what gives us purpose and meaning and makes us who we are.

As an RVT who has struggled in the past with a lack of purpose and low self-esteem, I can tell you what you feel is real but how you handle it is the key. Talk, reach out, look within and remember your why!

"YOU MUST TELL YOURSELF, NO MATTER HOW HARD IT IS OR HOW HARD IT GETS, I'M GOING TO MAKE IT!"

—LES BROWN



CE Committee

SPRING IS HERE! IT IS SO LOVELY TO BE OUTSIDE AND

enjoying some sunshine. Our CE group has been busy planning some wonderful sessions coming up. We were fortunate to have Dr. Sue McDonnell in January. Her talk on The Low Stress Handling of Horses was very informative. In February, we were lucky to have Purina present (and sponsor — thank you again Purina!) a talk on Feline Allergens and their new LiveClear diet.

We had the lovely Jessica Benoit RVT, VTS(Behaviour) speaking about Taking the Fear out of Nail Trims in March, and had Dr. Duke speak in April on Anesthetic Considerations for the Neonate and Pediatric Ruminants and Foals. Thank you both so much.

Please follow the ABVTA website for upcoming sessions and, as usual, please reach out if you have any suggestions for topics. Treenabr@abvta.com

Grande Prairie Regional College



THE 2020-2021 ACADEMIC YEAR

at GPRC Animal Health Program has come to an end. What a year it has been. With the new changes and challenges brought on by the pandemic, the staff and students adapted, persevered and proved that anything is possible!

First-year students are taking a well-deserved summer break after a busy spring in

their hands-on animal labs and calving and lambing rotations.

With great sadness and pride, the GPRC AHT staff bid farewell to the second-year students. We wish each one of them the best of luck at their practicum placements, writing their VTNE and as they embark on their new journeys to becoming an RVT. You got this!



Second-year students



NAIT



SPRING HAS SPRUNG AT NAIT

The Animal Health Technology students have been busy in their large animal rotations and are enjoying some fresh country air. The students have completed their calving shifts where they had the opportunity to process calves in the farm environment. This is always an exciting time.

A big thank you to the Westlock Veterinary Center team for welcoming and including our students in their large animal appointments in March. This was an invaluable learning experience for our students and modelled how supportive and collaborative the veterinary community can be.

Another spring highlight was the rotation at the Swine Research and Technology Center where our students gained experience with safe handling techniques and swine injections. We are very proud to offer this experience to our NAIT students.

As we head into the final weeks of the school year, our second-year Animal Health Technology students are preparing for their practicum placements and are looking forward to putting all of their hard work into action. NAIT students are resilient and ready!

Lakeland College



Student-led concept presentation

GREETINGS FROM LAKELAND COLLEGE

As I write this, our second-year AHT students have finished their last class, and head into their final exams next week and then onto their practicum placements. Their enthusiasm is inspiring as they enter this next phase of learning with a bit of trepidation mixed with a great deal of excitement. We once again thank the veterinary practices who are hosting our students. Your mentorship and experiences that you offer are invaluable to our students. The student led clinic course ended with final presentations being livestreamed to friends and family as second-year students summarized their year of virtual and live experiences through the student-led concept. In a year filled with negatives and challenges, the students found positives and created opportunities, and we are extremely proud of them all. First-year AHT students are starting to see the light ahead as they gear down in hematology, clinical pathology, anatomy and anesthesia. I hope everyone continues to stay safe and has a chance to create some happy summer memories soon.

Olds College



MANY RVTS IN ALBERTA HAVE HAD THE PLEASURE

of being taught and mentored by Karen Lesnick. I have both the pleasure and sadness to announce that Karen is retiring in June. Karen graduated from Fairview College in 1986 where she returned to teach in 1997. After ten years of teaching at Fairview College, Karen joined the Olds College team in 2007. Karen has been a staple at Olds College for many years. Her knowledge and passion radiate through the college and the students. Always ready to jump into any diagnostic class or help students make the perfect blood smear, her presence on campus will surely be missed. Her love for teaching and infectious laugh makes any classroom she is in a joy to observe. When asked

about retirement, Karen stated that she is sad to retire as she will definitely miss the students, "in particular, teaching them the best courses, Parasitology and Hematology." For the staff here at Olds College, Karen is not just a mentor, friend and colleague, she is family. Karen makes sure to check in on her coworkers and never forgets a spouse's or child's name. Karen goes into retirement thankful for the opportunity to teach and influence so many lives over the years. She is looking forward to getting to spend more time with her grandkids and getting outdoors doing what she loves most: kayaking, gardening and cross-country skiing. We hope Karen visits us often!

| 2020 ABVTA Award Recipients

ABVTA APPRECIATION AWARD



Kate Simon, RVT

ABVTA MERITORIOUS SERVICE AWARD



Dr. Colleen Pratt

LUCILLE LANDALS EMERGING LEADER AWARD



Sydney Frost, RVT



Fiona Kowalczyk, RVT



Dr. Lisa Lomsnes

35 Years of Service Award

Susan Herbert, RVT

Gladys Fazikos, RVT

Shannon Stannard, RVT

Cindee Burns, RVT

Mona Pohl, RVT

For more information on the ABVTA Awards and their recipients please visit <https://www.abvta.com/abvta-awards/>

| It's GAME NIGHT!

PUT YOUR PJS ON, GRAB YOUR FAVOURITE BEVERAGE AND join the ABVTA for a fun night of virtual trivia!

Hosted by the ABVTA PR Committee, this trivia night promises to be filled with laughs, a bunch of random facts and a good healthy dose of competition.

Come ready to test your knowledge and compete for bragging rights and PRIZES!

This event will be hosted in the Alberta RVTs' Facebook Group through a Messenger Room. For more information, visit the group at [Facebook.com/groups/AlbertaRVTs](https://www.facebook.com/groups/AlbertaRVTs) or visit the ABVTA Member Portal for more information.



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@naif.ca. 6 CE credits.

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

Presented by WHMIS certified WDDC representatives. This is an ongoing offer to practices and may be scheduled at their convenience. Contact Lynn Bussey at lbussey@wddc.com.

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

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

MONTHLY OFFERINGS

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

AUGUST 2021

August 4, 2021 - Abvta & Abvma Communication Series – Bringing It All Together Session 1: Using A Communication Model To Guide Interactions With Clients Communication models can be very useful tools in that they provide a list of skills that can be delineated and practiced individually to build competence. Each skill is identified and practiced independently and then studied in a case study format. This model is specific to the role of RVTs and building relationships with clients.

Learners will:

- Review a communication model unique to the role of RVT.
- Delineate each skill and define its role.
- Practice skills in case based settings.
- Create a plan (goals) to practice, evaluate and reassess this skill.
- Prerequisite: Must be registered and attend 2 of 3 core skill sessions

Registration opens July 13, 2020

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



HERITAGE PARK
HOW THE WEST WAS DONE

HELP US TELL THE STORY
About Veterinarians in Western Canada

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

FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far
\$115,673.00

Fundraising goal
\$225,000.00

DONATE TODAY AT: www.vintageveterinaryexhibit.ca

Classified Ads

VETERINARIAN REQUIRED

FEAR FREE PRACTICE SEEKS DVM

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

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/>.

P3 VET PARTNERS IN OLDS, AB, IS

searching for a passionate small animal DVM and would also like to accept applications from veterinarians with an interest in equine medicine. Olds is located 45 minutes north of Calgary, 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! We believe in living best practices and take pride in our supportive team-based culture. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more!

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 to 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 Matt at

289-218-7041 or jobs@p3vetpartners.ca today to learn more.

Web: www.chinookpetcliniclethbridge.ca.

SPRUCE GROVE VET IS LOOKING FOR A

full-time veterinarian. We are a small animal clinic located about 20 mins west of Edmonton. We are a busy practice with 9-vets currently, along with several techs, receptionists and assistants. The clinic is equipped with in house digital radiography, in house lab, 3-surgical suites and a dental room with digital dental x-rays, and an ultrasound room. We are small animal but also see many exotics and pocket pets. Our team is fantastic! New grads welcome to apply, and mentorship is always available. No after hours on-call. Generous CE package with possible moving bonus if applicable. Contact draelliot@sgvet.ca for more details.

