



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

SEPTEMBER-OCTOBER 2021



UCVM Welcomes New Dean Dr. Renate Weller

In This Issue

WARRIORS

Alberta SPCA – Compassion for Animals
and People



DIGESTIVE CARE

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VOL. 23, ISSUE 5

PRODUCTION

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Design, Layout & Printing – Burke Group
Communications and Professional
Enhancement – Kathy Naum

ADVERTISING

Display Advertising – Sarah Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

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

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

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

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Return Undeliverable

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Canadian Publication Mail
Agreement 40014637

Editor's Notebook

BALANCING OUR OBLIGATIONS AS A PROFESSIONAL

regulatory organization (PRO), along with our desire to promote and protect the profession and veterinary professionals, can be a tricky endeavour. On one hand, the mandate given to us by the Government of Alberta through the authority of the *Veterinary Profession Act* is to protect the public interest. This is done by ensuring that all veterinary professionals within the province have and sustain the appropriate educational credentials, knowledge and skills to be registered with the ABVMA to practice veterinary medicine. The association sets minimum facility standards for practices, and inspect the practices as a quality assurance measure. The ABVMA also receives and investigates complaints from the public about any registered member or permit holder.

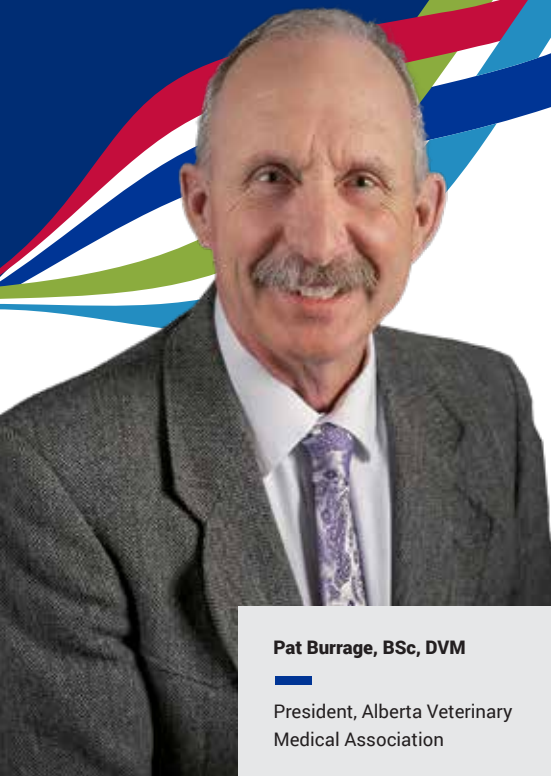
On the other hand, we also promote the profession. ABVMA interacts with numerous stakeholders (members, ABVTA, CVMA, government, commodity groups, animal welfare groups, other regulatory bodies), and are always promoting the profession to maintain its integrity, viability and growth. An example of this is the recently completed Workforce Study and resulting working groups, which include many stakeholders, that have been formed to further study the issue. It is not always easy, as some of our stakeholders do not always hold a positive viewpoint of the veterinary profession. This typically occurs around the cost of veterinary service, and it is our duty to educate them around the costs of delivery of these services. We advocate for the health and well-being of our members and the profession to provide the public with top-notch veterinary medicine.

Working to ensure that our legislated obligations are met while protecting the profession and its members is important to all of us. The public must have confidence in the abilities and facilities of the profession, and we must ensure that we present to the public healthy, knowledgeable and highly skilled professionals to provide the services that they require. It requires constant balancing to keep ourselves on the right track.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

President's Report



Pat Burrage, BSc, DVM

President, Alberta Veterinary Medical Association

THIS EPISODE OF THE PRESIDENT'S

Report is dedicated to Kade, a great bird dog and a better friend. I have had many good bird dogs in my time. Wiley, Rascal and Dash have all be good; good bird dogs and good friends but I will likely never have another dog as good as Kade. Never a bad day, always happy to see you with his tail wagging and a great listener. Nine months of the year he was a lazy farm dog spending most of his time laying on the deck or out mousing in the pasture. Three months of the year he was with me 24/7 as it was bird hunting season. He would retrieve most anything, but he was at his best trailing, pointing and retrieving pheasants. As humans, we never enter into these relationships with new pets ever considering that they don't last forever. Kade had started to show some age two years ago. We were on a three-day hunt in the states. It was a tough hunt with winter conditions and lots of miles. On the third morning, when I opened the door to let him out, he raised his head and gave the look that told me we should proceed without

him as he was happy to stay in the truck. It was a tough day for me as for the last nine years when I stepped out of the truck with a gun in hand, Kade was with me. Father time was starting to catch up to my best friend. Last fall kept us close to home but enjoyed chasing local birds in the southern part of the province. Our hunts were short, which was perfect for Kade. An hour or two was plenty for him. He didn't move as fast as he used to but if there was a bird in the country, he would find it. He knew it, I knew it and anyone that hunted with us always wanted to follow Kade. He was just that good. Over the last six months health issues started to affect his quality of life. I had a plan knowing that in the not to distant future my friend would need some help. We never want them to suffer but sometimes we keep them around longer than would be considered fair to the animal. Not because we want them to suffer but because it is difficult to make the decision to let them go. I promised Kade that would not happen.

The last weekend home was not much different than any other time in the recent past. I spent most of the daylight hours farming. Lately Kade would remain up in the yard not interested in going to far from the house. As I headed out to do some fencing surprisingly Kade was at my side. He followed me for most of the morning. It was a stop and go process, which worked out well for him. The other dogs were around but he stuck with me. No mousing,



no swimming in the creek, just hanging close to me. We had a typical conversation between myself and him; I did all the talking and he did all the listening. It was a good morning, and I was glad we had the time together. I didn't realize it then, but I do now — this was a "tell." On Sunday I headed back to Lethbridge. A few days later my wife called — Kade was starting to have some major issues. I had prepared for this day as I had rehearsed this situation many times in the recent past. But there was a problem — this was my best friend. As much as I thought I could execute the plan, I could not. Some say grown men don't cry. Well, I'm here to tell you that is not true. I

have euthanized many animals in my career, both big and small. It is always an emotional moment, for both owners and myself, but as a professional, we are in the position to relieve suffering and I was always grateful for that. Thankfully I was able to lean on my daughter Erin and the good folks at Bluffton Veterinary Clinic. Dr. Julie and Rae-Anne, RVT, provided the euthanasia service with compassion for my friend Kade, where I could not and I can't thank them enough.

During my time in mixed practice, the request to euthanize an animal was a regular occurrence. Never during my years in veterinary school did I ever envision I would be euthanizing so many animals. This takes an emotional toll on us as

professionals. This ramble has a message — we as veterinarians need to know and understand that we need to manage our mental health. I have a wealth of experience in euthanizing animals, both for clients and my own animals, but in this particular situation I was emotionally overwhelmed. I was away from home so did not have the direct support from my family, but I did have a good friend and colleague who helped me through this dark time. Don't be afraid to express your emotions. Mental health is often overlooked and maintaining that health is critical for us to be successful, enjoy life and remain mentally stable. Take care of yourselves people and thanks for listening.

If you are experiencing personal, interpersonal or work-related problems, access the ABVMA Member Assistance Program through Homewood Health at 1-800-663-1142, 24/7, or online at <http://homeweb.ca>. Other veterinary team members, call Health Link at 811. Also you may call 211,

text INFO to 211, or live chat at <https://ab.211.ca/>, available across the province 24/7.

Additional resources are located on page 23.

OUR VISION

Healthy animals and people in a healthy environment

OUR MISSION

Servicing the public by regulating, enhancing and providing leadership in the practice of 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

Registrar's Report



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Locums

THERE ARE SEVERAL QUESTIONS THAT are repeatedly made to the ABVMA office concerning locums. This article is intended to answer some of these questions.

What is a locum?

The Latin term "locum tenens" means "place holder." As a locum veterinarian or technologist, you are taking the place of another veterinarian or technologist who is temporarily away from the practice for any reason. When the person returns, then the locum ceases to work at that practice. If you are hired as part-time or casual labour and not replacing anyone, then you are not truly a locum.

Do I need to change my registration type?

There is no change required to your registration category with the ABVMA. You should update your employment information on the member portal with the Employment Change Form.

Do I need to set up a corporation?

There is no requirement for you to set up a corporation, but most locums choose to do so. Your decision whether to incorporate or not should be made upon the advice of your financial advisor. If you wish to incorporate, you will need the assistance of your lawyer to set up the corporation properly following the guidelines set out in the Veterinary Profession General Regulation. The Regulation states that:

- 11(1) No corporation shall be approved for registration as a permit holder by the Council unless it provides evidence satisfactory to the Council that
- a. the corporation is registered under or established by an Act of Alberta, and
 - b. subject to subsection (1.1), the majority of the issued shares of the corporation having voting rights are beneficially owned by an unrestricted veterinarian.

As an Alberta corporation, you must also apply to the ABVMA to become a permit holder to practice veterinary medicine in Alberta as a corporation.

How do I do my taxes?

Once again, this should be at the advice of your financial advisor. As a locum, you are responsible to remit your required taxes, CPP and EI. You may also be required to collect and submit GST. Setting this up

before you begin as a locum is a lot easier than trying to do it later.

WHAT ABOUT MALPRACTICE INSURANCE?

A true locum who is replacing someone in the practice should be covered by the practice insurance while working at the practice. If you are working as part time or casual labour, you may not be covered by the practice insurance. It is always best to check with the practice insurer to establish what is covered. Many locums carry their own professional liability insurance to be sure that they are insured and protected in all situations.

Can I advertise my services to clinics?

There are a few ways to advertise the locum services that you offer. Personal contact, ABVMA classified ads and the ABVMA Member Directory all work to notify practices of your availability. Also, the Calgary Academy of Veterinary Medicine and the Edmonton Association of Small Animal Veterinarians maintain and publish a list of available locums.

How much should I charge?

There is no established standard rate for locum services, though there are some typical rates per day that are offered. Each locum can independently negotiate their fee with each practice. Be sure to refer to the [ABVMA Blue Guides](#) on the member portal (login required) and remember that you will have payroll deductions and GST to remit as well.

Working as a locum is not for everyone. To be successful, you need to be flexible, adaptable and enjoy change. Fortunately, some members thrive on this, and are a lifesaver for many practices.



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.

Membership Matters

Council approved the following at the June 2021 Council meeting:

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Sarah Gale, #3606	April 20, 2021
Dr. Kelly MacLeod, #2957	April 29, 2021
Dr. Sandeep Mehmi, #3670	May 4, 2021
Dr. Marina Matthies, #3870	June 14, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Angelika Stoutamy, #2308	May 5, 2021
Dr. Ossama Allam, #3528	May 15, 2021
Dr. Purnoor Samra, #3101	June 1, 2021
Dr. G. Ray Roberts, #737	Sept. 1, 2021

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Kevin Schulz, #1749	May 1, 2021
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Cancelled General Practice Registered Veterinarian

Dr. Kaitlyn MacLean, #3183	May 31, 2021
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Cancelled Supervised Limited Practice Registered Veterinarian

Dr. Sukhdavinder Sidhu, #3962	May 6, 2021
Dr. Luis Adrian Martinez Uribarren, #3960	May 6, 2021
Dr. Harninder Marok, #3965	May 6, 2021

Cancelled Temporary Registered Veterinarian

Dr. Asel Murtatha, #3809	April 21, 2021
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Reinstated General Practice Registered Veterinarian

Dr. Vanessa Holly, #3483	Sept. 1, 2021
Dr. Augusta Westendorf, #3931	June 1, 2021
Dr. Corry Mortensen, #1791	May 18, 2021

Reinstated Unsupervised Limited Practice Registered Veterinarian

Dr. Elzbieta Misuno, #3571	April 14, 2021
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Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Princyl Subasinghe, #3569	April 22, 2021
Dr. Nirajkumar Makadiya, #3825	May 17, 2021

Veterinary Technologists

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

Dallas Balderson, #2843	June 30, 2021
Sky Kasinec, #3447	May 31, 2021

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

Sky Kasinec, #3447	April 6, 2021
Stephanie McWhirter, #2590	March 29, 2021
Shayne Lawrence, #3537	May 7, 2021
Janessa Jefferson, #3366	May 10, 2021
Alaina-Marie McDonald, #2952	June 1, 2021
Amanda Zenert, #1649	June 1, 2021

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Sarah Braun, #4159	April 20, 2021
Kelly Dixon, #4224	April 22, 2021
Madison Scott, #4223	April 27, 2021
Dominika Kmet, #4225	May 4, 2021

Reinstated General Practice Registered Veterinary Technologist

Natashia King, #2923	April 26, 2021
Meleah Geeraert, #2660	June 1, 2021

Cancelled Provisional Veterinary Technologist Member

Lindsay Dion, #4010	May 18, 2021
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Provisional Approval of New Veterinary Practice Entities

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

Practice Name	Location
Calgary Family Veterinarian	Calgary
Home Vets Veterinary Care	Calgary
Sunset Ridge Veterinary Clinic	Cochrane
Peaceful Passing for Pets at Home	Fort Saskatchewan
Antech Diagnostics – Edmonton	Sherwood Park
District Animal Hospital & Urgent Care	Calgary
BVR Veterinary Supplies	Calgary

Permits

Permit to Practice Approval

Pets People Practice AB Inc. (Dr. Nicole Judge #3570)	April 12, 2021
Evansborough Veterinary Services Ltd. (Dr. Hewa Samarawickrama #3713, Dr. Waruni Samarawickrama #3568)	April 20, 2021
Furever Friends Veterinary Services Inc. (Dr. Carol Black #2144)	April 27, 2021
Bavly Veterinary Service Inc. (Dr. Raouf Henen #3184)	Dec 14, 2020
2286119 Alberta Ltd. (Dr. Timothy German #2571, Dr. Heather MacQuarrie #2854)	May 5, 2021
Peaceful Passing for Pets at Home Ltd. (Dr. Karen Downey #2570)	May 9, 2021

Closed Permit to Practice

1960778 Alberta Corp. (Dr. Charlotte MacFarlane #2753)	Jan. 8, 2021
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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, Dr. Renate Weller

June 16-18, 2021

Kate Simon RVT, VTS (ECC)

Council met virtually June 16-18. Council warmed up for our meeting by starting our day with our Strategic Thinking Session, which always encourages great discussion.

Highlights from the regular meeting were:

- Antimicrobial Stewardship Communication Project Final Report was presented to Council and included:
 - Education of commodity groups on the necessity of increased veterinary oversight for medically important antibiotics
 - Veterinary outreach (videos, presentations)
 - One Health Antimicrobial Stewardship Conference
- Veterinary Professional Workforce Project Final Report was presented to Council.
 - Discussed next steps to be taken
 - Reviewed Terms of Reference for Working Group on RVT Utilization

- Reviewed Terms of Reference for Working Group on Education and Retention of Veterinary Professionals in Western Canada
- Council approved the ABVMA Compensation Philosophy.
- As a follow up to discussions during Leadership Week surrounding assessing competence, Council has started to re-examine the mandatory CE policy and how to assess ongoing member competence.
- After approving the policy for advancing training courses for RVTs at our last meeting, Council approved the course outline for "Pregnancy Detection in Beef Cattle and Small Ruminants for RVTs" to be delivered at technical colleges in Alberta.
- Council endorsed the ABVMA/ABVTA Emergency Response Planning Working Group
- Council gave audience to Saving Grace Animal Society regarding a veterinary practice entity with the intent to open a hospital under the Policy for Humane Societies/Registered Charities/Educational Facilities offering veterinary services.
- Council approved the CVMA Position Statement on Telemedicine.

- Council requested that staff create a private ABVMA Members' Facebook Group. Staff engaged their digital media contractor, ev+, to assist with creation of group guidelines and rules. Council made some amendments and then approved it for staff to initiate the group. Council is very excited for this new opportunity to be able to share information in real time and receive feedback directly. We are very much looking forward to professional and collaborative discussions with our colleagues!
- Council said goodbye and thank you to Dr. Louis Kwantes for all of his years of service. We wish him good luck in his CVMA Presidency and welcome Dr. Kirsten Aarbo into the role of CVMA Representative for Alberta.
- During our meeting we had a brief recess and were able to listen to Dr. Burrage discuss the veterinary professional workforce shortage on 630 CHED.
- Next Council Meeting will be Aug. 30 and 31, 2021.



Kate Simon RVT, VTS (ECC)

RVT Member of Council, North Region

Kate Simon was born and raised in Edmonton, AB. She graduated from NAIT in 2001 and started her career in a small animal general practice. In 2003, she realized she had a love for emergency medicine. In 2017, she fulfilled her VTS requirements in Emergency and Critical Care.

Kate has a special interest in transfusion medicine and CPR. In her continual pursuit of ongoing education, she obtained her RECOVER instructor certification in 2018.

Kate loves to teach other RVTs and spread her love of emergency medicine. She has a passion to elevate the status of RVTs and promote RVT utilization.

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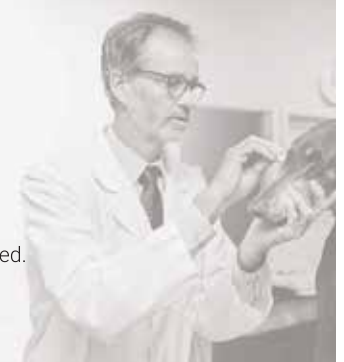
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Complaints Director's Report



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

COMPLAINT CASE #20-03

As a result of information provided to the Complaints Director, a formal complaint was initiated against Dr. Dawn Magrath in accordance with section 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).

The complaint was investigated, and the report of the investigation was provided to the Complaint Review Committee (CRC). The CRC made a decision that the matter be referred to the Hearings Director for a hearing in accordance with section 33.1(3)(a) of the VPA.

Dr. Magrath entered into consent discussions with members of the CRC, which were ultimately successful, and signed an Admission of Unprofessional Conduct and a Consent Order.

A hearing proceeded virtually due to COVID-19 on May 10, 2020.

The Hearing Tribunal accepted the joint submission of the Admission of Unprofessional Conduct and the Consent Order made by the ABVMA and Dr. Magrath.

