



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2021



Compassion Fatigue: Are you at risk? Part 1

In This Issue

New Bacteriology Lab at the University of
Calgary, Faculty of Veterinary Medicine

Government Relations

2021 CanWest Veterinary Conference



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New Bacteriology Lab at the University of Calgary, Faculty of Veterinary Medicine

28-29

2021 CanWest Veterinary Conference



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**Compassion Fatigue:
Are you at risk? Part 1**

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EDITORIAL POLICY

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

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

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

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Editor's Notebook

ONCE AGAIN AS WE SAY GOODBYE TO FALL

and hello to the early taste of winter, we approach the holiday season. 2021 has not been a kind year to anyone, and I am sure very few of us will miss it. It has been particularly hard on the mental well-being of many of our members. The pandemic seems to have brought out the worst in many members of society, and unfortunately many of our members have suffered the brunt of their abuse.

I ask you to take a few moments and give yourself congratulations for surviving the year. Take time to reflect on the good things that happened to you and put the bad things behind you. Hopefully your spirit is still intact, and you are looking forward to a better year in 2022. I wish I could promise this, but we all know nothing is guaranteed.

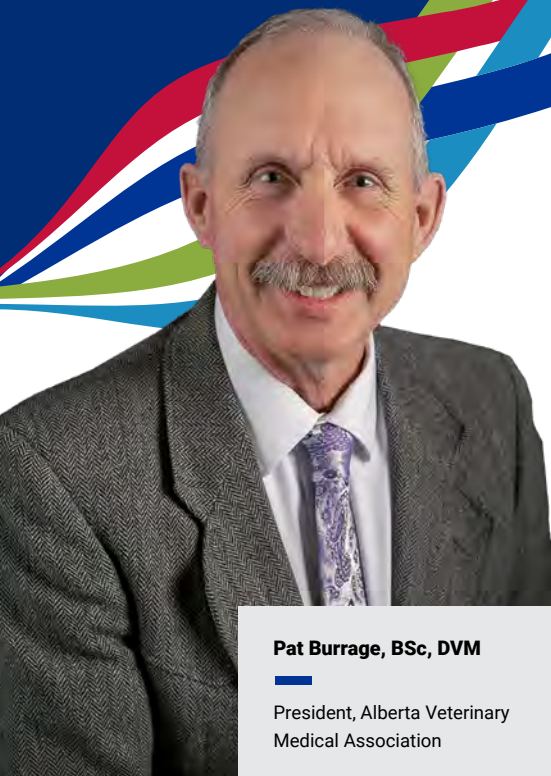
I would like to remind you that not all of us survived the year intact. Mental health challenges and pressures have led to increased usage of our Homewood Health Family Assistance Program, as well as an increased pressure on members challenged with addictions. Every year at this time while renewing our registrations, the ABVMA also asks you to consider making a donation to our Member Wellness Fund. Donation is totally voluntary and provides monies so that members who require residential treatment to combat their addictions are able to get the help they need. By the time they get to this point, they typically do not have any resources of their own left. Please look for the donation box on your renewal forms, and thank you.

I know it is a little early when this magazine is sent, but I would like to take this time to wish you all a very Merry Christmas, Happy Hanukkah and Seasons Greetings, whatever your faith may be. May your 2022 be filled with health, happiness and prosperity.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

President's Report



Pat Burrage, BSc, DVM

President, Alberta Veterinary Medical Association

HOPE EVERYONE HAD A GREAT

summer. If you liked a hot, dry (smoky) summer, you got what you wanted. The hottest summer on record – some 400 plus heat records were broken across the province. They say with global warming that temperatures will still remain seasonal. Cold in the winter, hot in the summer, but the extremes will become more extreme. Just an observation, but given the abnormally hot and dry summer, climate change is real.

For those of you who do not follow Council activities through the Council

Meeting minutes posted on the ABVMA member portal, I'll provide you with some of Council's current activities. Much of the focus has been on the workforce shortage. In late spring, the Veterinary Profession Workforce Project survey was made public (the first document of its kind to assess both veterinary and technologist shortage and future requirements). This report was completed in partnership with ABVTA and the Government of Alberta. This led to the creation of two working groups: one on education and retention, the other on RVT utilization. Four meetings were held over the summer and have recently concluded. The recommendations from these working groups will be consolidated and provided to Council at the next meeting for further development. Pam Cholak, our ABVMA government advocate, has been instrumental in organizing meetings with key government officials over the summer to continue to create a strong government relationship as well as communicate the workforce shortage issue. The western Canadian veterinary education institutions (WCVME & UCVME) both have new deans who are very interested in being part of the solution. As most of you know, the problem is not just in Alberta and there is consideration to create a national body to continue to address the future of veterinary education and the workforce shortage. At this time, the efforts of a great number of people, both inside and outside the profession, are starting to form short-, medium- and long-term solutions to the veterinary workforce shortage.

Unfortunately, there is no immediate, snap-your-fingers type of solution out there. However, the hard work and dedication of those involved will insure a bright future for veterinary education and the profession.

Council continues to discuss solutions for the membership as a result of the professional shortage. Council members are working veterinarians and technologists (apart from the hardworking public members) who are involved with the profession every day. Our primary role is the protection of the public (regulatory) but one of our objectives is member support. As a result of the shortage, Council has agreed to not enforce parts of the PIPS Bylaw to alleviate some of the stress on private practice (regarding dedicated anesthetist). By the time this magazine is published, it should be common knowledge to our members. Why am I telling you something you already know (or should know)? Council works hard for the profession and its members, and we are human. Sometimes our membership forgets that.

Well, another summer gone by. Where does the time go? As I get older, I keep trying to convince myself that I will have more time to enjoy some of the finer things in life. More time for family, farming, fishing, golfing, "honey do" projects and general do-nothing days. Not sure how old I have to get before the "more time" appears, but all indications are there is never enough enjoyable time, no matter what age we are. Take note: remember to stop and smell the roses along the way. If you wait until the end, you won't find the time.

Notice of the ABVMA Annual General Meeting Leadership Weekend and Member Recognition Banquet

Feb. 25-27, 2022

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on **Sunday, Feb. 27, 2022, 9 a.m. MST** at the Best Western Premier Calgary Plaza Hotel and Conference Centre*, 1316-33rd St NE, Calgary, AB, T2A 6B6. Members are encouraged to participate in association affairs and are invited to attend the AGM.

The Membership Recognition Banquet will be held on Saturday, Feb. 26, 2022.

Details about events hosted during Leadership Weekend (including committee meetings, committee training and the member recognition banquet) will be announced in January 2022.

Please watch your January/February 2022 *Members' Magazine* for more details.

*COVID-19 CONTINGENCY

ABVMA is currently planning to host the 2022 Leadership Weekend events in person, however, ABVMA will continue to monitor COVID-19 protocols and restrictions and will transition events to a virtual delivery if required.

Registrar's Report

IN THE JULY/AUGUST MEMBERS' Magazine

I reported on the findings of the Veterinary Profession Workforce Project commissioned by Council and conducted by R. A. Malatest and Associates Ltd. This was the first study done in Alberta that included both veterinarians and technologists regarding future supply and demands. In the article I also mentioned that two working groups had been formed by Council:

1. Education and Retention of Veterinary Professionals in Western Canada Working Group
2. RVT Utilization Working Group

Multiple members and stakeholders were involved in the four meetings that were held for each group, and a report is being developed for Council at the time of this writing. Watch for future information in the magazine around specific recommendations. I would like to highlight some of the issues and current efforts being made to alleviate the problems.

We know that there is a shortage of veterinary professionals throughout the province. We can now quantify the extent of that shortage. There is a clear indication that mitigation of this problem will be multifaceted.

Immigration of graduate veterinary professionals to Alberta may partially alleviate the problem on a short-term basis, but keep in mind that the veterinary professional shortage is a global problem. I recently listened to an interview from the British Veterinary Association that stated they could employ 3,000 veterinarians immediately. The unemployment rate for veterinary professionals in Europe hovers around two per cent. We are currently:

- working with the Minister of Labour and Immigration to ease the restrictions for immigration of veterinary professionals
- investigating the attraction of international veterinarians from accredited schools around the globe

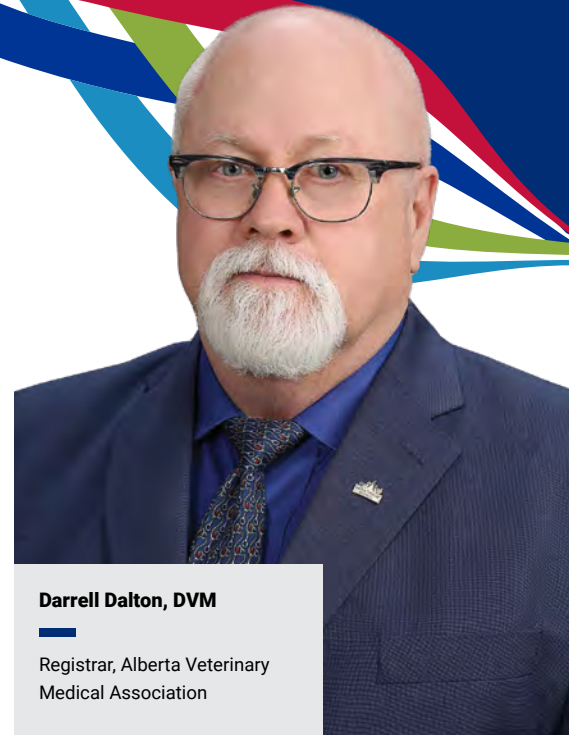
- seeking out ways to attract Canadians who have gone abroad for their veterinary education to return to Alberta
- working with the NEB to develop a process of evaluation to be able to grant a limited scope registration

Alberta educated veterinary professionals will be the primary solution to our shortage problem. We are currently:

- conducting an economic impact assessment to be able to demonstrate to the government the economic impact and value of veterinary medicine within our province
- advocating for more veterinary professional seats at both UCM and the technical colleges
- researching new methods of funding more veterinary education within the province
- working on a campaign to let the public know that our profession is in crisis, and to be patient with us
- working to educate the public of the value of veterinary medicine
- working to educate the Government of Alberta the value of veterinary medicine to the province
- working with municipalities to inform them of their potential part in attracting and keeping veterinary professionals

Technologists will play an important role in the alleviation of our shortages. We must:

- improve the culture within some practices
- improve the retention of technologists within practice



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

- improve the wages for technologists
- examine what future scope and potential registration classifications may be available for advance trained technologists

As stated, the problem and the solutions are multifaceted. ABVMA Council recognizes that we are a profession that is nearing its breaking point and is working diligently to find solutions to the problems as quickly as is possible.

Happy Holidays

December is a month of faith-based celebrations and ethnic traditions.

Whether you celebrate Christmas, Hanukkah, Bodhi Day, Kwanzaa, Omisoka, or another holiday or tradition, the ABVMA wishes you a safe and happy holiday season from:

Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forseille, Kathy Naum, Lisa Barry, Monica Clair, RVT, Mandi Duggan, Terri Johnson, RVT, Margaret Massey, RVT, Sarah Munn, Tina Skare, RVT, Sandra Ward, Lia Watkin, Lee Anne Winter

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, Dr. Natasha Kutryk, Dr. Louis Kwantes, Dr. Keith Lehman, Dr. Jonathan Leicht

Bottom row: Dr. Christy Leslie, Dr. Robert McCorkell, 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

Council held a virtual meeting on Aug. 30 and 31, 2021.

- Council had the pleasure of a brief introduction of Dr. Renate Weller the new Dean of UCVI. Dr. Weller will be joining Council as an ex-officio member at the October Council meeting.
- Council approved the following:
 - a 3.6 per cent fee increase for 2022, which aligns with the requirements of the ABVMA Financial Guidelines.
 - an increase in investigator compensation and accountability to aid in the complaints process.
 - a Task Force to review the Medical Records Handbook.
 - a new Policy on Wildlife Rehabilitation Centres Operating Veterinary Practice Entities
- Council received an update about four working groups that have met over the summer. Two of the working groups are working through the ABVMA – ABVTA Veterinary Professional Workforce report and making recommendations to ABVMA Council and the ABVTA Board:
 - Education and Retention of Veterinary Professionals in Western Canada
 - RVT Utilization
 The other two working groups are:
 - Equity, Diversity and Inclusion
 - Working Group reviewing the Guidelines on the Roles of RVTs, Students & Auxiliaries
- Council continued a review of the ABVMA Telemedicine Policy with further discussion planned for the October Council meeting.
- Council began review of the Continuing Education Guidelines which has been tentatively renamed to Continuing Professional Development Guidelines.
- There have been many Council discussions about the PIPS requirement for a designated anesthetist. Discussion occurred about the balance between protecting the public and the reality of veterinarian and veterinary technologist shortages. Council approved the following approach for veterinary practices that do not employ a second veterinary professional to act as the designated anesthetist. The letter to these veterinary practice entities (VPEs) will include the following: *The Veterinary Practice ABC does not currently meet the standard for Service Category 4, Anesthesia. The VPE puts itself at risk by providing anesthesia. When you have the plan in place to meet this requirement, please inform the ABVMA office and we will update the VPE's certificate.*
- Council received the annual report from the National Examining Board (NEB) from the Alberta representative to the NEB, Dr. Annabelle Denson.
- Council approved and supported one CVMA Position Statement, Ventriculocordectomy of Dogs. Council did not support the Position Statement on Disbudding and Dehorning of Cattle and Goats and provided recommended wording changes from the ABVMA Food Animal Advisory Committee to CVMA.
- Council undertook a vote by email after the August Council Meeting and approved the cost of an Economic Impact Assessment to provide the business case for the need for educating more veterinarians and veterinary technologists, and to have data showing the economic impact of veterinary practices in Alberta cities and towns.



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Let's talk: connect@NVACanada.ca

2021 Virtual ABVMA Registration Day

September 2, 2021

VETERINARIANS AND REGISTERED VETERINARY

technologists (RVTs) from across the province came together on September 2 for the second virtual ABVMA Registration Day of 2021. This event occurs twice per year to welcome new members to the association. Registrants were warmly welcomed by the association's dignitaries. They were then directed to small group discussions of case scenarios followed by the opportunity for the ABVMA to answer questions. The discussions enabled participants to explore the various rules and regulations of the *Veterinary Profession Act* and General Regulation, Bylaws, Practice Standards and the complaints process.

There was another strong attendance; a combined 174 veterinarians and RVTs became members of the veterinary profession in Alberta. Welcome to the profession!

Lisa Scott, DVM, MSc

Chair, ABVMA Registration Committee



Attendance | Veterinarians

NAME	MEMBER TYPE	REG NO.
Anthony Abo El Saad	General Practice Registered Vet.	3128
Emily Alnutt	General Practice Registered Vet.	4073
Emilie Belage	General Practice Registered Vet.	4041
Krishna Bhatt	Supervised Limited Practice Registered Vet.	4005
Bruno Boutet	General Practice Registered Vet.	4082
Charles Bruce	General Practice Registered Vet.	4010
Jessica Burn	General Practice Registered Vet.	3146
Jaimie Butler	General Practice Registered Vet.	4088
Nedra Chaouachi	Supervised Limited Practice Registered Vet.	4075
Heather Coates	General Practice Registered Vet.	4077
Joseph Cordonier	General Practice Registered Vet.	4064
Lisa Costa	General Practice Registered Vet.	4085
Joseph Cyrus	General Practice Registered Vet.	4081
Jasmine Dhillon	General Practice Registered Vet.	4089
Lauren Friedl	General Practice Registered Vet.	4008
Neven Ghaly	Supervised Limited Practice Registered Vet.	4086
Rami Ghebreab	Supervised Limited Practice Registered Vet.	3990
Jennifer Girard	General Practice Registered Vet.	4028
Vanessa Holly	General Practice Registered Vet.	3483
Kylie Hutt	General Practice Registered Vet.	4054
Philip Hyndman	General Practice Registered Vet.	3675
Annika Johnson	General Practice Registered Vet.	4057
Chinju Therese Johnson	Supervised Limited Practice Registered Vet.	3980
Savji Karmur	General Practice Registered Vet.	4079
Mandeep Kaur	Temporary Registered Vet.	3921
Amanda Kuzyk	General Practice Registered Vet.	4091
Emilie Laurin	General Practice Registered Vet.	4007
Natalia Mackowiak	General Practice Registered Vet.	4090
Daavini Maharaj	Supervised Limited Practice Registered Vet.	4003
Perwez Mann	Supervised Limited Practice Registered Vet.	4052

NAME	MEMBER TYPE	REG NO.
Harninder Marok	General Practice Registered Vet.	3965
Luis Adrian Martinez Uribarren	Supervised Limited Practice Registered Vet.	3960
Laura McKenny	General Practice Registered Vet.	3099
Claire McNicol	General Practice Registered Vet.	4009
Rachel McPhie	General Practice Registered Vet.	4068
Julie Menard	Unsupervised Limited Practice Registered Vet.	4023
Beverly Morrison	General Practice Registered Vet.	3967
Cheyenne Nadbrzezna	General Practice Registered Vet.	4024
Augustine Odika	Supervised Limited Practice Registered Vet.	3975
Krista Puddester	General Practice Registered Vet.	4065
Shahid Rashid	Supervised Limited Practice Registered Vet.	3961
Elizabeth Riddett	Time Limited Registered Vet.	3998
Graeme Shelton	Supervised Limited Practice Registered Vet.	3996
Erika Sjolín	General Practice Registered Vet.	4022
Casey Smith	General Practice Registered Vet.	3970
Martha Smith	General Practice Registered Vet.	4044
Melissa Tannahill	General Practice Registered Vet.	2843
Lisa Thompson	General Practice Registered Vet.	4027
Megan Thompson	General Practice Registered Vet.	4080
Carly Titanich	General Practice Registered Vet.	4004
Robyn Trischuk	General Practice Registered Vet.	4070
Maria Pilar Villanueva Caro	General Practice Registered Vet.	4083
Augusta Westendorf	General Practice Registered Vet.	3931
Benjamin Whelan	General Practice Registered Vet.	4087
Yi-Chen Wu	General Practice Registered Vet.	3993
Kexin Ye	General Practice Registered Vet.	4078
Volodymyr Zarutskyi	Supervised Limited Practice Registered Vet.	3983
Rena Zook	General Practice Registered Vet.	3995

Attendance | Veterinary Technologists

NAME	MEMBER TYPE	REG NO.
Tiffany Anderson	General Practice Registered Vet. Tech.	4289
Jessi Armstrong	General Practice Registered Vet. Tech.	4338
Natalie Bachand-Lapointe	General Practice Registered Vet. Tech.	4178
Kaitlyn Barrow	Provisional Vet. Tech. Member	4340
Karmyn Bates	Provisional Vet. Tech. Member	4231
Joshua Battenfelder	General Practice Registered Vet. Tech.	4252
Kelsey Bax	General Practice Registered Vet. Tech.	4222
Jillian Beaumont	Pending Vet. Tech. Applicant	
Abigail Benson	Pending Vet. Tech. Applicant	
Natasha Bett	Provisional Vet. Tech. Member	4274
Kristen Boeve	General Practice Registered Vet. Tech.	4320
Autumn Brown	Pending Vet. Tech. Applicant	
Marley Castor	Pending Vet. Tech. Applicant	
Dayna Chapple	General Practice Registered Vet. Tech.	4239
Chris Choi	General Practice Registered Vet. Tech.	4297
Celina Chong	Provisional Vet. Tech. Member	4305
Christy Chow	General Practice Registered Vet. Tech.	4283
Devyn Cook	General Practice Registered Vet. Tech.	4282
Shelby Coulter	General Practice Registered Vet. Tech.	4242
Erica Countryman	Pending Vet. Tech. Applicant	
Jordyn Cowan	Provisional Vet. Tech. Member	4256
Madison Cunningham	Provisional Vet. Tech. Member	4318
Mackenzie Dallaire	Provisional Vet. Tech. Member	4309
Cassandra de Leeuw	General Practice Registered Vet. Tech.	4257
Chelsea Debruyne	Provisional Vet. Tech. Member	4291
Isabella DeMong	General Practice Registered Vet. Tech.	3584
Brigitte Dempsey	General Practice Registered Vet. Tech.	4312
Ngan Do	Provisional Vet. Tech. Member	4295
Jennifer Dobbs	General Practice Registered Vet. Tech.	4233
Taryn Dodds	General Practice Registered Vet. Tech.	4198
John Doyle	Provisional Vet. Tech. Member	4292
Victoria Duckworth	Pending Vet. Tech. Applicant	
Charmaine Duthie	General Practice Registered Vet. Tech.	4188
Alexandra Earnshaw	Pending Vet. Tech. Applicant	
Emily Elder	General Practice Registered Vet. Tech.	4322
Melissa Folker	General Practice Registered Vet. Tech.	4311
Danielle Fraser	General Practice Registered Vet. Tech.	4331
Ashleigh Gardiner	Provisional Vet. Tech. Member	4298
Brianna Gartner	General Practice Registered Vet. Tech.	4314
Meleah Geeraert	General Practice Registered Vet. Tech.	2660
Ashley Gerhardt	Pending Vet. Tech. Applicant	
Kerdessa Gibson	Pending Vet. Tech. Applicant	
Sarah Grimes	Pending Vet. Tech. Applicant	
Madisen Groves	Pending Vet. Tech. Applicant	
Cayli Heathcote	General Practice Registered Vet. Tech.	2757
Tatiana Hendriks	General Practice Registered Vet. Tech.	4337
Megan Higgins	General Practice Registered Vet. Tech.	4296
Jordyn Hoszouski	Pending Vet. Tech. Applicant	
Kelsey Johnston	General Practice Registered Vet. Tech.	4304
Presley Kalbhen	Provisional Vet. Tech. Member	4300
Natashia King	General Practice Registered Vet. Tech.	2923
Tyra King	Pending Vet. Tech. Applicant	
Deanna Koch	Pending Vet. Tech. Applicant	
Anna Kozyra	Pending Vet. Tech. Applicant	
Austin Lafferty	General Practice Registered Vet. Tech.	4332
Riley Larsen	General Practice Registered Vet. Tech.	4211
Shanissa Lasher	Provisional Vet. Tech. Member	4325
Dallas Law	General Practice Registered Vet. Tech.	4235

