

MEMBERS' MAGAZINE

■ JULY-AUGUST 2021



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Safety in Diagnostic Imaging:
A Veterinary Practice's
Responsibility

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EDITORIAL POLICY

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

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

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

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Editor's Notebook

IT HAS COME TO MY ATTENTION THAT SOME

ABVMA colleagues were troubled that I had called into question the commitment of veterinary professionals in the province in the Editor's Notebook, published in the January/February 2021 issue. It was not my intention to offend any member, and if I did, I apologize. I do understand the pressures of practice, with workforce shortages resulting in stress, burnout and compassion fatigue. I was a solo practitioner for 26 years and I have lived it. My previous column was intended to ask members to reflect on their own personal relationship with veterinary medicine, and not to offend, blame or shame.

We are all professionals. We have each demonstrated commitment through the acquiring of our knowledge, skills and competencies throughout our educational experiences. We have participated in multiple examinations and evaluations of these prior to our registration with the ABVMA. With registration, we join an elite group of veterinary professionals. Our commitments do not end there, however. Society has expectations of all professionals, and we are no different. One source quotes that a professional is expected to look sharp and organized, be polite and well-spoken, reliable, competent, ethical, maintain composure even in difficult situations and be accountable for their actions. Society looks up to professionals who maintain these expectations and pays them deference.

On a profession level, we also have broad obligations to society. We are given the authority by the provincial government to regulate veterinary medicine under the *Veterinary Profession Act* and General Regulation. We are expected to do so in a professional, competent and accountable manner. If we do not, we could lose the ability to self-govern our profession. We also carry the torch of being guardians of animal welfare within the province. Typically, veterinary professionals are the first touch point in animal welfare cases. The responsibilities listed above are high expectations and we must face them and discuss them openly as a profession.

The Registrar's Report in this issue gives a short summary of the Veterinary Professional Workforce Project, which has just concluded. Now the real work begins in identifying solutions to workforce shortages and making a difference for veterinary well-being. How can we uphold our responsibilities to our clients and society and at the same time improve the work life for veterinary professionals? This will be a subject of discussion for Council over the next few months. Please reach out to the office or to your Council representative to provide your input.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association



Pat Burrage, BSc, DVM

President, Alberta Veterinary Medical Association

THE END OF MAY — WHERE DOES

the time go? While we are still mired in COVID restrictions, time passes on. Things to do and no place to go. Despite all the restrictions, Council still has a job to do managing the affairs of the association. There are several ongoing high-priority issues Council is working on. The veterinary workforce shortage certainly has commanded a great deal of attention. No doubt every segment of the veterinary profession is affected by the lack of veterinarians and technologists available to join the workforce. The ABVMA has recently received a final report on the Veterinary Professional Workforce Project. CVMA has also

recently reported findings on a national workplace shortage. With this newly revealed information, we are in a better position to clearly define the problem today and in the future. The next step is to assure those involved in the education process (government and educational institutions) that the problem is real, and then collaborate on how to remedy the situation.

ABVMA is also investigating different strategies to communicate to members. Our younger Council members are very vocal about improving our contact with you, the members, and feel investigating different options within social media is worthwhile. We recently convened an evening Council Meeting to discuss just that topic, the results of which will be detailed soon. Stay tuned.

Which reminds me of a statement I continue to wear out, "the world waits for no one."

I have recently had an unfortunate experience with COVID, both personally and professionally. My entire family was exposed (wife and three adult daughters) when a relative stopped to visit. My two oldest adult daughters became symptomatic as result. The oldest was seven months pregnant, which added to the stress. Both recovered without apparent issue, although still awaiting the birth of the grandchild. The resulting quarantine with all those involved (not including me) created the biggest issue. Time lost from work for all involved was significant. Quarantine can also have a significant negative impact on mental health. My wife and our two youngest were cooped up for 14 days, not because they wanted to but because they had to. Fortunately, we

live on the farm, cows were calving, and the youngest was at home hired to calve the cows, so they could spend time outside in accordance with public health orders. Despite having that opportunity to get outside, I was providing daily remote therapy sessions for all of them, as too much time together put a strain on their relationships. I can joke about this situation but can understand the difficulty for a family to undergo a quarantine. More recently, several of the employees in our building tested positive. Three others have been quarantined because of close contact. Changes to the length of quarantine with vaccination have helped, but we remain understaffed. As we already know, there is nothing good about COVID. My recommendations for those that will listen: follow the rules, and get vaccinated.

The veterinary profession has done a remarkable job throughout the pandemic maintaining veterinary service to an increasingly demanding public. Through the locked doors, curbside service, positive cases and quarantine, we are mostly all still here. Perhaps a little worse for wear, but all still coming to work and doing our job, with very little complaining. All of you deserve a great deal of thanks, for not only showing up but continuing to provide excellent service throughout the troubled times. At the time of this writing, there are indications the restrictions will be reduced and the hope that by late summer we will be close to minimal restrictions. Thanks again for all you have done and are doing. It will be great to get back to near normal and the opportunity to have face to face conversations with our members. Take care. Have a great summer!

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

THE DEBATE AS TO WHETHER WE

have a shortage of veterinary professionals or not has been ongoing for years. There are some that would argue each side of this issue, but the truth is that until now, we have had no solid data to corroborate the argument either way. Last year, the CVMA conducted a nationwide study of workforce needs for veterinarians and reported a national shortage. This did not, however, tell us what our specific needs were in Alberta, and did not address the shortage of veterinary technologists.

To answer this question, the ABVMA and the ABVTA commissioned a study, the Veterinary Professional Workforce Project (VPWP), accomplished through a grant from Alberta Labour and Immigration. A national firm, R.A. Malatest & Associates Ltd., an independent market research and evaluation organization, was contracted to perform the study. The objective of the VPWP was to gain a comprehensive understanding of the key human resource issues facing the veterinary profession in the province.



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

Data for evaluation was collected through several means:

- A literature review
- Analysis of key demographic and economic data
- Survey of ABVMA and ABVTA members
- Survey of employers of veterinary professionals
- Surveys with educational institutions that offer programs in veterinary medicine and animal health technology
- Key informant interviews with various stakeholder groups and
- Online discussion groups with various stakeholder groups.

The report should be available to you by the publication of this magazine. It is seventy-eight pages of highly informative data that will help shape the future of veterinary medicine in Alberta for years to come, and I highly recommend everyone to at least read the executive summary. As a teaser for you, below is some of the data from the report.

It is estimated that there are over 850 vacant veterinary professional positions in the province. The vacancy rate for veterinary technologists was estimated to be 18.8 per cent followed by 16.7 per cent for veterinarians. This compares to a provincial average job vacancy rate of 2.6 per cent. Besides a lack of professionals available to fill the positions, vacancies and shortages were reported to occur for a variety of reasons such as poor business practices, workplace culture, work-life imbalances, high demand for service with an associated lack of understanding of the value and costs of the service by the public, stress and compassion fatigue. For veterinarians, after-hours and on-call requirements were also challenging. Technologists reported common reasons to leave the profession were insufficient compensation, limited opportunities for advancement, and stress or burnout due to the emotional and physical demands of the job.

Overall, we are experiencing approximately three per cent growth in veterinary numbers, and five per cent growth in the number of technologists

Our total numbers
will need to more
than double in the
next twenty years.



annually. The VPWP report also found that retention within the profession was impacted by a retirement rate of three per cent per year among veterinarians, and an attrition rate of eight per cent per year among veterinary technologists. New veterinarians in the province are replacing the retiring veterinarians with minimum growth, and most new technologists are simply replacing those that are leaving the profession prior to retirement. In essence, the profession is treading water as far as having the professionals available to meet the increasing public needs. With increasing demand and high levels of attrition in the profession, it is estimated that by 2040, we will need to find approximately 3,950 new veterinarians and 4,800 new technologists to replace those that either leave the profession or retire as well as to meet the anticipated increased demand by that time. Our total numbers will need to more than double in the next twenty years.

Accomplishing this is a challenge for the profession, but it is not one that we must face alone. There are many stakeholders within Alberta that have a keen interest in seeing the veterinary profession meet its workforce needs to serve the public. Just as the problem is multifactorial, so will be the solution.

Council has established two working groups in response to this report. The first is to look at education of veterinarians and technologists within western Canada, and the second working group is to look at veterinary technologist utilization and the retention of all veterinary professionals. Watch for details as this work progresses, and let the ABVMA office know if you are interested in becoming involved.

COUNCIL HIGHLIGHTS



2021 ABVMA Council

Top row, left to right: Dr. Kirsten Aarbo, Dr. Pat Burrage, Dr. Daren Mandrusiak

Second row, left to right: Dr. Chris Berezowski, Dr. Serge Chalhoub, Dr. Darrell Dalton, Mick Howden

Third row, left to right: Dr. Natasha Kutryk, Dr. Louis Kwantes, Dr. Keith Lehman, Dr. Jonathan Leicht, Dr. Christy Leslie, Dr. Robert McCorkell

Bottom row: Karen Melnyk, RVT, Ross Plecash, Dr. Noel Ritson-Bennett, Tracey Ruzicka, RVT, Kate Simon, RVT, Dr. Gurmeet Singh Tuli

Missing from photo: Dr. Gillian Muir

April 21-22, 2021

Dr. Gurmeet Singh Tuli

- Council discussed Equity, Diversity and Inclusion (EDI) and the development of an ABVMA statement as well as strategy which must flow actively in the daily activities carried out by the ABVMA. Council approved an EDI Statement and established a Task Force on EDI to identify barriers and make recommendations to Council.
- The documentary Stewards of the Land is available for viewing at <https://raisedwithcare.ca>. This documentary is part of the ABVMA Antimicrobial Stewardship Communication project funded by Alberta Agriculture and Forestry.
- Council reviewed the following policies: ABVMA Financial Guidelines, ABVMA Member Awards Policy, ABVMA Service Recognition Policy, Incomplete Applications Policy, Use of Titles in Veterinary Medicine and Policy on Process for Approval of Practice Names.
- Council directed staff to consult with the Alberta College and Association of Chiropractors and Physiotherapy Alberta College and Association on proposed updates to the Council Guidelines for the Practice of Complementary and Alternative Veterinary Medicine.
- Council approved the process and timelines for review of the Council Guidelines for the Roles of Registered Veterinary Technologists, Students and Unregistered Auxiliaries.
- Karen Smith, legal counsel for the ABVMA, conducted a training session for Council members on conducting Committee of Council reviews and appeals.
- Council met with the Saskatchewan Veterinary Medical Association Council. This meeting has been held annually for the last few years to discuss areas of mutual interest.
- Council appointed Dr. Kirsten Aarbo as the ABVMA representative to CVMA Council.
- A draft final report of the Veterinary Professional Workforce Project was received by Council. Council approved the establishment of two working groups as first steps in implementing goals presented in the report:
 1. Domestic education of veterinarians and veterinary technologists
 2. RVT utilization and retention of veterinarians and veterinary technologists.
- Council approved and supported two CVMA Position Statements: Pain Management in Animals (previously Pain Control in Animals) and Legislation Concerning Dangerous Dogs.



DR. GURMEET SINGH TULI

graduated in 1983 from Punjab Agricultural University, Ludhiana, Punjab, India. He served from 1983 to 2004 as a veterinarian in the Punjab State Animal Husbandry Department. Dr. Tuli also served his country concurrently as a Company Commander in the Indian Territorial Army for eight years, retiring with the rank of Captain.

Dr. Tuli's love for working with animals and farming started at a young age. He is the son of a prosperous farming landlord as well as a member of a well-established and recognized family of professionals. Dr. Tuli's ancestral town is Samana located in the breadbasket of India, the state of Punjab.

In 2008, Dr. Tuli started his veterinary career in Edmonton, Canada, as the owner of Millview Pet Hospital. His focus is on companion animals where he strives to provide excellent services and develop long-term relationships with his clients and their pets.

Dr. Tuli is married to Dr. Professor Inderjeet Kaur Tuli, PhD in sociology. Gurmeet and Inderjeet are the proud parents of a son and a daughter who are both medical doctors with degrees. He is a proud grandfather of granddaughter Khidmat Kaur.

Dr. Tuli enjoys a happy and successful family life. In his free time, he loves reading, hiking, playing table tennis, badminton and chess.

Dr. Tuli has always been an advocate for the rights of his fellow veterinarians. He has worked hard to uplift the veterinary profession and achieve long-term relationships and the trust of his fellow professionals and their families.

Dr. Tuli is keenly interested in contributing and serving the veterinary community through participation as a Council Member of the ABVMA.

Dr. Gurmeet Singh Tuli
Member of Council, Edmonton Region

CALL FOR COMMITTEE VOLUNTEERS FOR 2022

Legislated Committees

ABVMA legislated committees carry out specific roles in accordance with the *Veterinary Profession Act* (VPA).

ABVMA requires volunteer members for the following vacancies on legislated committees starting February 2022:

- **Hearing Tribunal:** twelve veterinarians and two veterinary technologists. Hearing Tribunal members are appointed to a list from which the Hearings Director will appoint members to sit on a Hearing Tribunal for each hearing.
- **Complaint Review Committee (CRC):** two veterinarians (mixed or large animal practice preferable). The CRC reviews the reports of investigations into formal complaints and participate in consent discussions. Meetings are held by teleconference on an ad hoc basis when investigator reports are submitted for review.
- **Practice Review Board (PRB):** two veterinarians. The PRB may carry out a review of a registered member's practice with the approval of Council. The PRB is the committee appointed by Council that is responsible for sec 65.1 of the VPA, "Assessing Incapacity."
- **Practice Inspection and Practice Standards (PIPS) Committee:** two veterinarians and one veterinary technologist (mixed or large animal practice experience is an asset). This committee reviews practice inspection reports, and identifies deficiencies assuring compliance with the PIPS Bylaw. Members meet approximately three to four times/year to review reports from the practice inspectors as well as holding some teleconferences.

Professional Advisory Committees

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

The following positions are available for terms starting in February 2022:

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

The deadline to submit your name for consideration is Friday, Sept. 17, 2021.

For more information, please contact Dr. Phil Buote at phil.buote@abvma.ca or 780-784-5223 or Dr. Jocelyn Forseille at jocelyn.forseille@abvma.ca or 780-784-5232.

New Staff Introduction

THE ABVMA IS PLEASED TO

introduce Tina Skare, RVT, who has recently joined the ABVMA. This is a newly added position at the association.

The Practice Inspection and Practice Standards (PIPS) department has increased by one, with the addition of a second Administrative Assistant – PIPS.

The addition of this new role will serve to provide the necessary human resources required to continue to serve the public and ABVMA members and practices. The ABVMA is pleased to welcome Tina to the ABVMA Team!



Tina Skare, RVT

Administrative Assistant – PIPS

Tina was born and raised in Edmonton and graduated from Animal Health Technology at NAIT in 1993.

She has had the privilege of working in a wonderful companion animal practice for 26 years, and is excited to be able to be a part of the ABVMA and to be involved in the veterinary community in this capacity.

In her role as Administrative Assistant – PIPS, Tina will provide administrative support to the Radiation Program and the

PIPS program, in addition to responding to requests from external stakeholders. She joined the ABVMA in April 2021.

Tina's family includes husband Michael, daughter Jorgia (19), son Parker (15) and feline named Kiwi.

Outside of work, she enjoys activities such as walking and biking in the Millcreek Ravine, trying to improve her green thumb (latest passion is succulents) and soap making.



2021 ABVMA Staff

From left to right

Top row: Dr. Jocelyn Forseille, Dr. Darrell Dalton, Dr. Phil Buote, Kathy Naum

Bottom row: Lisa Barry, Monica Clair, RVT, Mandi Duggan, Margaret Massey, RVT, Sarah Munn, Desirée Sieben, RVT, Tina Skare, RVT, Sandra Ward, Lee Anne Winter



Go Green!

Opting out of the paper magazine

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

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

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

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Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE 18-32

Information was received by the ABVMA Complaints Director that Dr. Jun Yang, a registered veterinarian, had been charged under the *Animal Protection Act*. Specifically:

- “being the owner or person in charge did cause or permit animals, to wit: sheep, to be or continue to be in distress, contrary to Section 2(1) of the *Animal Protection Act of Alberta*,”
- “being the owner or person in charge did cause or permit animals, to wit: sheep, did fail to ensure that the animal had adequate food and water, contrary to Section 2(1)(a) of the *Animal Protection Act of Alberta*,” and
- “being the owner or person in charge did cause or permit animals, to wit: sheep, did fail to provide the animal with adequate care when the animal is wounded or ill, ensure that the animal had adequate food and water, contrary to Section 2(1)(b) of the *Animal Protection Act of Alberta*.”

The charges were treated as a complaint in accordance with sec 27.1 of the *Veterinary Profession Act* (VPA):

Aware of unprofessional conduct

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

Dr. Yang was notified that the information was considered a formal complaint and an investigation was commenced on Oct. 30, 2018.

The charges under the *Animal Protection Act* were eventually stayed. However, the investigation into the complaint proceeded.

The report of the investigation was reviewed by the Complaint Review Committee (CRC) on March 3, 2020. The CRC made a decision in accordance with sec 33.1(3) that the matter be referred to the Hearings Director for a hearing.

HEARING

The hearing convened on Dec. 2 and 3, 2020, on the WebEx platform due to COVID-19. The allegations of unprofessional conduct in the Notice of Hearing were:

Animal Welfare

1. That in or about April of 2018, as a registered veterinarian, the member caused or permitted sheep on his property to be in distress.
2. That in or about April of 2018, as the owner or responsible individual, the member failed to ensure the sheep on his property had adequate food and water.
3. That in or about April of 2018, the member failed to provide the sheep on his property with adequate care when the sheep appeared to be in poor physical condition.
4. That the member allowed the sheep pasturing on his property to suffer physical pain and suffering and overall distress without appropriate veterinary medical intervention.
5. That the member failed to pay due attention and care to the well-being of

animals owned or for which he was responsible.

The above are alleged to constitute unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (x) and/or (xi) of the VPA.

Failure to Respond to the ABVMA

6. That the member failed to reply to correspondence from the ABVMA on Oct. 30, 2018, Jan. 11, 2019, April 9, 2019, and/or Jan. 17, 2020, requesting a response to the complaint pursuant to section 27.1 of the VPA of Oct. 30, 2018.

The above is alleged to constitute unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (vi)(B), (x) and/or (xi) of the VPA.

Failure to Comply with a Request from an Investigator

7. That the member failed to make himself available for an interview with the ABVMA investigator into the complaint.

The above is alleged to constitute unprofessional conduct pursuant to s. 1(n.1) (i), (ii), vi (B), (x) and/or (xi) of the VPA.

Leadership

8. That the member failed to demonstrate leadership with regard to animal welfare.

The above is alleged to constitute unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (x) and/or (xi) of the VPA.

There were procedural matters to be dealt with at the start of the hearing. From the decision:

I. PROCEDURAL MATTERS

- [2] *The member of the public appointed to the Hearing Tribunal – who would have been the fourth member of the Hearing Tribunal – was not capable of carrying out the powers and duties of a member of the Hearing Tribunal. Pursuant to section 9.6(2) of the VPA, the balance of the Hearing Tribunal continued to carry out its powers and duties of this Hearing.*
- [3] *The member appeared on the first day of the Hearing 35 minutes after the stipulated start time. He elected to proceed without legal counsel.*
- [4] *The member objected to the proceedings on the basis that the Animal Protection Act charges against him were stayed, which had formed the*

information and grounds starting the ABVMA formal complaint. As such, the member submitted there was no further requirement to proceed with the hearing.

- [5] Counsel for the Complaints Director submitted that the same facts could give rise to a prosecution under the Animal Protection Act in the courts and a complaint against a member under the VPA. Further, counsel for the Complaints Director submitted that the staying of the former does not extinguish the complaint and investigation process under the VPA.
- [6] The Hearing Tribunal deliberated and decided that it had authority and jurisdiction, and that these proceedings under the VPA could proceed despite the staying of the Animal Protection Act charges.
- [7] Throughout the course of the Hearing, the member did not accept the Hearing Tribunal's decisions on evidentiary and procedural matters, and was persistently argumentative. Ultimately, the member refused to participate further in the hearing part way through his cross-examination of the final witness called by the Complaints Director, and advised of his intention to resign from the ABVMA.
- [8] In light of the member's decision to not participate further, the hearing concluded at the close of evidence and submissions by the Complaints Director.

EVIDENCE

The ABVMA called a number of witnesses including the Complaints Director, the investigator, a veterinarian working with the Alberta Society for the Prevention of Cruelty to Animals (ABSPCA) as an expert witness, and two ABSPCA Peace Officers.

MEMBER'S RESPONSE TO ALLEGATIONS

Dr. Yang decided during his cross-examination of the final witness called on behalf of the Complaints Director to refuse to participate any further in the hearing. Dr. Yang did not give testimony on his own behalf, present other evidence or make submissions in response to the allegations.