CONSENT ORDER

AGREED STATEMENT OF FACTS:

1. Dr. Magrath has been a registered veterinarian with the ABVMA since 2005.
2. On May 2, 2016, arising from the PIPS Committee determination there was non-compliance with the Practice Inspection and Practice Standards (PIPS) Bylaw relating to Dr. Magrath's failure to attend at Innovative Veterinary Services (IVS) (South) on a daily basis and inappropriate dispensing practices were occurring on an ongoing basis at IVS (South), Dr. Magrath entered into an agreement with the Practice Review Board (PRB).
3. Specifically, the PRB Agreement of May 2, 2016, provided as follows:
 3. IVS (South) or any clinic representing similar operations will not be reopened for a period of at least three years. Dr. Magrath will practice veterinary medicine in a single location.
4. Unregistered auxiliary staff were dispensing prescriptions from both IVS (Red Deer) and IVS (Lethbridge) veterinary practice entities.
5. There were unannounced practice inspections at IVS (Lethbridge) and IVS (Red Deer) on Nov. 8, 2019. As a result of concerns brought to the attention of the Complaints Director regarding Dr. Magrath's veterinary medical practices, there were unannounced practice inspections.
6. As a result of the inspections of Nov. 8, 2019, the Complaints Director initiated a complaint against Dr. Magrath in accordance with section 27.1 of the VPA.
7. That during the period of time of 2019, it was determined that IVS (Red Deer) and IVS (Lethbridge) operated non-veterinary medical businesses (standard nutrition), in a manner contrary to the PIPS Bylaw.
8. Further, both IVS (Red Deer) and IVS (Lethbridge) were open to the public for the provision of veterinary medical services when Dr. Magrath was not in attendance on a regular and/or daily basis.
9. IVS (Red Deer) dispensed prescription drugs without a registered veterinarian in attendance.
10. Notwithstanding the terms of the PRB Agreement of May 2, 2016, Dr. Magrath operated IVS (Red Deer) in addition to IVS (Lethbridge), constituting the operation of two veterinary medical practices.
11. That the medical records with respect to IVS (Red Deer) and IVS (Lethbridge) were deficient with respect to dispensing. The dispensing record did not document from which veterinary practice the drugs were dispensed and did not document label directions.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT:

Business Practices

1. That during the period of 2019, Dr. Magrath operated IVS (Red Deer) and IVS (Lethbridge) in a manner that was not in compliance with the PIPS Bylaw, specifically the operation of a non-veterinary medical business that was not operated in a separate and distinct manner.
2. That Dr. Magrath permitted that IVS be open to the public for the provision of veterinary medical services including dispensing of drugs when a registered veterinarian was not in attendance on a regular and/or daily basis.
3. That Dr. Magrath permitted IVS (Red Deer) to dispense prescription drugs without a registered veterinarian in attendance.
4. That Dr. Magrath delegated dispensing prescription medications from IVS (Red Deer) to unregistered auxiliary staff.
5. That Dr. Magrath delegated dispensing prescription medications from IVS (Lethbridge) to unregistered auxiliary staff.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the VPA, R.S.A. 2000, c. V-2, as amended and contrary to the PIPS Bylaw 2019.

Contempt of Agreement with PRB

6. That Dr. Magrath demonstrated contempt for the agreement with PRB dated May 2, 2016. Specifically, that Dr. Magrath:
 - a. Operated the IVS location in Red Deer in the same manner as IVS (South), specifically without a registered veterinarian attendance on a regular and/or daily basis

- b. Maintained two operating veterinary medical practices (Red Deer and Lethbridge) when she had agreed to operate only a single veterinary medical practice.

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

Medical Records

7. That Dr. Magrath failed to create and/or maintain appropriate medical records of dispensing with respect to IVS (Red Deer) and/or IVS (Lethbridge).

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

ACKNOWLEDGMENT OF RESPONSIBILITY:

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

NO RIGHT TO APPEAL:

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

ORDERS AS TO SANCTIONS:

The Hearing Tribunal orders that the

appropriate sanctions in the circumstances of this matter are as follows:

1. A written reprimand shall be issued against Dr. Magrath.
2. Dr. Magrath shall be suspended from the practice of veterinary medicine for 30 days to be completed within six months of the date of this order.
3. Dr. Magrath shall pay fines in the sum of \$5,000 with respect to the inappropriate dispensing, \$2,500 with respect to unregistered auxiliary staff and \$500 with respect to medical records for a total of \$8,000. These fines shall be paid within six months of the date of this Order of the Hearing Tribunal.
4. Dr. Magrath is not permitted ownership or responsibility of/or for any veterinary practice, including the ownership of any majority shareholding in a permit holder and may not be a designated responsible veterinarian at any veterinary practice entity for a three-year period from the date of the Order of the Hearing Tribunal.
5. Dr. Magrath shall pay a portion of the costs in the amount of \$5,000 within six months of the date of this order.
6. If the Complaints Director deems there to be a violation of this order, Dr. Magrath upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
7. There shall be publication of this Order on a "with-names" basis.



PIPS Tip

Medical Records

THE PRACTICE INSPECTION PROCESS

serves to assure the public that a minimum standard for veterinary practices exists across Alberta. The practice inspection is also a quality assurance process for the veterinary practice. The Practice Inspection and Practice Standards (PIPS) Committee realizes that veterinarians and veterinary technologists take their commitment to quality veterinary practice very seriously and that having someone come into the practice can feel invasive. Remember, PIPS inspectors are veterinary practitioners who understand the challenges of day-to-day practice. They are there to identify gaps, make recommendations and ensure a minimum standard for the profession of veterinary medicine in Alberta. The PIPS Committee would like to convey to practices that it is common to have deficiencies during practice inspections. The committee appreciates the prompt correction of deficiencies that usually occurs.

A common deficiency found during PIPS inspections is inadequate medical records.

The primary reason for creating and maintaining a medical record is to facilitate provision of quality care to the patient. The medical record is necessary to document findings, diagnoses and treatments, so that any veterinary professional who subsequently assumes care of a patient may continue to provide quality care.

Another important function of the medical record is to clearly document

medical need for any prescriptions that are written for an individual animal or a herd.

It is expected that the establishment of medical need and the decision to prescribe a particular drug is evidence based or informed. The evidence results from some appropriate form of investigation that results in the veterinarian having collected or received significant and relevant information with respect to the health of the animal or animals.

The most common investigation used when prescribing drugs in veterinary medicine is receiving a pertinent medical history and conducting a physical examination of an animal or group of animals. However, a registered veterinarian may use other forms of investigation and information related to the particular case at hand to make or support an evidence-based diagnosis and decision on treatment. These include culture and sensitivity testing, laboratory reports, production data, necropsy results, histology, bacteriology and virology results.

It is not necessary that an individual animal is examined in every instance that a veterinarian issues a prescription. Veterinarians may appropriately prescribe drugs based on examination and/or relevant knowledge of a group of animals.

It is required in every instance when a prescription is issued that the veterinarian has relevant medical knowledge to support the establishment of medical need and the diagnosis and prescription are recorded in the medical record.

During review of medical records in a PIPS inspection, the other common deficiency is a general lack of detail. The PIPS Bylaw states medical records must contain "sufficient information entered into the history and physical examination findings to justify differential or tentative diagnoses, prognosis, diagnostic plan, treatment plan, current or final assessment and discharge instructions."

As text message and email become prevalent forms of communication between owners and veterinary practices, documentation of those communications is also important. The Bylaw states: "Medical records shall document the details of all medically relevant communication (attempted or achieved via in-person, telephone, voice mail, text, electronic, written or other means) with the client or alternate animal caregiver."

In the past, illegible handwriting has also been a concern with medical records. As more practices move to electronic medical records, this is becoming a less frequent issue.

If you write your medical record as though you were going on holidays tomorrow, and someone else was taking over the case, the patient will be ensured optimum continuity of care, you will feel good about your medical records and so will the PIPS inspector.

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Dr. Kirsten Aarbo

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 new Alberta Council CVMA Representative: Dr. Kirsten Aarbo, at 403-690-3857 or kaarbo@hotmail.com.

Thank you from Dr. Louis Kwantes for the honour of being your representative at the CVMA Council table for the past five years.



CANADIAN VETERINARY
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One Profession. One Strong Voice.

Alberta Veterinarian Appointed 73rd President of the Canadian Veterinary Medical Association

Born in Michigan and raised in Japan, Dr. Louis Kwantes now hails from Sherwood Park, AB, where he has lived for the past 28 years. His educational background includes grade school in Japan, liberal arts college in the United States, veterinary college in Canada (Ontario Veterinary College, '87) and post-DVM studies in the United Kingdom (MSc in Tropical Veterinary Medicine, University of Edinburgh, '89). Read more in the News and Events section of the CVMA website.

Annual Awards Recognize CVMA Members for Outstanding Contributions to Veterinary Medicine

The CVMA has proudly recognized its members' exceptional contributions to the veterinary profession and animal health and welfare for over 35 years. This year is no exception. Despite being unable to honour award recipients in person again this year due to the ongoing pandemic, the CVMA Awards Gala commemorated recipients during the CVMA's first virtual Convention in July. Below are the 2021 CVMA Award recipients:

CVMA Humane Award

– Dr. Emilia Wong Gordon (BC)

CVMA Industry Award

– Dr. Walt Ingwersen (ON)

CVMA Life Membership

– Dr. Wayne McDonell (ON)

CVMA Practice of the Year Award

– Mountain View Veterinary Hospital (BC)

CVMA President's Award

– Dr. Carlton Gyles (ON)

Small Animal Practitioner Award

– Dr. Ameet Singh (ON)

Merck Veterinary Award

– Dr. Claire Windeyer (AB)

R.V.L. Walker Award

– Svetlana Ponsin (MB)

Visit the CVMA website's News and Events

section to read more about the 2021 CVMA Award recipients.

Thanks to Our Ethics Team of Drs. Bernard Rollin and Tim Blackwell

Drs. Bernard Rollin and Tim Blackwell have been responsible for *The Canadian Veterinary Journal's* Veterinary Medical Ethics column for over 25 years. Dr. Rollin is a veterinary medical ethics pioneer and since 1984 he has offered readers his view of "the profession's obligation to animals" and his assessment of the "conflicting demands from clients, peers and society." University Distinguished Professor at Colorado State University, he authored 17 books and over 600 articles, and received numerous awards for his contributions to animal welfare and bioethics. At every step of the 25-plus years, Dr. Tim Blackwell supported Dr. Rollin as the Feature Editor of *The CVJ's* Veterinary Medical Ethics column. Tim has been articulate, thoughtful, progressive and committed to animal welfare, livestock production and transparency. He was honoured with the CVMA Humane Award in 2015. This award recognized "his decades of advocacy work calling for swine systems and husbandry practices that improve the welfare of pigs." Read more in the News and Events section of the CVMA website.

Animal Health Week 2021: Oct. 3-9, 2021

Animal Health + Human Health + Planet Health = One Health

This One Health campaign empowers the national veterinary community through awareness, recognition and knowledge of threats, in turn improving public health and animal welfare. Promotional tools, including a social media campaign and articles, will be available to promote Animal Health Week across the country. A free Animal Health Week poster will be included in the August issue of *The CVJ* and an additional poster will be mailed to veterinary hospitals and clinics across the country. The CVMA will not be selling merchandise this year

as we are transitioning Animal Health Week celebrations to an online awareness campaign only. As the campaign nears, visit the Animal Health Week section under the Practice & Economics tab of the CVMA website to find tips and tools to help plan your celebrations.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

Guidance for Veterinarians on Euthanasia Methods that Do Not Include Pentobarbital Sodium

Due to a global shortage of pentobarbital sodium, the active ingredient used in most euthanasia products for animals, the existing Canadian supply may be impacted by the end of 2021 through mid-2022. Health Canada's Veterinary Drugs Directorate, the Canadian Animal Health Institute and the CVMA are working together with manufacturers, importers and distributors to minimize the shortage impact and provide information and updates to stakeholders. The CVMA, through an advisory committee, developed a document, *Guidance for Veterinarians on Euthanasia Methods that Do Not Include Pentobarbital Sodium*, on products, methods and protocols to be used by veterinarians as alternatives. The document can be accessed on the National Issues page of the CVMA website's Policy & Advocacy section.

This is a live document that will be updated as new information becomes available.

The CVMA Represented at the Standing Committee on Agriculture and Agri-Food

Drs. Henry Ceelen and Brian Evans represented the CVMA at the Standing Committee on Agriculture and Agri-Food on June 3, 2021. View the meeting by visiting the News and Events section of the CVMA website.

African Swine Fever (ASF) Emergency Preparedness Course: Online Sept. 21-Oct. 19, 2021

Veterinarians, technicians and technologists: refresh your skills with the latest information and training in ASF recognition and serious animal disease response procedures as you work through seven units. Connect with Canadian and international specialists during live interactive webinars and discussion forums. Enhance existing skills while collecting eight hours of RACE approved CE credits. Complete the self-paced course in 15 hours from the comfort of your office or home. Registration information can be found here: canadianveterinarians.net/practice-economics/asf

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

Big Change in US Dog Importation

Restrictions

We have seen increased awareness of dog importation risks and countries taking measures to reduce disease and welfare problems, including here in Canada, and more recently potential future measures in the UK.

The US just raised the bar with new restrictions on dog importations from over 100 countries considered high-risk for canine rabies. Starting July 14, 2021, dogs from those countries won't be allowed into the US, except for those with extremely limited, advanced approval. Dogs that show up at the US border without pre-approval will be returned to their country of origin at the importer's expense. Read more in the News and Events section of the CVMA website.

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

2021 Survey on Compensation and Benefits for Associate Veterinarians

The 2021 Survey on Compensation and Benefits for Associate Veterinarians is now available. Visit the Business Management section of the CVMA website to complete a survey.

CVMA Convention Highlights for ABVMA Members

THE CVMA HOSTED ITS ANNUAL

convention virtually July 22-25, 2021. Originally scheduled to take place in Calgary, AB, the ABVMA thanks the CVMA for the wonderful job they did in paying homage to Alberta with a message from Calgary Mayor Naheed Nenshi and with entertainment/social events provided by Alberta artists. The ABVMA congratulates CVMA on a successful convention.

The ABVMA would like to acknowledge **Dr. Claire Windeyer** (AB), at the University of Calgary, Faculty of Veterinary Medicine, as the recipient of the **CVMA Merck Veterinary Award**.

Congratulations Dr. Windeyer!

The ABVMA is pleased to announce that Dr. Kirsten Aarbo, immediate ABVMA Past President, assumes the role of ABVMA representative to CVMA Council following this year's convention. ABVMA is confident that Dr. Aarbo will continue to represent Alberta well at the national table.

ABVMA also wants to acknowledge the change in leadership at the CVMA following the convention. The association sends sincere thanks to Dr. Enid Stiles for her service as CVMA President throughout the pandemic in 2020/2021.

The ABVMA would like to take this opportunity to welcome and congratulate **Dr. Louis Kwantes** (AB) as **incoming President for the upcoming year**. Dr. Kwantes will be the 73rd CVMA President.

The ABVMA looks forward to continuing our strong working relationship with the CVMA on issues facing the profession, and wishes Dr. Kwantes well as he embarks in this new role.

ABVMA Council would also like to thank Dr. Louis Kwantes for his devoted service on ABVMA Council (2012-2021). His presence on ABVMA Council will be missed.

Congratulations, Louis!



Celebrating Animal Health Week and RVT Month

Animal Health Week: Oct. 3-9, 2021

RVT Month: October 2021

OCTOBER IS A SPECIAL MONTH FOR CELEBRATING THE VITAL role the veterinary team plays in keeping animals healthy.

Oct. 3-9, 2021, is Animal Health Week, and October is RVT month.

This year's theme for Animal Health Week is:

Animal Health + Human Health + Planet Health = One Health

Reflecting on the events of the last year, this theme is appropriate for many reasons. The pandemic has highlighted the link between animal health, human health and planet health in significant ways. It has shone a light on vulnerability in the face of disease. It has also caused challenges, fatigue and frustration in a profession already struggling with workforce shortages. But it has also highlighted

traits veterinary professionals have always possessed: dedication, strong work ethic, compassion and resiliency.

In recognition of Animal Health Week and RVT Month, ABVMA wants to celebrate members and remind the profession that **"It Takes a Village"** to provide sustainable veterinary care. Members and practices have exhibited resiliency and strength over the past year and should be proud of their achievements. During October, please continue to support one another and to look for ways to celebrate your practice/team "village." Together you have contributed to the ongoing care of patients and support for clients during an exceptionally difficult year.



Animal Care Centre of Strathmore's RVT team celebrating RVT month last year.

Public Recognition Corner

WARRIORS

I REMEMBER WATCHING IN HORROR AS MY FUR BABY, MY "Little Man," fell over from weakness. It is a moment that all pet owners dread and fear.

The next hour merged into a blur like the lines on the highway as I raced toward a lone clinic on the edge of town, desperate for redemption.

When I spilled through the doors with my wounded mate, the entire team stopped what they were doing and rose to the call.

And then, in a whirlwind of precision and chaos, I watched in a state of slow motion as this well-oiled machine went to work on my pet.

All I could do now is hide away in an invisible corner of the place, like I'm sure a thousand other pained souls had done before me, and wait for a miracle.

But this day was not to be based on chance or fluke. This was a well-educated joust of experience, skill and instinct, and in the end my Joey, my "Little Man" was brought back from the dead by Dr. Kala Van Buuren at the Fort Macleod Veterinary Clinic, and her amazing group of professionals who worked so hard that day,

and throughout the days that followed, to ensure my loved one came home.

The safe haven I speak of is owned by Dr. Todd Baker, and it is without question, the best vet clinic I have ever been to. Thank you so much for all the tireless care you provided for our kitten. Your compassion is limitless, and in this unprecedented time of worry and distrust, it was so nice to find a group of souls who still believe.

I hope this letter of praise finds you, for you deserve the recognition for the many sacrifices you make every day. I hope as well, that these words lift back up and inspire the many front line soldiers of the veterinary universe who also lay poised and ready. Ready to hear the call and defend those who can never speak, as they wait silently in their own invisible corner of the world.

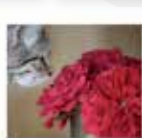
Embrace your value. Realize that merit, and know that you hold the keys to so much joy.

Submitted by Mike Kassner

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"Your success is our business"



Peace Officer Karen Stevenson unloads cats surrendered to the Alberta SPCA as part of an unrelated file in 2019.

Alberta SPCA – Compassion for Animals and People

Dan Kobe, Alberta SPCA Communications Manager



ON A CHILLY MORNING, ALBERTA SPCA PEACE OFFICER KAREN

Stevenson, RVT, arrived at a rural property in northern Alberta. Stevenson knocked and the frail-looking owner opened the door; dozens of cats were wandering around. As she looked around, Stevenson could see evidence that the cats were eating, but not the owner.

The Peace Officer asked the man when he'd last eaten and his response was, "Two days ago. I'm saving the last bit of food for the cats."

