



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JANUARY-FEBRUARY 2022



Alberta Farm Animal Care

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Meeting Professional Obligations
in a Time of Workforce Shortage

Equity, Diversity and Inclusion

Focus on Wellness:
Shifting from Compassion Fatigue
to Compassion Satisfaction | Part 2



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sweet kisses.**



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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

WE ALL HAVE A TALE OF HOW WE GOT

involved in veterinary medicine. Mine began in the fall of 1968 when my parents signed my sister and I up for riding lessons at a stable west of Calgary. It took about two lessons, and we were both hooked on horses. Somehow, I would make it my life! Guidance counsellors in high school would suggest a career in veterinary medicine for me, and my response was always "Not a chance, those guys work way too hard." My only exposure to veterinarians was after hours and on weekends when they were doing emergency calls at the stable.

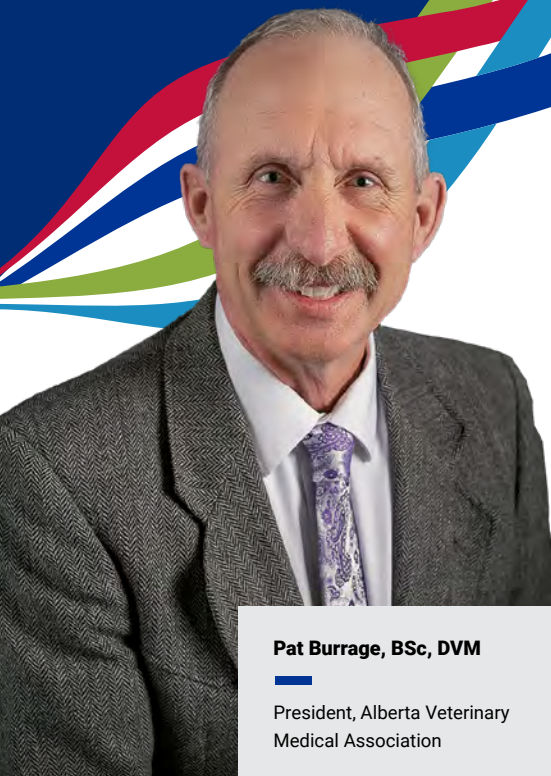
Then after graduating high school, I took a year off my education to figure out what I wanted to do with my life. I was employed as a working student at an equine centre outside of Calgary and was exposed to many veterinarians attending the stable during regular working hours. Who knew? One practitioner brought me a calendar for the U of S to encourage me to investigate applying to WCVMA. Another brought me a copy of *All Creatures Great and Small* at 4 a.m. to read while taking turns walking a colicky gelding. He said, "Read this and see if you are still interested."

Here I am forty-eight years later, and I am still interested. Veterinary medicine has been good to me, but not everyone feels the same way. Unfortunately, there are those of us to whom the profession has not been as kind. Whether it is the long hours, the clientele or the stress of practice, clinical practice is not for everyone. However, you still have numerous employment options. When we talk to prospective veterinarian and technologist students, let's remember to tell them the good things as well as the bad. Tell them your tale of why you are here and the countless opportunities that they will have. Let them go in with their eyes open. We all started because it is in some way something we had a passion for. Would I do it again? In a heartbeat.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

President's Report



Pat Burrage, BSc, DVM

President, Alberta Veterinary Medical Association

ANOTHER DEADLINE. THEY SEEM TO never end. It's late November and the glorious fall weather has ended. In the deep south (Lethbridge area), the day started with early morning rain, then snow and blowing snow, just to make it truly miserable. Road conditions were poor to say the least. I headed north to my permanent address, only to find a very different climate not far north of Lethbridge, where the clouds opened to blue sky, sunshine and no snow. That continued to Red Deer, but as I headed north and west, the country became white again. I arrived home to a lot of snow. The wind obviously blew, creating large drifts and making it difficult to move around the yard. I got my skid steer temporarily stuck in a snow drift while attempting to feed cows. Most would know I am capable of getting equipment

stuck with or without snow, but this is pretty early to be lodged in a snow drift. Practice makes perfect they say, and I've had practice extricating the equipment from tight spots and deep snow and mud, so it wasn't long before we were operational and the cows fed. Several hours were then dedicated to moving snow so major traffic routes around the farm were open.

The open fall has provided lots of opportunity to get my dog out in the field, mostly in search of the wily pheasant. The wild pheasant populations in the province have been on the decline, so wild birds are hard to find. For the most part, Tess and I hunted release sites in central and southern Alberta. The Alberta Conservation Association does a great job of providing hunters, of all ages and abilities, an opportunity to hunt and harvest pheasants. With an open fall, it provided great habitat for the birds and a challenge to dog and hunter. We weren't always successful on the harvest, but we sure had fun in search of these sneaky birds. Tess also gained a great deal of experience retrieving migratory birds. She quickly found out that retrieving an 8 kg goose was quite different than a pheasant. This is the first year Tess had hunted solo, as we lost our other hunting partner Kade earlier this year. She has a very different behaviour than Kade but has proven to be very good at upland and migratory bird hunting in her own way. Kade was very methodical as he didn't want to miss a scent. He would retrieve migratory birds but under protest as his question was always "where are the pheasants?" Tess moves much faster, always in control but very intense, which quite often provides an intensive fitness workout for her owner. It appears we will have an opportunity to make a short trip or

two to the US to hunt wild birds, something we haven't done in nearly two years. Tess and I consider these outings as mental health therapy. I would suggest that if you don't have your own form of therapy, try to find something and incorporate that into a daily or weekly routine – it is good for the mind and soul.

Council recently met in Edmonton for a two-day meeting. Alberta Health restrictions still apply but we were able to comfortably meet in person. Council always has a full agenda with many topics for consideration as we fulfill our primary role: to regulate the practice of veterinary medicine in the province. The most dominant agenda item is centred around the workforce shortage. This is a very complex problem. There are two main issues: not enough professionals (veterinarians or technologists) and the inability to retain those professionals in the workforce. The challenge is to create solutions for the future, not just the short term. There many players involved in the discussion. Two workplace shortage working groups, involving many stakeholders, have just completed a series of meetings and have submitted their recommendations to ABVMA and ABVTA Council and Board. From these recommendations, and in concert with the University of Calgary, UCVMA and the Alberta government, we hope to deliver a road map that will improve the retention of professionals as well as increase the number of graduates. Sounds simple but it's not. It will take hard work, great communication, teamwork and persistence to make this work.

Hopefully you had time over the holidays to spend with friends and family. I wish everyone a Happy New Year! Take care all.

2021 ABVMA Annual Report | Notice to Members

The 2021 Annual Report will be available online in January 2022 and printed copies will be available at the Annual General Meeting (AGM). The AGM is scheduled for Sunday, Feb. 27, 2022, in Calgary. Details on page 7.

Registrar's Report

THE VETERINARY PROFESSION ACT

(VPA) and the Veterinary Profession General Regulation provide the framework for the existence and functioning of the ABVMA. As with all professional regulatory legislation, the primary mandate of the VPA and Regulation is the protection of the public with respect to our profession. The legislation stringently describes who can engage in the practice of veterinary medicine by framing the structure of the ABVMA, defining scope of practice, delineating a process for registration of members and permit holders, defining a discipline process, stating the rules for ethics and advertising, and outlining a process for the profession to set standards of practice.

As stated, all of this is still only a framework, and Council is given the responsibility of "filling in" the framework of the ABVMA. This is accomplished through the development of bylaws and policy. The VPA states, "The Council shall manage and conduct the business and affairs of the Association and exercise the powers of the Association in the name of and on behalf of the Association." A recent session on effective governance that Council participated in described their duty being to "Direct and Protect" the association and profession, and one of the means by which this is accomplished is through strategic planning. The Council Terms of Reference describe Council's roles and responsibilities for strategic planning as:

- a. Review and evaluate present and future opportunities, threats and risks in the

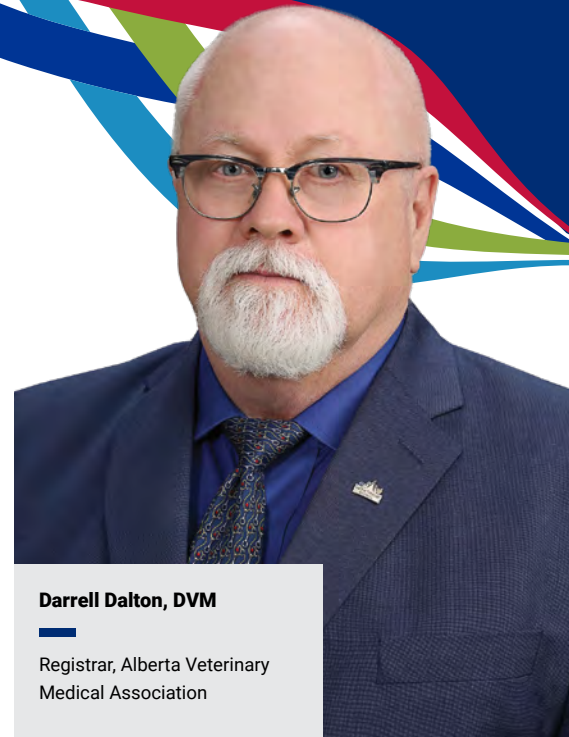
external environment and current and future strengths, weaknesses and risks relating to the Association.

- b. Determine strategic options; select those to be pursued and decide the means to implement and support them.
- c. Agree with the Association's policies, business strategies and operational plans, which underpin the Strategic Plan.
- d. Ensure the Association's organizational structure, capability and resources are appropriate for implementing the chosen strategies.

Each year, Council engages in updating the strategic plan from the previous year. By doing so, the need for change or response to a trend or problem can be easily accomplished through this living document. This year saw minor updates to the plan. The previous Strategic Plan had four strategic directions, which remain in place. Each of the four were not considered any more or less important than the other, so this year Council chose to describe them as essential pillars to support the ABVMA. They are:

- ABVMA demonstrates excellence in regulation of veterinary medicine in Alberta
- ABVMA is recognized as an important stakeholder by the Alberta government
- The ABVMA ensures the veterinary workforce meets the needs of the future
- Provides leadership in animal welfare

Each pillar is there to successfully guide the ABVMA into the near future and ensure the long-term success of the association and veterinary profession. Some of the action items that were added this year were a



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

recognition of equity, diversity and inclusion; outlining the necessity for emergency preparedness; and a statement regarding the importance of veterinary medicine to ensure a safe and secure food supply. Watch for a full posting of the Strategic Plan on the ABVMA website.

If you are further interested in the governance of our association, it is suggested that you examine the Council Terms of Reference and other governance documents that are posted on the ABVMA website. It may also encourage you to put in your nomination for Council next summer.

OUR VISION

Healthy animals and people in a healthy environment

OUR MISSION

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

OUR VALUES



Professionalism
Demonstrating ethics, fairness, responsibility and accountability



Integrity
Exemplifying honesty, trust and transparency



Leadership
Inspiring a path that is adaptable and visionary

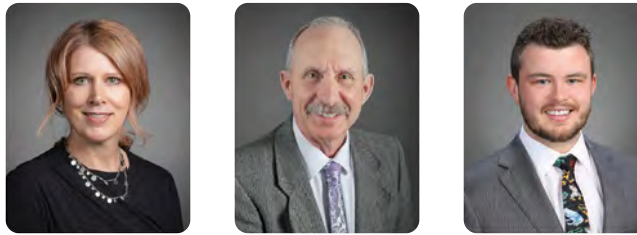


Inclusivity
Fostering a safe, positive and collaborative environment



Respect
Interacting with empathy, compassion and dignity

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 attended in-person meetings and training Oct. 14-17, 2021

NEW COUNCIL MEMBERS WHO HAD started their term in February 2021 had an opportunity to meet in person for the first time.

Council participated in a full-day workshop on Board Governance on October 14 to help Council continue to work effectively. The workshop pre-reading included reading the book *The Imperfect Board Member* by Jim Brown and completing related assignments. The *STRIVE* organizational effectiveness model is one that was first presented to the ABVMA in 2011 and continues to be followed. One of the main tenets is that effective organizations have a clear structure with clear lines of communication, authority, direction and accountability for owners, the Council, CEO, staff and

customers. One interesting detail about the model is that ABVMA members are both owners (as part of the professions) and customers (as a registered member, permit holder and/or veterinary practice).

The highlights of the Council meetings held October 15 and 16 include:

- The Strategic Thinking session was on Veterinary Professional Registrations for the Future, considering designated licensure
- Council received an update on the Veterinary Professional Workforce Project and the Economic Impact Assessment
- Council established a Policy Research Committee to bring options for Council consideration on the Telemedicine Policy
- Council discussed a draft Continuing Professional Development Guideline and requested it be reviewed by the advisory committees and ABVTA Board
- Dr. Natasha Kutryk was elected as Council Vice President

- Dr. Renate Weller, Dean of UCVM, reported that the government has asked her opinion on the veterinary profession shortage
- Council received a presentation from ev+ to consider a campaign that supports veterinary practices in Alberta. The Help your Vet Help your Pet campaign poster and social media were launched as a first step and Council approved funds for a further campaign
- Pam Cholak, ABVMA Government Relations Advocate, presented an update on what matters to government relations success, the political landscape, communication, stakeholder alignment and approach

The October 17 Strategy Session focused on action items arising from the Veterinary Professional Workforce Project report. Council also reviewed and updated the strategic directions and priorities, which were approved at the November 2021 Council meeting.

2022 ABVMA LEADERSHIP WEEKEND

Feb. 25-27, 2022

Best Western Premier Calgary Plaza Hotel and Conference Centre

1316 33 Street NE, Calgary, AB, T2A 6B6
Phone: 403-248-8888 | Toll-free: 1-800-661-1464

Member Recognition Banquet

Saturday, Feb. 26, 2022 | Plaza Ballroom

5:30-6:30 p.m.: Cocktails | 6:30-11 p.m.: Dinner and Awards

You are invited to celebrate with your colleagues as they are recognized for the following awards:

VETERINARIAN OF THE YEAR: Dr. Denis Nagel
VETERINARY TECHNOLOGIST OF THE YEAR: Jodine Ure, RVT
YOUNG VETERINARIAN OF THE YEAR: Dr. Erin Denny
COMMUNICATIONS AWARD: Becky Taylor, RVT
MENTOR – PRACTICE AWARD: Horizon Veterinary Group Ltd.
MENTOR – INDIVIDUAL AWARD: Dr. Brian Taylor
MERITORIOUS SERVICE AWARD: Dr. Margaret Fisher

The weekend will also include the presentation of several ABVMA recognition awards as well as 35-year, 50-year service and committee appreciation awards

Tickets are complimentary to ABVMA members who attend the Annual General Meeting (AGM). All others are \$70 plus GST.

Pre-registration is required.
Deadline to purchase is Friday, Feb. 11, 2022.

Tickets are not available at the door.

AGM

Sunday, Feb. 27 | Plaza Ballroom

8 a.m.: Breakfast | 9 a.m.: Meeting

The AGM is open to ABVMA members and invited guests only.
Formal sign-in process is in place. Pre-registration is recommended.

Accommodations

Members at large attending the Member Recognition Banquet and/or AGM are responsible for their own accommodations.

To reserve your room, please contact the **Best Western Premier Hotel** at 403-248-8888 or toll-free at 1-800-661-1464 and indicate **2022 ABVMA Leadership Weekend** when booking.

King (or two queen bed) rooms are \$109/night (plus applicable taxes).

Deadline to reserve using the reduced group rate is Wednesday, Feb. 3, 2022.

Please do **not** contact the hotel directly to book your guest room.

Committee members: please use the Leadership Group Registration Form emailed to you.

Send completed registration form (available the first week of January on your ABVMA member portal home page) to: Email: mandi.duggan@abvma.ca, Fax: 780-484-8311, Phone: 780-489-5007, ext. 5222

COVID-19 Precautions: The ABVMA is aware of ongoing concerns related to COVID-19. Precautions will be taken, including the requirement of proof of double vaccination to attend. More details on COVID-19 protocols are available with the registration form on the member portal.

Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #20-34

A LETTER OF COMPLAINT WAS

received against a registered veterinarian who was presented with an eight-year-old Chihuahua twice over a two-day period.

There is not agreement about the initial presenting complaint. During the first visit, the veterinarian undertook an examination and performed blood work, which was sent to a reference laboratory. The veterinarian prescribed clindamycin (Clinacin®) and meloxicam (Metacam®) and booked the dog for a dentistry on Dec. 30, 2020.

The dog presented again two days later with dyspnea. The veterinarian undertook a cursory examination and assured the owner that the dog was fine. The veterinarian did not give any consideration to the breathing difficulty and did not perform additional diagnostic tests.

The dog died shortly after leaving the veterinary practice.

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

the Complaint Review Committee (CRC). Members of the CRC were of the opinion that the information in the investigator's report would support allegations and findings of unprofessional conduct and made a referral to the Hearings Director for a hearing.

The veterinarian entered into consent discussions with members of the CRC. The discussions were successful and the member made admissions of unprofessional conduct on six of the 14 allegations in the Notice of Hearing.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held on Aug. 20, 2021.

Agreed Statement of Facts:

1. The veterinarian has been a registered veterinarian with the ABVMA since 2007.
2. The veterinarian was the responsible veterinarian at the veterinary practice entity.
3. The dog was an eight-year-old male neutered Chihuahua.
4. The dog attended at the veterinary practice on Sept. 12, 2020, for veterinary medical services.
5. The dog attended at the veterinary practice on Sept. 14, 2020, for re-evaluation. At that time, the dog was breathing heavily and quickly.
6. On Sept. 14, 2020, the veterinarian did not undertake a full examination nor did he offer further diagnostic testing given the initial diagnostic testing appeared to be normal.
7. Given the presenting symptoms of the dog on Sept. 14, 2020, the veterinarian did not properly consider alternative diagnoses to the dog's condition on that visit.
8. Further, on Sept. 14, 2020, the veterinarian did not properly refer the dog for additional veterinary medical care.
9. The veterinarian's records with respect to the dog were not complete nor appropriate. In addition, he did not maintain the appropriate records with respect to the prescribing and dispensing of Metacam (meloxicam) and Cliniacin (clindamycin).