NAME	MEMBER TYPE	REG NO.
Samantha Law	General Practice Registered Vet. Tech.	4194
Adriana Lee	Provisional Vet. Tech. Member	4336
Chloe Lee	General Practice Registered Vet. Tech.	4294
Natasha Lyell	Limited Practice Registered Vet. Tech.	3617
Karissa MacIntyre	General Practice Registered Vet. Tech.	2195
Sage McAuley	General Practice Registered Vet. Tech.	4228
Breanne McCormick-Houle	General Practice Registered Vet. Tech.	4330
Dayna Faye McKay	Pending Vet. Tech. Applicant	
Dusti McKenzie	Pending Vet. Tech. Applicant	
Brayden Meyers	Provisional Vet. Tech. Member	4335
Akino Mizutani	General Practice Registered Vet. Tech.	4293
Juli-Ann Moore	Pending Vet. Tech. Applicant	
Callie Morrison	Provisional Vet. Tech. Member	4327
Alyssa Mulcahy	Provisional Vet. Tech. Member	4323
Saylor Nichol	Pending Vet. Tech. Applicant	
Dakotah Nichols	General Practice Registered Vet. Tech.	4265
Sarah Onciul	General Practice Registered Vet. Tech.	4315
Michelle Orescan	Provisional Vet. Tech. Member	4266
Dana Osborn	General Practice Registered Vet. Tech.	3315
Mary Ostrem	General Practice Registered Vet. Tech.	4275
Cydney Parks-Fehr	General Practice Registered Vet. Tech.	4277
Tanner Paulovich-Unger	General Practice Registered Vet. Tech.	4244
Theresa Peter	Pending Vet. Tech. Applicant	
Laura Pethers	Provisional Vet. Tech. Member	4240
Cassandra Prodaniuk	General Practice Registered Vet. Tech.	4272
Casey Randal	General Practice Registered Vet. Tech.	4280
Mackenzie Randall	General Practice Registered Vet. Tech.	4313
Bethany Rempel	General Practice Registered Vet. Tech.	4270
Caytlynn Rotvik	Pending Vet. Tech. Applicant	
Victoria Schildknecht	General Practice Registered Vet. Tech.	4273
Kimberly Schipper	General Practice Registered Vet. Tech.	4250
Nicole Schuster	General Practice Registered Vet. Tech.	4324
Andrea Sebok	General Practice Registered Vet. Tech.	2992
Dakota Sekella	Provisional Vet. Tech. Member	4276
Ramsha Shahab	Provisional Vet. Tech. Member	4278
Jasmine Shaughnessy	Pending Vet. Tech. Applicant	
Renee Shultz	General Practice Registered Vet. Tech.	4212
Taylor Silvestre Paula	General Practice Registered Vet. Tech.	4341
Prabdeep Singh	General Practice Registered Vet. Tech.	4316
Stephanie Singh	General Practice Registered Vet. Tech.	4287
Grant Slaa	General Practice Registered Vet. Tech.	4303
Cara Springer	Pending Vet. Tech. Applicant	
Shayla Tansey	General Practice Registered Vet. Tech.	2463
Erin Tellier	Pending Vet. Tech. Applicant	
Amy Van Aar	Pending Vet. Tech. Applicant	
Katrina Van Es	Pending Vet. Tech. Applicant	
Laura VanderVeen	General Practice Registered Vet. Tech.	4302
Brooke Villeneuve	Pending Vet. Tech. Applicant	
Genevieve Wallace	General Practice Registered Vet. Tech.	4299
Kayla Wanke	General Practice Registered Vet. Tech.	4247
Jennifer Ward	General Practice Registered Vet. Tech.	4243
Morgan Wasylyszyn	General Practice Registered Vet. Tech.	4268
Meaghan West	General Practice Registered Vet. Tech.	4209
Madison Wheeler	Provisional Vet. Tech. Member	4286
Alison Whitehouse	Provisional Vet. Tech. Member	4269
Becky Wiebe	General Practice Registered Vet. Tech.	4248
Brynn Wiles	General Practice Registered Vet. Tech.	4301
Christine Wirth	General Practice Registered Vet. Tech.	4288

Membership Matters

Council approved the following at the August 2021 Council meeting

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Amanda Bevans, #3927 June 30, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Crystalyn Legg-St Pierre, #3509 Sept. 1, 2021

Dr. Katie Graves, #3288 June 30, 2021

Dr. Kelsey Vandervalk, #2835 July 5, 2021

Dr. Crystal Mullen, #1210 July 5, 2021

Dr. F. Patricia Gaviller, #1352 July 26, 2021

Dr. Lorand Attila Finyak, #2533 Aug. 9, 2021

Cancelled General Practice Registered Veterinarian

Dr. Amanda Gilliland, #3868 July 1, 2021

Dr. Jocelyn Marchiori, #3899 July 1, 2021

Dr. Leah Ellis, #3900 July 1, 2021

Dr. Victoria Duggan, #3905 July 1, 2021

Dr. Jessica Khodadad, #3934 July 1, 2021

Dr. Jennifer Ho, #3898 July 1, 2021

Dr. Emma Vaasjo, #3192 July 1, 2021

Cancelled Supervised Limited Practice Registered Veterinarian

Dr. Hanan Shenouda, #3963 May 9, 2021

Dr. Anika Lohnherr, #3803 July 17, 2021

Dr. Jennifer Hiekel, #3922 July 7, 2021

Dr. Macarena Iglesias Barnatche, #3924 July 8, 2021

Dr. Andres Valenzuela Spencer, #3925 July 8, 2021

Dr. Cheng-Juei Juang, #3982 July 19, 2021

Dr. Martin Imani, #3981 July 19, 2021

Cancelled Temporary Registered Veterinarian

Dr. Milanjeet, #3959 July 23, 2021

Reinstated General Practice Registered Veterinarian

Dr. Philip Hyndman, #3675 Aug. 1, 2021

Dr. Melissa Tannahill, #2843 Sept. 1, 2021

Dr. Laura McKenny, #3099 Aug. 9, 2021

Reinstated Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Harninder Marok #3965 July 8, 2021

Dr. Luis Adrian Martinez Uribarren, #3960 Aug. 5, 2021

Dr. Ammar Jawdat, #3688 Aug. 11, 2021

Registered Veterinary Technologists

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

Courtney Sears, #4229 June 30, 2021

Stephanie Johnson, #3688 June 16, 2021

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

Meaghan Tischer, #2526 July 8, 2021

Kim Thomas, #1668 June 22, 2021

Erin O Rielly, #1894 July 19, 2021

Gail Olson, #3130 July 26, 2021

Stefanie Goodvin, #3400 Aug. 1, 2021

Reinstated General Practice Registered Veterinary Technologist

Isabella DeMong, #3584 June 14, 2021

Cayli Heathcote, #2757 July 29, 2021

Reinstated Limited Practice Registered Veterinary Technologist (Small Animal)

Natasha Lyell, #3617 July 7, 2021

Cancelled Provisional Veterinary Technologist Member

Gemma Dennis, #4049 May 7, 2021

Cecilia Hesje, #4156 July 22, 2021

Cancelled General Practice Registered Veterinary Technologist

Pauline Togado, #4135 June 12, 2021

Sabrina Fagan, #4006 July 3, 2021

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
Furever Friends Veterinary Services Inc.	Edmonton
Ambleside Veterinary Hospital	Edmonton
Bridgeland Vet Clinic	Calgary
Prairie Veterinary Dental Services	Edmonton
Paramount 24 Hour Animal Hospital	Calgary
Trinity Hills 24 Hour Pet Hospital	Calgary

Permits

Permit Holder Approval

2345452 Alberta Ltd. (Dr. Atal Bahadur #2418) May 17, 2021

2354420 Alberta Ltd. (Dr. Troy Bourque #1799) June 15, 2021

Wild Trillium Inc. (Dr. Charles Bruce #4010, Dr. Rachel McPhie #4068) July 15, 2021



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Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #19-16

A LETTER OF COMPLAINT WAS

received in April 2019 regarding the care provided by a registered veterinarian for a one-year-old French bulldog presented for examination, vaccinations and potential neuter in September of 2018.

The dog was very excited and has noisy breathing, making examination difficult.

The veterinarian recommended the dog be referred to a specialist but the owner already had plans to have surgery to treat the brachicephalic airway syndrome.

The veterinarian administered a sedative to permit auscultation of his airway. An injection of 1 mg hydromorphone subcutaneous did not quiet the dog sufficiently to permit examination.

The dog was discharged to the owner and later that evening the dog collapsed at home. The dog was presented to an emergency veterinary practice where efforts to resuscitate him were unsuccessful. There was some

disagreement as to the condition of the dog at discharge.

The owner attempted to resolve the matter directly with the veterinarian and sent a letter to him on Nov. 8, 2018.

The complaint was investigated and the report of the investigation was reviewed by the Complaint review Committee (CRC). The CRC identified a number of issues and made a referral to the Hearings Director for a hearing.

A hearing was held on June 14 and 15, 2021, conducted virtually due to COVID-19.

Notice of Hearing

The Notice of Hearing set out nine allegations of unprofessional conduct as follows:

Medical Management

1. That upon a physical examination of the dog on Sept. 22, 2018, you failed to adequately assess his breathing and/or heart rate.
2. That subsequent to administering hydromorphone, you failed to properly ensure adequate monitoring of the dog.
3. That you discharged the dog when he was not in an appropriate condition to be discharged and/or provide proper discharge instructions to the client.
4. That you intended to proceed with surgery on the dog on Sept. 23, 2018, (a neutering), when there was not a separate dedicated anesthetist available to monitor the anesthesia.

Informed Consent

5. That you failed to obtain appropriate informed consent from the owner with respect to the administration of hydromorphone.
6. That you failed to obtain appropriate informed consent that there was no dedicated anesthetist available to monitor anesthesia if you determined you were going to proceed with the neutering of the dog.

Communication

7. That you failed to properly communicate with the owner regarding the issues about the dog's physical condition and the concerns relating to his breathing.

Medical Records

8. That you failed to create or maintain appropriate medical records for the dog.
9. That you altered the medical records of the dog subsequent to the events of Sept. 22, 2018.

Hearing

Members of the Hearing Tribunal heard testimony from the investigator, the complainant and the investigated member.

The Hearing Tribunal made a finding of unprofessional conduct on allegation number six related to the failure to obtain informed consent for anesthesia in the absence of a dedicated anesthetist.

The Hearing Tribunal made no finding of unprofessional conduct on the remaining eight allegations. The reasons for findings are summarized below.

With regards to allegation number one, related to the veterinarian's assessment of the dog's breathing and heart rate, the Hearing Tribunal determined that the sedative did not alleviate the referred breathing noise, and as a result the veterinarian was never able to assess the dog's lung or heart sounds. The Hearing Tribunal determined that in these circumstances it is not appropriate to make a finding of unprofessional conduct against the veterinarian for not properly assessing the breathing, when it was not possible to undertake given the circumstances.

Regarding allegation number two regarding monitoring of the dog, the Hearing Tribunal accepted the veterinarian's evidence that he checked on the dog periodically, which is supported by the medical records. The Hearing Tribunal also

accepted evidence that given the proximity of the kennel where the dog was kept during the post-sedative period that the veterinarian was able to constantly observe the dog.

Regarding allegation number three related to the discharge of the dog, the Hearing Tribunal concluded that the dog was affected with Brachycephalic Airway Obstructive Syndrome (BAOS) and that this condition could easily have precluded the veterinarian from realizing there was an impending medical crisis.

The Hearing Tribunal concluded the dog had been anxious on his way to the clinic, excited when he got there, was examined, given a sedative and housed in a kennel in strange surroundings for the majority of the day. The owner testified that the dog was very different on discharge and that when he was let out of his kennel, he walked slowly, his ears pointed down, his face was sad and his eyes were droopy and he had mucous coming out of his rectum. The Hearing Tribunal was of the opinion that the dog's demeanour had changed over the course of the day, however the veterinarian's evidence, as that of a trained professional, was largely preferred. Specifically, that the dog's condition was not as the owner remembers.

The Hearing Tribunal concluded that the veterinarian properly determined that the dog was able to be discharged and that the discharge instructions, while minimal, were sufficient and properly provided.

Regarding allegation number four related to the issue of neutering the dog without a dedicated anesthetist, it is undisputed that there was not a separate dedicated anesthetist available and the veterinarian was very clear about this stating that he monitored his own anesthetic.

The Hearing Tribunal made no finding of unprofessional conduct on allegation number four because the surgery (neutering) did not actually occur. The Hearing Tribunal did not feel it appropriate to find someone guilty of something they were thinking of doing.

The Hearing Tribunal also noted that the Practice Inspection and Practice Standards (PIPS) Bylaw as it existed at the time was (unintentionally) ambiguous on what was necessary in the event a dedicated anesthetist is not present. It stated:

"In the circumstance where the veterinarian or technologist performing

the procedure is also the person monitoring the anesthetic, informed consent (verbal or written) acknowledging the absence of a dedicated anesthetist must be obtained from the owner and appropriately documented."

This ambiguity has since been corrected in the updated PIPS Bylaw as of December 2019 where the PIPS Bylaw is clear that all procedures requiring anesthesia or deep sedation must have a dedicated anesthetist:

"A designated anesthetist (separate from the veterinarian or veterinary technologist performing the procedure) must monitor patients under general anesthesia and or prolonged and/or deep sedation. The anesthetist must be a registered veterinarian, or a registered veterinary technologist under the supervision of a veterinarian. If, in the exceptional circumstance where the veterinarian believes the procedure must be done without an available designated anesthetist, informed consent must be documented in the medical record. Written informed consent acknowledging the absence of a dedicated anesthetist, and the increased risk to the patient, must be obtained from the owner, appropriately documented and be very clear to the client."

In this case, given the PIPS Bylaw in place at the time, the Hearing Tribunal found that if informed consent was verbalized or written, the veterinarian would have met the minimum professional standard in undertaking the anesthesia and neuter without a dedicated anesthetist.

Regarding allegation number five related to obtaining informed consent for the use of hydromorphone, the Hearing Tribunal is of the opinion that it is a common and acceptable occurrence for a veterinarian not to necessarily mention the name of tranquilizers, sedatives, induction agents or maintenance anesthetics that are being used. The Hearing Tribunal noted that it is important that the client is informed when their animal is being given these types of drugs and is advised about the inherent risks to the patient.

While the veterinarian did not provide the name of the sedative he was going to give the dog, the owner testified that she was aware that the dog was receiving a sedative. Hydromorphone is a very common sedative used in veterinary

medicine and the Hearing Tribunal disagreed with the assertion that it is a dangerous drug.

The Hearing Tribunal concluded that the veterinarian provided sufficient information to the owner of the risks of the anesthetic he used and that he obtained informed consent in that respect.

The Hearing Tribunal made a finding of unprofessional conduct related to allegation number six that the veterinarian failed to obtain appropriate informed consent that there was no dedicated anesthetist available to monitor anesthesia if the neuter was going to proceed.

The Hearing Tribunal found that it was the veterinarian's intention to proceed with the neuter if he could ascertain that the dog had normal lung function. The opportunity to obtain informed consent was at admission and the veterinarian failed to provide any written evidence of this consent.

The veterinarian testified that owners sign a consent form when they come in, but the Hearing Tribunal had no evidence about the specific contents of what is on this form. The owner testified that she thought the veterinarian would have the proper staff necessary for the surgical procedure and that she was unaware of the lack of a dedicated anesthetist. All of this clearly establishes that there was no informed consent concerning the lack of a dedicated anesthetist.

Regarding allegation number seven related to communication about the dog's medical condition, the Hearing Tribunal concluded that the veterinarian properly communicated about the dog's physical condition and concerns relating to his breathing. The veterinarian properly communicated that he was concerned about the dog's lung sounds and the reason why he was not prepared to proceed with surgery unless he could evaluate the functioning of his lungs.

The Hearing Tribunal accepted that the veterinarian recommended referral to a specialist for a more in-depth evaluation, neuter and have his breathing problems addressed, which was not accepted by the owner.

Regarding allegation number eight related to medical records, the Hearing Tribunal determined that while the veterinarian's records were minimal, they were not lacking to the point of being

unprofessional conduct. Specifically, client information, patient information, vaccination information, short patient history, reason for visit, examination results, exam notes, follow-up observations, medications given, verbal discharge instructions and follow-up telephone communications are all present in the dog's records.

Regarding allegations number nine and ten that the veterinarian altered the medical records subsequent to the events of Sept. 22, 2018, the Hearing Tribunal noted that substantial medical record starting with "Brachycephalic airway syndrome" and ending with "She can pick up Kai at 4:30" is dated 9/22/2018 and indicates that the closed date is 11/8/2018. While the record was closed after the events of Sept. 22, 2018, the Hearing Tribunal is of the opinion that there were too many confusing issues left unanswered with respect to the medical record audit and that it must find the

veterinarian not guilty on this allegation.

Given that the Hearing Tribunal did not find the veterinarian guilty of altering the records, it follows that he is not guilty of failing to disclose this to the investigator.

COMMENTARY

This case report demonstrates that the complaint process is working as the legislation has intended.

The process has defined steps for receipt of the complaint, response by the investigated member, investigation, preliminary review by the CRC and, when necessary, a hearing.

The letter of complaint serves to initiate the process, and it is recognized that these complaints largely come from members of the public who are not well positioned to determine the conduct of a veterinary professional. We are privileged that veterinary professionals judge the conduct

of their fellow professionals, a true "peer review" process, with public accountability.

While the information collected during the course of an investigation and subsequent review by the CRC may give rise to a hearing and allegations of unprofessional conduct, it is only at the hearing where a decision on a member's conduct is made.

Hearing Tribunal members must assess and weigh the evidence and testimony to first determine the facts of the matter and then secondly, determine whether the conduct of the member constitutes unprofessional conduct.

Notwithstanding that there was a finding of unprofessional conduct on only one of the 10 allegations in the Notice of Hearing, the ABVMA complaint process established in legislation serves to protect the public interest and meet the objectives of fairness and transparency to members.

OUR VISION

Healthy animals and people in a healthy environment

OUR MISSION

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

OUR VALUES



Professionalism

Demonstrating ethics, fairness, responsibility and accountability



Integrity

Exemplifying honesty, trust and transparency



Leadership

Inspiring a path that is adaptable and visionary



Inclusivity

Fostering a safe, positive and collaborative environment



Respect

Interacting with empathy, compassion and dignity

Member Mentions

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

Dr. Stacie Akins

MANY VETERINARIANS MAY WORK AT A BUSY INNER-CITY

practice, and many veterinarians may have a herd of cattle to manage in addition to their day job, but it is unusual to find a veterinarian successfully blending both lifestyles! Stacie Akins, WCVMA class of 2006, somehow blends both city and country lifestyles. She works at VCA Canada Marda Loop Animal Hospital in downtown Calgary and calls Okotoks home with her husband Jason and her children Joel, Eva and Carys.

Stacie and Jason both grew up on cattle ranches and met while attending high school in Black Diamond, AB. During Stacie's undergrad years in university, they obtained their first 12 cattle and kept them with their parents' herd for the first few years. After veterinary school, they were able to purchase some land outside of Nanton, AB, in 2012, for their growing herd. Their current herd of 65 cattle has been built from purchasing cattle from their families and their own breeding program and is made up of Hereford Angus crosses with some Simmental.

Stacie loves having their land and cattle, which gives their family the experience of ranch life. Calving time is their favourite time of year, and the kids keep on the family tradition of naming the calves, which was started by their paternal grandmother, Nana. The kids always enjoy having bottle-fed calves and love raising them. Most weekends in the summer are spent at their trailer ensuring the cattle are healthy and checking and repairing fences. In the winter the family must still ensure the cattle are in good health and are fed.



Despite all this country living, Stacie loves being a busy urban veterinarian and is passionate about small animal medicine. This makes it a challenge to blend both lifestyles, especially since Stacie is an active sports mom. She and her husband are generally found at an arena for their children's lacrosse or hockey games. Despite the hectic pace, Stacie finds having her bovine companions help her with her day-to-day life in practice. It is great to have something completely different from the intense, busy schedule of the clinic, and to be able to spend time outside with her family.

Leilani Mustillo, RVT

MANY PEOPLE ENJOY ZOMBIE MOVIES FOR SOME SPOOKY

entertainment, however RVT Leilani Mustillo really gets into the spirit of this movie genre! Leilani has always loved zombie movies, and especially lately points to parallels between the zombie stories and global pandemics. Leilani, a 2009 graduate of Olds College RVT program, argues she and her colleagues have many advantages that would be a benefit in a zombie outbreak, such as a wide knowledge of comparative medicine and the ability to perform medical procedures in almost any situation. Veterinarians and RVTs also have strong skills in improvising and adapting medical equipment to fit unique situations, as well as avoiding getting bitten — critical in a hypothetical zombie infestation!

For the past 10 years Leilani has been working on her zombie costume and make up for participating in annual Zombie Walks in full zombie garb. She also loves to attend Halloween events, Comicon events and any opportunity to work on her zombie walk. She attended her first Zombie Walk in downtown Calgary and loved the costumes and theatrics of over 1,200 people participating as an undead horde. As this was a new event there were definitely some startled looks from passersby!

Leilani uses her prior work experience as an emergency clinic RVT to help create realistic wounds for zombie makeup, along with help from online tutorials and costume stores. She encourages those who are interested search for local Zombie Walk groups on



social media, as it is a great way to engage with other zombie fans. Becoming undead for a day is great for stress relief, channelling creativity, and it provides a mental break from work. When not taking part in a zombie horde, Leilani provides teletriage services for veterinary clinics from her company Animal HealthLink and helps give her colleagues on call a break. She lives in Calgary with her husband, three children, two cats and a dog.

Keeping You Current

Announcements and Member Engagement

Featuring ABVMA Practices in the Members' Magazine

ABVMA is always interested in hearing from practices that would like to be featured in the ABVMA *Members' Magazine*. If you're interested in highlighting your practice, please reach out to kathy.naum@abvma.ca.

ABVMA Holiday Office Closure

The ABVMA Office will be closed Dec. 24, 2021, to Jan. 3, 2022, inclusive. Reminders will be sent out in E-News in November and December.