The situation faced by Stevenson is not unusual. Alberta SPCA Peace Officers often find mental and physical health challenges as contributing factors to potential distress, both for the animals and the owner. While most of the cats appeared to be in acceptable condition, they were at risk given their growing numbers and the fragility of their owner. It was also clear the man cared deeply for the animals but was overwhelmed.

Peace Officer Stevenson asked the owner if he was willing to surrender some of the cats as a way to ease the stress he was facing. She didn't pressure him, but left cat carriers while she went to grab him a meal. When she returned, Stevenson found a half dozen cats already in carriers, ready to be taken to a shelter.

Compassion For Everyone

A key focus of the Alberta SPCA is compassion for animals, people and the environment, and the organization knows that in order to help animals, sometimes they have to help owners first.

"It's not enough to just remove the animals to improve their condition," says Alberta SPCA Executive Director Terra Johnston.

"Yes, we want to help animals and relieve their distress, but we want to support the owner to seek help as well."



"Yes, we want to help animals and relieve their distress, but we want to support the owner to seek help as well."

Peace officers enforce provincial animal protection legislation and actioned 2,064 investigations in 2020. They are trained to look for clues that owners are in distress themselves, and to connect them with the appropriate social welfare agencies to ensure human needs are being addressed, all the while looking into allegations of neglect or abuse of companion and livestock animals.

When it comes to welfare, often owners who have accumulated more animals than they can care for just need a nudge to consent to surrendering them. By allowing owners to choose which pets, and how many, will leave with the Peace Officer, the owner feels they are in control of the situation. This tactic ensures less stress for both the owner and the animals. Peace Officers will return numerous times to collect additional animals, as long as the methodical approach does not leave compromised animals in unacceptable situations.

Humane Education

The efforts of the Alberta SPCA to show compassion to animals and their owners extends to all forward-facing departments. The agency strives to nurture kindness, respect and compassion



Peace Officer Emma Fillion helping remove surrendered cats from a dilapidated rural property.



Peace Officer Cayli Heathcote with cattle surrendered to the Alberta SPCA. The agency's compassionate approach extends to livestock owners who may no longer be able to care for animals due to deteriorating mental or physical health.

through its humane education program. Humane education is an approach to teaching that inspires kindness to animals, people and the environment — every living thing. The Alberta SPCA Education department provides curriculum-related materials, workshops and a newsletter for teachers.

One Family Welfare

The Alberta SPCA's Pet Safekeeping Program was created in 2014 to offer temporary care for pets while family violence survivors seek safety at a women's shelter. Most shelters cannot accept animals and many survivors will stay in abusive relationships rather than leave their pets behind where they can potentially be harmed.

Pet owners in crisis face unique challenges and barriers to seeking help. When in crisis, pet owners are often unable to focus on their own well-being until they know their animals will be safe. The One Family Welfare department builds on the Alberta SPCA's Pet Safekeeping Program, ensuring there is help for people with pets who are in crisis even if it does not relate to violence in the home.

"Many pet owners simply will not take critical steps to ensure their own well-being until they know their pets are in a safe environment," says Patricia Mamak of the Alberta SPCA's One Family Welfare department.

Animals in the Pet Safekeeping and Crisis Care programs receive a full veterinary examination, and any required medical care is provided and paid for by the Alberta SPCA, including spay and neuter surgeries. All boarding fees and other care costs are also covered until owners are in a position to welcome their animals back home.

Positive Outcomes

The Alberta SPCA believes that when situations are approached with compassion and sensitivity, it normally results in a better outcome for the animals. In the case of the elderly gentleman in northern Alberta, he did eventually surrender most of his cats, which were in turn taken to local shelters for rehoming. And the owner also got the help he needed. A heavy hand was not needed to ensure everyone and everything received support to live a healthy and happy life.



Some of approximately 140 cats surrendered to the Alberta SPCA in 2019. The agency ensured the owner received support as well.



Darcy placed her cat Zoey in the Alberta SPCA Pet Safekeeping Program in 2018 while she entered a shelter to flee a domestic violence situation.

Practice Management



CVMA's Business Management Program Surveys and Reports

THE CVMA BUSINESS MANAGEMENT PROGRAM, IN PARTNERSHIP with the provincial veterinary medical associations, has now closed the following surveys: The Survey for Veterinarians in Government, Industry, and Academe; and the Survey for Compensation and Benefits for Associate Veterinarians. We thank all those who participated. The 2021 Practice Owners Economic Survey is open until Oct. 15, 2021. Please visit <https://www.canadianveterinarians.net/practice-economics/reports> to complete the survey.

The Survey for Veterinarians in Government, Industry, and Academe allow these veterinarians to compare their earnings, hours and benefits with peers resulting in the Report on Veterinarians in Government, Industry, and Academe resulting in a report of the same name.

The Survey for Compensation and Benefits for Associate Veterinarians is designed to examine the compensation and benefits provided to associate (non-owner) veterinarians in private practice and examines several characteristics (type of practice, years in practice, location, types of compensation, etc.) The results produce the Report on Compensation and Benefits for Associate Veterinarians — an important benchmarking tool.

The Practice Owners Economic Survey gathers data on revenue, expenses, income, number of current and new clients, fees, DVM and non-DVM staff compensation. Benefits of completing a Practice Owners Economic Survey include:

- **Individual Practice Diagnostic Report** — This report helps get and keep your practice on track. Over the last few years, practices have suffered from declining client numbers and pressure to lower fees. Practice owners who complete the survey receive a confidential personal report showing where they stand. Your personal Practice Diagnostic Report contains useful information you can use to improve your practice. Information on budgeting, staffing, comparing clients and fees is included. In addition, those who complete the Economic Survey have access to experts who can review the data and come up with pragmatic solutions to

improve your practice and your lifestyle. This kind of practice consultation costs thousands of dollars in the United States; Canadian veterinarians can benefit from this service by simply completing the survey.

- **Free Practice Value Estimate** — If you decided to submit your financials with the survey, you are eligible to receive a Practice Value Estimate Report, along with your Individual Practice Diagnostic Report. This report estimates your practice's worth from a cash flow perspective. This will provide a trackable estimate, allowing an ongoing measurement of practice value. Working backward, you can use your individual report's information to improve your practice's profit, increasing the value.
- **Non-DVM Wage Report** — Practice Owners will find useful information in this annual report relating to compensation and benefits for veterinary technicians and technologists, and clinic employees ranging from reception to management.

To access the most recent veterinary economic reports and previously published practice management articles simply follow these steps:

1. **Go to [canadianveterinarians.net](https://www.canadianveterinarians.net);**
2. **Log in using your username and password**
3. **Click on "Practice & Economics" and then "Business Management"**

If you do not have or forgot your CVMA username and/or password or have additional questions, please contact the CVMA (admin@cvma-acmv.org).

The CVMA Business Management Program services are provided to CVMA members across the country in collaboration with the provincial veterinary medical associations and through the generosity corporate sponsors.



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.



PROGRAM AT A GLANCE

DAILY KEYNOTE SESSIONS:



Sunday, Oct. 17

Too Stubborn to Quit?
Dr. Sarah Boston



Monday, Oct. 18

It's time thrive, not just survive!
Dr. Dave Nichol



Tuesday, Oct. 19

Delivering Healthcare to Bonded Families
Dr. Michael Blackwell

CE SCHEDULE BY LEARNING TRACK

Companion Animal

- Ophthalmology, Dr. Diane Hendrix, University of Tennessee, Knoxville, TN, USA
- Canine Osteo-Arthritis, Dr. Kristin Kirkby-Shaw, Zoetis, Seattle, WA, USA
- Oncology, Dr. Susan Ettinger, Dr. Sue Cancer Vet PLLC, Irvington, NY, USA
- Internal Medicine, Dr. Susan Little

Equine

- Radiology, Dr. Sarah Puchalski, Puchalski Equine Diagnostic Imaging, Petaluma, CA, USA
- Wound Management, Dr. Patrick Pollock, The Royal (Dick) School of Veterinary Studies, University of Edinburgh, Edinburgh, Scotland, UK

Food Animal

- Bovine and Ovine/Backyard Pigs & Camelids, Dr. Jessica Pang, University of Calgary, Faculty of Veterinary Medicine, Calgary, AB, CAN
- Swine Medicine, Dr. Jessica Law, Prairie Swine Health Services, Airdrie, AB, CAN
- Common Diseases in Backyard Poultry, Dr. Madhu Ravi, Alberta Agriculture and Forestry, Edmonton, AB, CAN

- Market Cattle Testing Program in Alberta-Brucellosis, Dr. Jasmine Dhillon, CFIA
- Canada's BSE Risk - what it means to Canadians, CFIA speaker TBA
- Mobilize RVTs, Becky Taylor, RVT, MA, BS Communication Strategies Ltd., Mountain View County, AB, CAN
- Common Feedlot Surgeries, Dr. Ryan Rademacher, Feedlot Health Management Services, Okotoks, AB, CAN
- De-Stress: Transport Code of Practice, Dr. Al Schaefer

Veterinary Team

- Key Performance Indicators Workshop, Brenda Tassava, Tassava Consulting, Indianapolis, IN, USA
- Social Media Best Practices, Dr. Caitlin DeWilde, The Social DVM, St. Louis, MS, USA
- Team Career and Development, Amy Newfield, MS, CVT, VTS (ECC), Veterinary Team Training, USA
- Is it time to say goodbye? Making Wise Career Moves, Debbie Boone, CVPM, 2 Manage Vets Veterinary Consultant, Myrtle Beach, SC, USA

Veterinary Technologist

- Nutrition: Companion Animal, Robin Saar, RVT, VTS (Nutrition), Lethbridge, AB, CAN
- Nutrition: Large Animal, Dr. Hamid Khazanahei, Masterfeeds, Red Deer, AB
- Dentistry: Companion Animal, Dr. Loic Legendre, West Coast Dental Services, Vancouver, BC, CAN
- Dentistry: Equine, Dr. Trevor Hook, Central Veterinary Clinic, Ponoka, AB, CAN

Other Events

- ABVTA Pre-Conference CE Event, Not Just an RVT, featuring Senani Ratnayake, followed by the ABVTA Annual General Meeting

Wellness On-demand Offerings:

- Yoga, Jeff Mah, The Yoga Lounge, Canmore, AB, CAN
- Meditation, Dr. Reza Hejazi, Calgary, AB, CAN
- NEW THIS YEAR: Nutrition, Vincci Tsui, RD, Calgary, AB, CAN

This year's CE schedule features shorter sessions, inspirational keynotes and more CE on demand. Enjoy great CE from the comfort of your own home this fall, until we reconvene in person in 2022!

REGISTER NOW!

[CANWESTCONFERENCE.CA](https://canwestconference.ca)

Focus on Wellness

Dealing with Seasonal Depression

SEASONAL AFFECTIVE DISORDER (SAD), OFTEN REFERRED TO as “winter blues” or seasonal depression, is a type of depression related to changes in the seasons. Most often affecting individuals in the fall or spring months, it can have a profound effect on an individual's mood and energy levels.

Those affected by SAD often feel like isolating themselves until a change in seasons occurs, usually spring, however this isn't a viable solution for anyone.⁽¹⁾

In Canada, SAD affects around three per cent of Canadians each year, with approximately 15 per cent experiencing milder forms of SAD.⁽²⁾ Often, this disorder impacts children and teenagers, with women having a higher propensity to experience SAD over men. Additionally, if there's a history of depression in the family, individuals have a higher risk of experiencing SAD in their lifetime.⁽²⁾

A research study conducted by Oxford University has found there are many methods to minimize the effects of SAD.⁽³⁾

Those who experience SAD often experience the following symptoms:⁽⁴⁾

- Appetite changes, including increased cravings for sugary or starchy foods
- Avoidance of people or activities previously enjoyed
- Daytime fatigue
- Difficulty in concentrating
- Feeling tense or stressed
- Insomnia or sense of feeling tired all the time
- Irritability
- Lowered sex drive and desire for physical contact
- Sadness, guilt, or overly critical of oneself
- Sense of hopelessness
- Weight gain



Homewood
Health | Santé

Here are some suggested methods to minimize SAD symptoms:

Meet with a healthcare practitioner

Discussing medical treatment or support from a qualified healthcare practitioner can be a useful first step in identifying the ideal treatment option. SAD is a treatable disorder, where healthcare practitioners can provide resources to build resilience prior to months where SAD is at its peak. Some of those suggestions are mentioned below.

Light therapy

When using light therapy, results have shown relief between 60 to 80 per cent for those who suffer from SAD. Sitting for 30 minutes in front of a special fluorescent light that simulates natural outdoor light can help improve an individual's mood and energy levels. The best time to use this form of therapy is in the morning, so an individual can reap the benefits throughout the day.⁽⁴⁾

Cognitive behavioural therapy

This form of therapy works to replace negative thoughts with more positive ones. It can be used in conjunction with light therapy, and according to some, is the most effective way of treating the disorder.

Self-help

There are many ways to minimize symptoms of SAD outside of professional medical help. Individuals who regularly exercise, have good sleeping habits, eat a healthy diet and stay connected with others have improved moods during SAD months. Working toward a more balanced lifestyle can help manage stress and reduce the symptoms of depression. Using self-help tools year-round can help minimize the likelihood of suffering from SAD, and improves one's overall health and well-being.⁽⁴⁾

Discussing medical treatment or support from a qualified healthcare practitioner can be a useful first step in identifying the ideal treatment option. SAD is a treatable disorder, where healthcare practitioners can provide resources to build resilience prior to months where SAD is at its peak.

EVERYDAY TIPS TO EASE WINTER SAD⁽⁴⁾



Avoid alcohol and be aware of your caffeine intake. Both alcohol and caffeine can affect your sleep and make you feel groggy and grumpy. On the other hand, make sure you're drinking enough water.



Increase physical activities or exercise prior to typical SAD months.

This can help to build a healthy lifestyle prior to SAD symptoms, potentially preventing or limiting SAD symptoms each year. Physical activity relieves stress and depression and increases your energy, combating the majority of the SAD symptoms.



Keeping a journal can help you to deal with the negative feelings one can experience.

Plan to write each day for a week, including your thoughts, feelings and concerns. The best time to write is often at night, which allows you to reflect on all that happened during the last 24 hours.



Rearrange your space to maximize exposure to sunlight throughout the workday. Try to keep the curtains/blinds open during the day and position yourself to face natural light where possible.



Resist the urge to eat unhealthy sugary or high carbohydrate foods.

Although often craved when experiencing SAD symptoms, this can increase depression and weight gain, further increasing SAD symptoms.



If possible, take a vacation — look for sunny destinations. Save throughout the year to alleviate potential financial strain. Reminder, symptoms of SAD can recur after you return home.



Take vitamin D supplements or eat foods high in vitamin D, such as cow's milk, soy or rice beverages, orange juice, salmon, eggs or fortified yogurts. Since getting more sun exposure is dependent on weather and time, change your diet during fall and winter can help you get the vitamin D you would typically receive from sun exposure.



Try to spend more time outdoors during the day. Spending time outside for 30 minutes can help your body absorb enough vitamin D to help improve overall mood.

We can all get #OneStepBetter

When you're feeling down, anxious or not yourself, it can be difficult to take action and it may seem impossible to overcome these feelings. But taking one simple step can move someone that's struggling in the direction of learning the skills needed to tackle these feelings.

National Depression Screening Day (NDSD) is a free public service provided by Calgary Counselling Centre. Through a free, confidential online quiz, NDSD helps emphasize the importance of checking in with ourselves and our emotional health. The online questionnaire takes less than three minutes to complete and screens for depressive symptoms, with complete anonymity, from any computer or mobile device. From Oct. 4 to 10, 2021, check-in with yourself at <https://calgarycounselling.com/>.

Additional resources

- Homewood Health: <http://homeweb.ca>, 1-800-663-1142 (available 24/7)
- In Alberta, call 211, text INFO to 211, or live chat at <https://ab.211.ca/> (available 24/7)
- Free counselling and mental health resources for all Canadians: <https://wellnesstogether.ca/en-CA>
- Trained counsellors available at www.crisisservicescanada.ca/ or call 1-833-456-4566 or text 45645

References:

1. Mayo Clinic. (2017, October 25). Seasonal affective disorder (SAD). Retrieved November 21, 2017, from <https://www.mayoclinic.org/diseases-conditions/seasonal-affective-disorder/symptoms-causes/syc-20364651>
2. Mood Disorders Association of Ontario. (n.d.). Frequently Asked Questions - Seasonal Affective Disorder (S.A.D.). Retrieved November 21, 2017, from <https://www.mooddisorders.ca/faq/seasonal-affective-disorder-sad>
3. Rohan, K. J., & Rough, J. N. (2017). *The Oxford Handbook of Mood Disorders*. Retrieved from <https://global.oup.com/academic/product/the-oxford-handbook-of-mood-disorders-9780199973965?cc=ca&lang=en&#>
4. CMHA. (2016). *Find Help Now*. Retrieved November 21, 2017, from <https://cmha.bc.ca/documents/seasonal-affective-disorder-2/>



Keeping You Current

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

Deadline for Council nominations: Sept. 17, 2021

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 Award nominations: Sept. 17, 2021

MEMBER WELLNESS PROGRAM

The program offers members that qualify access to recovery treatment due to incapacitation from addictions through interest-free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office. For more information on the member wellness program contact darrell.dalton@abvma.ca

2021 VIRTUAL CANWEST VETERINARY CONFERENCE, OCT. 16-19, 2021

Registration for the 2021 Virtual CanWest Veterinary Conference is now open. For details, visit: www.canwestconference.ca

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:

JULY 2021

- 2: CM** biweekly meeting with ev+
- 6: DR/AR/CM** F12 Infinite Workshop
- 7: DR/CD** Stewardship of Antimicrobials by Veterinarians Initiative (SAVI) Expert Advisory Group (EAG)
AR Certified Veterinary Technician Education and Activities (CVTEA) Site Team Orientation
- 8: P/DR/AR** Executive Council Meeting
AR/CM One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting
- 9-18: P** Calgary Stampede
- 9: AR** Certified Veterinary Technician Education and Activities (CVTEA) Working Group
- 12: DR/CD** Practice Review Board
DR/CD International Network of Veterinary Regulators
- 13: CD** Hearing
DR/AR/CM ABVMA RVT Utilization Working Group Meeting #2
- 14: AR** Certified Veterinary Technician Education and Activities (CVTEA) Site Visit Central Coast College (Virtual)
CM Meeting Burke Group
CM biweekly meeting with ev+
- 15: AR** Certified Veterinary Technician Education and Activities (CVTEA) Site Visit Central Coast College (Virtual)

AR/CM One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting
CD Consent Discussions

- 16: AR** Exit Meeting with Malatest
AR Meeting with Pam Cholak
DR/AR/CM Education and Retention of Veterinary Professional in Western Canada Working Group (ERVPWC)
- 19: AR/CM** Meeting with Olatech
- 21: R** Meeting with Government Advocate
AR Leading Change in Team Based Veterinary Medical Healthcare Day 1
AR/CM ABVMA Equity, Diversity and Inclusion (EDI) Taskforce, Meeting #1
- 22: P/R/AR/CM** Canadian Veterinary Medical Association (CVMA) Forum
P/R/AR/CM CVMA Annual General Meeting
P/R/AR/CM CVMA Summit
AR Leading Change in Team Based Veterinary Medical Healthcare Day 2
R/AR/CM CVMA Awards Gala
- 23: R/AR** Meeting with Jeremy Fraser: Calgary Responsible Pet Ownership Appeals
P/R/AR Executive Council Meeting
- 28: R** Meeting with Government Advocate
- 29: R** Limited Licensure Work Group
AR One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting

AUGUST 2021

- 5: P/R/AR** Executive Council Meeting
AR/CM One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting
CM CVMA Provincial Communications Meeting
- 6: AR** Quarterly Content Planning Meeting with ev+
- 12: AR** One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting
CM CanWest Meeting with Cvent
R/AR ABVMA ABVTA Registered Veterinary Technician (RVT) Utilization Working Group
- 16: AR** Working Group to Update ABVMA Council Guideline on Roles of RVTs, Students and Unregistered Auxiliaries
- 19: P/R/DR/AR** Executive Council Meeting
AR/CM One Health Antimicrobial Stewardship Conference (OHASC) Report Meeting
- 20: R/DR/AR/CM** ABVMA ABVTA Education and Retention of Veterinary Professionals in Western Canada (ERVPWC) Working Group Meeting #3
- 24: P/R/DR/CM** ABVMA ABVTA Joint Executive Meeting
- 26: CM** biweekly meeting with ev+

CM One Health Antimicrobial
Stewardship Conference (OHASC)
Report Meeting

30: P/VP/R/DR/AR ABVMA Council Meeting
R/AR/DR/CM University of Calgary,
Faculty of Veterinary Medicine (UCVM)
Welcome to the Profession Event

31: P/VP/R/DR/AR ABVMA Council Meeting

LEGEND

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

Meet The ABVMA Team

New Staff Introduction

THE ABVMA IS PLEASED TO INTRODUCE A NEW EMPLOYEE WHO HAS RECENTLY JOINED THE ABVMA, LIA WATKIN. LIA JOINED the ABVMA team in July 2021, in the role of Executive Assistant, Regulatory. In this role, Lia will support the Registrar and Assistant Registrar by providing administrative support for Council and other governance activities.