HAPPY PAWS VETERINARY CLINIC IN

Airdrie, AB, is looking for a vet with communication skills! What makes us different? Family culture: we believe that people are the practice, and we like to take care of you and make you feel appreciated. Thanks for reading so far! Not corporate: this is a family run business and we treat our team like family. Fear Free style practice: we like to make our patients and owners comfortable throughout the entire process. Collaborative learning environment: we love to foster curiosity and collaboration for our cases. Teach me something new or bring a current passion. We all learn best together. We like to offer choices; and feel it is important to communicate to our clients. This is what they have come to expect from us, and we believe this cannot be rushed. Compassion fund: every staff member has \$500 to put towards the care of a pet in need. If you think we are a match, contact me at: dr.erin@happypawsvets.com. All inquiries are confidential. Web: www.happypawsvets.com.

COME JOIN OUR TEAM! NEW GRADS

welcome. Leduc Animal Clinic is seeking a FT DVM. We are a multi-DVM small animal practice that believes in collaboration and mentorship. We are well-established and family oriented with great support staff. We offer a full suite of IDEXX in-house labs, digital radiology, surgical suite and ultrasound. We use Avimark for medical records. We are located a few minutes south of Edmonton. We have regular hours with no on call or after hours work, and roughly one Saturday morning per month. We offer a competitive salary, profit sharing and CE allowance. Please call or forward a resume to: Dr. Zuzana Smith at z.smith@leducanimalclinic.com. Web: www.leducanimalclinic.com.

ELLERSLIE PET HOSPITAL IS LOOKING TO

replace a veterinarian who has decided to go back to school. New grads are welcome. We are a well-equipped, well-managed, well-established and well-diversified clinic. For a new grad, we are in a good

position to provide mentorship. We offer attractive hours, competitive compensation, incentive bonuses, group benefits and many other perks. Please forward your resume to: doug@ellersliepet.ca.

ALBANY VETERINARY CLINIC IS LOOKING

for a FT, PT, or locum veterinarian! Are your goals to work with a friendly and supportive team, to challenge yourself, and to maintain a personalized work/life balance? If so, then this role is for you! We are a top-tier clinic and pride ourselves in our strong work culture and in delivering the highest quality veterinary services! Look no further as this clinic will challenge you, all within a flexible work culture and warm environment! Excellent compensation and benefits! Apply today at: Cecilia@albanyvet.ca. Web: www.albanyvet.ca.

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, 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: dr.gosal@vetinedmonton.com.

ONE OF OUR DOCTORS IS HEADING

back to school! Millwoods East Veterinary Clinic needs a 4th FT or PT 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, AB Blue Cross benefits with health spending account and CE allowance. We believe in work/life balance 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. Web: www.millwoodseastvet.ca.

ARE YOU THINKING ABOUT A CHANGE?

Then think about Jasper, Alberta! The Jasper Vet Clinic is looking for a full-time associate vet with the possibility of partnership in this dynamic companion animal (small and some equine) clinic. 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 and where work/life balance is a priority. Live in a sophisticated small town in the spectacular Rocky Mountains 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. Web: www.jaspervetclinic.net.

MIXED ANIMAL VETERINARIAN

required at Vermilion Veterinary Clinic. New graduates welcome to apply. We have a well-equipped facility for small and large animal work, with a special interest in nutrition and vaccination programs. Most large animal emergency work is performed in the clinic and most of the semen testing is done on-site in a hydraulic chute. Opportunities exist for developing either large or small animal interests. Potential exists for two positions. Opportunity exists for ownership for the right individual or couple. Have a look at our website to view the facility at: www.vermilionvet.com. Vermilion is a town of 5,000 with close access to all amenities and has very affordable housing. Call or email Dr. Tim Goodbrand to pursue this opportunity at: timgoodbrand@protonmail.com.

CRANBROOK VETERINARY HOSPITAL IN

the beautiful East Kootenay Rockies of BC is searching for a small animal DVM. Cranbrook is the largest urban center in the East Kootenays, and provides quick access to world-renowned hiking, skiing, fishing, snowshoeing, kayaking, mountain biking and river rafting. This is the perfect location for an adventurous professional interested in a beautiful balance of work and play. No on call! No weekends! Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more. Website: <http://cranbrookveterinary.com>.

BARR-NORTH VETERINARY SERVICES IS

seeking a full-time DVM to join our rural mixed practice. Before you apply there are some things, we would like you to know. We are a tight knit team, who are super supportive of each other both in and outside the clinic. Members of our team participate in many activities our small town provides. Some of these activities include hockey, golf, camping, skiing and horseback riding. We have long standing clients and offer a fast-paced friendly environment. We offer an exceptional mentorship program, CE benefits and health benefits. You get the luxury of shared call with other vets, with back up. Our newer facility is well equipped and features an

in-house laboratory, ultrasound, digital dental x-ray, endoscope, separate bovine and equine rooms. Our clinic is continuously busy, and we promise you will never be bored! Feel free to check us out on Facebook/Instagram and our website: <http://barnnorthvet.com!>

Please send resumes ATTN: Lisa, barnnorthvet@gmail.com, or call 780 674-2100.

VETERINARIAN WANTED! WHITEMUD

Crossing Animal Hospital in Edmonton, AB, is currently recruiting full-time or part-time veterinarians to join our team of 2-DVMs, 2-RVTs and 8-support staff. To appreciate our clinic culture please check out our Google reviews. The clinic is privately owned and paperless, and is well-equipped with in-house Idexx lab, digital x-ray and dental x-rays. Working interviews can be arranged. Excellent compensation (\$110-120K) and benefit package. New grads welcome. Email your resume to whitemudvet@gmail.com, give us a call at 780-709-2902 or come in person to drop off your resume.

BOVINE ONLY VETERINARIAN – STRONG

team/excellent clients: do you want to work within a bovine only practice in the heart of cattle country? Do you want to be a part of a specialized and amazing team of 8-bovine practitioners? Do you want a great work/life balance? We are hiring a full-time veterinarian to complement our bovine practice. Our practice continues to grow, and we are looking for someone to share in the growth opportunities with us. We are committed to providing our cattle clients with the most up to date and professional veterinary consultation services for feedlot, dairy and cow/calf operations. We have a strong and diverse team of veterinarians with many years of experience. Our practice offers great wages, mentorship, benefits and friendly call schedules. Continuing education and professional dues are covered. Required: Doctor of Veterinary Medicine degree from an accredited veterinary school and licensure with the ABVMA. The practice is based in Lethbridge, AB, which provides access to affordable country living, city amenities, mountains, prairies, hiking, skiing, fishing/hunting and international airports. Email: chase@coaldalevet.com. Web: www.coaldalevet.com.

SOUTHFORK ANIMAL HOSPITAL IN

Leduc, a 15-minute drive from south Edmonton, is seeking a small animal veterinarian to join our fun and energetic team. Southfork Animal Hospital is a busy small animal practice that prides itself on positive client relationships and excellent patient care. Our awesome team currently consists of 1-vet, 3-receptionists and 2-vet assistants. We are waiting for an RVT to join our team. We use AVIMark veterinary software. We are a fully equipped practice with digital radiology, full dental equipment, in house lab and therapeutic laser. Relaxing timings for 6 days. Association dues, health benefits and CE allowances will be provided. Fresh graduates can

also apply. Applicant must be registered or willing to register with ABVMA with full veterinarian license. Signing bonus will be given as per experience. Email resumes to Dr. Patel at: southforkvets@gmail.com. Web: www.southforkvets.com.

ELEVATE YOUR CAREER EXPERIENCE!

Build your career with a team that challenges you to provide the best possible care for pets, clients, coworkers and yourself. Unlock your potential in a compassionate, supportive and inspiring environment! We are looking for passionate veterinary professionals, who are empathetic and have a strong desire to learn and grow. Experience our unique team coaching program and our Fear Free techniques and enhance your professional and personal development. Being part of the team is important to you and you enjoy sharing and teaching both clients and team members equally. Join our independently owned, AAHA-accredited clinic either as a part-time Practitioner (1-3 days per week, 80% surgery shifts) or full-time practitioner with strong surgery and dentistry skills. We are a busy and well equipped clinic in the thriving city of Chestermere, just a 20 minute drive from Calgary. To apply, go to: <https://www.chestermerevet.com/careers.html>.