DECISION

The hearing was adjourned at the conclusion of the evidence and the Hearing Tribunal issued a written decision with reasons on Jan. 6, 2021.

FINDINGS OF UNPROFESSIONAL CONDUCT

The Hearing Tribunal made findings of unprofessional conduct on seven of the eight allegations in the Notice of Hearing.

Allegations 1, 2, 4, 5, 6, 7 and 8 were proven on or beyond a balance of probabilities. Allegation 3 was not proven.

The findings of unprofessional conduct against Dr. Yang related to animal welfare, failure to respond to the ABVMA and failure to comply with a request from an investigator are more serious category of findings of unprofessional conduct against an ABVMA registered member.

The Hearing Tribunal was especially disturbed by Dr. Yang's conduct related to leadership in animal welfare. From the decision:

Leadership

8. That the member failed to demonstrate leadership with regard to animal welfare.

[85] There is a high expectation placed on veterinarians as leaders in animal welfare. Veterinarians are the profession with the most training in animal care, wellbeing and husbandry.

...

[88] The Hearing Tribunal finds it extremely concerning that the animals found on the member's property were found to have suffered and died in such deplorable conditions. The public would justifiably expect the animals' veterinarian owner to provide them with humane care and take steps to avoid unnecessary distress and suffering.

[89] The member's conduct with his own animals calls into question his professional integrity and leadership as a member representing the profession.

DECISION ON SANCTIONS

The Hearing Tribunal reconvened on March 22, 2021, to hear submissions on sanctions. Dr. Yang did not appear and was not represented.

The Hearing Tribunal was provided information on the steps taken to inform Dr.

Yang of the March 22, 2021, proceedings and was satisfied that Dr. Yang received sufficient notice and directed that it proceed in Dr. Yang's absence.

The Hearing Tribunal takes the orders for sanctions very seriously. The importance of sanctioning by a professional disciplinary body and the expectations in this regard were noted by the Alberta Court of Appeal in Adams as follows (at paragraph 6):

Self-regulation is based on the legitimate expectation of both the government and public that those members of a profession who are found guilty of conduct deserving of sanction will be regulated – and disciplined – on an administrative law basis by the profession's statutorily prescribed regulatory bodies.... A professional misconduct hearing involves not only the individual and all the factors that relate to that individual, both favourably and unfavourably, but also the effect of the individual's misconduct on both the individual client and generally on the profession in question. This public dimension is of critical significance to the mandate of professional disciplinary bodies.

The Hearing Tribunal also considered a number of factors in the process of determining the appropriate sanctions in this case. These are set out in the Jaswal court decision and are known as the "Jaswal Factors."

The Hearing Tribunal concluded that Dr. Yang's conduct warrants the strongest rebuke. His actions are antithetical to the core principles of being a veterinarian. He caused numerous animals to be in distress, suffer and die. Dr. Yang's conduct throughout the investigation and the proceedings also demonstrated a deliberate disregard of his professional duties and responsibilities. His conduct has harmed the integrity of the profession and serious and significant sanctions are required to deter such conduct, protect the public and maintain the integrity of the profession.

ORDERS FOR SANCTIONS

The Hearing Tribunal ordered as follows:

- a reprimand;
- maintaining the cancellation of Dr. Yang's registration for a minimum of 10 years;

- c. payment of fines totalling \$50,000, broken down as follows:
- three fines of \$10,000 each with respect to Allegations 1, 2 and 4, related to animal welfare;
 - \$5,000 with respect to Allegation 5, related to animal welfare;
 - \$2,500 with respect to Allegation 6, for failing to respond to an ABVMA investigator;
 - \$2,500 with respect to Allegation 7, for failing to make himself available for an interview with an ABVMA investigator; and
 - \$10,000 with respect to Allegation 8 for failing to

- demonstrate leadership regarding animal welfare;
- d. payment of costs of the investigation and hearings to a maximum of \$70,000;
- e. all fines to be paid within six months and in any event before any reapplication for registration;
- f. all costs to be paid within six months and in any event before any reapplication for registration; and
- g. publication of the Hearing Tribunal's decisions and orders in this matter on a "with-names" basis.

NOTE: Dr. Yang's registration had previously been cancelled by Order of the Hearing Tribunal Dec. 8, 2020, as reported in the *ABVMA Members' Magazine* Complaints Director's Report May/June 2021. This is the reason for the wording of the order regarding "maintaining" cancellation of Dr. Yang's registration.

The full decisions with reasons of the Hearing Tribunal on responsibility (Jan. 6, 2021) and sanctions (March 31, 2021) are available on the [ABVMA public website](http://abvma.ca) (abvma.ca > For the Public > Complaints-Members Suspended/Cancelled).

The ABVMA is a long-time partner and supporter of the CVMA Business Management Program.

Coming this summer: Associate DVM Survey.

Coming this fall: Practice Owner's Economic Survey.

Practice sustainability relies heavily on the fee guides and reports generated from these surveys. Moving into post-pandemic recovery, ABVMA members are encouraged, now more than ever, to participate.

Watch your emails and E-News for more information.

We're with you every step of your way.



Designed to support all members, the Business Management Program resources provide valuable reports, services, and tools that are tailored to your personal and professional needs.



Thank you to the co-partners for their generous financial support.



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Let's talk: connect@NVACanada.ca



June 8, 2021

Lisa Scott, MSc, DVM, Chair, ABVMA Registration Committee

VETERINARIANS AND REGISTERED VETERINARY TECHNOLOGISTS (RVTS)

from across the province came together on June 8, 2021, for our second virtual ABVMA Registration Day. This event typically occurs twice per year to welcome new members to the association. The event was held online again this year after a successful session last year! Registrants were warmly welcomed by the association's dignitaries. They were then directed to small group discussions of case scenarios followed by the opportunity for the ABVMA to answer questions. The discussions enabled participants to explore the various rules and regulations of the *Veterinary Profession Act* and General Regulation, Bylaws, Practice Standards and the complaints process.

A combined 189 veterinarians and RVTs were welcomed to the veterinary profession in Alberta!



Attendance | Veterinarians

NAME	MEMBER TYPE	REG NO.
Rebecca Alexander	Pending Veterinarian Applicant	
Averil Almeida	Supervised Limited Practice Reg. Vet.	4002
Madison Anderson	Pending Veterinarian Applicant	
Mitchell Ashkin	Pending Veterinarian Applicant	
Rhiannon Beatty	Pending Veterinarian Applicant	
Frederic Beaulac	General Practice Registered Veterinarian	3971
Savannah Beavers	Pending Veterinarian Applicant	
Larissa Booth	Pending Veterinarian Applicant	
Shane Bosomworth	Pending Veterinarian Applicant	
Mackenzie Bourgoin	Pending Veterinarian Applicant	
Antha Brown	Pending Veterinarian Applicant	
Francois Cardinal	General Practice Registered Veterinarian	3969
Erin Carlson	Pending Veterinarian Applicant	
Alyssa Chrapko	Pending Veterinarian Applicant	
Emilia Chrostek	Pending Veterinarian Applicant	
Sherri Cox	General Practice Registered Veterinarian	3950
Kira Crooks	General Practice Registered Veterinarian	3976
Amarpreet Dahia	Temporary Registered Veterinarian	3958
Chelsea Davidson	Pending Veterinarian Applicant	
Matea David-Steel	Pending Veterinarian Applicant	
Nicole Desautels	Pending Veterinarian Applicant	
Geisa do Amaral Mainardes	Temporary Registered Veterinarian	3977
Emily Dorey	Pending Veterinarian Applicant	
Amy Duong	Pending Veterinarian Applicant	
Erika Duperreault	Pending Veterinarian Applicant	
Mahmoud Elmaamoon	Supervised Limited Practice Reg. Vet.	3991
Rachel Flath	Pending Veterinarian Applicant	
Alison Flint	General Practice Registered Veterinarian	3994
Crystani Folkes	Pending Veterinarian Applicant	
David Genovese	General Practice Registered Veterinarian	3986
Ilonka Geverink	General Practice Registered Veterinarian	1828
Robin Goodfellow	Pending Veterinarian Applicant	
Haley Greenbank	Pending Veterinarian Applicant	
Debbie Hall	General Practice Registered Veterinarian	3964
Alison Hammel	Pending Veterinarian Applicant	
Elizabeth Hanly	Pending Veterinarian Applicant	
Anna Henderson	Pending Veterinarian Applicant	
Mark Hiebert	General Practice Registered Veterinarian	1254
Manon Hynes	General Practice Registered Veterinarian	3968

NAME	MEMBER TYPE	REG NO.
Matin Imani	Supervised Limited Practice Reg. Vet.	3981
Austin Jacobson	Pending Veterinarian Applicant	
Emma Jansen	Pending Veterinarian Applicant	
Cheng-Juei Juang	Supervised Limited Practice Reg. Vet.	3982
Mackenzie Klapwyk	Pending Veterinarian Applicant	
Cameron Koerselman	General Practice Registered Veterinarian	3973
Madeleine Kuan	General Practice Registered Veterinarian	3952
Angie Paola Lagos Carvajal	UnSupervised Limited Practice Reg. Vet.	3974
Arran Lamont	General Practice Registered Veterinarian	3096
Deanna Larsen	General Practice Registered Veterinarian	3972
Ashley L'Hirondelle	Pending Veterinarian Applicant	
Jenna Lindstrom	General Practice Registered Veterinarian	3957
Megan Mackintosh	Pending Veterinarian Applicant	
Nirajkumar Makadiya	Temporary Registered Veterinarian	3825
Boles Makar	Supervised Limited Practice Reg. Vet.	3979
S. Elizabeth Maloney	General Practice Registered Veterinarian	3956
Claire McCaffery	Pending Veterinarian Applicant	
Tess McGarvey	Pending Veterinarian Applicant	
Kristin McIntosh	General Practice Registered Veterinarian	3966
Regan McLeod	Pending Veterinarian Applicant	
Martin Metzger	Pending Veterinarian Applicant	
Tamara Michalyk	Pending Veterinarian Applicant	
Erinn Mills	Pending Veterinarian Applicant	
Elzbieta Misuno	UnSupervised Limited Practice Reg. Vet.	3571
Van Mitchell	General Practice Registered Veterinarian	3949
Lindsey Monea	Pending Veterinarian Applicant	
Ryan Morgan	Pending Veterinarian Applicant	
Colby Morris	Pending Veterinarian Applicant	
Leah Morris	Pending Veterinarian Applicant	
Corry Jeanne Mortensen	General Practice Registered Veterinarian	1791
Sarah Nowicki	Pending Veterinarian Applicant	
Devashree Pala	General Practice Registered Veterinarian	3985
Carly Peever	Pending Veterinarian Applicant	
Jadelyn Pepper	Pending Veterinarian Applicant	
Dayle Poitras-Oster	Pending Veterinarian Applicant	
Courtney Porter	General Practice Registered Veterinarian	3914
Molly Rainforth	Pending Veterinarian Applicant	
Iswarya Rajesh	Supervised Limited Practice Reg. Vet.	3989
Gaurav Sharma	Supervised Limited Practice Reg. Vet.	3992

NAME	MEMBER TYPE	REG NO.
Hanan Shenouda	Temporary Registered Veterinarian	3963
Meghan Shields	Pending Veterinarian Applicant	
Yadwinder Sidhu	Supervised Limited Practice Reg. Vet.	3987
B Avril Sinclair	General Practice Registered Veterinarian	3997
Tony Sopko	General Practice Registered Veterinarian	3988
Kirby Spring	General Practice Registered Veterinarian	3984
Kimberly Stewart	Pending Veterinarian Applicant	
Kelby Tannas	Supervised Limited Practice Reg. Vet.	3999
Jena Thue	Pending Veterinarian Applicant	
Jacques van Zyl	General Practice Registered Veterinarian	3978
Tara Vielfaure	General Practice Registered Veterinarian	4000
Victoria Waind	Pending Veterinarian Applicant	
Amber Wright	Pending Veterinarian Applicant	
Elsbeth Yates	Pending Veterinarian Applicant	
Chelsey Zurowski	Pending Veterinarian Applicant	

Attendance | Veterinary Technologists

NAME	MEMBER TYPE	REG NO.
Heather Aasman	General Practice Reg. Vet. Tech.	1901
Josephous Ivan Aligno	General Practice Reg. Vet. Tech.	4197
Alyssa Barker	Pending Veterinary Tech. Applicant	
Kara Beggs	General Practice Reg. Vet. Tech.	4201
Nicole Bell	Pending Veterinary Tech. Applicant	
Celeste Bernard	General Practice Reg. Vet. Tech.	4206
Sierra Bjarnason	Pending Veterinary Tech. Applicant	
Niall Blue	General Practice Reg. Vet. Tech.	4177
Dominique Borduas	Pending Veterinary Tech. Applicant	
Jasmine Brar	General Practice Reg. Vet. Tech.	4202
Brittany Brons	General Practice Reg. Vet. Tech.	4203
André Charest	Pending Veterinary Tech. Applicant	
Tamina Charlton	General Practice Reg. Vet. Tech.	1544
Conrad Chase	General Practice Reg. Vet. Tech.	4185
Lindsay C Clarke	Pending Veterinary Tech. Applicant	
Nikola Crockett	General Practice Reg. Vet. Tech.	4214
Jenna Deak	Pending Veterinary Tech. Applicant	
Laurie Demers	General Practice Reg. Vet. Tech.	4241
Kelly Dixon	General Practice Reg. Vet. Tech.	4224
Sharon Doll	General Practice Reg. Vet. Tech.	1771
Radiance Dyck	General Practice Reg. Vet. Tech.	3832
Shae Ehrhardt	Pending Veterinary Tech. Applicant	
Darrach Favretto	Non-Practicing Vet. Tech. Member	4057
Hannah Feddema	General Practice Reg. Vet. Tech.	4199
Madison Fetherston	General Practice Reg. Vet. Tech.	4234
Kayla Fielden	Pending Veterinary Tech. Applicant	
Jenaya Fisher	Pending Veterinary Tech. Applicant	
Dakota Fleming	General Practice Reg. Vet. Tech.	4192
Kailyn Forgrave	General Practice Reg. Vet. Tech.	4186
Emily Giesbrecht	General Practice Reg. Vet. Tech.	3248
Melissa Hall	General Practice Reg. Vet. Tech.	1150
Ehab Hamed	General Practice Reg. Vet. Tech.	4189
Roseva (Prefers Cole) Harding	General Practice Reg. Vet. Tech.	4008
Breanne Hogan	General Practice Reg. Vet. Tech.	4230
Glory Huebert	General Practice Reg. Vet. Tech.	4200
Megan Huffman	Pending Veterinary Tech. Applicant	
Stacey Irwin	General Practice Reg. Vet. Tech.	4191
Desirae Jackson	General Practice Reg. Vet. Tech.	4054

NAME	MEMBER TYPE	REG NO.
Hailey Jessen-Brown	General Practice Reg. Vet. Tech.	4207
Michaela Johnstone	General Practice Reg. Vet. Tech.	1557
Cassidy Kalke	Pending Veterinary Tech. Applicant	
Katie Kemp	Pending Veterinary Tech. Applicant	
Dominika Kmet	General Practice Reg. Vet. Tech.	4225
Brooke Krider	Pending Veterinary Tech. Applicant	
Madison Krider	Pending Veterinary Tech. Applicant	
Candice Lachner	General Practice Reg. Vet. Tech.	2598
Florianne Lapointe	Pending Veterinary Tech. Applicant	
Lauren Lavallee	General Practice Reg. Vet. Tech.	4227
Cienna Leflar	General Practice Reg. Vet. Tech.	4190
Kirsten Logan	Pending Veterinary Tech. Applicant	
Samantha Lole	General Practice Reg. Vet. Tech.	4216
Jasper Margel	General Practice Reg. Vet. Tech.	4226
Melanie Markley	General Practice Reg. Vet. Tech.	4174
Maegan McCoy	General Practice Reg. Vet. Tech.	4180
Hannah McCutcheon	Pending Veterinary Tech. Applicant	
Amanda McDonald	General Practice Reg. Vet. Tech.	3373
Sydney McFadden	General Practice Reg. Vet. Tech.	4204
Tiffany Michie	Pending Veterinary Tech. Applicant	
Laura Montoya	General Practice Reg. Vet. Tech.	3602
Amanda Muskego	Non-Practicing Vet. Tech. Member	2458
Jadyn Nelson	Pending Veterinary Tech. Applicant	
Claire Nixon	General Practice Reg. Vet. Tech.	4184
Candace Olive	General Practice Reg. Vet. Tech.	4215
Alexandra Parent	General Practice Reg. Vet. Tech.	3019
Alexis Passmore	General Practice Reg. Vet. Tech.	4208
Cayley Peltzer	General Practice Reg. Vet. Tech.	4193
Grace Peterson	General Practice Reg. Vet. Tech.	4238
Gillian Petrovic-Downing	General Practice Reg. Vet. Tech.	4179
Kennedy Poch	General Practice Reg. Vet. Tech.	4232
Kelsey Polishak	General Practice Reg. Vet. Tech.	4187
Chantel Purves	General Practice Reg. Vet. Tech.	2495
Melissa Quarrie	General Practice Reg. Vet. Tech.	3198
Devyn Richards	General Practice Reg. Vet. Tech.	4210
Samantha Samuel	General Practice Reg. Vet. Tech.	4217
Stella Santoro	Provisional Vet. Tech. Member	4219
Erin Sauter	Pending Veterinary Tech. Applicant	
Alexia Schuetz	Pending Veterinary Tech. Applicant	
Madison Scott	General Practice Reg. Vet. Tech.	4223
Courtney Sears	General Practice Reg. Vet. Tech.	4229
Samantha Sheppard	Pending Veterinary Tech. Applicant	
Jennifer Smart	General Practice Reg. Vet. Tech.	4218
McKayla Sorgen	Pending Veterinary Tech. Applicant	
Kendra Sorokoski	General Practice Reg. Vet. Tech.	4221
Erica Stables	General Practice Reg. Vet. Tech.	4175
Carly Sullivan	General Practice Reg. Vet. Tech.	4213
Rebecca Sundby	Pending Veterinary Tech. Applicant	
Julia Thompson	General Practice Reg. Vet. Tech.	4183
Sarah Titford	General Practice Reg. Vet. Tech.	4196
Tsz Lam Jeannie Tsang	Provisional Vet. Tech. Member	4220
Raegen Ullly	General Practice Reg. Vet. Tech.	4236
Jordyn Valstar	Pending Veterinary Tech. Applicant	
Janelle Van Arragon	General Practice Reg. Vet. Tech.	4205
Annette Visser	General Practice Reg. Vet. Tech.	1016
Denise Wagner	General Practice Reg. Vet. Tech.	4195
Britney Watt	Pending Veterinary Tech. Applicant	
Jessica Willson	General Practice Reg. Vet. Tech.	4182

Council approved the following at the April 2021 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Kimberly Fillmore, #3623	March 1, 2021
Dr. Jillian Foster, #3539	Jan. 1, 2021
Dr. Daya-Giftson Emmanuel, #2942	March 9, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Nallely Paez Nunez, #3717	April 22, 2021
Dr. Kristin Bentz, #2411	April 1, 2021
Dr. Nicole Zucchet-Mayotte, #3272	April 26, 2021

Cancelled Supervised Limited Practice Registered Veterinarian

Dr. Ammar Jawdat, #3688	Jan. 6, 2021
Dr. Mykhailo Mospan, #3936	Feb. 12, 2021
Dr. Ankur Jetli, #3954	March 21, 2021

Reinstated General Practice Registered Veterinarian

Dr. Ernest Doktor, #691	Feb. 24, 2021
Dr. Randi Glen, #3858	March 17, 2021

Registered Veterinary Technologists

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

Erin Colwell, #2293	Jan. 1, 2021
Robyn Candon, #3283	Jan. 1, 2021
Judy Mitchell, #636	Feb. 28, 2021
Allison Haveman, #3734	March 12, 2021
Erin Davis, #2863	March 15, 2021
Michelle Stoyko, #2703	March 3, 2021

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

Donelle Bremmekamp, #1567	Feb 1, 2021
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Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Kaylee Shymyruk, #3979	Aug. 7, 2020
Tiffany Bryce, #4078	March 25, 2021
Shae-Lynn Hipkin, #4111	March 30, 2021
Brittany Brons, #4203	March 30, 2021
Jennifer Smart, #4218	April 1, 2021
Samantha Samuel, #4217	April 1, 2021
Samantha Lole, #4216	April 6, 2021

Reinstated General Practice Registered Veterinary Technologist

Nichole Boutilier, #1329	Feb. 18, 2021
Andrew Backer, #2972	Feb. 19, 2021
Madison Roy, #3731	Feb. 24, 2021
Kendra Hansen, #2366	Feb. 24, 2021
Laura Montoya, #3602	March 25, 2021
	Feb. 1, 2021

Provisional Approval of New Veterinary Practice Entities

Practice Name	Location
Olds Riverstone Veterinary Services	Olds
Calgary Family Veterinarian	Calgary
Peak Veterinary Hospital Inc.	Pincher Creek

Permits Approved by Council

Permit to Practice Approval

2286842 Alberta Ltd. (Dr. Adrien Elliot #2885)	Jan. 21, 2021
Coulee Veterinary Clinic Ltd. (Alvarez Veterinary Service Ltd.)	Feb. 4, 2021
Carstairs Veterinary Services Ltd. (Dr. Michelle Cutler #2603, Dr. Tom Picherack #1747)	Feb. 17, 2021
Romanufa Veterinary Associates Inc (Dr. Kimberly Romanufa #1516)	Feb. 23, 2021
Hilton Veterinary Services Inc. (Dr. Bronwyn Hilton #3397)	Feb. 23, 2021

ABVMA COMMUNICATION TO MEMBERS

Magazine and emails to members

MEMBERS' MAGAZINE

The ABVMA *Members' Magazine* and the E-News are the primary sources for distributing information to ABVMA members.