Lia Watkin

Executive Assistant – Regulatory

Lia grew up on a small farm raising both beef and rabbits, just outside of Ottawa, ON. Her love for animals grew even more when she was asked by the local veterinarian, Dr. Stephanie Reid who owned the Kemptville Animal Hospital, if she wanted a job! She started off as kennel room help, which later grew into working reception and then lead to travelling between clinics with the veterinarian herself. Luckily for Lia, this would continue throughout high school. Over the

years, Lia has worked as a receptionist in veterinary clinics in both Ontario and BC.

More recently, Lia has worked at the University of Alberta and the Government of Alberta.

Her passion for animals, and for their health and well-being never stopped, and when she finally laid down roots in Alberta, she started volunteering with the Animal Cancer Therapy Subsidization Society, a local animal charity, where she was on the board of directors for eight years.

Lia and her husband Gene have three cats or, as they say, fur children: Ellie, Lola and Fred. Lia loves volunteering, travelling with

friends, camping, swimming, biking, horseback riding and spending time outdoors.

Lia is honoured and thrilled to be joining the ABVMA team and to be back working in the animal health world again. She describes this position as being the cherry on the cake of her administrative career and hopes to provide this support for many years to come.



In Memoriam



Dr. Donald MacLennan

Jan. 5, 1929 - July 2, 2021

Don embraced growing up as an only child among cousins, aunts, uncles and grandparents in and around Cornwall, ON.

After graduating from grade 13, Don joined many WWII veterans at Ontario Veterinary College in Guelph and graduated with a degree in veterinary medicine from the University of Toronto in 1952. He then ventured west to Lethbridge where he began a partnership with classmate Garth Passey. They purchased the Lethbridge Animal Clinic adjacent to the stockyards on Highway 3, and through their career-long partnership became close friends with many of the cattlemen, feedlot operators and mixed farming families across southern Alberta.

Don felt especially confident with his move to Lethbridge when he met Sheila Roberts. They married on Sept. 16, 1955, and enjoyed a long life together. Together, Don and Sheila raised five children, Cameron (Cathy), Scott (Karen), Rory (Norma), Megan and Murray.

Don served in a number of leadership positions including as president of the Southern Alberta Veterinary Medical Association, on the board of directors of the Alberta Veterinary Medical Association, on the board of directors and as president of the Lethbridge Country Club, and as one of the founding directors of the Western Drug Distribution Center (enabling all veterinarians access to animal pharmaceuticals at the same base cost).

Don thoroughly enjoyed his career as a veterinarian and throughout his life felt the love and support of Sheila, his children, Sheila's six siblings and their families, as well as his many friends.

Don leaves to mourn Sheila, his wife of 66 years, his five children and their spouses, 17 grandchildren and 23 great grandchildren, and many nieces, nephews and their families.

Don's legacy of caring and kindness continues in the lives of many of his family and friends.



UCVM Welcomes New Dean Dr. Renate Weller

Collene Ferguson, Manager, Marketing and Communications, UCVM

DR. RENATE WELLER HAS MOVED LOCK, stock, barrel and family from England to become the new dean of the University of Calgary, Faculty of Veterinary Medicine.

The stock includes a donkey, a horse, a pony and two dogs. The family includes her husband, Thilo Pfau, PhD, daughters 11-year-old Josepha, 19-year-old Lucie (named after her aunt from Quebec), 21-year-old Clara and 15-year-old son Tom.

"It was a very well-contemplated decision. You don't move a family of six plus four-legged family members on a whim," says Dr. Weller. "They see it as a

big adventure. They're super excited and so am I."

Along with her family, Dr. Weller is bringing her extensive experience as a researcher, educator and equine clinician. Among her career highlights she has held several roles at the esteemed Royal Veterinary College at the University of London where she was professor in Comparative Imaging and Biomechanics and also filled the role of associate dean for undergraduate teaching. She's won numerous teaching awards and has been appointed National Teaching Fellow to the UK's Higher Education Academy in 2017. She is board certified by American and European specialist colleges and her clinical excellence has been recognized internationally by multiple awards including the admission to the Hall of Fame for Equine Veterinarians in the USA.

Perhaps most importantly, Dr. Weller is bringing her considerable talents and experience as a leader to her new role as dean.

She sees a bright future with significant growth for UCVM.

"True leadership does not come with a position or a title. It's the ability to inspire team members to embark on a journey together, and over the course of my career I was lucky to have been in a position to gain a wealth of experience in successfully developing and delivering visionary strategies by providing inspirational leadership to extraordinary teams," says Dr. Weller.

And she says the timing is ideal for building on the already established excellence at UCVM.

"A 15-year-old faculty is now in its teenage years and in an ideal position to think about the future — where does it want to be, what does it want to be known for and how to position itself for success. This faculty has highly productive, multi-talented teams within an amazing collaborative university framework, and as a team we will position UCVM to tackle the huge social, environmental and economic challenges that are so closely related to animal health."

Dr. Weller sees students as the ambassadors of UCVM's success. And she says the program already has an excellent reputation for innovative teaching methods (especially simulations). "I think we should keep building on these strengths to ensure all of our students get the best possible learning experience."

Part of that is acquiring the skills to not only cope but thrive in their chosen





profession. "It goes without saying that clinical knowledge and skills are essential for a vet; students need to learn how to castrate a dog, horse or calf, there's no two ways about it. They also need to know about research as they need to be able to practice evidence-based veterinary medicine and they need to have the foundation should they choose to become researchers." Dr. Weller says that worldwide the profession has a massive retention issue. Regardless of their chosen career path, graduates will need "soft skills" to enjoy the wonderful variety the veterinary profession has to offer. "In addition to academic intelligence, they need emotional intelligence, excellent

"True leadership does not come with a position or a title. It's the ability to inspire team members to embark on a journey together..."



communication skills and a good understanding of self-leadership to achieve a healthy work-life balance," she says.

Giving themselves permission to do something other than study is also important. But Dr. Weller says with higher achieving people, that's not always easy. "I'm not a psychologist but it has been shown that one of the biggest factors is role modelling. It needs to start with the faculty. It's not a 100-metre race. We have a profession to maintain for decades."

Dr. Weller recognizes the shortage of veterinarians is an issue in Alberta, as it is in other areas of Canada and other countries. She says both short- and long-term solutions must be explored to address the shortage. But these solutions take time and resourcing.

Since the provincial government announced \$7.2 million in funding in 2018 to support UCV's program expansion, more teaching, laboratory and student spaces have been created to accommodate larger classes. The funding has covered a range of

capital costs including state-of-the-art equipment, an expanded surgery suite, new laboratory space and enlarging facilities such as locker rooms, kitchenette, and student study and wellness spaces.

UCVM has also adjusted its applicant evaluation process to a more holistic model that can improve opportunities for applicants from rural Alberta and better fulfill the mandate of the DVM program.

"What binds people to their workplace is the local team and closeness to family. If you want people to work in remote areas, it seems prudent to recruit more students from those remote areas, where they have roots," Dr. Weller says. The identification of blockers is the first step to a solution; known blockers to access to veterinary medicine for students include lack of knowledge, lack of support from family and teachers, and hence a lack of confidence to apply. "Veterinary medicine has a reputation to be impossible to get into. These are all blockers that can be addressed."

While there is no one simple solution to this multifactorial issue, Dr. Weller wants to work with the ABVMA and Canadian veterinary colleges to identify blockers that keep students applying to vet school and encourage graduates to practice in rural areas.

As she starts her new role as dean of UCV, Dr. Weller is looking forward to contributing to veterinary life in Alberta. And as an equine clinician and a farmer's daughter, the province, with its vibrant horse-owning and farming community, is a dream location. "I'm a large animal vet, what's not to love about Alberta," she says with a smile.



Member Mentions

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

Dr. Patty Rosas

PATTY ROSAS IS A VETERINARIAN WITH SEVERAL THOUSAND

little friends to keep her company on her time off! Originally from Tampico, Mexico, she became fascinated with bees as her grandfather was a beekeeper. During her time at studying veterinary medicine at University Nacional Autónoma de México (UNAM), she was able to pursue her passion for beekeeping with numerous courses, as UNAM offers veterinary students training in beekeeping, hive health, identification and treatment of hive diseases.

During vet school Patty kept honeybees, then added in solitary bees. Solitary bees are important pollinators and are facing loss of habitat. They tend to be non-aggressive and can be kept in bee hotels. Patty also started working with stingless bees, which are an endangered type of bee that are ancestral to the Mayan people of Mexico. They produce a honey that is not only tasty, but is prized by the Mayan people for medicinal uses. Patty completed a thesis in the South of Mexico working with the Mayan people.

After graduating in 2016, Patty completed a master's degree in rural development and worked in the community using bee hotels as environmental education tools. She also began a program to travel to schools and educate school children about native bees.

Patty moved to Olds, AB, in 2019, and works for Didsbury Veterinary Services. She is excited to offer veterinary services for beekeepers. She started keeping honeybees last year, and now has five hives. She is also working to establish a bumblebee hive and has a bee hotel for solitary bees and wasps.

Working with bees helps Patty reduce stress in her life and manage life as a busy small animal practitioner. She enjoys planning and researching how to help her hives. When working with bees, slow, deliberate movement is important. She describes using smoke and performing a deliberate examination of each cell of the hive as a very soothing ritual. She loves to teach others how to work with bees.



Dr. Patty Rosas

Alayne Madill, RVT

ALAYNE MADILL, AN OLDS COLLEGE GRADUATE, HAS BEEN AN

RVT for over 20 years and became credentialed as a VTS (Anesthesia & Analgesia) in 2009. She now runs VTS Pet Services to provide training and case management in anesthesia and analgesia for clinic staff and consults on management of high-risk anesthesia cases.

Alayne started breeding Labrador retrievers in 1996. She had an exceptionally handsome male Labrador who drew many requests to have him stand at stud. This inspired her to research breeding Labradors and meet with ethical, experienced breeders to determine what would be required. She strives to be a responsible preservation breeder, working to develop dogs with good health and temperament and reflect the characteristics of the breed standard. She loves the sociable good nature of Labradors, and competes in conformation showing, obedience and working field tests. Her daughter, who is eight, enjoys junior handling classes.

Alayne's breeding program also includes French bulldogs. She fell in love with a friend's Frenchie and enjoyed their happy-go-lucky personality. She wanted a smaller dog for a pet but ended up showing her Frenchie and the rest is history. Alayne notes that Frenchies are very popular, and the breed has suffered from poor breeding practices. She recognized the need for preservation breeders to focus on the health of this breed and is working on breeding to very specific characteristics for health and temperament. Frenchies from reputable breeders not only show conformation, but do obedience, Coursing Ability Tests and even agility — which fits in with the mandate

of having healthy, active dogs.

Alayne finds breeding and showing to be very time consuming and sometimes challenging, but it has many rewards such as meeting the families that will provide homes for her puppies. The dog show community involves great people

and a lot of fun activities that get her out of the house. She is proud to have repeat clients that have returned again and again for her dogs.

Alayne is also very proud to work with the CNIB Foundation to provide service dog for the visually impaired and has contributed puppies to their program. A testament to her Labradors' wonderful temperaments, many of her dogs are service, therapy and support dogs. She has donated puppies to service and therapy programs, as she loves to know that her dogs are making a difference to people's lives.

Alayne grew up in Crossfield, AB, and now lives in Calgary with her husband Dallas. They have two children, Adalayde and Archer, and currently have five dogs, two cats and an umbrella cockatoo.



Alayne with Champion Labralayne's Next To You



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 Croxen, 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.: Human 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.

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.



HELP US TELL THE STORY

About Veterinarians in Western Canada

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

FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far \$115,673.00	Fundraising goal \$225,000.00
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DONATE TODAY AT: www.vintageveterinaryexhibit.ca

GREAT NEWS: the Alberta Challenge is back again!

- Your help is vital to keep our applications process open!
- IF YOU HAVE NOT ALREADY DONE SO, PLEASE REGISTER NOW!



ALBERTA CHALLENGE! Nov-Dec 2021!

NOV 1 – DEC 31, 2021

The Alberta Challenge is our annual public fundraising campaign where members of the veterinary community can join together with animal lovers and businesses across Alberta to provide aid for pets in need.

From November 1 through December 31, 2021, veterinary clinics and local groups/businesses lead small fundraising events to raise public awareness and funding for Tails of Help to fulfill our mission:

Help keep more four-legged members of low income Alberta families healthy and happy for years to come!

In 2019 Tails of Help ran low on funding and had to place a temporary suspension on applications funding. Then we had a very successful Alberta Challenge and during 2020 we helped save more pets than ever - more than 200! Your support is crucial for us to help more Alberta families keep their pets!

Your support is vital: This is the Tails of Help major fundraising event of the year. Donations made during this Alberta Challenge will enable us to keep saving more pets in 2022.

For more information or to order your **FREE Fundraising Kit**, **PLEASE REGISTER** to participate in the Alberta Challenge today!

Registration now open at tailsofhelp.ca/alberta-challenge or by email alberta-challenge@tailsofhelp.ca
Thank you again to our major sponsors and contributors:



Major Grant Support 2020



2021 Platinum Sponsor



2021 Premier Sponsor



**Renate Weller, Drvetmed, PhD,
MScVetEd, FHEA, NTF, ECVSMR,
ACVSMR, MRCVS**

Dean, University of Calgary, Faculty
of Veterinary Medicine

IN MY FIRST COLUMN FOR THE ABVMA

Members' Magazine, I thought it would be helpful, as a way of introducing myself, to talk about why I am joining the University of Calgary, Faculty of Veterinary Medicine.

I am honoured to have been selected as the new dean of UCVM. It has been a huge decision to move my whole family from London to Calgary, and I would not have done it without the "buy-in" of every family member. The whole family is passionate about contributing positively to society, and a key reason for our decision to join the University of Calgary is we believe that this university is ideally positioned to help solve the massive global challenges the world is facing. I am absolutely passionate about the veterinary profession and I consider us as the guardians of animal health. We have the unique skill set to not only look after individual animals, but also to have a profound impact on society by safeguarding social, environmental

and economic sustainability as they are so closely linked to animal health. I believe Alberta is the ideal place and the veterinary profession ideally suited to tackle and help solve current and future challenges. The transdisciplinary approach, including the One Health focus of UCalgary, is a big draw for me, as in my experience this is the only approach that results in wide-reaching impact and leads to long-lasting success through constant cross-fertilization and innovation.

My desire to relocate to Canada is also a very personal one and deeply rooted in my values as I believe they align very well with the Canadian ethos as I have experienced it through previous visits to this country. I would like to share a little about my background and my family. I grew up on a small farm in the south of Germany and one of my earliest memories is of helping my grandmother with some piglets who were rather poorly. It did not come as a surprise to anyone in my family that I wanted to work with animals. What did come as surprise is that I actually managed to go to university and become a vet. I was the first one in my family to go to university and the first one in my village, so I don't think it is very surprising that the principle of equality, diversity and inclusion is very dear to my heart.

I started my career in mixed animal practice, moved into large animal, and then to equine. I specialized in diagnostic imaging and later on in sports medicine. I also did a PhD in locomotive biomechanics at the Royal Veterinary College's Structure and Motion Lab. You may think, what a "checkered career," but I think it demonstrates how genuinely



versatile our profession is. I love clinical work, absolutely thrive on research and I adore teaching. This versatility allows us to create, apply and disseminate evidence-based medicine and maximizes not only the impact we can have, but also the enjoyment of our profession.

I am deeply invested in the future of veterinary medicine and its allied professions and their role in local communities and society at large.

The veterinary profession is my passion, and I am excited about becoming a part of the ABVMA and the veterinary community in the province. I look forward to meeting and working with you in the future.

WCVM Alberta Student Profile



Graduate Brings Indigenous Perspective to Veterinary Medicine

Lynne Gunville

AS DR. DAYLE POITRAS-OSTER BEGINS

her first career job, the Western College of Veterinary Medicine (WCVM) graduate is happy to return to the veterinary clinic in Drayton Valley, AB, where she'd previously worked as a summer student.