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:

September

- 1:** **R** Meeting with Pam Cholak, What Matters Consulting
R National Farmed Animal Care Council (NFACC) Executive Meeting
R/AR Meeting with Alberta Labour and Immigration
DR Emergency Response Compensation Sub Group
- 2:** **P/PP/R/DR/AR/CM** ABVMA Registration Day - Virtual
- 3:** **R/DR/AR** Economic Impact Assessment 101 – Meeting with T. Nilsson, Olds College
AR Committee on Veterinary Technician Education and Activities (CVTEA) Working Group Meeting
- 7:** **R/DR/AR/CM** Meeting with ev+ AGENCY
R/DR/AR Meeting with Dr. Keith Lehman, Chief Provincial Veterinarian and Pam Cholak, What Matters Consulting
R/DR/AR ABVMA Government Relations Monthly Meeting
CM ABVTA Executive: Meeting with DOTS, ABVTA AGM Preparation
- 8:** **R** Meeting with Pam Cholak
R/AR PIPS Committee Meeting
- 9:** **AR** CVTEA Policies & Procedures Meeting
R Vet Competency Profile Advisory Group Meeting
CM Bi-weekly Meeting with ev+
- 10:** **R/AR** Working Group to update ABVMA Council Guidelines on Roles of RVTs, students and unregistered auxiliaries
- 14:** **R/AR** Meeting with Alberta Labour & Immigration Minister Copping, Deputy Minister, Chief of Staff, and Pam Cholak
R Professions Meeting with P7 Group
R/AR/CM ABVMA ABVTA RVT Utilization Working Group Meeting #4

- 15:** **R** Meeting with Pam Cholak
R/DR /AR/CM ABVMA ABVTA ERVPWC Working Group Meeting #4
- 16:** **P/PP/VP/R/AR** ABVMA Executive Council Meeting
- 17:** **AR/CM** Quarterly content planning meeting with ev+
- 21:** **R** Meeting with Pam Cholak
R Alumni Meeting with Dr. Muir, Dean, WCVMA
CM Classroom Agriculture Program Special General Meeting
- 23:** **CM** bi-weekly meeting with ev+ AGENCY
CM Weekly call with Cvent, CanWest planning
R/AR Registration Committee Meeting
- 24:** **P/VP/R** Meeting with Dr. Renate Weller, Dean, UCVM
- 27:** **R/AR/CM** ABVMA Government Relations Monthly Meeting
- 28:** **R/AR/CM** Meeting with ev+ AGENCY
AR/CM Equity Diversity and Inclusion Task Force
R Fairness for Newcomers Office – *Fair Registration Practices Act*
- 29:** **R** Weekly meeting with Pam Cholak
- 30:** **P/PP/VP/R** ABVMA Executive Council Meeting
- 29/30:** **AR** CVMA CVTEA Virtual accreditation site visit

October

- 1:** **R** AAVSB Annual Meeting & Conference – Virtual
- 2:** **R** AAVSB Annual Meeting & Conference – Virtual
- 4:** **CD** Appeal to Council of Hearing Tribunal decision
- 5:** **AR** ABVMA Food Animal Advisory Committee Meeting – Virtual

- R/AR** ABVMA Committee of Council – Registration Committee Review
- 6:** **R** Weekly meeting with Pam Cholak
AR ABVMA Animal Welfare Advisory Committee Meeting – Virtual
- 7:** **DR** Emergency Response Working Group Meeting
CM CVMA Provincial Communications Meeting
- 14:** **P/PP/VP/R/DR/AR/CM** ABVMA Interactive Council Governance Session
- 15/16:** **P/PP/VP/R/DR/AR** ABVMA Council Meeting
- 17:** **P/PP/VP/R/DR/AR/CM** ABVMA Strategy Session
- 17-19:** **R/DR/AR/CM** CanWest Veterinary Conference – Virtual
- 19:** **R/AR** PIPS Committee Meeting
- 20:** **AR** ABVMA Member Wellness Advisory Committee Meeting – Virtual
- 26:** ABVMA Government Relations Monthly Meeting
- 27:** **R/AR** PIPS Committee Meeting
- 28:** **P/PP/VP/R/DR/AR** ABVMA Executive Council Meeting
- 29:** **AR** ABVMA Equine Advisory Committee Meeting – Virtual
12/13/14/18/20/21 CD Canadian Network of Agencies of Regulation (CNAR) Virtual conference

LEGEND

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

Welcome to the Profession

UCVM Class of 2025

ON AUG. 30, 2021, THE ABVMA AND CVMA JOINTLY hosted the annual Welcome to the Profession Event for the incoming class of 2025, to the University of Calgary, Faculty of Veterinary Medicine. This year, the event was held virtually once again due to COVID. ABVMA President Dr. Pat Burrage, CVMA Representative Dr. Louis Kwantes, Interim UCVM Dean Dr. Robert McCorkell and incoming UCVM Dean Dr. Renate Weller spoke to the students about the beginning of their four-year journey as young veterinary students. Prior to the virtual event, students were sent stethoscopes from the ABVMA and white coats from the CVMA. The evening closed with the recitation of the Veterinary Oath and the UCVM Honour Code.

WCVM Class of 2025

The WCVM Class of 2025 includes three veterinary students from communities in Alberta.



Hasse van der Kamp



Keegan King



Pamela Thompson



Congratulations and best wishes to the Class of 2025. Collage is in alphabetical order.

Georgia Bignold	Eva Hamm	Alyshia Skurdal
Vanessa Boone	Alexandra Hibberd	Spencer Smith
Shayna Brower	Isabella Hul	Janessa Spurrell
Emma Buchanan	Katie Jones	Alicia Srinivasagam
Alexandra Burk	Kayla Jordison	Spencer Strong
Lauren Cody	Annemarie Kelly	Safira Teja
Etienne de Jongh	Ceara Kelly	Natalie Tsao
Kaitlyn Dornstauder	Kaitlyn Lomsnes	Catharina van Halderen
Michaela Douglas	Marin Low	Rebecca Vavrek
Noelle Duckworth	Kathryn McLellan	Ciara Verstraete
Kylee Dunfield	Megan Mercia	Allison Vesely
Kaitlyn Dvorack	Tara Mulloy	Taylor Ward
Alexandra Ferguson	Mikayla Newbold	Rebecca Wassmuth
Katherine Fleury	Nancy Ngo	Grace-Anne Weisgerber
Isa Gasser	Sandy Peters	Margareta (Paulina) Wolswinkel
Madeleine Gauthier	Linda Raduner	
Gabriel Godziuk	Stephen Shikaze	
Julia Grochowski	Sukhjot Sidhu	



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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.



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One Profession. One Strong Voice.

Recorded Webinar - 2021 Animal Health Week

The complimentary 2021 AHW Webinar titled *One Health: It's all about relationships* was held on October 6 and featured speakers, Dr. Herman Barkema, Professor in Epidemiology of Infectious Diseases, Production Animal Health, University of Calgary, Faculty of Veterinary Medicine & Dr. Michele Anholt, Manager, One Health, University of Calgary. Find the webinar recording and more information here: canadianveterinarians.net/practice-economics/animal-health-week-current

This webinar was generously sponsored by: **iFinance Canada (Petcard) and Petsecure Pet Health Insurance**

2022 CVMA Awards Nominate a Colleague by Jan. 31, 2022

Each year, the CVMA recognizes individuals who have demonstrated significant accomplishments, exemplary leadership, and tireless commitment to Canada's veterinary community. In addition to the award, recipients will receive complimentary registration to the 2022 CVMA Convention in Halifax, N.S. Nominees must be CVMA members; however, they can be nominated by non-members. Nomination packages are accepted via email: communications@cvma-acmv.org. Please consider recognizing a deserving colleague for an award:

- CVMA Humane Award
- CVMA Industry Award
- Merck Veterinary Award
- CVMA Small Animal Practitioner Award
- CVMA Practice of the Year Award
- CVMA Life Membership
- CVMA Honourary Membership

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU

CVMA Presented on One Health Perspectives at the 2021 BSL4ZNet International Conference

The Conference was organized in four sessions focused on driving science forward in a post-pandemic era.

1. Emerging and re-emerging pathogens
2. BSL3 and BSL4 biosafety and biosecurity: international perspectives
3. One Health perspectives
4. Zoonotic outbreaks and pandemics: science policy and science diplomacy perspectives

The diverse lineup of international speakers and panelists included scientific experts and leading science professionals from government, academia, industry and non-profit organizations working in areas of emerging and re-emerging bio-threats research, laboratory management, biosafety and biosecurity, and science diplomacy and policy.

SAVI: The Stewardship of Antimicrobials by Veterinarians Initiative – Update

- SAVI's Expert Advisory Group discussed stewardship activities progress, preliminary data collection and project communication and engagement efforts, targeting the fall to broaden AMU data collection and collect veterinary feedback on updated CVMA Veterinary Guidelines for AMU. Watch for information on our new AMU app, FirstLine.
- A project overview presentation was delivered at the annual CVMA Convention, highlighting project

background information and current activities. A live demonstration of the FirstLine (formerly Spectrum) DVM handheld app was also provided.

- The SAVI team actively engaged key audiences and stakeholder groups interested in AMU stewardship, including the Canadian Association of Swine Veterinarians, the College of Veterinarians of Ontario, l'Université de Montréal, and the National Farmed Animal Health and Welfare Council with an aim to discuss AMU stewardship common messaging and communications within veterinary and industry sectors and identify additional areas where collaboration is mutually beneficial.

Diversity, Equity, Inclusion (DEI)

The CVMA appointed a Working Group (WG) with the mandate to "Make suggestions regarding the CVMA's role with respect to Diversity, Equity, and Inclusion related to veterinary medicine." The WG submitted a report with Council recommendations. Council has prioritized the following:

- **Short term:** Focus CVMA social media and website content on existing diversity in the Canadian veterinary community.
- **Medium term:** Integrate DEI concepts in CVMA's Emerging Leaders Program, Convention, and Student Symposium.
- **Long term:** Interact with educational institutions/policy makers at elementary, high school and post-secondary levels, especially related to recruitment and admission.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

Telemedicine - Position Statement

The CVMA supports the provision of veterinary medical advice and veterinary care of animals through telemedicine provided the services are delivered in accordance with provincial or territorial regulatory body policies in the jurisdiction the animals reside and jurisdiction where the veterinarian is licensed. The CVMA cautions prospective clients of telemedicine that service provided by veterinarians outside of Canada who are not licensed by a Canadian jurisdiction may pose risks to animals and leave clients with no recourse in the event a complaint arises.

Humane Training of Dogs – Position Statement

The CVMA supports the use of training methods for dogs that are humane and based on current scientific knowledge of canine learning theory. Reward-based methods are highly recommended. Aversive methods are strongly discouraged as they do not address the underlying cause of the undesired behaviour and may cause fear, distress, anxiety, pain or physical injury to the dog. The CVMA supports the development of a national certifying body to establish acceptable and consistent standards for the training of dogs using non aversive methods.

CVMA Members - Join Us at This Year's AVMA Animal Welfare Assessment Contest

Join us at this year's AVMA Animal Welfare Assessment Contest® – a critically important educational event where veterinarians can join as non-competitive participants and gain experience in gathering and evaluating information for addressing animal welfare issues. Register for this virtual event taking place on Nov. 19-21, 2021, at awjac.org.

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CVMA Partner, Petcard Explains the Benefit of Veterinary Procedure Financing

Pet Insurance popularity has increased in Canada, but unless clients have already purchased a policy, it won't cover a pre-existing condition. Veterinary procedure financing provides clients the power to choose the best treatments by converting large estimates into affordable monthly payments. This can be done in office within minutes and funds are sent directly to your clinic. Veterinary procedure financing comes with little, if any, office costs, as loans have interest rates lower than, or competitive with, credit card rates. CVMA members enjoy exclusive benefits, incentives, and rewards. Visit petcard.ca or call 1-888-689-9876 to learn more.



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.

Government Relations

Moving Veterinary Issues Down the Field

Pam Cholak, ABVMA Government Relations Advocate, President, What Matters!Consulting

ALBERTA IS CURRENTLY IN THE grasp of debate on action and expectations. The fourth wave of COVID-19 is ravaging our Alberta health care system, leaving Albertans dealing with new public health rules affecting everything from restaurants to fitness facilities to veterinary practices. Expectations of behaviour are proving more divisive than ever and opinion on what to do next is endless. Frustration is high. "We need touchdowns to give us hope and to give us something to cheer about," declared a health care worker I know. I was forced to wonder: Doesn't every play, even a defensive move, help us win?

A political candidate who was running in the federal election declared their exasperation at expectations of their party, their campaign team, their constituents and the country: "I don't know if I can ever achieve what people expect" declared the candidate. "People are craving good news, immediate solutions." They pleaded: "How do I move the football down the field with so many people calling the plays?" "How can you win the game without a good team," I wondered?

Meanwhile my neighbour was exasperated by the election and who to vote for: "I don't know any of these candidates and don't know if any of them even know how to play the game. It is so complicated with no big win in sight." With such pessimism, why play at all, I wondered?

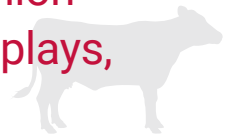
Football and politics. Timeless dance partners that invoke passionate opinion and neverending stories of the best plays, the best players, the best games. Regardless of their teams, the health care worker, the candidate and my neighbour highlighted a real frustration with expectations, people and the political process or "the game."

All these discussions had me reflecting on whether we are in fact moving your veterinary professional issues like workforce shortages down the field. I have heard the frustration from you and your profession. The challenges are real today, not just for tomorrow. I wonder, are you expecting a touchdown by long pass every time or is there merit to the one- or two-yard gain? Do you feel the players are standing still, more than moving the yardsticks?

The short answer is yes, we are moving down the field, sometimes with a touchdown, sometimes with a yard gain or a defensive move, and sometimes we are on the field, not touching the football, waiting for the other team or reviewing game strategy. I can assure you, your ABVMA Council leadership and staff leadership are always on the field, in the political game.

The completion of the 2021 workforce study was a first for ABVMA and the Government of Alberta. This work was critical to giving us substantial and verified data that underscores the growing gap of veterinary professionals in our province. Grim is how one veterinarian described it. Opening the playbook to possibility is how I characterize it.

Football and politics. Timeless dance partners that invoke passionate opinion and neverending stories of the best plays, the best players, the best games.



I am encouraged by the interest from our provincial government leaders, ABVMA membership and the broader stakeholder community to work together to find solutions to the complex problems. The working groups tasked with addressing workforce issues for technologists and education for veterinarians has provided not only the opportunity to explore the issues but also to explore solutions that move beyond only government fixes. It also highlights the importance of the "team," which includes ABVMA stakeholders in discussion about the playbook and how to execute the plays. The quarterback needs a full team.

Our approach to addressing veterinary shortages with government relies on a multitude of players and plays, some to the benefit of the short game like increasing technologist retention, some to get that touchdown like securing additional seats at UCVM and some to ensure we can kick the ball through the goalposts such

as increasing immigration pathways for internationally trained veterinarians. We are building relationships with elected and senior department officials and ministerial staff. We are fortunate for the work and engagement of the former Minister of Labour and Immigration, Hon. Jason Copping and we will be working with the new Minister Hon. Tyler Shandro and his department officials to ensure we are working together on the field of play. Our playbook also includes Advanced Education, Agriculture and Forestry, Jobs, Economy and Innovation, Treasury Board and Finance, Municipal Affairs, Environment and Parks, Health, the Premier's office and Members of the Opposition. We are engaged with the agricultural commodity groups, municipalities, post-secondary institutions

and federal elected officials. We are talking about who you are, what you do and the risk to Alberta if shortages are not addressed.

Like football, timing is important because we are not striving for a Lucy and Charlie Brown scenario with a football pulled away as we are about to kick it. Each issue and how we deal with it at the political level is different. There are many competing teams on the field of political play right now. To be most successful our developing playbook must clearly define the issues to address, access reliable data sources to build our case, include a realistic timeline for solutions and engage others in the change effort. It all takes time, effort and management of our expectations as we play this complicated, ever-changing political game.

Our plea is to stay hopeful and engaged in the game with us, because this team needs you.



PIPS Tip

Infection Prevention and Control Program – A requirement for PIPS

Universal Standard 5: Infection Prevention & Control, Biosecurity & Biomedical Waste Management

THE ABVMA PIPS BYLAW DECEMBER 2019 REQUIRES THAT

each veterinary practice entity (VPE) must have a written Infection Prevention and Control (IPC) Program accessible to all staff (see page 12 of the PIPS Bylaw). One of the resources quoted in the 2019 PIPS Bylaw has been updated (Infection Prevention and Control Best Practices for Small Animal Veterinary Clinics was updated January 2020). This resource is also helpful to mixed and large animal practices, since many of the topics apply to all inpatient situations.

The reduction of risk, prevention and control of infections or potentially infectious agents within each VPE is important in the delivery of good veterinary care and for the protection of staff, animals in the facility and the public. COVID has demonstrated the importance of having IPC protocols that are specific to the operations and floor plan of the veterinary practice. Thought must be given to how IPC will be achieved in each VPE, and what level of biosecurity is appropriate for each VPE.

A useful template for such a program is listed in Appendix I of Universal Standard 5, pages 14-20. The template is provided for veterinary practices to adapt as a VPE-specific infectious

disease control program. The template includes examples of best practices in infection prevention and control. Practices are encouraged to adapt the statements to be effective and attainable for their situation.

The 2020 Infection Prevention and Control Best Practices has an IPC audit checklist, page 99, that may be a helpful way to identify areas for improvement.

The requirement for an IPC program is in addition to the Isolation Room Protocol (Service Category 3A Isolation, page 45 of the Bylaw). For practices that do not have an Isolation room, the VPE must have alternate plans, detailed in the IPC program, in place for managing potentially contagious patients, to avoid risk to others.

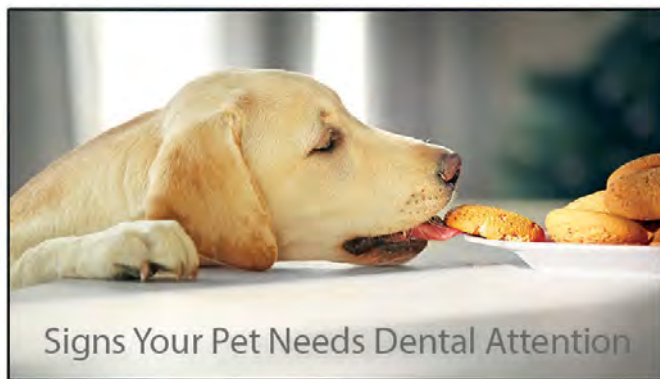
The related resources are available on the Member Portal>Practice Resources>PIPS>Quality Assurance Self Verification and Practice Resources>Biosecurity:

- 2020 Infection Prevention and Control Best Practices for Small Animal Veterinary Clinics (first edition, 2008, was by the Canadian Committee on Antibiotic Resistance)
- 2018 AAHA Infection Control, Prevention, and Biosecurity Guidelines
- ABVMA Biosecurity in Practice Manual

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New Bacteriology Lab at University of Calgary, Faculty of Veterinary Medicine

UCVM's new bacteriology lab will get faster results for veterinarians and animals across Alberta

New service will help reduce unnecessary use of antimicrobials

Collene Ferguson, Manager, Marketing and Communications, UCVM

THE UNIVERSITY OF CALGARY, Faculty of Veterinary Medicine (UCVM) has a new bacteriology lab that will provide faster results for veterinarians across Alberta, allowing them to treat their animals with the most appropriate antibiotics days faster. The lab, part of the faculty's Diagnostic Service Unit (DSU), is set to open later this fall.

"For the first time, we can walk samples down the hallway and receive a rapid culture of bacteria and understand what antibiotics they are sensitive to within a couple of days, rather than sending tissues out of province," says Dr. Jennifer Davies, DVM, director of the DSU. "The new lab will help us use antibiotics in a judicious evidence-based manner so that we're not contributing to antimicrobial resistance."

Up until now, the DSU has sent bacterial samples provided by veterinarians, faculty and students to labs outside Alberta and waited up to a week for results. "That puts

you behind," says Davies. "When you need to treat an individual animal that has a bacterial infection with the appropriate antibiotic, you may also be looking at this at a larger herd level and making decisions for multiple animals."

High-tech equipment can identify pathogens in seconds

The new lab is equipped with the latest generation of MALDI Biotyper® utilizing MALDI-TOF (Matrix-Assisted Laser Desorption/Ionization Time-of-Flight) mass spectrometry technology. The high-tech machine, one of only a handful in North America, uses a laser to break up a bacteria colony into molecules, which are then compared to a database. "It cuts out some time," says clinical bacteriologist Dr. Beverly Morrison, DVM, who oversees the day to day in the lab. Once the bacteria

are cultured in the lab, which takes 24 to 48 hours, the MALDI-TOF can identify the pathogen in seconds.

"It eliminates a full day's worth of waiting time," says Morrison. "It speeds up the identification of bacteria from more traditional-based methods, biochemical tests and things like that, which took multiple days, if not longer, to identify."

Ask a bacteriologist

As well as faster results, without paying any out-of-province fees, the new lab also provides veterinarians the opportunity to discuss the results with a bacteriologist. "There are other labs in Alberta that you could send your sample to for culture, but all you get back is what bacteria grew and a list of antibiotics it's either sensitive or resistant to," says Dr. Lindsay Rogers, DVM, the DSU's program outreach coordinator.



"It speeds up the identification of bacteria from more traditional-based methods, biochemical tests and things like that, which took multiple days, if not longer, to identify."

"The huge benefit of sending it to UCVI is you can talk to the bacteriologists and find out which antimicrobial is most appropriate to use in a specific situation."

Morrison is looking forward to those conversations and providing her expertise around bacteria identified in the lab. "I'm hoping to be a good reference for veterinarians in the province: To answer any questions regarding the type of organism and whether it's an emerging pathogen, or just a normal organism that lives within a certain animal species," she says. "I'm excited to be a part of this and to help veterinarians and producers moving forward."

Within UCVI, the high-quality, affordable bacteriology services will support clinical faculty, researchers and fourth-year students in rotation as part of the Distributed Veterinary Learning Community. "It's not only


important to get the diagnosis for animals, it's also a very valuable part of students' education to understand how to test for things," says Davies.

"When we look externally, we know that veterinarians across the province will benefit from the service and importantly, benefit the animals that those veterinarians serve, whether they're companion animals or livestock. When we talk about supporting livestock, what we are really talking about is supporting producers and industries within the province ultimately protecting food safety."

This initiative was made possible from funding administered by Results Driven Agriculture Research (RDAR), and from the Canadian Agricultural Partnership, a five-year, \$3 billion investment by federal, provincial and territorial governments.