Please ensure that you stay informed and update the ABVMA office of any changes to your contact information. It is the member's responsibility to stay informed of association activities and requirements of licensure.

Contact details can be updated online under your profile at www.abvma.ca (login required). Click on My Account, then Update Profile.

EMAIL COMMUNICATIONS (E-News and Database)

ABVMA emails sent by the database, including E-News and membership-related communications are sometimes flagged as spam/junk because of the number of recipients to which the email is being distributed.

The ABVMA would like to remind members to check their spam/junk folder regularly. If ABVMA emails are ending up in your spam/junk folder, there are ways of whitelisting ABVMA email addresses or marking them as not junk or adding them to your safe-senders list through your email service provider to prevent this from continuing.

If, after checking your spam/junk folder, you are still not receiving regular communications from the ABVMA, please contact the office at 780-489-5007.



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Announcements and Member Engagement

2022 ABVMA COUNCIL CALL FOR NOMINATIONS

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

- One veterinarian member of Council (Edmonton Region)
- One veterinarian member of Council (Central Region)
- One veterinary technologist member of Council (North District)

Visit *Announcements & News > Announcements* on your member portal to view a letter Dr. Pat Burrage, ABVMA President, the Council Terms of Reference and the Council Nomination Package.

(Login required.)

- Council elections (if required): November/December 2021
- 2022 Council terms commence Feb. 27, 2022

2021 ABVMA AWARD NOMINATIONS

Nominate a deserving colleague for an ABVMA award. Nominations for 2021 are now being accepted. The 2021 awards will be presented in February 2022 at the Member Recognition Banquet on Saturday, Feb. 26, 2022, in Calgary, AB.

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

Deadline for Council and Award nominations: Sept. 17, 2021

CANWEST VETERINARY CONFERENCE GOES VIRTUAL!

The 2021 CanWest Veterinary Conference, Oct. 16-19, 2021, will be virtual again due to COVID-19. See page 27 for more information. Registration opens this month at: www.canwestconference.ca.

UCVM ONLINE VETERINARY SUMMER CAMPS

Do you know a student entering grades 7-9 who loves animals with thoughts of becoming a veterinarian? The University of Calgary, Faculty of Veterinary Medicine's week-long online camp will introduce students to some of the skills and knowledge veterinarians need to take care of a variety of species. View details and register here:

https://www.ucalgary.ca/ActiveLiving/registration/Program/Veterinary%20Camp?offeringFilter=Entering-Grades-7-to-9&path=Camps_All

EQUITY, DIVERSITY AND INCLUSION (EDI) STATEMENT

Council recently approved an ABVMA EDI Statement:

"The Alberta Veterinary Medical Association (ABVMA) is committed to inclusion across gender identity, ethnicity, religion, age, neurodiversity, physical or mental ability and sexual orientation. The ABVMA membership is multicultural and we value multiple approaches and different points of view in a safe, positive and collaborative environment."

In addition, Council is establishing a Task Force to identify EDI barriers that exist and make recommendations to Council. Council is especially interested in having under-represented groups involved on the Task Force. The expected time commitment will be several virtual meetings hosted between July and October 2021.

If you are interested in participating, please email jocelyn.forseille@abvma.ca.

2022 ABVMA ANNUAL GENERAL MEETING

Call for Resolutions

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will be held on **Sunday, Feb. 27, 2022**, at 9 a.m. at the Best Western Premier Calgary Plaza Hotel and Conference Centre, 1316-33rd St NE, Calgary, AB, T2A 6B6.

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

The deadline for resolution submissions is Friday, Oct. 15, 2021.

PUBLIC RECOGNITION CORNER

Dr. Marie Holowaychuk was recognized as a Veterinary Woman Role Model by Veterinary Woman in the UK.

Read the full article here:

<https://www.veterinarywoman.co.uk/2021/04/veterinary-woman-role-model-marie-holowaychuk>



ABVMA PRIVATE FACEBOOK GROUP

As announced in E-News, the ABVMA has created a professional inter-member networking group on Facebook. This private Facebook group is intended to serve as a networking and discussion forum for registered veterinarians and veterinary technologists in the province of Alberta for the purposes of advancing the profession. To join, simply search Facebook for "ABVMA Members Group," click "Join Group" and provide the requested information. You must be a registered member of the ABVMA to join. Group permissions and rules are listed in the "About" section.

This is not an official communication channel of the ABVMA. If your inquiry requires a direct response, please revert to phone, email or private message.

Association Activities

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

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

MAY 2021

- 3: R** National Farmed Animal Care Council (NFACC) Executive Meeting
- 4: R/AR/DR** Government Relations Meeting with Pam Cholak
- 6: R** Results Driven Agriculture Research (RDAR) Introductory Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
R/AR/DR Government Relations Meeting with Pam Cholak
CM Bi-weekly meeting with ev+
- 7: R/AR/DR** Government Relations Meeting with Pam Cholak
AR/CM Quarterly content planning meeting with ev+
R American Association of Veterinary State Boards (AAVSB) Executive Director/Registrar Roundtable
- 10: CD** Hearing
R Canadian Council of Veterinary Registrar's (CCVR) Meeting
- 11: R** NFACC Executive Meeting
R Fairness for Newcomers Office Meeting with Alberta Labour and Immigration
AR Western AHT/VT Educators Meeting
- 12: R/AR/DR/P** Government Relations Meeting with Pam Cholak
R/AR/DR/CM Visual Identity meeting with ev+
R/AR/DR Meeting with Labour and Immigration ADM Michele Evans & Pam Cholak
- 13: R/DR** Streamlining Professional Legislation Project Updates with Alberta Labour and Immigration
AR/CM One Health Conference Report Meeting with A. Babujee
R TPP Alberta Steering Committee Meeting
- 14: R** CCVR's Emergency Services Working Group
R/AR/DR Meeting with Alberta Beef Producers and Pam Cholak
- 17: P/R/AR/DR** ABVMA Council Meeting
- 18/19: AR** AHT/VT Program Accreditation Committee Virtual Site Visit
- 20: R** NFACC Executive Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
CM Bi-weekly meeting with ev+
- 21: P/PP/R** Audit and Risk Committee Meeting
R/DR Legislative Changes Meeting with Alberta College of Pharmacy
- 25: R** International Veterinary Regulators Network Planning Group Meeting
- 26: R** NFACC Executive Meeting
R Vet Med Competencies Advisory Group Meeting
R/AR/DR/CM/P ABVMA/ABVTA Joint Executive Meeting
CM CVMA COVID-19 Townhall Series
- 27: R/AR/DR/CM/P** Executive Council Meeting
R/CM John Waters Zoonotic Diseases Workshop Planning Committee Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
R/AR/DR/CM Meeting with Kelly Cromwell ev+
- 9: CD** Hearing
- 10: P/PP/R/AR/DR** Executive Council Meeting
CD Hearing
P/R UCVI Convocation
AR/CM One Health Conference Report Meeting with A. Babujee
- 11: AR** AVMA CVTEA Activities Working Group
DR Alberta Urban Municipalities Presentation
R Meeting with Pam Cholak
- 14: CD** Hearing
- 15: CD** Hearing
- 16/17/18: P/PP/R/AR/DR** ABVMA Council Meeting
- 17: AR/CM** One Health Conference Report Meeting with A. Babujee
CM Bi-weekly meeting with ev+
- 21: DR** COC Appeal
R National Examining Board meeting with Regulatory Body Presidents and Registrars
R/DR CCVR Virtual Summer Meeting
- 22: R/DR** CCVR Virtual Summer Meeting
R/DR/AR Registration Committee Meeting
R Meeting with Pam Cholak
- 24: P/PP/R/AR/DR** Executive Council Meeting
AR/CM One Health Conference Report Meeting with A. Babujee
- 25: CD** Hearing
R/AR PIPS Committee Meeting
- 28: AR** UCVI Stakeholder Advisory Committee
R Meeting with Pam Cholak

JUNE

- 1: P/R/DR/AR/CM** CVMA 2021 Provincial Forum
R Limited Licensure Work Group
R NFACC Executive Meeting
- 3: R** Media Training
CM Bi-weekly meeting with ev+
AR/CM One Health Conference Report Meeting with A. Babujee
CM Provincial Communications Meeting
- 7: DR** Leveraging Veterinary Teams - AAVSB
- 8: P/PP/R/AR/DR/CM** ABVMA Registration Day

LEGEND

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



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.



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Veterinary Drugs Directorate: Important Safety Information, Anticipated Shortage of Euthanasia Products for Animals

Due to a global shortage of pentobarbital sodium, the active ingredient used in most euthanasia products for animals, a shortage is expected to impact the existing Canadian supply in mid- to late 2021 and continue until mid-2022. **Health Canada**, the **Canadian Animal Health Institute (CAHI)** and the **Canadian Veterinary Medical Association (CVMA)** are working together with manufacturers, importers and distributors to help minimize the impact of the shortage and communicate information and updates broadly. Canadian veterinary drug distributors have developed allocation plans to ensure that available supply is distributed as evenly as possible. The CVMA, through an expert advisory committee that includes veterinary pharmacists, anaesthesiologists, palliative care experts, and species specialists, is developing resources and guidance on products, methods, and protocols that can be used as alternatives to pentobarbital sodium products for euthanasia. Visit the **News and Events** section on the CVMA homepage to learn more.

Recorded Webinar: CVMA's Veterinary Townhall Series: Spring COVID-19 Update: Vaccination and Clinic Operations

Dr. Scott Weese discusses issues related to vaccination and clinic operations. This recording and various other COVID-19 resources can be found here: canadianveterinarians.net/coronavirus-covid-19

Please note: The Townhall Webinar series will continue on an ad hoc basis.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

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:

- The federal government's continued commitment to the collective effort

to reduce antimicrobial resistance was reaffirmed within the 2021 Federal Budget, supporting efforts in keeping with the scope and objectives of SAVI.

- Budget 2021 proposes to provide \$28.6 million over five years, beginning in 2021-22, with \$5.7 million per year ongoing, to the Public Health Agency of Canada, Health Canada and the Canadian Food Inspection Agency, to help address antimicrobial resistance. Investments would support efforts to prevent the inappropriate use of antimicrobials and expand efforts to monitor the emergence of antimicrobial resistance in Canada.
- As part of the CVMA's ongoing engagement with Canada's national veterinary species groups, SAVI provided an update on both the guidance and data collection streams of the initiative and solicited their input and advice on how to expand awareness, interest and participation in the project across Canada's veterinary community.
- This May 2021 meeting provided an opportunity for veterinarians participating in SAVI to demonstrate preliminary capabilities and communicate their rationale for support of the initiative.
- The SAVI project team were briefed on the results of their ongoing collaboration with the Feasibility Study for a Sustainable Antibiotic Monitoring System in Animal Health in Quebec.
- Specifically, SAVI supported the study's efforts in two areas: (i) Ethical and legal considerations to facilitate data sharing in support of a national surveillance system; and (ii) Standardization, organization and centralization of data from feed mills in Quebec.
- Findings from these activities are crucial in establishing effective, trusted and sustainable partnerships with potential prescription and dispensing data providers.

Visit savi.vet for more information and email your questions to info@savi.vet.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

CVMA Council Approved the Following Position Statements:

- Use of Thermocautery for the Treatment of Lameness in Horses (Revised)
- Care of Neonatal Dairy Caves (New)
- Animals in Science (Revised)
- Humane Mass Depopulation of Domesticated Animals
- Induced Moulting of Poultry (Revised)
- Use of Lead Fishing Tackles and Lead Shot in Canada (Revised)
- Service Animals (New)
- Extra-Label Drug Use (ELDU) (Revised)
- Antimicrobial Stewardship in Veterinary Medicine (AMU) (Revised)

Visit the **Policy and Advocacy** section of the CVMA website to read the full position statements.

New Requirements for Commercial Dogs less than Eight Months of Age

Effective May 15, 2021, the Canadian Food Inspection Agency (CFIA) has implemented

new import requirements for commercial dogs under 8 months of age for breeding and resale (which includes adoption) end uses. The CVMA has been working on the issue of dog importation for quite some time, including providing feedback on CFIA initiatives, and is pleased to see progress on this file. Please see the CVMA's page on **Canine Information** for more information about our work in this area. Information about the changes and related documents are posted on the **CFIA website**.

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The 2021 Report on Veterinarians, Industry and Academe is Now Available

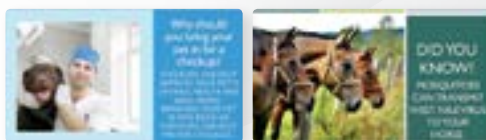
The unique conditions experienced by veterinarians employed in government, industry and academe necessitate a distinct exploration of their economic conditions, separate from the general population of practicing veterinarians. With data compiled from 184 respondents, the 2021 National Report on

Veterinarians Employed in Government, Industry and Academe seeks to shed light on the compensation, annual hours and benefits that can be expected by veterinarians in these fields. Visit canadianveterinarians.net/practice-economics/business-management to access this report.

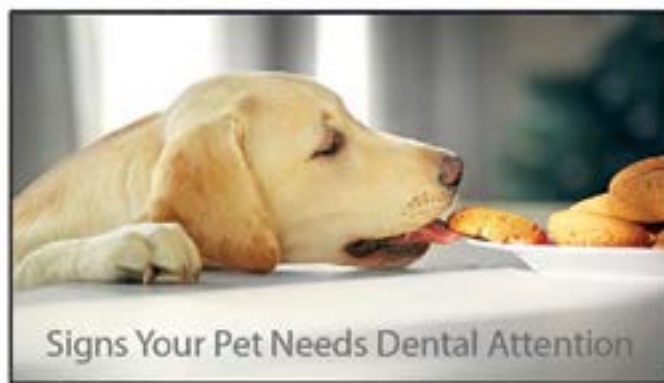
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Prophylactic and Pulse Antimicrobial Use in Alberta Veterinary Practices

Thoughts from the ABVMA Companion Animal Advisory and PIPS Committees

Society has placed great trust in veterinarians to provide professional oversight of use of antibiotics in animals. We are veterinary practitioners who want to preserve the efficacy of available antibiotics and continue to have the privilege of prescribing antimicrobials in the future. In all cases veterinarians must use antibiotics when there is documented established medical need. There may be “last resort” situations where pulse therapy or prophylactic use is deemed necessary. We ask our colleagues to think critically before using pulse and prophylactic antibiotic therapy.

PULSE ANTIMICROBIAL USE

For the purposes of this article, pulse antimicrobial use is defined as use of an antimicrobial over a long time period, such as five days on, 25 days off per month.

Pulse antibiotic therapy is not a replacement for complete diagnosis and care. Some common scenarios where pulse therapy is considered are dental disease, recurrent urinary tract infections and pyoderma.

Committee members have experienced the pressure that can come from clients, and we understand your desire to do SOMETHING for a suffering pet. Here are some suggestions when discussing antimicrobial stewardship with a client:

- Antibiotics may give temporary relief but with diminishing value. An antibiotic may work to reduce bacterial populations in the mouth for a short period of time while the pet is on the medication and shortly thereafter, but they will not correct the problem, and it will not address progression of periodontal disease.
- Oral antimicrobials used for pulse therapy do not target only the location for which they are used but treat the entire body, which may result in creation of new problems, including but not limited to adverse effects and development of antimicrobial resistance in non-target organisms.
- For chronic periodontal disease where the owner refuses or is unable to provide corrective treatment, antimicrobials do not address pain; pain management may be a more appropriate means of providing long-term palliative care.

- Rather than spending money on “band-aid” solutions, the pet owner can be encouraged to start a savings account, using the money that would have been spent on antimicrobials, to put towards a proper Comprehensive Oral Health Assessment and Treatment (COHAT) procedure.
- Explore the use of financing companies and pet insurance companies for use in your veterinary practice to help clients afford recommended veterinary care.
- For recurrent infections such as those with recurrent UTIs and skin infections, underlying causes should be identified and treated with emphasis on preventing future infections. For persistent infections, culture and sensitivity should be recommended to identify resistance and select more effective antimicrobials.

PROPHYLACTIC ANTIMICROBIAL USE

Committee members find it especially troubling that some veterinarians and veterinary practices in Alberta continue to use prophylactic antimicrobials intra-operatively and/or postoperatively for routine spays and neuters. Practices should have confidence in their aseptic technique and realize that prophylactic antimicrobials are not indicated. For example, some practices are using cefovecin for routine procedures. We understand that cefovecin is convenient because it provides 14 days treatment. It is also a third-generation cephalosporin which is a category of antimicrobials considered Category I – Very High Importance by Health Canada for use in human medicine. Health Canada’s definition of Category I antimicrobials: *These antimicrobials are considered of very high importance in human medicine as they meet the criteria of being essential for the treatment of serious bacterial infections and limited or no availability of alternative antimicrobials for effective treatment in case of emergence of resistance to these agents.*

Veterinarians should restrict the use of prophylactic antimicrobials. Antimicrobials of high and very high importance to human health should only be used to treat clinical disease where culture and sensitivity results are available to guide treatment.

Further Resources:

Veterinary Oral Health Council: www.vohc.org

Pulse Antibiotic Therapy: It’s time to cut back, Vet Rec. November 2012;171(19):472-3

CVMA Guidelines for Veterinary Antimicrobial Use Companion Animal online platform:

<https://www.canadianveterinarians.net/practice-economics/pugs/search-2/>

<https://www.cliniciansbrief.com/article/responsible-antimicrobial-stewardship>

Letter to the Editor, August 2020 CVJ: Convenient antimicrobial product versus protection of public health — A comment by Dr. John Prescott

BSAVA Protect Antibacterials: https://www.bsava.com/Portals/0/resources/documents/PROTECT_Poster_Nov_2014_2916.pdf?ver=2016-09-14-103425-503

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Kirsten Aarbo, DVM, Past President, Alberta Veterinary Medical Association

Jesica Zaklikowski, RVT

JESICA IS AN RVT WHO WORKS IN SMALL ANIMAL

medicine at Big Rock Animal Clinic in Okotoks, AB. She is a 2011 Olds College RVT program graduate and loves dermatology. When she's not at work, however, you may find her harmonizing with her friends.

Jes grew up in Victoria, BC, singing jazz. She completed her level one instructor certification and taught jazz vocal lessons. When she moved to Calgary, she wasn't able to find many opportunities for jazz singing and had to find another venue for her talent. Once Jes discovered the four-part harmony aspect of barbershop singing, she was hooked.

Jes has been competing both regionally and internationally through the Sweet Adelines organization for the past eight years. She participates in quartet (four members) and small chorus (18-20 members), and has travelled in Canada and the US for competitions. Quartets are made up of a tenor, lead, baritone and a bass, and Jes is either lead or tenor. Her current quartet, the Notellas, is made up of Jesica, Maja, Althea and Chelsea. They are excited to be building a varied and somewhat eclectic repertoire ranging from classics performed by Doris Day and Patsy Cline to the Beatles, Simon and Garfunkel, Rolling Stones, Fleetwood Mac, and even Adele, Bruno Mars and Billie Eilish.

Competitions require quartet members to dress to the nines with lots of sequins and fancy dress. Jes finds the sheer quantity of makeup to be a challenge (especially the lashes), but has fun wearing outfits that you would not normally leave the house in. One year the theme of the outfits was "fire." Jes' groups have won awards such as most improved, as well as two regional championships. Twice they were



Jesica Zaklikowski, RVT (left)

top internationally in small chorus, and they were fourth in the world in 2014 and 2016.

Jes finds singing is a great support for her mental health, and it helps reduce stress and elevate her mood. Usually she rehearses once to twice weekly and will have training sessions with international coaches several times a year. Obviously, for the past 15 months COVID-19 has made this more difficult. Zoom singing sessions and virtual projects using music apps have helped enable Jes and her quartet move forward on their goals for future competitions. They also enjoy giving back to the community, performing annually at Light the Night for the Leukemia and Lymphoma Society of Canada.