10. The dog passed away at home on Sept. 14, 2020.

Agreed Findings of Unprofessional Conduct:

Medical Management and Treatment

1. That on Sept. 14, 2020, the veterinarian failed to offer further diagnostic testing.
2. That on Sept. 14, 2020, the veterinarian failed to consider differential diagnoses for the dog's presenting symptoms.
3. That given the dog passed away at home on Sept. 14, 2020, the veterinarian failed to recognize the seriousness of the dog's presenting medical condition.

Referral

4. That on Sept. 14, 2020, the veterinarian failed to properly refer the dog for additional veterinary medical care.

Medical Records

5. That the veterinarian failed to create or maintain appropriate medical records.
6. That the veterinarian failed to create or maintain appropriate medical records with regards to prescribing and dispensing Metacam (meloxicam) and Clinacin (clindamycin).

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

Acknowledgment of Responsibility:

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

No Right To Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to successfully complete, at his own cost, within six months of the date of this Order, the following additional continuing education obligations, as approved by the Complaints Director:
 - i. 20 hours of continuing education regarding small animal veterinary medicine relating to emergency and critical care, diagnosis of anorexic dogs, thoracic radiology and/or use of sedation for restraint.
 - ii. 10 hours of continuing education on medical records.
3. The veterinarian shall pay a fine regarding medical records within 90 days of the date of this order in the sum of \$1,000.
4. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within 90 days of the date of this Order.
5. If the Complaints Director deems there to be a violation of this Order, the veterinarian upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
6. There shall be publication of this Order on a "without-names" basis.

COMPLAINT CASE #20-37

A LETTER OF COMPLAINT WAS

received against a registered veterinarian who had undertaken examination and diagnosis of a three-year-old cat. The cat presented with skin condition, itching and scratching near his hind end.

The veterinarian sedated the cat, took radiographs of the pelvic limbs, made a diagnosis and provided recommendations for treatment that included amputation of a pelvic limb and euthanasia.

The owner took the cat to another veterinary practice where the cat was diagnosed with allergies and provided

treatment. There was no evidence of any orthopedic condition made by the subsequent treating veterinarian or by a radiologist upon review of the radiographs.

The complaint was investigated, and the report of the investigation as reviewed by the Complaint Review Committee (CRC). Members of the CRC were of the opinion that the information in the investigator's report would support allegations and findings of unprofessional conduct and made a referral to the Hearings Director for a hearing.

The veterinarian entered into consent discussions with members of the CRC. The discussions were successful, and the member made admissions of unprofessional conduct on seven of the nine allegations in the Notice of Hearing.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held on Aug. 17, 2021.

Agreed Statement of Facts:

1. At all material times, the veterinarian has been a registered veterinarian with the ABVMA since 1981.
2. At all material times, the veterinarian was the responsible veterinarian at the veterinary practice.
3. On Aug. 20, 2020, the client attended at the veterinary practice with two cats for yearly vaccinations.
4. The veterinarian was asked to examine a three-year-old cat, who presented with excessive itching and scratching, creating alopecia on his legs. There was noted hair loss over his right hip and pain was noted on palpitation of the sacral iliac area.
5. Four radiographs were taken, with a dispute regarding the timing of the fourth radiograph.
6. The veterinarian diagnosed the cat with a dislocated hock and provided a number of treatment options to the clients, specifically, including:
 - Doing nothing;
 - Pain control with medication;
 - Surgical stabilization of the affected hock;
 - Amputation of the left hind limb; and
 - Euthanasia.
7. There is a dispute as to whether the cat was kept overnight on Aug. 20, 2020.
8. The clients sought a second opinion, at which time the cat was diagnosed with allergies and prescribed treatment.

Agreed Findings of Unprofessional Conduct:

Medical Management and Treatment

1. That, based on the signalment, history, presenting symptoms, examination and radiographs, the veterinarian provided an incorrect diagnosis of a dislocated hock.
2. That the veterinarian failed to consider other diagnostic differentials with respect to the cat.
3. That the veterinarian failed to consider the presenting complaints of the client with respect to the cat with the veterinarian's diagnosis and/or recommended treatment.
4. That the veterinarian inappropriately recommended options for treatment of surgery, amputation and euthanasia for the cat.

Anesthesia and Sedation

5. That on Aug. 20, 2020, the veterinarian inappropriately undertook light sedation of the cat by using isoflurane.

Client Communication

6. The veterinarian failed to properly discuss the treatment options with the client on Aug. 20 and/or 21, 2020.

Medical Records

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

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

Acknowledgment of Responsibility:

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

No Right To Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to successfully complete, at their own cost, within six months of the date of this Order, the following continuing education obligations, as approved by the Complaints Director:
 - i. 10 hours of continuing education on companion animal medicine;
 - ii. 10 hours of continuing education on companion animal radiology;
 - iii. 10 hours of continuing education on companion animal anesthesia; and
 - iv. 10 hours of continuing education on medical records.
3. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this Order.
4. The veterinarian shall provide a letter from a medical practitioner (family doctor) within 90 days of the date of this Order that she is fit to practice veterinary medicine.
5. The veterinarian shall pay fines in the sum of \$500 with respect to medical records within 90 days of the date of the Order.
6. If the Complaints Director deems there to be a violation of this Order, the veterinarian upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
7. There shall be publication of this Order on a "without-names" basis and without identifying information.

COMPLAINT CASE #20-38

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

AND IN THE MATTER OF A HEARING INTO THE CONDUCT OF A VETERINARY TECHNOLOGIST MEMBER OF THE ALBERTA VETERINARY MEDICAL ASSOCIATION;

AND IN THE MATTER OF A PROFESSIONAL CONDUCT HEARING REGARDING THE CONDUCT OF THE VETERINARY TECHNOLOGIST UNDERTAKEN VIRTUALLY (COVID-19);

AND INTO THE MATTER OF A COMPLAINT BY A MEMBER

CONSENT ORDER

Agreed Statement of Facts:

1. The veterinary technologist has been a registered veterinary technologist (RVT) with the ABVMA since 2008.
2. This case stems from a personal conflict between two members of the ABVMA arising from a tragic accident affecting both registered members.
3. In 2018, the ABVMA Complaints Director received information about the conflict and cautioned the veterinary technologist on an informal basis about their actions related to the other registered member.
4. Ongoing negative comments by emails, Facebook posts, verbal interactions, voicemail messages and social media posts were made by the veterinary technologist with respect to the other registered member.
5. These occurrences occurred from 2018 through August of 2020.
6. The other registered member suffered effects from the comments made by the veterinary technologist.
7. The veterinary technologist acknowledges their comments and their inability to manage their own emotions arising from the tragic circumstances.

Agreed Findings of Unprofessional Conduct:

Professional Ethics

1. That the veterinary technologist continued to conduct herself in a manner that belittled and injured the professional standing of the other registered member particularly with respect to the tragedy.
2. That the veterinary technologist failed to conduct herself in a manner demonstrating integrity.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act* (VPA), R.S.A. 2000, c. V-2, as amended and s. 16.1 and s. 18 of the *Veterinary Professional General Regulation*.

Acknowledgment of Responsibility:

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

No Right to Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the veterinary technologist.
2. The veterinary technologist shall successfully complete the ProBE ethics course within six months of the date of the Order at their own cost. They shall be responsible for reporting completion to the ABVMA Complaints Director.
3. The veterinary technologist shall pay a portion of the costs in the amount of \$500 within one year of the date of this Order.
4. If the Complaints Director deems there to be a violation of this Order, the veterinary technologist upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
5. There shall be publication of this Order on a "without-names" basis and without identifying information.

Why a circuit alarm should be mandatory?

What are the dangers of overpressure in the breathing circuit ?

As pressure rises in the circuit, if a patient is connected to the circuit, pressure also rises in the patient's airways. This pressure can compress blood vessels, decreasing venous return to the heart, and causing cardiac arrest. Overextension of the lung parenchyma could also cause a pneumothorax (rupture of the parenchyma) or pulmonary edema (increased permeability). Neither situation presents a good prognosis, so the alarm helps prevent this situation. It is, therefore, necessary to act quickly when the alarm sounds.



Patient Circuit Alarm
SKU: 987-0010-000



What should you do when the alarm goes off?

The quickest way is to disconnect part of the circuit to release the pressure in the circuit. It can be any part of the circuit, but generally, it is easier to disconnect the breathing bag, the breathing tube, or the connection to the endotracheal tube. When pulling on the breathing bag, be careful not to press on it, which would very transiently increase the pressure in the circuit.

The other possibility is to open the pop-off valve, but it may take longer. The most important thing is to release the pressure quickly.

Once the pressure is released, it is important to examine the patient for any signs that may suggest cardiac arrest, pneumothorax, or pulmonary edema. Some signs are immediate (cardiac arrest, tension pneumothorax), but others may develop within minutes (edema, subcutaneous emphysema). It is important to remain vigilant.



Written by **Dr. Truchetti Geoffrey**,
DMV, MSc, DES, DACVAA

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Membership Matters

Council approved the following at the October 2021 Council meeting

Veterinarians

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Chantelle Phillips, #3257	Aug. 6, 2021
Dr. Tara Murphy, #3639	Aug. 22, 2021
Dr. Heather Gibson, #3156	Sept. 1, 2021
Dr. B. Craig Prince, #1824	Sept. 20, 2021
Dr. Heath MacLeod, #3525	Sept. 15, 2021
Dr. Charlotte Hemstock, #3651	Sept. 15, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Leah Beckstead, #3265	Sept. 7, 2021
Dr. Lindsay Hein, #3810	Sept. 7, 2021
Dr. Garrett Oetelaar, #3377	Sept. 1, 2021
Dr. Jennifer Stock, #3059	Sept. 13, 2021
Dr. Meaghan Berdini, #2670	Sept. 20, 2021
Dr. Nicole Carswell, #3540	Oct. 1, 2021

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. T. Michelle Woodruff, #1870	Sept. 1, 2021
Dr. Meryam Shillingford, #3939	Sept. 12, 2021

Reinstated General Practice Registered Veterinarian

Dr. Jessica Burn, #3146	Nov. 1, 2021
Dr. Maggie Williams, #3494	Sept. 1, 2021

Reinstated Temporary Registered Veterinarian

Dr. Asel Murtatha, #3809	Sept. 16, 2021
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Reinstated Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Veronika Pak, #2823	Sept. 16, 2021
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Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Imran Shah, #3812	Sept. 16, 2021
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Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Alessandra do Vale Bertolucci, #3660	Sept. 16, 2021
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Registered Veterinary Technologists

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

Moriah Van Driesten, #3680	June 29, 2021
Allison Tatarniuk, #2884	July 6, 2021
Catherine Runte, #3633	Aug. 19, 2021
Erin Prince, #2130	Sept. 13, 2021
Roberta Hebson-Schweitzer, #2543	Sept. 17, 2021
Stephanie Glackin, #2615	Sept. 17, 2021
Bonnie Hoskin, #684	Sept. 22, 2021

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

Nicole Braun, #2974	Aug. 30, 2021
Amanda Casey, #3404	Aug. 19, 2021
Spencer McCoy, #3800	Sept. 8, 2021
Rebecca Noseworthy, #2556	Sept. 17, 2021
Kelsey Watkinson, #3185	Nov. 1, 2021
Malinda Lewis, #2748	Sept. 14, 2021
Jessica Riveros, #3624	Sept. 30, 2021

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Erin Sauter, #4281	Aug. 17, 2021
Stella Santoro, #4219	Aug. 24, 2021
Mary Ostrem, #4275	Aug. 24, 2021
Christine Wirth, #4288	Aug. 24, 2021
Samantha Sheppard, #4290	Aug. 24, 2021
Christy Chow, #4283	Aug. 24, 2021
Britney Watt, #4279	Aug. 24, 2021
McKayla Sorgen, #4246	Aug. 24, 2021
Tanner Paulovich-Unger, #4244	Aug. 24, 2021
Kayla Wanke, #4247	Aug. 24, 2021
Joshua Battenfelder, #4252	Aug. 24, 2021
Alyssa Barker, #4251	Aug. 24, 2021
Dakotah Nichols, #4265	Aug. 24, 2021
Megan Huffman, #4259	Aug. 26, 2021
Victoria Schildknecht, #4273	Aug. 26, 2021
Jenaya Fisher, #4258	Aug. 26, 2021
Hannah McCutcheon, #4263	Aug. 26, 2021
Jordyn Valstar, #4267	Aug. 26, 2021
Florianne Lapointe, #4245	Aug. 26, 2021
Cydney Parks-Fehr, #4277	Aug. 26, 2021
Katie Kemp, #4260	Aug. 26, 2021
Devyn Cook, #4282	Aug. 26, 2021
Becky Wiebe, #4248	Aug. 26, 2021
Morgan Wasylyszyn, #4268	Aug. 26, 2021
Kimberly Schipper, #4250	Aug. 26, 2021
Bethany Rempel, #4270	Aug. 26, 2021
Emily Poirier, #4152	Aug. 26, 2021
Jadyn Nelson, #4264	Aug. 26, 2021
Kirsten Logan, #4284	Aug. 26, 2021
Brooke Krider, #4261	Aug. 26, 2021
Shelley Donnelly, #269	Aug. 26, 2021
Jennifer Dobbs, #4233	Aug. 26, 2021
Cassandra De Leeuw, #4257	Aug. 26, 2021
Lindsay Clarke, #4255	Aug. 26, 2021
Megan Higgins, #4296	Aug. 26, 2021
Stephanie Singh, #4287	Sept. 9, 2021
Victoria Pelletier, #4319	Sept. 28, 2021

Transfer Limited Practice Registered Veterinary Technologist (Small Animal) to General Practice Registered Veterinary Technologist

Marjolaine Labbe, #3298	Sept. 21, 2021
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Reinstated General Practice Registered Veterinary Technologist

Shayla Tansey, #2463	Aug. 18, 2021
Trish Van Duinen, #2725	Aug. 25, 2021
Melanie Iversen, #1238	Sept. 1, 2021

Cancelled Provisional Veterinary Technologist Member

Reinstated as General Practice Registered Veterinary Technologist

Keanna Herter, #3740	Aug. 31, 2021
Kandace Knight, #4113	Sept. 21, 2021

Permits

Permit Holder Approval

Egy Vet Corporation (Dr. Tamar Mahmoud #3031, Dr. Wesam Awadin #2967)	May 19, 2021
Diamond Valley Veterinary Clinic Ltd. (Dr. Gregor Hein #3658, Dr. Lindsay Hein #3810)	July 29, 2021
Woodruff Veterinary Services Ltd. (Dr. T. Michelle Woodruff #1870)	Sept. 1, 2021
Libra Veterinary Services Inc (Dr. Josephine Wong #3582)	Sept. 9, 2021
Okotoks Veterinary Clinic Corp. (Dr. Mark Rubensohn #1581)	Sept. 13, 2021
River Path Veterinary Clinic Inc. (Dr. Sarah Engbers #3396)	Sept. 13, 2021

Closed Permit Holder

Wayne R. Thiessen Veterinary Services Ltd. (Dr. Wayne Thiessen #826)	Sept. 1, 2021
Balanced Equine Wellness Holistic Veterinary Services Inc. (Dr. Heather Mack #3327)	Dec. 31, 2021
Chinook Pet Clinic Ltd. (Dr. Tammy Bergen #1894)	Sept. 30, 2021
Northside & Park Pet Inc. (Dr. Nicole Judge #3570)	Sept. 30, 2021
Animals First Clinic Ltd. (Dr. Nicole Judge #3570)	Sept. 30, 2021
Grande Prairie Animal Hospital Ltd. (Dr. Nicole Judge #3570)	Sept. 30, 2021
Olds Pet Clinic Inc. (Dr. Nicole Judge #3570)	Sept. 30, 2021
Georgian Shores Veterinary Professional Corporation (Dr. Nicole Judge #3570)	Sept. 30, 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

Grassroots Veterinary Practice
River Path Veterinary Clinic
Dr. Romus Vetstreet

Location

Three Hills
Cochrane
Calgary



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Meeting Professional Obligations in a Time of Workforce Shortage

**Dr. Phil Buote, Complaints Director/Deputy Registrar
Alberta Veterinary Medical Association**

Workforce Shortages

IT IS RECOGNIZED THAT THE CURRENT WORKFORCE

shortage is severely impacting our members and veterinary practices in Alberta and around the globe.

ABVMA recognizes that veterinary professionals will be put into situations where the shortage of veterinary professionals may be impacting a veterinary professional's decisions and actions when providing patient care.

We know that veterinary professionals experience moral distress when they are faced with the common situation of not being able to provide the best care possible due to animal owner financial limitations. Today, the added crisis-level workforce shortages are impacting the profession's collective ability to provide appropriate veterinary medical care.

Council is cognizant of the challenges in practice that veterinary professionals meet every day.

Practice Inspection and Practice Standards

ABVMA members voting in a special resolution in December 2019 approved the current Alberta Veterinary Medical Association Practice Inspection and Practice Standards (PIPS). These standards set out a number of Universal Standards that all veterinary practices must meet. In addition, there are standards for Service Categories, which must be met if a veterinary practice entity (VPE) intends to offer the specific service category.

The standards for Service Category 4, SC4: Anesthesia, Operational Procedures, requires that:

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.

There are VPEs that, upon routine PIPS inspection and review by the PIPS Committee, do not meet the minimum standards operational procedure to have a dedicated anesthetist available for all procedures requiring general anesthesia or deep sedation.