GREENBANK VETERINARY SERVICES IN

Edmonton, AB, is looking to add another full-time Veterinarian to our team. We are a privately owned 2-veterinarian practice seeing only cats and dogs. We provide above average compensation, ABVMA dues, health and dental benefits, paid vacation and staff discounts. We are committed to providing a positive work/life balance. The position will require 40 hours/week with 1-2 Saturdays a month. The clinic is outfitted with Sx laser, therapeutic laser, Endoscopy, digital x-ray, in-house diagnostics and full dentistry equipment. We have wonderful support staff and a great team environment. Both surgery and appointment times will be available. Mentorship in reproduction services are available. Please email your resume and CV to: greenbankvetmanager@gmail.com. Web: www.greenbankveterinaryservices.ca.

WASCANA ANIMAL HOSPITAL IS

located on the beautiful east side of Regina, SK, in a great neighborhood with excellent clientele. We are close to new developments, convenient shopping, Costco and Starbucks! Our dynamic team is looking for a full-time DVM to support our growth. Our fully equipped, paperless, modern practice offers both conventional treatment and alternative therapies such as acupuncture & therapeutic laser. Flexible scheduling opportunities available. Wonderful Fear Free Certified team to assist you as you experience how amazing it feels to work in a happy, supportive work culture! Email: wascanaanimalhospital@gmail.com. Website: www.wascanaanimalhospital.ca.

Classified Ads

ATTRACTIVE SIGNING BONUS! TIME FOR

a change? Life is short... so work somewhere awesome. Animals First Clinic in Grande Prairie, AB - not only our name, but our philosophy! This is an amazing opportunity for a small animal DVM interested in joining a high-performance culture. Our team is driven by service excellence, progressive organizational leadership principles and we boast 5-experienced RVTs. We support each other unconditionally in our bright, spacious, fully-equipped hospital and are also well equipped to provide mentorship (including orthopedic surgery for those interested). Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more about our culture, total compensation and relocation assistance. Web: <https://animalsfirst.ca>.

YOUR COMPANION ANIMAL 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! Medicine Hat is a city of approximately 63,000 with a low cost of living, short commute times, mild winters, a thriving arts community and multiple sports opportunities with a Family Leisure Center, miles of bike trails and proximity to the Cypress Hills Provincial Park. The South Saskatchewan River valley offers boating and fishing as well. Please email tammy.duggan@cypressviewvet.ca. Web: www.cypressviewvet.ca.

VETERINARIAN WANTED FOR BUSY

practice in Los Angeles, USA. If you're looking for part-time or full-time work in Los Angeles, give us a call at 818-714-1465. Let us know if you need help with visa and/or licensure. Thank you! Email: frankvmd@gmail.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, 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: drgosal@vetinedmonton.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://ottewellanimalclinic.com>.

BOW VALLEY COMPANION ANIMAL

Clinic is seeking a full-time companion animal associate veterinarian to join our team in Brooks, AB. The companion animal team works exclusively with cats and dogs 95%, horses (5%) and some exotics. The team works alongside and with Bow Valley Livestock Health who provides exclusively bovine and small ruminant services with some shared support staff. We're looking for an associate with strong client and staff communication skills, is a team player, and wants to have fun at work! We encourage professional development and proficiency, are open to new opportunities, and encourage growth of our associates and employees. Our facility includes an, isolation facility, comfortable and vibrant surgical suite, large treatment area, 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@bvlh.ca or 403-362-0826. Web: <https://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 enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker at :403-553-4887, fax: 403-553-2924, email: ftmacvet@hotmail.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.

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.

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 UCVN 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 UCVN 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.

HEALTHY PAWS FORWARD VET IS NOT ONLY

our name but our way of thinking. Are you a veterinarian looking to work one or two days a week in a healthy work environment to accommodate your busy schedule? Do you believe in providing a high quality, thorough diagnostic approach and treatment plan for the paws that are in your hands? Are you a confident, forward thinking vet who understands the value of customer service? Yes? Then look no further. Join our fast-growing, locally owned hospital. Why wait? Apply now: manager@healthypawsvet.ca. Web: www.healthypawsvet.ca.

WILD ROSE ANIMAL CLINIC IS LOOKING

for a full or part-time veterinarian. We are a well-equipped, privately-owned, small animal practice serving Fort Saskatchewan and area for 34 years. We offer CE benefits, ABVMA/CVMA/EASAV membership, uniform allowances, healthcare/dental plan, pet benefits and a positive, flexible working environment. Clinic hours are weekdays 9-5, no after hours or weekends. New grads welcome. Contact: wildrosevet@outlook.com.

DELANEY VETERINARY SERVICES (DVS) IS

seeking to add an associate veterinarian (DVM) to our team. DVS is a primary and referral equine facility serving the greater Edmonton area in central Alberta (52218 Range Road 223, Sherwood Park, AB). The ideal candidate should be comfortable doing dental procedures, basic lameness workups, emergencies, reproduction ultrasonography and medical exams. The position also includes a rotational on call emergency schedule. This position requires the ability to communicate in English both orally and written. We offer a competitive package with an annual salary starting at \$96,817 based on experience, plus a production bonus incentive, comprehensive benefit package including: extended health care, dental care, vision care, paid time off, CE compensation, clothing allowance and paid emergency fees. Education requirements: Doctor of Veterinary Medicine degree. Canadian Veterinary Medical Association license. Alberta Veterinary Medical Association license. Work experience: two years of hands on equine experience. Term: permanent. Language of work: English. Email: management@delaneyvetservices.com. Web: <https://delaneyvetservices.com/>.

LIVE IN BEAUTIFUL, AFFORDABLE OTTAWA

(Orleans) & enjoy the benefits of a multi-doctor practice. Orleans Veterinary Hospital is Fear Free & enjoys the support of internal medicine, surgery & cardiology specialists on-site. Our established practice has a family feel & is committed to positive work/life balance & enjoying veterinary medicine to its fullest. Enjoy limited appointments/Dr./day to ensure high quality medicine & strong client relationships, with the long-term owners providing in-hospital "day-of" appointment support etc. to manage our workload effectively. Our team of experienced, talented RVTs, Vas, CSRs & a full-time hospital manager are here to support you. Enjoy a base salary plus production bonuses. Additionally, we offer a profit-sharing plan, future equity opportunities for suitable interested applicant, excellent benefits including CE, health care, dues & personal pet policy. We place a high value on talented, committed DVMs. If you are looking to join a high-performing team, great group of people please apply today! Salary \$110,000-150,000/year. Moving expenses/signing bonus to get you started. Email: Drmaykinch@orleansvet.ca. Web: www.orleansvet.ca.

DELANEY VETERINARY SERVICES (DVS) IS

seeking an equine reproduction specialist. DVS is an equine facility serving the greater Edmonton area (52218 Range Road 223, Sherwood Park, AB). The ideal candidate should have considerable experience, and be comfortable and proficient with all aspects of equine reproduction including AI with fresh and frozen semen, embryo transfers, stallion collections, recipient herd management and foaling. This position is also required to do dental procedures, basic lameness workups, emergencies/medical exams. The position also includes a rotational on call emergency schedule. This position requires the ability to communicate in English both orally and written. Annual salary starting at \$100,000 based on experience, plus a production bonus incentive, comprehensive benefit package including: extended health care, dental care, vision care, paid time off, CE compensation, clothing allowance and paid emergency fees. Education requirements: Doctor of Veterinary Medicine degree. Canadian Veterinary Medical Association license. Alberta Veterinary Medical Association license. Work experience: two years of hands on equine experience. Term: permanent. Language of work: English. Email: management@delaneyvetservices.com. Web: <https://delaneyvetservices.com/>.

CARSTAIRS VETERINARY CLINIC A BUSY

5-doctor mixed animal practice, located in beautiful Carstairs, AB, is looking for a full-time associate veterinarian to join the team! The town of Carstairs offers the charms of small town living, natural scenery and is located only 45-minutes outside of Calgary. Our newly-renovated clinic sits on 3-acres of land and offers a dental suite including x-ray, 2-surgical suites, ultrasound, digital x-ray and an in-house laboratory. Our team is proud of the close relationships we have with our clients and we always ensure that your animals get top-quality care, whether it's in-clinic or on the farm with our fully equipped vet truck. Join an amazing, close-knit team where you have all the

Classified Ads

bells and whistles to provide outstanding patient care! New grads are welcome to apply as great mentorship opportunities are available. 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 800-DVMs!