Jes and her partner Ryan live with two dogs, and have a blended family with three children — Jaiden, Morgan and Shawn.



Jose Diaz, DVM

DR. JOSE DIAZ IS A VETERINARY NEUROLOGIST AT THE

CARE Centre in Calgary, and was the only veterinary neurologist in Alberta for many years. In his spare time, Jose has become an accomplished wildlife photographer and has a stunning portfolio.

Jose had early exposure to photography in his native Colombia, as his father enjoyed taking photos, as well as birding. A few years after moving to Canada, he was living near a nature reserve in Coquitlam, BC. This habitat and the animals living there inspired Jose, and he's been photographing wildlife since. Jose worked in rural Alberta prior to moving to Guelph, ON, where he completed a rotating small animal internship and residency in neurology. In 2009, Jose returned to Calgary to join the team of specialists at the CARE Centre. Western Canada has numerous areas such as Jasper, Waterton and Kananaskis that are ideal for a wildlife photographer.

Jose is largely self-taught by experimentation and discussion with other photographers. He has taken some workshops but overall has learned by trial and error. Early on in his photography career, he was able to travel to Africa with his wife, who studied primatology, and work on his technique while volunteering with orphan chimpanzees and gorillas.

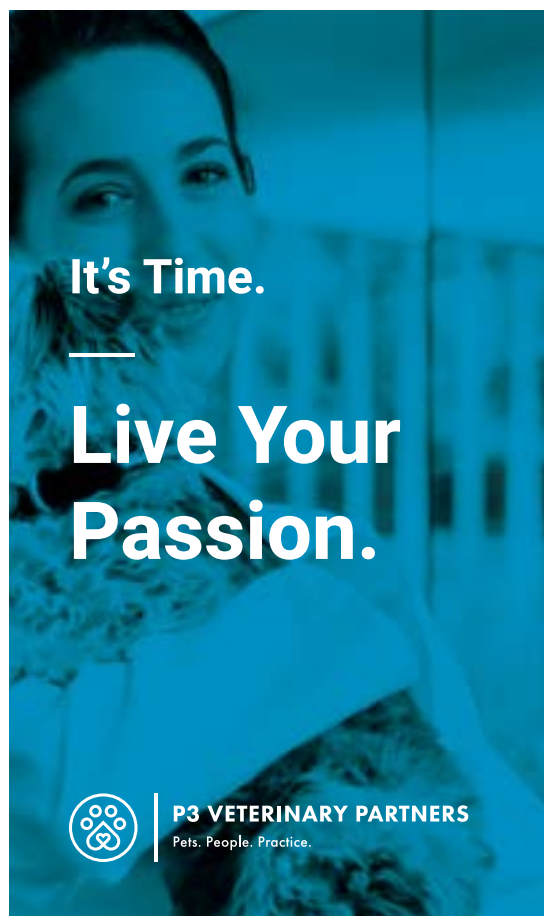
Jose notes photography is strongly seasonal as some animals are more easily found during fall and winter, and other wildlife such as great grey owls and other raptors are found in June and July. His favourite season is generally fall, as the animals tend to be easier to locate. Winter is also a good time to photograph many species, and some are more visible in the quiet environment. Early mornings in winter present great opportunities for most large mammals. Bear photography is best at the time of the salmon runs and the best shots are generally by boat.

One of his most memorable encounters happened in Jasper while observing a pack of wolves at the top of a ridge chasing bighorn sheep. He had set his camera to take a picture from a long distance and when he returned to the parking area there was suddenly a black wolf right in front of him. He tried to get some good shots, but as the camera was set up for distance none of them turned out! Getting that perfect shot is a great challenge, and one he keeps coming back to.

Jose finds photography to be a great way to disconnect with work for a bit and allow him to recharge. He describes himself as very social, but notes that photography is usually done in solitude. Even if other photographers are in the area, they tend to work in silence so as not to disturb their subjects. He describes alone time to wander and hike as being important to his mental health. Being a neurologist, Jose says that his time spent evaluating thousands of diagnostic images such as MRIs helps him to arrange the details of his photos


in appealing ways and gives him a bit of a different outlook than other photographers.

When Jose is not working as a neurologist or photographer, he is enjoying time with his family. He and his wife have two daughters and a son, and they enjoy camping, snowshoeing and hiking. His photography can be viewed at @josediazphotography on Instagram.

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PIPS Tip

Radiology Quality Control: Repeat Analysis

THE REPEAT ANALYSIS IS AN

ongoing tabulation of diagnostic images taken along with a determination of how many images were of diagnostic quality and how many were not diagnostic for a variety of reasons.

For veterinary practice entities (VPEs) with digital equipment, patient motion is the main reason for a retake. The criteria for rejecting images are either human error or lack of patient cooperation versus diagnostic prerogative.

Additional radiographic views requested by the veterinarian to arrive at a diagnosis are not considered retakes. For example, changing your view angle on a bone or joint looking for a hair line fracture is not a reject.

From the Radiation Protection Program Manual p. 15 on Repeat Analysis,

All repeat exposures should be documented to determine the cause of rejection. In this way you will be able to determine if most rejections are for positioning, density, or motion problems. This will assist in the correction of these problems. The correction may require a change to the technique charts, the processor maintenance, or to more care in positioning.

Procedure:

- Determine the actual number of exposures
- Determine the actual number of images used
- Calculate the difference (i.e. repeat number)
- Record this data in a Repeat Log, including reason
- Determine the overall repeat rate.

The most straightforward process is to include columns in the radiation log for both the number of images and number of rejected (non-diagnostic) images. For example, if you take an abdominal series on a dog which usually would be two views but you have to take a third because the patient moved you now have three views in your study of which one is a reject. By carrying these numbers forward to the bottom of the pages in your log, you can now create a monthly repeat percentage.

Further to the above example, if in any given month you take 75 X-rays (diagnostics plus rejects) of which five were rejected, the repeat analysis is seven per cent (5/75), a very acceptable number. If the rejects were 20/75, the repeat reject analysis is 26 per cent, which is unacceptable, and a review of equipment, protocol and training is in order. Usually a significant increase in the repeat percentage can be traced to a recent hire or new equipment. Appropriate training and/or equipment servicing will usually correct the issue.

All repeat exposures should be documented to determine the cause of rejection. In this way you will be able to determine if most rejections are for positioning, density, or motion problems. This will assist in the correction of these problems. Maintaining an acceptable number long term indicates that a safe environment is being maintained, protecting both the employees and employer.

Overall repeat rate should be less than 10 per cent and ideally down to about 5 per cent. The repeat analysis must be done on a monthly basis or whenever a problem is suspected.

The next step is to transfer the monthly repeat data along with the results of other quality control tests to an annual summary document. Keeping these annual reports on file along with the dosimeter reports and images of protective equipment is an important risk management tool the practitioner can use to not only provide a safe workplace but also document the process.

If your VPE has digital equipment you will notice a marked reduction in the quality control tests required as many of them pertain to processors, chemicals, cassettes and dark rooms.

Resources

ABVMA Radiation Protection Program Manual: Member Portal > Practice Resources > Radiation Program

Sample logs: Member Portal > Practice Resources > PIPS > PIPS Sample Forms (See Radiographic logs and Repeat analysis forms)

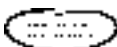


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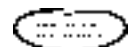


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Sunday, Oct. 17

Too Stubborn to Quit?

Dr. Sarah Boston

Veterinary Oncologist, bestselling author of "Lucky Dog: How Being a Veterinarian Saved my Life" and co-founder of The CageLiner, a satirical newspaper for veterinary peeps.



Monday, Oct. 18

It's time thrive, not just survive!

Dr. Dave Nichol

Veterinary Speaker, Author and Podcaster. Founder of VetX International and 2019 VMX Speaker of the Year.



Tuesday, Oct. 19

Delivering Healthcare to Bonded Families

Dr. Michael Blackwell

Director of the Program for Pet Health Equity, College of Social Work, University of Tennessee. Distinguished Service Medal Winner, U.S. Public Health Service and two time recipient of the US Surgeon General's Exemplary Service Medal.

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****Program is tentative and subject to change. RACE application ongoing****

CanWest also welcomes back the ABVTA who will be offering CE and AGM on **Saturday, Oct. 16.**

ABVTA events include: CE Session: RVT Utilization and Advocating for Yourself! Speaker: Senani Ratnayake, BSc, RVT, Chief Motivator – Motivatum Consulting.

Followed by the 2021 ABVTA Virtual Annual General Meeting

REGISTRATION OPENS THIS MONTH. CHECK BACK SOON FOR FULL PROGRAM DETAILS AT:

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Border Veterinary Clinic

BORDER VETERINARY CLINIC

thrives with a strong team built around innovative responses to today's challenging veterinary landscape. This practice is counter-trend with high staff satisfaction, retention and growth. The 20-member team includes seven veterinarians, six veterinary technologists, three daycare workers, three RVT-receptionists and one RVT-administration specialist, many of whom have been on board for the bulk of the 25-plus years since the beginning. That itself is a key indicator of the strength of the business.

"There was a solid foundation when I arrived in 1992," says Ian Goodbrand, DVM (WCVN, 1991). Ken and Norm Habermehl saw the potential in the Provost region even though other vet practices had failed here. They saw a community with some very

dynamic farms and ranches. Their solution was to offer professionalism and a level of service these operations could respect. It worked. "Those relationships gave us a start," says Goodbrand, "and we doubled every year for the first four years."

"The next big corner was the shift from a mindset built around a clinical practice to one with a focus on overall herd health. We were fortunate to have some sharp, market-leading cattle producers take this approach with us. When we were able to start working for them, other ranchers joined in and it gave us a boost and a wider scope of practice. That initiative is still paying dividends in growth, critical mass and margin," says Goodbrand.

"Veterinary practices have had a difficulty retaining high-quality staff. We saw this in our own practice some years ago and set

out to adapt. Many people have heard me talk about our on-site daycare for staff. But I haven't seen many adopt the strategy. It's not the only thing — there are several other significant benefits we offer. It's all part of accommodating the career/life reality of our valuable vet and tech team members. It's not optional in our view."

Joanne Friedrich, AHT (NAIT, 1991), and Victoria Rude, AHT (LLC, 2018), are two cases in point: "I began with the practice as a tech but moved over time into administration," says Friedrich. When I became pregnant with triplets, my world changed. Ian asked me at the time if I wanted to return and I said I did, but I was unsure how. This was before six months leave. Ian offered to carry the admin himself and not rehire until I came back. When I did come





back there was affordable daycare for us. I just could not have made it work without that. Neither financially nor with life balance. My kids are 16 this year and I wouldn't go anywhere else. I would have to die or Ian will have to sell the practice to get rid of me." Friedrich teases. A newer team member, Rude, already knows this is a place that can work for her. "I've been here three years and I like the work and flexibility being with four vets and three techs on the large animal team. I worked a few places after school; this is the best and I hope never to leave."

Work-life balance and job satisfaction are front and centre in today's practice. "On-call is a deal breaker today. It's not at all that this generation doesn't want to work. They know that quality of life and work-life balance are healthy and important. I did mountains of

on-call my first 15 years, and it's not heroic, it's not smart," says Goodbrand. "You need at least four vets in a practice to make it livable. That's a big critical mass hurdle. One vet trying to add a second or two trying to add a third is simply not working anymore. There has to be a livable rotation and workable compensation for overtime — especially in the heavy months. When you have that, it works."

Darren Waltz, DVM (WCVM, 1991), and Goodbrand met at vet college. "We met at lunch that first day," says Waltz. That kind of longevity in relationship obviously has several positive dynamics. But the career path and job satisfaction have to work for each individual. "I continue to do this because I enjoy the work and it's a liveable pace for me. With six people sharing call there is life beyond the clinic. I like the innovations we have made

with the herd health focus and that focus on the proactive health vs emergency care. I really enjoy our clients and you get to know the whole family over time and be part of the success of their operation. It's very rewarding." The structure the team has put together works. "We are collaborative and consensus driven as a team, and it's the core team that has helped shape this environment to work for us all," says Goodbrand.

Life balance. Attracting and retaining top staff. Innovation for diversity in profit centres: these three ideas are part of what has brought this business this far and it doesn't show any signs of slowing down.

"There was a solid foundation when I arrived in 1992," says Ian Goodbrand, DVM





Safety in Diagnostic Imaging: A Veterinary Practice's Responsibility

COVID-19 HAS GIVEN VETERINARY PRACTICES

experience in making adaptations in day-to-day operations to keep staff healthy. That might be the biggest learning in the ongoing pandemic: changes can be made, veterinary professionals are resilient, there will be tweaks to get it right and the team will be stronger after working through adversity together.

The Radiation Protection Program has the same purpose of keeping staff safe and is required through legislation. The information below highlights government requirements. In addition, new graduate veterinarians and veterinary technologists are taught hands-free techniques in the curriculum and can help veterinary practices lower the practice's ALARA (as low as reasonably achievable) radiation dose.

ABVTA struck a Radiation Safety Task Force late in 2020 that is currently exploring safety initiatives.

You are probably thinking — but digital radiography produces 80 per cent less radiation than traditional film radiography. That is correct, however, often more views are taken because of the ease in doing so. Exposure to unnecessarily high doses of X-rays is still a concern in veterinary practice.

The ABVMA Radiation Protection Program

The ABVMA administers the *Radiation Protection Act* (RPA) and Regulation for the province of Alberta. The ABVMA maintains a register of radiation equipment and class 3b/4 lasers used within veterinary practices in the province and ensures that they are compliant with the RPA and Regulation.

The obligations of the owners of the veterinary practice, arising from the legislation, include:

- ensuring the installation and operation of equipment and facilities comply with required standards through inspection by an Authorized Radiation Protection Agency (ARPA). This requirement applies to new or existing veterinary facilities regardless of how the equipment was obtained (purchased, leased, gift) or whether the equipment is new or used. Inspection also applies to relocation of radiation equipment within a practice or modification of the equipment.
- registration of all equipment with the ABVMA
- development of a Code of Practice for employees
- documentation and implementation of a Quality Control Program for all equipment in use
- appointment of a qualified individual as Radiation Quality Control Officer for each veterinary practice entity (VPE)
- appointment of a qualified individual as Laser Safety Officer if lasers are in use

Radiation Equipment (standard, portable, mobile and intra-oral dental X-ray units)

At the time of radiation equipment installation or modification or movement of the equipment, the veterinary practice must contract an ARPA to complete a Compliance Monitoring Report on the VPE's facility. To maintain registration of equipment, this is required to be done every five years. The VPE must also ensure that the report is forwarded to the ABVMA.

...changes can be made, veterinary professionals are resilient, there will be tweaks to get it right and the team will be stronger after working through adversity together.

A practice's **Code of Practice** is a document prepared by the VPE to provide information to workers concerning the safe operation of radiation and laser equipment. The Code of Practice should also include standard operating procedures (SOPs) that include safe work practices and a description of the quality control tests that will be performed in the veterinary practice to assure a safe work site. The SOP must include the following information:

- apron, gloves and thyroid protectors must be used for workers involved in the holding of patients
- all operators of X-ray equipment, together with personnel who participate in radiological procedures, must wear personal dosimeters
- all radiation workers employed at multiple locations must be provided a dosimetry badge by their employer for each location that they are working at
- quality control test results must be kept for a minimum of five years for comparative purposes.

The owner of the facility is responsible for assigning a Radiation Quality Control Officer, whose role is to ensure quality control tests are run, interpreted and documented at the appropriate frequency. They must also ensure that any necessary corrective actions are taken.

The components of the **Quality Assurance program** are:

- Radiology log(s)
- Code of practice for employees
- Documented dosimetry records
- Documented annual testing of protective clothing
- Repeat analysis summarized for month by month comparison for each unit
- Description of quality control tests that are performed as well as testing results

An explanation of the Repeat Analysis test is the PIPS Tip for this issue, see page 26.

Class 3B and Class 4 Lasers

These classifications of lasers emit laser beams that are a hazard to unprotected eyes and/or skin from exposure to the direct beam and exposure to the reflected or scattered beam may also be hazardous under some conditions.

Protective eyewear is the single most important piece of protective equipment needed by persons and patients within the treatment area.

As with X-ray equipment, proper safety procedures must be in place for lasers and strictly followed in order to ensure safe use. The laser treatment area is usually a separate room with a closable door and covered windows. Appropriate warning signs must be identified at all entrances to the area.

X-ray, CT, fluoroscopy, and C-Arm equipment, as well as 3b and 4 lasers cannot be used until they are ARPA inspected, registered by the ABVMA and have a certificate issued.

For further information, check out the ABVMA Radiation Protection Manual found on the Member Portal > Radiation Program as well as Service Categories 8 and 9 of the PIPS Bylaw.

Other diagnostic imaging equipment

CT, fluoroscopy and C-Arm units also require registration with the ABVMA.

Although MRI and Ultrasound units do not require registration, quality control and safety programs are expected to be in place.

Additional Resources:

The American College of Veterinary Radiology Radiation Safety Statement that includes radiology, ultrasound, CT, MRI and Nuclear Medicine:

<https://acvr.org/how-we-do-it/types-of-imaging-therapy/radiology/acvrs-radiation-safety-statement/>

<https://www.lowerthedose.org>

Hands Free X-ray: <https://acvr.org/how-we-do-it/types-of-imaging-therapy/radiology/acvrs-radiation-safety-statement/hands-free-x-ray/>

<https://handsfreexrays.com>

Guidelines for the Safe Use of Diagnostic Ultrasound: <https://www.canada.ca/en/health-canada/services/environmental-workplace-health/reports-publications/radiation/guidelines-safe-use-diagnostic-ultrasound.html>

WCVM Radiation Safety video: <https://vimeo.com/380783835>

IDEXX radiation safety center: <https://ca.idexx.com/en-ca/veterinary/diagnostic-imaging-telemedicine-consultants/radiation-safety-center/>

Vets with Beef Clients: We're On Your Team

The Beef Cattle Research Council is collaborating with practicing veterinarians across Canada to build and modify trusted tools that can be used and shared with clients to improve beef herd health and profitability, such as:



How to Resuscitate Newborn Calves



What Beef Producers Need to Know About Antimicrobial Use and Resistance



Economics of Preconditioning Calves

Access and subscribe at:
[www.beefresearch.ca/
resourcesforvets](http://www.beefresearch.ca/resourcesforvets)



The Importance of Sleep

IN NEED OF A COMFORTABLE, RESTFUL NIGHT'S SLEEP?

Quality sleep — the kind that makes you look refreshed and feeling energized — is exactly what the doctor ordered. In fact, sleep is as important to your health as diet, nutrition and exercise.

The right amount and quality of sleep improves attention, behaviour, memory and overall mental and physical health¹; it also helps the body maintain and regulate many vital functions.

A 2015 report from the National Sleep Foundation identified that most adults need between seven to nine hours of sleep each night to function at their best during the day, and to keep their body and mind in optimal shape.²

Not surprisingly, a 2017 report found the majority of Canadians generally don't get enough sleep on a daily basis, affecting both their health and the economy as a whole. Approximately 20 per cent of the country sleeps between six and seven hours every night and six percent sleep less than six hours per night.³

Lack of sleep has been linked to a range of negative health and social and performance outcomes, which can impact an individual's personal and professional life. Sleep deprivation costs the Canadian economy \$26 billion per year, which equates to 1.35 per cent of Canada's gross domestic product (GDP). Across the country, 80,000 working days are lost each year because of sleep-deprived workers.⁴

Serious health risks associated with lack of sleep

Not surprisingly, over time, a lack of adequate sleep can be associated with a shortened lifespan. Multiple studies have shown that sleeping less than five hours per night may increase mortality risk by up to 15 per cent.⁷

As our lives are crowded with family, professional and other activities, many of us overlook the potential consequences, squeezing more and more into our days and nights, leaving quality rest as an afterthought. Even reducing that optimal eight hours by two or three per night can dramatically increase the odds of developing some of the following:

- Alzheimer's
- Cardiovascular disease
- Compromised immune function
- Depression
- Diabetes
- Hypertension
- Obesity
- Susceptibility to injury

To live a healthy and balanced lifestyle, you need to ensure sleep is a priority. Lack of sleep can cause you to get sick mentally and physically, so be aware of the symptoms of lack of sleep, and actively work each night to ensure you keep your sleep schedule.

Steps to take to maintain healthy sleep habits

Your life may feel busy all the time, and perhaps your current sleep habits, arrangements and quality are less than ideal, but there's hope! There are many ways to improve your rest, and consciously incorporating even a few of them will likely lead to a more restful and enjoyable sleeping experience.



Create a relaxing evening ritual. Do things that relax you to create a pre-sleep routine that removes some of your daily stress. Over time, a routine may act as a signal within your brain that it's time to sleep. Use common favourites like a warm bath or massage or try other calming activities like meditating, breathing exercises or listening to soothing music as you wind down.