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ABVMA COMMUNICATION TO MEMBERS

Magazine and emails to members

Members' Magazine

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

Please ensure that you stay informed and update the ABVMA office of any changes to your contact information.

It is the member's responsibility to stay informed of association activities and requirements of licensure.

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

Email Communications (E-News and Database)

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

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

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



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About Veterinarians in Western Canada

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

FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far \$155,198.00	Fundraising goal \$225,000.00
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Public Recognition Corner

Dr. Bell,

I am writing to you to provide a letter of compliment about a CVMA member, Dr. Manpreet Singh, our family veterinarian located at City Centre Animal Hospital in Airdrie, AB.

In the fall of 2019, my Staffordshire bull terrier, Bentley, began having health issues that caused me concern. I canvassed several veterinarians in the greater Calgary area seeking the highest level of medical care for Bentley, and quite frankly, feel both blessed and fortunate to have attended City Centre Animal Hospital, where Bentley has received care from Dr. Singh and his staff since. In short, Dr. Singh has been one of the most diligent, compassionate, thorough, professional and exceptional health care professionals I have ever encountered.

Due to what I believe was solely Dr. Singh paying close attention to detail, asymptomatic DCM was detected at an early stage with Bentley. Dr. Singh demonstrated interpersonal and communication skills during a time of great stress toward me that was the highest combination of compassion and effectiveness. He went above and beyond in helping facilitate a referral to a cardiologist, Dr. Lyndsey Kong located in Calgary. I should add that Dr. Kong, who has monitored Bentley on an ongoing basis due to his condition, has also been exceptional and I could not be happier with the high level of service she has provided. Self-admittedly, I hold what can likely be described as a very high standard, relative to health care received by my dogs and family members. Both Dr. Singh and Dr. Kong have far exceeded my expectations.

It has been evident that City Centre Animal Hospital is by any standards quite busy, and I would estimate that it is one of, if not the busiest, veterinary clinics in Airdrie. This is likely to support the level of service provided at this clinic, however what I have

been/am grateful of, is the approach that Dr. Singh takes, which has included following up by phone and email correspondence to respond to my inquiries, or proactively to check on Bentley's health. I have had many questions and concerns about Bentley's condition, and Dr. Singh has gone above and beyond in making time to ensure my questions are answered in a timely manner. When I recently reviewed the vision, mission and priorities of the CVMA, as well as the principle of veterinary medical ethics, I felt that the vision of "providing optimal care for animals," could not have a better example than what my experience has been with Dr. Singh the past year. Despite temporarily relocating out of province (to Saskatoon), I stressed the importance I felt that Dr. Singh remains Bentley's veterinarian, which Dr. Singh has accommodated, offering flexibility on follow up appointments (monthly or as necessary, etc.) and availability by telephone and email for questions or concerns while we are out of province.

In short, I've felt it necessary to communicate what an outstanding job has been and is being done by CVMA members. My family and I appreciate not only Dr. Singh's extensive knowledge and abilities as a veterinarian, but his compassionate, and people (or animal) first approach that inspires confidence and has provided relief during often stressful times when learning about a serious medical condition involving our beloved pet Bentley.

Respectfully,

Bentley's Family

This message was sent to Dr. Bell, a representative of CVMA Council, and is reprinted with permission from the author of the letter and the CVMA.

In Memoriam

Dr. Johnny Jacobsen

July 17, 1955 – Sept. 10, 2021



J. A. JACOBSEN

was born July 17, 1955, in Coaldale, AB. He passed away in Carefree, AZ, surrounded by family. Johnny grew up on the family farm in Coaldale and then in Fort Macleod,

AB, as the youngest of four children.

Inspired by the local town veterinarian, Johnny attended the University of Alberta for two years before being accepted by WCVM, graduating in 1979. Following graduation, he took up a small animal

emergency veterinary medical position in Calgary. In 1981, Johnny started his own practice, Jacobsen Veterinary Services, in Cochrane, AB, caring for large and small animals. Johnny married the love of his life, Kim, in 1982, and they had three children, Kristi, Joelle and Ryan.

Johnny's career then took him to the pharmaceutical world, where he worked for Merck and Merial in both human and animal health. He also obtained an MSc in veterinary parasitology. Johnny ventured back to the veterinary world to run a clinical research organization before retiring in Carefree, AZ, with Kim.

Johnny was well loved and respected throughout his entire career. His calmness

in times of stress, sense of humour and interest in others allowed him a very long and successful career.

Johnny was predeceased by his parents, Egan and Thea, and his eldest sister Judy. He is survived and lovingly remembered by his wife, Kim; his children Kristi, Joelle (Jaime), and Ryan; his sisters Jane (Reg) and Joyce as well as numerous nieces, nephews and other family.

As Johnny was a forward-thinking man, the family held a living memorial for him. He wanted everyone he knew to remember, "Don't waste any time that you could be having a good time."

Focus on Wellness

Compassion Fatigue: Are you at risk? Part 1

Dr. Reza Hejazi

WHEN I WAS CONTACTED BY THE ABVMA TO WRITE AN article on compassion fatigue, I was already exploring the similarities of the signs and symptoms with other mental health conditions. As a mindfulness and yoga practitioner, I have read similar articles written by our colleagues in various magazines and have noticed crucial gaps in the information provided, of which I believe are necessary to bring to the forefront. In this article (part 1 of 2), I will explore how you can create a sustainable culture of well-being within yourself and your team, at work or at home.

Compassion is the ability to empathize and help relieve the pain and suffering of those around us, whether this be through financial, physical, mental, emotional and/or spiritual means. While this is beneficial, and even necessary to function wholly as a society, we must practice compassion wisely. Thus, wisdom in this case is knowing when to let go of attachments (a desired outcome or result), or things that are harming us and others. It is also the ability to acknowledge when you have no more energy to help yourself, let alone others. Compassion and wisdom go together; you cannot have one without the other.

When experiencing compassion fatigue (CF), we reach a point where we are caring too much or, in some cases, too little. CF has two components: secondary trauma and burnout.

Burnout is associated with a continuous feeling of exhaustion from the ongoing demands of your work and workplace stresses. It is directly related to the stresses from a work environment, while compassion fatigue specifically derives from the relationship between two parties.

Post-Traumatic Stress Disorder (PTSD) is a primary trauma which results from direct exposure to the traumatic experience.

Secondary Traumatic Stress (STS) is a secondary trauma which results from indirect exposure to trauma. When we hear clients talk about what they experienced and/or we see their physical reaction to the experiences, we may also begin to feel the effects of trauma. The symptoms of primary and secondary trauma can be similar.



Some of the reasons why veterinarians are prone to CF:

- Direct exposure to trauma every day such as death, animal cruelty and pet owners in mourning or financial difficulty
- Frequently having to deal with ethical dilemmas; moral stress, or moral injury
- The heavy schedule and the long working hours in practice
- A veterinary career tends to be about individual talent and responsibility
- Working parents having to care for animals at work and then go home with enough empathy in their tank to fulfil their children and partner's needs
- Lack of good self-care practices
- Not having a holistic euthanasia protocol

Recognizing the individual and organizational signs and symptoms of CF

Individual warning signs include:

- Physical and mental fatigue
- Bottled-up emotions
- Overeating
- Difficulty concentrating
- Frequent complaining about life and/or work
- Feelings of hopelessness and powerlessness
- An inability to find pleasure in life
- Self-isolation and bottling up emotions
- Self-denial and poor self-care
- Insomnia and vivid nightmares
- Alcohol and drug misuse





Burnout is associated with a continuous feeling of exhaustion from the ongoing demands of your work and workplace stresses.

Organizational warning signs include:

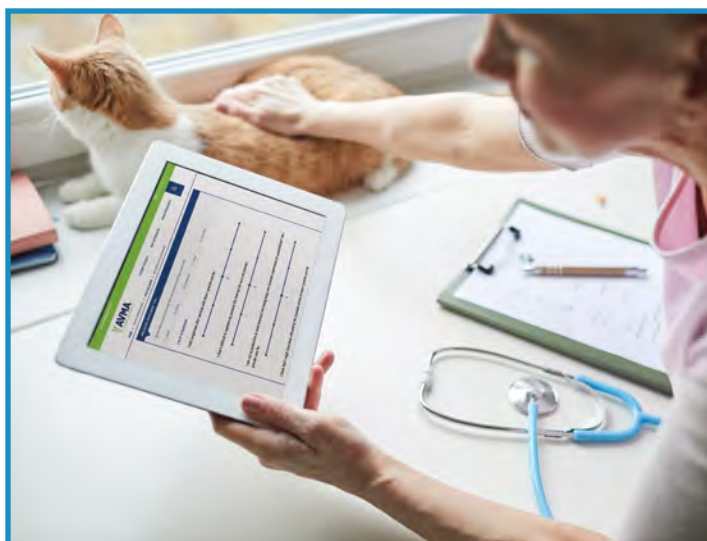
- High rate of employee absenteeism and/or excessive workers' compensation claims
- Changes in coworkers' relationships
- Inability of teams to work well together
- Staff members challenging or breaking company rules
- Outbreaks of aggressive behaviour among staff
- Inability of staff to complete assignments and tasks or meet deadlines
- Lack of flexibility among staff members and/or strong reluctance to change
- Negativity toward management
- Inability of staff to believe that improvement is possible
- Lack of a vision for the future

Organizational compassion fatigue has been defined by American Veterinary Medical Association as "a toxic work environment that hinders efficiency and limits a practice's growth potential."

Final thoughts

If you work with people on an intimate level, you are exposed to their pain and deep emotions. I believe that the only way to enjoy your work for the long haul is to practice self-care first. When you fly on an airplane, you'll hear the reminder from the flight crew to put the oxygen mask on yourself before helping others. We need to keep ourselves well and strong! We must open the conversation and bring compassion fatigue out of the shadows of ignorance and denial and work together to find solutions.

In part 2 of this discussion, we will spend more time on prevention and recovery, tools and techniques to shift from compassion fatigue to compassion satisfaction.



To prepare for part 2, please take the self-assessment quiz through the following website:

<https://www.avma.org/resources-tools/wellbeing/assess-your-wellbeing>

This can be used as a tool to assess your balance of positive and negative personal and work-related experiences. You can use the results as a starting point to create a self-care plan and pinpoint areas to incorporate health and wellbeing improvements into your life.



About the Author:

Reza Hejazi, DVM, is a Veterinary Program Specialist with the federal government and a part-time small animal practitioner. Among his accomplishments, he is a certified Kundalini yoga and meditation teacher, iRest Level 1 teacher, Qigong practice group leader, certified mental health first aid instructor with the Mental Health Commission of Canada, trained MBSR Facilitator with the Center for Mindfulness Studies and an Emergency Medical Responder with Alberta College of Paramedics. Reza's favourite book is *The Power of Pause, Becoming More by Doing Less*, written by Terry Hershey. Please visit www.PranaAid.ca for more information on Reza and his mindfulness practices.

References:

- <https://www.lifelearn.com/2021/03/08/the-difference-between-veterinary-burnout-and-compassion-fatigue>
<https://www.youtube.com/watch?v=k4SrMwrc2hl>
Tibetan Bon Buddhism, written by Geshe Yongdong Losar, Page 30, Published 2020



2021 CanWest Veterinary Conference

THE 2021 CANWEST VETERINARY CONFERENCE WAS HELD virtually once again, due to COVID-19.

The ABVMA would like to thank all attendees (speakers, delegates and sponsors) for going on this virtual conference journey again with us.

The virtual event featured continuing education (CE) in the same five learning tracks: companion animal, equine, food animal, veterinary team and veterinary technologist. CE sessions streamed live and remain available on demand to registered delegates until Jan. 17, 2022 (some exceptions apply).

Other events and conference highlights

The ABVTA hosted their annual CE session and Annual General Meeting on Saturday, Oct. 16, 2021, in conjunction with the conference.

Delegates had access to a virtual exhibit hall featuring 39 virtual booths comprised of our valuable industry sponsors as well as numerous non-profit partners.

This year's on-demand wellness offerings included:

- four yoga sessions instructed by Jeff Mah, The Yoga Lounge, Canmore.
- three meditation sessions led by Dr. Reza Hejazi
- three nutrition sessions presented by Vincci Tsui, RD

Engagement and social media

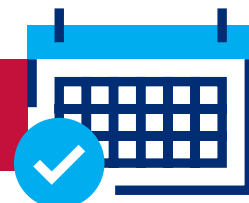
The conference's virtual platform allowed for engagement in the virtual exhibit hall as well as through the networking and discussion pages on the conference website.

Draws and prizes

Thanks to the ongoing support from our industry sponsors, several prizes were awarded during the virtual event:

- **Virtual Exhibit Hall, Sunday, Monday and Tuesday daily cash prizes (\$250/day):**
Sunday – Dr. Robyne Rosenberger
Monday – Dr. Charlene Laprise
Tuesday – Elizabeth Madany, RVT
- **Meditation draw: Dr. Dani Wood**
Yoga bag, yoga mat and water bottle, one-year subscription to Calm and a Lululemon Gift Card (valued at \$200-250) - sponsored by: Vetoquinol
- **Yoga draw: Sarah-Lynn Yanosik, RVT**
Yoga bag, yoga mat and water bottle, one-year subscription to Gaia Yoga online, and a Lululemon Gift Card (valued at \$200-250) - sponsored by: Vetoquinol
- **Nutrition draw: Kari Roy, RVT**
One-hour coaching session with Vincci Tsui, RD, and a Make Good Food Gift Card (valued at \$200-250) - sponsored by: VetCare
- **Fairmont Banff Springs Care Package: Dr. Sonia Bernal**
Fairmont prize package which includes: a two-night stay at the Banff Springs, daily spa access for two, and a \$200 Fairmont gift card (overall package is valued at \$1,200). *Blackout dates apply. Sponsored by What Matters! Consulting. Thank you to David Garcelon, GM, Fairmont Banff Springs Hotel for support of this package.
- **Grand Prize Draw: Dr. Carli Chalmers**
One 2022 CanWest Veterinary Conference Practice Package registration (three practice staff) OR one individual 2022 CanWest Veterinary Conference registration + two nights' accommodation at the Fairmont Banff Springs Hotel (Fairmont room category, room and tax only).

Please mark your calendars for 2022 and 2023. Safety permitting, we hope to see you back in Banff, AB next year! **Oct. 15-18, 2022 • Oct. 14-17, 2023**



CanWest would like to take this opportunity to send a sincere thank you to our sponsors. Without their ongoing commitment and willingness to participate virtually, CanWest would not have been possible this year.

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VetCare Canada Inc.
VetStrategy
Vetoquinol
Vintage Veterinary Exhibit Association
UXR
WDDC
Zoetis



Registration Statistics

By Category

Veterinarians – 317
Veterinary Technologists – 172
Students – 1
Practice Staff – 10
Moderators – 6
Staff – 13
Speakers – 28
Industry representatives – 124

By Region

Alberta – 447
Saskatchewan – 20
Quebec – 8
Ontario – 84
Nova Scotia – 4
Manitoba – 21
BC – 48
Yukon – 2
Newfoundland/Labrador – 1
Nunavut – 1
Canada – 636
US – 33
Scotland – 1
UK – 1

By Learning Track

Companion Animal Program:

Sunday Track 1 – 161
Sunday Track 2 – 171
Monday – 309
Tuesday – 334

Equine Program:

Sunday – 59
Monday – 28
Tuesday – 79

Food Animal Program:

Sunday – 54
Monday – 52
Tuesday – 42

Vet Team Program:

Sunday – 61
Monday – 63
Tuesday – 86

Veterinary Technologist Program:

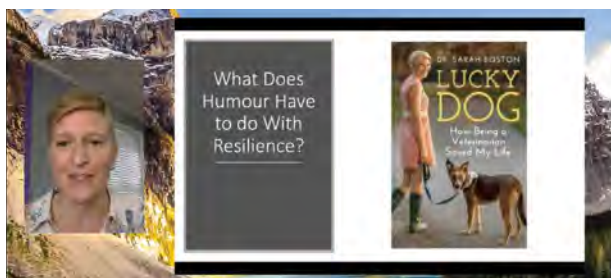
Sunday – 76
Monday – 85

Keynote Presentations

Sunday – 346
Monday – 309
Tuesday – 219

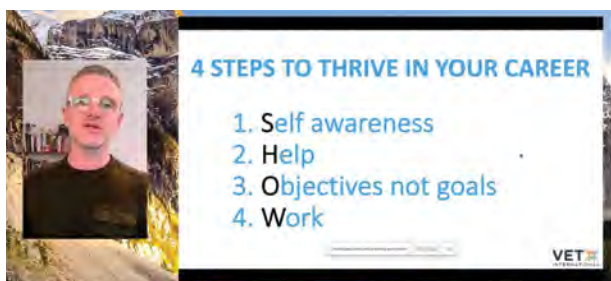
ABVTA Pre-Conference CE Event

Saturday – 124



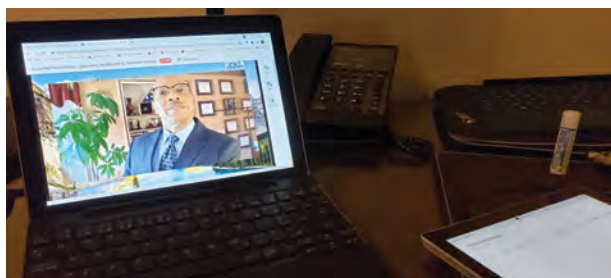
Dr. Sarah Boston

Keynote Speaker
Oct. 17



Dr. Dave Nicol

Keynote Speaker
Oct. 18



Dr. Michael Blackwell

Keynote Speaker
Oct. 19



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

Dean, University of Calgary,
Faculty of Veterinary Medicine

OUR DVM PROGRAM CLASSES HAVE

resumed for the fall term, and we are moving forward with primarily in-person teaching. In mid-September, after the Government of Alberta declared a state of public health emergency and introduced new COVID-19 restrictions, all in-person classes at the University of Calgary were cancelled on September 16-17, while senior leadership reviewed the implications of the new measures for the university. After assessing the situation and new provincial restrictions, in-person classes resumed September 20, with all faculty, students, staff and visitors being required to comply with mandatory masking and either have proof of vaccination or be enrolled in the university's regular rapid testing program.

UCVM's Class of 2024 and 2025 (both comprising 50 students) were able to meet in person for the first time in September. Practicum rotations for the Class of 2022

continue in the Distributed Veterinary Learning Community (DVLC). As noted in the last council report, this is a modified year, similar to last year, with some of the rotations being of an increased length to reduce interactions. We hope that as the year progresses it will be possible to get back to practicum rotations more typical of past years. Thank you to our continuing DVLC partners and a big welcome to the several new DVLC partners joining us this year for their flexibility and assistance in making the fourth year of our DVM program possible.

In late August, UCVM hosted the 2021 SURE Research Days, providing summer undergraduate students a platform to showcase projects undertaken during three months of real-life experience in the complex world of veterinary research. Graduate students and postgraduates were the main force in organizing, adjudicating, and moderating the meeting, giving them an opportunity to be involved in an important part of research dissemination.

Several events were held virtually in September at UCVM:

- We hosted the Calgary International Equine Symposium on a virtual platform, attracting equine health researchers from all five Canadian veterinary schools, as well as scholars from the United States, Mexico, Belgium, Hong Kong and Australia. With the support of the Hunter Hub, the symposium included a panel discussion on innovation in equine health. Spruce Meadows renewed its \$25-thousand sponsorship of the research symposium for three years.
- The faculty partnered with The School of Public Policy on a webinar entitled What's

the Beef About Beef, engaging a panel of experts including Drs. Guillaume Lhermie and Karin Orsel, to answer some common consumer questions about one of Canada's biggest agri-food products: beef and provide science-based insights into the complex beef industry supply chain.

- In honour of Orange Shirt Day and Truth and Reconciliation Week, Dr. Michael Hart spoke with UCVM students, faculty and staff about the impacts of residential schools and shared his thoughts on respectful engagement with Indigenous peoples going forward. Stoney Nakoda Elder Alice Kaquitts provided the opening blessing. Orange shirts were distributed and worn by many in the UCVM community to show support for residential school survivors and to acknowledge those who did not survive.

I would like to congratulate Dr. John Gilleard, who was elected a Fellow of the Canadian Academy of Health Sciences for his research into animal and human parasitic diseases. Congratulations also to Dr. Jay Cross, who was elected president of the CAHS. This role is a first for UCalgary and the first for veterinarian. We are extremely proud of both these accomplished scholars.

To close, I would like to express a heart felt thank you to everyone at UCVM, particularly my colleagues Mary Gilleard and Dr. Rob McCorkell for welcoming me and helping me transition to a new role in a new country. It will take some time to meet all the faculty, students, staff and our external UCVM community, but I look forward to getting to know everyone who makes this faculty so innovative and successful.

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

2021-22 academic year. In addition to mandatory masking, the University of Saskatchewan (USask) requires all students, faculty and staff to confirm their COVID-19 vaccination status before coming to campus. By mid-September, USask reported that over 90 per cent of the university community had confirmed their vaccine status with most people fully or partially vaccinated.

At the WCVM, veterinary students in years 1 to 3 took two weeks of online instruction before switching to fully in-person classes and labs in early September. WCVM faculty members continue to record their lectures in case anyone must remain at home due to illness or self-isolation due to COVID exposure. Fourth-year veterinary students began their clinical rotations and externships in early September. All senior students who are working in the WCVM Veterinary Medical Centre (VMC) must follow the hospital's COVID-19 safety protocols.

WCVM Class of 2025. The WCVM's Class of 2025, with 88 members, is the first to include international students. These five students, along with 25 western Canadians, make up the college's non-Interprovincial Agreement (non-IPA) cohort in the Class of 2025. The rest of the class occupy seats funded by the WCVM's current provincial partners — Manitoba, British Columbia and Saskatchewan.

This year's class includes three non-IPA students from Alberta. The WCVM received 19 applications from Albertans for fall 2021 entry, and the college's admissions team interviewed 15 of the province's applicants before making their final selection.

Curriculum renewal. The Class of 2024 is now using the college's revised year 2 curriculum. As part of the revised curriculum, veterinary students gain a more in-depth study of public health, food safety, disease surveillance and epidemiology through a new public health course that's taught by veterinary epidemiologist Dr. Tasha Epp. Other additions include the following new courses: diagnostic medicine, veterinary anesthesia and analgesia, veterinary pharmacology, introduction to medical imaging, surgical principles and a professional foundations course. The revamped curriculum also includes a new animal production course that merges reproductive physiology and nutrition courses, along with a new aquaculture module.