"It's the first time I've been settled into a job and it's not a step forward to something else," says Poitras-Oster. "I like working in a mixed animal clinic with the different species, and you learn faster when you're in charge. Every appointment is different, and that keeps the job interesting."

Dr. Poitras-Oster appreciates the support she receives from the staff at Rocky Rapids Veterinary Service, which includes five other veterinarians. She feels a particular affinity with Dr. Savannah Howse-Smith, a 2013 WCVM graduate who shares her goals as a Métis veterinarian.

Drs. Howse and Poitras-Oster are being featured in a reality show, *Dr. Savannah: Wild Rose Vet*, a television series that will follow the veterinarians as they bring their unique perspective to treating animals, communicating with clients and forging relationships with Indigenous people.

"It's about the human-animal bond," says Poitras-Oster. "The series is about discovering identity and recognizing what Indigenous people bring to the veterinary world. It's about bringing a different perspective to a veterinary practice and representing Indigenous populations who might want to include other practices such as traditional medicine."

The series is a perfect fit for Dr. Poitras-Oster who embraces her Métis culture and is an advocate for First Nations, Métis and Inuit people. While attending the University of Alberta Augustana Campus, she volunteered and worked for the Augustana Aboriginal Student Services Office (now Indigenous Student Services), and she spent summers at Fort George and Buckingham House Provincial Historic Site where she taught visitors about Métis history and the fur trade.

When Dr. Poitras-Oster came to WCVM, she was surprised at the lack of supports for Indigenous students, so she did something about it. She approached the Western Canadian Veterinary Students' Association about ensuring representation for Indigenous students.

By the following year, Dr. Poitras-Oster was elected Indigenous student representative — a new position aimed at changing attitudes toward the Métis, First Nations and Inuit population while providing supports for Indigenous students. By organizing activities such as beading and crafting, window painting and baking bannock, she worked tirelessly to promote awareness of her rich heritage.

Dr. Poitras-Oster hopes to see more engagement in the future — changes such as adding an Indigenous advisor and establishing a defined space where Indigenous students can go to seek help and to connect with each other.

She emphasizes the importance of acknowledging mental health issues and helping students to cope with their heavy workload and their isolation from the supports of home. Dr. Poitras-Oster often found it difficult to juggle all of her obligations, particularly when she was the Indigenous student representative with added responsibilities.

She also felt disconnected from her home and community, particularly when her grandfather was fighting cancer. He played a huge role in her decision to pursue veterinary medicine, and she describes him as her "best supporter and advocate." She regrets that her grandpa passed away before he could see her graduate.

Dr. Poitras-Oster appreciated being able to contact WCVM staff such as Drs. Jennifer Loewen and Jordan Woodsworth when she needed advice. She enjoyed working with Dr. Andrew Allen, her supervisor for a summer job aimed at promoting science to Indigenous populations while engaging in cultural activities.



WCVM Alberta Student Graduate
Dr. Poitras-Oster

Gaining a better understanding of One Health and community health through classes in public health and epidemiology was also appealing to her: "In the future I'd love to have a mobile practice in an area where I could travel to reserves and settlements. The veterinarian becomes their public health expert."

Dr. Poitras-Oster looks forward to meeting people in her new community. She also plans to become involved with the Métis Local in Drayton Valley, to volunteer and work with Indigenous people and to continue volunteering with the Alberta Spay Neuter Task Force (now known as the Canadian Animal Task Force).

"I'm passionate about people, and it's great to get to know them and work with them," she says. "Field service is my favourite thing, and I love communicating with people and providing the veterinary care they need — that's what means the most to me."



Hannah Sorenson

WCVM Class of 2023
ABVMA Student Representative
2021/2022

GREETINGS ABVMA COMMUNITY!

My name is Hannah Sorenson, and I am entering my third year at WCVM. I was born and raised in Edmonton, and while I have fallen in love with the city of Saskatoon during my time at vet school thus far, I look forward to returning to Alberta upon graduation. I am excited for the privilege to work alongside fellow ABVMA members to serve Alberta animals and their owners. I am honoured to be following in Breanna Patton's footsteps as the ABVMA student representative for the Class of 2023 and look forward to providing updates from WCVM.

I would like to begin by sending a wholehearted congratulations to the Class of 2021 for receiving their DVMs this past June. I wish you all the best of luck as you begin your careers as veterinarians. You have acted as role models to the classes succeeding you, and I am confident that we will continue to look up to you in years to come as we progress from each other's classmates to colleagues.

In the previous issue, Breanna outlined some of the tentative plans set out by the University of Saskatchewan and WCVM regarding to the way the COVID pandemic will be shaping the face of the upcoming academic year. Since that time, some of these outlines have been clarified and confirmed by administration.

Classes began on Aug. 16, 2021, for students in years 1-3 of the DVM program. Students were required to arrive in the city prior to this date and take online classes for a two-week period. This period ended on Monday, August 30, and students began in-person learning once again on campus. The aim is for all laboratories and majority of lectures to be provided in person (with a few exceptions) for the upcoming semester. Fourth-year students began their clinical year on Monday, August 30; rotations will continue in a similar manner to previous years for them.

Despite the return to in-person learning, many measures will remain in place with safety as the top priority. Mask use remains a requirement in all buildings on USask campus. On top of this mandate, WCVM students, staff and faculty are required to use medical grade masks while in the college building. Food and beverages are prohibited in lecture halls to eliminate the need to remove masks while in the building. Full vaccination is strongly encouraged for all staff and students, and those who did not have the opportunity to become fully vaccinated over the summer months will be able to complete their doses in Saskatoon upon arrival into the city. Any person showing symptoms of illness will still be required to stay home.

As we reflect upon the school year ahead of us, I would like to extend my warmest welcome to the WCVM Class of 2025! While Alberta is no longer part of WCVM's Interprovincial Agreement (IPA), the college will still welcome future veterinarians hailing from Alberta within the school's Non-IPA seats. Since in-person welcome week activities were unable to be held last year, the third-year students are hard at work planning unforgettable events to officially welcome both the first and second years to the WCVM. In attempt to uphold many of the welcome week traditions, such as hurricane and the welcome potluck, the welcoming committee is creatively working to plan fun and memorable celebrations, while keeping all of us safe and healthy.

Thank you for reading my first update. I hope you return to the student's corner for issues to come. I am looking forward to this year with optimism and excitement, and I hope that we can share these feelings together. Wishing health to you and your loved ones. Until next time.

HELLO EVERYONE. MY NAME IS BRITTANY

and I will be updating our community on all of the exciting news from UCVM DVM students for the next year. I grew up in the small community of High Level, AB, before relocating to Calgary to begin post-secondary schooling. I completed my Bachelor of Science at the University of Calgary, then worked for five years as an Animal Care Technician in the University's Animal Resource Centre. There, I facilitated medical research, completed the Registered Laboratory Animal Technician certification and rediscovered a love for veterinary medicine that led me to become a part of UCVM's DVM program.

The vet med journey for my peers and I has been complicated by the emergence of COVID-19, but thanks to the hard work of our administrators and professors as well as the support and empathy from our classmates, we have thus far persevered. The class of 2022 has made good progress with their rotations despite a brief delay in May, while the classes of 2023 and 2024 have nervously but enthusiastically anticipated the return of in-person classes. The class animal for the class of 2025 will be announced to the Firsties during the first week of classes. Stayed tuned for the reveal and how this class animal is connected to number 14, as we greet what will be the fourteenth DVM graduating class from UCVM!

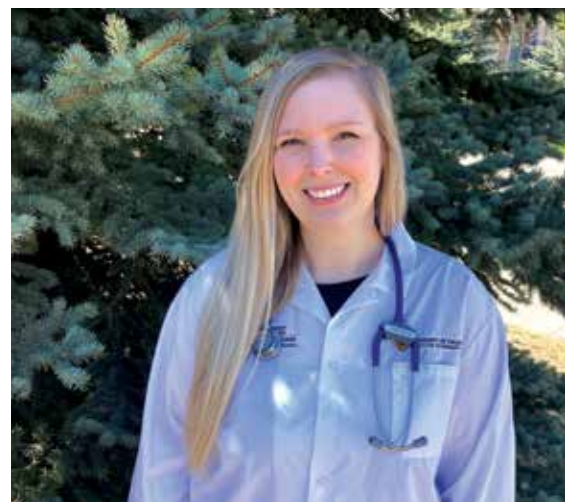
UCVM is hosting the annual SCVMA symposium this coming January. In light of the impact of the COVID-19 pandemic in veterinary medicine, our planning committee decided on the following theme — Balance, Motivation and Culture: Resiliency in Veterinary Medicine. Garrett Wachoski-Dark, UCVM's senior CVMA representative and SCVMA planning chair, says, "We're really excited to be hosting the SCVMA at UCVM. The symposium will be one of the first post-COVID events where Canadian veterinary students can come

together." There is still the threat that a COVID-19 resurgence may halt the in-person portions of the symposium, but for now we are planning a regular symposium structure including live lectures, labs, tours and social events. To facilitate those who may not be able to travel to Calgary, many lectures will be broadcasted online as well. Some of the lecture topics already secured are: "COVID Era Puppies-New Trials to Face" and "Trials and Tribulations of Emergency Medicine with Financially Constrained Clients." Exciting labs being planned include bee care and fish anesthesia, while the tour committee is anticipating capacity for the Yamnuska Wolfdog Sanctuary and Calgary Police Service horse stables to fill up quickly.

Over the summer, the Wellness, inclusion, diversity and equity (WIDE) Task Force continued their work assessing the current status of the culture at UCVM and refining the recommendations they will present to leadership council. The Task Force is made up of the various stakeholders of all groups within UCVM including students, faculty and staff.

The WIDE student club is a separate entity from the Task Force and was created to represent minority groups and support the mental health and well-being of students through various learning activities.

Thanks so much for reading and I look forward to keeping everyone up to date on the exciting changes and events happening at UCVM throughout this next year.



Brittany Munro

UCVM Class of 2023
ABVMA Student Representative
2021/2022



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ABVTA President's Report



Penny Steffen, RVT
ABVTA President



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

SUMMER HAS BEEN A BIT TOUGH ON

many with the record-setting temperatures and drought hitting much of Alberta. COVID-19 has taken a backseat, and many of us are finding some normalcy in our daily lives. Fall is around the corner with its magnificent colours, cooler temperatures, the smells of harvest and RVT Month in October!

RVT Month is a time to celebrate! A time to educate and showcase everything that we as RVTs do — our skills, our education, our importance in animal care and welfare, our passion and our diversity. We hope that each of you takes time to share all that you do and what you have accomplished. Education about the profession starts with us. More information and tools are coming soon to help you celebrate.

As we welcome fall, it is also time for me to say goodbye as your President and hand over the reins to the talented Karen Melnyk, who I know will work hard every day to continue to guide this remarkable leadership group. We have many exciting initiatives coming your way in the coming months and several projects already in progress.

The 2021 Wage Survey is now complete, and I would like to say thank you to the 568 of you that answered our call. We realize that we just completed one but want you to know that this information helps the Board with strategic planning, and with wage discussions for our members and for employers. We appreciate you taking the time to provide us with this helpful information.

The Wellness Task Force in conjunction with GoodLife Fitness were pleased to offer three virtual fitness and wellness sessions in August. We all know that self-care is so important and can be tough to fit in with our busy schedules. I do hope many of you took the time to enjoy these sessions.

The Radiation Safety Task Force, the ABVMA and ABVTA working groups, Emergency Response Working Group, Public Relations and Continuing Education committees are working hard planning several upcoming events and programs. Stay tuned and stay connected! Watch for information in Tech Connect and on our social media platforms.

The leadership group volunteers are busy and we are always looking for new faces to help out and bring new ideas to the table. I encourage each of you to volunteer when you can to help bring our programming to life and help move our profession forward.

It has been an honour to serve you and work with some of the most amazing veterinary professionals in the country. I am always in awe of our profession and how far we have come in the last 25 years. I have watched the technologist career flourish, develop and increase in recognition as a trusted part of the veterinary team. I have enjoyed and will continue to enjoy seeing the accomplishments of RVTs. I love seeing you on social media sharing good news stories, celebrating receiving your VTS or clinics praising their RVTs for their successes or a unique surgery. Keep sharing and keep being proud of the good work you do. Even more, it pleases me to see RVTs reaching out to assist one another on the not-so-good days or needing a quick refresher on lab work or looking for something in the buying centre. We are 2,500 strong (and growing) and we all need a little help sometimes, so do not be afraid to reach out and have these conversations.

Not having in-person meetings this year and having that time to really get to know each other has been a challenge for the Board of Directors. Although this has been tough, I am so very proud of them for embracing the challenge. Robust discussion, elite volunteerism and professionalism helped us get a lot accomplished over the year. I want to thank you for your time and for sharing your insight. Taking a leadership role can be intimidating, and each of these individuals have worked hard to fulfill their Board duties. Thank you for all you accomplished and being engaged in these trying pandemic times.

In September we are so pleased to celebrate the five-year work anniversary of our incredible Executive Director, Vanessa George. I am not sure where the ABVTA would be without her and her many talents, organizational skills and leadership. Vanessa has been our lifeline and I cannot thank her enough for everything she does.

Her professionalism, dedication, passion and ability to adapt is unrivalled. It truly has been an honour to work with her, and I wish her continued success in her role.

I would like to thank my employer Vetoquinol and my manager Paul Nigh for their continued support of my role with the ABVTA and of RVTs. I am grateful that they understand that being an RVT and volunteering with our association is something very important to me and they continue to encourage and support me to be involved.

With tons of appreciation and gratitude, excitement and pride I

sign off with my last magazine article as the 2021 President. Thank you again for the honour and I wish the Board of Directors all the very best in the future.

"Gratitude is the wine for the soul. Go on. Get Drunk."

- Rumi



ABVTA Summer Recap



CE Sessions

THE ABVTA CE COMMITTEE HAD A JAM-PACKED SUMMER event schedule. We kicked off the summer event line-up with a fantastic seminar from Kate Simon, RVT, VTS (ECC), titled, RVTs: The Best Monitor on the Market. We got back to the basics of patient monitoring and discussed how to use our skills and critical thinking to provide the best patient care.

In August, we were excited to host Megan Brashear, BS, RVT, VTS (ECC), for a session learning strategy to better understand our colleagues and how to embrace generational differences and motivations to make our team even stronger. Megan is an excellent speaker and advocate for our profession; we enjoyed the opportunity to host her!

We've all heard about telehealth, but many of us are not too sure how to use it, can we use it or if it was even for us! To get the discussion started, we partnered with Vetsie and three of their team members to talk about virtual care and how it can improve our team's well-being and increase accessibility to veterinary services for pet parents.

To wrap up an exciting season of CE, we were pleased to host Nigel Caulkett, DVM, MVetSc, DACVA, from WCVm for an interesting discussion on anesthetic considerations for ruminants and pot-bellied pigs.

For more information on our fall CE line-up, please visit our website or the ABVTA Member Portal.

**Until further notice, all virtual CE is complimentary for all ABVTA Members*



Member Social Events

AT THE END OF JUNE, OUR MEMBER AND PUBLIC RELATIONS

Committee planned yet another great Member Social Night. Partnering with Monkey Magoo Creations in Beaumont, AB, members were given the opportunity to pre-purchase wooden welcome sign kits with everything needed to complete the pet-inspired project. The Committee Chair, Teryn, and Vice-Chair, Amy, hosted a social Zoom Room for members to log in and complete the craft together while catching up.

Summer Wellness Series

THE ABVTA WELLNESS TASK FORCE ORGANIZED THE SUMMER

Wellness Series in conjunction with GoodLife Workplace Wellness. The series consisted of a one-hour virtual webinar with nationally recognized nutritionist, Lisa Tsakos on Healthy Eating on the Run, as well as two virtual fitness classes to get us up and moving. Thank you to everyone who took the time out of their day to focus on their health and well-being. Sessions were recorded and are available on the ABVTA Member Portal.

ABVTA members receive a corporate discount on membership with GoodLife Fitness, for more information, please visit the Member Benefits section of the ABVTA Member Portal or email us at info@abvta.com.

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/ffe79feee7> - Worth 1 CE Credit

Working Through Unexpected Vaccine Associated Adverse Events

– Sponsored by AAEP – Webcast – Objectives:

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

CE certificate available after video watched and quiz completed.

Watch the video here <https://vimeo.com/221903600/e24503f560>

Additional readings: This link: <https://aaep.org/guidelines/vaccination-guidelines/adverse-reactions>

Feline Environmental Needs

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

Inventory, A Vital Organ in Your Practice

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

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

– CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVT's only. Speaker is Andrea Wasko, RVT. To register your clinic, contact your representative Andrea.

Renal Disease Diagnosis – Nutrition to Treat CKD – Nutritional Solutions

– Royal Canin Canada. Online and ongoing 3 CE

Modules; 1 CE credit available per module completed. For more information, contact your Technical Sales Representative.

Veterinary Nutritional Advocate Program

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

Royal Canin Veterinary Diets Online Modules

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

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

Master of Veterinary Medicine, Massey University 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

SEPTEMBER 2021

September 1, 2021 - Equine muscular disorders part 1: Diagnostic Approach and Exertional Rhabdomyolysis – 1 Hour

ABVMA Credit Speaker: Jean Yin Tan, DVM, DACVIM (LAIM)

The most common cause of poor performance in exercising horses in exertional rhabdomyolysis. In this session, you will learn to generate and differentiate between causes of equine myopathies. You will familiarize yourself with the diagnostic approach and formulate appropriate treatment regimens for common exertional myopathies.

Sponsored by CommuniVET Register for the Webinar: <https://www.communivet.ca>

September 1, 2021 - Peri-ocular Surgery for the Equine Field Practitioner – 1

ABVMA Credit – Speaker: Aimie J Doyle, DVM, MS, Dip ACVS LA

Procedures of the equine ocular exam are presented with an emphasis on techniques to overcome challenging situations in the field. Common equine periocular surgical techniques are reviewed with tip and tricks for success in the field situation. Clinical situations where advanced therapy via referral or

field enucleation is recommended are reviewed. Sponsored by CommuniVET Register for the Webinar: <https://www.communivet.ca>

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 16-19, 2021 – Virtual CanWest Veterinary Conference

The CanWest Veterinary Conference is renowned as the most engaging and informative veterinary event in western Canada, with high-calibre, world-class speakers. The conference offers an extensive educational program with five

learning tracks – companion animal, equine, food animal, veterinary team and veterinary technologist – designed for the entire animal health care team. The 2021 conference will be virtual! Please visit: www.canwestconference.ca for more details.