Stick with a routine that includes a predictable sleep schedule. Keep your meals, bedtime and morning alarm consistent, even on weekends. Maintaining sleep patterns conditions your body to expect and react accordingly to appropriate times of rest and wakefulness.



Use your bed for sleep...and sleep only. Keep electronics, food and any other stimulating activities out of your bed. This will cue your brain to sleep — and not prepare itself for eating, reading, TV, video games, studying or chatting on the phone when you lie down.





Remove electronics from your bedroom. Screens and electronics are an integral part of our daily lives. The activities associated with them, the light they emit and the stimulus they provide, make televisions, computers, tablets, phones and other digital items a major hindrance to sleep. Try to unplug at least an hour before bed and keep electronics out of the bedroom.



Keep your bedroom quiet, cool and dark. Remove light and sound distractions and keep your space at a constant temperature to mimic your ideal sleeping conditions. If needed, consider carpeting to cancel noise, installing light-blocking blinds or using an eye mask to restrict visual distractions.



Steer clear of caffeine and other stimulants. In the hours before bed, but also throughout the day, be mindful of your caffeine intake. While some people can enjoy a cup of coffee without repercussions, others may find the effects of caffeine linger well into the evening. Remember that coffee and tea aren't the only caffeine-laden beverages; many soft drinks, chocolate, common medications and herbal remedies also contain caffeine. Read the labels or speak to your pharmacist to ensure you are aware of your daily caffeine intake.



Exercise. A well-known stress-reliever is regular exercise (30-60 minutes, three times weekly). People who exercise regularly have better quality, deeper sleep⁶, and are healthier overall. Exercise also combats obesity, a major risk factor in lack of sleep, sleep apnea, insomnia and daytime sleepiness². Of course, exercise is a natural energy-booster as well, so be sure to get in that workout at least three hours before bedtime.



Limit your napping. While a quick “power nap” may work wonders for some, when there are issues with sleep, it's best to stay awake during the day. This makes it easier for your body and brain to anticipate and respond to a consistent waking and sleep routine. If you absolutely must nap, keep it short — 15 to 20 minutes in the early afternoon.



Avoid going to bed on a full — or empty — stomach. Balanced, healthy meals during the day will help keep your body and blood sugars balanced for optimal sleep. Try to keep meals scheduled and don't eat large meals right before bedtime. If you're hungry, have a light, nutritious snack (low-fat dairy or turkey) that won't sit heavily in your stomach or boost your energy. Avoid consumption of high-fat foods like chips, ice cream or fried foods to increase the likelihood of a good quality sleep.

Sleeping is such an important part of a mindful, healthy, balanced life and most of us could use more of it, and its benefits. So, make a point of implementing some new sleep strategies, jump into those PJs and sweet dreams!

This article was reprinted with permission from Homewood Health. References can be found on page 54.



10 Signs that you're not getting enough sleep

- 1 You're experiencing unexpected variances in mood.** When sleep deprived, you're more susceptible to crankiness and irritability and have greater difficulty coping with stress.
- 2 You're noticing weight gain.** Sleeping fewer than six hours a night can increase the hunger-stimulating hormone, ghrelin, which makes your body crave sugary and fatty foods.⁵
- 3 You're more impulsive.** When sleep deprived, you're generally less inhibited, causing you to act or speak without thinking or evaluating first.
- 4 Your reaction times are slower.** When fatigued, it takes you longer to process situations, as your concentration is lowered, resulting in longer response times.
- 5 Your noticing lower levels of performance and productivity.** Fatigue can negatively affect your ability to focus and reason or even find the correct words to describe simple things.
- 6 You have little or no interest in intimacy.** When tired and exhausted, many people are not in the mood nor have the energy for meaningful connection or displays of affection including sexual contact at the end of the day.
- 7 You're unable to remember things.** When you're tired, you're not exerting the amount of attention required when trying to form a memory.
- 8 You're having difficulty making decisions.** With chronic sleep deprivation, your brain's ability to process information and emotions and the ability to read social situations can decrease.
- 9 You get sick more often.** By not getting enough sleep, your immune system is impacted, which can lower your body's ability to fight off viruses.
- 10 You're not looking your best.** If you don't get enough sleep, your skin doesn't have the time to repair itself. Your skin can look older, dark under-eye circles may appear, as well as red, puffy eyes.



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

Morning session: COVID-19

Moderator - Office of Chief Medical Officer of Health

- | | |
|------------------|--|
| 9:10-10 a.m.: | COVID phylogeny, Dr. Matthew Croxson, University of Alberta |
| 10-10:45 a.m.: | COVID in animals and possible transmission to people, Dr. Scott Weese, OVC, University of Guelph |
| 11 a.m.-12 p.m.: | Reflections on COVID, Office of Chief Medical Officer of Health |
| 12-12:25 p.m.: | The next pandemic, Dr. Craig Jenne, University of Calgary |

Afternoon session: Echinococcus and Food Safety

Moderator - Dr. Keith Lehman, Chief Provincial Veterinarian

- | | |
|-----------------|---|
| 1-2 p.m.: | Current state of Echinococcosis, Dr. Kinga Kowalewska-Grochowska, University of Alberta |
| 2-2:30 p.m.: | The coyote's revenge: alveolar echinococcosis, Dr. Stan Houston, University of Alberta |
| 2:30-3 p.m.: | Echinococcus in coyotes and dogs, Dr. Colleen St Clair, University of Alberta |
| 3:15-3:45 p.m.: | From hamburgers to hams: an outbreak of E. coli O157 linked to pigs in Alberta, Dr. Julia Keenlside, Alberta Agriculture and Forestry |
| 3:45-4:15 p.m.: | A treat for your pet - a trick for you?, Dr. Linda Chui, Alberta Health Services |
| 4:15-4:45 p.m.: | From investigations to intervention: A multi-jurisdictional outbreak of Salmonella leads to a new requirement for industry, Tanis Kershaw, Public Health Agency of Canada |

A group room block is available at the Delta Hotels by Marriott. Learn more on the registration site.

COVID-19 CONTINGENCY: ABVMA continues to monitor public health orders related to COVID-19 with the health and safety of attendees is of utmost importance. Learn more about our contingency plans and no risk registration online.

REGISTER NOW: <https://abvma.in1touch.org/viewEvent.html?productId=7091>

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.



All times are listed in Saskatchewan time

RACE approval application in progress

SEPT 2

7pm - 8:30pm

All Practice Types

Our Animals:
Struggles between
love and economics

DR DON BUCKINGHAM

SEPT 12

1pm - 5pm

**Annual General
Meeting – Virtual**

Members and invited guests
will receive an email with
the Annual General Meeting
information.

SEPT 9

7pm - 9pm

Companion Animal

Veterinary Forensics:
Recognition and
Response to
Suspected Cruelty

DR MELINDA MERCK

SEPT 16

7pm - 9pm

Ophthalmology

An updated
approach to corneal
ulcer therapy

DR LYNNE SANDMEYER

SEPT 23

7pm - 8:30pm

Large Animal

An easier way to
deliver calves

DR MARK HILTON

SEPT 30

7pm - 9pm

Companion Animal

Approach to lymph
node cytology and
histopathology:
sample collection
tips and select key
microscopic findings

DR RYAN DICKINSON

OCT 7

7pm - 9pm

Large Animal

Swine Health and
Diseases 101

DR KELSEY GRAY

OCT 14

7pm - 8pm

Practice Management

Keeping the
Perfect Hire:
Attracting and
Ensuring Associate
Retention in Rural
Clinics

DR KEELAN LEWIS

OCT 21

6pm - 7pm

Companion Animal

Topical Therapy in
Dermatology

DR CHARLIE PYE

OCT 28

7pm - 8pm

Equine

Duct Tape &
Super Glue:
Principles of
Equine Wound
Management

DR RYAN WOLKER

NOV 4

7pm - 9pm

Animal Welfare

40 years in
Disease Control,
One Health and
Animal Welfare in
Canada and
around the
World-A Picture
Tour of what I've
Learned

DR DENNIS WILL

Registration opens June 15, 2021

For biographies and presentation descriptions:

<https://svma.sk.ca/continuing-education/annual-svma-conference/>



Robert McCorkell, DVM

Interim Dean, University of Calgary,
Faculty of Veterinary Medicine

CONGRATULATIONS TO UCVF'S

Class of 2021, whom we recognized and celebrated with a virtual event on June 10. It was a bittersweet moment as we are so very proud of our graduates and would have liked to gather in person for this landmark moment. Nonetheless, it was a great pleasure to virtually raise our glasses and toast their successful futures. My thanks to ABVMA President Dr. Pat Burrage and CVMA President Dr. Enid Stiles for attending and welcoming these future veterinary leaders to the profession.

A sincere thank you goes out to our DVLC partners for their tremendous support of UCVF's Class of 2021 through fourth-year rotations. This past year has been challenging and we appreciate how gracious and flexible DVLC members have been as we made changes to keep everyone safe during the pandemic. As the pandemic continues, our Class of 2022 fourth-year rotation schedule has similarly been adjusted

to the deal with changing COVID-19 situation. I want to commend both our DVLC community and our students for rising to the challenging times and supporting each other.

We selected UCVF's Class of 2025, the second expanded class of 50 to be admitted, and offers of admission went out in mid-June.

I'd like to highlight two recent gifts that will support our teaching and community engagement efforts. A founding gift of \$150,000 from the Canadian Cattlemen's Foundation will be used to launch a new youth development and outreach program at W.A. Ranches, to help attract bright young minds to the cattle industry. Dr. Ed Pajor, Director of W.A. Ranches, will be hiring a coordinator to develop youth-based programs and opportunities in areas such as animal health and welfare, wildlife interactions, regenerative agriculture, biodiversity and emerging technologies.

Our shelter and rescue medicine program will be expanding again this year, thanks to a new partnership with Royal Canin, which includes nutritional education sessions and a gift of \$25,000. The funds will support the purchase of diagnostic equipment and other materials, as well as a student teaching allowance to cover the cost of additional diagnostic testing and procedures to facilitate student learning and lifesaving treatment.

I'm pleased to welcome the following new faculty members to UCVF over the coming months:

- Dr. Renate Weller has been appointed Dean of UCVF, effective Sept. 1, 2021. Renate received her DVM from Ludwig Maximilians University in Germany and her MSc in veterinary education and PhD from Royal Veterinary College at the University of London in the United Kingdom. Currently, she is the Director of Veterinary Education at CVS Group plc. and prior to this, was with the Royal Veterinary College at the University of London, as Associate Dean for undergraduate teaching and professor,

comparative imaging and biomechanics. All of us at UCVF are excited to have Renate join us this fall.

- Dr. Alyssa Butters joins UCVF as our new DVLC Liaison, working in collaboration with Dr. Darlene Donszelmann. Alyssa received her DVM (with Great Distinction) from WCVF in 2007. After graduation, she worked as an Associate Veterinarian, Burwash Equine Services, for 12 years. In addition, she spent eight years as the Practicum Rotation Coordinator; at the end of her time in that capacity, Burwash Equine was awarded "Practice of the Year" by the UCVF in 2018. In 2019, Alyssa started an MS program at UCVF working on comparative genomics and molecular epidemiology of antimicrobial resistance in *E. coli*. She recently converted into a PhD program. Consequently, she will be working with us half-time while she concurrently completes her degree. Her initial focus will be interactions with our DVLC partners, with increasing engagement in teaching over time.
- Dr. Ning Cheng joins us as Assistant Professor Developmental Neuroscience. Ning received her doctorate in neuroscience from the Johns Hopkins University, followed by post-doctoral training at the National Institutes of Health. Her research focuses on translational studies of neurodevelopmental disorders. Ning will be teaching physiology in our DVM program.
- Dr. John Soghigian is joining UCVF as Assistant Professor in Parasitology. John completed his PhD in the laboratory of Dr. Todd Livdahl at Clark University in 2016. His post-doctoral training began at the Connecticut Agricultural Experiment Station and Yale University, where he focused on the population genomics of arthropods of veterinary and medical importance, including vectors of eastern equine encephalitis and dengue.

HERE'S AN UPDATE ON THE WCVM'S recent activities and achievements:

On-site calving rotations a first for USask:

For the first time, senior veterinary students had a chance to participate in calving rotations at a University of Saskatchewan (USask) facility this spring. The university's Livestock and Forage Centre of Excellence (LFCE) near Saskatoon had 400 cows and heifers calving, so the two-week calving rotations gave two groups of fourth-year Doctor of Veterinary Medicine (DVM) students first-hand experience with the daily operations that occur during spring calving for cattle producers.

Veterinary students still gain valuable calving experience through rotations hosted by rural veterinary clinics, but this is the first time for calving rotations to be held in house. The WCVM can now simulate the ranch experience of a busy calving season at the LFCE's Forage Cow-Calf Research and Teaching Unit.

Federal funding for bison conservation, beef cattle health:

In March 2021, a research group led by WCVM researcher Dr. Gregg Adams received \$6.7 million from the Canada Foundation for Innovation (CFI) to help conserve bison species and to address challenges facing the beef cattle industry — including antimicrobial resistance. The wide-ranging research program includes working with Indigenous communities to develop the world's first bison genome biobank at the LFCE.

Bringing together experts in areas as diverse as reproductive technology, beef cattle health and disease, genomics, microbiomics and bioinformatics, the research program — “Integrated omics for sustainable animal agriculture and environmental stewardship” or IntegrOmics for short — will include a fibre optic network linking on-campus labs with the LFCE to enable rapid transfer of large volumes of data.

Wobeser receives teaching award: The USask Provost's College Awards for Outstanding Teaching recognized Dr. Bruce Wobeser for teaching excellence at the WCVM. Wobeser is an associate professor in the WCVM's Department of Veterinary Pathology and a board-certified

veterinary pathologist. Recipients of this prestigious award exemplify learning, strive for excellence in teaching, assess fairly and enhance continuously.

Saskatchewan enhances support for rural veterinary services:

The Government of Saskatchewan is introducing several initiatives to enhance the availability of veterinary services in rural Saskatchewan. These measures include the development of a new virtual option to train registered veterinary technologists in rural and remote Saskatchewan, as well as a loan forgiveness program that will be offered to new veterinary and veterinary technology graduates who practice in rural or remote areas of the province.

New veterinarians and veterinary technologists who work in rural and remote communities for up to five years will have up to \$20,000 of their Saskatchewan Student Loans forgiven. As well, three of the 20 WCVM seats funded by the Government of Saskatchewan will prioritize admission of students who are more likely to work in a large animal and/or rural mixed animal practice.

VIDO receives federal funding: On April 19, the Government of Canada announced \$59.2 million in funding for the USask Vaccine and Infectious Disease Organization (VIDO). The funding supports the development of its COVID-19 vaccine candidates and the expansion of its research facilities, including a National Centre for Pandemic Research. This funding is in addition to commitments made by the provincial government (\$15 million), City of Saskatoon (\$250,000), Saskatchewan Blue Cross (\$150,000) and private donors.

The centre will expand VIDO's research capacity and strengthen Canada's response to emerging infectious diseases. Part of the funding will support new animal housing. In addition, VIDO is looking to upgrade areas of its containment level 3 agriculture facility to biosafety level 4. This upgrade would significantly increase Canada's capacity for research and vaccine development on all infectious diseases. Construction will be completed over the next three years.



Gillian Muir, DVM, PhD

Interim Dean, Western College
of Veterinary Medicine

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

*For more WCVM news, visit
wcvmtoday.usask.ca or follow
@WCVMToday on Twitter or Facebook.*



Breanna Patton

WCVM Class of 2022

ABVMA Student Representative
2020/2021

HELLO ABVMA COMMUNITY

members! I hope you are all having a nice summer and are staying healthy. After a very challenging year, students are returning to their home provinces for summer work. It is still up in the air as to what life at the Western College of Veterinary Medicine will look like come September, but the university is optimistic that the 2021-2022 school year will be closer to normal than this past year has been.

The University of Saskatchewan has announced that classes will return to in person for the Winter 2022 semester. As for this fall, WCVM students can expect a hybrid learning experience where in-person learning will slowly return, with safety remaining the top priority. Students are asked to be prepared for sudden changes to the plan based on number of COVID-19 cases both in province and at the university. I have summarized some of the updates students have received from both the University of Saskatchewan and the Western College of Veterinary Medicine regarding what we can expect for the fall 2021 semester. These updates are based on the information presented to all students in late May and are subject to change as we navigate the pandemic. Many of these decisions cannot be confirmed at the moment as they depend on the number of cases in Saskatchewan and the number of people who can be vaccinated prior to the start of classes.

The University of Saskatchewan will have a vaccine clinic open on campus to allow students to easily get their first or second doses of a COVID-19 vaccine. They will also ask all returning staff and students to complete the USask Return to Campus Health and Safety online course which covers all the current recommendations and campus safety protocols. Custodial services will increase sanitization of commonly touched surfaces including handrails, doorknobs and light switches.

The WCVM will attempt to offer in-person lectures for a majority of classes. However, there will still be some virtual learning. All labs will continue to be in person. Exams will return to in person as well. The WCVM will continue to make masks mandatory and ask that there is no eating or drinking in lecture halls. Students in different years will have staggered lecture start times and lunch hours to reduce the number of students in common spaces as much as possible. There also may be different common spaces and lunch areas designated for students in different years. The fourth-year curriculum will continue to run relatively normally, with fourth-years taking rotations at the Veterinary Medical Centre on campus and at some external locations.

As for student clubs, for now we know that in-person club events will likely not occur for the fall semester. As the restrictions lessen, certain clubs that are considered co-curricular may be able to offer some smaller in-person events. This would include equine club, production animal club, and emergency and critical care club, to name a few. Student social events will still be on hold and one of the last things to return as we transition back to a more normal vet student experience.

I would like to thank everyone who takes the time to read about student life at the WCVM. I have enjoyed my experiences with the ABVMA and I am grateful for the opportunity to provide updates on WCVM student life to this community. I would like to introduce your next WCVM Senior Student Representative, Hannah Sorenson. Please continue to keep an eye out for Hannah's updates. I wish you all a wonderful summer.



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HELLO EVERYONE! IT SEEMS AS IF

spring is flying by us and soon, we will be into summer. I am hoping everyone was lucky enough to experience some beautiful days in the high twenties giving us just a little taste of summer.

With the summer looming, many students finished off the last bit of the semester in a flurry of exams. This time of year means final written and practical exams, provided in a combination of in-person and online final exams to finish out the school year. First-years have completed their inaugural year, and many students are already in clinics gaining valuable experience while others chose to gain their experience in research. Alternatively, some students chose to stay at the university helping with summer youth camps, which provide opportunities for youth who are interested in veterinary medicine to learn about the profession. Other students assist in the pathology lab or on W.A. Ranches over the summer. Second-year students have finished their didactic year, and many are already working in clinics for the final year before rotations next summer. Third-years are patiently waiting to start their fourth-year rotations. The province announced new restrictions in the beginning of May, which delayed the start of our rotations, however, we were able to complete a portion of the mandatory online components for our fourth year. We are hoping that with the accelerated vaccination roll-out and the expansion of eligibility, we will be starting our rotations soon.

As the semester wraps up, it means that extracurriculars are wrapping up, too. The Calgary Association of Veterinary Students (CAVS) kept everyone busy with weekly wellness challenges. These included everything from sharing favourite memories and fitness challenges to creating and sharing favourite memes. There was excellent participation from our student body, and everyone thoroughly enjoyed the challenges.

CAVS is planning on continuing these into next year. The current second-years and soon-to-be third-years are currently planning on 2022's SCVMA conference, which Calgary has the pleasure of hosting this upcoming year. We are hopeful that this will be an in-person conference but are already planning a strategy to transition online if required. Lastly, one of our newest clubs, the UCVM WIDE Task Force, has been working collaboratively with faculty and students to address equity, diversity, inclusion, mental health and professional development at UCVM. This Task Force was initially organized by Dr. Singh, prior to his departure, to address these issues within the faculty of veterinary medicine. This club has already done some amazing and meaningful work within the faculty and student body, and is working hard on refining recommendations that will be put forth in the upcoming year.

This update was short and sweet and in fact will be my last, as I pass this role onto my fellow colleague. It has been a pleasure writing for you, and I have thoroughly enjoyed my time as a communication link between the academic world and the veterinary profession. I wish everyone a wonderful summer and look forward to joining you as a fellow colleague soon. Take care everyone!



Rheanne Ritchie

UCVM Class of 2022
ABVMA Student Representative
2020/2021

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

This menu item is only available after 4:30pm and on weekends. During regular business hours, call 1-800-455-9003

ABVTA President's Report



Penny Steffen, RVT

ABVTA President



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

HERE WE ARE IN SUMMER 2021.