As referenced in the President's Report in the November-December 2021 ABVMA *Members' Magazine*, the PIPS Committee and Council at their August 2021 meeting have agreed that a VPE that fails to meet the standards for SC4: Anesthesia will remain deficient and will not be certified on their practice certificate to

ABVMA recognizes that veterinary professionals will be put into situations where the shortage of veterinary professionals may be impacting a veterinary professional's decisions and actions when providing patient care.

provide SC4: Anesthesia. The following notice will be provided to such a VPE:

"The veterinary practice does not currently meet the standard for Service Category 4, Anesthesia. The VPE puts itself at risk by providing anesthesia. When the practice has resources and plans in place to meet the requirements of SC4: Anesthesia, please inform the ABVMA office and we will update the practice certificate."

Practices that, upon inspection, cannot demonstrate that they meet the standard for SC4: Anesthesia, specifically by having a dedicated anesthetist, will be advised that the practice will remain deficient in this SC. In addition to the risk to the patient, the permit holder and veterinary professional will be at risk should they choose to offer anesthesia without a dedicated anesthetist.

Council and the PIPS Committee have agreed that a practice that fails to meet the standards for SC4: Anesthesia arising from a routine practice inspection will not be referred to the Practice Review Board at this time.

The profession has established that the minimum professional standard for providing general anesthesia or deep sedation is to have a dedicated anesthetist. This has been established by the ABVMA membership through PIPS Bylaw review and has been discussed and confirmed by Council that the standard will not be changed.

Members are also advised that professional responsibility for conducting anesthesia safely and according to the expected professional standard is not impacted by this decision of Council. The disposition of complaints are determined following an investigation and review by the Complaint Review Committee (CRC). The CRC has consistently referred the issue of lack of a dedicated anesthetist during anesthesia or deep sedation as an allegation of unprofessional conduct.

One such case that proceeded to hearing has been reported to membership in the Complaints Director's Report, Case #17-18, May-June 2018 ABVMA *Members' Magazine*.

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Keeping You Current

Member Engagement

Leadership Weekend and the Annual General Meeting will be held Feb. 25-27, 2022, in Calgary. See the full notice on page 7. For details and to register, visit your ABVMA member portal or email mandi.duggan@abvma.ca. The registration form along with COVID-19 protocols will be available the first week of January.

Association Activities

The Registrar (**R**), Deputy Registrar/Complaints Director (**DR/CD**), Assistant Registrar (**AR**) and Communications Manager (**CM**) participate in numerous meetings to represent the association. In addition, this list includes activities/meetings attended by elected officials, including the President (**P**) and Vice President (**VP**) and Past President (**PP**).

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

November

- 2: DR/AR** Alberta African Swine Fever Incident Command (ASF) (ICS) Structure Meeting
- 3: R/DR/AR** Meeting with CVMA re: Veterinary Education
R Meeting with Pam Cholak, Government Relations Advocate
R Weekly Meeting with Executive Director, ABVTA
R/DR/AR Economic Impact Study project update
- 4: R** Triplicate Prescription Program (TPP) Steering Committee Meeting
R Government of Alberta, Rural Economic Development Roundtable
AR AVMA Committee on Veterinary Technician Education and Activities (CVTEA) Meeting
- 5: R** Meeting with Alberta Farm Animal Care (AFAC)
R/DR Governance session debrief STRIVE Consulting
R Alberta Farm Animal Care Board Meeting
AR AVMA CVTEA Meeting
- 6: AR** AVMA CVTEA Meeting
- 8: R/DR/CM/VP** Veterinary Profession Workforce Project (VPWP) Executive Team Meeting
- 9: R/DR/AR/P/VP** ABVMA Executive Council Meeting
R/DR/AR/CM ABVMA & ABVTA Executive Team Meeting - Workforce Study
- 10: R** Meeting with Pam Cholak
- 12: R/P/VP/PP** Audit and Risk Committee Meeting
R Meeting with Gestisoft
- 15: R/DR/AR** Meeting with Government Advocate, What Matters Consulting

- 16: DR** Presentation Companion Animals in an Emergency Social Services (ESS) Activation at the Emergency Social Services Network of Alberta (ESSNA) & Alberta Emergency Management Agency (AEMA) ESS Learn and Network Event
DR/AR Alberta ASF ICS Meeting
- 17: R/DR/AR** Canadian Veterinary Medical Association (CVMA) Executive Meeting with ABVMA Council
R/DR/AR ABVMA Council Meeting
- 18: R/DR/AR** ABVMA Council Meeting
R/DR/AR Economic Impact Study project update
- 19: R** Meeting with NAIT AHT/VMA Program Advisory Committee
DR/AR Meeting with Alberta College of Pharmacists (ACP)
R/DR/AR Government relations (GR) meeting with Ministry of Labour & Immigration
- 21: DR** Presentation Mobilizing RVTs
- 22: R/DR/AR** GR Meeting with Pam Cholak
- 23: R/DR/AR/CM** 2021 John Waters Zoonotic Diseases Workshop
- 24: AR** ABVMA Human Resource Development Advisory Committee Meeting
- 25: R/DR/AR/P/VP/PP** ABVMA Executive Council Meeting
R/DR/AR/CM/P/PP ABVMA & ABVTA Quarterly Joint Executive Meeting
AR CVMA - Animal Health Technologist/Veterinary Technician Program Accreditation Committee (AHTVTPAC) Meeting
- 26: R/DR/AR** Meeting with Chief Provincial Veterinarian Dr. Keith Lehman and Pam Cholak
AR ABVMA Wildlife & Ecosystem Health Advisory Committee Meeting

- 30: DR/AR** Alberta ASF ICS Structure Meeting
AR/CM Q1 Content Planning Meeting with ev+

December

- 2: CM** CVMA Provincial Communications Meeting
R/DR/AR Economic Impact Study project update
- 3: AR** Companion Animal Advisory Committee Meeting
R/DR/AR Risk Register Review Meeting
- 6: AR** Video Ante-mortem Inspection Meeting
R/DR Canadian Council of Veterinary Registrars (CCVR) Meeting
- 7: AR** Alberta ASF ICS Structure Meeting
R/DR CCVR Meeting
- 9: R/DR/AR/P/VP/PP** ABVMA Executive Council Meeting
- 10: R/P/VP/PP** Audit and Risk Committee Meeting
- 13: R/DR/AR/CM** monthly meeting with Pam Cholak, Government Relations
- 14: DR** Tails of Help Board of Directors Meeting
- 16: R/DR/AR** Economic Impact Study project update

LEGEND

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



2021 John Waters Zoonotic Diseases Workshop

Nov. 23, 2021, Virtual

Dr. Nick Nation, Workshop Chair

THE 2021 JOHN WATERS ZOONOTIC DISEASES WORKSHOP

took place virtually on Tuesday, Nov. 23, 2021. Held every three years, this workshop is named after Dr. John Waters, a former Chief Provincial Medical Officer of Health in Alberta, who was a strong proponent of the human and veterinary medical professions collaborating to research and control zoonoses in the province.

The program is truly multidisciplinary and is organized by a program planning committee with representatives from:

- Alberta Veterinary Medical Association
- Alberta Health
- Alberta Health Services
- Canadian Food Inspection Agency
- Provincial Lab
- Alberta Fish and Wildlife
- Alberta Agriculture and Forestry
- Faculties of Medicine at both the University of Alberta and the University of Calgary
- Faculty of Veterinary Medicine at the University of Calgary
- One Health at UCalgary

The Alberta Veterinary Medical Association provides an administrative home for the workshop organizing committee and supports running the workshop.

The transition from an in-person event to a virtual session had some positive results. A speaker from Europe who would not otherwise have been able to present his material was able to participate, we were able to offer the workshop registration at no cost for the very first time and, as a result, we had more than double the usual number of registrants. Registration for the workshop reached 385, with approximately 250 attending in real time, the largest attendance ever recorded for the workshop. In addition, the format allowed registrants from Europe and the United States to attend for the first time.

The morning program focused exclusively on COVID-19 and included presentations on viral taxonomy of the coronaviruses, COVID-19 susceptibility and reservoir potential in animals, an



Top: Dr. Lynora Saxinger Bottom right: Dr. Scott Weese

overview of the pandemic in humans, and consideration of what the next pandemic might look like in terms of where we have experience given us by COVID-19 and where we have inherent (human) problems that might cause failure.

The afternoon program switched focus to deal with two topics: the emergence of Alberta as a hot spot for a European strain of *Echinococcus multilocularis* and food contamination investigations of *E. coli* 0157 in pork products, *Salmonella* transmission in various food products and regulatory control of *Salmonella* in breaded uncooked poultry products.

Overall, the workshop was a success with many favourable comments made by presenters and attendees. The next workshop will take place in either the spring or the late fall of 2024. Plan to attend!

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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.



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Mental Health Webinars

CVMA and Merck Animal Health held two mental health webinars this fall as part of the *It's Time to Talk About Vet Med Mental Health* awareness campaign. The first webinar, **Creating Hope Through Action**, was held on September 9 in recognition of **World Suicide Prevention Day** and featured Dr. Lori Kogan who discussed imposter syndrome. The second webinar, **Perfectionism Can be Both Good and Bad**, is scheduled for November 26 and features Dr. Colleen Best who will teach about adaptive and maladaptive perfectionism. [Click here](#) to watch past recordings and learn more.

CVMA's Veterinary Townhall Series

The COVID-19 pandemic continues and although the profession has adjusted, the situation is dynamic and questions arise as we move towards recovery and renewal. The CVMA's Townhall Webinar series offers guidance, answers questions, and addresses concerns. The webinars are recorded and posted in the CVMA website's Coronavirus (COVID-19) section. Below are the latest recorded webinars:

- Vaccinations, Variants, and Clinic Settings (Week 17)
- Vaccination Protocols and Practice Settings (Week 16)
- Clinic Operations, Vaccines, and Variants (Week 15)

Recorded Webinar - **One Health: It's All About Relationships (Animal Health Week 2021)**

The complimentary 2021 AHW Webinar was held on October 6 and featured speakers, Dr. Herman Barkema, Professor in Epidemiology of Infectious Diseases, UCMV and Dr. Michele Anholt, Manager,

One Health, UCalgary. [Click here](#) to watch.

Veterinarians as Leaders on Adaptation to Climate Change - 2021 Recorded National Issues Forum

The annual CVMA National Issues Forum, hosted during the CVMA Convention, provides members an opportunity to express their views on a topic of national interest. Forum discussions are invaluable in exploring and formulating positions on important issues. [Watch here](#).

2022 CVMA Awards - Nominate by January 31

Each year, the CVMA recognizes individuals who demonstrated significant accomplishments, leadership, and commitment to Canada's veterinary community. In addition to the award, recipients receive complimentary registration to the 2022 CVMA Convention in Halifax, NS. Nomination packages are accepted via communications@cvma-acmv.org. Please consider recognizing a 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

Visit canadianveterinarians.net/about/awards for more information.

Joint AVMA-CVMA-FVE Statements

1. **The Role of Veterinarians in Advancing One Health - A Global Public Good** - Veterinarians work collaboratively with multiple disciplines and stakeholders to protect and advance the health and well-being of animals, humans and ecosystems (One

Health) at the local, national, regional and international levels. Moreover, through the work they do every day, veterinarians around the world contribute to the United Nations Sustainable Development Goals by supporting healthy, productive and resilient animal and human communities. Veterinarians also work for the direct benefit of the health and welfare of all animals, both for the betterment of the animals themselves and to protect species diversity and ecosystem health; to promote the human-animal bond, which contributes to the emotional and physical well-being of both animals and humans; and to advance food security and economic health, particularly in communities where animals are critical to provision of transportation, labour, food and fibre. Read statement on the [CVMA website](#).

2. **Global Control of Dog-Mediated Rabies: A One Health Imperative**

Rabies is a zoonotic viral disease of mammals that is endemic in many countries. The virus can be transmitted to people via direct contact with an infected animal's saliva through a bite or open wound. Rabies is almost always fatal to humans unless post-exposure prophylaxis is administered shortly after exposure. Domestic dogs, along with multiple wild mammalian species can be a reservoir for the rabies virus. Dog-mediated rabies is a serious public health risk in countries with a high number of unvaccinated and free-roaming dogs (owned or stray) living near humans. Read statement on the [CVMA website](#).

A Stewardship of Antimicrobials by Veterinarians Initiative (SAVI Fall Update)

- SAVI updated veterinarians on progress at an Ontario Association of Poultry Veterinarians meeting. SAVI is committed to working with organizations at producer and veterinary levels to

increase AMU/AMR awareness and provide data collection involvement opportunities.

- The National Farmed Animal Health and Welfare Council AMR/AMU committee heard about SAVI recent activities and upcoming 2021-2022 plans. SAVI is dedicated to collaborating with other AMR/AMU guidance and surveillance initiatives to utilize resources efficiently and avoid redundancy.
- SAVI explores use of outputs from feed micromachines in conjunction with United Farmers of Alberta, selected beef vet clinics and producers. Key to sustainability and cost-effectiveness of surveillance regimes is prioritizing electronic data, minimizing costs. Questions? Email info@savi.vet or visit savi.vet.

CVMA Council Approved Position Statements

- Telemedicine** – CVMA supports the provision of veterinary medical advice and veterinary care of animals through telemedicine provided that services are delivered in accordance with policies of the provincial or territorial regulatory bodies in the jurisdiction where the animals reside and where the veterinarian is licensed. The CVMA cautions prospective clients of telemedicine that service provided by veterinarians from outside of Canada who are not licensed by a Canadian jurisdiction may pose risks to animals and leave clients with no recourse if a complaint arises.
- The Humane Killing of Seals in the Atlantic Seal Hunt** - The CVMA holds that hunting of seals should only be conducted if it is demonstrated it can be undertaken in a humane and sustainable manner. The CVMA maintains that comprehensive enforcement of the *Marine Mammal Regulations of the Fisheries Act* is essential. The CVMA recognizes that

the hunt remains a polarizing topic and supports ongoing hunt monitoring by independent welfare-focused observers, including veterinarians. The CVMA also encourages further research on best practices for hunting seals, particularly if new age groups or hunting practices are considered. The CVMA advocates for and strongly believes that mandatory training and licensing of sealers regarding the humane treatment of seals is necessary to result in as humane and rapid a death as possible.

- Euthanasia** – CVMA holds that when animals are euthanized, the correct species method must be used and be reliable, humane and minimize fear and pain.
- Humane Training of Dogs** – 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 dog training using non aversive methods.

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

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.

Practice Management

Veterinary Professional Workforce Project

Dr. Jocelyn Forseille, Assistant Registrar, Alberta Veterinary Medication Association

AS REPORTED BY EMAIL LETTER TO

each member on June 21, 2021, in the July-August and November-December *Members' Magazine* Registrar's reports, ABVMA and the ABVTA commissioned a study, the Veterinary Professional Workforce Project (VPWP), accomplished through a grant from Alberta Labour and Immigration.

The VPWP final report includes a quote from an ABVMA member "Students who want to be a vet or work in a vet clinic know from an early age." There are no shortages in applicants to veterinary college and animal health technology programs, which is promising for our profession.

The report also includes a quote saying, "The current model of delivery of veterinary medicine leads to dissatisfaction, which leads to people leaving." Retention of veterinary technologists and veterinarians, is a major focus of the ABVMA and ABVTA after completion of the VPWP final report in May 2021.

Member and stakeholder interviews and surveys for this project were conducted between August and November 2020. The COVID-19 pandemic caused some delays in data collection and also emphasized the workforce shortages. Many veterinary practices, including urban emergency veterinary practices, have had to restrict their hours and services because of staffing shortages in 2020 and 2021.

The findings of the workforce study demonstrate a complex situation where a multi-pronged approach is required in responding to the challenges of the veterinary workforce. Members can expect regular updates over the next couple of years as actions are implemented.

Conclusions from the workforce study

1. Demand for veterinary services in Alberta will continue to outpace population growth.
2. The current workforce is challenged to meet current demand, as evidenced by high vacancy rates for veterinarians and veterinary technologists.
3. The combination of strong demand and need to address workforce turnover will result in substantial numbers of new hires required for the sector.
4. Alberta's current education and training system is unlikely to meet the projected demand for veterinarians.
5. Retention of veterinary technologists has been identified as a major human resource challenge for the sector.
6. Internationally trained veterinarians make up a small number (7-9 per cent) of professionals registered annually. Alberta will continue to rely on these graduates to some extent and they must be better integrated into Alberta's workforce.
7. Pet owners and the general public are generally unaware of the role of veterinarians and veterinary technologists, the cost of pet ownership, the cost of animal medical procedures or the benefits of pet insurance.

One of the initial steps arising from the workforce study was the establishment by ABVMA Council of two working groups. These working groups were asked to review the content of the VPWP final report, discuss actions and priorities and advise the executive team on the development of recommendations to ABVMA Council and ABVTA Board of Directors.

Working Groups

1. Education and Retention of Veterinary Professionals in Western Canada (ERVPWC) Working Group

Participants:

- Rural Municipalities of Alberta, Alberta Urban Municipalities Association
- Commodity groups: AB Beef Producers, AB Cattle Feeders, AB Lamb Producers, AB Milk, AB Pork, AB Sheep Producers, AB Turkey Producers, Egg Farmers of AB
- Canadian Veterinary Medical Association, Canadian Food Inspection Agency
- UCVm, WCVm, four technical colleges in Alberta offering AHT programs
- Veterinarians, veterinary technologists
- Practice owners, practice managers
- ABVMA Council and ABVTA members including Chief Provincial Veterinarian
- ABVMA staff

2. RVT Utilization

Participants:

- RVTs, veterinarians, practice managers, practice owners, ABVTA and ABVMA Council members

These groups identified additional goals. They then prioritized the goals. These prioritized goals were discussed further by ABVMA Council and ABVMA Board meetings in October and November 2021.