Email: careers@vetstrategy.com.

Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/2018>.

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 a 15-minute drive from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! New grads are welcome - this is an amazing opportunity to learn from some great mentors! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 800-DVMs!

Email: careers@vetstrategy.com.

Web: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/1118>.

HAVE YOU EVER CONSIDERED A JOB IN A

beautiful community just 20 minutes from Edmonton? If so, Fort Saskatchewan Veterinary Clinic would like to meet you. We are looking for another veterinarian (F/T or P/T) to join our 3-vet, 5-tech clinic family of fun, witty and self-proclaimed comedians. We are closed evenings and Sundays to allow an appropriate work/life balance. The successful candidate would only be required to work daytime hours during the week and the occasional half-day Saturday. We have a complete in-house Idexx lab, digital xray, (including dental), ultrasound unit and computerized files. We offer competitive wages, health/dental benefits, CE allowance and pay professional dues. Please contact Erin at 780-998-3755 or fortvet@shaw.ca. Web: www.fortvetclinic.ca.

UNCAS VETERINARY CLINIC (UVC) IS

growing and looking for a full-time or part-time veterinarian. UVC is located 20 minutes east of Sherwood Park in a semi-rural setting. We practice companion animal medicine, Monday to Friday and every other Saturday (rotated between staff). Our facility is paperless and runs on cloud-based software, has in-house lab, digital radiographs (dental too) and ultrasound. We are team focused with rockstar RVTs and CCRs. New grads welcome and mentorship

available. The position includes CE allowance, paid vacation, health benefits, paid license and dues, competitive salary and the opportunity to expand in areas of interest.

Email: mlamanager@hotmail.com.

Website: www.uncasvet.com.

SIFTON PARK VETERINARY CLINIC IS

seeking an experienced veterinarian for FT, PT or locum work. We are a small, busy and privately-owned companion animal clinic in NE Edmonton. We pride ourselves in providing excellent care to our patients and clients in a family-like environment. Work hours are flexible. We offer competitive wages and great benefits. Please email your resume to: spxa101@gmail.com.

THE FACULTY OF VETERINARY MEDICINE,

University of Calgary invites applications for an Assistant Professor (Tenure-track) in Bovine Theriogenology. The expectation is that the majority of this appointment (50%) will focus on teaching, 40% will be used to conduct research on bovine theriogenology, and the remaining 10% will involve departmental and university service. For more information, visit: <https://vetmed.careers.ucalgary.ca/jobs/6389775-assistant-professor-bovine-theriogenology-faculty-of-veterinary-medicine>.

MORINVILLE VETERINARY CLINIC, LOCATED

in Morinville, AB, has been serving the community for over 35 years! We are a 4-doctor, progressive small animal practice that feels strongly about animal welfare, patient care and friendly, compassionate customer service. We are a fully equipped facility, including a digital dental suite. We are also certified AAFP Silver! We are seeking an associate DVM to join the team on a full-time basis. Our experienced team are willing to provide mentorship so new grads are welcome to apply! Do not miss out on being part of a growing and dynamic 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 800-DVMs! Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MORINVILLE/Posting/View/1917>.

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.

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: <https://nva.avature.net/jobs/JobDetail/Associate-VeterinarianCanadaAlberta/3617>.

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?jobId=6874>.

BRINTNELL VETERINARY HOSPITAL IS AN

independently-owned companion animal clinic in northeast Edmonton. We are looking to expand our team with the addition of a third veterinarian. Our clinic vision is to provide quality care for our patients, compassionate care for our clients and self-care for our staff. Our hospital is a gold level Cat Friendly Practice, focuses on the implementation of fear-free practices and works closely several rescue organizations within the Edmonton area. For the right fit, we are open to part-time or full-time options with significant flexibility in working hours and schedule. We offer a health spending account, CE benefits, uniform allowances, employee discounts and a positive working environment.

Please contact jennifer.koole@brintnellvet.com with any inquiries, or to apply for this position.

Website: www.brintnellvet.com.

APPLY YOUR KNOWLEDGE AND SKILLS TO

your daily tasks at an 8-veterinarian companion animal hospital in Edmonton. As a veterinarian at the Hermitage Veterinary Hospital you will be responsible for medical and surgical care of companion animals as well as client relations. You work well independently as well as in a team setting. The support staff you work with are highly trained and dedicated. You are interested in providing a high standard of compassionate veterinary care. Demonstrated interpersonal and communication skills round out your profile. Challenge yourself and join an exciting team! For more information visit us at <https://www.hermitagevet.com/> or to submit your resume please contact us at: rohin.rao@nva.com.

BARLOW TRAIL ANIMAL HOSPITAL IN

Calgary, AB, a rapidly growing small animal practice is looking for a motivated small animal veterinarian, to join our fun loving team with a state-of-the-art, privately owned practice. We provide high quality

medicine, surgery and top-notch customer service. New graduates or foreign veterinary graduates, who are eligible to get temporary veterinary licensing in Alberta are encouraged to apply. Mentorship and opportunity to work with experienced veterinarians is available. Salary based upon experience. Please send your resume in confidence to Dr. Tejinder Khaira at tkhairaa@gmail.com or call 403-827-0747.

PEAK VETERINARY HOSPITAL IN PINCHER

Creek, AB., is looking for an experienced, motivated and collaborative small animal veterinarian, to join our happy team with a state-of-the-art private practice. We provide high quality medicine, surgery and top notch customer service. Compensation: base salary range \$85-100K plus production. Association dues, health plan, CE budget. Mentorship and ownership options available. If interested, please contact us at: peakvet.office@gmail.com.

LOOKING FOR A JOB WITH SOMETHING

different every day? Great recreational opportunities nearby? A chance to develop your interests and expertise within a busy mixed animal practice? A practice that offers great mentorship and future partnership potential? We are searching for a full-time veterinarian to join our multi-vet practice. Our staff currently includes 5-veterinarians, 5-fantastic RVTs and great long term staff. Call is shared equally between vets. New grads and experienced DVMs are welcome to apply (must be eligible for full licensure). We have a team-oriented environment with experienced and friendly staff. Our practice is mixed, so you have a great opportunity to develop your specific areas of interest within a multi-vet practice. We are on Highway 16 with great access to skiing in Jasper, but also an easy day trip to Edmonton for shopping and travel. Edson offers a wide variety of activities and recreational pursuits. Please submit a letter of interest and resume to Dr. Anne Rogers at anne@edson.vet or Dr. Jordan Laird at jordan@edson.vet, or call 780-723-3354 for more details.

ARE YOU AN AVID NATURE LOVER,

outdoor enthusiast interested in a beautiful balance between work and play? Look no further! Coast Mountain Veterinary Services located in Whistler BC, is welcoming an associate veterinarian to join our excellent team on a long term contract with a possibility of extension. We are a practice that has a relationship driven focus with both staff, patients and clients. Our clinic is progressive, well-equipped and offers a diverse caseload with focus on dogs, cats and exotics. At Coast Mountain, we strive to provide a collaborative workplace with genuine clinical freedom. We are offering a competitive compensation/benefits package with work/life balance, no on-call requirements, collaborative and strong support team, CE, retention bonus, mentorship and much more! Pursue your passion for excellence at Coast Mountain. To learn more about the practice, visit us at: <https://www.coastvet.com/> and to apply: <https://nva.avature.net/jobs/JobDetail/Associate-VeterinarianCanadaBritish-Columbia/6111>.

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-time 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 800-DVMs!

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

SOUTHPOINTE PET HOSPITAL IS A BUSY

small animal general practice with four vets and three registered vet techs. We are equipped with a recently updated in-house laboratory, ultrasound and digital radiography including dental. We pride ourselves on our positive working environment, excellent teamwork and low staff turnover. 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. We have been serving SE Calgary for over 12 years and have built an excellent reputation in the community. If you are looking for a supportive environment where you can grow as a professional and be part of a family and a community, then we may be the right fit for you. 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 800-DVMs!

Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SOUTHPOINTE/Posting/View/1631>.

MCKNIGHT VETERINARY HOSPITAL IS

seeking an emergency veterinarian and a general practitioner to join our team of veterinarians. We are looking for compassionate and dedicated doctors with an interest in providing the highest quality of medicine, all the while building strong relationships 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 - 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 800-DVMs!

Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/1396>.