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

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

Classified Ads

VETERINARIAN REQUIRED

BRINTNELL VETERINARY HOSPITAL IS A small animal practice located in northeast Edmonton. We are looking to hire a full or part-time veterinarian to be part of our growing team. We are committed to the highest standards of exceptional client and patient care along with quality and progressive medicine. We place a strong emphasis on creating a positive work environment and maintaining a healthy work/life balance. We offer competitive wages with bonus opportunities in place, payment of dues, CE allowance, scrub allowance, health benefits and a generous staff discount. If you would like to be part of a unified, compassionate, and dedicated team, please forward your resume to: info@brintnellvet.com. Web: www.brintnellvet.com.

TRULY SUPPORTIVE WORK ENVIRONMENT IN a privately owned small animal GP clinic in south Calgary. Looking for licensed veterinarian in good standing with the ABVMA, new grad or experienced vets welcome. Mentoring is available. Ideally looking for someone interested in doing in-clinic work as well as house-calls. Email: dmg116@gmail.com. Web: www.creaturecomfortsvets.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, a 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 apartment 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.

CRESTWOOD VETERINARY CENTRE IN Edmonton, AB, located near the scenic river valley, is hiring an energetic, ambitious veterinarian to enhance our dynamic, multi-doctor practice. Our clinic offers extensive surgical and diagnostic capabilities, including advanced orthopedic surgeries, rehabilitation, reproduction services, ultrasound, endoscopy, CT, digital radiography and in-house lab all in a fun, fast paced and rewarding environment. Crestwood is complemented by a team of more than 30-resourceful support staff dedicated to teamwork and maintaining a high standard of patient care. If you would like to pursue your own areas of interest, have exceptional customer service skills, demonstrate outstanding patient care, a desire for continuous learning and take pride in being a part of a well-established, reputable clinic,

Crestwood wants to invest in you! We are pleased to offer a competitive salary, flexible work schedule, medical benefits, CE allowance, paid professional dues and much more. To apply, email: yvm.crestwoodvets@gmail.com. Web: www.edmontonveterinary.com/.

JOKE TIME! WHAT DO YOU CALL A PILE OF cats? ... A meowtain!!!! Happy Paws Veterinary Clinic in Airdrie, AB, is looking for a vet who likes to have fun! What makes us different? Culture: we believe that people are the practice, and we like to take care of you and make you feel appreciated. Thanks for reading so far! Not corporate: yep, really! Fear Free style practice: we like to make our patients and owners comfortable throughout the entire process. Collaborative learning environment: we love to foster curiosity and collaboration for our cases. Teach me something new or bring a current passion. We all learn best together. We like to offer choices; and feel it is important to communicate to our clients. This is what they have come to expect from us, and we believe this cannot be rushed. You will be supported by your team. We have created a clinic that is known for good communication and positive team culture. Your time is valuable, let's find a schedule that meets your needs. If you think we are a match, email me at: dr.erin@happypawsvets.com. All inquiries are confidential. Check out our website at: www.happypawsvets.com.

ATTRACTIVE SIGNING BONUS! TIME FOR A change? Life is short... so work somewhere awesome. Animals First Clinic in Grande Prairie - not only our name, but our philosophy! 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>.

ARE YOU READY TO BE HAPPY? AT NEUDALE Veterinary Services, we want to make you happy. Maybe that means being an entrepreneur and possible partner or having a healthy work/life balance and ample time to spend with your loved ones. Let's discuss what is right for you. Whether you are new to the industry or a seasoned vet looking for a change, we want you to consider our small-town family-run clinic in Dewberry, AB. We will work with you to ensure your compensation package is tailored to your wants and needs. We are excited to meet the new full-time member to join our existing team of 2-veterinarians, 1-RVT and 3-auxiliary staff. If this mixed-animal clinic feels right for you, or you would like more information, contact Dr. Cory Neumann at 780-847-4071 or cory@neudalevet.ca.

1 FT DVM POSITION. PROGRESSIVE, MA practice in Wetaskiwin (40 mins south of Edmonton). Full in-house lab. In clinic LA facilities. We require an enthusiastic, responsible and self-motivated, team oriented individual with excellent interpersonal skills. We are 70% SA & 30% LA (dairy, cow-calf, equine, small ruminants). Preferred candidates would have a focus in SA or a general interest in mixed practice. Competitive salary & benefits commensurate with experience. Mentorship provided for new grads. Wetaskiwin Veterinary Hospital. Contact Dr. Ross Foulston at: wet_vet@telus.net. Phone: 780-352-6036. Web: www.wetaskiwinvet.ca.

COME WORK WHERE YOU ARE VALUED, respected and treated like family! Erin Ridge Veterinary Centre is looking for a FT 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, friendly 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.

RANCH DOCS VETERINARY SERVICES IS looking for a full-time companion animal veterinarian to join our fast-paced team. The clinic is equipped with an in-house lab, in-clinic and portable x-ray and ultrasound machines, ultrasonic scaler/polish and new handling facilities. The successful candidate will be working and learning alongside a wonderful team of DVMs, highly skilled RVTs and support staff. We offer a balanced schedule, competitive salary, benefits, annual CE allowance and paid CE days. New or recent grads welcome. Come live the dream! Contact: management.ranchdocs@gmail.com. Web: www.ranchdocs.com.

ARE YOU LOOKING FOR AN OPPORTUNITY TO practice your own medicine without the stress and cost of business ownership? Rosslyn Veterinary is a very well-established and reputable small animal clinic, that is family owned with 4 other unique clinics in Edmonton and St. Albert offering all the business support required for you to excel. We are value-driven and offer higher than average compensation, bonus structures, negotiable schedule, health/dental/disability benefits, paid dues, CE time and allowance, team rewards, generous discounts and vacation, innovative products/services, personal recognition, regular lunch & learns, community events and more... Plus a fun and professional team of support staff to help you focus on your veterinary skills. Our fur patients welcome your expertise and

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compassion! Send your resume today to:
sylvia@clincsolutions.ca
 Web: <http://rosslynvet.com/>.

THE WESTERN COLLEGE OF VETERINARY
 Medicine is looking for three, full-time, 1-year
 term (with the possibility of extension)
 emergency and urgent care veterinarians to join
 their team. An attractive benefits package is
 included! For more information, please visit:
[https://usask.csod.com/ux/ats/careersite/14/
 home/requisition/6635?c=usask](https://usask.csod.com/ux/ats/careersite/14/home/requisition/6635?c=usask).

VCA CANADA CALGARY NORTH ANIMAL
 Hospital is seeking an experienced veterinarian
 to join our team of 80-highly engaged
 veterinary professionals in our dynamic, fast
 paced, multifaceted hospital. This role will
 have a rotational shift with an opportunity
 to have up to 5-days off per rotation! VCA
 Canada offers comprehensive compensation
 structures including vacation, membership
 fees, licensing fees, moving as well as generous
 CE allowances. AHAA accredited – veterinary
 excellence culture! Continuing education
 benefits. Exceptional career development.
 Benefits including medical/dental, life and
 disability for eligible employees. Generous
 personal pet care discounts. Professional
 dues, including licensing fees and monthly VIN
 membership. A network of highly educated
 and skilled professionals. Join Us! For more
 information regarding this opportunity, please
 email careers.canada@vca.com or select
 Apply Now! VCA is committed to providing
 an inclusive and diverse workplace and is an
 equal opportunity employer. If you require any
 assistance, please let us know.

GLENORA FAMILY PET CLINIC (GFPC) IS A
 fast-growing, independently owned, small
 animal clinic with an excellent client base.
 We are adding a third veterinarian to our
 team. Whether you are a new grad looking for
 mentorship or an experienced veterinarian, we
 are committed to offering you the resources
 you need, including unlimited CE and a highly
 skilled team so you can pursue your passion
 for veterinary care. Our colleagues are excellent
 team players and maintain a collaborative and
 joyful work environment. We foster a culture
 of kindness and care in all we do. GFPC thrives
 on providing outstanding medical care to our
 furry patients and a unique experience for our
 clients. We are Gold Certified Cat-Friendly and
 promote a Fear-Free environment. A full in-
 house laboratory, digital radiography (including
 dental), Tonovet, Cryopen and ultrasound will
 get you to a good start. An above-average
 compensation package, flexibility, a positive
 and supporting environment will allow you to
 enjoy life with all it has to offer, professionally
 and personally. We want you to walk in every
 morning with a smile on your face ready
 to become the hero our clients are looking
 for! Email: diana@glenoravet.com.
 Website: www.glenoravet.com.

MEDICAL DIRECTOR OPPORTUNITY! ARE YOU
 an experienced veterinarian with a disposition
 towards leadership? Are you searching for
 an opportunity to lead an AAHA accredited
 clinic and move your career forward? Search
 no further! Grande Prairie Animal Hospital is

looking for a DVM who enjoys practicing
 Gold Standard medicine. For the right
 individual, we would absolutely consider
 buy-in too. This is the perfect opportunity to
 relocate to an affordable, vibrant and growing
 city of over 63,000, get ahead financially
 and simultaneously enjoy quick access to
 world-renowned hiking, fishing, kayaking,
 and off-terrain activities. Grande Prairie, a
 thoroughly urban experience, surrounded by
 beautiful wilderness. Affordability, adventure,
 all the amenities you'll ever need and the
 career opportunity of a lifetime! Contact Matt
 at 289-218-7041 or jobs@p3vetpartners.ca
 today to learn more about our culture and
 comprehensive total compensation
 package. An attractive sign-on bonus and
 relocation allowance is also available.
 Web: <https://grandeprairieanimalhosp.com>.

PARK RANGE VETERINARY SERVICES
 services clients from Prince Albert and
 surrounding areas treating companion animals
 and livestock. New grads or experienced vets
 are welcome. The veterinarians currently
 employed all have 10-30 years of experience so
 there is plenty of support for mentorship and
 collaboration with your peers. We are located
 just over an hour from Saskatoon where we
 have convenient access to a referral clinic as
 well as the amenities of a larger city. Prince
 Albert is also within an hour of numerous
 beautiful lakes and forests great for all outdoor
 activities. Email: parkrange@sasktel.net.

ANIMAL EMERGENCY HOSPITAL IN RED
 Deer, AB, has an opportunity for a critical
 care specialist to join our team. We are a
 privately owned, progressive hospital that
 provides emergency veterinary care for central
 Alberta. Our hospital is 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 emergency medicine,
 canine reproduction, dermatology and
 rehabilitation. We would like to add a critical
 care specialist to our animal emergency
 team. If you like interesting cases, striving for
 excellence, and working in a team environment
 then please contact Dr. Dagmar Schouten at:
dschouten72@gmail.com, fax 403-346-9925
 or phone 403-347-2676.
 Web: www.animalemergencyhospital.ca.

OVERNIGHT AND AFTERNOON/EARLY
 morning, emergency veterinarians wanted!
 Rotation schedules with time dedicated to file/
 paperwork to provide work/life balance! VCA
 Canada Calgary North Animal Hospital & 24
 Hour Emergency Service is currently
 recruiting for ER veterinarians to join our
 team of highly engaged and professional
 veterinary professionals. This successful,
 long term hospital has been serving the
 Calgary community for almost 50 years!
 The successful candidate will be experienced
 and understand the emergency pace as well
 as be comfortable managing 8 to 11 cases
 per shift. Most importantly, you understand
 the significance of collaborating with the
 pet-owner and the support team to provide
 the best care possible to your patient. Email
 a resume to careers.canada@vca.com or

contact Julie Lawrence, General Manager;
julie.lawrence@vca.com or visit our career site
 at careers.vcacanada.com.

ANIMAL EMERGENCY HOSPITAL IN RED
 Deer, AB, has an opportunity for an emergency
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 Alberta. Our hospital is 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 emergency
 medicine, canine reproduction, dermatology
 and rehabilitation. We would like to add
 an emergency veterinarian to our animal
 emergency team. New graduates are welcome
 to apply! If you like interesting cases, striving for
 excellence and working in a team environment
 then please contact Dr. Dagmar Schouten at:
dschouten72@gmail.com,
 fax 403-346-9925 or phone 403-347-2676.
 Web: www.animalemergencyhospital.ca.

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

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.

***SIGNING BONUS* 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

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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>.

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 Merkle, 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'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.

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.

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.

BELLEVUE VETERINARY HOSPITAL, PARKSVILLE, BC. Live and work in the beautiful Oceanside community. We are a progressive small animal practice seeking a veterinarian to join our team of professionals. This is a 3-5 days/week position, depending on your preference. We are presently a team of 6-veterinarians and 17-friendly support staff in a well-equipped clinic. Our clinic is located minutes away from great skiing, hiking, biking and boating in a beautiful beach town setting. We will consider applicants with any level of experience who are team-oriented, caring, enthusiastic. Evening and holiday emergencies are referred to our local emergency clinic. Please check out our website at www.bellevuevet.net to learn more about our practice and staff. Contact Honey Johnston at: manager.bellevuevet@gmail.com.

GET AWAY AND STILL GET PAID. WE'RE SEEKING veterinarians for stand-in opportunities in clinics across Canada. After a year without travelling, wouldn't it be nice to experience a clinic, other than your own, in a different city and without a long-term commitment? Our Paycation Program allows just that! We have immediate needs to fill in our 24-hour hospitals in Calgary, Winnipeg, Toronto, Quebec City, the east coast and Vancouver Island. Work a few shifts and then enjoy some "me time" to explore the city or region. What's in it for you? Housing, transportation, new perspectives, skills development, flexible duration, visit a new city, family welcome... and more. We are flexible to suit your needs. To learn more about our Paycation Program, email us at careers@vetstrategy.com or visit our website: <https://www.vetstrategy.com/paycation/>.

YOUR CHANCE TO ENJOY SMALL ANIMAL WORK in a rural setting. Two-vet practice looking for a 3rd to share a great work environment, fantastic support staff and motivated clientele. Flexible schedule, we can work something out to suit your lifestyle. No after hours shifts required (crazy owner takes calls). Close enough to Edmonton for referrals and emergency clinics, but rural enough to only have to worry about wildlife slowing your commute. In house lab, digital rads including dental, ultrasound and open to new ideas for equipment to make your job easier. Experienced RVTs ready to assist you. Great mentorship for new grads. Wonderful area to live with lake activities on your doorstep and lots of options for making yourself a new home. Email us to find out more: lsavet@explornet.com or call us at 780 967-5152. Or just stop in and pay us a visit at Lac Ste. Anne Veterinary Clinic, Gunn, AB.

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PT / FT ASSOCIATE VETERINARIAN REQUIRED

for our well established, privately owned practice. Interest in small animal no problem. Interest in large animal no problem. We have both! Located 20 minutes outside of Red Deer, affordable small town living, close city amenities, mountains/hiking/skiing/fishing. New grads welcome, mentorship always! Dental/health benefits, paid memberships, CE & personal pet allowance. Balanced work/life environment. Highly motivated, laid back team environment. Email: innvet@telus.net.

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.

WE ARE SEEKING BOARD CERTIFIED VETERINARY

specialists in surgery to add to our growing network of veterinary hospitals in Calgary. We currently have 3-clinics, in a network of over 250, where we offer a range of medical services, from preventative care, to specialized & emerg surgery, state-of-the-art diagnostics. Our teams include board certified specialists, clinicians & great support staff. This is an opportunity to grow your specialty with a group that is willing to invest in your development. Our clinics are committed to providing high-quality services in a way that stresses humility, compassion & quality-of-life for pets & their owners. The successful candidate will benefit from a cross care model where all clinicians have knowledge of cases to ensure the highest quality of medicine, a positive work enviro with a supportive & strong team of knowledgeable support staff. We know the importance of work/life balance & will design a schedule that will match your needs. You will receive great compensation, bonus potential, CE allowance, VIN membership, paid association dues, vacation, generous personal pet policy, great health benefits and access to our network of over 900-DVMs! Web: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/3191>.

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 the 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.

FULLY LICENSED SECOND VETERINARIAN

required for companion animal veterinary clinic in Edmonton, AB. F/T or P/T. Experience with exotics an asset but not a requirement. Competitive salary and benefits. Friendly and supportive staff. New grads welcome. Contact Westside Animal Clinic at 780-481-4393 or email: westsideanimalclinic@shaw.ca. Web: www.westsideanimalclinic.ca.

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 x-ray, in-house laboratory. No on calls or weekends. Please send your resume to: beavet@outlook.com.

MEADOWBROOK ANIMAL CLINIC IS SEEKING A FT/

PT veterinarian to join our team. We're a small, family owned clinic that takes pride in building great client relationships. We are proud to have been voted "Best Veterinary Clinic 2019" in the Star Metro Edmonton Community Choice Awards, as this reflects our commitment to outstanding service and communication with our customers. We offer a friendly and supportive work environment, flexible hours, and an attentive approach to any requests and needs. You will be working independently with a team of experienced and dedicated technologists and assistants in a modern fast-paced clinic with in-house diagnostics. We offer competitive compensation, uniforms, paid CE, veterinary dues, health and dental benefits with HSA, generous pet policy and more. If you are looking for a balance between your work and personal life and a workplace with a family feel, we may be your perfect fit. Please get in touch, we would love to meet you! Email: meadowbrookanimalclinic@gmail.com. Web: www.meadowbrookvet.ca.

SIGNING BONUS & ER HOSPITAL APPRECIATION

bonus! Central Island Veterinary Emergency Hospital in Nanaimo, BC, is looking for an experienced full-time vet for our busy 24-hour emergency hospital serving mid & north Vancouver Island. As part of our mission to support & empower our veterinary teams, we have launched an ER appreciation program to better address the unique pressures faced by ER hospital team members. Please enquire to learn more about our annual bonuses, additional "you-deserve-it days" and other perks that you can enjoy both individually and with the rest of the team! We offer a flexible work schedule with shifts that include days, nights and weekends allowing for plenty of time off to enjoy our beautiful city by the coast and mountains. Don't have experience in ER? We can provide training and support. With a vet on shift at all times, there is no on-call so your time off is your own. Our spacious and modern hospital has emergency and surgical facilities, advanced dental equipment, ultrasound, endoscope, digital x-ray and in-house lab. This is a perfect opportunity to work in a challenging yet supportive environment with friendly & skilled support staff.

Web: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/CENTRALISLAND/Posting/View/2304>.

SISTER CLINICS, WINDERMERE VET HOSPITAL

and Chappelle Vet Clinic are seeking a vet to work part-time at both locations, totaling a full-time position. Both locations are in SW Edmonton, fully computerized, run Avimark software, Idexx in house lab and radiology software, practice progressive medicine and compassionate care for our patients, offer 30-minute appointments and support from experienced RVTs. Benefits package available, as well as paid CE and ABVMA dues. Mentorship is available for new grads. Resumes can be sent to: info@windermerevethospital.ca.