CAHS Fellows. In September 2021, WCVM faculty members Drs. Volker Gerdt and Cheryl Waldner were inducted as Fellows of the Canadian Academy of Health Sciences (FCAHS).

- Gerdt is director and CEO of the Vaccine and Infectious Disease Organization (VIDO) as well as a WCVM professor. Under his direction, VIDO is playing a leadership role in Canada's COVID-19 research response.
- During her three-decade career, Waldner has improved herd health, beef production and antimicrobial stewardship for beef cattle. The WCVM professor holds the NSERC/BCRC Industrial Research Chair in One Health and Production-Limiting Diseases at the college.

Veterinary medical services. The WCVM VMC is operating normally with COVID-19 safety protocols in place, such as mandatory masking and a limited number of clients in



Gillian Muir, DVM, PhD

Dean, Western College of
Veterinary Medicine (WCVM)

the hospital's reception areas at one time. The VMC's regular clinical services are taking new patients except for the small animal surgery service, which remains closed to all cases other than emergencies.

The VMC is facing a shortage of veterinarians and registered veterinary technologists (RVTs) in its emergency and critical care service — partially due to COVID-related regulations. These circumstances led to the temporary closure of the service overnight September 20-21. The VMC and the WCVM are working to develop alternative plans for staff coverage.

If the VMC must close its emergency and critical care service once again, the veterinary teaching hospital will alert western Canadian veterinary clinics and the public as soon as possible.

Visit wcvmtoday.usask.ca to read the latest WCVM news. If you have questions about the WCVM, please contact me (gillian.muir@usask.ca; 306-966-7448).

Student's Corner

WCVM

UNIVERSITY OF SASKATCHEWAN
Western College of
Veterinary Medicine



Hannah Sorenson

WCVM Class of 2023

**ABVMA Student Representative
2021-2022**

THE NEW SCHOOL YEAR IS WELL

underway for the students and faculty at the WCVM! The first couple months back in classes always seem to be busy ones, as each class gets their bearings and becomes one year closer to achieving that hard-earned DVM.

The Class of 2025 has gotten straight to work after being welcomed into vet school, beginning classes including anatomy, form and function, professional foundations, introductory clinical skills, and production animal welfare and behaviour. The latter course offers students a chance to refresh (or learn) their production animal handling skills. The second-year students have been launched into an infamously difficult semester, with lectures and labs in systemic pathology, pharmacology, anesthesia and analgesia, bacteriology, parasitology...the list goes on. Third-year students have begun medicine and surgery lectures for both equine and companion animals, and their hands-on learning has increased dramatically this year with palpation labs, general and specialized physical examination and preparing for the opportunity to perform a live surgery this fall. Some students have already performed an ovine partial typhlectomy with omentopexy while other students excitedly await their feline ovariectomies. Finally, the Class of 2022 has begun their final year of veterinary education, balancing long hours of rotations and externships with studying for the NAVLE.

The annual Clubs Day was held virtually on September 16, while awaiting information from administration regarding the extent of club activities that would be allowed to occur on campus, given the rising COVID case numbers in Saskatchewan. Students were sent information about the various clubs at WCVM and the opportunities they provide throughout the year. Following this information is a sign-up sheet for students to register for clubs that interest them. Since this day, para-curricular clubs such as the

Production Animal Club, Equine Club and Small Animal Club have been given approval to have in-person lectures, meetings and laboratories. Given this great news, many club presidents have already gotten to work planning in-person laboratories with an overwhelmingly positive response from club members. The Emergency and Critical Care (ECC) Club held an emergency procedures lab for third-year students on September 15 where they were given the opportunity to learn procedures including placing chest tubes, thoracocentesis, thoracostomies and central lines. Blood donor representatives from the ECC and Small Animal Club held their first blood donor clinic on September 22 at the Veterinary Medical Centre. Volunteers get an opportunity to take history from clients and perform physical examinations and blood draws on donors. On the same day, members of the Pathology Club received the opportunity to practice taking bone marrow biopsies from sheep cadavers in a third- and fourth-year lab.

On September 9, WCVM students were given the opportunity to share the research they conducted over the summer at the annual Undergraduate Poster Competition. Students who are involved in the WCVM Undergraduate Summer Research and Leadership program are paired with a faculty mentor from the college to conduct research throughout the summer. Winners in each category of the poster competition receive bursaries for their hard work. A special congratulations to Alberta student Morgan Kelley (WCVM 2023) for being awarded 1st place in the clinical category of the poster competition for her research in Condition Assessment of Targeted Wolves in the North Slave region of the Northwest Territories.

Thanks so much for reading, I hope you enjoyed this glimpse into life at the Western College of Veterinary Medicine this term. Wishing you a happy and healthy remainder of 2021! See you in the new year.

HELLO AGAIN! WITH THE SEMESTER

now in full swing, I'm pleased to announce the Class of 2025 animal: the Burrowing Owls! We plan to dub the class the "Owlets" for their inaugural year. In deciding on an animal for our 14th graduating class, burrowing owls fit the bill with 14 cervical vertebrae, often laying 14 eggs per clutch and the brood of chicks being cared for in the burrow for 14 days before emerging.

Thus far in the semester, UCVm has been able to hold the majority of classes in person, which has come as a relief to the Classes of 2023 (Lemurs) and 2024 (Tasmanian Devils), who spent the entirety of last year in online lectures. To aid this endeavour, the start of the year saw the University implement a COVIDSafe Campus program with mask mandates, social distance recommendations and the requirement to either provide proof of vaccination status or enroll in a rapid testing program, in order to be allowed on campus. There was a bit of a bump in our class schedules, as the provincial State of Emergency in September pushed the university to cancel or move classes online for two days. In an effort to keep us in class, give us the best learning environment possible and ensure our safety, the university will be requiring all students, staff and instructors to be vaccinated as of January 2022 to be allowed on campus.

Despite the recent rise in COVID cases in the province, the SCVMA symposium planning committee is still optimistic that an in-person event will be possible this coming January. In collaboration with the Student Veterinary Emergency and Critical Care Society (SVECCS) club, the symposium will feature a CPR competition. The annual competition is a highlight for UCVm students from all years and we are excited to be able to integrate this event into the symposium and engage attendees

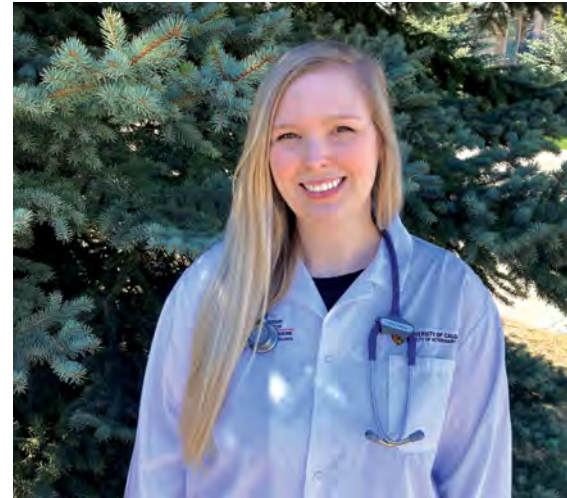
from the other Canadian veterinary schools along with our own students.

Students held a virtual UCVm Club Fair September 13, where each of the DVM program clubs gave a small presentation on what their club does, events they hope to hold this coming year and leadership opportunities within the club. Our DVM program has 13 clubs that cover a variety of disciplines within veterinary medicine. Our current list of clubs includes: Production Animal Health, the Christian Veterinary Fellowship, Equine, Pathology, SVECCS, Honey Bee Health, Ecosystem & Public Health, Investigative Medicine, Radiology, Small Animal, Behaviour & Training, Student Chapter of the Association of Avian Veterinarians and our newest club, Wellness, Inclusion, Diversity and Equity (WIDE). The Pride club has merged into a facet of the WIDE club, as they share the goal of inclusion for all regardless of race, religion, culture, gender, orientation, etc.

In other news, the WIDE Task Force has been hard at work since my last update. They have presented a set of recommendations to UCVm leadership council, hosted a UCVm townhall meeting and have met with our new Dean, Dr. Renate Weller, all to help further their commitment to improve the culture at UCVm. Next up for the Task Force will be to facilitate a vote on an improved mental health strategy during the next faculty council meeting.

Finally, an update from the Class of 2022, who are currently out on clinical rotations. The class is very much enjoying being able to put their knowledge and skills into practice in actual cases, in addition to preparing for the upcoming NAVLE's. Best of luck in your studying, Koalas!

All the best to the readers out there. I hope you are all healthy and well. Until next time, Brittany.



Brittany Munro

UCVM Class of 2023

**ABVMA Student Representative
2021/2022**

ABVTA President's Report



Karen Melnyk, RVT

ABVTA President



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

HAPPY FALL, EVERYONE! I CANNOT

believe we are coming up to another holiday season and that this year is coming to an end. Truthfully, I am glad that the year is almost over. I was hoping that when 2021 started, we would not have to deal with COVID protocols all year, but sadly we are still dealing with COVID protocols 10 months later. I sometimes wonder if it will ever end.

The Board of Directors and Committees have been hard at work all year planning events and continuing education opportunities. The CanWest Veterinary Conference, being virtual again this year, was the last big event of the year for the ABVTA. Our Pre-Conference CE Event: Not Just An RVT was very timely considering all the work that has been underway thanks to the 2021 ABVTA Wage and Benefits Survey and the Veterinary Professional Workforce Project. As RVTs, you must advocate for yourself to ensure you are being used to your fullest potential.

October marked another RVT month and once again the M&PR Committee did a fantastic job arranging events such as a yoga night, trivia night, pumpkin carving contest and more. The ABVTA colours were also highlighted once again at the lighting of the High Level Bridge in Edmonton and the Calgary Tower in Calgary. The RVT App and those new posters released by the RVTTC were also very cool! I think my favourite RVT Month goodie was the Wellness Box from the ABVTA/Collab Collective partnership. I could not wait to get it, and it lived up to all my expectations. I hope all of you received some praise and recognition from your supervisors, practice owners, managers etc. You are all amazing and are great at whatever role you play at your place of employment.

In November, we will have our first meeting with all the new Board of Directors that were appointed during our AGM, and I cannot wait to meet them. November also is when I officially start my role as the ABVTA President. If you had told me six years ago when I first joined the Board that I would become President of this amazing association, I never would have believed it. But here I am. I have really big shoes to

fill from past presidents, and hope that I can lead this group of amazing individuals as well as my predecessors. I have seen tremendous growth in the last six years and am excited to see what the next few years bring.

Work continues to be done for both utilization of technologists and the workforce shortages. Technologists often leave their places of employment after five to 10 years for a variety of reasons. As an association, we hear your concerns, and are working with the ABVMA collaboratively to address this issue. This work will not happen overnight and will take buy in from everyone. Working together will hopefully ease some of the issues we are having right now in veterinary medicine.

I would like to thank Penny Steffen for leading our association during another difficult year. We had to continue to meet virtually and that is not easy to do, but Penny did a fantastic job. Our association would not be what it is without the help of Vanessa George, our Executive Director, and I am so grateful I will have her as my support while I take on the role of President. I would like to also thank our outgoing board members Dani Harris and Heather McGrath for their years of commitment to our Board. I would like to welcome our new and returning Board members, Angela Denbow, Brittany Kuhn, Courtney Ziegler, Darryl Haugen, Fay McLaughlin, Shea MacCallum and Stacey Barge. I am excited to meet and work with them and to see what the future holds.

As 2021 comes to a close, I hope everyone is able to take some much deserved time off throughout the holiday season, even if it is only for a day or two, and can spend some time with their family and enjoy the season. I would like to thank you all for the tremendous work and resiliency you have demonstrated over the past 10 months. You are all making a difference every day, and I hope you have a safe and successful 2022.

Being a vet tech is like riding a bicycle. Well, 23 bicycles all at the same time... oh, and the bicycles are on fire....And did I mention the bear?

News at NAIT



The power of positivity and resilience

Definition of resilient: the capacity to recover quickly from difficulties; toughness.

Definition of positivity: the practice of being or tendency to be positive or optimistic in attitude.

When we can view situations through a positive lens, we notice the good in situations and boost our ability to deal with stress and be **resilient**. While some people are naturally more positive and optimistic than others, **positivity** is a skill that can be practised and learned by everybody.

Every day we are faced with challenges and our NAIT staff and students continue to show up! Being positive and resilient will serve our students well and prepare them for clinical situations. What a great life skill to learn and develop. We will keep flexing these muscles as we navigate this academic year.

Our AHT structured part-time pathway students completed their first of three years this spring. We are excited for them to be back at it this fall with online classes and several on campus labs. By Christmas they will have completed all their first-year courses!

The second-year AHT students have begun their clinical rotations in anesthesia, customer service, dental, equine medicine, lab and surgery. Our new AHT and VMA students are busy with lectures online and their first practical labs in person.

Here's to finding the positive during challenges and to having the resiliency to work through them!



A NEW SCHOOL YEAR HAS BEGUN

and despite recent restrictions, all classes and labs in the AHT program are being provided on site and in person. The Animal Science Department of GPRC would like to extend a warm welcome to our new chair, Kristy Honing, RVT, as well as thank our outgoing chair, Dr. Christy Barlund, for her hard work, dedication and tireless advocacy of our AHT program for the last few years.

Last school year was a challenge in every possible way, but it ended on a positive note. On May 11, 2021, GPRC formally announced its evolution into a polytechnic institution. This transformation will benefit the entire northwestern region of Alberta and provide potential students more choices closer to home. Renaming and rebranding of the college is being undertaken but no details are available at this time.



During the summer, some staff of the AHT program undertook further training, resulting in Katey Johnston, RVT, obtaining her Fear Free Elite Professional training, joining Rhonda Shaw, RVT, in that honour.

THE SCHOOL YEAR STARTED OFF WELL WITH IN-PERSON classes and labs. The students are optimistic this year to have more hands-on experiences in lab and social gatherings to get to know their fellow classmates.

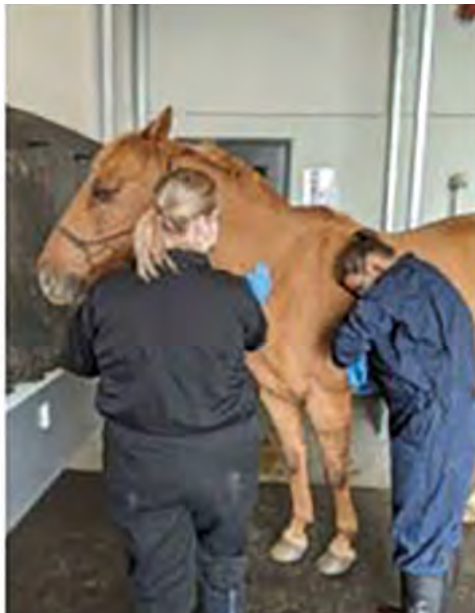
The student-led clinic is running in full force again and members of Team Public Relations are gearing up to host their Big Buddy/Little Buddy event with second-year AHT students mentoring first-years and VMAs.

Team Retail is working on starting up the store for the year and are busy researching products and putting their Avimark skills to good use.

Team Clinic Organization has horse care, biosecurity, clinic duty and kennel care schedules up and second-year supervisors are assisting first-years and VMAs in clinic duties.

Labs have begun for everyone, starting out with animal handling, surgery and computer labs for first years and radiology, bandaging, lab skills and surgery/dentistry labs for second-years.

We are excited for the New Year on the horizon with the many possibilities it brings!



Second-year AHT students in small and large animal bandaging



Are proud to partner in hosting the eight-week series:

Mind the Gap

ONLINE Jan. 13-March 3, 2022, 7-8 p.m. MST

***Psychological
Health and Safety***

Protecting and Promoting Mental Health
and Wellness for Veterinary Teams



Hazards

Continuously assess
the occupational
psychosocial hazards



Manager Skills

Identify early warning
signs/initiate
preventative action



Coworker Skills

Psychologically aware
team player and supporter



Diversity and Inclusion

Differences are
respected & valued



Anti-Stigma

Normalize asking for help
at the first sign of illness



Check-ins

Routinely monitor employee
mental health assessments



OnBoarding new hires

Psychological safety
culture for everyone



Employee Engagement

Psychological safety
enhances job performance

**This complimentary series is open to
ABVMA/ABVTA members and practice staff only.**

**For more details and to register:
<https://abvma.in1touch.org/client/calendar.html>**

Completion of series qualifies as 8 CE hours
for veterinarians and veterinary technologists.



Coral Doherty RVT

Certified Psychological
Health and Safety Advisor

bettermentalhealthforthefuture.ca

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control

Sponsored by CommuniVET – 1 CE Credit
Webinar by Dr. Duane Chappell is available at:
<https://vimeo.com/241068811/ffe79feee7>

Working Through Unexpected Vaccine

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

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

CE certificate available after video watched and quiz completed.

Watch the video here:

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

Additional readings:

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

Feline Environmental Needs

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

Inventory, A Vital Organ in Your Practice

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

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

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

Renal Disease Diagnosis

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

Veterinary Nutritional Advocate Program

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

Royal Canin Veterinary Diets Online

Modules - Various modules available through Royal Canin include; Nutrition Fundamentals (pre-requisite for all other courses), Feline

Life Stage Nutrition, Nutrients vs. Ingredients, Maturity in Motion and Dental Difference. Please contact your local Royal Canin technical sales representative for more information on how to access these modules, or contact Melanie Zanuttig at counsellors@royalcanin.ca.

Online Ultrasound Education

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

Master of Veterinary Medicine, Massey University 2021

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

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

WDDC Practice Tool Kit (WHMIS and SDS)

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

Building Better Boundaries: Fostering Balance Between Work & Life

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

From Toxic to Terrific: Cultivating Wellbeing in the Veterinary Workplace

- 6 Hours ABVMA Credits Event date commences

May 3, 2021. This important month-long online program will give veterinary practice managers and leaders the understanding, practical tools, and doable steps for cultivating a thriving veterinary workplace. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific>.

MONTHLY OFFERINGS

NOVEMBER 2021

November 10, 2021 - The Birds & The Bees – 2 Hours ABVMA Credits

The Birds

Dr. Doug Whiteside, DVM, DVSc, DACZM, DECZM (ZHM)

- Review of clinically relevant anatomy and physiology of common companion bird species (parrots, passerines, chickens)
- Triage and emergency care of the avian patient (oxygen and fluid therapy, analgesia, emergency therapeutics), including some common emergency presentations

The Bees

Dr. Frank van der Meer, DVM PhD Associate Professor, Global Health and Infectious Diseases

- Bees, bee hives and behaviour
- Honey producing industry
- Bee diseases and treatments
- Regulations around bee keeping relevant to veterinarians

Hosted by: Calgary Academy of Veterinary Medicine (CAVM), sponsored by Summit Vet Pharmacy, live Zoom online session, Zoom meeting link to be emailed 48hrs prior to the session. Time: 7-9pm, please join meeting at 6:50pm. How to Register: emailinfo@cavm.ab.ca or phone 403-863-7160 Cost: CAVM/EASAV Member Vets, RVTs, Support Staff \$0, Non-Member Vets \$20

November 4 & 5, 2021 - 2021 Canadian Violence Link Conference – 10 Hours ABVMA Credits

Animal abuse often occurs before or alongside the abuse of people. This is known as the Violence Link. In a social system that is over taxed and underfunded, the sector marginalizes animal welfare, even though evidence shows there is greater benefit in acting holistically, thereby providing better support for victims and reducing the vulnerability of animals and people. The Canadian Violence Link Conference is an innovative, ground-breaking event that examines the link between interpersonal abuse and animal abuse, looking at the vulnerabilities in both populations and how they intersect. This biennial conference brings together criminal justice system stakeholders that work to prevent and address violence against people or animals for cross-sectoral training on how to collaborate and stop the cycle of violence. Please visit: <https://humanecanada.swoogo.com/cjsr/1253225> to register or for more information.



2021 John Waters Zoonotic Diseases Workshop

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

**The decision has been made to host the 2021 workshop virtually.
More details to follow.**

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

PROGRAM

Morning session: COVID-19

Moderator - Office of Chief Medical Officer of Health

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

Afternoon session: Echinococcus and Food Safety

Moderator - Dr. Keith Lehman, Chief Provincial Veterinarian

- | | |
|-----------------|--|
| 1-2 p.m.: | Current state of Echinococcosis, Dr. Kinga Kowalewska-Grochowska, University of Alberta |
| 2-2:30 p.m.: | The coyote's revenge: alveolar echinococcosis, Dr. Stan Houston, University of Alberta |
| 2:30-3 p.m.: | Echinococcus in coyotes and dogs, Dr. Colleen St Clair, University of Alberta |
| 3:15-3:45 p.m.: | From hamburgers to hams: an outbreak of E. coli O157 linked to pigs in Alberta, Dr. Julia Keenlside, Veterinary Consultant (formerly with 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: How multi-jurisdictional outbreak investigations of Salmonella led to a new requirement for industry, Tanis Kershaw, Public Health Agency of Canada |

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.

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VETERINARIAN REQUIRED

FEAR FREE PRACTICE SEEKS DVM LOOKING FOR

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

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.

TRINITY HILLS 24 HOUR PET HOSPITAL (THPH)

is a brand new, fully equipped ER practice located in west Calgary. We are looking for a special ER veterinarian who loves what they do and wants to learn and grow in a supportive and fun environment. We strive to provide excellent and efficient care to the community and we truly love helping clients and their pets. Newer graduates will benefit from mentorship from a seasoned ER team and internal medicine specialist. THPH proudly offers state of the art CT, lab machines, digital radiology, advanced reproductive technology and ventilator therapy. Our ER vets love surgery and we routinely perform many emergency surgeries. If you want to work with a great team and thrive in this profession, please reach out to us at 403-233-2888 or DrHSuttie@thph.ca. Web: www.thph.ca.

CENTRAL VETERINARY CLINIC IS A

progressive 11-doctor team in Ponoka, AB, and is seeking a small animal DVM and a large animal DVM (bovine or equine strong). Our clinic can offer full-time or part-time employment and new grads are welcome to apply. With a stellar reputation for high quality veterinary services, our fully equipped clinic is central to Calgary, Edmonton and the Rocky Mountains. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. Large animal team does 1 in 10 on call or 1 in 20 depending on the time of year. Be a part of our great team today! Our website is www.centralvetclinic.ca. Send your resume and cover letter to: laura@centralvetclinic.ca.