DO YOU WANT THE OPPORTUNITY TO

practice high quality medicine in a beautiful, fully equipped facility with an amazing support team, and still have lots of time off to enjoy life? We are looking for a mixed or small animal associate to cover a maternity leave position with the option for it to become a long term fit. Dawson Creek is a beautiful area with a prairie feel nestled in Peace Country. The area has a rich community feel 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. The practice is 60% small animal, 40% large animal with a good mix of equine and cow calf. We have a large competent veterinary team and exceptional support staff, excellent mentorship and shared call. We offer higher than average wages and holidays, comprehensive benefit package and CE and an onsite day care for our clinic kids! To learn more about our clinic, check out our website at www.dcvet.ca or find us on Facebook. If you are interested in this position, please contact our Human Resources Manager at info@dcvet.ca.

WE ARE A PRIVATELY-OWNED, SMALL

animal clinic in west Edmonton, open Mon-Fri 8-6, Sat 9-2, closed Sunday and holidays. We are looking for a team player with good communication skills, and a friendly manner when dealing with clients and staff. We strive to treat all animals as family and build lasting relationships with our clients. Shifts include 2-4 weekdays and rotating Saturdays. Wage negotiable pending experience. Start date: immediately. Email: granvillevetclinic@gmail.com. Web: www.granvillevetclinic.ca.

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! Email: careers@vetstrategy.com.

Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LITTLECREEK/Posting/View/1671>.

THE DAND FAMILY OF CLINICS IS LOOKING

to add another full-time veterinarian/medical director to join our fun and dynamic team. We have four clinics within Calgary and surrounding areas and are privately owned. Our clinics have earned a great reputation in their communities and as such have a loyal and devoted client base. We are committed to providing a positive work/life balance and the opportunity to rediscover

Classified Ads

your passion for healing with our wonderful team of professionals. Our teams strive to provide the highest medical and surgical standards in a warm and friendly environment. New graduates are welcome to apply. This role requires the following key skills and abilities, being a leader and a team player, examinations of pets and formulation of treatment plans, building rapport and educating clients, able to perform routine surgeries and dental procedures. What we can offer to the right candidate is competitive annual salary, signing bonus after a qualifying period, medical, dental and vision health benefits, allotted continuing education money and paid CE days, paid membership dues and employee pet wellness discounts. Please email your resume and CV to: nicole@dandvetclinics.ca.

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! Email: careers@vetstrategy.com.

Web: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/1113>.

VETS NEEDED IN ALBERTA CATTLE

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

CRANSTON VETERINARY HOSPITAL IN

Calgary is seeking a part-time DVM to join our team. We are a growing small animal practice in SE Calgary, with terrific staff and fantastic clientele. Our clinic is well-equipped in order to offer high standards of care to our patients. The ideal candidate is enthusiastic, compassionate, easy going and works well with a team. This part-time position is expected to be three mornings per week + one Saturday per month, with more hours available by covering vacations if desired. Compensation to commensurate with experience. Please respond in confidence with your resume to: marlolowen@gmail.com. Web: www.cranstonvethospital.com.

MIDLAKE VETERINARY CLINIC IN SOUTH

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

FOOTHILLS ANIMAL HOSPITAL IN OKOTOKS,

AB, is looking to grow our team by adding a F/T, P/T, or casual veterinarian. Located just 20 minutes south of Calgary, our busy, small animal practice boasts ultrasound, digital x-ray and dental x-ray, and in house lab analyzers. We have a large experienced team of support staff to assist you. You will have an assistant in each appointment to help with restraint, invoicing and taking notes for your files. Established 17 years ago, we are looking for an associate who wants to settle in long term and help to grow our privately-owned practice. No on call or after hours work! We strive to help our team achieve that work/life balance that is so critical. Our motto is 'where pets are family'. If you agree, this is the position for you. Email: exec@foothillsanimalhospital.ca. Website: www.foothillsanimalhospital.ca.

TO PUT IT SIMPLY, WE HAVE CREATED A

healthy environment for talented veterinarians to love their career while enjoying less stress and more personal time. Wellness Home Vet is an Edmonton-based small animal mobile practice offering a unique opportunity to work with great clients in a comfortable and rewarding environment. We are a client-focused practice committed to exceptional client and patient experiences. As a member of our mobile team, you will enjoy a flexible schedule designed to suit your needs, comprehensive training, company vehicle and excellent compensation including signing bonus. Applicants must be client-focused, have above average medical and communication skills and have a valid drivers license. Please submit cover letter and resume in strict confidence via email to: wellnesshomevet@gmail.com. Or if you would like to learn more about what we do and how we are navigating COVID-19, please call Marcia at 780-908-1838. Web: www.wellnesshomevet.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 a 15-minute drive from south Calgary, filled

with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! New grads are welcome - this is an amazing opportunity to learn from some great mentors!

Email: careers@vetstrategy.com.

Web: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/1118>.

CREMONA VETERINARY CLINIC IS SEEKING

a FT or PT, fully-licensed, primarily small animal DVM. This privately-owned, family-friendly, 95% small animal practice is located 45mins NW of Calgary. No after-hours duties required. Ideal candidate has at least 1 year of clinical mixed or small animal experience, and is confident with routine small animal elective surgical and dental procedures including extractions. Great staff culture and supportive working environment. Our emphasis is on building long-lasting VCPR's, developing your professional interests, offering high quality services, and having a sustainable and enjoyable work/life balance. Short term and recurring locums considered. Please contact Dr. Heather Van Esch at: heather@cremonavet.com. Web: www.cremonavet.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/>.

"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 wanted 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.

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://vegvet.ca>.

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.

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.

RVT REQUIRED

HIRING RVT FOR A JOYFUL, PRIVATE
practice in Calgary accredited by AAHA. High standards of medicine and surgery and Fear Free care. Cornerstone paperless practice, full Idexx lab, digital & dental radiography, endoscopy and ultrasound. Integrative Medicine - Dr. Schell is certified in TCVM, acupuncture, chiropractic, herbal medicine and stem cell therapy and also incorporates essential oil therapy. We believe in empowering staff. We want to hear your passions and goals, or help you find you them! 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: dr.schell@bowbottomvet.com.
Website: <https://www.bowbottomvet.com/>.
For a partial tour of our Hospital please check out: <https://www.facebook.com/bowbottomvet/videos/>.

ALBERTA VETERINARY DENTISTRY IS A
referral-only dental practice located in SW Calgary. We are looking for a RVT to join our team. We offer a full-time, 4-day condensed work week of Monday-Thursday (10 hour days), health benefits, a generous CE allowance and a supportive team atmosphere. We pride ourselves on providing outstanding patient and client care while continuing to innovate and grow as a practice. The right candidate will be an enthusiastic team player, possess good communication skills, strong technical skills, and have a significant interest in dentistry and anesthesia. A genuine desire to learn is essential. If you are a compassionate tech looking for a new challenge in your career and a great team to join, this may be the job for you. New graduates are welcome and encouraged to apply. A training program will be provided regardless of experience. If you believe that you would be a good fit with our practice, we'd love to hear from you! Please email your resume and cover letter to Amy at: amy@albertavetdentistry.com.
Web: www.albertavetdentistry.com.

GENEROUS SIGNING BONUS (\$5,000) IS
waiting for the right candidate! Help yourself by grabbing this rare opportunity. We are a busy small animal practice in west of Edmonton, which fully utilizes our RVTs for all of their skills and expertise. We are a well-equipped hospital and our RVTs are given the necessary tools and resources to be successful in pursuing multiple passions within our hospital. Our clinic values our RVTs, and we prove it by supporting your personal, financial and professional growth through: flexible scheduling, paid CE allowance, above average wage, extended health benefits package, paid ABVMA and ABVTA dues, paid vacation time & sick days, personal pet care discounts and uniform allowance. Both full-time and part-time positions are available. New grads are encouraged to apply. If this opportunity interests you, please submit resume in confidence to: hredmhospital@gmail.com.