In addition to following up with the recommendations from the working groups, ABVMA Council approved funding of an Economic Impact Assessment (EIA). This type of study has not previously been conducted for the veterinary industry in Alberta and is important in having complete information to work with government and stakeholders to increase the veterinary workforce in Alberta. MNP, a national professional accountancy and business advisory firm, has been contracted to conduct the EIA and it is expected to be completed in December 2021.

As noted earlier, improving retention of veterinary professionals is a priority. Among technologist survey respondents who were either on leave or who had left



The first step for a change in culture in clinical veterinary practice is awareness.

the profession (n=83), 25 per cent reported they did not plan to return to the profession. The most common reasons given for not returning included:

- Low wages (91 per cent)
- Poor benefits (67 per cent)
- Insufficient work-life balance (57 per cent)
- Limited career advancement opportunities (52 per cent)

Another theme was a sub-optimal practice work culture. When veterinarians

or veterinary technologists are not sufficiently recognized for their contribution by practice owners, or environments are highly stressful or toxic, staff are more likely to leave the practice.

ABVMA and ABVTA, along with CVMA, EASAV and CAVM, and wellness advocates such as Dr. Marie Holowaychuk and Dr. Kathy Keil, have been offering mental wellness webinars in higher numbers and varieties of topics over the last few years.

The first step for a change in culture in clinical veterinary practice is awareness. It is important to continue having collegial discussions about how to fully engage veterinarians and veterinary technologists in healthy workplaces that make the profession the one we all want it to be.

The VPWP final report is available on the ABVMA Member Portal > Announcements & News > Announcements (login required).



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Check-ins

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Coral Doherty RVT

Certified Psychological
Health and Safety Advisor

Meet the ABVMA Team

New Staff Introduction | Terri Johnson, RVT

AS A YOUNG GIRL GROWING UP ON A FARM

just outside of Leduc, AB, Terri knew she always wanted to work with animals.

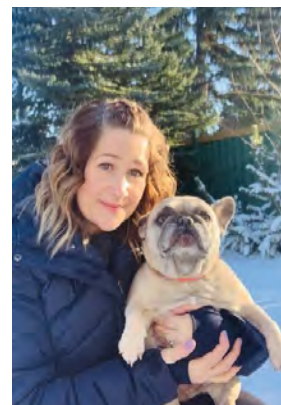
After completing her Bachelor of Science degree from the University of Alberta in 2001, she worked with exotic animals for two years. In 2005, she graduated from the Animal Health Technology program at NAIT and has worked her entire RVT career in Edmonton. Terri has a special interest in nursing care, animal behaviour and the human-animal bond. In 2019, she completed the Veterinary Practice Management Certificate through Olds College and has found she enjoys the business side of veterinary medicine as well as the regulatory

side due to the fact she also spent three years on the ABVMA Complaints Review Committee.

Terri is excited to continue her relationship with the ABVMA and to now be involved in the veterinary community in this capacity. In her role as Administrative Assistant - PIPS, Terri will provide administrative support to the PIPS and Radiation programs. She joined the ABVMA in October 2021.

Terri resides in Edmonton with her husband, two daughters and a very feisty French bulldog named Zola.

Outside of work, she can be found coaching her daughter's basketball team. She also enjoys baking, quilting and being anywhere near the water.



Equity, Diversity and Inclusion

Dr. Jocelyn Forseille, Assistant Registrar, Alberta Veterinary Medication Association

IN APRIL 2021, ABVMA COUNCIL APPROVED AN Equity, Diversity and Inclusion (EDI) Task Force to make recommendations to Council to guide future activities around EDI within the association. At the November 2021 Council meeting, the final report of the task force was approved and accepted by Council. This includes the establishment of an EDI Advisory Committee to champion EDI initiatives and make recommendations to ABVMA Council.

The EDI Statement

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

The EDI Strategy

1. Develop educational materials regarding land acknowledgements for ABVMA members.
2. Increase awareness of the use of pronouns as an inclusive activity.
3. Increase member awareness of EDI issues.
4. Increase diversity in ABVMA communication materials.
5. Continue to reinforce that the organization is acting in an equitable fashion.
6. Develop a clearer picture of who our members are.

Thank you to the ABVMA Task Force:

Dr. Kirsten Aarbo

Veterinarian, Council Representative, co-chair

Dr. Gurmeet Singh Tuli

Veterinarian, Council Representative

Dr. Natasha Kutryk

Veterinarian, Council Representative

Dr. Jocelyn Forseille

Veterinarian, Staff, ABVMA, co-chair

Kathy Naum

Staff, ABVMA

Dr. Harry Cozens

Veterinarian, Highlands Pet Hospital

Douglas Doyle-Baker

Student member, UCVN, class of 2022

Dr. Cesar L Lima

Veterinarian, Taber Pet Clinic

Emil John Aquino, RVT

Central Veterinary Clinic

Saskia de Jong

Student member, UCVN, class of 2023

Emma Jackson

Student member, UCVN, Class of 2022

Dr. Colleen Chan

Veterinarian, Shawnessy South Animal Hospital

Priyanka Mangat

Veterinary Student, UCVN, Class of 2024

Andrea Edwards, RVT

Harvest Pointe Animal Hospital

Dr. Savannah Howse-Smith

Veterinarian, Rocky Rapids Vet Clinic

Vanessa George, RVT

ABVTA

Dr. Dayle Poitras-Oster

Veterinarian, Rocky Rapids Vet Clinic

Dr. Patricia Guajardo

Veterinarian, On the Road Housecall Veterinary Services

Dr. Patricia Garcia Rosas

Veterinarian, Chinook Country Veterinary Clinic

Dr. Thursari Warnakulasooriya

Veterinarian, Sanctuary Veterinary Hospital

Anita Dumont, RVT

Guardian Veterinary Centre

Dr. Reza Hejazi

Veterinarian, CFIA

Marissa Lemay, RVT

Feedlot Animal Health



PIPS Tip

The Importance of Dosimeters in Veterinary Practice

DIAGNOSTIC RADIOLOGY IS AN ESSENTIAL PART OF

veterinary practice. The need for radiation protection exists because occupational exposure to ionizing radiation can result in harm to personnel as well as their offspring. These are respectively called somatic and genetic effects. Somatic effects are defined as changes occurring in the body organs of the exposed individual. These changes may appear from within a few hours to many years later, depending on the amount and duration of exposure to the individual. In veterinary medicine, the possibility that anyone may be exposed to enough radiation to create somatic effect is low, however, even low levels of ionizing radiation may accumulate and can represent a health hazard. Genetic effects are more a cause for concern at the lower doses used in veterinary radiology. Although the radiation doses may be small and appear to cause no observable damage, the probability of chromosomal damage in the germ cells, with the consequence of mutations, does exist. These mutations may give rise to genetic defects, and therefore make these doses significant.

Dosimetry is the simplest, most cost-effective method available to monitor personnel working with radiation. Alberta's Radiation Protection Regulation requires that radiation workers are provided with an appropriate monitoring device (dosimeter) supplied by the employer, to monitor their personal exposure to ionizing radiation. This includes students being trained in the use of ionizing radiation equipment. The dosimeter must be provided by a dosimetry service provider licensed by the Canadian Nuclear Safety Commission.

Dosimeters must be submitted quarterly for reading.

Dosimeters should be stored in a secure, properly shielded location to avoid registering exposures from the radiation equipment in the facility and from extraneous sources such as direct sunlight or fluorescent lighting.

The ABVMA Radiation Protection Program, under jurisdiction of the Alberta *Radiation Protection Act* and Regulation, requires that all radiation workers are supplied dosimeters which must be worn under the lead apron. Dosimeters should be worn throughout the workday. This will ensure measurement of any exposure a staff member may receive, even if they are not participating directly in a radiological procedure at the time.

Workers employed at multiple locations must be provided a dosimeter for each work location. In the event of a high exposure reading, use of the same badge at multiple facilities would make it very difficult to determine where the exposure came from.

Dosimeters are worn to:

1. Detect faulty equipment and gaps in safety practices. Radiation exposure data can indicate problems with X-ray equipment, operational procedures and employee workload.
2. Verify that dose limits are not exceeded. Exposure reports provide a record that helps ensure individuals do not exceed these limits.
3. Obtain a lifelong dose history. Individuals have access to a personalized dose record, which indicates their accumulated radiation exposure over a career.
4. Monitor pregnant workers. There are greater exposure risks during pregnancy when fetal cells are developing and multiplying. Dosimeters can be used as a dose management tool to monitor and minimize a pregnant worker's exposure to radiation.

The Radiation Protection Regulation establishes limits for exposure to ionizing and non-ionizing radiation and requires radiation workers to notify their employers of their pregnancy. After being informed of a radiation worker's pregnancy, the employer must reassess the worker's employment duties or training activities, and modify the duties or activities, where reasonable to do so, to ensure that the worker's effective dose of ionizing radiation does not exceed the applicable maximum effective dose limits specified in Table 1.

From Alberta Radiation Protection Regulation

Table 1 | Maximum Effective Dose Limits for Ionizing Radiation

Person	Exposure Period	Effective Dose Limit (mSv)
Radiation worker	One year	50
	Rolling five calendar years	100
Pregnant radiation worker	Balance of pregnancy after informing employer in accordance with section 5(1)	4
Student undergoing a course of instruction involving the use of ionizing designated radiation equipment	One year	1
Person who is not a radiation worker	One year	1

The National Dose Registry (NDR) is a centralized radiation dose record system, operated by the Radiation Protection Bureau of Health Canada. It contains the occupational radiation dose records of monitored radiation workers in Canada.

New Effective Dec. 1, 2021, the *Radiation Protection Act* and its regulations are incorporated into the OHS Act and OHS Code. Exposures to radiation in excess of the limits in the table above must be reported to OHS.

Additional Resources:

Personal Exposure Monitoring:

<https://open.alberta.ca/publications/rad008-personal-exposure-monitoring-for-ionizing-radiation-dosimetry>

Radiation Regulation Amendments 2013:

<https://open.alberta.ca/publications/li032-legislation>

Dosimetry Service Providers:

<https://www.alberta.ca/radiation-health-safety-resources.aspx#jumplinks-1>

In Memoriam

Dr. Harvey Cole

July 29, 1931 – Aug. 22, 2021

HARVEY WARREN COLE WAS BORN

on July 29, 1931, in a dirt floor cabin near Olney Springs, Colorado, and grew up on a farm near Peyton, Colorado.

As a child he learned to drive draft horses, milk cows by hand while sitting on a one-legged stool and ride horses. Since Harvey was small in his teens, he was the jockey for his father's horses at the county fairs.

He started his pre-veterinary schooling at Colorado State University. However, the Korean War interrupted his studies as Harvey enlisted in the U.S. Army. After training as an army medic, he was trained as an operating room nurse. Later he was appointed assistant to a plastic surgeon who restored disfigured war veterans.

Upon discharge from the army, Harvey returned to the university to continue his studies. During this period, he married Carley Knisley in June 1956. In March 1960, his daughter, Tahn Kay, was born and in June 1963 Harvey received his doctorate in veterinary medicine.

Less than a month after becoming Dr. Harvey Cole, he moved the family to Fort Saskatchewan, AB, where he had accepted his first veterinary job.

In April of 1964, a second daughter, Reen Dee, was born. That fall the family of four moved to Rocky Mountain House, AB, where Harvey established the first veterinary practice. The vet clinic and home were in a little house across the Saskatchewan River, a few miles west

of town. The kitchen table doubled as an operating table, except for horses, which had to stay outside. And an old shed was "rearranged" to accommodate other needs.

A couple of houses later plus a couple of years work, and Harvey was able to get financing for building a "real clinic." The family living quarters were upstairs. In November of 1969 his son, Kye Reed, was born. Then, his brother, Gil Rush, followed in April of 1973. Sadly, Gil predeceased his father in January of 2019.

Not only did the veterinary business thrive in Rocky, but also Harvey's life with horses. Harvey often rode mare Tiara in local horse events. The horses multiplied and the horse business joined the veterinary business.

In 1974, Harvey took a job at Olds College as instructor and director of the Animal Health Technology Program. The family and the horses then moved to a farm east of Didsbury, AB.

Through the years the family regularly attended church and church camps. In fact, Harvey was an ordained minister and performed marriage and baptisms ceremonies for friends and families.

In 1992, Harvey and Carley moved to Olds, AB. After twenty years, Harvey retired from Olds College and started an Equine Mobile Practice. He officially retired as a licensed veterinarian in July of 2019. For 55 years Harvey had provided veterinary service.



Harvey suffered some mini strokes that fall. On July 10, 2020, a severe stroke caused Aphasia and he was also diagnosed with dementia. A year later, on August 8, Harvey was admitted to the Olds Hospital where he passed quietly away on August 22.

The family, including Harvey, want to thank all his clients and friends that joined in his passion for animals and gave him a meaningful life through the years.



Dr. Jim McDonald Henderson

May 21, 1940 – Sept. 16, 2021

IT IS WITH GREAT SADNESS THAT WE ANNOUNCE THE PASSING OF LONG-TIME resident of Fairview, Dr. Jim Henderson who passed away on Sept. 16, 2021, at the age of 81 years.

Jim retired from being a veterinarian in 2005. He belonged to many organizations in and out of the community. He belonged to the Kinsmen, the Legion, the Knights of Columbus, Fairview Golf Club, Fairview College Town Capers, Cursillo Movement, St. Thomas More Parish, Grande Prairie & District Catholic School Board and was also the piano man for LTC.

He leaves behind his wife of 60 years, Charlotte. He is survived by: Joe (Sue) Henderson, Margaret (Richard) Nasedkin, Michelle (Brian) Sautner, Mike (Jodi) Henderson, Joanne Henderson, Doug (Glenda) Henderson, Cathy (Gerald) Damer, Paul (Michelle) Henderson, George Henderson, Will (Nicole) Henderson, Theresa (Patrick) San Agustin, Christine Henderson, 36 grandchildren, 21 great-grandchildren, nieces, nephews, in-laws and innumerable friends.

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Public Recognition Corner

Dr. Merle Olson Inducted into the Alberta Order of Excellence



THE ALBERTA ORDER OF EXCELLENCE RECOGNIZES

Albertans who have made an outstanding provincial, national or international impact. It is the highest honour a citizen can receive as an official part of the Canadian Honours System.

Dr. Merle Olson of Calgary is an internationally renowned veterinarian and researcher. His entrepreneurship with wife Dr. Barb Olson has led to innovative biotech and pharmaceutical companies specializing in veterinary products to address animal welfare issues. Dr. Barb Olson was also inducted into the Alberta Order of Excellence.



[Read the full announcement.](#)



MD of Taber and #5 Station Vauxhall trailer and team preparing to handle cattle

Alberta Farm Animal Care

Providing Support and Emergency Resources for Alberta's Livestock Industry

Dr. Melissa Moggy, BScAg, MSc
Extension Lead & ALERT Line Lead, Alberta Farm Animal Care

ALBERTA HAS THE TRADITIONAL EMERGENCY RESOURCES such as police and fire services and the Alberta SPCA. However, additional services have been created to help livestock owners protect their animals and their livelihoods. The ALERT Line and the Emergency Livestock Handling Equipment Trailers are examples supported by Alberta Farm Animal Care (AFAC).

The ALERT Line is an anonymous 24/7 call line created in 1995 to support the livestock industry. Anyone can call **1-800-506-2273** if they:

- are concerned that livestock may be neglected or distressed,
- have questions about livestock care,
- see livestock in an emergency,
- need support in caring for their livestock, or
- need an emergency livestock handling equipment trailer.

The veterinary sector can also use the ALERT Line to support farmers and guide them to resources, groups and services they may not be aware of. A decision tree on who to call in livestock situations is published regularly in the *ABVMA Members' Magazine*. If you are ever unsure, the ALERT Line is happy to direct you.

The ALERT Line does not have any regulatory capacity and cannot respond as forcibly as an enforcement body. However, it works directly with those who do, such as the Alberta SPCA and the RCMP. While the ALERT Line cannot enforce, detain or seize animals, the mandate is to get ahead of an issue to avoid animals in distress. The focus is to support the industry on proper animal care and work with the sector proactively. At AFAC, the ALERT Line isn't seen as one tool but as a complete toolbox for everyone working in the livestock industry. The ALERT Line will direct callers to the best resource for the situation.



While the ALERT Line cannot enforce, detain or seize animals, the mandate is to get ahead of an issue to avoid animals in distress.

AFAC is fortunate to have three dedicated ALERT Line coordinators who rotate the 24/7 on-call schedule weekly. The ALERT Line coordinator responds as quickly as possible to calls regarding livestock welfare to identify if there is a welfare issue and plan next steps (e.g. education or contacting enforcement). Each case is unique, and the next steps will vary. If there is no reason for concern, the call is labelled as an information call and is an opportunity to educate the caller on acceptable animal care practices. Between January 2020 and June 2021, the ALERT Line received 137 calls, of which 108 were cases that impacted 2,800 animals.



The ALERT Line also has a role in livestock emergency response, as the call line or 911 can both be used to dispatch the Emergency Livestock Handling Equipment Trailers. The Emergency Livestock Handling Equipment Trailers are outfitted with essential equipment needed to handle livestock in an emergency (i.e. motor vehicle collision, barn fires, trailer rollovers, etc.).

Veterinarians are often called for their advice and support in livestock emergencies, on the farm and off. Knowledge of these trailers is vital for a fast, proper and trained emergency response. AFAC has also compiled numerous livestock and rural emergency preparedness resources for educational and training purposes. Anyone with new protocols, ideas, training modules and other resources is encouraged to share these with AFAC to help support the ALERT Line and the trailers.

Separate counties independently created the first two trailers in Alberta. AFAC then helped establish five trailers through a government grant in 2012. Since then, another 12 trailers have been added, including one specifically for Alberta SPCA use. A total of 19 and counting!