Who knew we would be 1.3 years into a global pandemic. Sixteen months of surviving and thriving, 486 days of seeing the best and the worst in people and 11,680 hours to take advantage of an opportunity that we will hopefully never have again in our lifetime. When the pandemic started, I was a bit out of sorts. I struggled to focus on my work, I was sad that Sunday lunches with my Dad were cancelled and I was frustrated I couldn't be out on the road seeing my customers. And then one day a co-worker said "Penny — we will never have this opportunity again. You need to take advantage of being home every night, making homemade meals, walking your dogs, organizing your office, your files, your garage, riding your horse, doing all those little projects that you haven't had time for. You need to embrace this situation. You have been given the gift of time — this is an opportunity, not a detriment." Well, this changed my thought process, and I know it is not the same for everyone, but for someone who spends significant time away from home for work, this sentiment changed everything.

Even though I feel like I am missing out by not being in a boardroom with our leadership group, this time has challenged me and everyone on the team to be creative and resilient. Of course it is always great to see facial expressions and body language while discussing hot topics, but this virtual meeting time dares me to lead in new ways. We get to be creative and think outside the box on how to engage each other and get the job done, and I believe our group has exceeded any expectations as they continue to grow and adapt to new ways.

The ABVTA continues to work hard to empower, engage and provide information for members, from continuing education events and member engagement activities, to wellness initiatives and social media to name a few. The Board and committees remain very active and busy to keep things rolling throughout these uncertain times.

In 2019, the ABVTA conducted a wage survey that gave us some very valuable data. As our workplaces are changing in these unique times, we decided to launch two new surveys in 2021: a wage survey as well as

one on member engagement. I encourage each of you to complete the surveys as it helps us to keep our fingers on the pulse of what is going on in our industry, as well as to collect valuable information for our stakeholders. We all know data is important in veterinary medicine and it is no different for the ABVTA as the directors make plans to advocate for and support our members over the next five years. It is important we hear from you — remember this is your association and your future. I encourage all of you to be a part of it.

I would like to say thank you to our ABVTA Board of Directors, committee members and Executive Director for their ongoing commitment to our association. Their dedication and the number of hours that they give each month for the betterment of our profession is truly astounding. I am proud to be a part of this amazing group of people. I appreciate their knowledge, energy and passion that they bring to each and every meeting or event. This group of individuals is a very strong team.

In these uncertain times they continue to find creative ways to connect with you, our members, and provide you with exceptional continuing education opportunities and engaging member activities. Thank you to this great team for all they have done and continue to do. Being RVTs brings us together and our diversity leads us to great questions and good discussion.

To all veterinary professionals, thank you. These are challenging times for all of us, but I encourage you to look at the opportunities not the restrictions of our situation. Be creative, be mindful and embrace it for what it is.

"THE BEST PART OF LIFE IS NOT JUST SURVIVING, BUT THRIVING WITH PASSION AND COMPASSION AND HUMOUR AND STYLE AND GENEROSITY AND KINDNESS."

—MAYA ANGELOU



Thank You

THE MEMBER & PUBLIC RELATIONS COMMITTEE

would like to say thank you to all our members who attended our Virtual Trivia Night and made it such a huge success! RVT month is fast approaching (October) so please let us know what kind of events you would like to see hosted by emailing info@abvta.com.



As always, make sure to keep an eye on the ABVTA Instagram page for weekly features such as Mentorship Monday, Tech Tip Tuesday and Wellness Wednesday.

REPRESENTING ALBERTA'S RVTs

The ABVTA Leadership Group is comprised of over 40 RVTs and AHT students from throughout Alberta and within several different facets of the veterinary profession.

RVTs advocating and supporting RVTs - to advance our profession while providing compassionate veterinary care


"Alone we can do so little; together we can do so much"
- Helen Keller



ALBERTA RVTs

ABVTA MODERATED FACEBOOK GROUP
JOIN THE DISCUSSION

[FACEBOOK.COM/ALBERTARVTS](https://facebook.com/albertarvts)



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:
<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 2021 – Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz.

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

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

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

For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries>.

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

MONTHLY OFFERINGS

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

SEPTEMBER 2021

September 24 to 25, 2021 - Equine Anesthesiology -16 Hours ABVMA Credits – Presenter: Dr. Lori Bidwell

This event is the first of its kind in Western Canada and aims to provide veterinarians, technicians and students with in-depth training in the latest techniques in equine anesthesia. Complete with lectures and the ultimate wet lab, where attendees will take part in performing full general anesthesia on a live patient. Participants will learn about induction, monitoring, fluid therapy, recovery and more!

For more information and to register email: kerrie.graham@burwashequine.ca

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




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
\$155,198.00

Fundraising goal
\$225,000.00

DONATE TODAY AT: www.vintageveterinaryexhibit.ca



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VETERINARIAN REQUIRED

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! Web: www.p3vetpartners.ca.

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 complemented by no on call and our total comp package includes a competitive salary commensurate with experience, medical, dental, vision and professional services coverage (massage therapy, physiotherapy, chiropractor, acupuncturist & more), paid licensing dues, paid vacation & sick days, CE, eligibility for a performance bonus, an attractive signing bonus & a relocation allowance is available. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more. Web: www.chinookpetcliniclethbridge.ca.

ARE YOU THINKING ABOUT A CHANGE

- then think about Jasper, AB. 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, vibrant arts and music scene, lots of amenities and unlimited recreation at your doorstep. Benefit package and signing bonus included. There is also a furnished one bedroom available at reasonable rent. This opportunity is a change for the better and can't be missed. All applicants must be fully licensed as a veterinarian and have Canadian residency. Contact Janet Jones, DVM at 780-852-5551 or jaspervetclinic@telus.net. Web: www.jaspervetclinic.net.

THE FORT MCMURRAY ANIMAL HOSPITAL

is looking to recruit an enthusiastic veterinarian to join us in our brand new, fully equipped, rebuilt clinic! We are a privately owned, 2-vet facility and the longest operating clinic in Fort McMurray with a well-established client base. Fort McMurray offers a great lifestyle for the outdoor enthusiast, surrounded by the Boreal Forest. The recreational opportunities are plentiful with over 130kms of trails, as well as lakes and rivers to explore. We welcome the application of experienced veterinarians as well as new grads. In this role, you will examine

patients to diagnose and treat health needs. You understand the importance of collaborating with the pet owner and the support team to provide the best care possible to your patient. You are confident in performing medical procedures, physical examinations, immunizations and surgery. Excellent client communication skills are a must! You will be busy, but we strive to provide a fun and friendly work environment with a good work/life balance. We offer a competitive salary, flexible hours, CE allowance, medical and dental benefits as well as an attractive relocation and signing bonus. Email: fmah.animalhospital@gmail.com.

SIGNING BONUS! WE HAVE A CULTURE OF

wellness & work/life balance. Legacy Veterinary Clinic is looking for a F/T DVM. We practice fear-free medicine in a modern, fully equipped facility with an amazing support team. Our practice is perfect for mentorship opportunities too! We are privately owned and by joining our company you will receive above-average compensation, paid health benefits, generous CE allowance, paid membership dues, paid vacation, discounts in the clinic & much more! Email your resume to: careers@legacvetclinic.ca.

WE ARE LOOKING FOR AN OUTGOING

and energetic mixed-animal veterinarian to join our dynamic team. Our clinic is a well-established, mixed-animal facility located in Cranbrook, BC, with more than 20 full- and part-time staff. The successful candidate must have excellent customer service skills in addition to strong technical and diagnostic skills. They must be able to work independently as well as in a team environment. Applicants must be hardworking, motivated and have a great sense of humour! New graduates will be considered and will be provided with strong mentorship and support. This is a full-time position with on-call emergency and weekend hours. In addition to a competitive base salary, Tanglefoot offers many benefits including health and dental, paid sick/personal time, a commission bonus and an attractive emergency wage compensation structure. Cranbrook is the sunniest place in BC with a population of about 25,000, with spectacular mountain views and unlimited four-season recreational opportunities. The cities of Kimberley, Fernie and Invermere, BC are all located within a one-hour drive from Cranbrook. Join us! Email: jeff@tanglefootvets.com. Web: www.tanglefootvets.com.

ER VETERINARIANS! VCA CANADA C.A.R.E.

Centre in Calgary is seeking emergency veterinarians to join our health care team. We operate with a team-based approach to medicine and are able to provide excellent client service, board certified specialists and the opportunity to practice gold standard medicine. As a 24/7 emergency and referral hospital, our emergency service handles an exciting and diverse caseload, inspiring lifelong learning and growth. We work closely with the specialty services, including full-time critical care service, to deliver the highest standard of medicine. Opportunities for professional development include teaching of interns and veterinary students, formal mentorship of interns and in house continuing education events. A full complement of on-site diagnostics include digital radiography, ultrasound, in house lab, endoscopy, CT and MRI. Apply online: <https://careers.vcacanada.com/> JOB ID: R-38140 or email: careers.canada@vca.com.

ER VETERINARIANS! VCA CANADA

Western Veterinary Specialist & Emergency Centre (WVSEC) is seeking a full-time emergency veterinarian to join our team. This position provides an opportunity to work with top board-certified specialists and the ability to partake in cutting-edge veterinary medicine. Founded in 2001, WVSEC is dedicated to serving the needs of veterinarians and pet owners, offering state-of-the-art specialty and emergency veterinary services at one of the largest, most comprehensive facilities of its kind in Canada. Our team includes specialists in cardiology, critical care, ophthalmology, medical and radiation oncology, radiology, surgery, internal medicine, along with 24-hour emergency care and rehabilitation services. Our hospital culture fosters teamwork and camaraderie that naturally leads to delivering exceptional care to our patients, and service to our clients, referring veterinarians and our community. For more information contact Jacqueline Allart, General Manager; jacqueline.allart@vca.com or apply online: <https://careers.vcacanada.com/> JOB ID R-34508.

DO YOU LOVE HAVING TIME TO CONNECT

and communicate with your clients? Do you enjoy a gentle, calm approach with your patients? The Edmonton Holistic Veterinary Clinic is a well-established, thriving and integrative practice seeking our perfect match! We are seeking a part or full-time veterinarian to join our tight knit team of passionate doctors and friendly, skilled support staff. We offer a salary well above provincial average, no weekends, holidays or on-call. We have a fantastic clientele committed to providing the best for their furry loved ones. We have great referral relationships and focus on what we do best! We'd love to hear about your special interests, and you can see all of ours at www.edmontonholisticvet.com. Please email Dr. Jennifer Marshall at: jmarshalldvm@gmail.com.

READY TO FIND YOUR PASSION FOR

veterinary medicine again? At Millwoods East Veterinary Clinic we believe work/life balance is a priority for all our employees & that achieving balance is a shared responsibility. We are committed to creating a healthy, sustainable work environment that fosters wellness while practicing the highest quality medicine, surgery & dentistry. We are looking for a 4th FT or PT veterinarian to join our privately owned, well-established companion animal practice in SE Edmonton. We work 4-day work weeks, 6-8hr appointment shifts to allow time for call backs & files, 1 in 4 Saturdays & share evenings. We are Feline Friendly & believe in low-stress handling for all our patients, compassionate care & client education. The ideal candidate will want to be part of a team & be self-motivated. We offer a friendly, drama-free work environment, experienced long-term support staff, mentoring, competitive salary with monthly production bonuses & full benefits including ABVMA dues, VIN membership, AB Blue Cross benefits with health spending account & CE allowance. We look forward to meeting you! Please forward resume & cover letter to Jennifer at: millwoodseastvet@shaw.ca. Web: www.millwoodseastvet.ca.

DO YOU LOVE WORKING WITH ANIMALS

and the people who love them? We're looking for an awesome person to join our clinic family. Cornerstone Square Veterinary Hospital is a privately owned, 3-vet facility located in the gorgeous community of Discovery Ridge in SW Calgary. We have a beautiful clinic that aspires to provide exceptional care and service to our patients and clients. We have digital radiology, dental radiology, ultrasound, in-house

diagnostic laboratory and a fantastic team of people who really care about pets. We offer a competitive salary with a full benefit package: CE, paid dues, health and medical benefits, excellent staff discount, scrub allowance, "lifestyle" allowance and a focus on well-being. We welcome the application of experienced vets as well as new grads; we have very collaborative team who love to exchange ideas and learn new things. Please check out our clinic website at: www.cornerstonevets.com, as well as our Facebook page. If you are interested in this position, please contact Jason at: jason.tolton@cornerstonevets.com. Thank you!

LOOKING FOR A GREAT WORK

environment, a varied case load and a wonderful community to call home? Then join our team at Shuswap Vet Clinic located in beautiful Salmon Arm, BC. We are looking for a PT or FT small animal vet to join our growing clinic. Situated on Shuswap Lake, our community offers a four-season playground of outdoor opportunities, an excellent school system for families & all the amenities you need. Salmon Arm is located halfway between Vancouver and Calgary, and a short drive from Kelowna and Kamloops. We are a well-established mixed animal practice offering a wide variety of medical and surgical cases, excellent mentorship (which our new grads love), collaborative vets and a highly trained staff. We encourage career growth and provide CE opportunities, continued investments in new technologies, advanced diagnostics, networking, collaboration and knowledge exchange with all of our vets. We value work/life balance and strive to promote a healthy, inclusive and positive atmosphere. Please forward your cover letter and CV to Dr. Morgan Stevenson, Partner at: mrutley@shuswapvet.com or call 250-832-6069. Meet us on YouTube at: <https://www.youtube.com/watch?v=CaPRxYKUBBQ>.

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>.

ELLERSLIE PET HOSPITAL IN BUSY SOUTH

Edmonton requires a full-time veterinarian. New grads are welcome and we are able to provide mentorship with a board certified veterinarian. We are a well-equipped, well-managed, well-established and well-diversified clinic. We offer attractive hours, competitive compensation, incentive bonuses, group benefits, an exceptional support staff and many other perks. Please forward your resume to: doug@ellersliepet.ca.

FOOTHILLS VETERINARY CLINIC, LOCATED

in Cardston, AB, is seeking a mixed animal veterinarian. Our clinic has a strong small animal component and great potential to expand large animal clientele. We are offering full-time or part-time accommodation and a competitive wage. Our phenomenal team is family oriented while also being dedicated to excellent client and patient care. The location boasts small

town living with close access to Waterton and Glacier National Parks, perfect for outdoor enthusiasts or enjoying life in ranch country. (Don't worry! We are only 45-minutes from Costco and Wal-Mart in Lethbridge.) Please contact Dr. Ryan Merkley, DVM, at 403-653-4424 or 403-915-2915, or email us at: veterinaryfoothills@gmail.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, visit: <https://www.chestermerevet.com/careers.html>.

WE ARE AN INDEPENDENTLY OWNED AND

operated small animal veterinary clinic in NW Calgary looking to expand our team of 4-Vets, highly trained 5-RVTs and support staff. We are seeking an open-minded, team motivated, wanting to grow, and compassionate veterinarian to work in a fun, upbeat, team based and empowering practice to offer high quality care to our patients. Work with state-of-the-art equipment in a modern recently expanded facility with ultrasound and full digital equipment. If you are a fully licensed veterinarian that needs more out of this industry, would like a change and want to have a new opportunity to make a difference, this could be the position for you! We offer a competitive wage, flexibility for PT/ FT, health benefits, extensive training and mentoring and of course fun! New graduates welcome. Email: katie.berry@mvyvcdkens.ca. Web: www.montgomryvillagevet.ca.

EDMONTON WEST ANIMAL HOSPITAL IS

looking for another full-time or part-time veterinarian to join our team of 10-veterinarians, 13-RVTs and over 25-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.

LIVE IN THE CITY, WORK ON THE FARM!

Are large animals/beef cows/small ruminants what get you up and out of bed in the morning? Stockyards Veterinary Services Ltd is hiring! Stockyards Vet is based out of Edmonton and Tofield, and we focus on cattle/livestock health and management. We are a well-established practice that provides services to a

group of progressive clients (cow/calf, feedlot, dairy) in NW, NE and SE of Edmonton, and in northern BC. Stockyards vet also has a small ruminant clientele with the potential to grow. We are seeking a veterinarian (new grads... do not be afraid!) to join our team and help us continue to grow. Opportunities to buy in if this is of interest as well. Even though we focus on cattle/livestock health we are also focused on the health of our team and ensure that we all have sufficient time to enjoy life, family, travelling, volunteering, etc. Please call Shannon for more information at 780-777-4428 or email a CV to: shanstan65@gmail.com. Web: <http://stockyardsvet.com/>.

COME WORK WHERE YOU ARE VALUED,

respected and treated like family. Erin Ridge Veterinary Centre is looking for a FT or PT veterinarian to join our amazing, compassionate team. We are a privately owned, small animal and exotics practice in St. Albert, AB, providing top quality patient care with a focus on client education in a fun, supportive environment. The ideal candidate will have excellent communication skills and enjoy building relationships with our clients and their pets. An interest in exotics is an asset, but not required. We encourage our veterinarians to pursue any areas of professional interest. We offer paid dues, CE allowance, uniforms, health benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you are interested in joining our team, we'd love to hear from you. Applications can be emailed in confidence to Laura Bogdan at: laura@erinridgevet.com. Web: www.erinridgevet.com.

WHITEMUD CROSSING ANIMAL HOSPITAL

located in south central Edmonton is seeking full-time or part-time DVMs to join our team. Generous moving allowance or sign up bonus is offered with an attractive compensation package. Busy, well-equipped small animal practice where you will be able to utilize all your skills. We have great RVTs & support staff, In house lab, digital radiology, digital dental radiology, etc. Monday-Friday daytime hours with the occasional Saturday. We offer health/dental benefits, paid dues, discounted services/supplies & CE allowance. Email resume to: whitemudvet@gmail.com. Web: www.whitemudvet.com.

PULSE VETERINARY SPECIALISTS AND

Emergency is a new, state-of-the-art 24 hour emergency and referral hospital in the Edmonton area. We are one of only two referral clinics in Edmonton, servicing a growing population of close to 1.4 million in the metro area. We are the only exclusively veterinarian-owned referral hospital in Alberta. We are looking for an emergency veterinarian to join our existing team of experienced ER vets. Our hospital staff includes specialists or residency trained veterinarians in the fields of cardiology, ophthalmology, radiology, surgery, neurology and dentistry. This summer we will be starting up an exciting critical care service and will be able to offer 7-day criticalist care by the fall. As an ER team member, you will have the benefit of working closely with each of these specialties, obtaining priceless knowledge and support. For a motivated, team oriented and passionate candidate, generous hourly wage, benefits, uniform allowance and paid dues will be offered. Come experience the difference a family approach makes and be part of the Pulse Team! Interested candidates please apply to Dr. Dawn Abbott at: dawn@pulseveterinary.ca. Web: <https://pulseveterinary.ca>.

Classified Ads

WE'RE GROWING! DO YOU WANT TO

work in a practice where you can offer quality small animal medicine and surgery while enjoying the benefits of working in a smaller, semi-rural practice? West Wind Veterinary Hospital is an AAHA-accredited practice located in Strathcona County, about 20 minutes east of Sherwood Park. We are equipped with new DR, ultrasound, dental DR, endoscopy, cloud-based software, tonopen, in house lab and 30-60 minute appointments enabling our veterinary team to practice high quality veterinary medicine. We encourage professional development to find your passion in practice. Our team of highly skilled technicians and support staff have been with the practice for many years. Additional benefits include health and dental, CE allowance, professional dues, vacation and personal PTO, and a generous personal pet policy. Tailor your work week within our office hours of Monday to Friday 8-5, no on-call or weekends. Reply in confidence to: a.evans@westwindvet.com. Web: www.westwindvet.com.

OLDS PET CLINIC, AN AAHA-ACCREDITED

and fully-equipped hospital in Olds, AB, is looking for a friendly, compassionate and dedicated DVM who enjoys practicing quality medicine. Olds is home to just over 9,000 residents who feel they have the best of both worlds. Enjoy a relaxed and quiet lifestyle in our close-knit community, while maintaining quick access to Calgary and the Rocky Mountains. You will be scheduled for 32-40 hours per week, and with no on-call responsibilities you'll feel empowered to achieve the work/life balance you've been searching for. We are offering a competitive base salary and an employer-paid benefits package that includes medical, dental, vision and professional services coverage (massage therapy, acupuncturist and more). Paid licensing & membership dues, veterinary discount, a generous CE package & eligibility for a performance bonus round out our total compensation package. A relocation allowance & signing bonus is also available for exceptional candidates. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more! Web: www.oldsclinic.ca.

THE PET HOSPITAL IN LEDUC, AB, IS

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

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 Skaien, Director of Administration at: admin@steeplesvetclinic.com. Visit Steeples Veterinary Clinic in Cranbrook, BC, online at: www.steeplesvetclinic.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.

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.

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.

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.

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.

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: <http://www.bowvalleyvet.ca>.