***\$1,000 HIRING BONUS* ANIMAL**
Emergency Hospital in Red Deer is seeking veterinary technicians to join our 24-hour emergency hospital! 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 a progressive hospital that strives for a healthy work environment and excellence in pet health care. We are equipped with in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more! If you enjoy practicing fast-paced, high-quality emergency medicine - all the while maintaining a good work/life balance, and have great personal, emergency and surgical skills, join us! We will provide you with constant opportunities to learn and improve and advance your skills. We also offer a very competitive

wage, an intimate and exciting work environment and an excellent staff discount. Benefits include medical/dental, CE, uniform allowance and a generous pet discount. Please submit a resume by email to: holliduffy15@gmail.com, fax: 403-340-8418 or in person at: 7644 Gaetz Ave, attention Holli Duffy.
Website: www.animalemergencyhospital.ca.

SOUTHFORT VETERINARY CLINIC IS
looking for a full-time/part-time RVT and a full-time/part-time VMA. New grads welcome! Experience with using Avimark software is an asset. We are looking for a self-motivated team player. We offer competitive wages, monthly bonuses, veterinary discounts, uniform allowance, CE allowance, paid ABVMA membership, and health and dental benefits. Southfort Veterinary Clinic offers full veterinary services including digital x-rays, Abaxis lab equipment, canine and feline dentistry, surgery and diagnostics. Please send resumes to: hb.vet@hotmail.com.

EDMONTON WEST ANIMAL HOSPITAL IS
looking for full/part-time RVTs to join our team of 8-veterinarians, 13-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 wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. Please email resume to: dr.gosal@vetinedmonton.com.

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

REGISTERED VETERINARY
technologists required for mixed animal clinic in Vermilion, AB. Case load includes routine small animal work, specialized small animal orthopedics, bovine obstetrics and semen evaluations. Great team atmosphere with plenty of mentorship available. Competitive salary, Blue Cross benefits package as well as generous staff discounts and incentive programs. New graduates welcome to apply! Email resume and cover letter with references to: timgoodbrand@protonmail.com.
Website: www.vermilionvet.com.

Classified Ads

SOUTHFORK ANIMAL HOSPITAL HAS

been serving the small furry animals and people of Leduc for over 4 years! We are a 1-vet, 5-staff member, busy and growing small animal hospital. We take our commitment to our patient and pet parents seriously. We are currently looking for a dynamic RVT (one or two) full-time or part-time to join our growing team. The ideal candidate will enjoy a fun, supportive, and dedicated team of professionals with a love of pets and all their challenges. This is a great opportunity to be part of a growing team where learning possibilities are endless! We use AVIMark veterinary software. We are a fully equipped practice with digital radiology, full dental equipment, in house lab and therapeutic laser. We offer above average compensation, an intimate and exciting work environment, and an excellent staff discount. Benefits include medical/dental, CE, uniform allowance and a generous pet discount. Signing bonus will be given to as per experience.

Please send your resume to Dr. Patel at:

southforkvets@gmail.com.

Web: www.southforkvets.com.

EDMONTON SOUTH ANIMAL HOSPITAL IS

looking for a full-time/part-time RVT. We are a fast-paced environment. Previous experience is preferred, but new graduates are welcome. We offer very competitive wages, group benefits, discounts on veterinary services and food. Please send your resume to: info@edmontonanimalhospital.com. Website: www.edmontonanimalhospital.com. Thanks.

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: <http://delaneyvetservices.com/>.

WE ARE LOOKING FOR A FT RVT/RAHT

who loves caring for clients and patients with compassion and empathy. Please inquire about this opportunity if you believe in high quality medicine and have good communication skills. We are a

general small animal practice that likes to use our team to their full potential with many varied duties. We are a well-established practice a short drive south of Edmonton. We offer a competitive salary, benefits, CE allowance and uniform allowance.

Please contact Dr. Zuzana Smith at:

z.smith@leducanimalclinic.com.

Web: www.leducanimalclinic.com.

PULSE VETERINARY SPECIALISTS &

Emergency is seeking a motivated, team-oriented and passionate RVT to join our ophthalmology department. 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 will be offered to the successful candidate. The work week offers a compressed work week of Monday to Thursday. 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 applications to:

resume@pulseveterinary.ca.

Web: <https://pulseveterinary.ca/>.

ERMINESKIN VETERINARY HOSPITAL IN

south Edmonton is looking for a full-time RVT to join our busy small animal practice. We have just expanded into a newly renovated, fully equipped space and need a friendly, motivated person with good interpersonal skills. Familiarity with Cornerstone strongly recommended. We offer a competitive salary and many additional benefits including a great group of people to work with. If you think you are the right candidate please email ermineskinvet@hotmail.com or call 780-437-5047

WOULD YOU LOVE TO WORK IN A FEAR

Free veterinary clinic that practices gold standard veterinary medicine? Tamarack Veterinary Clinic is hoping to add another RVT to their privately owned, 2-DVM clinic in SE Edmonton. Every member of our team is Fear Free certified and we are so proud to be a certified Gold Feline Friendly Practice. We are looking for a compassionate, hard-working, self-motivated team player to join the Tamarack team. Tamarack Veterinary Clinic offers competitive wages, CE allowance as well as a uniform allowance and a staff pet discount policy. If you are interested in working in an encouraging, supportive and progressive environment please send your resume to Amy Smith at: asmith.admin@tamarackvet.com. Website: www.tamarackvet.com.

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.

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: barrnorthvet@gmail.com, Attention: Lisa.

Web: <http://barrnorthvet.com>.

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.

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.

RVT MANAGER WANTED. ARE YOU AN RVT

with exceptional communication skills, surgical proficiency and a strong focus on customer experience? Healthy Paws Forward Vet is a locally owned, fast-growing hospital looking for an individual to grow with us! Imagine yourself making a difference in an environment surrounded by like-minded animal lovers. Full and part-time positions are available with flexible scheduling, competitive salary, full benefits package and additional industry certifications. Why wait? Apply now: manager@healthypawsvet.ca. Web: www.healthypawsvet.ca.

LOOKING FOR A PLACE TO EXPAND YOUR

knowledge and show off your skills? The Cochrane & Area Humane Society is seeking a positive, energetic individual to fill the FT position of RVT. We offer a competitive wage, ABVMA dues, benefits and RRSP. Apply today to become a part of the CAHS family working for an important cause. Email: executive.director@cochranehumane.ca. Web: www.cochranehumane.ca.

RIVERWOOD VETERINARY CLINIC LOCATED

in High River, AB, is looking to add a RVT to our small animal team. We pride ourselves in providing great patient care to our amazing clientele. We are a progressive clinic with digital radiology, digital dental radiology, class IV laser and a full in clinic IDEXX lab. Our ideal candidate has a positive attitude, great communication skills and exceptional client service. New grads welcome to apply. We offer competitive wages, paid dues, CE and scrub allowance, health benefits and staff discounts. Email: vet@riverwoodvc.com or call 403-744-5164. Website: <https://riverwoodveterinary.ca/>.

LAKELAND VETERINARY SERVICES IS IN

search of an energetic RVT or AHT that is interested in working with a dynamic team of veterinarians that are always seeking to provide the highest quality of medicine and customer service. We operate a mixed animal practice in North Battleford, SK, which is 65% small animal, 25% beef and 10% equine. We have an excellent complement of equipment to assist in the diagnosis and treatment of many health conditions including a complete Scil lab system, digital x-ray (dental, portable and tabletop) ultrasound and class 4 laser. We provide a competitive salary and bonus structure, staff discounts, CE allowance, health and RRSP programs, annual license paid and uniform allowance.

Contact Dr. Shawn Haas at sdhaas@sasktel.net or 306 445 3757 for further information. Website: www.lakelandveterinaryservices.ca.

MOMENTUM EQUINE VETERINARY

Specialist (MEVS) is a new and growing practice located 20 minutes east of Sherwood Park. MEVS currently has 2-board certified surgeons, 2-RVTs, 1-CCR and is looking to add a full-time equine RVT to the team. The ideal candidate would have experience in equine preventative, diagnostic and surgical procedures. On-site training will be provided for digital radiography, ultrasonography, endoscopy, treatment therapies such as PRP and shockwave, as well as our cloud-based software. We offer training in advanced

equine anesthesia through AAEPV. RVTs are offered a competitive wage, CE and clothing allowances as well as a personal health spending plan. We are eager to add an RVT who is passionate and motivated to be a part of a team that is offering specialized veterinary care to the horses of northern Alberta and Saskatchewan.

Email: office@momentumequine.com.

Website: www.momentumequine.com.