IN THE EVENT OF AN EMERGENCY



CALL 911

and request the

Emergency Livestock Handling Equipment Trailers

In the rare event that 911 cannot connect you to the Emergency Livestock Handling Equipment Trailers, please contact our ALERT Line at

1-800-506-2273



Locations of Emergency Livestock Handling Equipment Trailers in Alberta

1. La Glace
County of Grande Prairie

2. DeBolt
M.D. of Greenview

3. Grovedale
M.D. of Greenview

4. New Sarepta
Leduc County

5. Ponoka County Fire Services
Ponoka County

6. Rocky Mountain House
Clearwater County

7. Red Deer
Red Deer County

8. Spruce Meadows
Foothills County

9. Fort MacLeod
M.D. of Willow Creek

10. Westlock
Westlock County

11. Lamont County
Lamont County

12. Kitscoty
County of Vermilion River

13. Coronation
County of Pinetown

14. Hanna Fire
Special Area No. 2

15. Brooks
County of Newell

16. Dunmore
Cypress County

17. Vauxhall
M.D. of Taber

18. Nobleford
Lethbridge County



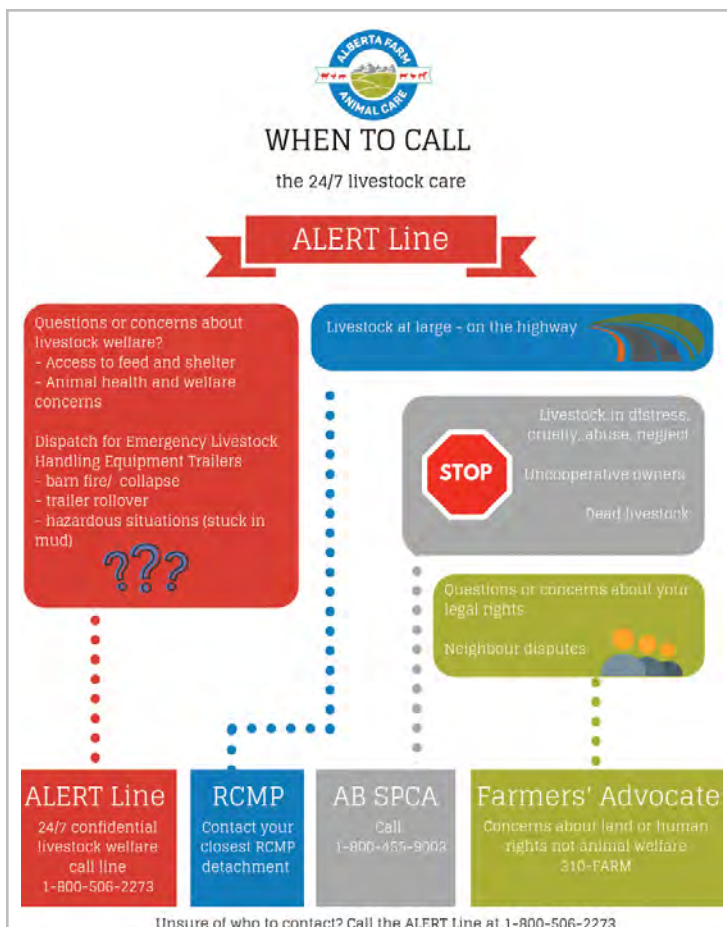
Trailer operators receive training through Lakeland College, Technical Large Animal Emergency Rescue training or other livestock emergency training courses. In addition, AFAC has an administration role and supports the creation of new trailers and ongoing training.

In acknowledgement of the link between emergency preparedness and animal welfare, AFAC is planning a hybrid Livestock Care Conference (LCC) for 2022 with the theme: **PREP for Livestock Emergencies** (Plan, Respond, Evaluate, Progress). Attendees will have the option to attend in person or virtually, and CE certification will be available.

The pre-conference activities are two online Lunch n' Learn sessions on March 8 and 10, followed by a three-day conference from Tuesday, March 15, to Thursday, March 17, 2022, at the Pomeroy Inn & Suites in Olds, AB. The conference will include emergency planning discussions, panels, experts, producers and industry leaders who will share their own experiences and a tabletop workshop on crisis planning. We hope to see you there.

Sign up for the AFAC newsletter on our website at www.afac.ab.ca or keep an eye on our social media channels for speaker, program and agenda announcements, and more.

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Member Mentions

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



Dr. Eoin Clancy

EIOIN CLANCY, WHO PRACTICES

emergency medicine at the very busy VCA Canada Guardian Veterinary Centre in Edmonton, finds balance with his passion for running...a lot of running! Eoin recalls many hiking trips with his father when he was young, and this built a love for both the outdoors as well as building the ability to put on some serious miles. While running was a part of his life through high school, as an undergraduate at Queens and during the DVM program at UCVI (class of 2012), it wasn't until the past five years that he entered the world of ultradistance running.

Eoin was introduced into ultradistance running as part of a team competing in the Death Race. This is an approximately 125-km trail race in Grande Cache, AB. The course is gruelling, crosses three mountains and covers over 5,000 metres of elevation gain. Eoin returned to this course again as a pair with a classmate before running it solo and has since completed 20 ultradistance runs.

In addition to ultradistance running, Eoin is also involved in marathon paddling. As a student in Peace River, AB, he was introduced to the Yukon River Quest, which is the world's longest marathon canoe and kayak paddling race. The race is 715 km on the Yukon River from Whitehorse to Dawson City and involves paddling for about 60 hours with few breaks. As the race takes place during the summer solstice, it is light for the entire time through the ruggedly beautiful wilderness.

Eoin is drawn to ultradistance races as he loves setting a goal to train toward. Once he has selected a big race for the year, he builds his training schedule toward it. He only runs outside, which can add additional challenges in Edmonton during the winter, but he finds the local ultra-running community very supportive. However, the past two years have had the extra challenge of COVID-19, as he was prevented from running for most of November and December in 2020 due to family exposure and quarantine requirements.

Eoin notes that ultradistance trail and paddling races have not only the endurance requirements, but also the challenge of managing extreme temperature changes, uneven terrain, and ensuring that you not only have enough food and water for the race but are able to consume it. It can be difficult to carry and manage the nutrition needed to complete the distance between checkpoints, and runners need to ensure they are trained not only in running, but also in how to fuel and hydrate on the go.

This summer Eoin plans to run the Sinister Seven 100-mile race in the Crowsnest Pass area. When not on the run he lives in Edmonton with his wife and their two children, with a third soon to arrive.

Kari Davidson, RVT

KARI DAVIDSON, A 2015 OLDS COLLEGE

graduate, is a busy RVT at Big Rock Animal Clinic in Okotoks, AB. One of the things that makes her successful in her work life is her relationship with her horse, Willow. Being at the barn is Kari's happy place, where she's able to put work aside and relieve stress.

Kari has been riding for 20 years and was introduced to barrel racing by a college classmate. She quickly became addicted and began working with Willow to train her to race. Willow was raised by a family friend, who suggested that Kari and Willow might make a good partnership. They were right — Willow, a three-year-old mare, was purchased with 30 days of training on board, and she and Kari went to work. Kari and Willow took lessons with various trainers for several years before she started working on barrel racing with her. They have now been a team for 13 years.

Prior to the pandemic, Kari and Willow were achieving their goals, placing consistently at the top of the 2D. Willow had become a finished 2D barrel horse, and Kari



was starting to set goals at the amateur rodeo level to seek out another level of competition. However, 2020 brought more than nasty viruses for Kari and Willow. In March, Willow came up lame and was found to have a fractured P1 in her left hind leg and had a surgical repair by the team at Moore Equine. At the time of her two-week recheck, Kari noticed that Willow's left knee was swollen, and she was found to have an additional injury. An 8-mm bone chip was found in the joint, and after waiting for her initial fracture to heal she had the bone chip removed via an arthroscopy. Her prognosis had gone from an 80-90 per cent chance of good recovery to at best 50 per cent. Still, Kari wanted to give her friend and teammate the best chance.

Willow recovered well and spent four weeks at Endurance Equine in August to rehabilitate, but on examination afterwards it was deemed unlikely that she would ever be able to barrel race again. After some more time and adjunctive therapies such as laser, Kari started cautiously riding Willow again in October of 2020. Willow not only tolerated the rides, but quickly fell back into her usual diva personality. In March 2021 she was cleared to try barrels again and went back to racing end of May 2021.

Kari started out slowly and carefully, planning each week and ensuring Willow sound and moving well. It was soon apparent that Willow was in great form, putting her heart into each race and before long was back to her previous times. Kari and Willow were able to do around 15 races this season, consistently placing in the upper 2D. While Kari would have done the surgery even to have Willow be pasture sound, she is grateful to be back doing what they both love. Willow has the biggest heart and tries so hard for her. She plans to eventually look for a new barrel racing prospect, but until then you can find her at the arena with Willow.



Focus on Wellness

Shifting from Compassion Fatigue to Compassion Satisfaction | Part 2

AS DISCUSSED IN PART ONE OF THIS SERIES, WE ARE GOING TO

explore some of the tools and techniques that are available to shift your mindset from compassion fatigue to compassion satisfaction. Compassion fatigue is defined as an overexposure to suffering and pain that can cause personal stress and a reduced ability to be empathetic. Compassion satisfaction is the pleasure and satisfying feeling that comes from helping others.

To experience compassion satisfaction, it is important to recognize the five contributing factors that can cause compassion fatigue:

1. High expectations of work
2. Unrealistic worldviews
3. The view that self-care is selfish
4. A lack of strong personal boundaries
5. An overdeveloped sense of responsibility

Once you have identified the underlying cause of your own compassion fatigue, stepping into the path of recovery will be easier. Here are a few tools and techniques available to you:

Practice Self-Care

This underscores the importance of taking care of your basic needs when working with others, even when it may not be your natural focus. Learning how to manage or discharge your stress (and accumulated energy from others) is imperative. For more great ideas, visit <https://positivepsychology.com/self-care-activities-groups>

Learn to Say “No” - Discover and implement healthy boundaries

It is necessary to establish boundaries between yourself and those you are helping so that you don't carry their pain and experiences as your own. The challenge is to stay compassionate and connected while still remembering that each of us is a unique person with unique experiences.

Ask yourself:

- Which of my boundaries have I let slide to support someone else?
- Do I feel my workplace oversteps my personal or professional boundaries?
- What boundary, if put into place, would reduce my stress by fifty per cent?

This awareness may help to maintain the space that exists between the helper and the person receiving assistance.

Reduce Work Stress

Work stress can be addressed by changing the conditions of the work environment as necessary. This may be through varying patient volume, engaging in acuity or making changes when possible to create variety or balance.

Give yourself permission to take a day off now and then and to recognize that you do not need to do it all. Your office and home should be a source of energy rather than depletion. Develop an organizational culture that normalizes grief and allows healthy outlets for stress.

Use Cognitive Restructuring

Cognitive restructuring is the act of learning how to reframe pessimistic thoughts into optimistic ones. Thinking positively is known to have great personal benefits, including better physical and emotional health, greater self-efficacy, longer life and greater career satisfaction¹.

By working through the ABCDE model², you can learn to reframe your negative thinking. When you have an experience that triggers pessimistic thoughts, use self-talk to walk your thoughts from A (adverse event) to E (energization)³:

A = An **a**dverse event occurs.

B = You immediately have some negative **b**eliefs and thoughts about the adverse event.

C = You experience the **c**onsequences of having these thoughts and beliefs, including negative emotions.

D = You intentionally **d**ispute your pessimistic beliefs.

E = You feel **e**nergized when you successfully dispute your negative thoughts and realize that the situation is not as you initially believed.

It will take more than one attempt at this process to transform your pessimism into optimism. But with time and effort, reframing your beliefs, thoughts and emotions is possible and can become your regular way of thinking. When you make cognitive restructuring a part of your self-care routine, you will make inroads against the symptoms of compassion fatigue. For more information, visit www.mindtools.com/pages/article/abc.htm

Develop and Use Self-Awareness

Self-examination is at the heart of preventing compassion fatigue and creating a sustainable work-life balance. If you feel at risk of compassion fatigue, take time to ask yourself these questions regularly:

1. What external stressors am I experiencing?
e.g., deadlines, responsibilities or conflicts.
2. What internal stressors am I experiencing?
e.g., anxiety, self-blame or a lack of self-compassion.

Develop an “observing eye” with which you can notice your interactions with others, your thoughts and feelings, as well as your general stress levels throughout the day. The more self-aware, grounded, centred and present in the moment you are, the more attuned you become to your own needs.

Maintain a Balance

Keeping a balance in your life can anchor you and can prevent you from becoming worn out from providing care to others. Your weekly schedules must contain time to rest, play, think and connect with others for your own well-being.

Taking care of yourself can protect those personal assets (your compassion, dedication, caring and empathy) that support high-quality care of your patients.

Be Kind to Yourself

Treat yourself with the same care, compassion and concern that you show to others. We can be hard on ourselves as veterinary professionals, yet self-compassion is the path to having true compassion for others.

Seek Professional Help and Build a Support Network

Make time to seek professional help if needed. This may include going to see a family doctor, trauma specialist, therapist or psychiatrist. Connect with a peer support group that shares encouragement and resources. A positive social support network and a work-related support network can both serve as a lifeline in navigating very stressful work periods.

For more information, visit <https://www.canadianveterinarians.net/documents/resources/vet-health-wellness-helplines-support-services>

Final Thoughts

We do not have to reduce compassion or turn away from caring to prevent compassion fatigue. Rather, in the presence of deep self-compassion – in the form of self-care and personal renewal – all other caring can flow. Love yourself and treat yourself with the same caring and compassion that you treat your clients. In short, enjoy the sun but don't forget your sunblock!

References:

- ¹ Seligman 2005; Colker & Koralek 2019
- ² Hall & Pearson 2004
- ³ Seligman 2005, 2007

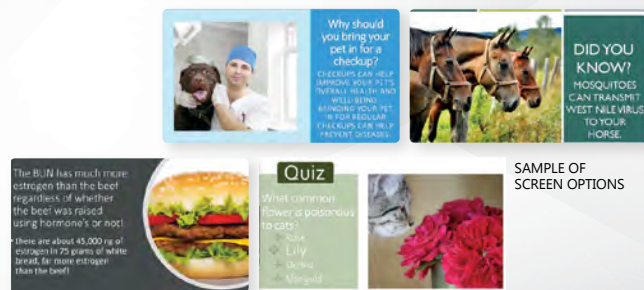
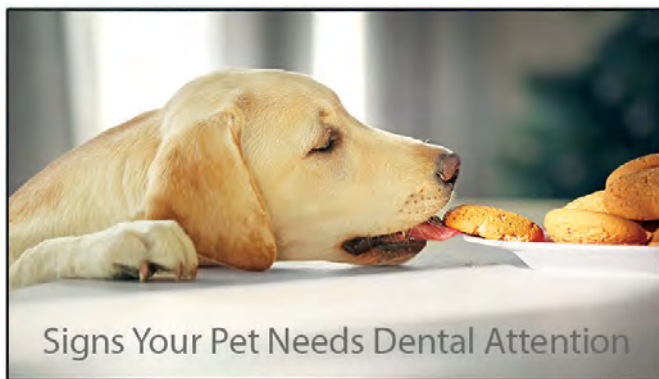
Web Resources:

ca.ctrinstitute.com/blog/5-pathways-healing-compassion-fatigue
www.phoenix-society.org/resources/preventing-compassion-fatigue-caring-for-ourselves-while-caring-for-others
www.ccpa-accp.ca/4-basic-steps-for-preventing-compassion-fatigue
thewellnesssociety.org/how-to-deal-with-compassion-fatigue-3-mindset-shifts-to-help-you-feel-better
www.naeyc.org/resources/pubs/yc/jul2020/preventing-compassion-fatigue
www.break-through.ca/blogposts/compassion-fatigue
positivepsychology.com/compassion-fatigue-tests

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"Your success is our business"

Dean's Corner

UCVM



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



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

Dean, University of Calgary,
Faculty of Veterinary Medicine

THE PAST FEW MONTHS HAVE BEEN

busy ones for our faculty, with the steady hum of DVM student labs, lectures, exams and a good deal of ongoing research projects. I'd like to share some of UCVM's recent activities and successes.

- We're very proud of Dr. Erin Zachar, who passed the American College of Veterinary Pathologists' exam, becoming a Diplomate in veterinary anatomic pathology. We are fortunate to have Dr. Zachar's expertise in our Diagnostic Services Unit (DSU).
- In other DSU news, the unit opened its new bacteriology laboratory in

November. With the latest MALDI-TOF technology, the lab now accepts sample submissions from all animal species for bacteriological analysis, as well as assisting with research projects.

- UCVM faculty member Dr. Jeff Biernaskie has published a COVID-19-related research paper in Nature Medicine. The study was co-led with Dr. Bryan Yipp, associate professor in the Department of Critical Care Medicine at the Cumming School of Medicine. They found that dexamethasone, the main treatment for severe COVID-19 lung infections, alters how immune cells work, and while it may help male patients, it has little to no benefit for females. Dr. Yipp says currently it's possible the mainstay therapy being used for patients with critical COVID-19 lung conditions is only benefiting half the population.
- UCVM has launched a new part-time, work-integrated graduate education program, which offers professionals an opportunity to pursue MSc and PhD degrees while continuing to work. This offers a new pathway to graduate programs that allows for part-time, thesis-based Master of Science and PhD studies in Veterinary Medical Sciences. Shannon Massie is pursuing her PhD under the supervision of Dr. Renaud

Leguilette. "This part-time program is ideal because it allows me to continue working and also get involved in research at the university again," she says. "It's been the perfect timing and perfect opportunity to do both."

- In early November, UCVM hosted the second Canadian Emerging Veterinary Scholars Summit on a virtual platform. The summit brings together undergrad and graduate students from all five Canadian veterinary colleges, building a country-wide network of emerging veterinary researchers. "It was a great experience," says Kayla Strong, a PhD candidate at UCVM, who presented her work on assessing antimicrobial resistance risk factors in beef cattle. "I am familiar with people in my own bubble of antimicrobial resistance research, but I don't often have an opportunity to speak to people who are doing something completely different. Veterinary medicine is such a small community I think it's helpful to know what else is happening." The summit is sponsored by Merck Animal Health, who support the initiative because it encourages the development of the next generation of veterinary medical and graduate student researchers.