ARE YOU LOOKING FOR LIFE/WORK BALANCE?

All season outdoor and indoor activities without the crowds? Drumheller has this to offer and much more. We are looking for a mixed or small animal veterinarian to join our 4-doctor team at Valley Veterinary Clinic. We offer mentorship, ease into practice at your own pace, CE allowance staff discounts, CVMA and ABVMA dues, etc. We encourage and support the pursuit of special interests. Full or part-time employment, flexible work and vacation days. Full-time employment salary

\$100,000-\$140,000 per year. Part-time to be negotiated based on number of days worked. Email resume or inquiry questions to: info@valleyvetdrum.ca.

GRANADA VETERINARY CLINIC IN SHERWOOD

Park, AB, is an independent, family-owned practice that is looking for another full/part-time veterinarian to join our team. We are a family-centered, patient-oriented facility looking for an enthusiastic individual who is a great communicator and is passionate about providing quality medical and surgical care. Our growing busy small animal practice offers paid dues, CE allowance, uniforms and health benefits, along with a compressed work week to allow for more time off with your family. No weekends, nights, or on call. If you think this would be a good fit for you, applications can be sent to Jared at: granadavet@shaw.ca. Web: www.grnadavet.com.

VCA CANADA DISTRICT ANIMAL HOSPITAL &

Urgent Care is currently welcoming veterinarians to join our team. This is an exciting time to join a brand-new hospital and be a part of an amazing team from the ground up! We offer a generous compensation package, many benefits that support wellness and lots of additional benefits. For more information regarding this opportunity, please email: careers.canada@vca.com. Web: <https://vcacanada.com/district>.

SEEKING ASSOCIATE/LOCUM VETERINARIAN.

Paton and Martin Veterinary Services, in Vancouver, BC, is seeking an ambulatory equine veterinary associate. Our practice is mainly English and Western sport and pleasure horses. We offer a wide variety of services including sports medicine, surgical referral services, internal medicine and general practice. We work at several large international hunter/jumper competitions throughout the summer. We have a team-oriented philosophy with shared emergency duties and a great work/life balance. We are willing to mentor the right candidate as needed. Please contact Dr. Eric Martin for more information at: admin@pmvetservices.com. Web: www.pmvetservices.com.

VCA CANADA MACEWAN ANIMAL HOSPITAL IS

currently welcoming an experienced veterinarian to join our well-established hospital, build their own team and lead the practice into the future! We offer an excellent compensation package and a generous signing bonus! If you are interested in building an amazing team and are passionate about working in a clinic that encourages mentorship, learning and growth, then we are the right fit for you! We take pride in fostering an environment rich in active leadership, a safe place to learn, to share ideas and provide a level of support that enables us to excel as a team. Our hospital puts a strong focus on our patient's needs and providing them the best care that we can. For more information regarding this opportunity, please email: careers.canada@vca.com or apply directly at <https://careers.vcacanada.com>. Requisition R-51440.

BELLIS VETERINARY SERVICES IS SEEKING A

full-time mixed animal practitioner. Fully equipped small and large animal facility: in house CBC/ Chemistry/Electrolytes IDEXX Lab, digital and dental x-ray, repro ultrasound, small animal dental unit, equine power float system, portable equine x-ray and a 200x80 indoor riding arena. 50% small, 40% large and small ruminants and 10% equine is the perfect mixture for a well-diversified and interesting work experience. Medium to longer term locum veterinarians also welcome to apply as well as those seeking part-time work. Bellis has 2 small lakes for kayakers or ice fishing in the winter and is surrounded by many more lakes to explore. There are many miles of trail riding in the recreational Green Area which has led to bi-annual competitive endurance rides being hosted in Bellis.

We offer a competitive salary, shared on-call duties or option of no after hour calls, AVMA dues, and 4 weeks' holiday. Please send your cover letter and resume to: amruss@ccwireless.ca. For any questions, please call Dr. Anne-Marie Russ at 780-645-0079.

FORT MACLEOD VETERINARY CLINIC IS LOOKING

for a FT associate to join our busy 6 vet practice. Located at the crossroads of southern Alberta, the historic town of Fort Macleod is 30 minutes from Lethbridge, 90 minutes from Calgary and 45 minutes to the Rocky Mountains. Our mixed animal practice has very active small animal, equine and bovine components. The practice is fully equipped with digital radiography (small and large), in-house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy, class IV laser and a complete line of anesthetic/surgery equipment. We offer a competitive employment package with above average salary. Call to be shared between 5 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker by phone: 403-553-4887, fax: 403-553-2924 or email: ftmacvet@hotmail.com.

ARE YOU LOOKING FOR MENTORSHIP WITH AN

established team without a boss looking over your shoulder? Then look no further than the Valley Veterinary Clinic, a privately owned, mixed animal, satellite clinic in Trochu. We are looking for a full or part-time, small or mixed animal veterinarian to join our team of 1 DVM, 1 RVT and 2 support staff. We value work/life balance, community mindedness in a rural environment, and teamwork in a healthy work atmosphere. Our team is devoted to providing the best possible service to our clientele and experiencing the best that veterinary medicine can offer! The Red Deer River and its outdoor activities beckon just minutes away, and yet city amenities, including an emergency veterinary hospital, are less than an hour away. We offer CE allowance, staff discounts, CVMA/ABVMA dues, etc. Full time salary starting at \$100k to \$130k depending on experience. Part-time to be negotiated based on number of days worked. New or recent grads are welcome! Contact: mlehmann@telusplanet.net.

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>.

BOW VALLEY GENETICS, LOCATED NEAR BROOKS,

AB, is seeking an energetic, motivated veterinarian. the veterinarian is responsible for embryo collection procedures including flushing, searching, grading, freezing and transfer of embryos. Duties include: scheduling of donors and recipients, in vitro embryo production including dominant follicle reduction and oocyte pick up, electroejaculation of bulls for semen collection, assess motility and morphology, client communication regarding results and creation of reproductive plans, perform embryo collections on farm in our mobile lab or in house in our donor facility, assist with all the above duties at our Regina location, and assist the centre veterinarian with health testing of bulls in the bull stud. Qualifications: Doctor of Veterinary Medicine or equivalent from an accredited veterinary school and capable of licensure

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with the Alberta Veterinary Medical Association, palpation and reproductive ultrasound skills are an asset but can be taught, Excellent communication skills in English. Bow Valley Genetics offers competitive salary, benefits and an incredible work environment. Email: cstables@bowvalleygenetics.com. Web: <http://www.bowvalleygenetics.com>.

OUR WELL-ESTABLISHED, INDEPENDENTLY owned clinic in the beautiful town of Blackfalds is looking to add a new full or part-time veterinarian. Blackfalds is one of the fastest growing communities in Alberta and is located 10 minutes outside of Red Deer and 1.5 hours from both Calgary and Edmonton. We are well equipped with ultrasound, digital radiology, digital dental radiology, full in-house laboratory and therapeutic laser. We offer a health care spending account, ABVMA dues, and generous CE and staff discounts. No weekends or on call needed but one evening per week will be required. 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. Come join our great, close knit team in a state-of-the-art veterinary hospital! Email: dvolk@blackfaldsvet.ca. Web: www.blackfaldsvet.ca.

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

COME WORK WHERE YOU ARE VALUED, respected and treated like family! Erin Ridge Veterinary Centre is looking for a PT or FT veterinarian to join our amazing, compassionate team. We are a privately owned, small animal and exotics practice in St. Albert, AB (10 minutes north of Edmonton) 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.

TRI-MUNICIPAL VETERINARY CLINIC IS SEEKING a full-time mixed or small animal DVM to join our team in a brand new 7,000+ sq ft facility opening January 2022. Our practice (in partnership with Meridian Veterinary Clinic, Stony Plain AB) consists of 85% SA & 15% LA ambulatory services, with after-hours emergency work limited to large-animal only (current share 1/6). We have fully equipped clinics & experienced support staff. We are looking for a DVM

with excellent people skills, a collaborative approach to practice & who strives for work/life balance to join our team. Salary/benefits will be competitive & commensurate with experience; new grads welcome. Email: mike.devries@trimunicipalvet.com. Web: www.trimunicipalvet.com.

MIDLAKE VETERINARY CLINIC IN SOUTH Calgary is looking for a FT DVM to join our veterinary team. We are a well-established, independently owned companion animal practice (25yr+) with a fantastic, loyal clientele and long-standing staff members. We currently have three veterinarians on staff and continue to grow! 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 you're interested in joining our family oriented practice, email your cover letter and resume with available references to: midlakevet@shaw.ca. Web: www.midlakevet.com.

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

DELANEY VETERINARY SERVICES (DVS) HAS AN opening for a 2022 Internship. DVS is a primary and referral equine facility serving the greater Edmonton area in central Alberta. We have a strong team of veterinarians including experienced general practitioners, board-certified surgeon. Our practice provides comprehensive services including surgery (elective and emergency), lameness, medicine, advanced reproductive techniques, general health, dentistry, chiropractic, acupuncture, rehabilitation and advanced imaging. This internship program will allow you to pursue all aspects of equine practice in an intense case load environment under the guidance of experienced equine veterinarians. Duties will include in-clinic patient care, surgical and/or anesthesia assistance, all aspects of ambulatory practice including lameness work-ups, dental, herd health, reproduction, imaging, ultrasonography and rehabilitation. Emergency call duties are divided amongst the doctors in the clinic. Our goal is to enhance equine practice by providing associates access to a wide variety of diagnostic and therapeutic opportunities in a strictly equine, referral environment. Email: management@delaneyvetservices.com. Web: <https://delaneyvetservices.com>.

RED DEER, AB - CENTRAL ALBERTA HUMANE Society is recruiting an FT DVM for their busy in-shelter clinic. Clinic has x-ray, treatment and surgical rooms with two FT RVTs. Flexible hours, benefits, ABVMA & PIPS registration, VIN membership and CE allowance included. Incumbent must have a min. 2 years' experience in a fast-paced clinic, be an independent and strategic thinker, mentor and leader to RVTs and in-house animal care team. Submit resume to: melissa.lyall@hotmail.com. Web: www.cahumane.com.

WE ARE SEEKING BOARD CERTIFIED VETERINARY specialists in surgery to add to our growing network of vet 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 workplace 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 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/3191>.

SIGNING AND TRANSPORTATION BONUS, LIVING allowance and very competitive compensation for a fantastic opportunity at Animal Medical Centre North, a fast-paced practice in Grande Prairie, AB, that provides high quality care to small animals and exotics. We are hiring an associate veterinarian and offer flexible scheduling including full-time, part-time and the option of 2-weeks on, 2-weeks off rotations. We are well equipped with a digital dental x-ray machine, ultrasound, CO2 laser scalpel and much more to handle everything from medical appointments, routine and complex surgeries, through critical care and emergencies. New graduates are welcome to apply! We have an exceptional support team, a practice manager who just 'gets it' and a loveable clinic cat, "Groucho". As part of our network, you will receive very 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 1000-DVMs! Do not miss out on this chance to make a direct impact in the great community of Grande Prairie! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AMCN/Posting/View/2284>.

EDMONTON WEST ANIMAL HOSPITAL IS looking for another full-time or part-time veterinarian to join our team of 10-veterinarians, 14-RVTs and over 25-support staff. We have cloud based EMR, digital radiography including dental x-rays, ultrasound, electrocautery, therapeutic laser, in-house laboratory, orthopedic surgery equipment and much more. We are a fast paced and full-service hospital, where you will be able to utilize all of your knowledge and skills to your full potential. Each veterinarian has surgery/dental time, if wanted! We offer above average salary without the pressures of productivity, paid vacation, CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership, clinic scrubs, pet discounts and more. Our schedule is completely flexible, just give us your availability, and we can arrange just about anything that suits you and your family's needs! New grads welcome and lots of mentorship available! Please email your resume to: drqosal@vetinedmonton.com.

ARE YOU LOOKING FOR A FUN AND professional working environment? Are you striving to continuously learn and improve your skills? Are you searching for a workplace that is in the city of Calgary and a stone's throw away from nature? Look no further than our state-of-the-art facility at Auburn Bay Veterinary Clinic! We are seeking a FT/PT veterinarian who is compassionate, motivated and wants to be a part of our dedicated family. We are offering a salary of \$100,000+ based on experience, CE allowance and ABVMA dues, generous staff discounts, paid vacations, and a signing/relocation bonus. New grads are welcome! If you think we're a match, please email your resume at auburnbayvet@gmail.com.

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HAVE YOU EVER CONSIDERED A JOB IN A

beautiful community just 20 minutes from Edmonton? If so, Fort Saskatchewan Veterinary Clinic would like to meet you. We are looking for another veterinarian to join our 2 vet/5 tech team of fun, witty and self-proclaimed comedians. We are happy to offer full-time or part-time options to support work/life balance. The clinic is closed evenings, Sundays and holidays. 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, sick days, four weeks holidays, CE allowance and pay professional dues. Please contact Erin at 780-998-3755 or fortvet@shaw.ca.

HEARTLAND FORT VET IS SEEKING A MOTIVATED

PT vet to join our experienced team, with potential for more hours as we grow. We are a brand new, full-service hospital with state-of-the-art equipment and a fear free stay for all of our patients. We strive for clinical excellence and have skilled RVTs and support staff. Dr. Janes has built a solid clientele based on trust and outstanding medicine. Our work/life balance is unprecedented and we are a super fun team that enjoys coming to work. Check out our reviews! Contact: vicki@heartlandfortvet.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.

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 UCVI 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 visit our career site at careers.vcacanada.com.

ANIMAL EMERGENCY HOSPITAL IN RED DEER,

AB, has an opportunity for an emergency veterinarian 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 UCVI 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.

AT MACLEOD TRAIL ANIMAL HOSPITAL, WE VALUE

a healthy work/life balance. That's why we're open Monday through Friday 9-5 and Saturdays 9-4 with no on-call. We're a dog and cat only clinic centrally located in Calgary looking for a full or part-time veterinarian. We support our associates through mentorship, CE and encouraging you to do more of what interests you and as an independently owned clinic there's the potential for future partnership. We're the second oldest clinic in Calgary but owned by a young team (a 2010 and a 2014 grad and our manager). We are well equipped with digital radiography, digital dental rads, ultrasound, a full in-house laboratory and newly renovated surgical and treatment spaces. Generous pay, CE allowance, paid membership dues, VIN membership and full medical/dental benefits. Please contact taylor@mactrailvet.com.

FLY IN, FLY OUT FOR AN EXCITING OPPORTUNITY

at Animal Medical Centre North (AMCN) in Grande Prairie, AB. Enjoy the work/life balance of a 2 weeks on, 2 weeks off rotation and a very competitive salary, no relocation necessary – let us take care of the flights! AMCN is well known for our high tech to vet ratio and experienced & efficient support staff. We are well equipped to handle everything from medical appointments, routine and complex surgeries, through critical care and emergencies. We have a passion for pets and make a point of supporting animal welfare initiatives through fundraising events such as microchip clinics and photos with Santa! New grads are welcome to apply and take advantage of the experienced mentorship we can provide. Don't miss this chance to pair a job you love with the time off you want, apply today! Apply through this link: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AMCN/Posting/View/4109> or email us at: careers@vetstrategy.com.

MILL CREEK ANIMAL HOSPITAL, SERVING MILL

Creek since 1998, is centrally located in the desirable Old Strathcona neighbourhood of Edmonton, AB. We are looking for an associate veterinarian to join our supportive and collaborative team! We are proud to offer superior pet healthcare and thoughtful attention to every family member, every time. Our core values are to be compassionate, dedicated, caring, positive, trustworthy and knowledgeable. We take great pride in serving our pet community, as well as providing an amazing client experience. With excellent mentorship available, new grads are welcome to apply! 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 1000 DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MILLCREEK/Posting/View/3445>.

DELTON VETERINARY HOSPITAL, LOCATED IN

Edmonton, AB, has an exciting opportunity for an associate veterinarian to join our dedicated team. Since 1972, we have been the trusted care providers for the cherished dogs, cats, birds, rabbits, pocket pets and exotic

animals of our community. Our AAHA-accredited and Cat Friendly Certified practice prides itself on providing gentle and conscientious care to take the stress out of our clients' and patients' visits. At Delton Veterinary Hospital, we prioritize the health and wellbeing of our teammates as much as we do our patients. By fostering a culture of collaboration and prioritizing work/life balance, we are able to provide the exceptional quality of care we are known for. If you enjoy practicing high-quality medicine and want to be part of a supportive team, 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 1000 DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/DELTONVET/Posting/View/3976>.

SUNRISE ANIMAL HOSPITAL IN EDMONTON IS

looking to add a new full or part-time veterinarian. We are well equipped with digital radiology, full in-house laboratory, and full dental and surgical suites. We offer full medical and dental benefits, ABVMA dues and generous CE. New graduates are welcome and encouraged to apply. Please email: sunrisevet2@gmail.com.

RANGE ROAD VET IN BEAUMONT, AB, IS A SPECIAL

place to work - the comforts and personality 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. With half hour appts, we can take time with clients and focus on shared decision making. Confidence or desire to learn surgery/dentistry an asset. 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. In house lab, DR x-ray, dental x-ray and keen to get additional equipment that could benefit our patients and staff. Uniforms, competitive compensation, paid CE, personal vacation, veterinary dues, HSA/benefits and generous pet policy. We'd love to meet you. Email: senka.petrec@rangeroadvet.com. Web: <https://rangeroadvet.com>.

BARR-NORTH VETERINARY SERVICES IS IN SEARCH

of a veterinarian to join our team FT or PT. We are a mixed practice willing to utilize and expand your areas of interest and skills. We understand professional growth and a balanced lifestyle. CE and mentorship are available to all team members. Compassion and quality of care to our patients and our clients is very important. Our clinic was new in 2015, with new equipment to utilize in clinic or on the farm. Feel free to look at our website: www.barnorthvet.com, Facebook, or Instagram. If you are interested email resumes to: barnorthvet@gmail.com or call Lisa 780-674-2100.

LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE

Veterinary Clinic is looking to welcome a licensed veterinarian to our fun and friendly multi-vet practice. Our progressive clinic has worked hard to foster a collaborative supportive practice culture; we work hard, play hard and have a lot of fun together. We are fully-equipped with CO2 laser, video endoscopy, ultrasound, digital dental x-ray and in-house Idexx lab. 30-minute scheduled appointments allow us to put an emphasis on preventive medicine and client education. Experienced candidates will thrive, and so will new graduates as we are an established team with veterinarians that are excited by the prospect of providing mentorship. No "after hours call" compliments our dedication to work/life balance too. Our ideal candidate takes pride in their compassionate client communication skills and understands the importance of a fun, friendly and supportive team. Text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more. Submit your CV to jobs@p3vetpartners.ca. Web: <https://northsidevet.ca>.

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

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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.

ARE YOU A MIXED ANIMAL VETERINARIAN LOOKING for an exciting and rewarding career? Well look no further, Stettler Veterinary Clinic (SVC) is the place for you! SVC is pleased to welcome two licensed veterinarians to our patient focused, action-oriented team. With all the equipment, resources and support you need, you will surely be set for success! We also ensure our associates receive above average compensation, production bonuses, and extensive benefits. Please visit our website www.stettlervetclinic.com for more information or contact Mrs. Terra Heier to begin your journey towards a thriving life in veterinary medicine! email: stetvet@stetvet.com; phone: 403-742-3338.

LOOKING FOR A GREAT WORK ENVIRONMENT, A varied case load and a wonderful community to call home? Join our team at Shuswap Veterinary Clinic! We're offering a \$10,000 signing bonus for a SA associate to join our independently-owned and expanding clinic located in Salmon Arm, BC. Situated in the beautiful Shuswap, our community offers a four-season outdoor playground, an excellent school system for families and all the amenities you need. We are a well-established practice and offer a wide variety of medical and surgical cases, excellent mentorship (which our new grads love), collaborative veterinarians, a highly trained staff and wonderful clientele. We encourage career growth, provide generous CE opportunities, continued investments in new technologies, advanced diagnostics, networking, collaboration & knowledge exchange with our entire team. We value work/life balance and strive to promote a healthy, inclusive & positive atmosphere. Please forward your cover letter and CV to Dr. Morgan Stevenson, Partner; mrutley@shuswapvet.com or call the clinic at 250-832-6069. Visit our clinic online at www.shuswapvet.com or meet us on YouTube: <https://www.youtube.com/watch?v=CaPRYXKUBBQ>

MEDICAL DIRECTOR OPPORTUNITY IN OLDS! Countryside Veterinary Hospital is searching for a talented, experienced, and compassionate DVM with a disposition towards leadership. Our ideal candidate understands the importance of preventative medicine, client education, and a team-based approach to patient care. If you're searching for a progressive, fun, and hard-working team, search no further! Part or full-time employment arrangements possible. There are no on call responsibilities. Text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more.

LOOKING FOR A JOB WITH SOMETHING DIFFERENT every day and great recreational opportunities nearby? A chance to develop your interests and skills within a busy mixed animal practice? We offer great mentorship and future partnership potential! Edson Vet Clinic is looking for a full-time veterinarian to join our multi-vet practice. Our experienced, friendly and team-oriented staff currently includes 4 vets, 5 fantastic RVTs and several great long-term support staff. Call is shared equally between vets. New grads and experienced DVMs are welcome to apply (must be eligible for full licensure). New digital x-ray, dental x-ray, lab analyzers, ultrasound, laser and much more! Our practice is mixed, so you have a great opportunity to develop your specific areas of interest. We are located on Hwy 16 with great

access to skiing and hiking in Jasper, and 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@edsonvet.com or to Dr. Jordan Laird at jordan@edsonvet.com, or call 780-723-3354 for more info.

ARE YOU LOOKING TO JOIN A CLINIC FAMILY passionate about animal care? East River Animal Hospital nestled at New Glasgow, NS, is seeking to add a veterinarian to our team! We are an established, progressive practice serving highest standards of care to our community for over 25 years. Our newly renovated, full-service facility includes a pet retail store, on-site luxury pet boarding, an entire surgical dental suite, a complete double surgery bay, on site ultrasound, in house lab, a compassionate palliative care room and much more! Our team focus is excellence in surgery, internal medicine, preventative care and special interests include dentistry, laser therapy, diagnostics and ultrasound. We foster a collaborative environment while cultivating individual continued learning through supporting individuals on their special interests. We are offering a highly competitive salary, health/dental benefits, CE allowance, paid dues, work/life balance & much more! Accepting FT and PT applications! To learn more visit us at: <https://eastriveranimalhospital.com> and to apply send CV to: Lisa.Marie@nva.com.