OUR VETERINARY GROUP CONSISTING OF two veterinary hospitals (Cedarwood Veterinary and Animal Emergency Hospital) is looking to expand our team! We are looking for a couple of Veterinarians to join our busy day and 24 hour emergency practice. We are a well-established group that constantly strives for excellence in pet health care, are well equipped and are part of the 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.

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.

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.

PARKWEST PET CLINIC HAS AN EXCITING opportunity for an associate veterinarian to join their team! Known as the Gateway to the North, Edmonton is the perfect blend of city and nature. Located in west Edmonton, Parkwest has been serving the community for over 10 years. The close-knit team at Parkwest is passionate about bringing top quality veterinary medicine to their patients. A great sense of humor, top notch mentoring and collaboration are key drivers in helping this busy clinic run so well. The clinic boasts 3-exam rooms, a surgical suite, digital and dental x-rays, ultrasound and an in-house IDEXX. 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 900-DVMs! Email: careers@vetstrategy.com. Web: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/PARKWEST/Posting/View/2604>.

WE HAVE A FANTASTIC OPPORTUNITY AT Acadia Drive Animal Hospital for a dynamic DVM! We are a busy 3-doctor, small animal hospital with an amazing RVT and support team that have been serving this community for over 30 years! We are looking for a full-time associate veterinarian to join the team. Our ideal candidate will be an organized, energetic team player with great communication skills, compassion for our patients and the ability to have fun while doing what they love. Our clientele is loyal and expects only the best standard of veterinary care. New grads are welcome 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/ACADIADRIVE/Posting/View/2482>.

CENTRAL VETERINARY CLINIC IS LOOKING for a highly motivated veterinarian to become a member of our team! We are a well-established, mixed animal practice located centrally in Ponoka - just a 1-hour drive to Edmonton or 2 hours to Calgary and the Rocky Mountains! With our new state-of-the-art facility, modern equipment and highly skilled team, we provide a healthy work environment for all. We take pride in our extensive mentorship program for new grads, which includes small animal medicine, orthopedics, dentistry, radiology, acupuncture, in-house lab, etc. Our equine patients range from top tier professional athletes to hobbyists and everyone in-between! We serve a large beef and dairy clientele, as well as a range of small ruminants. For the successful candidate, we offer a competitive salary, CE allowance, ABVMA dues, health benefits and perhaps best of all - a 1 in 11 call schedule! To apply, please email your cover letter and resume to: laura@centralvetclinic.ca. Web: www.centralvetclinic.ca.

STRATHMORE VETERINARY CLINIC HAS AN amazing opportunity for a full-time associate veterinarian. Located just 30-minutes outside of Calgary in the beautiful town of Strathmore, our clinic has been serving the community for over 40 years. With 5,000 sqft of space, our clinic offers plenty of space for our clients' comfort, dental and surgical suites, 3-appointment rooms, digital x-rays and ultrasound, and an in-house IDEXX equipment. Our team is proud of the close relationships we have with our community and our clients, and we always provide a standard of excellence in animal care that is unmatched. Join this amazing, friendly team where you'll have everything at your fingertips to provide outstanding patient care! New grads are encouraged to apply as we have great mentors looking to share their knowledge and passion. 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/2472>.

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. phone: 403-742-3338; email: terra@stetvet.com; website: www.stetlervetclinic.com.

GULL LAKE VETERINARY SERVICES, A LARGE animal practice located in central Alberta, is seeking a full-time veterinarian. We are a 4-veterinarian practice within close proximity to Red Deer, Lacombe, Ponoka

and Sylvan Lake. Our workload consists of 70% dairy, 25% cow/calf and 5% small ruminant and equine. We are a growing, progressive practice providing both individual animal and herd-based medicine with an emphasis on consultative and preventative medicine. The clinic is equipped with an in-house milk lab, numerous ultrasounds and a bovine handling facility. We offer competitive wages, health benefits, CE allowance, professional dues, a fully equipped ambulatory vehicle and shared on-call duties with after-hours fees going to the veterinarian on call. Please submit resume or for more information please contact us. Contact: Dr. Laverne Seib or Dr. Dennis Klugkist, Gull Lake Veterinary Services Ltd., RR#3 Site 3 Box 12, Lacombe, AB T4L 2N3, phone 403-782-0354, fax: 403-782-0355 or email: clinic@gulllakevet.com.

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, AB, 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, visit: <https://nva.avature.net/jobs/JobDetail?jobId=6874>. Email: virginia.williams@nva.com.

SUMMERSIDE VETERINARY HOSPITAL IS seeking an enthusiastic, dedicated, part-time vet to join our team. We are a growing, family-owned, small animal practice located in south Edmonton. Our team is dedicated to a high standard of professionalism in a fun, supportive environment. Our ideal candidate will be an excellent communicator and is driven to provide exemplary veterinary care. Experience is an asset, but new grads will be considered. Hours are flexible but will include occasional Saturdays. Remuneration is generous. Please get in touch at: h.summersidevet@gmail.com. Web: www.summersidevet.com.

DAND VETERINARY CLINICS IS LOOKING FOR a full-time veterinarian to join our fun and dynamic team at our West Springs location on the west side of Calgary. We are a privately owned clinic that is committed to

Classified Ads

maintaining a sound work/life balance that includes a flexible schedule. We have earned a great reputation in our community and as such have a devoted client base. Rediscover your passion for healing with our wonderful team of professionals that are committed to providing the highest medical and surgical standards in a warm and friendly environment. Please submit your CV and resume to: nicole@dandvetclinics.ca. Web: www.westspringsvet.ca.

PROPERTIES ANIMAL CLINIC, ESTABLISHED, private, patient-centered practice in Calgary, AB, is looking for a 3rd veterinarian to join our already excellent team. We have an awesome and experienced RVT practice manager, excellent clientele, high quality patient care, friendly, collaborative and professional culture, with work/life balance focus. New in-house lab, full service pet hospital, with no on call or after hour requirements. We are looking for a fully licensed, full or part-time, experienced companion animal veterinarian. Check us out on Google! Please email: dustin@vetshield.ca.

CROSSROADS ANIMAL HOSPITAL IS AN established, 4-DVM, small animal practice in Medicine Hat, AB. This modern, client- and team-oriented hospital has been serving the community for over 10 years. Our clients love us! We provide a wide range of services including orthopedic, ophthalmic and dental surgeries, emergency care, as well as ultrasound and in-house lab diagnostics for specialized tests. New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this amazing chance to be part of a supportive team, where learning opportunities are endless. The right candidate will benefit from the support of a dedicated, professional and experienced team, with a great clientele and a fully equipped facility. 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/CROSSROADS/Posting/View/2364>.

LOOKING FOR A FRESH START AND adventure both in your work and personal life? Based in Canmore, AB, we are a privately-owned, rapidly progressing and unique start-up. Ultrasound, digital x-ray and in house lab. We believe in mentoring and are keen for associates hoping to excel in medicine as well as enjoy the benefits of this amazing area. Looking for fully licensed applicants skilled in client communication who enjoy small community mountain life and are able to progress surgical and dental skills. Email now about this unique opportunity: management@mmvc.ca. Web: www.mountainmobileveterinarycare.com.

OKOTOKS VETERINARY CLINIC (okvc.ca) requires a F/T or P/T DVM for our modern fully equipped small animal day clinic south of Calgary, AB. A generous salary and package will be offered based on experience. Alberta license as well as experience is required. Please contact us in person or via email: info@okvc.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 - 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 per year, a yearly Christmas bonus, 12 paid sick days a year, a flexible schedule, personal pet policy and personal office space. We also now have no on call! If interested, please email: afilion05@gmail.com.

TRANSPORTATION AND LIVING ALLOWANCE for a fresh start at Animal Medical Centre North - a fast-paced practice that provides great care to small animals and exotics. We believe in a high standard for medicine and are well equipped with a digital dental x-ray, ultrasound and other diagnostic equipment to handle everything from medical appointments to complex surgeries, through critical care and emergencies. New grads are welcome to apply. Why us? We have an amazing support team, a practice manager who just 'gets it' and vets who are looking to grow their team and this clinic to its fullest potential. During our busy months in the summer, we welcome locum DVMs to give us an extra hand and bring diversity to our team. Don't want to move or looking for a flexible schedule? We got it! 2-weeks on 2-weeks off rotations! On top, as part of our network, you will receive competitive compensation, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 800-DVMs! Do not miss out on this opportunity to join our team and make a direct impact in this great community of Grande Prairie, AB. Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AMCN/Posting/View/2284>.

RANGE ROAD VETERINARY IS A SMALL animal practice in Beaumont, AB, that is looking for a communication-focused veterinarian to join our family! Maternity coverage or permanent position. Our perfect fit takes their time with each client, focuses on shared decision making and is already confident or keen on learning surgery and dentistry. We value work/life balance and have flexible scheduling. We have a strong team, allowing vets to be vets and encourage career development. Great team environment and morale, spacious practice with lots of natural light, in house lab, DR x-ray, dental x-ray and ultrasound. Uniforms, competitive compensation, paid CE days/allowance, personal PTO and vacation, veterinary dues, HSA and generous pet policy. Think you might be a fit, but aren't sure? Send me an email: katrina.ponich@rangeroadvet.com. Web: <https://rangeroadvet.com>.

BEAVERHILL VETERINARY SERVICES IS A privately-owned, progressive small animal clinic in Tofield, AB, that is looking to add a veterinarian. We offer mentorship to new grad applicants, as well as foreign-trained vets working on their licenses. F/T preferred, P/T considered. Our practice is equipped with CO-2 laser surgery suite, digital radiology, dental unit and in-house laboratory. No on calls or weekends. Please send your resume to: beavet@outlook.com.

CRANSTON VETERINARY HOSPITAL IN Calgary, AB, 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 will be commensurate with experience. Please respond in confidence with your resume to: marlolowen@gmail.com. Web: www.cranstonvethospital.com.

GET OUT OF THE CITY AND ENJOY COUNTRY living! Lac Ste. Anne Veterinary Services is an established rural practice with 2 locations, now small animal only. In house lab, digital rads including dental, great staff & clientele. Close enough to the city for referrals. Flexible hours - no after hours required. Happy to mentor new grads. Great area to live, peace and quiet of the country but easy 40 min drive to Edmonton for everything you need. Email: lsavet@xplornet.com or call 780 967-5152 to discuss opportunities.

RIVERSTONE VET IS SEEKING A MIXED OR small animal veterinarian to join our fun and expanding team. Riverstone is a locally-owned and operated mixed animal practice that serves the Sundre and Olds area. We pride ourselves on our positive client relationships and excellent patient care. We are a fully equipped practice that includes digital and dental radiology, in house lab, ultrasound (small animal, equine and bovine) and therapeutic laser. Rotational call is shared between the DVMs. Email: amiesidle@gmail.com. Web: www.riverstonevetservices.ca.

GLAMORGAN ANIMAL CLINIC IN CALGARY IS looking for a team-oriented F/T, P/T or casual vet to join our fun & hard-working team. We have 3-vets, 3-RVTs & 3-front-end staff that provide excellent client & patient care. Our well-established clinic relocated 2 years ago into a brand-new facility with digital table-top & dental x-ray, in-clinic lab machines. We offer a competitive salary, paid vacation, professional dues, & health & dental benefits, CE allowance & pet care discounts. No after hours or on-call work. Send your resume to: gac3@shaw.ca. Web: www.glamorgananimalclinic.com.

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! Email: careers@vetstrategy.com. Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MORINVILLE/Posting/View/1917>.

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 800-DVMs! Email: careers@vetstrategy.com. Web: <https://can59.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LITTLECREEK/Posting/View/1671>.

SIGNING BONUS! 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, 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 800-DVMs! Email: careers@vetstrategy.com. Web: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/1113>.

AS YOU DO YOUR VET ACTIVITIES, AS YOU

would in every clinic setting, we place a big priority and attention to detail to your inner satisfaction and peace of mind. We strive to create and foster a tranquil work environment. Other features-digital/dental x-rays, in-house lab, ultrasound, great team of vet assistants and RVT, a competitive remuneration package - we can match or exceed any other offers you might find out there based on your experience and skills, a benefits plan with most coverages at 100%, access to VIN and Vetgirl online resources, paid CE allowance, paid annual vacation time. We have also designed the option of a pension package tied in with the business partnership/ownership. All the while still practicing top-notch medicine benchmarked at 100% positive resolution of all case with the first visit. Glenwood Park Vet clinic located in Edson, 2 hours west of Edmonton, is exclusively a small animal clinic. It is 1 of 2 sister clinics. We are seeking a fully licensed veterinarian. No on calls or weekends unless you want to. We also love mentoring students: vets and RVTs, as well as foreign-trained vets working on their licenses. Email: info@gparkvet.com. Web: <https://gparkvet.com>.

RIVERWOOD VETERINARY CLINIC IS LOOKING

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

TUDOR GLEN VETERINARY IS A REPUTABLE

small animal clinic located in St. Albert voted Best Vet of T8N! We are looking for another permanent DVM to cover a maternity leave and continue on with our growing team. Our staff includes 3-4 DVMs, 15+ support staff and a management team. We provide a fun, balanced work/life environment with flexible shifts, competitive salary, new profit share levels, paid vacation, health/dental benefits, CE/uniform allowance and generous pet discounts. If you appreciate a busy and rewarding atmosphere and are committed to exceptional client/patient care, send your resume and cover letter to: sylvia@clincsolutions.ca. Web: <https://tudorglenvethospital.ca/>.

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. Web: www.foothillsanimalhospital.ca.

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.

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.

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.

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.

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.

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>.

POPLAR GROVE VETERINARY SERVICES

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

LOCUM REQUIRED

DAWSON CREEK VETERINARY CLINIC IS

looking for an experienced SA locum to join a very busy mixed animal practice to assist in covering a maternity leave. Our clinic is a modern, high quality, well equipped, progressive mixed animal practice in Dawson Creek, BC. We currently have eight-veterinarians and a great support team. We focus on high quality medicine and surgery for our patients. Our enthusiastic, competent and fun

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team members provide extensive support. To learn more about our clinic, check out our website at www.dcvet.ca. A vehicle and accommodations are available if required. If you are available and interested in this position, please contact our human resources manager at: info@dcvet.ca.

RVT REQUIRED

STARTING AT \$32/HOUR WITH MANY

benefits, RVT needed at a joyful, AAHA accredited, Fear Free, low stress handling small animal practice in Calgary, AB. Cornerstone paperless software with complete Idexx in house lab, ultrasound, endoscopy. Surgery, dentistry, western medicine and eastern medicine including acupuncture, chiropractic, essential oil therapy, herbal medicine, nutrition therapy, stem cell therapy and more! Please send resume to: jobs@bowbottomvet.com. Web: www.bowbottomvet.com.

BRINTNELL VETERINARY HOSPITAL IS A

small animal practice located in northeast Edmonton. We are looking to hire a full-time RVT to be part of our team. At Brintnell Veterinary Hospital, we pride ourselves in providing exceptional client and patient care along with quality medicine. We place a strong emphasis on creating a positive work environment and maintaining a healthy work/life balance. We offer competitive wages, payment of dues, CE allowance, scrub allowance, health benefits and a staff discount. If you would like to be part of a unified, enthusiastic and dedicated team, please forward your resume to: info@brintnellvet.com. Web: www.brintnellvet.com.

MACTAGGART VETERINARY CLINIC HAS A

permanent full-time position available for an RVT. The successful candidate will receive a signing bonus following the probationary period. Applicants should be passionate about animal and client care, have excellent communication skills and love being part of an awesome team. We are a privately owned, single-veterinarian practice that focuses on excellent customer service and superior client care. We offer competitive wages, CE funds, health spending account, uniform allowance, staff discount and so much more! Please send your cover letter, resume and references to: jlandalsmacvet@outlook.com. Web: www.mactaggartvet.com.

THE FORT MCMURRAY ANIMAL HOSPITAL IS

looking to recruit an enthusiastic RVT to join us in our brand new, fully equipped, rebuilt clinic! Our ideal candidate is enthusiastic, has strong technical and organizational skills, and the ability to work independently as well as a team. We value a good work ethic, initiative and a positive attitude! Experience is considered an asset, but not required. We welcome new grads. We utilize our technicians fully here, so you will get to put your skills to use. You will be assisting the veterinarian with both appointments and surgeries, fulfilling such duties as: anaesthetic inductions + monitoring, care for hospitalized patients, maintaining cleanliness throughout the hospital, client communications, labwork, dental cleanings, radiology, as well as maintaining equipment and records etc. Some after-hours emergency work is possible, but not necessarily required. We strive to provide a good work/life balance and a positive work environment, and we are willing to offer a flexible schedule to the right candidate. We offer competitive wages, medical and dental benefits, CE and scrub allowances, staff pet discounts and a relocation bonus. Email: fmah.animalhospital@gmail.com.

WE ARE GROWING! TAMARACK

Veterinary Clinic is looking for some fantastic people to join our team! We are currently accepting applications for RVTs, tech assistants as well as reception and kennel help. We are a fear free certified practice with a gold AAFP feline friendly practice certification. Our well-equipped practice would be a great place for a new grads looking for mentorship or experienced person(s) looking for a high quality medicine practice with excellent support staff. We are looking for people who are energetic and fun and who have an ongoing desire to learn and grow. This is a locally-owned veterinary practice where work/life balance is truly important and our practice closes on holidays and long weekends. Benefits include ABVMA dues, CE allowance, uniform allowance, fear free individual certification and a staff pet care plan. If this sounds like the place for you, please feel free to check out our website at www.tamarackvet.com and submit your resume and cover letter to asmith.admin@tamarackvet.com. Thank you!

SHERWOOD VETERINARY CLINIC IS

looking for a full-time registered veterinary technician and a full-time veterinary medical assistant, to join our team. 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. Web: www.sherwoodvetclinic.ca.

WE ARE LOOKING FOR A FT RVT FOR A

busy, 6-vet practice in Fort Macleod, AB. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits and a CE package. Please contact Dr. Todd Baker at 403-553-4887, fax: 403-553-2924, or email: ftmacvet@hotmail.com.

VCA CANADA ANIMAL HOSPITALS IS

hiring RVTs for general practice and emergency/specialty hospitals. Our hospitals offer state-of-the-art equipment and experienced teams ready to support you in your new position! We offer competitive compensation, benefits, CE, opportunities to transfer within our network of hospitals nationwide, vacation days, sick days, wellness days, amazing perks at your fingertips! Our hospitals are equipped with booking technology, electronic filing, automated client reminders and more cool tech things! We offer training for recent graduates or those transferring from large animal into small companion animal. We offer the following position schedules for rotation schedules, full-time, part-time, casual, contract, weekends, overnights, evenings or shift work. So many options! Start your career with VCA! Contact Ginger Kryzanowski for details at: ginger.kryzanowski@vca.com. Web: [#RVT #VTNE](https://careers.vcacanada.com)

ATTENTION: NEW OR RECENT TECH GRADS.

Alberta Veterinary Dentistry is looking for a RVT/AHT to join our team. We are a referral-based dental practice in SW Calgary providing high end dentistry

and anesthesia to our patients. We offer a unique learning opportunity for new grads, similar to an internship program. Our highly trained RVTs will provide mentorship and guidance as you progress your way through our training program, which will leave you feeling confident in your dentistry and anesthetic skills. These skills will elevate your career as a technician moving forward. We work a condensed four-day week of Monday-Thursday (10-hour days), offer health benefits, competitive wages, staff pet discounts, generous CE allowance and a collaborative work environment where every voice is heard. If you would like to hear more of what we have to offer, we would love to hear from you! Please send your resume and cover letter to Amy at: amy@albertaveterinarydentistry.com. Or give us a call at 403-993-7146 to learn more about the position. Web: www.albertavetdentistry.com.

WOODLANDS VETERINARY AND ANIMAL

Dental Centre is looking for a F/T or P/T RVT to join our busy practice. Must have strong work ethic, a keen interest in dentistry and an outgoing personality with a positive outlook on life. Signing bonus, full benefits, employee discount on vet services and product at cost, compressed schedule, CE and uniform allowance, paid membership dues and negotiable wage based on experience. Email: admin@woodlandsvet.com. Web: www.woodlandsvet.com.

30 MIN FROM CALGARY BRAGG CREEK

Animal Hospital needs a full-time RVT. We are a single-vet small animal clinic in beautiful Bragg Creek. Progressive clinic with DR rads, digital dental rads, US, & an in-clinic IDEXX lab. We prioritize a healthy workplace environment. Our ideal candidate has a great attitude and communication skills, attention to detail and exceptional client service. New grads welcome. Competitive wages, paid dues, CE and scrub allowance, health benefits & discounts. Email: info@braggcreekvet.ca or phone: 403-949-2650.

OXFORD ANIMAL HOSPITAL IS LOOKING

for their next RVT! If you thrive in a fast-paced environment educating clients and providing the best possible patient care, you may be our newest team member. Previous experience is preferred, but new grads welcome! We offer competitive wages, group benefits and discounts on vet services. Email: contact@oxfordanimalvet.com. Web: www.oxfordanimalvet.com.