TRINITY HILLS 24 HOUR PET HOSPITAL IS

seeking ER vets to join our team for Sept. 2021. New grads are welcome with mentorship a top priority. We are in the new Trinity Hills development located off 16th Ave and near COP. Our focus is ER and referral-based services such as internal medicine, surgery, reproduction and dentistry. We offer CT, DR, U/S, endoscopy and in house lab machines. Our aim is to provide high quality care at an affordable price for clients. We offer a desirable schedule, competitive wage, shift differential, benefits, health spending account, all dues paid and a generous CE allowance plus more! Contact: admin@thph.ca.

RANGE ROAD VET PROVIDES A UNIQUE

opportunity that may be the perfect fit for many! Beaumont is a special place to work-the comforts and personability of a neighbourly small town but is only minutes from Edmonton. Range Road is a spacious, yet cozy, small animal practice filled with natural light and room to breathe. We are looking for a personable veterinarian for maternity coverage or permanent contract. Our perfect fit is someone that takes their time with each client, focuses on shared decision making, and is confident or keen on learning surgery and dentistry. We can also accommodate a veterinarian who would prefer to focus on surgery/dentistry. We value work/life balance and can provide flexible schedules. We have a strong support team, allowing vets to focus on vet specific work. We want our team to love their day and encourage special interests. Relocation support would be considered. In house lab, DR x-ray, dental x-ray and ultrasound and would be keen to get additional equipment that could benefit our patients and staff. Uniforms, competitive compensation, paid CE, personal PTO and vacation, veterinary dues, HSA and generous pet policy. Questions? Just ask! Email: katrina.ponich@rangeroadvet.com. Web: <https://rangeroadvet.com>.

ALPINE 24/7 PET HOSPITAL IS SEEKING

veterinarians to join our growing team. We are a brand-new emergency & primary care hospital located beside the Chinook Centre in SW Calgary. At Alpine 24/7 we strive to provide quality veterinary medicine to our patients while working with their owners to find the best possible care within their budget. We also work very hard to make working here a positive experience for all our staff. We offer top industry wages, 100% employer paid health benefits, professional dues, paid lunch breaks, uniforms & CE allowance, generous employee discounts and more! Are you ready to earn a wage that reflects your knowledge and skill set? Join our team of highly skilled and friendly staff! Email: info@aphcalgary.com. Web: <https://alpine247.ca/>.

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THE DAND FAMILY OF CLINICS IS LOOKING TO add another full-time veterinarian to join our fun and dynamic team. We have four clinics within Calgary and Airdrie and are privately owned. Our clinics have earned a great reputation in their communities and as such have a loyal and devoted client base. We are committed to providing a positive work/life balance and the opportunity to rediscover your passion for healing with our wonderful team of professionals. Our teams strive to provide the highest medical and surgical standards in a warm and friendly environment. We would also be glad to offer this position to new graduates. This role requires the key skills and abilities of being a leader and a team player, performing examinations on pets and formulating treatment plans, building rapport and educating clients and able to perform routine surgeries and dental procedures. We offer competitive annual salary (based on experience), signing bonus after a qualifying period, medical, dental and vision health benefits, allotted continuing education money and paid CE days, paid membership dues and employee pet wellness discounts. Please email your resume and CV to: nicole@dandvetclinics.ca.

OUR WELL-ESTABLISHED, INDEPENDENTLY owned clinic in the heart of Calgary is looking to add a new veterinarian. Our busy 4-veterinarian clinic is hoping that you'll be the 5th. 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. Surgical and dental skills are an asset. 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.

SIFTON PARK VETERINARY CLINIC IN NE Edmonton is a busy, privately owned, small animal practice. We are seeking a full or part-time experienced veterinarian. Workdays and hours are flexible, we are closed on weekends. We strive to maintain a family-like atmosphere for our clients, patients and staff. We offer an awesome team to work with, competitive salary commensurate with experience, and benefits including paid dues, health/dental insurance, CE and uniform allowance, staff discounts. Please email Eva at: spxa101@gmail.com. Web: www.siftonparkvet.com.

VETERINARY CAREER OPPORTUNITIES IN ST. John's, Newfoundland: we are looking for dynamic and motivated veterinarians to join our teams at Kenmount Road Animal Hospital in St. John's, Newfoundland, and CBS Animal Hospital in Conception Bay South, Newfoundland (just 20 minutes outside of St. John's). Join us to find work/life balance with our team-centric compensation package: signing bonus, 5-weeks paid time off per year, 4-day work week, no weekend or on call shifts, 30 minute appointment schedule and of course health benefits, CE and staff discounts. Our privately owned practices offer a collaborative team-based approach to patient care where you will feel supported by management and a highly skilled team. To contact us in confidence to discuss this opportunity please email Dr.

Amy Schneider at: amy@lagreenventures.ca. We look forward to hearing from you. Web: <https://cbsanimalhospital.com/>.

ARE YOU LOOKING FOR A SUPPORTIVE TEAM with awesome mentorship? Are you a small or large animal veterinarian? Riverstone Vet is a locally owned, mixed animal practice serving the Sundre and Olds area. We offer high quality medicine with a rural touch! We are equipped with digital and dental radiology, in house lab, small and large animal ultrasound equipment, small and large animal scopes, and the best part ... an amazing team to work with! We are close to a number of recreational areas so after we are done working hard, we can play hard. We are seeking 2 DVMs to join our team as we have opened a brand-new location in Olds, AB. Small animal only, mixed animal, large animal only, whatever your interest we have a spot for the right person. Four x 10hr shift position or five x 8hr position available. Please email hr@riverstonevetservices.ca, if you are interested in a position with us! Web: www.riverstonevetservices.ca.

THE COLD LAKE VETERINARY CLINIC IS LOOKING to add a veterinarian to their team. We value quality-of-life and offer a 4-day work week, the ability to leave on time, and a great practice environment with no drama and strong mentorship. The Cold Lake area is a wonderful place to live where you can afford to own your own home and land, enjoy many great places to kayak, fish, hunt, hike and otherwise enjoy the outdoors. For more info, check out our website at: <https://www.coldlakevetclinic.ca/veterinarians.pml> or call 780-815-3358. Email: info@coldlakevetclinic.ca.

SIGNING BONUS! SAVE (SOUTH ALBERTA Veterinary Emergency) in Okotoks, AB, is looking to add an emergency veterinarian to join the team. If you have a passion for small animal emergency medicine, love to work with other amazing and supportive DVMs, RVTs, and support staff, then SAVE is the place for you! We are a growing 24-hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and referral medicine. Okotoks is only 15 minutes drive from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! New grads are welcome - this is an amazing opportunity to learn from some great mentors! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 900-DVMs! Email: careers@vetstrategy.com.

TRANSPORTATION & 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, routine and complex surgeries, through critical care and emergencies. New grads are welcome to apply. 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 also 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 900 DVMs! Do not miss out on this opportunity to join our team and make a direct impact in this great community of Grande Prairie. Email: careers@vetstrategy.com.

MCKNIGHT VETERINARY HOSPITAL IS SEEKING an emergency veterinarian to join our team of veterinarians. We are looking for a compassionate, dedicated, emergency care doctor with an interest in providing the highest quality of medicine, all the while building a strong relationship with our clients and their pets. Our 6,000 sqft facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing fast-paced, high-quality medicine - all the while maintaining a good work/life balance, and have excellent personal and surgical skills, join us! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 900-DVMs! Email: careers@vetstrategy.com.

OKOTOKS VETERINARY CLINIC IS LOOKING TO add a F/T or P/T DVM to our modern, fully equipped, domestic pet day clinic. You will be supported by our competent and experienced team. Choose the days, hours and package you would like, and we'll do our best to accommodate you. Alberta license is required. Reply to: info@okvc.ca. Web: www.okvc.ca.

CARSTAIRS VETERINARY CLINIC IS A BUSY, 5-doctor, mixed animal practice located in beautiful Carstairs, AB, looking for a full-time associate veterinarian to join the team! The town of Carstairs offers the charms of small-town living, natural scenery and is located only 45-minutes outside of Calgary. Our newly renovated clinic sits on 3-acres of land and offers a dental suite including x-ray, 2-surgical suites, ultrasound, digital x-ray and an in-house laboratory. Our team is proud of the close relationships we have with our clients and we always ensure that your animals get top-quality care, whether it's in-clinic or on the farm with our fully equipped vet truck. Join an amazing, close-knit team where you have all the bells and whistles to provide outstanding patient care! New grads are welcome to apply as great mentorship opportunities are available. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 900-DVMs! Web: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/CARSTAIRS/Posting/View/2774>.

AVENIDA PET CLINIC IS LOOKING FOR A PART-time, fully licensed veterinarian to join our team! Our small animal clinic is an independent, family-owned practice and is fully equipped with a complete in house lab, digital x-ray and digital dental x-ray equipment, as well as paperless

recordkeeping IDEXX Cornerstone software. We are a primary care only practice with no emergency or after hours requirements. We offer a competitive salary and benefits including CE and uniform allowance. Experience with exotic pets and flexible availability is an asset but not a requirement. To apply please send your resume and cover letter to our practice manager, Natalija at: admin@avenidapetclinic.com.

TUDOR GLEN IS A HIGHLY REPUTABLE SMALL animal clinic (with exotics as well) and has been voted best in St. Albert. We are looking for another DVM to provide coverage for a maternity leave and continue on with our fun team of 4-DVMS, over 15-support staff plus a management team for our 5-clinics across Edmonton and St. Albert. We are progressive, value driven, and offer an improved benefits and rewards package with flexible shifts. If you appreciate a busy and rewarding atmosphere to grow in and are committed to exceptional client/patient care, send your resume and cover letter to: sylvia@clincsolutions.ca. Web: <https://tudorglenvethospital.ca/>.

THE GREAT TEAM AT THE YELLOWHEAD Veterinary Clinic is looking for a part-time or locum veterinarian to join our independently owned, progressive small animal hospital. We are a fun, family friendly clinic with a loyal client base, where good relationships have been established and quality and compassionate care is a priority. We are located the close-knit community of Stony Plain, AB, and offer medical and surgical services including surgical laser procedures, digital x-ray, nutritional consults and dental surgery. Experience in exotic medicine and alternative medicine/ acupuncture is also welcome. We recognize the importance of maintaining a healthy work/life balance, mentorship for all clinic employees and positive team dynamics in the workplace. We encourage furthering educational interests and offer support through CE allowance, paid ABVMA dues and in-clinic team learning. Other benefits include advanced (3-4 months) scheduling, alternate work weeks over Christmas, 4 weeks holiday and clinic closure on all long weekends. If you're interested in joining a hospital with a hardworking, fun and dedicated staff, please email your CV to: admin@yellowheadvet.com. Web: www.yellowheadvet.com.

IF THE JOB DESCRIPTION FOR THE DVM opening at Lindsey Veterinary Hospital were a book, the title would likely be "Better Living for Humans" (our Dr. Nixon co-authored "Better Food for Dogs"). We are a well-established, full-service animal hospital in the heart of the beautiful Okanagan Valley in Penticton, BC. We take the well-being of our team almost as seriously as the well-being of our patients and that starts with our location, which offers the amenities of a larger city with the work/life balance and proximity to nature of a smaller center. Penticton is also in the heart of both wine country and craft beer country. We support each other through teamwork and collaboration, and offer very competitive compensation and opportunities to learn and grow, including an established mentorship program for recent graduates. Our team is professional and down-to-earth and equipped with all of the tools and resources to provide top-notch care, and all of the benefits and flexibility to provide a great work/life balance. Visit our site to learn more: www.lindseyvet.com. Email: ivan.larcombe@nva.com.

FOOTHILLS ANIMAL HOSPITAL, LOCATED IN beautiful Okotoks, AB, is looking to add a F/T, P/T or casual veterinarian. Located just 20-minutes south of Calgary, we are a busy, privately owned small animal practice that boasts ultrasound, digital x-ray, dental x-ray and in-house IDEXX lab analyzers. In every appointment you will have a dedicated assistant who will help with restraint, medical records and billing. Our team loves to have fun at work while providing excellent veterinary care. We offer a compressed work schedule, CE allowance, profession dues, staff pet and family discounts, scrub allowance and competitive wages. 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 position is for you. Email: exec@foothillsanimalhospital.ca. Web: www.foothillsanimalhospital.ca.

DO YOU WANT TO REIMAGINE VETERINARY medicine together? Fen Vet is a brand-new practice in Airdrie, AB, and we're looking for a passionate small animal veterinarian (full or part-time), who is obsessed with providing exceptional medical care and offering an unparalleled customer experience. Together we'll strive to reimagine veterinary care for the better. We require bold, creative and passionate people, to help us achieve our vision of shifting industry paradigms. If you are up to the challenge, please check out <https://fenvet.com/veterinary-careers/> to apply or email cody@fenvet.com for more information. Working at Fen Vet lets you live close to the Rocky Mountains and all of the amazing amenities of Calgary. We have no after hours or weekend shifts, we strive for perfect practice culture, we embrace diagnostic innovation, and our clinic feels and looks like a luxurious spa!

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

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.

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.

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.

LIFE CHANGING CAREERS START HERE. HIGH quality, AAHA-accredited practice seeks associate DVMs and RVTs looking for superior work/life balance. Excellent medicine, mentoring, fun team environment, amazing RVT and TA support at Douglas Square Pet Clinic. Contact Amanda Maclean at 403-393-6398.

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

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and RVTs, as well as foreign-trained vets working on their licenses. Email: info@gparkvet.com. Web: <https://gparkvet.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.

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.

RVT REQUIRED

THE GREENVIEW VETERINARY CLINIC IN

Valleyview is a busy two-DVM mixed animal practice looking for a FT/PT RVT to join our team this fall. Compensation will be based on experience, but we would welcome and train any acceptable applicant. Along with above average wages, we offer full benefits, CE time and allowances, staff discounts, and you'll have all your weekends off! Large and small animal dental suites, digital anesthetic monitoring, full in-house labs and digital X-ray all integrated with practice software are just some of the toys to make your job easier and more fulfilling. We are a busy practice with a varied caseload so ask that applicants have a strong work ethic, enjoy multitasking and being a team player! Email: yvvetclinic@gmail.com.

SOUTHFORK ANIMAL HOSPITAL (SAH) IS

seeking a RVT to join our team for full-time and part-time position. We are committed to providing higher quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. If you want to be part of a team that utilizes RVTs to their full potential while providing great mentorship, then this is the place for

you. We are looking for from you include RVT licensed with ABVMA, positive attitude, communication skills, ability to multi-task, flexibility in scheduling, working with team, experience in technical and anesthesia skills. At SAH, we offer extremely competitive pay, CE allowance, ABVMA membership due, comprehensive health benefits plan, friendly & supportive work environment, opportunity to advance in your career, excellent veterinary services & pet supply benefits for your own pets. We often have lunch parties at SAH. We offer \$23-26/hr pay based on experience level. Fresh graduates are welcome to apply. We are always interested to train you. We look forward to meeting you and welcoming you to Southfork Animal Hospital family. "Signing bonus" applicable. Email: southforkvets@gmail.com. Web: www.southforkvets.com.

SOUTHFORT VETERINARY CLINIC IS LOOKING

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

SHERWOOD VETERINARY CLINIC IS LOOKING

for a full-time/part-time Registered Veterinary Technician and a full-time/part-time Veterinary Medical Assistant to join our team. 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.

FULL OR PART-TIME RVT REQUIRED FOR A

small animal practice in Red Deer, AB. Red Deer is close to the mountains and has more affordable living expenses yet has all the amenities of a larger city. There is no on-call requirements and very flexible hours. This practice has digital x-ray, a full in house lab, ultrasound and anesthetic monitoring. We are looking for a team-oriented person who has good interpersonal skills and a good work ethic. We are offering a starting wage of \$30/hour and additional benefits as well as a signing bonus. Please email Dena Linnell at: linnell40@hotmail.com or phone 403-346-8288.

ELLERSLIE PET HOSPITAL REQUIRES A FULL-

time RVT to join the team. New grads are welcome. We offer competitive compensation, incentive bonuses, group benefits, CE allowance and a great group of people to work with. We are

a client-driven practice is interpersonal skills are a must. If you feel that you may be a "fit", please forward your resume to: doug@ellersliepet.ca. Thank you for your consideration.

ENJOY LIVESTOCK? RURAL RVT REQUIRED.

Neudale Veterinary Services in Dewberry, AB, is seeking another full-time RVT to join our mixed animal practice, where no two days are alike. Our thriving clinic has a friendly and supportive environment that includes two veterinarians, an RVT, and three support staff. We are primarily a bovine, canine and feline practice so if you enjoy working with these animals, we'd love to hear from you. No experience necessary and we are willing to offer excellent compensation to the right candidate that's ready to start a new journey with us. Email your resume to: info@neudalevet.ca or call 780-847-4071 to learn more about this great opportunity.

HAMPTONS ANIMAL HOSPITAL/SNC, LOCATED

in west Edmonton, is looking for a full-time/part-time RVT. We are a fast-paced environment. New graduates are welcome. We offer very competitive wages, group benefits, discounts on veterinary services and food. Please send your resume to: aseba67@yahoo.com. Web: www.hamptonsanimalhospital.ca.

DO YOU WANT TO WORK IN A FUN

environment where you feel your work is appreciated? Ambleside Veterinary Hospital in Edmonton is looking for a full-time or part-time RVT. We are a brand new, privately owned clinic. We offer competitive wage, flexible hours, staff discounts, health insurance and most important, a healthy, fun work environment. Please send your resume to: new_vetclinic@yahoo.com or call 587-926-4222.

WETASKIWIN VETERINARY HOSPITAL IS

seeking a 5th FT RVT to join our team! We are a progressive, 2-veterinarian mixed practice (SA, EQ, bovine and small ruminants) located 40 minutes south of Edmonton. We are looking for an enthusiastic, career oriented, team player with excellent interpersonal and client communication, wishing to maximize their technical skills in practice. Cornerstone. In-house LA & lab facilities. Competitive salary, flex benefits, paid membership dues and CE allowance. New grads welcome! Please forward your resume to Mackenzie, RVT via fax: 780-352-6038, or email: wet_vet@telus.net. Only candidates selected for interviews will be contacted. Web: www.wetaskiwinvet.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 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 with weekends and statutory holidays off. Email: bownessvet@shaw.ca. Web: www.bownessvet.ca

DEAR RVT, IT'S TOUGH OUT THERE. YOU MUST feel overworked, underappreciated and not sure if this profession is still for you. Maybe it is time to try something different. Happy Paws in Airdrie, AB, is where you will be embraced and appreciated. The culture is different. We have fun here. We don't take ourselves too seriously. We talk about mental health in this industry. We support all people in all areas of their lives. We are growing! Which means more options for you in terms of schedule. We are not owned by a corporation. We need your help and input so we can make this a fun place to work. We value communication. We would love to meet you and see if we are a fit. Email me at: dr.erin@happypawsvets.com. Web: www.happypawsvets.com.