RVT WANTED IN MIXED ANIMAL,

progressive and fun filled clinic! Are you someone who enjoys variety? Well, here at Ranch Docs Veterinary services no two days look the same! We are an active 6-veterinarian and 7-RVT mixed animal practice, and are seeking another RVT to join our supportive, compassionate and driven team. At Ranch Docs Veterinary services, we recognize the drive RVTs have to continue learning and growing. Not only do we support and encourage your ongoing education and personal goals such as completing a VTS, but we will also help you achieve these goals with financial support. We offer above average wages, a great benefits package, clothing allowance and ABVTA/ABVMA dues. If you are looking for a clinic that you can grow, shine and flourish in while being surrounded by like-minded people and a positive, hard working environment then please send us your cover letter and resume to: kela.ranchdocs@gmail.com. Only those that qualify for an interview will be contacted.

Web: www.ranchdocs.com.

WEST COAST ANIMAL VETERINARY

Emergency Specialty Hospital (WAVES) is an independent emergency and multi-specialty hospital in Victoria, BC. We are located in the heart of the West Shore, approximately 20 minutes from downtown Victoria. If you love the outdoors, and are looking for year-round recreation opportunities, then this is the place for you! Our ER department is a supportive and collegial work environment. Those RVTs seeking an exciting and fast paced environment where every shift is a new experience need look no further. We provide training on emergency and critical care, advanced nursing techniques, anesthesia and other specialty procedures not routinely performed in regular practice. We are a 24/7 hospital, so weekend and holiday hours are part of every RVT's schedule. The schedule is posted well in advance, and every effort is made to accommodate time off requests. Salary is competitive and commensurate with experience. All of our full-time RVTs receive a benefit package including uniform allowance, discounts and both a CE allowance as well as in house CE. Email: kateg@wavesvet.com.

OKOTOKS VETERINARY CLINIC (OKVC.CA)

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

REGISTERED VETERINARY TECHNICIAN

signing bonus! 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. This position is full-time, Monday to Friday. The practice has a large component of equine reproduction utilizing frozen semen so an interest in Theriogenology would be a definite asset. 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. For a limited time, we're offering a signing bonus to the candidate that is willing to commit to a 6-month term of service of \$2,500, in addition this bonus will be repeated for an additional 6-month term of service. Email: drsmith@telusplanet.net.

BIG ROCK ANIMAL CLINIC IN OKOTOKS, AB,

is looking for a full-time RVT to join our team. We are a family-run clinic that takes a lot of pride in our work and we have fun while doing it! We have 4-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. Signing bonus available! Check out our website at: <https://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!

SIGNING BONUS FOR THE RIGHT

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

Web: www.westspringsvet.ca.

MOVING EXPENSES AND SIGNING BONUS

for the right candidate! Join us in beautiful Victoria, BC! Our James Bay and Fernwood Clinics are both expanding and we are looking for qualified nurses to join our two surgical teams F/T or P/T. We have started construction on our new, much larger space in James Bay, and our Fernwood Clinic is also doubling in space this spring. It's an exciting time to come on board and be part of this growth and helping us take the clinics to the next level of service and support in our communities. The ideal candidates

Classified Ads

for our fast-paced clinics will be confident in their nursing skills, are positive and enthusiastic with strong communication and customer service abilities, and are searching to be part of a vibrant work environment. We are committed to providing the highest standards of medical and surgical patient care in a compassionate and friendly manner. We offer competitive wages, health benefits, CE allowance, paid association dues as well as discounts at our clinics for your own beloved pets. If this sounds like something you are interested in, please email your resume and CV to: jobsbc@dandvetclinics.ca. Web: www.fernwoodvetclinic.ca.

ARE YOU LOOKING FOR A WELCOMING work environment where you can use all of your RVT skills and be appreciated for your contribution to an amazing group of coworkers? Bowmont Animal Hospital is a small, privately owned veterinary hospital in NW Calgary, committed to providing a high standard of patient care and superior customer service. We are looking for a PT or FT RVT to help us grow our business! Condensed work schedule available. Health and dental benefits for FT employees. ABVMA dues paid for. We offer uniform, CE allowance, and discounted pet health care and supplies. Signing bonus available after probationary period. For more information about our facility, please check out our website: www.bowmontvet.com. Please send a resume and covering letter to: bowmontanimalhospital@shaw.ca.

RVT REQUIRED FOR A BUSY 3-4-VET practice in Fort Saskatchewan, AB (located 20 minutes from Edmonton). Successful applicant would work daytime hours during the week and the occasional Saturday. No evenings required! The 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 and professional dues. Experience is an asset. Please forward your resume to Erin at Fort Saskatchewan Veterinary Clinic: fortvet@shaw.ca. Web: www.fortvetclinic.ca.

BUSY SOUTH EDMONTON VET HOSPITAL IS hiring an RVT. We are looking for a positive, motivated, and dedicated team member to join our team. Applicant must have a desire to provide exceptional patient care and client service in a friendly, caring and efficient manner, with a strong desire to be a good team member. Our practice provides both traditional and alternative medicine, offering RVTs a wide range of experience, with lots of opportunity to work independently and use technical skills. Town Centre Veterinary Hospital is home to many long-term employees, who are excited about having a new member join our team. We offer many benefits including CE and uniform allowance, health/dental benefits, product/service discount, profit-sharing and a positive, family-like environment. Position to start mid-April, date negotiable. Will include some Thursday evenings and some half-day Saturdays. Email CV to pet.care@towncentrevet.ca, attn: Kari Hogan. Web: www.towncentrevet.ca.

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.

CRANSTON VETERINARY HOSPITAL IN Calgary, AB, is seeking a full-time RVT to join our team. We are a growing small animal practice in SE Calgary, with terrific staff and fantastic clientele. Our clinic is well-equipped in order to offer high standards of care to our patients. The ideal candidate is enthusiastic, compassionate, easy going and works well with a team. This full-time position will include some evenings until 8pm. A compressed work week schedule of a four-day work week while still achieving 36+ hours/week is an option as well. Compensation will be commensurate with experience as well as offering ABVMA dues, medical/dental benefits, CE allowance and scrubs allowance. Please respond in confidence with your resume to: marlolowen@gmail.com. Web: www.cranstonvethospital.com.

RVT WANTED! BARLOW TRAIL ANIMAL Hospital in Calgary is currently recruiting a RVT to join our team. This is an exceptional opportunity for a motivated professional to practice high quality medicine. Our friendly team strives to provide the best possible medical care and creating an exceptional client experience. As part of our company, you will receive a competitive compensation, generous CE allowance, paid vacation, generous personal pet policy and much more. Please contact Dr. Tejinder Khaira at tkhairaa@gmail.com or 403-827-0747.

THE LACOMBE VETERINARY CENTRE requires a full-time or part-time RVT for its livestock pharmacy. Duties include, but are not limited to: reception, inventory management, filling orders, verifying prescriptions, shipping and receiving product. To be successful in this position you must enjoy speaking with clients and have attention to detail. Experience with beef/dairy cattle is an asset but not a necessity. If you are interested in exploring this opportunity please contact Dr. Peter Lawson at: lawsonvet@gmail.com.

IF YOU ARE A SELF-MOTIVATED RVT WITH A positive attitude, a sense of humour and effective communication skills, seeking a supportive work environment, we have a full-time position for you. Belle Rive Pet Hospital is a small animal clinic in Edmonton offering competitive wage and benefits. Submit resumes to: brphpet@gmail.com. Web: www.bellerivepethospital.com.

LEDUC FARM ANIMAL HOSPITAL IS looking for a full-time RVT to join our team! We are a well-established and fully equipped large animal practice located just minutes south of Edmonton. Our practice has a broad client base which brings in a variety of work with dairy and beef cattle, sheep, goats, chickens, pigs and horses. The clinic is equipped with a user-friendly and safe handling system, portable x-ray and ultrasound, hoof trimming table, calf isolation ward, equine stocks and retail area. We are looking for someone who is passionate in livestock patient care, energetic with a positive team-focused attitude, and a desire to expand their knowledge and skill base. We offer a competitive wage as well as membership dues, uniform allowance, education allowance, health and dental benefits, health spending account and staff discounts. If you think you would be a good fit for a well-balanced fun and supportive work environment, we'd love to hear from you! Check us out at www.leducfarmanimalhospital.ca. Please send resume and cover letter to: drs327@hotmail.com.