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WCVM Alberta Student Profile

American Association of Bovine Practitioners Award - Isabell Stamm

Lynne Gunville

ISABELL STAMM HAS BEEN HOOKED

on cattle since she first began milking cows and bucket feeding calves on her family's mixed dairy and beef cattle farm near Ponoka, AB. Her fascination with everything bovine only grew when she became a veterinary student at the WCVM in 2018.

Stamm's dedication to the species paid off this fall when she received an American Association of Bovine Practitioners (AABP) Bovine Veterinary Student Recognition Award.

"This award means a lot to me and motivates me to continue with my interest in bovine medicine," says Stamm. "I have always had a special interest in bovine medicine and surgery, so receiving this recognition shows me that I am on the right track."

Sponsored by Merck Animal Health, the annual award was presented at the AABP Annual Conference that took place Oct. 7-9, 2021, in Salt Lake City, Utah. Stamm is one of 18 North American veterinary students chosen to receive the award, which is accompanied by a \$5,000 scholarship.

While Stamm has a passion for cattle, she also has a great appreciation for the people who work with livestock — people she describes as "down home and honest."

As a long-time member of 4-H, Stamm had many opportunities to meet and work with beef and dairy producers while she was growing up. In preparation for a career in animal health, she also volunteered and worked at a dairy farm and at veterinary practices. These experiences increased her skills in handling cattle and gave her the chance to work with like-minded clinicians and producers.

During the summer of 2021, Stamm worked at Warman Veterinary Services in Warman, SK, as part of the SVMA's preceptorship program. She appreciated

the close-knit community and the chance to observe and work with the clinicians as they addressed producer concerns.

Now that Stamm is in her final year of the DVM program, she's particularly enjoying the hands-on aspect of her rotations.

"I find working with cattle brings me a sense of calm that is welcome when times are stressful," says Stamm. "They are so strong, but yet such gentle creatures."

Stamm has chosen cattle-focused rotations and externships that offer a variety of experiences, including one that involves an intensive week at Feedlot Health Management Services in Okotoks, AB. Another upcoming rotation at Agwest Veterinary Group in Abbotsford, BC, deals with dairy reproduction and herd health medicine.

She'll also focus on dairy medicine during a two-week externship at Gull Lake Veterinary Services in Ponoka that promises to provide even more experience in obstetrics and dairy herd health.

After graduation in June 2022, Stamm will attend the Summer Dairy Institute Program at Cornell University in Ithaca, N.Y. The six-week course is aimed at expanding the expertise of veterinary students and new veterinarians who are motivated to improve the dairy industry and the welfare of dairy cattle.

Once she's completed the program, Stamm hopes to join a private mixed animal practice with a special interest in dairy medicine and surgery.

"I can't imagine a future without some cows around," says Stamm. "I just have such respect for them because they are so hearty. You can (metaphorically) throw a brick at them, and it doesn't faze them. They just keep on living."

The Merck Animal Health Scholarships are available to veterinary students in their



**Fourth-year veterinary student
Isabell Stamm of Ponoka, AB.**

**The ABVMA is also pleased
to recognize WCVM student
Isabell Stamm with the 2021
Student Leadership Award.**

**This award is presented in
recognition of demonstrating
interest and leadership in the
professional organization
of veterinary medicine by
involvement with the ABVMA or
other professional associations.
Congratulations, Isabell.**

second or third year of school. Stamm and her fellow recipients were selected based on their work experience, academic achievements, career goals and interest in bovine medicine.

Student's Corner

WCVM



Hannah Sorenson

WCVM Class of 2023

**ABVMA Student Representative
2021/2022**

HELLO AND HAPPY NEW YEAR! JUST

like that, the fall term at WCVM has come and gone, seemingly in the blink of an eye. We students have been kept busy with classes, labs, extracurriculars and club events. The first-year students completed a mixture of midterm and final examinations before heading home for the holidays, but not before partaking in several exciting and engaging labs, including learning suture patterns and large animal venipuncture. The second-year students are feeling very grateful to have completed the well-known and dreaded "nine exam November" and are looking forward to some more clinically relevant classes in the new year, such as Diagnostic Medicine, Clinical Pathology and Medical Imaging. The third-year class have chosen their elective courses and are ready to begin their last classroom semester of veterinary school, while being busy arranging externships and external rotations across the country for their fourth year. Most students in the Class of 2022 have completed their NAVLE; now, the only thing standing between them and graduation is 16 weeks of clinical rotations. If you know a fourth-year student, be sure to send them a well-deserved congratulations on their success.

Despite the heavy course load the fall term brings, students have been making time to unwind and connect outside of the classroom environment. Although the annual foosball tournament was unable to be held in the buffeteria this term, the hope is that it will be held in the new year. In the meantime, the WCVSA Sports reps have arranged a pre-season bracket to get the "competitive juices" flowing through the student body! Students have paired up into teams and are responsible for organizing games against competitors during lunch periods or in between classes. The pre-season champions were given a special advantage for the upcoming tournament night.

There has been no shortage of club activities as well; the Production Animal Club and Animal Welfare and Behaviour club teamed up to hold multiple dehorning labs

through the fall and winter months, giving students a chance to practice dehorning and disbudding while discussing ways in which to maximize animal welfare during these practices. The One-welfare Veterinary Outreach (OVO) initiative hosted a cat shelter building event, sponsored by Purina. Students of the club built and painted insulated "kitty homes," which were then donated to SOS Prairie Rescue organization here in Saskatoon. The WCVM PRIDE club was excited to hold their very first in-person social event on November 5, where club members learned how to crochet, and practiced their stitches by crocheting different pride flags. WCVM DIVERSE offered an online session for veterinary students to learn the basics of ASL, hosted by Christina Whetsel, who is both a member of the deaf community and the veterinary medicine community. Be sure to look through her Instagram, @deafdogtor, for informative short videos teaching basic signs that are relevant to the veterinary profession.

On October 7, Alberta-born third-year WCVSA Indigenous Representative and WCVM DIVERSE Co-President Charlie Wyatt-Swain held a Ribbon Tying Ceremony for the college, to acknowledge and show respect to Indigenous communities throughout Canada. The ceremony began with a blessing and smudge by Elders TJ Warren and Mary Lee, and was followed by a traditional Powwow Dance and Drumming presentation. Orange ribbons were then tied along the railings leading up the ramp into the WCVM, to remind students and faculty of the importance of reconciliation, to act as an expression of grief for residential school victims and to promote conversations about Indigenous history in our country. The ribbons remained until the new year, at which time they were burned in a sacred fire to celebrate a time of renewal.

Once again, thank you so much for taking the time to read about the goings-on at the WCVM. I hope your holiday season was filled with joy, rest and quality time with those you love. Until next time!

HAPPY NEW YEAR, READERS! AS OF

writing, the Lemurs (class of 2023) and Tasmanian Devils (class of 2024) have completed the first Objective Structured Clinical Examination (OSCE) of the year. The Lemurs were happy to learn that the entire class achieved the Minimum Pass Level (MPL) for the OSCE, while the Tazzies anxiously await their results. The Burrowing Owls (class of 2025) have yet to complete their first OSCE, which is often referred to as the passport OSCE. Passing this practical exam allows Firsties the ability to interact with our teaching animals unsupervised, as they have proven that they can ensure personal and animal safety.

To help the Owlets practice their animal skills, the Lemurs are participating in Peer Assisted Learning (PAL) sessions and the Tazzies held the MOSCE (mock OSCE). The MOSCE was run on November 3 and 4 with questions written by students to emulate an OSCE situation, using our animal simulators. These MOSCE practice sessions have been running for the last few years with great reviews from the Firsties. The PAL sessions use live animals and cover a variety of skills that the first-years will have learned. They work on the concept of "see one, do one, teach one," to allow the third-years to teach the tips and tricks they have learned while providing extra practice to the Firsties.

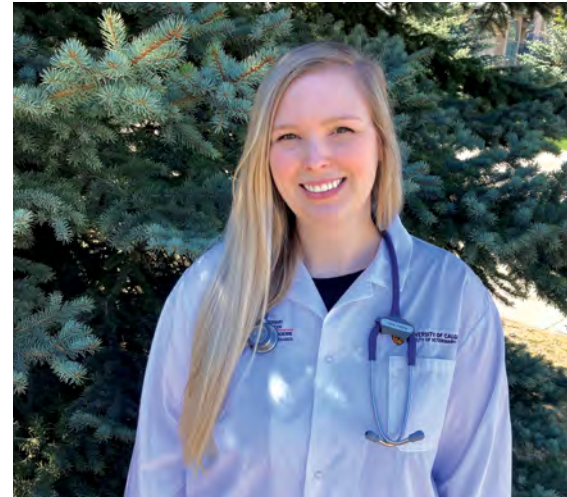
Representatives from both the Tazzies and the Owlets emphasized how happy they are that COVID restrictions are allowing small events and in-person classes. As many readers are aware, this program is very taxing, so being able to create connections with our classmates and maintain those outside of class, allows us to build a support system that is critical to our success as DVM students.

In other wellness news, the WIDE task force sent the final version of their recommendations document to the Dean and Leadership Council on November 9 and are now waiting to hear back. To maintain

steam and contribute to further progress, the taskforce will be turned into a permanent committee within the Faculty of Veterinary Medicine. This will be a major move forward within our faculty for the support of EDI initiatives. In January, the WIDE student group is also hosting a discussion panel on EDI in the workforce and its future directions. The discussion panel is open to all veterinary professionals around the province. The ABVMA will release more information as it becomes available.

The University of Calgary hosted the Canadian Emerging Veterinary Scholars Summit (CEVSS) from November 4 to 6. This summit, which was generously sponsored by Merck Animal Health, brought together DVM and graduate students from all five Canadian veterinary schools to present their research in a virtual forum. UCVm was represented by Jaimie Warren and me, in the DVM student pool, while Kayla Strong and Stefan Gavriluc were nominated for the graduate student presentations. The summit was cancelled last year due to COVID, along with many other opportunities to gain experience presenting and attending conferences, so my colleagues and I were very grateful for the opportunity to participate this year. Thanks very much to the planning committee and Merck for making this summit possible!

Multiple planning committees led by our DVM students are hard at work, with SCVMA, Tradefair and Vetball organization all in full force. SCVMA will be hosted in a hybrid in-person and online fashion January 20-22. Vetball is currently scheduled for February 12. The planning committee is hopeful that an in-person event will be possible and are working with the Students Union to ensure COVID guidelines are maintained and everyone can stay safe. Tradefair is planned for March 11 and also planned as an in-person event at the UCVm Clinical Skills Building. Keep up the great work, UCVm!

**Brittany Munro****UCVM Class of 2023****ABVMA Student Representative
2021/2022**



Karen Melnyk, RVT
ABVTA President



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

ABVTA President's Report

HAPPY 2022, EVERYONE! I DO NOT think I am alone in saying I am glad that 2021 is behind all of us. Hopefully you were all able to take some time off during the holiday season to celebrate with your loved ones. 2021 continued to prove to be a challenging year for everyone working in veterinary medicine. We had to continue to learn how to adapt in how we dealt with the continued provincial restrictions, increased workloads and some upset clients. Through all this craziness, this profession continues to amaze me in its resilience and ability to adapt.

The Board of Directors welcomed a new executive this year. Vice President Darryl Haugen, Treasurer Angela Denbow and Secretary Shea MacCallum join me and Past President, Penny Steffen. I cannot wait to work with these dedicated RVTs. If you are interested in joining the Board, please feel free to reach out. We will gladly answer any questions you may have.

The ABVTA Board of Directors continues to work behind the scenes to move the association forward. We have begun to update our strategic plan, provide you with continuing education opportunities throughout the year, and more. The ABVTA and the ABVMA have been working collaboratively to bring the first CE opportunity of the year. Starting Jan. 13, 2022, we will be hosting the Mind the Gap Series. This series concentrates on psychological health and safety in the workplace, is open to all members of your veterinary team and is free of charge. Registration closes on Jan. 10, 2022. Continue to watch the ABVTA website for more information on new and upcoming CE events!

The ABVTA and the ABVMA are also working collaboratively on projects such as the Veterinary Professional Workforce Project and the Emergency Response Plan. Both projects are gaining momentum and we are excited to be working with government ministries on actions to address some of the challenges presented in the Workforce Project.

We look forward to joining the ABVMA leadership group Feb. 25-27, 2022, during the annual ABVMA Leadership Weekend. On Feb. 26, 2022, the ABVMA and ABVTA will once again be cohosting the annual Member's Recognition Banquet. The ABVTA will be presenting long-term service awards as well as the Meritorious Award, the Appreciation Award, the Lucille Landals Emerging Leader Award and new this year, the ABVTA Technologist of the Year Award. Congratulations to all the award winners!

Feb. 27, 2022, is the ABVMA Annual General Meeting. As RVTs, you are all members of the ABVMA and I encourage you to attend the meeting. You have a voice and your voice does matter.

Hopefully, 2022 will be the year that we can finally move forward from COVID. Although I do not think that things will ever go back to what they were before COVID, I do hope that we can get some sort of normalcy back and can go back to having our clinic doors unlocked, stop wearing masks and be able to attend events in person.

All of you continue to do amazing work every day, and I am proud to lead this association. Thank you for everything you are doing to help the pets of the community in whichever way you do. Stay safe everyone!





THE STUDENTS' ASSOCIATION AT GRANDE PRAIRIE

Regional College annually presents the Award for Excellence in Teaching to an instructor "who has demonstrated exceptional ability in conveying knowledge by presenting material in a fun and interesting manner." Dr. Susan Klassen, a long-time veterinarian instructor in our program, received the award for 2020-2021! Dr. Klassen has, at one time or another, taught almost all of the classes that we offer since starting here in 1997. Congratulations Dr. Klassen!

Even though it was a few months ago, we wanted to highlight that in honour of the National Day for Truth and Reconciliation, our AHT students participated in an Indigenous "Letting Go" ceremony on Sept. 30, 2021. They got the opportunity to hear first-hand the stories from residential school survivors and remember those who did not make it home.

In October, staff and students celebrated Animal Health Week and RVT month in a variety of ways. Students celebrated with donated cookies and a cinnamon bun breakfast plus a barbeque lunch provided by the Students' Association. We also highlighted a RVT alumni each day on our Facebook page.



First-year students

On behalf of the GPRC community, our thoughts and condolences go out to family and friends of Dr. Jim Henderson who passed away on Sept. 16, 2021. Dr. Henderson was an important figure both in our Fairview community and in campus history. He was instrumental in building and securing accreditation for our Animal Health Technology program and has a lecture theatre named in his honour. He will be dearly missed.

News at NAIT



OUR STUDENTS IN THE

Structured Part-Time Pathway have finished up their courses, which marked the end of them being considered first-year students and will be starting the new year officially as second-years! They are all looking

forward to this change and beginning their second-year courses.

Last term we were very lucky to have been able to work with amazing partners such as the Whitemud Equine Learning Centre and the University of Alberta's Dairy Research Facility for

the students to gain some essential large animal handling skills. They were also able to get into our on-campus clinic to apply their knowledge in their anesthesia labs as well as their clinics labs working with patients. Second year here we come!



LAKELAND COLLEGE LAUNCHED TWO NEW COURSES THIS past fall: Bovine Ultrasound Pregnancy Detection and an online AHT program.

Eight RVTs completed the online Bovine Ultrasound Pregnancy Detection course, taught by Dr. Andrew Bronson. Also, an in-person, hands-on lab took place Oct. 30-31, 2021. The course was a great opportunity for RVTs practicing under a licensed veterinarian to expand their scope of practice and contribute more in a large-animal practice setting. Many thanks to our first "class" of RVTs;

to Dr. Andrew Bronson; to our CE coordinator, Adelle Gervin; to Dr. Christy Barlund, from GPRC for coming down to help out; and to our staff at Lakeland College.

The online AHT program started on Oct. 18, 2021, and is now well underway. We have registered 24 students, and they are led by three instructors: Dr. Robyn Rodgers, Dr. Brenda Hymanyk and Matt Nordlund. The students were on campus Dec. 14-20, 2021, for hands-on labs and it was great to meet them! We had a productive year with Student Led Clinic initiatives, in-class courses and labs.

Prepare.
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Evaluate.
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To accommodate local and global health requirements, we are pleased to announce that our 2022 Conference will be in hybrid format offering virtual and in-person opportunities!

For more information, please visit www.afaclcc.ca



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ABVMA COMMUNICATION 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.

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control

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

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

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

CE certificate available after video watched and quiz completed. Watch the video here:

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

Additional readings:

<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 2022 - 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

JANUARY 2022

January 13 to March 3, 2022

Mind the Gap – 8 Hours ABVMA Credits

Speaker: Coral Doherty RVT Certified Psychological Health & Safety Advisor and Quality Process Manager. Eight week series, 7:00 pm to 8:00 pm nightly.

- Week 1: Psychological Health and Safety Management (PHSMS) Introduction
- Week 2: PHSMS Resources and Toolkit
- Week 3: Current State and Future Possibilities
- Week 4: Leadership Commitment and Workplace Assessment
- Week 5: Business Alignment to PHSMS
- Week 6: Change Management and Managing Change
- Week 7: The Psychosocial Lens
- Week 8: Bridging the Gap Together

Available to: Alberta veterinarians, RVTs, students and practice staff only at no cost.

For more information, and/or to register, visit the Events Calendar on the ABVMA website.