OUR FRIENDLY, SMALL ANIMAL PRACTICE located in beautiful Sylvan Lake, AB, is looking for an RVT. No need to be a superstar, rockstar or anything other than yourself. We won't promise you the world, but you will get weekends off. We won't expect the world in return, simply show up for your shifts as scheduled and on time to do an honest day's work for an honest day's wage. If this sounds like the place for you, call or email your resume to: pathwaysanimalclinic@yahoo.ca. Website: www.pathwaysanimalclinic.com.

ARE YOU LOOKING FOR A REWARDING career helping animals in need? Calgary Humane Society (CHS) is seeking a full-time RVT to join our animal health team. The ideal candidate for our fast-paced clinic is passionate about animal welfare, thrives in a team environment, enjoys working with a variety of species, and possesses exceptional communication and customer service skills. CHS offers competitive wages, paid vacation/sick/wellness days, a uniform allowance, fully paid health and dental benefits, CE allowance, paid association dues and staff discounts. Email: melaina.slater@calgaryhumane.ca. Web: www.calgaryhumane.ca.

***HIRING BONUS AVAILABLE* CEDARWOOD** Veterinary Hospital in Red Deer, AB, is looking for a RVT to join our team. We are a progressive hospital that constantly strives for excellence in pet health care. We are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We offer a competitive starting wage as well as a benefits package. 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 A CHEERFUL, TEAM orientated work environment? We are looking for a full or part-time RVT to join our growing, busy, team orientated practice. Southwood Veterinary Hospital has one full-time and three part-time veterinarians, and is supported by an

incredible team of passionate staff. We excel in client experience and a positive, supportive work environment. Successful candidates must thrive in a fast-paced environment, handle and prioritize multiple responsibilities and deliver excellent customer service and patient care. We offer above average compensation which include paid RVT dues, full benefits package and paid CE. Work attire is also provided after a 3-month probation period. If this sounds like an environment you would like to be a part of please send your resume and references to: contact@southwoodveterinaryhospital.com.

WE ARE LOOKING FOR A FULL-TIME registered animal health technologist to join the Granada Veterinary Clinic team in Sherwood Park, AB. We are an expanding and busy practice. We expect our AHTs to fully utilize their technical and patient care skills. We are looking for a mature, team player who excels at patient and client care to work Monday to Friday with no evening or weekend shifts. Benefits include uniforms, CE allowance, excellent discounts on veterinary services and products, and a health and dental plan. Applicants must be AHTs or RVTs that are registered or eligible to register with the ABVTA. If you think this would be a good fit for you, applications can be sent to: granadavet@shaw.ca. Web: www.grnadavet.com.

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

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: <https://careers.vcacanada.com/>. #RVT #VTNE

***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/>.

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.

***\$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.

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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.

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.

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, and health and dental benefits. The clinic is equipped with DR digital 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 your resume to Dr. A. Schienbein at: lsvet@live.ca. Web: <http://www.sherwoodparkvet.ca/>.

CORNERSTONE SQUARE VETERINARY HOSPITAL

is a privately-owned, modern clinic located in the beautiful community of Discovery Hills in SW Calgary. We are looking for a full-time or part-time RVT to add to our fantastic family, which currently has 3.5-veterinarians, 4-technicians and a reception team. The clinic has in-house blood machines, digital radiology equipment, an ultrasound (used for both abdominal and cardiac examinations), and a full dental and surgical suite. The qualities that we are searching for, in addition to technical knowledge and skills, includes being team-oriented, self-sufficient, motivated, reliable, professional, compassionate and an excellent communicator. Our team is great at mentorship for those that want it. We are offering a competitive wage with a variety of benefits (including payment of RVT dues, health benefits, CE, scrub allowance and lifestyle benefit). Check out our clinic at: www.cornerstonevets.com. If you are interested in this position, please contact Jason at: jason.tolton@cornerstonevets.com.

RIVERWOOD VETERINARY CLINIC IS LOOKING TO

add a RVT to our team. We are a small animal clinic, located in High River, AB (20 minutes south of Calgary). 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: veter@riverwoodvc.ca, website: <https://riverwoodveterinary.ca/>, phone: 403-744-5164.

SIFTON PARK VETERINARY CLINIC IN EDMONTON

is hiring an experienced FT or PT registered veterinary technologist. We are a busy, 1-doctor practice that prides itself in providing excellent patient care in a family-like environment. Ideal candidate will be confident in their ability to use all of their professional skills. AviMark experience an asset. We offer competitive wage, paid dues, health/dental benefits, uniform and CE allowance, and generous staff discounts. Please email your resume to: spxa101@gmail.com. Web: www.siftonparkvet.com.

WE ARE LOOKING FOR A FULL-TIME RVT WHO

is willing to be a part of our growing family! Salary rate starts at \$25/hour-\$35/hour depending on experience. Must be willing to work until around 9pm at night and weekends. Please email your resume to contact@mercyanimalvet.com ATTN: Donna, RVT. If you need further information, you may call us at 780-406-1400. We'd love to hear from you soon! Web: www.mercyanimalvet.com.

WE ARE LOOKING FOR TEAM ORIENTATED RVTs

(experienced or new grads welcome). We have an amazing crew in need of you, to add to our clinic. Position is open ASAP. We are very flexible with family needs. Health benefits, CE & discounts. We are a mixed animal practice that will provide mentorship. If you enjoy working in a fast paced environment please come work with us. Email: innvet@telus.net, phone 403-227-3535 or stop in we would love to meet you.

FULL-TIME RVT NEEDED IMMEDIATELY AT

Bluffton Vet Services. Duties will include anesthetic monitoring, drug administration, restraint of animals, veterinarian assistance, preparation of packs and equipment, lab work as well as end of day cleaning. We currently have 6-vets 3-techs, 2-receptionists and an office manager with a full in house Idexx lab and digital radiography. The ideal candidate is motivated, independent and enjoys working as a team. We would prefer someone with both large and small animal handling and technical skills but large animal experience is a must. ABVTA dues are paid, there is a CE allowance, full health benefits are available and paid vacation after one year. Hours of work are Monday-Friday 8:30-5 pm. Email: dr.jasduff@gmail.com.

SEEKING AN RVT FOR EITHER PART-TIME OR

full-time work. An ideal candidate should have good skills in blood collections, placing IV catheters, anesthesia, taking radiographs (full body and dental), dental charting/cleaning/polishing, restraint, basic cytology, surgical preparation/assisting, pharmacy. Our clinic houses IDEXX catalyst chemistry & Lasercyte CBC blood machines, Full IDEXX urinalysis suite, DR digital x-ray, DR dental x-ray. If you are interested in this opportunity, please forward your resume to: vetclicinyeg@outlook.com.

PRIVATELY-OWNED SMALL ANIMAL CLINIC IN

Tofield, AB, close to Edmonton, is looking for a F/T or P/T RVT and a F/T veterinary assistant. We practice high quality surgery and medicine, and are equipped with surgical laser, digital radiography, modern dental unit and x-ray and in-house IDEXX

lab. This is a low stress practice, no weekends or evenings. If you would like to join our team, please send your resume to: beavet@outlook.com.

WORKING IN BEAUMONT IS THE PERFECT FIT

for anyone who appreciates flexible scheduling that allows them to enjoy our unique small businesses, local restaurants and beautiful parks. Our community has the comforts and personability of a neighbourly small town but is only minutes from Edmonton. Range Road Vet is spacious and filled with natural light and filled with the best people (staff and clients!). We are looking for a mature and confident RVT who has the ability to thrive within a growing environment, effectively prioritizes tasks and demonstrates the ability to work in a team environment of cooperation, collaboration, respect and integrity. We also value excellent interpersonal, communication, analytical, time management and organization skills. Send us an email if you think you might be our perfect fit. Email: katrina.ponich@rangeroadvet.com. Web: <https://rangeroadvet.com>.

TRINITY HILLS 24 HOUR PET HOSPITAL IS

seeking AHTs to join our ER team in September 2021. This is an opportunity to start on the ground floor with an amazing team! We are in the new Trinity Hills development located off 16th Ave and near Canada Olympic Park. Our focus is 24 hour ER care and referral based services. We offer CT, DR, U/S, endoscopy. Pay structure and vacation time is transparent, competitive and correlates with experience. Enjoy paid breaks and shift differential in addition to CE, uniform and dues. Please contact: admin@thph.ca.

ALPINE 24/7 PET HOSPITAL IS A BRAND-NEW

emergency and primary care hospital conveniently located beside the Chinook Centre in SW Calgary. We are seeking RVTs to join our day shift teams. Our RVTs work either Monday/Tuesday or Wednesday/Thursday and every other Friday/Saturday/Sunday. We offer top industry wages, 100% employer paid health benefits, professional dues, paid lunch breaks, uniforms & CE allowance, generous employee discounts and more! At Alpine 24/7 we pride ourselves in being privately owned and strive to provide a positive work environment where all staff feel comfortable and welcome. Are you ready to earn a wage that reflects your knowledge and skill set, and allows you to pay your bills and still have some money left over? Join our team of highly skilled and friendly staff! Email: info@aphcalgary.com. Web: <https://alpine247.ca/>.

RVT MANAGER WANTED ARE YOU AN RVT

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

WE'RE CURRENTLY SEEKING A CATTLE HEALTH

inventory administrator to add to our growing practice. VAHS is a beef cattle specialty practice that focuses on cow-calf and feedlot production medicine, beef cattle research and teaching/mentorship. The ideal candidate would be a highly

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motivated individual with expertise in inventory management, have excellent communication skills, be detail oriented, and demonstrate proficiency in Office 365 and business accounting programs. A background in agriculture and familiarity with cattle health products is considered an asset and preference will be given to a RVT. This full-time position offers group health benefits, an annual bonus, CE allowance and ABVMA membership fees. Salary will commensurate with experience. Please submit your resume and cover letter to: AdeleB@vahs.net.

ARE YOU A GREAT RVT? DO YOU WANT TO work somewhere that values your skills and surround yourself with great co-workers? Well then today is your lucky day because MacTaggart Veterinary Clinic in Edmonton is expanding and looking for a full-time, part-time and weekend RVT! We pride ourselves on excellent customer service and superior client care (it's true, check our google reviews!). We support our employees and offer competitive wages, CE funds, health spending account, uniform allowance, staff discount and so much more! Still not sure if you should apply? What if I told you there was a signing bonus and good coffee?! Send in your resume asap before someone else takes this amazing opportunity. Send me a message and let's start a conversation! Email: jlandalsmacvet@outlook.com.

CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING for a FT/PT RVT to join our fun and hardworking team! We are a well-established, AAHA-accredited, small animal practice that is dedicated to providing high quality patient and client care. 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, above average compensation and more! Please forward your resume and cover letter to Jennifer Sired at: info@castledownsvet.ca. Web: www.castledownsvet.ca.

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

ARE YOU SIMPLY THE BEST? OUR TWO, privately-owned clinics in the heart of downtown Victoria, BC, are growing, and we want you! We are eager to bring the best nurses on board and are willing to offer an excellent compensation package to entice you to Victoria. The ideal candidates are leaders, confident in their nursing skills and are eager to be part of a cohesive

team that supports each other in providing superior patient care while meeting the highest medical and surgical standards. We know it is a competitive market for RVTs – we offer a signing bonus for the right candidate and an excellent wage reflecting experience (\$28 to \$33). Our Fernwood and James Bay Clinics are both expanding, with our James Bay location having 4,000 sqft, 6-exam rooms, 3-full-time doctors and a beachy, modern décor vibe. Both locations will also have separate surgical and dental suites with modern and up-to-date equipment. We are building a strong team to support the growth and are excited to have you join us in this venture! Email: lmclean@dandvetclinics.ca. Web: <http://jamesbayvet.ca>.

PIONEER VETERINARY SERVICES IS LOOKING TO add another RVT to join our energetic and growing team in Olds, AB! We are a well-established, independently owned, mixed animal clinic with a newly renovated space. Our practice and team are committed to providing compassionate, high quality care to all species while maintaining a friendly, team-oriented environment. The ideal candidate for our dynamic clinic will be positive and enthusiastic with strong communication and customer service skills. The candidate must be technically skilled and comfortable with large and small animal services. You would be joining a welcoming group of hardworking and experienced RVTs, veterinarians and support staff. We offer competitive wages, strong health benefits coverage, CE allowance, paid association dues as well as veterinary staff discounts. Experience is a preferred asset to the position. If this sounds like something you are interested in, please email your resume and CV to: mjohnson@pioneerpet.ca. We look forward to meeting you!

UNCAS VETERINARY CLINIC (UVC) IS LOOKING to add a PT or FT RVT to our team. Located 20 minutes east of Sherwood Park, we offer competitive wages, CE & clothing allowances, paid dues, staff discounts and a personal health spending plan. At UVC our technicians have the opportunity to use their skill set to the fullest potential, create relationships with clientele and be an active participant in every patients' veterinary care. Our facility is fully equipped with digital radiographs, an in-house laboratory and a cloud-based computer software system. Our team consists of 3-DVMs, 3-RVTs, 1-VMA and 2-CCRs that are true rock stars at what they do. We are eager to add the right individual to the team. Email: staff@uncasvet.com. Web: www.uncasvet.com.

WE HAVE A NEW FULL-TIME RVT OPPORTUNITY at Southern Alberta Veterinary Emergency! SAVE is a 7-doctor, 8-RVT, 45-support staff emergency clinic that has 2 specialties attached to the practice. Our facility is fully equipped, including a full Idexx Lab, full surgical – 3-surgery suites, CT scanner and endoscopes. We are situated outside of Okotoks in an acreage. SAVE provides a very relaxed atmosphere for a 24 hour clinic and provides excellent mentorship opportunities. Do not miss out on being part of a relaxed, supportive and motivating environment where learning and development are endless. This is a great opportunity for a motivated RVT to advance their career and potential to work towards specialty RVT accreditation! Web: www.saveveterinary.com.

THE PET HOSPITAL, LOCATED IN LEDUC, AB, IS looking for a sixth full-time RVT. We are a privately owned practice with 3-doctors, 5-RVTs, and

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

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.

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.

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

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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.

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>.

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/>.

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.

OTHER EMPLOYMENT

PRACTICE MANAGER: WE ARE LOOKING FOR a gem to help lead a very innovative and culture first driven practice. We are in need of a good communicator, someone excited still about veterinary medicine and all the potentials. Someone that can coach a team

and believes in personal growth. We are a clinic in a growth stage, please inquire to find out more. Oh, we are Happy Paws Vet Clinic in Airdrie, AB. That's an important point. And oh, we don't take ourselves too seriously, we like to have fun! Email me if this intrigues you. I'm Erin at: dr.erin@happypawsvets.com. All inquiries are confidential. Talk to you soon. Web: www.happypawsvets.com.

FT/PT VETERINARY ASSISTANT / RECEPTIONIST required for progressive well-established SA clinic in Sherwood Park, AB, commencing immediately. Self-motivated individual with good sense of humor . willingness to work weekends an asset. New graduates welcome. Contact Lakeside Veterinary Clinic at 780-467-6223, fax 780-467-3459, email: lsvet@live.ca. Web: <http://www.sherwoodparkvet.ca/>.

CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING for a receptionist/tech assistant to add to our fantastic team (maternity position with option to extend)! We are a well-established, small animal, AAHA-accredited practice that is dedicated to providing high quality patient and client care. We are looking for a positive, reliable and organized person with excellent communication skills. VMA training and previous in-clinic experience would be considered assets. Position includes full benefits, uniform/CE allowance and above average compensation. Please forward your resume and cover letter to Jennifer Sired at: info@castledownsvet.ca. Web: www.castledownsvet.ca.

HERITAGE HILLS VETERINARY CLINIC IN Sherwood Park, AB, is seeking a FT VMA/ receptionist to join our team. Good communication skills, teamwork, self-motivation and previous clinic experience is an asset. New grads welcome. We are a full-service, small animal practice offering competitive wages. Please call 780-417-4770 or email: reception@heritagehillsveterinaryclinic.com.

FAMILY PET HOSPITAL & 24HR PET EMERGENCY Centre in Lethbridge, AB, is hiring a customer service representative (CSR) to join our dedicated team. This position is a part-time maternity leave coverage with the opportunity to grow in to a permanent position. Our ideal applicant is experienced in customer service, multi-line phone system and work in a fast paced team environment with a positive energetic attitude. At FPH, we offer competitive wages, uniform

allowance, personal pet discounts and room to grow in a supportive environment. If you are interested in joining our team, please forward your resume. Email: sabrina@familypet.ca. Web: www.familypet.ca.

GLENORA FAMILY PET CLINIC (GFPC) IS A rapidly growing, privately owned, 2-DVM practice catering to cats, dogs and pocket pets. We thrive to provide outstanding services and a unique experience to our clients. Currently, we are looking to hire a full-time amazing CSR, an outstanding team player, someone who could thrive in our busy and dynamic atmosphere. At GFPC we love our jobs, we work hard and help each other. Multitasking, handling multiple phone lines, prioritizing and communicating efficiently while maintaining a gentle and calm demeanor are your key strengths. Previous experience preferable and Saturday availability is required. We offer attractive wages, great benefits plan, staff discounts and other perks. Email us at: diana@glenoravet.com, we would love to meet you! Web: www.glenoravet.com.

PRACTICE FOR SALE

WELL ESTABLISHED 1-2-DVM SMALL ANIMAL practice for sale in the beautiful Rocky Mountains of Crowsnest Pass, AB. The building is for sale with the practice and includes a two-bedroom apartment above. Nicely equipped practice with great staff and loyal clientele. Exceptional returns with year over year growth. There has been a massive influx of people relocating to the area, and new developments just announced include a brand name hotel and two well-known restaurant chains. Owner is looking to retire, but happy to help through a transition period. Contact albertaswvet@gmail.com for further information. Serious inquiries only.

1-DVM, SMALL ANIMAL CLINIC THAT IS WELL- established in the Lacombe community just 20 minutes from Red Deer, AB. 2,400 sqft facility with 3-exam rooms. Great reputation in the community. Plenty of opportunity for growth! Seller is ready to assist for a smooth transition. Email: sukhbirmain@gmail.com.

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

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