RUTHERFORD VETERINARY CLINIC IS

currently expanding the medical team and looking for a full-time RVT to join our awesome team. Experience is an asset but new grads are welcome. We are a full-service small animal hospital providing a wide variety of services from routine vaccines, spay and neuter to orthopedic surgeries (fracture repair, cruciate ligament repair, patellar luxation and more). Our staff love to provide excellent veterinary care and client education. The successful candidate will receive a very, very competitive salary and benefit package. Please send your resume to: mary@rutherfordvetclinic.com. Web: www.rutherfordvetclinic.com.

EDMONTON SOUTH ANIMAL HOSPITAL IS

a well-established animal hospital in Edmonton, now running under new management, and is looking for our next RVT to join our team. Previous experience is preferred, but new grads are very welcome. This job request is for a full-time/part-time position. We offer the highest wages in Edmonton, signing bonus,

health insurance, CE allowance, group benefits, and discounts on veterinary services and food. Please send your resume to: info@edmontonanimalhospital.com. We are looking forward to all future applicants. Web: <https://edmontonanimalhospital.com>.

***SIGNING BONUS* COCHRANE ANIMAL**

Clinic is looking to add an experienced full or part-time RVT to our team, in a busy and well-equipped 7-vet, 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 and resume to: stefanie.blackburn@cochraneanimalclinic.com. Web: <https://cochraneanimalclinic.com/>.

EDMONTON WEST ANIMAL HOSPITAL IS

looking for full/part-time RVTs to join our team of 10-veterinarians, 13-RVTs and over 25-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: drgosal@vetinedmonton.com.

CEDARWOOD VETERINARY HOSPITAL IN

Red Deer, AB, is looking for a RVT to join our growing surgical team. We are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We offer a competitive starting wage as well as benefits package. If you are a team player and want to be a part of an amazing team this position is for you. A suitable applicant would be comfortable in a fast-paced environment, enjoy working as a team and have a positive attitude. Please submit a resume by email to rpalmer@cedarwoodvet.ca, fax 403-340-8418, or in person at 7644 Gaetz Ave., attention Ronnel Palmer. Web: www.cedarwoodvet.ca.

ARE YOU LOOKING FOR SIGNING BONUS

and an excellent work/life balance in an intimate setting? Bowness Animal Hospital is recruiting a dependable and confident full-time or part-time RVT to join our clinic. We are a small animal clinic with 1.5-full-time veterinarians. We have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, dental and digital x-ray. Excellent compensation to commensurate with experience, extended health care, paid ABVMA dues and CE, pet discounts and paid vacation are just a few of the perks! We offer flexible hours on Mondays to Fridays or Tuesdays to Saturdays, depending on your availability with weekends and statutory holidays off. Email: bownessvet@shaw.ca. Web: www.bownessvet.ca.

***\$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.

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.

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.

BARR-NORTH VETERINARY SERVICES ISO A

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

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.

INSTRUCTOR, ANIMAL HEALTH TECHNOLOGY

- 1221. Key responsibilities: instructing and advising students in the Animal Health Technology and Veterinary Medical Assistant programs and providing veterinary guidance to student livestock units on health protocols. Development and delivery of courses such as veterinary communications, animal care & nursing, animal health rotations, introduction to radiography & surgery, introduction to veterinary software, and veterinary office management. Classroom, lab and field trip instruction, preparation and marking of assignments and exams, as well as participation in program and department meetings. Involvement with the Lakeland College Animal Care Committee in reviewing animal care protocols and assisting with documentation for CCAC certification. Please go to our website for more information: www.lakelandcollege.ca.

JOIN OUR TEAM! IF YOU ARE SEEKING A

career in a friendly, team-oriented environment, look no further! Animal Clinic Downtown is a well-established, independently owned and newly renovated practice that prides itself on taking excellent care of pets, clients and staff alike. We offer parking, benefits, CE and uniform allowance, RRSP matching and annual RVT dues are covered. Experience is an asset, but new graduates are welcome. Please email resume and cover letter to: manager@animalcliniccalgary.com. Web: <https://animalcliniccalgary.com>.

GRANVILLE VET IS LOOKING FOR A FULL/

part-time RVT to join our team. We are growing fast but try to keep the small clinic feel for our clients. Benefits include ABVMA dues, CE and scrub allowance, staff discount, and very frequent Starbucks runs. Maintaining a healthy work/life balance is also extremely important to us. Email: granvillevetclinic@gmail.com.

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.

AIRDRIE ANIMAL CLINIC IS LOOKING TO ADD

another RVT to join our already amazing and growing team! We are a well-established and privately owned clinic that is committed to maintaining a sound work/life balance. Interested in exotics? We are well known in Airdrie for treating a variety of exotic patients! The ideal candidate for our fast-paced clinic will be confident in their nursing skills, is positive and

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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! New graduates are welcome to apply! If this sounds like something you are interested in, please email your resume and CV to: nicole@dandvetclinics.ca. Web: www.airdrieanimalclinic.ca.

MONTEREY VET CLINIC LOCATED IN NE

Calgary is looking for a part-time RVT to join our team. New grads welcome! We are a well-established small animal practice. Tuesday to Friday with rotating Saturdays. We offer competitive wages, benefits and uniform allowance. Please send your resume and cover letter to: myveterinaryclinic@shaw.ca.

STETTLER VETERINARY CLINIC IS SEEKING A

full or part-time RVT to join our well-established, mixed animal practice in central Alberta. Our patient focused team currently consists of 4-DVMs, 3-RVTs and 6-support staff. Candidates must have a positive attitude, a willingness to learn and the ability to work well in a team environment or independently. Experience in both large and small animal procedures is an asset. Our facility is well-equipped, wage is based on experience and we offer an extensive benefits package. New grads are welcome! Visit our website to learn more at: www.stettlervetclinic.com, and if you are ready to enhance your career in the veterinary industry, please send your resume to Mrs. Terra Heier: terra@stetvet.com.

ARE YOU LOOKING FOR A WELCOMING

work environment where you can use all of your RVT skills and be appreciated for your contribution by 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 FT RVT to help us grow our business! Condensed work schedule available, Tuesday-Friday and every other Saturday. Health and dental plan available, and annual ABVMA dues paid for. We offer uniform, CE allowance, pet health care and supplies at cost. Signing bonus available after probationary period. New graduates welcome to apply. For more information about our facility, please check out our website: www.bowmontvet.com. To apply, please send a cover letter and resume to our clinic email: bowmontanimalhospital@shaw.ca, ATTN: Lacey.

MORINVILLE VETERINARY CLINIC HAS BEEN

serving pets and people in the Morinville and surrounding area for over 4 decades! We are a 4-vet, 15-staff member clinic. We take our commitment to animals, pet parents and the Morinville community seriously. We are currently looking for a dynamic RVT to join our growing team. The ideal candidate will enjoy a fun, supportive and dedicated team of professionals. This is a great opportunity to be part of a growing team where learning possibilities are endless! We offer above average compensation, an intimate and exciting work environment, and an excellent staff discount. Benefits include medical/dental, CE, uniform allowance and a generous pet discount. Please send your resume to jayleen@morinvillevet.com. Web: www.morinvillevet.com.

LOOKING FOR SOMETHING A LITTLE

different in vet med? Join us at WVC! Who are we? We are a friendly, (slightly odd), supportive bunch of vets & support staff who have combined forces in a large, fast growing mixed animal practice in the small(ish) town of Westlock, AB! What we feel great about: fun, warm and friendly, family environment for pets and owners, food, a friendly competition, sarcasm & the odd prank, the best clients. An ice cream-loving owner & a Dairy

Queen in town. Having been offered our own tv show on multiple occasions, which we think would be a smash success (obviously) but none of us agree on wanting to be famous, especially in a small town. We love supporting our community & surrounding communities. Family owned & operated. We pride ourselves on being a learning hospital & almost always have extra vet students or tech students around. Every day is something different! Oh, we also offer all those regular benefits too! Email: contact@westlockvet.com. Web: www.westlockvet.com.

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 RVT to join our 2-vet, 4-tech clinic family of fun, witty and self-proclaimed comedians. We are closed evenings and Sundays to allow an appropriate work/life balance. Successful candidate would only be required to work daytime hours during the week and the occasional Saturday. We have a complete in-house Idexx lab, digital x-ray, (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.

OUR WELL-ESTABLISHED, INDEPENDENTLY

owned clinic in the heart of Calgary is looking to add a new RVT. Our busy, 5-veterinarian clinic is hoping that you'll join our team. We are well equipped with ultrasound, digital radiology, digital dental radiology, full in-house laboratory, and full dental and surgical suites. We offer full medical and dental benefits, ABVMA dues, and generous CE and uniform allowances. Anesthetic skills are an asset, as is an interest in dentistry and laboratory procedures. If you have an interest in these or other areas, we are eager to foster your professional development. New graduates are welcome and encouraged to apply. Please send all applications and resumes to: taylor@mactrailvet.com. Web: www.mactrailvet.com.

WE ARE A REGULAR SMALL ANIMAL CLINIC

located in the north west Calgary. Currently, we have an opening for a full-time/part-time RVT or AHT. We are offering a premium salary, paid vacation, paid professional dues / trainings, uniforms and bonus. Ideal candidate should have at least one year experience, but new graduates are also welcome to apply. If you are interested to work in a fun and friendly environment with great clients, please email your resume to the following address: office@royalvethospital.com. Web: <https://royalvethospital.com>.

WE ARE LOOKING FOR A PART-TIME RVT TO

join our wonderful team 3 days per week. Animal Wellness Vet Clinic in Morinville, AB, is under new management and growing! If you are looking for a clinic with a staff of rock stars who enjoy each other's company and have a great sense of humour, look no further. We are equipped with full in-house lab, digital x-ray, and digital dental x-ray. We promote a healthy work/life balance, offer competitive wages, paid dues and a generous personal pet discount. New grads welcome! Contact: animalwellnessvetclinic@gmail.com.

EXPERIENCED REGISTERED VETERINARY

technologist wanted, foreign DVM grads with restricted license also encouraged to apply. Properties Animal Clinic, an established private, patient-centered practice in Calgary, AB, is looking for another RVT to join our already excellent team. We have an awesome and experienced RVT practice manager, excellent clientele, high quality patient care, friendly, collaborative and professional culture, with work/life balance focus. New in-house lab, full service pet hospital, with no on call or after hour requirements. Check us out on Google! Please email: dustin@vetshield.ca.

LAKESIDE VETERINARY CLINIC LOCATED IN

Sherwood Park, AB, is looking for FT/PT RVT to join our growing, 3-veterinarian SA practice. We offer competitive wages, professional dues, CE funding, pet food and services discounts, health and dental benefits. The clinic is equipped with DR digital x-ray (including dental x-ray), in house lab and full surgery instrumentation. Seeking an outgoing, reliable, flexible, enthusiastic, self-motivated individual with a good sense of humor. New graduates welcome. Email: lsvet@live.ca. Web: www.sherwoodparkvet.ca.

LOOKING FOR A FRESH START AND

adventure both in your work and personal life? Based in Canmore, AB, we are a privately-owned, rapidly progressing and unique start-up. Ultrasound, digital xray and inhouse lab. We believe in mentoring and are looking for RVTs that are hoping to excel in medicine as well as enjoy the benefits of this amazing community. Looking for fully licensed applicants that are skilled in dentals, surgical anaesthesia and monitoring, as well as client communication. Email now about this unique opportunity: management@mmvc.ca. Web: www.mountainmobileveterinarycare.com.

FULL-TIME PERMANENT RVT POSITION

available at St Albert Animal Clinic. We are looking to welcome a new member to our team of compassionate, caring individuals. Experience is an asset, particularly in anesthesia and dentistry, but new grads are also welcome. Our full-service hospital is very spacious and well equipped, with digital xray, in house lab, therapeutic laser, ultrasound and more. Weekdays only – no weekends or evenings! Very competitive wages and benefits including generous staff discounts. We have a well-established, loyal clientele and are seeking an individual that can assist us in providing quality care with compassion. We are looking for an enthusiastic, compassionate individual who loves this profession as much as we do! Please email resume to Dr. K. Burgess at: kekwk@hotmail.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, AB. Come and join our dedicated, dynamic and competent team. A generous salary and package will be offered based on experience. Please contact us in person or via email: info@okvc.ca.

DO YOU WANT TO HAVE FUN WHILE HELPING

animals and as a valued member of the team? Best Friend's Animal Hospital is looking for a F/T RVT to join our small team of caring and efficient staff. We are a well equipped small animal and exotics practice with a brand new facility in Spruce Grove, AB. Patient well-being is our top priority so if you love animals and want to utilize your skills to the fullest this is the job for you. We love our jobs and want you to love yours too! Apply via email: office@bestfriendsah.ca today. Web: www.bestfriendsah.ca.

VEGREVILLE VETERINARY CLINIC IS SEEKING

a full-time RVT. We are a busy, mixed animal practice located in Vegreville, AB. We have separate large and small animal facilities, fully equipped with ultrasound, digital x-ray, co-2 laser, dental x-ray, ECG & blood pressure, in-house laboratory equipment. Office hours are Monday to Friday. Competitive salary, health & dental benefits, paid RVT dues and CE opportunities. Please send resume and any enquiries to Daralyn, at: daralyn@vegvetclinic.ca. Web: <https://vegvet.ca>.

A BUSY, FRIENDLY, SMALL ANIMAL CLINIC

located in SW Calgary is looking for a full time RVT to join our team. In house lab, ultrasound, laser surgery/therapy, digital dental radiology. New grads welcome. Please email resume to: sabadillavet@gmail.com.

A PRIVATELY-OWNED COMPANION ANIMAL clinic in Tofield, AB, close to Edmonton, is looking for a F/T or P/T RVT. We practice high quality surgery and medicine, and are equipped with surgical laser, digital radiography, modern dental unit and in-house IDEXX lab. This is a low stress practice, weekend or evening responsibility will be required. If you would like to join our team, please send your resume to: beavet@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 can work well with a team. A compressed work week schedule of a four-day work week while still achieving 36+ hours/week is an option. Compensation to 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.

WE ARE A BUSY, WELL ESTABLISHED, FULLY equipped small animal clinic. We are equipped with an in-house lab, digital radiology, brand new dental and digital dental radiology equipment. We offer competitive wages, ABVMA registration (upon 1 year of employment) and generous staff discounts. Email: svclinic@telus.net. Web: www.sunridgeveterinaryclinic.com.

MACTAGGART VETERINARY CLINIC HAS A

permanent position available for a RVT for approx. 20-25 hours a week Mon-Fri (ideally 8:15am-1pm) and one Saturday a month. The ideal candidate will have a minimum of one year of experience, be passionate about animal and client care, have excellent communication skills and love being part of our awesome team. We are a privately-owned, single-veterinary practice that focuses on excellent customer service and superior client care. We offer competitive wages, CE funds, uniform allowance, staff discount and so much more! Please send your cover letter, resume and references to: jlandalsmacvet@outlook.com. Web: www.mactaggartvet.com.

AGRIFARM HEALTH CENTRE IN BEAUTIFUL

Okotoks, AB, is a mobile, large animal clinic which requires a full-time RVT in the office to cover an upcoming maternity leave. There is potential for ongoing employment after the maternity leave due to continued practice growth. Duties include but are not limited to reception, pharmacy & inventory management, paperwork for animal exports and handling lab samples/requisitions, as well as shipping and receiving product. Our clients are fantastic, and the right candidate must enjoy working for them and have excellent attention to detail. Experience with cattle and equine an asset. Full training will be provided. Competitive salary, health and dental benefits plus paid RVT dues. Position to start July 2021. Please send resume to: jgodwin@agrifarm.ca. Web: www.agrifarm.ca.

RIVER VALLEY VETERINARY WELLNESS CLINIC

has a unique special interest in small animal rehabilitation and oncology and is looking for another RVT to complement our close-knit and dynamic team. Commitment to teamwork with exceptional patient and client service is a must. Familiarity with IDEXX lab, laser, digital x-ray, digital dental x-ray and Cornerstone is an asset. We offer competitive salaries, new levels of profit sharing, paid vacation, dues, CE allowances, health benefits, generous pet discounts and a unique atmosphere to grow and excel in. Please send resume to: sylvia@clincsolutions.ca. Web: <http://www.rivervalleyvet.ca>.

CASTLEDOWNS ANIMAL HOSPITAL IS

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

WE ARE SEEKING A FULL-TIME OR PART-TIME

RVT to start immediately. New grads are welcome! We are a mixed animal practice in a small, rural community. We are willing to work with your schedule and are a very family-oriented practice. We pay your RVT dues, provide CE learning and offer a discount on all personal services for your pets. If you have a passion to learn, are a hard worker, energetic and have a good sense of humor, please forward us a resume at: llbvvetclinic@gmail.com. Please put ATTN: Dezeriae or Teanna in the subject line.

WE ARE A PROGRESSIVE, FAST PACED MIXED

animal clinic looking for an RVT to cover a maternity leave. There is a potential for ongoing employment after the maternity leave due to continued practice growth. We have a great in-house lab, x-ray and dental capacity. Our technicians accompany vets on farm calls and have the opportunities to use all their skills. We are a strong cooperative supportive team and we are looking for someone with great people skills and teamwork to add to it. Check out our website: www.ironcreekvet.ca. Email: evelyn@ironcreekvet.ca.

LOOKING FOR A FULL-TIME RVT TO JOIN OUR

team at Vegreville Veterinary Clinic. We are a mixed animal practice located in Vegreville, AB, equipped with ultrasound, digital x-ray, co-2 laser, digital dental xray, surgivet pulse oximeter with capnography, ECG & blood pressure and in-house laboratory equipment. Office hours are Monday to Friday. Competitive salary, health & dental benefits, paid RVT dues and CE opportunities. Please send resume to Daralyn at: daralyn@vegvetclinic.ca. Web: <https://vegvet.ca>.

CENTRAL ALBERTA HUMANE SOCIETY IN RED

Deer is looking for a full-time motivated and energetic RVT to join our team. RVT will be responsible for assisting our licensed veterinarian in medical, behavioral and surgical/anesthetic to maximize animal adoptions of animals in care. Please contact us via email: hr@cahumane.com.

MOMENTUM EQUINE VETERINARY

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

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.

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!

THE EDSON VET CLINIC IS LOOKING FOR A

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

I Classified Ads

VETERINARY STUDENT REQUIRED

CENTRE STREET VETERINARY CLINIC IS AN independently owned practice looking for a friendly and team-oriented student veterinarian to join our team! We are a well-established, small animal practice located in northwest Calgary and has been serving the community for over 20 years! We strive to provide high quality patient care through updated diagnostics and a well-equipped surgical suite. We offer mentorship, personal veterinary discounts, flexible schedules, paid associate dues and a generous CE allowance. Email: centrestreetvet@gmail.com. Web: www.centrestreetvetclinic.com.

AHT STUDENT REQUIRED

AHT STUDENT REQUIRED IN PINCHER CREEK, AB, at Peak Veterinary Hospital. We are a fun, high quality patient care and collaborative team of two-full-time veterinarians and two-registered AHTs, excellent receptionists and a new pet hospital with all the gadgets you would want. We value safety, compassion, high quality medicine, honesty, lifelong learning and communication.

We are located very close to the mountains and the area offers lots of outdoor recreation opportunities. We look forward to hearing from you, please send resume to: dustin@vetshield.ca.

VCA CANADA ANIMAL HOSPITALS HAS GREAT opportunities for AHT students looking to gain experience in a hospital setting. We offer competitive wages, continuous learning opportunities and room for advancement. Join our team to be part of a caring and dedicated network of veterinary professionals from coast to coast! Contact: ginger.kryzanowski@vca.com for more information on practicums, career placements and shadow opportunities. Web: <https://careers.vacanada.com>.

OTHER EMPLOYMENT

COCHRANE ANIMAL CLINIC IS LOOKING TO add an experienced full or part-time inventory manager to our 7-vet team, in a busy and well-equipped mixed animal practice just west of Calgary. The ideal candidate provides positive and professional assistance to the clinic's veterinarians and manages inventory for the organization. We offer a supportive team environment, CE allowance, competitive wage & benefits and a

uniform allowance. Please email a cover letter & resume to: stefanie.blackburn@cochraneanimalclinic.com. Web: <https://cochraneanimalclinic.com>.

FT OR PT RECEPTIONIST/VET ASSISTANT

required for progressive, well established SA clinic in Sherwood Park, AB, commencing Immediately. Seeking outgoing, reliable, flexible, enthusiastic, self-motivated individual with a good sense of humour. Willing to work weekends an asset. New graduates welcome. Contact Dr. A. Schienbein at 780-467-6223, fax: 780-467-6223, or email: lsvet@live.ca.

PRACTICE FOR SALE

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

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.

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