FEBRUARY 2022

February 27, 2022 – Canine Reactivity – 4 ABVMA Credits

Speaker: Tracy Keith, CBCC-KA, CPDT-KSA
Is your dog reactive to other dogs, people, skateboards or other stimuli when on a leash? Join Tracy Keith, CBCC-KA, CPDT-KSA, Fear Free Certified Professional, Department Head of Behaviour and co-founder of the Cochrane & Area Humane Society, for an afternoon of learning why dogs are reactive on leash and what you can do about it! In this seminar we will look at why dogs are reactive and how we can change our dog's reactive behaviour to focusing on the

Continuing Education Opportunities

handler and keeping calm at the sight of other dogs, people and more! This in person session runs from 12:00pm until 4:00pm at the Cochrane & Area Humane Society. For more information, and/or to register, visit: cochranehumane.ca/programs/animal-training/canine-reactivity. Sponsored by Global Pet Foods.

MARCH 2022

March 8 through to March 11, 2022 – Western Canadian Dairy Seminar – 16 ABVMA Credits

The Western Canadian Dairy Seminar will be celebrating 40 continuous years of providing novel ideas, information, and solutions relevant to current and emerging challenges of the Canadian dairy industry. Topics covered in this year's seminar include: adopting new nutrition technologies, preventing diseases in the future, emerging trends and more. The seminar also features a student research competition, virtual farm tours, a producer panel and trade show. Location: Cambridge Hotel, Red Deer AB.

For more information and/or to register, visit: www.wcds.ca/registration.

2022 AFAC Livestock Care Conference March 15-17, 2022

Olds, AB
Visit: www.afacbcc.ca

JULY 2022

CVMA Convention, Halifax, NS July 21-24, 2022

Save the Date! The Canadian Veterinary Medical Association (CVMA) is excited to "reconnect" next July in beautiful Halifax, Nova Scotia for the 2022 CVMA Convention.

We are pleased to offer a hybrid model with over 100 CE hours for in-person and over 40 CE hours virtually. A complete breakdown of the registration structure can be found here: pheedloop.com/cvma22/site/home

OCTOBER 2022

October 15-18, 2022 – CanWest Veterinary Conference

The CanWest Veterinary Conference is renowned as the most engaging and informative veterinary event in western Canada, with high-calibre, world-class speakers. The conference offers an extensive educational program with five learning tracks – companion animal, equine, food animal, veterinary team and veterinary technologist – designed for the entire animal health care team. Hosted by the Alberta Veterinary Medical Association, CanWest takes place in beautiful Banff, Alberta, surrounded by the stunning Rocky Mountains. Come early or stay on afterwards and make it a vacation. More details available in 2022 at www.canwestconference.ca.



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.

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

VETERINARIAN REQUIRED

OUR TEAM IS COMMITTED TO MEDICAL AND

surgical excellence and we are growing! Nurture your passion for small animal medicine at Piper Creek Veterinary Clinic in sunny Red Deer, AB. Our hours respect the need for life outside of work: no late shifts, no on calls, no Sundays! Our clinic has a full range of diagnostic equipment, tools and experienced support staff to provide a stimulating place to practice medicine. We are committed to supporting our doctors in every way, starting with a \$15,000 signing/retention bonus, a great compensation and benefits package, flexibility in scheduling and vacation time; support for continuing education and truly open and friendly work environment. A short drive to 2 major cities, Red Deer offers a unique lifestyle. Visit us today to learn more! Email: ivan.larcombe@nva.com Web: www.pipercreekvet.com.

NOT YOUR AVERAGE VETERINARY CLINIC! WE ARE

looking for a great veterinarian to join our passionate and caring team. Since opening its doors in 1997, Park Veterinary Centre has expanded and grown, both physically and medically. We treat small animals and exotics (optional focus for new team members). You'll love the attention to work/life balance and the team environment, but the real satisfaction will come from professional excellence, continuing education, medical freedom, diverse and complex cases, the support of a skilled team and availability of a complete range of equipment and tools. Bells. Whistles. Great compensation. Full support for relocation. Signing bonus. Benefits. Continuing education. If there's something we're missing, we'll get that too! Email: ivan.larcombe@nva.com Web: www.parkveterinarycentre.com.

VCA CANADA HARVEST HILLS ANIMAL HOSPITAL

is currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-54574).

VCA CANADA CALGARY TRAIL ANIMAL HOSPITAL

is currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-37924).

VCA CANADA CALGARY NORTH ANIMAL

Hospital is currently welcoming veterinarians to join our team. We offer an excellent compensation package, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy/work life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com Web: vcacanada.com/calgarynorth.

VCA CANADA MAYFIELD ANIMAL HOSPITAL IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-47393 & 48420).

VCA CANADA GREEN ACRES ANIMAL HOSPITAL IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus & relocation assistance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-50846).

VCA CANADA HORIZON VETERINARY GROUP IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-51340).

VCA CANADA TRI LAKE ANIMAL HOSPITAL &

Referral Centre is currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-52235).

VCA CANADA DISTRICT ANIMAL HOSPITAL &

Urgent Care is currently welcoming a Veterinarian to join our team in our brand new hospital. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-54396).

VCA CANADA MACEWAN ANIMAL HOSPITAL IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-51440).

VCA CANADA MILLS HAVEN ANIMAL HOSPITAL IS

currently welcoming a Veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-50146).

VCA CANADA 17TH AVENUE ANIMAL HOSPITAL IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-50190).

VCA CANADA LANDING ANIMAL HOSPITAL IS

currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, benefits that support wellness, flexible

scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com or apply directly at careers.vcacanada.com (Requisition R-50185).

SIGNING BONUS! INDEPENDENTLY OWNED, WELL

established veterinary clinic seeking FT/PT veterinarian in south Calgary to complement our growing team. Competitive salary and benefits. Bonus structure in place. Position is available on or before January 4, 2022. Please send cover letter and resume to: midlakevet@shaw.ca Web: www.midlakevet.com.

VCA CANADA TRI LAKE ANIMAL HOSPITAL &

Referral Centre is currently welcoming emergency veterinarians and a veterinary specialist - Internal Medicine to join our team. We offer an excellent compensation package, a generous signing bonus, benefits that support wellness, flexible scheduling for a healthy work/life balance, and lots of additional benefits. For more information regarding this opportunity, please email: careers.canada@vca.com Web: vcacanada.com/trilake.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented and passionate veterinarians to join our hardworking and growing ER team. To compliment the ER team, we have specialists (or residency-trained veterinarians) in ER & critical care, surgery, internal medicine, radiology, neurology, ophthalmology, cardiology and dentistry/oral surgery. If you are looking at furthering your skills and career, this is the position for you. We offer generous salaries, personal pet discounts, paid dues, CE/uniform allowances and benefits to 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. We encourage new grads and all candidates with and without emergency experience to apply. Mentorship will be available to interested candidates. Shadow shifts are encouraged to gain an understanding of how exciting your career at Pulse can be. Please send your cover letter/resume to resume@pulseveterinary.ca today! Website: pulseveterinary.ca.

ATTN ESTEEMED VETERINARIANS! ARE YOU TIRED

of dealing with high-maintenance pet owners? Are you looking for a unique, challenging & extremely rewarding vocation? Located in the beautiful city of Red Deer, we invite you to join our compassionate team at the Central Alberta Humane Society! We are looking for an experienced FT vet to manage our in-house clinic for our shelter animals. With a team of 2 FT RVTs, we have an x-ray and surgical area, offer flexible hours, health benefits, VIN membership & continuing education allowance. Contact Melissa Lyall for more information at: melissa_lyall@hotmail.com Web: www.cahumane.com.

VCA CANADA COUNTRY HILLS ANIMAL HOSPITAL

is currently welcoming a veterinarian to join our team. We offer an excellent compensation package, a generous signing bonus, benefits that support wellness, flexible scheduling for a healthy work/life balance and lots of additional benefits. For more information regarding this opportunity, please email careers.canada@vca.com Web: vcacanada.com/countryhills

LIVESTOCK VETERINARY SERVICES IS SEEKING A

bovine veterinarian to join our progressive practice in the Picture Butte, AB. We are a privately-owned, 5-vet practice that takes pride in delivering high quality knowledge and service to Alberta's progressive farmers and ranchers. We are a primarily dairy practice (85%) with the remainder being cow-calf work on some of

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southern Alberta's most picturesque ranches. Our service model is preventative, and consultation based, with a minimal amount of emergency calls. On-call rotation would be 1 in 5 weekends and 1 night per week. Our practice is located close to the Rocky Mountains with world class skiing, hiking, camping and mountain biking just a short drive away. Check out our website: www.livestockvet.ca or visit our Facebook page to see a full list of our services and read more about our vets, amazing support staff and growing portfolio of specialty services. If you are looking for an incredible opportunity to practice high quality dairy medicine in a supportive work environment, please forward emails and resumes to: admin@livestockvet.ca.

WE ARE LOOKING FOR A VETERINARIAN TO JOIN our progressive, 4 doctor, mixed animal practice in Peace River on a full-time, permanent basis. The position: we are looking for an experienced, mixed animal practitioner to provide great patient care and client service, with access to the latest diagnostic equipment, mentoring within the practice and access to an experienced world class partner group. What do we offer? We are leading the way with TeleTriage using a team of experienced RVTs. That's right, your after hours calls are triaged by RVTs so that if you get a call, it's because emergency veterinary care is urgently needed. Signing incentives, competitive salary, benefits, fair call rotations, continuing education and professional dues benefits are all part of the package that will be provided. What and who is Mosaic Veterinary Partners? Mosaic Veterinary Partners (MVP) at its core, elevates rural mixed animal practices through investment, management and practice support. Our philosophy and values are rooted in our belief that the only path to great medicine is to invest in great people. Email: cheri.johnston@mosaicvet.com. Web: peacerivervet.com.

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 and a board-certified surgeon. We have full time support staff as well as many part-time staff, students, externs and volunteers. 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. Contact Shannon Matthews at: 780-922-3647; fax: 780- 922-4737; email: management@delaneyvetservices.com. Web: delaneyvetservices.com.

AIRDRIE ANIMAL CLINIC IS LOOKING TO ADD A full-time DVM to our privately owned and operated clinic located near the beautiful foothills of the Canadian Rockies! For the right candidate, we are offering a very generous remuneration package, which includes a signing bonus, a retention bonus, a very competitive salary based on experience, \$2,000 CE allowance and 5 paid CE days per year, as well as paid provincial membership dues. We offer 3 weeks' paid vacation and a generous benefits program as well as a discretionary health and wellness spending account to help you stay happy and healthy! In today's climate we know that a work life balance is important, and we are offering an employment package to help you do just that. We have a great staff ratio of 4 support staff to 1 DVM and offer a flexible schedule with the possibility of 4 x 10s, so you

can maximize family time or explore the great outdoors! We do not offer after hours or on call services and have a very good relationship with the local area hospitals. Are you ready to improve your lifestyle and develop your career further? We are excited to start that conversation with you today! Email: nicole@dandvetclinics.ca. Web: www.airdrieanimalclinic.ca.

LOOKING FOR A PLACE TO PRACTICE HIGH quality veterinary medicine in a team focused, fun and relaxed environment? Highlands Pet Hospital is looking for a FT DVM to join our team. We are looking for someone who is passionate and enthusiastic about veterinary medicine, enjoys collaborating with a team, and is compassionate and driven to provide high quality care. Highlands Pet Hospital is a family-owned, companion animal clinic located in Lethbridge, AB. We are a fun and supportive team that enjoys laughing together throughout the day, even on the hard days. We treat each other and our clients like family and treat our patients as if they were our own. We believe in providing high quality veterinary care, with an emphasis on preventative medicine and education. We are open Monday to Friday. After hours emergencies are referred to a 24-hour facility. We offer a generous salary and benefits. We place an extremely high value on family and work/life balance. For more information, visit www.highlandspethospital.ca/careers.

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

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/ Site/AMCN/Posting/View/4809.

WE ARE SEEKING BOARD CERTIFIED VETERINARY Specialists to add to our growing network of vet clinics & hospitals across Canada. We have several specialty clinics, in our network of over 250 clinics, where we offer our clients preventative care & medicine, routine, specialized, ER surgery & diagnostics. This is a wonderful opportunity to grow or develop your specialty service with a group that is willing to invest in the success of you & your department. Our clinics are, & will always be, committed to providing high-quality veterinary

services in a way that stresses humility, compassion & quality-of-life for pets and their owners. The successful candidate will benefit from a cross care model where all clinicians, including specialists, have knowledge of cases to ensure the highest quality of medicine, daily rounds, a positive work environment with supportive leadership & a strong team of dedicated & knowledgeable support staff. 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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/ Site/FISHCREEK/Posting/View/4795.

THE UNIVERSITY OF ALBERTA IS SEEKING A veterinarian for the position of Director, Science Animal Support Services. This represents a great opportunity to join a dynamic team in an environment that values work/life balance. You will contribute to the advancement of research by supporting professors, staff and students. The director is the veterinarian responsible for the animal care and welfare program for Faculty of Science animal facilities and exercises a supervisory role for animal facility staff, and an advisory role to researchers and students, ensuring compliance with all applicable standards. Website: www.careers.ualberta.ca. Email: craig.wilkinson@ualberta.ca.

ARE YOU A NEW GRADUATE OR STILL EARLY IN career and looking for strong mentorship and flexible schedule? Is a work/life balance important to you? Do you have an area you're passionate about? Is there a skill you want to strengthen or a certification you have been tempted by? Join Edmonton West Animal Hospital where a board-certified specialist and a team of 12 veterinarians are eager to help you to achieve your goals and develop you into the best Veterinarian you can be. Our hospital is AAHA and AAFP accredited and works to provide the best quality of care for your patients. With our completely flexible schedule we want to work with you to see what works best. We currently have cloud based EMR, digital radiography including dental x-rays, ultrasound, electrocautery, therapeutic laser, full in-house laboratory, well-appointed surgical suite, tonometry, orthopedic surgery equipment and much more. We offer above average wages without the pressures of productivity, paid vacation, CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership, pet discounts and more. If you're interested in learning more or applying for this position, please email resume: drgosal@vetinedmonton.com.

THE GREENVIEW VETERINARY CLINIC IS A MIXED animal practice located in Valleyview. Our spacious clinic has extensive large and small animal areas. Small animal dental scaler/polisher, Powerfloat, portable CR x-ray and Vetscan CBC/chemistry analyzers all fully integrated with practice software and computers in all exam rooms are only a part of the arsenal of tools you'd have at your fingertips, and we've a strong interest in investing in more. We have a dedicated team of support staff with experienced RVTs to assist you. Valleyview has all the amenities of both rural and urban life including a brand-new sports multiplex, and even a Tim Hortons a few blocks from our clinic! Numerous schools, a hospital, and medical/dental facility, the county seat and diverse economy round out the other services and employment opportunities for families. We have a lot to offer the right candidate and will accept both experienced and newly graduated applicants, offering both above average salaries and full benefits. Call or email us and check out our Facebook page to see pics and more info about us. Email: vvvetclinic@gmail.com.

FEAR FREE PRACTICE SEEKS DVM LOOKING FOR quality medicine, team environment, excellent mentorship and work/life balance. Located in beautiful mountainous surroundings with every outdoor activity

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available at your doorstep. Life-changing career starts here. Interesting variety of cases, advanced medicine and surgery. Contact: Andrew Skaen, Director of Administration at: admin@steeplesvetclinic.com. Visit Steeples Veterinary Clinic in Cranbrook, BC, online at: www.steeplesvetclinic.com.

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.

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: vcacanada.com/district.

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.

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 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: 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.

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.

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.

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 UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a board-certified small animal surgeon as well as general practitioner veterinarians with advanced training in 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.

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 UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a board-certified small animal surgeon as well as general practitioner veterinarians with advanced training in 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.

WORK/LIFE BALANCE AT AN EMERGENCY CLINIC?

It's what Family Pet Hospital works hard to provide our doctors. With a large staff and careful planning, our DVMs are able to balance a manageable schedule of shift rotation and on-call duties while enjoying the diversity and complexity of cases that a well-equipped, busy emergency hospital provides. Our remuneration is comprehensive and competitive, reflecting the work that you do and providing health and dental coverage, professional dues, memberships and continuing education, flexible vacation, etc. We offer relocation assistance and a sign-on bonus for those joining the team here in beautiful Lethbridge, AB. We are passionate about the well-being of our team and foster a culture of collaboration and support. Does this sound like a team where you can thrive? We'd love to talk to you! Email: virginia.williams@nva.com. Web: www.familypet.ca.

RANGE ROAD VET IN BEAUMONT 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: rangeroadvet.com.

P/T OR F/T VETERINARIAN POSITION AVAILABLE IN

our small, family-owned clinic. We offer friendly teamwork, flexible hours and a very attentive approach to any requests and needs. You will be working independently with a group of experienced and dedicated technologists and assistants. We are proud of "Community Choice Award Best Veterinary Clinic 2019" as it reflects our commitment to great service and communication with customers. We offer competitive compensation, uniforms, paid CE, veterinary dues, health and dental benefits with HSA, generous pet policy and more. If you are looking for a balance between your work and personal life, we may be your perfect solution. Email: meadowbrookanimalclinic@gmail.com. Web: www.meadowbrookvet.ca.

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OKOTOKS VETERINARY CLINIC (OKVC.CA) REQUIRES another F/T or P/T DVM to join our modern fully equipped small animal day clinic south of Calgary. A generous salary and package will be offered based on experience. Eligibility to practice in Canada is essential. Please email resume to: info@okvc.ca.

UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME veterinarian. 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 (under new ownership). Feel part of a team by collaborating with an experienced, but progressive vet and ample support staff. The right candidate will have the option to buy in and all the benefits that brings. We are open to part time or full-time hours and have flexibility with the schedule. We offer above average compensation (open to production-based pay which could easily gross well over \$150K/year with current numbers), generous CE allowance, no on call, respect and compassion for all of the staff, clients and pets. Please email resume to: midislevethosp@gmail.com.