NANTON VETERINARY CLINIC IS LOOKING for a small or mixed animal RVT to join our busy mixed animal practice team. We are a full service, fully equipped modern vet hospital with a busy caseload. Nanton is a growing town situated 40 minutes south of Calgary on Highway 2. New grads are welcome, we will provide training and mentoring as needed. Competitive benefits package offered, compensation to commensurate with experience. Please inquire to: info@nantonvetclinic.com, or 403-646-2060.

ALPINE 24 HR PET HOSPITAL IN SW Calgary requires an experienced, dedicated overnight technician willing to work a rotational schedule including every other weekend. Enjoy the highest hourly wages in the city, employer paid benefits, CE and uniform allowance, paid dues and generous overnight premiums. 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: alpinervt@gmail.com.

LAKESIDE VETERINARY CLINIC LOCATED IN Sherwood Park (just outside of Edmonton) is looking for a FT/PT RVT to join our growing 3-veterinarian small animal practice. We offer competitive wages, professional dues, CE funding, pet food and pet service discount, health and dental benefits. The clinic is equipped with a DR digital x-ray (including dental), in house lab, full surgical instrumentation and laser surgery. Seeking an outgoing, reliable, flexible, enthusiastic, self-motivated individual with a good sense of humour. New graduates welcome. Email your resume to Dr. Schienbein at: lsvet@live.ca. Website: www.sherwoodparkvet.ca.

ARE YOU HIGHLY MOTIVATED AND ABLE TO work in a past paced environment? Our team at Veterinary Medical Center of Eastern Alberta is looking for a full/part-time RVT who is just that! We are a mixed animal practice serving out of Wainwright,

with a satellite clinic in Consort. If you are a team player and like to have fun, please forward your resume to: vetmedcent@gmail.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@edson.vet, Attn: Dr. Anne Rogers. Website: www.edsonvetclinic.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/>.

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>.

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.

VETERINARY STUDENT REQUIRED

VETERINARY STUDENT POSITIONS OPEN!

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

AHT STUDENT REQUIRED

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, 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.

OTHER EMPLOYMENT

BEST FRIEND'S ANIMAL HOSPITAL IS

looking for a full-time VMR/VMA/CSR to join our small animal and exotics practice in Spruce Grove, AB. We are a small, well equipped practice with a relaxed atmosphere focused on getting to know clients and providing patients top notch care. The successful candidate will be a motivated team player with a positive attitude and a passion for patients and clients. We offer competitive wages, group benefits and staff discounts. Apply via email to: office@bestfriendsah.ca today.

THE UNIVERSITY OF CALGARY, FACULTY OF Veterinary Medicine is seeking a dynamic, experienced veterinary practitioner with a passion for bovine medicine and surgery, and teaching, and interest in animal nutrition, to fill a tenure-track Instructor position in Production Animal Health. For more information, visit:

<https://vetmed.careers.ucalgary.ca/jobs/6389553-instructor-bovine-medicine-faculty-of-veterinary-medicine>.

REEVES COLLEGE IS SEEKING AN

experienced individual to fill the role of veterinary health care assistant instructor. The veterinary health care assistant instructor will teach students the principles and applications in animal husbandry, and nutrition to breeding and breed identification, and veterinary office procedures so they can help a veterinary clinic run smoothly. The purpose of the veterinary health care assistant instructor is to lead and contribute to the academic success of students and to the success of the College in achieving its statement of purpose. Under general direction, the veterinary health care assistant instructor is responsible for providing quality instruction and facilitating student learning according to the prescribed curriculum. To apply, please visit our website at <https://www.reevescollege.ca/about-reeves/work-at-reeves-college/>. We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

PONOKA VETERINARY CLINIC IS

searching for a full-time Veterinary Medical Receptionist (VMR). We are a mixed animal practice located in beautiful central Alberta, with many amenities to offer. We employ 4-veterinarians, 4-RVTs, 1-VMR and 1-bookkeeper/office manager. If you are interested in joining our team, please contact us at 403-783-4348 or email resume to: brenda@ponokaveterinaryclinic.ca. We look forward hearing from you. Web: www.ponokavet.ca.

CALGARY PET DERMATOLOGY CENTRE WILL

be opening in early 2021! We are looking for full-time staff to build a passionate team. We are seeking RVTs, veterinary assistants and receptionists who are interested in the specialty. The candidates will be ready to work in a dermatology-only practice, which encompasses a busy and demanding caseload with considerable client communication. The candidates must have a passion for cytology, allergies and ears. We are operating a fear free clinic and candidates must be willing to work with in this culture. These positions require tremendous communication skills, teamwork, a positive attitude and a passion for our patients and clients. We are offering competitive wages, a group health plan, flexible hours, increasing vacation time, and a positive, bright and healthy working environment. Please send your cover letter and resume to: office@petderm.ca. Web: www.petderm.ca.

Classified Ads

HERITAGE HILLS VETERINARY CLINIC IS

currently seeking a FT receptionist dedicated to providing excellent patient and client care. We are looking for a self-motivated team player with a positive attitude. We offer competitive wages as well as a uniform allowance.

Email resumes to:

admin@heritagehillsveterinaryclinic.com.

Web: www.heritagehillsveterinaryclinic.com.

PRACTICE FOR SALE

THERE IS A 2,000 SQFT VETERINARY

office available for lease. The unit is located at 12419-118 Ave in Edmonton on the main level, with direct exposure to 118 Ave. The current operator is moving out of province. The veterinary office has been operating more than 5 years with stable operation; average number of vehicles along 118th Ave. is over 28,850 per day. It is ideal for recent graduates or current business owners interested in expanding business. The building has more than 7,500 sqft of exclusive parking space. This unit has direct and secure access to a recently renovated basement (1,300 sqft); optional and available upon request. The basement has also its own separate access from 118 Ave. The operating

cost per/sqft is about \$6 and the base rent is negotiable. Tenant incentives and City's renovation matching grant are available. Medicine Shoppe Pharmacy is another tenant, among others. Email: abehnamian@yahoo.com.

WELL EQUIPPED, WELL ESTABLISHED

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

CLINIC FOR SALE IN EDMONTON, FOR

half of appraised value! Negotiate your own lease at your own terms, long or short term, 6 months or 6 years or just buy the goodwill for your brand new facility and start seeing clients on first day. All offers considered, seller financing available. 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

RADIOLOGY EQUIPMENT LOT - \$2,500

include: AFP mini medical x-ray developer + 2 more for parts, cassettes, film, light box, lead lined cabinet, Ezprint labeller, safety light & envelopes. Baxter 6201 IV pump - serviced & new battery 12/19: \$600. Pendaflex label number starter kit 0-9: \$75. Contact: info@prairierosevet.ca.

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

Go Green!

Opting out of the paper magazine



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

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

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

Advertiser's Index

Hill's Pet Nutrition hillspet.ca	IFC	INTERCEPTOR® PLUS elanco.ca	23	RBC Wealth Management – Steven Kim steven.kim@rbc.com	45
Merck Bravecto® ONE merck-animal-health.com	13	WDDC ClientVantage adv.wddc.com	27	Homewood Health homeweb.ca	IBC
P3 Veterinary Partners p3vetpartners.com	19	VetStrategy vetstrategy.com	31	Summit Veterinary Pharmacy Ltd. svprx.ca	OBC
WDDC – BJ Desjardins wddc.com	22	John Waters Zoonotic Diseases Workshop	33		
WDDC – Tanya Kushneryk wddc.com	22	CanWest Veterinary Conference canwestconference.ca	41		



Achieving your health and wellness goals just got easier.
Get support for health, work-life balance and career.

Access in-person or e-Counselling services for a broad range of support from relationship, stress, anxiety, depression and workplace issues. Learn at your own pace with Homewood Health e-Courses with topics that support manager and employee development.

COACHING | COUNSELLING | CONFIDENTIAL | SUPPORT

Contact us 24 hours a day, 7 days a week
1-800-663-1142 TTY: 1-888-384-1152
International (Call collect): 604-689-1717
homeweb.ca





**Formulating quality
compounds since 2001.**



Prescribe with confidence.

1-866-794-7387

www.svprx.ca

Summit Veterinary Pharmacy Ltd. (SVP) is accredited by the Ontario College of Pharmacists. SVP will not compound a preparation in the same dose and dosage form as a commercially available product. This literature is for professional use only. TAHP