OKOTOKS VETERINARY CLINIC (OKVC.CA) requires a regular or locum, Saturday DVM for our modern fully equipped small animal day clinic with immediate effect. Hours are 9am-1pm. A dynamic team will provide you full support. Alberta license and some experience is required. Please contact us via email: info@okvc.ca.

LANGDON VETERINARY CLINIC HAS AN AMAZING opportunity for a full time associate veterinarian. Located just 20 minutes outside of Calgary in the beautiful town of Langdon, our clinic has been serving the community for over 15 years! At Langdon Veterinary Clinic, we take the necessary time to understand our patients' needs so we can recommend effective courses of preventative, surgical or rehabilitation action. We are fully equipped with in-house IDEXX lab equipment, ultrasound, surgical suite, 3 appointment rooms and dental x-rays. Our team is proud of the close relationships we have with our community and our clients and we always strive to provide a standard of excellence in animal care that is unmatched. Join this amazing, friendly team where you'll have everything at your fingertips to provide outstanding patient care! 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 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LANGDON/Posting/View/3872>.

NEWLY RENOVATED, STATE-OF-THE-ART, SMALL animal practice, excellent team of 2 experienced DVMs, 4 full-time techs, practice manager, assistants and receptionists, looking for a 3rd DVM (full or part-time) to join our private high quality standards collaborative team in Calgary. Properties Animal Clinic is a progressive, fun and friendly team. Signing bonus, above average base wage, production bonuses, CE allowance, health and dental benefit plan, association dues and flexible paid holidays / working days options. Please email jacob@vetshield.ca or call / text 403-360-5002 for more information, anytime.

THE GREAT TEAM AT THE YELLOWHEAD

Veterinary Clinic is looking for 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 which include surgical laser procedures, digital x-ray, nutritional consults and dental surgery. We recognize the importance of maintaining a healthy work/life balance, mentorship for

all clinic employees and positive team dynamics in the workplace. We are encouraging of furthering educational interests and offer support through c/e 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.

ARE YOU LOOKING FOR A CHANGE OF PACE? WHY not try working in a calm & quiet cat clinic. We are seeking DVMs with an interest in feline medicine to add to our network of clinics across Canada. We currently have 3 feline only practices located in North Vancouver, Victoria & Calgary. In these clinics we strive to create a caring & stress free environment for our feline patients. Our teams include skilled clinicians & amazing support staff. This is an opportunity to grow or develop your interest in feline practice. Our clinics are committed to providing high-quality services in a way that embodies compassion & quality-of-life for pets & their owners. The candidate will benefit from a tranquil & positive work environment with helpful leadership & a team of dedicated & proficient support staff. We recognize the importance of work/life balance & a schedule that will match your needs. Mentorship is available for vets hoping to pursue a career in feline medicine. You will receive great compensation, bonus potential, CE allowance, VIN membership, paid association dues, vacation, generous personal pet policy, great health benefits & access to our network of over 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/3648>.

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

ARE YOU LOOKING TO MAKE AN IMPACT IN THE Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care and are excited to add our next DVM team member. Our commitment to work/life balance is complimented by no on call, and our Total compensation package includes a competitive salary commensurate with experience, medical, dental, vision, and professional services coverage (massage therapy, physiotherapy, chiropractor, acupuncturist & more), paid licensing dues, paid vacation & sick days, CE, eligibility for a performance bonus, an attractive signing bonus, & a relocation allowance is available. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more. Web: www.chinookpetcliniclethbridge.ca.

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

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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>.

P3 VET PARTNERS IN OLDS IS SEARCHING FOR A passionate small animal DVM, and would also like to accept applications from veterinarians with an interest in Equine medicine. Our fully-equipped hospital features an in-house laboratory, ultrasound, digital dental x-ray, surgical laser and even a video otoscope and video microscope. We boast a 2:1 ratio of RVTs to vets, believe in living best practices, and take pride in our supportive team-based culture. Olds is located 45 minutes north of Calgary, and offers a unique blend of small-town peace, affordability, and quick access to the outlet malls north of Calgary or the outdoor adventures in the Sundre area. If you're looking to escape the hustle and bustle of the city, and enjoy hiking, horseback riding, camping, fishing, kayaking or weekend escapes to the Rockies, this could be the perfect location for you! Let's talk! Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more!

LOOKING FOR WORK/LIFE BALANCE? COME JOIN US in one of the most beautiful places in Canada, Qualicum Beach, BC. Enjoy all kinds of recreational activities and work in a privately owned, family-like clinic. Feel part of a team by collaborating with an experienced, but progressive vet and support staff that range from 10-24 years of experience. The right candidate will have the option of future partial ownership and we are open to part-time or full-time hours. We offer a flexible schedule, above average compensation, no on call and respect and compassion for all of the staff, clients and pets. Please send resumes to: midislevethosp@gmail.com.

\$10,000 SIGNING BONUS!! DO YOU WANT THE opportunity to practice high quality medicine in a modern, fully equipped facility with an amazing support team, and still have lots of time off to enjoy life? Look no further! Airdrie Animal Clinic is looking for a full-time, small animal focused DVM to join our growing team! We are privately owned and operated, client focused, community-based clinic that values the work/life balance. As part of our company, you will receive a competitive compensation, generous CE allowance, paid membership dues, paid vacation and generous personal pet discounts in clinic. If this interests you, please email your CV and resume to: nicole@dandvetclinics.ca.

WE ARE SEEKING A BOARD CERTIFIED VETERINARY specialist in surgery to add to our team at McKnight 24 Hour Veterinary Hospital! This is a wonderful opportunity to grow or develop your specialty service with a group that is willing to invest in your success. At McKnight Veterinary Hospital, we are committed to providing high-quality veterinary services in a way that stresses humility, compassion and quality-of-life for pets and their owners. Our 6,000 square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing high-quality medicine, want to maintain a good work/life balance, and have fantastic personal and communication 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 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/3619>.

SIGNING BONUS! SAVE (SOUTHERN ALBERTA Veterinary Emergency) in Okotoks, AB, is looking for 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 respected 24-hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and referral medicine. Okotoks is only a 15-minute drive from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! New grads are welcome - this is an amazing opportunity to learn from some great mentors! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000-DVMs! Apply: <https://canr58.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/1118>.

SIGNING BONUS! MCKNIGHT VETERINARY

Hospital is seeking an associate veterinarian to join our collaborative and knowledgeable team in Calgary, AB. Known for our emergency services, we have added a general practice facet to our hospital and are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! Flexible full-time and part-time scheduling options available! Our 6,000 square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing high-quality medicine, want to maintain a good work/life balance, and have fantastic personal and communication skills, join us! Excellent mentorship is available and new grads are welcome to apply! 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 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/3539>.

SIGNING BONUS! 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, while building strong relationships with our clients and their pets. Flexible full-time and part-time scheduling options available! Our 6,000 square-foot facility is well equipped with ultrasound, digital radiography, full state-of-the-art IDEXX laboratory equipment, surgical suite and dental radiography. If you enjoy practicing high-quality medicine, want to maintain a good work/life balance and have fantastic personal and communication skills, join us! Excellent mentorship is available and new grads are welcome to apply! 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 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/1396>.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced associate veterinarian to join one of the largest hospitals in our network, Fish Creek 24 Hour Pet Hospital! Known for our ER services, we have added a general practice facet to our hospital & are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! We are a fully equipped, purpose built 14-doctor hospital. Our team includes board certified specialists, experienced clinicians & an amazing team of over 100-support staff. At Fish Creek, we offer preventative care & medicine, routine, specialized, & emergency surgery, state-of-the-art diagnostics & in-hospital treatment 24 hours a day. Our clinic is & will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion & quality-of-life for pets & their owners. This is an amazing opportunity to be part of a dynamic & supportive team!

As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits & access to our network of over 1000-DVMs!

Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/3552>.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced emergency veterinarian to join one of the largest hospitals in our network, Fish Creek 24 Hour Pet Hospital! We are a fully equipped, purpose built 14-doctor hospital. Our team includes board certified specialists, experienced clinicians and an amazing team of over 100-support staff. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state-of-the-art diagnostics and in-hospital treatment 24 hours a day. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. This is an amazing opportunity to be part of a dynamic and supportive team! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000-DVMs! Apply: <https://can60.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/3594>.

ARE YOU LOOKING FOR A CHANGE IN YOUR DAY TO

day working environment? Do you want to work in a clinic where work/life balance is part of our culture and not just a phrase? Our very well established, family-owned and operated Edmonton practice is looking for a part-time veterinarian. We have a very experienced team and an incredible client base. We believe in team success, mentorship and collaboration. We have limited evening and weekend hours, no after hours calls and no Sunday or long weekend shifts. Interested in hearing more? Please contact Tracy at 780-908-5218 or email: tracydheron@yahoo.com. Web: www.beckvet.com.

MIXED ANIMAL PRACTICE IN CAMROSE LOOKING

to add to our team. We are seeking a fun person with a good sense of humour who enjoys the benefits and challenges of mixed animal practice. Excellent communication skills necessary, experience preferred but not required. 75% SA, 25 LA (mostly cow/calf, some small ruminants, equine and dairy). Camrose is a small town big city amenities and only an hour drive to Edmonton. Only successful candidates will be contacted. Email: camrosevet@yahoo.ca. Web: www.camrosevet.com.

LACOMBE PET CLINIC IS LOOKING FOR FULL/PART-

time veterinarian to join our team in Lacombe, AB. We are a small animal clinic in central Alberta. The shift schedule is flexible in a way that complements a work/life balance. We offer a competitive salary (100K plus, based on experience and paid ABVMA dues, paid CE due, staff pet discounts and group health and dental benefits. Signing bonus and production bonus (base salary + percentage of production (ProSal)). New grads are welcome and mentorship is available to new grads. Please email resume to hrlacombepetclinic@gmail.com.

THE UNIVERSITY OF CALGARY, FACULTY OF

Veterinary Medicine (UCVM), invites applications for an Instructor position in small animal veterinary medicine. This position will be at the rank of Instructor (tenure track) or Senior Instructor (with tenure). The position will have 90% of its time focused on teaching with 10% dedicated to service. For more information and to apply: <https://vetmed.careers.ucalgary.ca/jobs/7231643-instructor-slash-senior-instructor-small-animal-clinical-sciences-faculty-of-veterinary-medicine>. The University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who

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will further enhance our diversity and will support their academic and professional success while they are here. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

WE ARE LOOKING FOR AN OCCASIONAL SATURDAY vet - approximately once every 1-2 months. Hours are 8:45 am to 1 pm. No overtime required. We would prefer a local veterinarian. If interested please contact Shan by email: shan@kbsl.ca.

FAIRFIELD ANIMAL HOSPITAL IS LOCATED IN THE heart of the Okanagan Valley, Kelowna, BC. We are a 24-hour hospital that offers a collaborative medical environment with access to specialists, trained emergency doctors, and experienced and knowledgeable support staff. We have flexible schedules and offer a combination of day practice and emergency medicine, depending on your interests. If you feel as though you are looking for a new challenge with signing bonuses, great hourly rates, retirement savings and worldwide CE options, plus many more benefits please send your resume, in confidence, to shannonfisk@shaw.ca and check our website www.fairfieldanimalhospital.ca.

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.

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.

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.

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>.

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.

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.

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.

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

RVT REQUIRED

ARE YOU INTERESTED IN A CATTLE-ONLY practice? Coaldale Veterinary Clinic's focus is helping farmers raise healthy, productive cattle and educating clients through the process. We strive to provide the

best possible service because that is who we are as people and that is what our clients need and deserve. We are looking for someone whose core values align with ours and who can support, not only the wellbeing of cattle, but the wellbeing of their fellow co-workers. The position of RVT/admin consists of being responsible for providing administrative and RVT support and data entry for medical/feedlot reporting. Please email Kym for job details or submit your resume to: kym@coaldalevet.com.

HIGHLANDS PET HOSPITAL IS SEEKING A FT/PT RVT to join our team. We are a family-owned companion animal practice with a loyal and growing client base, located in Lethbridge, AB. Our close-knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, health benefits, uniform allowance and veterinary discounts. For more information visit: www.highlandspethospital.ca/careers. Email: dr.gibson@highlandspethospital.ca.

SIGNING BONUS! DO YOU HAVE A DREAM OF working for a fun and vibrant veterinary clinic, get competitive compensation and still have lots of time off to enjoy life? Look no further, Legacy Veterinary clinic is looking for a lead RVT/Director of Medical Operations. This is a great opportunity for you to provide leadership and help us farm a positive culture that everyone enjoys working in. We are privately owned, practice high-quality fear-free medicine in a modern, fully equipped facility with an amazing support team. We would love to meet you and see if we are a fit. Email: careers@legacylvetclinic.ca. Web: www.legacylvetclinic.ca.

BELLIS VETERINARY SERVICES IS LOOKING TO add a full-time/part-time certified RVT to join our amazing team in a mixed animal rural practice. Our clinic is composed of 50% small, 40% large and small ruminants and 10% equine which allows for a well-diversified work experience. Fully equipped small and large animal facility: in house CBC/Chem IDEXX lab, digital and dental x-ray, small animal dental unit, equine power float system, repro ultrasound, and a 200x80 indoor riding arena. Bellis is a small community in the middle of the Lakeland region so has many surrounding lakes to explore. The Bellis Green Recreational Area has many miles of trail riding and has led to competitive endurance rides being held here. We offer a competitive wage, clothes allowance and RVT dues. Please send your cover letter and resume to: amruss@ccwireless.ca. For any questions contact Dr. Anne-Marie Russ at 780-645-0079.

ARE YOU SEEKING A UNIQUE AND REWARDING career working with Calgary's most vulnerable animal population? Calgary Humane Society (CHS) is seeking a full-time RVT to join our team in our fully equipped medical clinic. The successful candidate will possess a positive attitude and passion for animal welfare, is highly skilled in animal handling, customer service and comfortable working in a fast-paced and demanding environment. CHS offers a competitive salary, full health and dental benefits, paid vacation and sick time, wellness days, uniform allowance, dues, and CE, as well as generous staff discounts. Email: melaina.slater@calgaryhumane.ca.

MILLWOODS EAST VETERINARY CLINIC IS seeking a full-time or part-time RVT to work in a privately owned, well-established SA clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing

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stress-free visits for all our patients and a superior client experience for their families. If you are a fun, compassionate, hard-working individual looking to be part of a great team we would love to have you join us. We offer competitive wages, dues, uniform allowance, health/dental benefits and staff discounts. Please send resume and cover letter to: jgibney30@shaw.ca. Web: www.millwoodseastvet.ca.

ARE YOU LOOKING FOR A CHEERFUL, TEAM orientated work environment? We're looking a full/part-time RVT to join our busy day practice &/or a maternity leave position. We are open Mon-Sat & are exclusively for dogs and cats. Our team has 1 full-time & 3 part-time vets & are supported by an incredible team of passionate staff. We have 4 full-time techs looking for a 5th to join our dynamic team. We have an aptitude for teaching & growing our techs to be the best they can be! We excel in client experience & a supportive work environment. Successful candidates must thrive in a fast-paced environment, prioritize multiple responsibilities & deliver excellent customer/patient care. Clinic equipment include anesthetic monitoring equipment, digital radiograph (& dental) surgical suite, in-house lab equipment. Staff receive paid RVT dues/membership fees, full benefits package, paid CE, scrubs provided, paid vacation/sick days. Staff receive discounts on food, medications, BW, procedures, exams. APE and vax for staff pets are complimentary. If this sounds like a team you'd like to be a part of, please send resumes & references to: contact@southwoodveterinaryhospital.com. Web: www.southwoodveterinaryhospital.com.

SOUTHFORT VETERINARY CLINIC IN FORT Saskatchewan 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.

SHERWOOD VETERINARY CLINIC IS LOOKING for a full-time/part-time RVT and a full-time/part-time VMA. New grads are welcome to apply. 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 resume to hb.vet@gmail.com.

STURGEON ANIMAL HOSPITAL IS NOW HIRING A full or part-time RVT to join our team! Experience is definitely an asset, but second-year AHT students or new grads are also welcome to apply. We are a privately-owned small animal practice, located in the north-end of St. Albert. We recently relocated to our brand-new facility, which features modern equipment and lots of space to work! Our RVTs are vital to our team, and have many opportunities to utilize and grow their full skill set. We offer a competitive salary, CE and uniform allowances, paid association dues, paid dental and health benefits for full-time employees, as well as generous staff discounts (and lots of other perks!). Come join our growing family today! Contact: sturgeonanimalhospitalhr@gmail.com.

MIDLAKE VETERINARY CLINIC IN SOUTH Calgary is looking for a PT/FT RVT to join our veterinary team. We are a well-established, independently owned companion animal clinic (25+ years) with a fantastic, loyal clientele and long-standing staff members. We offer a competitive salary based on experience, 11 paid public holidays, plus paid membership dues, CE allowance, uniforms and a health/dental plan to all FT employees. If interested in joining our family oriented veterinary practice, please email your cover letter and resume with available references to: midlakevet@shaw.ca. Web: www.midlakevet.com.

WE ARE LOOKING FOR A POSITIVE AND cheerful, full-time RVT who would like to work and play in the beautiful Rocky Mountains of Alberta. Located only one hour west of Calgary, Canmore is a vibrant community that offers amazing outdoor, cultural and recreational opportunities. Our team consists of 5 veterinarians, 3 RVTs and 10 support staff. Our hospital is modern, fully equipped and locally owned and operated. We provide full medical and surgical care including digital xray, digital dental xray, ultrasound and a full in-house Idexx laboratory. We offer a very competitive compensation plan with above average salary, RRSP matching, an extended health plan, continuing education and personal pet discounts. If you're interested in joining our fun, inclusive and empowered team at Canmore Veterinary Hospital, please send a cover letter, resume and list of references to: jill@canmorevet.com. Web: www.canmorevet.com.

PULSE VETERINARY SPECIALISTS & EMERGENCY is seeking a motivated, team-oriented, and passionate RVT to join our hardworking, growing team. We are looking for a Specialty Head Technologist to help manage & lead the group of specialty service RVTs. The successful candidate will get the best of both worlds, as they perform day to day duties as a RVT, while getting to be involved in shaping the practice as it continues to grow. If you enjoy working in multiple departments, teaching and helping develop strategic plans, then this is the position for you! The head specialty tech will work alongside the head ER tech & technologist manager and will report to the medical director. Pulse offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit-sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes & cover letter to resume@pulseveterinary.ca. Check out our website: pulseveterinary.ca/about/careers for more details.

WESTBROOK VETERINARY CLINIC IS CURRENTLY seeking a full-time RVT to join our team of motivated animal care givers. We are a privately owned practice offering competitive salaries, continuing education allowance, bonuses, and medical dental benefits package. The practice is closed evenings and weekends to allow our staff a great work/lifestyle balance. If you are interested please contact our office manager, Jessie at westjessie@telus.net or Dr. Michael Kolla at westdrkolla@telus.net or call us at 780-436-5073 to set up an interview. Web: www.westbrookvet.ca.

PULSE VETERINARY SPECIALISTS & EMERGENCY is seeking a motivated, team-oriented, and passionate RVT to join our hardworking, growing team. We are looking for a technologist manager to help manage & lead our growing group of RVTs. The successful candidate will get the best of both worlds, as they perform day to day duties as a RVT, while getting to be involved in shaping the practice as it continues to grow. If you enjoy working in multiple departments, teaching, and helping develop strategic plans, then

this is the position for you! The technologist manager will work alongside the head ER tech & head specialty tech, and will report to the hospital director. Pulse offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit-sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes & cover letter to resume@pulseveterinary.ca. Check out our website: pulseveterinary.ca/about/careers for more details

VCA CANADA'S CALGARY ANIMAL REFERRAL AND Emergency (C.A.R.E.) Centre is currently recruiting an ER RVT to join our team. The C.A.R.E. Centre is much more than an emergency clinic, we are a fully functioning referral hospital. Our board certified specialists offer a wide range of referral services including: internal medicine, surgery, radiology, oncology, ophthalmology, neurology, cardiology, dermatology and dentistry/oral surgery. The C.A.R.E. Centre is committed to supporting pet owners and the veterinary community by providing the highest level of animal emergency and referral care. This role supports work-life balance offering two days on/two days off/five days on/five days off (including every other weekend off). This schedule rotates monthly between days and overnights (including an overnight premium!). Email careers.canada@vca.com to learn more! Job # R-40306.

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. Web: www.thph.ca.

EDMONTON WEST ANIMAL HOSPITAL IS looking for full/part-time RVTs to join our team of 10-veterinarians, 14-RVTs and over 25-support staff. We are a fast paced, full-services hospital, where you will be able to utilize all of your knowledge and skills to your full potential. The shift schedule is flexible in a way that complements a work/life balance. Compensation includes signing bonus, above average wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. Please email resume to dr_gosal@vetinedmonton.com.

PULSE VETERINARY SPECIALISTS & EMERGENCY is seeking motivated, team-oriented, and passionate registered veterinary technologists to join our hardworking, growing team. We are looking for a RVT to join our Surgery Department and work alongside Dr. Charles Bruce. This role will allow for a compressed work week having you work 4 ten-hour shifts throughout the week. The successful candidate will get first-hand experience working alongside a board certified surgeon performing all surgeries including orthopedics and soft tissue thoracic procedures. Pulse Veterinary offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes and cover letter to resume@pulseveterinary.ca.

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PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented, and passionate registered veterinary technologists to join our hardworking, growing team. We are looking for a lead RVT to join our Ophthalmology Department and work alongside Dr. Vanessa Holly. This role will allow for a compressed work week having you work 4 ten-hour shifts, Monday through Thursday. The successful candidate will get first-hand experience performing Ophthalmology specific diagnostic testing, assisting in phacoemulsification surgeries, as well as performing many additional specialized treatments. Pulse Veterinary offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes and cover letter to resume@pulseveterinary.ca.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented, and passionate registered veterinary technologists to join our hardworking, growing team. We are looking for a RVT to join our Cardiology Department and work alongside Dr. Kimberley Hawkes. This role will allow for a compressed work week having you work 4 ten-hour shifts, Monday through Thursday. The successful candidate will get first-hand experience performing echocardiograms (ECG/EKG), cardiac catheterization, as well as being part of a team performing many additional specialized treatments. Pulse Veterinary offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes and cover letter to resume@pulseveterinary.ca.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented, and passionate registered veterinary technologists to join our hardworking, growing team. We are looking for two RVTs to join our Internal Medicine Department and work alongside Dr. Joseph Cyrus. This role will allow for a compressed work week having you work 4 ten-hour shifts, Monday through Thursday. The successful candidate will get first-hand experience scoping animals, ultrasounding, providing oncology treatments to patients, as well as performing many additional specialized treatments. Pulse Veterinary offers generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes and cover letter to resume@pulseveterinary.ca.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented, and passionate registered veterinary technologists to join our hardworking, growing team. We are looking for multiple RVTs to join our Emergency Department and work alongside our ER DVMs and critical care specialists. There are both outpatient RVT and inpatient RVT opportunities available. The successful candidate will get first-hand experience managing hospitalized patients, performing many advanced diagnostic tests, work with critical and ICU patients, and perform recovery care and hospitalization treatments to aid the specialty services. Pulse Veterinary offers

generous salaries, personal pet discounts, paid ABVMA dues, CE/uniform allowance, health benefits and deferred profit sharing plans. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. Please send resumes and cover letter to resume@pulseveterinary.ca.

\$5000 SIGNING BONUS. WE ARE HIRING A THIRD

veterinary technologist to join our team for our fast growing small animal facility West Leduc Veterinary Clinic in Leduc AB which is state-of-the-art facility equipped with digital X-ray, full Idexx lab, ultrasound. We are offering top-of-the-line health and dental benefits, discounted veterinary services. Competitive salary based on experience, uniform & CE allowances. Paid vacation and more! If you are an excellent client and patient care provider please email us at leducwestvet@gmail.com.

SPRUCE GROVE VETERINARY CLINIC HAS BEEN

providing care for animals in the Edmonton area since 1975. We are a 100% small animal practice with 9 doctors supported by registered veterinary technicians, receptionists, office and kennel staff. We are looking to hire one or more full-time RVTs to work in our busy, high paced clinic in Spruce Grove, AB. New grads are encouraged to apply as plenty of mentorship is available. Take advantage of learning from some of the most experienced technicians in the region. We have 9 exams rooms, 2 treatment rooms, 3 surgery suites, digital X-ray, in-house lab, dental suite, ultrasound and chemotherapy. RVT's have ample opportunity to participate in surgeries (soft tissue and orthopedic), dentals, laboratory work and radiology. We are very busy but have a fun, positive atmosphere. We offer competitive wages, generous continuing education allowance and health benefits, as well as all membership dues. Just a short drive west of Edmonton, ideal location for anyone living in the city or any of the surrounding suburbs. Come join our team! Email: draelliot@sgvet.ca, web: www.sprucegrovetvet.com.

WE HAVE A NEW RVT OPPORTUNITY AT ANIMAL

Medical Centre North! We are a fast-paced practice that treats small animals and exotics in Grande Prairie, AB. We are looking for a full-time RVT to join our dynamic and growing team! We believe in a high standard for medicine and are well equipped, with a digital dental X-ray machine and many diagnostics/blood work equipment. Don't miss out on this opportunity! What you'll need to excel: AHT/VT diploma (new graduates are welcome), passion for what you do every day, enthusiasm, energy and a positive attitude, a desire to educate and build solid relationships with clients, strong communication skills, both when dealing with clients and team members. What we offer: Friendly and supportive work environment, Continuing education allowance, Signing Bonus, Comprehensive benefit plan, Competitive compensation, Access to Animal Care Technology online training, Access to medical webinar events throughout the year by leading specialists, Opportunity to advance in your career, Commitment to the community and to helping pets in need through the Oscar Fund activities, Competitive medical and pet supply discounts. We look forward to hearing from you!! Email: sarah@animalmedicalcentrenorth.ca, website: <https://www.animalmedicalcentrenorth.ca>.

HIGHLANDS PET HOSPITAL IS SEEKING A FT/PT

RVT to join our team. We are a family-owned companion animal practice with a loyal and growing client base, located in Lethbridge. Our close-knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and

compassionate care. We offer a competitive salary, CE allowance, association dues, uniform allowance and veterinary discounts. Please send resumes to dr.gibson@highlandspethospital.ca. For more information visit www.highlandspethospital.ca/careers.

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: vvvetclinic@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.

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

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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.

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 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.

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.

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 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, fax: 403-340-8418 or in person at: 7644 Gaetz Ave., attention Holli Duffy. Website: www.animalemergencyhospital.ca.

\$2,000 SIGNING BONUS! DEER PARK PET HOSPITAL

is seeking a FT registered veterinary technologist to join our fast-paced companion animal practice in Red Deer, AB. We provide high quality medicine and surgery to dogs, cats, birds and exotics. Applicants must have a positive work ethic, excellent client service skills and a team mentality. No evenings or after hour on-call. New grads are welcome! We offer competitive wages, CE allowance, ABVMA dues paid and discounted veterinary services. Please email your resume to: kconnolly@deerparkpet.ca. Web: www.deerparkpet.ca.

ARE YOU LOOKING TO JOIN A PROGRESSIVE AND

dynamic medical team with a goal of making a difference in the lives of animals in need? Do you desire the flexibility to work either full-time or part-time (we are hiring both)? Do you enjoy diversity in your day-to-day duties? If you answered yes, and you have an accredited Animal Health Diploma and are a member in good standing with the Alberta Veterinary Medical Association, please send your resume and salary expectations via email to: hr@edmontonhumanesociety.com. Web: www.edmontonhumanesociety.com.

COCHRANE VETERINARY CARE CLINIC IS AN

independent, small animal practice currently seeking a full-time AHT to join our practice. We require someone with strong communication skills who is able to work independently or part of a team. Experience is an asset, but not a necessity and new grads are welcome. We offer competitive wages, AHT membership fees and CE. Please email resume and references to: datkin@cochranevet.com.

THE CALGARY PET WELLNESS AND SPAY/NEUTER

Clinic is looking for an AHT to join our team. Four-day work weeks, no evenings/weekends/holidays. Competitive wage, CE and scrub allowances, paid vacation, health spending account and more. Must be registered with the ABVMA. Email resume to: email@calgaryspayandneuter.ca. Web: www.calgaryspayandneuter.ca.

RIMBEY VETERINARY CLINIC IS LOOKING TO ADD A

positive, team oriented, full-time RVT to our mixed animal practice (80% small 20% large) for immediate start. We are a full-service clinic that also offers advanced dental surgery (root canals) and orthopedic services by referral. We offer a competitive salary based on experience, paid ABVMA dues, staff pet discounts, paid CE, health spending allowance and other perks. We also encourage our RVTs to use their skills to their full potential. Please send resumes to vet@rimbeyvet.ca.

ESTABLISHED CLINIC WITH NEW OWNER AND NEW

name looking to hire a new veterinary technician. If you are a positive, compassionate individual willing to join a team committed to their clients and patients, we would love to have you on our team! The clinic is located in Hinton, AB, which is a lively outdoor community in the foothills of Alberta. We are a small clinic focused on quality companion animal and equine medicine with a well-known, busy veterinarian. Applicants will be offered

appropriate compensation, outstanding support, a work-life balance and more. Please send your resume to Dr. Taylor Sobchuk at admin@solsticevet.com, if interested in this opportunity.

PARKLAND VETERINARY HOSPITAL IN SYLVAN

Lake is looking to hire a part-time RVT for Saturdays and holiday relief. We offer competitive salary and flexible hours. Looking for someone who can also fill in for reception using Cornerstone software. Contact by email: shan@kbsl.ca. Web: www.parklandvet.ca.

RANGE ROAD VET IN BEAUMONT, AB, IS A SPECIAL

place to work - the comforts and personality of a neighbourly small town, but is only minutes from Edmonton. A spacious, yet cozy, small animal practice filled with natural light and room to breathe. Do you have a great attitude, desire to learn and enjoy working with others? Perfect! We know how valuable you are and we welcome your ideas to make sure the days are fun, productive and smooth. We are busy, who isn't these days, with flexible scheduling we can create a schedule that allows great balance and allows you to practice at your best. Competitive salary, benefits, paid vacation and sick time, paid CE, uniform allowance, dues/memberships, and CE, as well as generous at cost personal pet policy. Email: senka.petrec@rangeroadvet.com. Web: <https://rangeroadvet.com>.

FULL OR PART-TIME RVT REQUIRED FOR THE

Animal Care Centre-Okotoks. We are an energetic, fun clinic with a small town feel but do not compromise on our medicine or surgery. We have a very loyal clientele that understand our need for a work/life balance. Will offer competitive wages and willing to be flexible on hours. Please send resume to: carectr@telus.net. Web: <http://okotoksvetcentre.ca>.

HIRING BONUS SUPERSTAR TECH WANTED!

Not a superstar quite yet? That's OK, we can help! Foothills Animal Hospital is looking to complete our team by adding a full or part time RVT. Located just 20 minutes south of Calgary, our fast paced small animal hospital offers a CE allowance, competitive wages and a health spending account! What makes us different is our enthusiastic and experienced team, our belief that RVTs are invaluable, and our compressed work schedule. For more information visit www.foothillsanimalhospital.ca/career-opportunities. Please contact exec@foothillsanimalhospital.ca with your resume.

WE ARE SEEKING AN RVT FOR OUR SMALL ANIMAL

Practice in Edmonton. The Terwilliger Veterinary Clinic is a privately owned companion animal clinic in the heart of the Edmonton River Valley. Our focus is on high quality medicine and developing relationships with our clients and their pets as opposed to high volume appointments and surgeries. We are ideally looking for a full time RVT, but would be willing to accommodate a part time position if that is preferred. Experience with Avimark would be ideal, but we are willing to train the right candidate. The perfect individual will be hardworking and motivated of course and should be comfortable with anesthesia and dentals. We offer all the usual bells and whistles; competitive salary, health and dental benefits, uniform allowance, paid dues, CE, pet discounts, etc. Email resume and cover letter to terwilligarvet@shaw.ca (Attention Terri).

THE EDSON VET CLINIC IS LOOKING FOR A FULL-

time RVT to join our energetic team! We are a mixed animal practice located in a great town only 1.5 hrs from the beautiful Rocky Mountains and 2 hours west of Edmonton. If you are looking for a diverse job with a chance to develop your interests and friendly people to work with, then look no further! With our 5 vets, 3 techs and multiple support staff, you will find a very well equipped practice with a great work environment. New digital x-ray, all lab machines and much more! New grads welcome. Pay to commensurate with experience. Please email a resume to Dr. Anne Rogers, at: anne@edsonvet.ca.

Classified Ads

THE TRI-MUNICIPAL & MERIDIAN VETERINARY

Clinics are looking to add a positive, team-oriented full-time RVT to our small and mixed animal practices for immediate start. Our team consists of 7 veterinarians, 10 RVTs and 8 support staff with minimal staff turnover. We will be moving into a brand-new 7,000+ sq ft facility in Jan. 2022 equipped with digital x-ray, digital dental x-ray, ultrasound and an in-house laboratory. We offer a competitive salary based on experience, paid ABVMA dues, staff pet discounts, paid CE, health spending allowance and other perks. We encourage RVTs to use their skills to their full potential and look forward to seeing what you bring to our team! Email: vanessa.kyle@trimunicipalvet.com. Web: www.meridianvet.ca.

TOWN CENTRE VETERINARY HOSPITAL IS LOOKING

for a F/T RVT. We are looking for a positive, motivated and dedicated team member to join our team. 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. We are home to many long-term employees, who are excited about having a new member join our team. We offer many benefits including health/dental benefits, product/service discount, profit-sharing, uniform allowance, a strong emphasis on mentorship and CE, and a positive, family-like environment. Looking for a positive individual with a desire to provide exceptional patient care and client service, with a strong desire to be a positive team member. Position to start immediately, will include some evenings and some half-day Saturdays. Email CV attn: Kari Hogan, to: pet.care@towncentrevet.ca. Web: www.towncentrevet.ca.

WE ARE EXPANDING OUR RVT TEAM; SOUTHPOINTE

Pet Hospital has a fantastic opportunity for a dynamic RVT with a sense of humour to join our clinic! We are a 5-vet, 12-staff member hospital in SE Calgary, fully equipped to offer the gold standard of care to our community pets. We also offer focused care in the areas of dermatology and palliative support, including a new home euthanasia service. We pride ourselves on our positive working environment, excellent team collaboration and low staff turnover! Our main focus is building strong client and patient relationships while providing a high standard of care. We take pride in having built an excellent reputation in our community. We want to meet you and show you what we have to offer. If you are looking for an environment where you can grow as a professional and be part of a supportive team and community, then this opportunity is for you! Experience with exotics is an asset but not a requirement. We offer medical/dental coverage, paid sick days, paid CE, uniform allowance and a generous pet discount. Please send your resume to: amanda@southpointepethospital.ca. Web: <http://www.southpointepethospital.ca>.

DO YOU DREAM OF GETTING HOME FROM WORK

early? Do you currently live or aspire to live downtown and walk to work? Westmount Animal Clinic is located in the trendy Kensington area of downtown Calgary, within walking distance to many restaurants and coffee shops! We are looking to add another RVT to our 2-doctor, privately owned practice where we foster your passion and mentor your learning! We offer a large signing bonus and a wage commensurate with experience between \$25-\$30 per hour. We allow our nurses to be nurses and encourage our RVTs to expand their knowledge with continuing education. We offer health, dental and vision benefits, CE allowance with paid days off, ABVMA dues paid and a generous uniform allowance so that you can wear more Figs scrubs! We look forward to chatting with you soon! Email: nicole@dandvetclinics.ca. Web: www.westmountvet.ca.

RVT WANTED! CENTRE STREET VETERINARY CLINIC

is searching for a second technologist to join our family! We are well-established and privately owned, providing exceptional small animal medicine in Calgary. Choose your own schedule with no minimum working hours and a healthy work/life balance. We

offer mentorship, generous discounts, paid dues, work supplies, CE allowance, and a competitive salary. New graduates are encouraged to apply! Think you might be interested? Email me to find out more about this opportunity. Email: managersvc@gmail.com. Web: www.centrestreetvetclinic.com.

DO YOU DREAM OF GETTING HOME FROM WORK

early? Do you want to make a difference in a small town where your commute can be less than 10 minutes? Do you want to be more than just an employee? Join our family at Airdrie Animal Clinic. We are looking to add another RVT to our 3-doctor, privately owned practice where we foster your passion and mentor your learning! We offer a large signing bonus and a wage commensurate with experience between \$25-\$30 per hour. We allow our nurses to be nurses and encourage our RVTs to expand their knowledge with continuing education. Like exotics? We see a wide range of exotic pets however if that's not your thing, it's not required to work with us! We offer health, dental and vision benefits, CE allowance with paid days off, ABVMA dues paid and a generous uniform allowance so that you can wear more Figs scrubs! We look forward to chatting with you! Email: nicole@dandvetclinics.ca. Web: www.airdrieanimalclinic.ca.

WE ARE LOOKING FOR FULL/PART-TIME RVTs TO

join our team in Red Deer area. We are a full service clinic in central Alberta. The shift schedule is flexible in a way that complements a work/life balance. We offer a competitive salary based on experience and paid ABVMA dues, staff pet discounts and group health benefits. Please email resume to HR Manager at: hrtaylorveterinaryclinic@gmail.com.

STETTLER VETERINARY CLINIC IS SEEKING A FULL

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

THE SPAY CLINIC IS A SMALL ANIMAL PRIVATELY

owned well-established clinic located in the heart of downtown Edmonton. We are currently looking for a part-time/full-time RVT to join our busy, high paced, positive atmosphere, 3-veterinarian clinic. We pride ourselves in providing excellent patient care in a family-like environment. We provide competitive pay, mentorship for professional growth, staff discounts and other perks. Please send any questions and resumes to our practice manager, Heather, at heather@spayclinic.ca.

FLEXIBLE HOURS AVAILABLE WITH OUR TEAM OF

companion animal care givers in Medicine Hat. Ridge Veterinary Hospital is a beautiful well appointed boutique veterinary hospital that provides high touch care to pet owners. Our areas of interest are dentistry, nutrition and dermatology. Pet owners appreciate our open door policy. Email: dvm@ridgevet.com, website: www.ridgevet.com.

NORTHGATE VETERINARY HOSPITAL IS A

privately owned small animal veterinary clinic located in north Edmonton. We are actively seeking a RVT to fulfill a weekday, 8-6 position as full/part time. Staff discounts, CE allowances, health benefits, and association dues will be included. We are looking for a motivated individual with a large attention to detail and customer care to join our two vet/two tech, inclusive team. New grads encouraged to apply. Email: ngvhosp@gmail.com, website: <http://www.northgatevethospital.com>.

GATEWAY VETERINARY CENTRE IS A NEW

established canine and feline hospital in heart of Edmonton. We are looking for PT/FT RVTs to join our growing young team. We offer competitive salary, CE and mentorship for professional growth and many more perks. Please email gary.dhillon@gmail.com for more information or call the clinic to discuss.

LACOMBE VETERINARY CENTRE IS RECRUITING A

full or part time small animal RVT to join our growing team. Our technicians rotate through shifts of surgery, medicine, and laboratory. Our RVTs are strongly involved in client discussions and case management, so excellent communication skills are an asset. We provide competitive pay, health benefits, professional dues, and CE allowance. Please send resume or questions to info@lacombevet.ca.

ARE YOU SOMEONE WHO ENJOYS VARIETY? WELL,

here at Ranch Docs Veterinary Services no two days look the same! We are an active 6 veterinarian and 7 RVT mixed animal practice and are seeking another Registered Veterinary Technologist to join our supportive, compassionate, and driven team. At Ranch Docs Veterinary services we recognize the drive RVTs have to continue learning and growing. Not only do we support and encourage your ongoing education and personal goals such as completing a VTS, but we will also help you achieve these goals with financial support. We offer above average wages, a great benefits package, clothing allowance and ABVTA/ABVMA dues. All types of experience are welcome, priority will be given to those with 1 year or more clinical experience. Email: management.ranchdocs@gmail.com, website: <https://www.ranchdocs.com>.

LOOKING FOR A PT RVT TO JOIN OUR TEAM OF

four experienced RVTs. We have a happy, healthy work environment and practise in a peaceful rural setting in Strathcona County with lots of sunshine streaming in through the windows all day. Yes we do farm pets but not to worry - they're super fun and add a little variety to each day and we can teach you all about them. Trust me - there's nothing like a dancing pig to brighten up the day! This position would require you to work most, but not all, Saturdays 8:30am-1:30pm. The rest of the schedule is flexible as far as which days and how many - we will make it work! Our part-time staff receive full employee pet benefits and dental. We are just getting our weekly staff yoga back up and running and we have an Invisible Fence dog park for your dogs to join you at work. We treat our RVTs with the utmost of respect and they are an integral part of our medical team. We appreciate everything you bring to the practise of veterinary medicine and we encourage our RVTs to use their skills to their full potential and grow in their roles on our medical team. If you're interested please email Dr. Karen Allen at drkaren.j.allen@gmail.com. <http://www.hastingslakevet.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.

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.

Classified Ads

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.

LOOKING FOR A FRESH START AND ADVENTURE

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

AHT STUDENT REQUIRED

THE LESSARD CALLINGWOOD VETERINARY

Hospital is seeking a part-time AHT student to join our skilled and compassionate team. Our team consists of 4-RVTs, 3-CSRs, 1-VMA, 2 wards staff and 5-veterinarians. Our hospital is full-service small animal hospital located in west Edmonton. We are an AAHA accredited practice equipped with IDEXX in-house laboratory, dedicated dental suite, digital x-ray and Cornerstone software. We offer a competitive compensation package which includes continuing education, as well as scrub and shoe allowances. If you have a strong work ethic and a love for animal health, please submit your resume and cover letter to our Practice Manager, Kate Grove at: lcvhcsp@outlook.com.

OTHER EMPLOYMENT

LOOKING FOR A RECEPTIONIST/VETERINARY

medical assistant to join our team at the Vegreville Veterinary Clinic! The successful candidate must have proficient computer skills, be excellent at communication and able to multi-task. Position entails answering phones and emails, booking appointments, prescription refills, client relations and communications. Please email resumes to daralyn@vegvetclinic.ca. Website: vegvet.ca.

PRACTICE FOR SALE

WELL ESTABLISHED, 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. The area has experienced a massive influx of people relocating to the area, and new commercial/residential developments. Owner is looking to retire, but happy to help through a transition period. Enjoy mountain living - with all the recreational opportunities, without the high costs. Contact albertaswvet@gmail.com for further information. Serious inquiries only.

OUR GROWING AND ESTABLISHED SMALL ANIMAL

vet clinic is located in the NW Calgary since 2015. The facility is equipped with digital xrays, blood work machines, dental machine and software/network. The sqft is about 1,132, and the gross revenue is over \$500K. This hospital has consistently been growing, and has a fantastic cash flow. This is a great opportunity for 1-3 veterinarians to easily triple the revenue. Please contact the following email for more information: calgarypracticeforsale2021@gmail.com.

WEST KOOTENAY MIXED/SA PRACTICE FOR SALE.

Is practicing veterinary medicine just a part of your life? Home-based practice located on acreage on the shore of beautiful Kootenay Lake just north of Kaslo, BC, allows a great work/life balance, with unparalleled access for outdoor recreation. Excellent opportunity to continue working while raising a family. Established for 25 years with annual revenue in the \$650,000 range, with high net due to low overhead costs. Owner planning to retire in area and would be available to help with transition. As this is the only practice in the Kaslo area, the priority is to ensure that the community has continued access to veterinary services, so current owner is willing to consider sale of equipment and inventory with or without the real estate. Contact Dr. Pat Haegedorn at nkvet@kaslo.org or 250-353-7125.

MIXED ANIMAL PRACTICE IN BOYLE, ALBERTA,

established since 1976. Owners retiring, case load continually increasing; 75% CA; 25% LA; very affordable selling price, considering gross annual income and net profit. Owner willing to assist in transition. For more information, call: Dr. Rob Ostrander: 1-780-519-1054.

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: sukhbirnain@gmail.com.

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

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