MILL CREEK ANIMAL HOSPITAL, SERVING MILL Creek since 1998, is centrally located in the desirable Old Strathcona neighbourhood of Edmonton. 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! Email us at: careers@vetstrategy.com or apply at: can61.dayforchcm.com/CandidatePortal/en-US/vetstrategy/Site/MILLCREEK/Posting/View/4786.

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! Email us at: careers@vetstrategy.com or apply at: can61.dayforchcm.com/CandidatePortal/en-US/vetstrategy/Site/DELTONVET/Posting/View/4709.

GULL LAKE VETERINARY SERVICES, A LARGE animal practice located in central Alberta, is seeking a full-time veterinarian. We are a 4-veterinarian practice within close proximity to Red Deer, Lacombe, Ponoka and Sylvan Lake. Our workload consists of 70% dairy, 25% cow/calf and 5% small ruminant and equine. We are a growing, progressive practice providing both individual animal and herd-based medicine with an emphasis on consultative and preventative medicine. The clinic is equipped with an in-house milk lab, numerous ultrasounds and a bovine handling facility. We offer competitive wages, health benefits, CE allowance, professional dues, a fully equipped ambulatory vehicle and shared on-call duties with after hours fees going to the veterinarian on call. Please submit resume or for more information please contact us. Contact: Dr. Laverne Seib or Dr. Dennis Klugkist, Gull Lake

Veterinary Services Ltd., RR#3 Site 3 Box 12, Lacombe, AB T4L 2N3. Phone 403-782-0354, fax: 403-782-0355 or email: clinic@gulllakevet.com. Web: www.gulllakevet.com.

GREAT OPPORTUNITY IN MEDICINE HAT! BLUE SKY Veterinary Services is searching for a DVM who is interested in equine practice. We will also accept applications from veterinarians with a passion for small animal medicine. Blue Sky has a well established and growing equine reproduction practice and a rapidly growing small animal component. We know how important down time is and utilize Animal Health Link for our emergency triage. Our staff is close knit and very much like a work family. Successful candidate will be a good fit for the family as well as for the practice. Medicine Hat offers a unique blend of small-town peace, affordability and quick access to the beautiful Cypress Hills. If you're looking to escape the hustle and bustle of the city, this could be the perfect location for you! If you don't like winter, this is the sunniest city in Canada and our winter weather is very tolerable. Let's talk! Email: admin@blueskyveterinaryservices.com. Web: www.blueskyveterinaryservices.com.

BELLEVUE VETERINARY HOSPITAL, PARKSVILLE, BC. Live and work in the beautiful Oceanside community. We are a progressive small animal practice seeking a veterinarian to join our team of professionals. This position is a 3-5 days/week 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 and 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. Email: manager.bellevuevet@gmail.com.

LOCATED IN SUNNY LETHBRIDGE, AB, 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: northsidevet.ca.

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 for more information at www.stettlervetclinic.com or contact Dr. Barb Munholland to begin your journey towards a thriving life in veterinary medicine by email: stetvet@stetvet.com or phone: 403-742-3338.

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. Our clinic is a modern, progressive mixed animal practice with a new beautiful small animal facility and a drive through large animal building. We have a very competent and enthusiastic team awaiting your arrival with 8 veterinarians, 9 RVTs and 18 other support

staff. The practice is 60% small animal, 40% large animal with a good mix of equine and cow calf. We focus on high quality medicine with a positive clinic culture, mentorship and making sure our team has good work/life balance. 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.

MEDICAL DIRECTOR OPPORTUNITY IN OLDS, AB! 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-time 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.

MAGNOLIA VETERINARY SERVICES IS SEEKING A FT or PT small or mixed animal veterinarian. We have a new and well equipped 5,600 sq ft facility in the heart of the Lakeland in Bonnyville, AB. We offer competitive compensation, including medical/dental benefits with short- and long-term disability coverage as well as matched RRSP contributions and more. We can provide mentorship as well as a flexible schedule. New grads welcome and encouraged to apply. Email: drackert@magnoliaveterinaryservices.com. Web: magnoliaveterinaryservices.com.

WE ARE LOOKING FOR A VET WHO LOVES THE variety of mixed animal medicine to join our 5-vet team in beautiful High River. Our break down consists of 30% cow-calf and small ruminant, 10% Equine and 60% small animal, with no exotics. Our clinic has recently been expanded and renovated, to accommodate our growing practice. We offer 3 weeks paid vacation to start, along with paid personal time, CE allowance and paid time off for CE, clothing allowance, professional dues paid, health and dental benefits. Large animal after-hours call is shared equally among vets, with no small animal after-hours. There is potential for growth in equine, and we are willing to help foster any special interests with our vets. We are a collaborative practice and mentorship is always available. We have in house lab, portable small animal ultrasound, 3-bovine ultrasounds, digital equine, small animal and dental x-ray and surgical CO2 laser. We are looking forward to welcoming someone new to our team! Email: dr.gavel@telus.net.

AMAZING OPPORTUNITY IN OLDS, AB! P3 VET Partners is searching for a passionate small animal DVM to join Countryside Veterinary Hospital 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 an experienced roster of RVTs and believe in living best practices. We 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! Web: www.chinookcountryvetclinic.com.

ARE YOU LOOKING TO MAKE AN IMPACT IN THE Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care and are excited to add our next DVM team member. Our commitment to work-life balance is complimented by no on call, and

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our Total Comp package includes a competitive salary commensurate with experience, medical, dental, vision and professional services coverage (massage therapy, physiotherapy, chiropractor, acupuncturist & more), Paid licensing dues, paid vacation & sick days, CE, eligibility for a performance bonus, an attractive signing bonus & a relocation allowance is available. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more. Web: www.chinookpetcliniclethbridge.ca.

MEDICAL DIRECTOR OPPORTUNITY! ARE YOU AN experienced veterinarian with a disposition towards leadership? Are you searching for an opportunity to lead an AAHA accredited clinic and move your career forward? Search no further! Grande Prairie Animal Hospital is looking for a DVM who enjoys practicing gold standard medicine. For the right individual, we would absolutely consider buy-in too. This is the perfect opportunity to relocate to an affordable, vibrant, and growing city of over 63,000, get ahead financially, and simultaneously enjoy quick access to world-renowned hiking, fishing, kayaking and off-terrain activities. Grande Prairie, a thoroughly urban experience, surrounded by beautiful wilderness. Affordability, adventure, all the amenities you'll ever need, and the career opportunity of a lifetime! Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more about our culture and comprehensive Total Compensation package. An attractive sign-on bonus and relocation allowance is also available. Web: grandeprairieanimalhosp.com.

ARE YOU A SMALL ANIMAL VETERINARIAN LOOKING for a slower, quieter life in a rural setting where you can practice high quality medicine? Stettler Veterinary Clinic has a great opportunity for you! We are located in central Alberta and work closely with 24-hour hospitals and referral centers nearby. Those with special interests, such as orthopedics, dentistry or ultrasound, are welcomed! Please contact Dr. Barb Munholland for more information or to apply. Email: stetvet@stetvet.com or barb@stetvet.com; phone: 403-742-3338; website: www.stettlervetclinic.com.

CAPILANO ANIMAL CLINIC LOCATED IN EDMONTON is seeking a F/T or P/T licensed veterinarian to join our caring, dedicated and enthusiastic team. We are a well established, privately owned, progressive small animal practice that is equipped with a surgical suite, 3 exam rooms, full IDEXX in house lab, digital x-ray and dental x-ray. We offer a competitive salary commensurate with experience and benefits which include health/dental, paid CE, paid dues and staff discounts. If you think you may be a good fit, please forward your resume to: tina@ottewellanimalclinic.com. Web: www.capilanoanimalclinic.com.

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

FOOTHILLS ANIMAL HOSPITAL IN OKOTOKS, AB, IS looking to grow our team by adding a F/T, P/T or casual veterinarian. Located just 20 minutes south of Calgary, our busy small animal practice boasts ultrasound, digital x-ray, dental x-ray and in house lab analyzers. We have an 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. No on call or afterhours 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.

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

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSVETS/Posting/View/4817.

WE ARE SEEKING A BOARD CERTIFIED INTERNAL medicine specialist to add to our team at Fish Creek 24 Hour Pet 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 Fish Creek, we offer our clients quality care, routine, specialized and emergency surgery, state of the art diagnostics and in-hospital treatment. We are a fully equipped purpose built 14-doctor hospital. Our team includes board-certified specialists, experienced clinicians and over 100 support staff. 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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/4766.

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/4644.

WE HAVE A FANTASTIC OPPORTUNITY AT ACADIA

Drive Animal Hospital for a dynamic DVM! We are a busy, 3-doctor, small animal hospital with an amazing RVT and support team that has been serving this community for over 30 years! We are looking for a full-time associate veterinarian to join the team. Our ideal candidate will be an organized, energetic team player with great communication skills, compassion for our patients and the ability to have fun while doing what they love. Our clientele is loyal and expects only the best standard of veterinary care. New grads are welcome as great mentorship opportunities are available! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Apply: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/ACADIADRIVE/Posting/View/4772.

SILVERADO VETERINARY HOSPITAL IS LOOKING FOR

a FT/PT veterinarian. We are a privately owned vet clinic in south Calgary. Applicants must have strong communication skills and work well in a small family style team. No on-calls, no Sundays, and flexibility in vacation time. Please send resumes to: managersilverado@gmail.com.

STRATHMORE VETERINARY CLINIC HAS AN

amazing opportunity for a full-time associate veterinarian. Located just 30-minutes outside of Calgary in the beautiful town of Strathmore, our clinic has been serving the community for over 40 years! With 5,000 sq feet of space, there is plenty of room for our clients' and patients' comfort, our dental and surgical suites, 3 appointment rooms, digital x-rays and ultrasound, and in-house IDEXX equipment. 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! New grads are encouraged to apply as we have great mentors looking to share their knowledge and passion! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Apply: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/STRATHMORE/Posting/View/4803.

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/4783.

SIGNING BONUS! MCKNIGHT VETERINARY

Hospital is seeking an emergency veterinarian to join our team of veterinarians. We are looking for a compassionate,

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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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/4641.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced Associate Vet 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 and are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! We are a fully equipped, purpose built 14-doctor hospital. 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 hrs 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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/4778.

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/4775.

UNIQUELY GENEROUS COMPENSATION + RELOCATION

and signing bonus for an opportunity in Medicine Hat, AB! Crossroads Animal Hospital is an established small animal practice that has been serving the community since 2010 and we are looking for an associate veterinarian to join our team on a FT/PT basis. We offer a broad range of services including orthopedic, ophthalmic, and dental surgery, as well as ultrasound and emergency care. We are also equipped with an in-house lab for specialized tests and bloodwork. Medicine Hat is known for its mild winters, lots of sunshine, biking, hiking and leisure trails. Centrally located in Medicine Hat, Crossroads Animal Hospital is a short commute from anywhere in the city. 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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/CROSSROADS/Posting/View/4806.

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: can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LANGDON/Posting/View/4712.

STUDENT DEBT RELIEF AVAILABLE. ELLERSLIE PET

Hospital in south Edmonton requires a FT veterinarian. New grads are welcome. We are a well established, well equipped, well managed and well diversified practice. We offer competitive salary, group benefits, CE allowance and many more perks. We are a client-centered practice so good interpersonal skills are a must. An interest in surgery or upgrading surgery skills would be an asset as there are always opportunities to grow the practice. If you feel you may be a fit, please forward your resume to: doug@ellersliepet.ca.

THE PONOKA VETERINARY CLINIC HAS AN OPENING

for one full-time veterinarian. We have all the bells and whistles that all mixed animal practices have. We are looking for a veterinarian that is willing to work hard and be well compensated. Our clinic has great clientele that appreciates high quality veterinary services. Please email: brenda@ponokaveterinaryclinic.ca or call 403-783-4348. Web: www.ponokavet.ca.

SIFTON PARK VETERINARY CLINIC IN EDMONTON,

AB, is a busy, privately owned small animal practice, seeking a full or part-time veterinarian. Workdays and hours are flexible to suit your personal life. No weekends. We have a great team of people working, who are passionate and competent in what they do. We offer competitive salary commensurate with experience, and benefits including paid dues, CE, health/dental insurance, uniform allowance, staff discounts. Partnership opportunities. Please email Eva at: spxa101@gmail.com. Web: www.siftonparkvet.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.

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: www.youtube.com/watch?v=CaPRxYKUBBQ

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.net or to Dr. Jordan Laird at jordan@edsonvet.net, or call 780-723-3354 for more info.

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.

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.

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

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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.

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.

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: www.coldlakevetclinic.ca/veterinarians.pml or call 780-815-3358. Email: info@coldlakevetclinic.ca.

TWO MIXED ANIMAL VETS WANTED IN HALIBURTON Highlands, Cottage Country, Ontario. The majority of the clinic's clientele is a loyal small animal (70%) and farm animal (30%) mix of which most is equine pleasure. The clinic is equipped with in-house lab equipment, CR dental x-rays, DR full body x-rays and a wireless portable CR equine x-ray system. In house and portable ultrasound capabilities are also available. We are looking for veterinarians who are team players, have integrity, compassion, sound moral judgement and love what they do. Experience is appreciated but new grads are welcome - mentorship is provided. We provide not only competitive salaries, CE allowance, CVO dues paid, OVMA/CVMA memberships and VIN access, but we go that much further; a \$10,000 signing bonus, your own truck, accommodations provided for 1-year, a health benefits package which covers items such as massages, glasses, prescriptions and travel insurance; starting 4 weeks' vacation per year, a yearly Christmas bonus, 12 paid sick days a year, a flexible schedule, personal pet policy and personal office space. We also now have no on call! If interested, please email: afilion05@gmail.com.

RVT REQUIRED

DIAMOND VALLEY VETERINARY CLINIC IN TURNER

Valley is looking for either a full-time or part-time RVT to join our team. We are a family owned, 2 vet, mixed animal practice; 70% small, 30% large. We have a fully equipped small and large animal clinic. You will be involved with all aspects of our practice including going out on calls, so no two days are ever the same. However, if your interest is just small animals, we can definitely accommodate that. No evening or weekend work is required, hours are flexible depending on your needs as work/life balance is important to us. New grads welcome! We provide CE allowance, paid RVT dues, uniform allowance, product and services discounts, Friday staff lunch provided and a friendly supportive work environment. Turner Valley is a small, cute town, close to Calgary, on the edge of the Kananaskis. If this sounds interesting to you, please send us an email or phone us, we'd love to chat. Email: info@diamondvalleyvet.ca. Phone: 403-933-4397. Web: www.diamondvalleyvet.ca.

HARVEST POINTE ANIMAL HOSPITAL IS SEEKING both full & part time RVTs to join our wonderful team. We are a fast-growing, privately owned small animal clinic in south Edmonton with a passionate focus in exotic animal medicine. If you are a team player with a positive attitude & are eager to advance your skill set with avian & exotic animals, this job is for you! Our clinic offers competitive wages, generous CE allowance, ABVMA membership dues, & comprehensive health benefit plans. We will provide you with a friendly & supportive work environment with the opportunity to advance in your career. Email: reception@harvestpointevet.com. Web: www.harvestpointevet.com.

DELANEY VETERINARY SERVICES (DVS) IS

looking to add a veterinary technologist supervisor to our growing team. DVS is a full-service equine referral facility. The ideal candidate must be comfortable and capable in all aspects of equine veterinary practice; from preliminary patient handling to advanced anesthesia and critical care; as well as possess strong communicative and leadership skills. This position offers the ability to work as both a veterinary technologist and the acting supervisor to the technical team. They will be providing guidance, training/coaching employees, managing daytime workflow, regulating clinic inventory, as well as upholding our elevated standards of patient care. This role is a full-time position with occasional coverage of on call duties. The ideal candidate must possess a positive attitude, be highly motivated, organized, compassionate, dependable and extremely detail oriented. We offer a competitive package with an annual salary of \$45,000-\$50,000, based on experience as well as a comprehensive benefit package. Contact: management@delaneyvetservices.com. Web: delaneyvetservices.com.

CEDARWOOD VETERINARY HOSPITAL IN RED DEER

is looking for a RVT to join our team. We are a progressive hospital that is well equipped and utilizes our technicians to their full potential. We offer a signing bonus and excellent compensation package. Our privately owned hospital cares about their employees and promote a positive work/life balance. We are looking for someone who is compassionate, positive, willing to learn and who loves a fast-paced environment. Please submit a resume by email to: rpalmer@cedarwoodvet.ca, fax: 403-340-8418 or in person at 7644 Gaetz Ave. attention Ronnel Palmer.

ANIMAL EMERGENCY HOSPITAL IN RED DEER IS

looking for a RVT to join our team. We are a progressive hospital that is well equipped and utilizes our technicians to their full potential. We offer a signing bonus and excellent compensation package. Our privately owned hospital cares about their employees and promote a positive work/life balance. We are looking for someone who is compassionate, positive, willing to learn and who loves a fast-paced environment. Please submit a resume by email to rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave. attention Ronnel Palmer.

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 and part-time RVT to join our team in our fully equipped, newly renovated, state of the art 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: careers@calgaryhumane.ca. Web: www.calgaryhumane.ca.

HAMPTONS ANIMAL HOSPITAL/SPAY & NEUTER

Centre is a veterinary clinic located on the west side of Edmonton. We are seeking a second full-time or part-time RVT. New grads are welcome to apply. Competitive wages, benefits, staff pet discount, association dues. Please send the resume and cover letter to: manager@hamptonsanimalhospital.ca.

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 7 support staff. Our hospital is modern, fully equipped and locally owned and operated. We provide full medical and surgical care including digital x-ray, digital dental x-ray, 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, your resume and list of references to: jill@canmorevet.com. Web: www.canmorevet.com.

WE ARE LOOKING FOR A FT RVT FOR A BUSY,

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

CAREER OPPORTUNITY AVAILABLE FOR AN RVT

with a mature perspective on work/life balance interested in veterinary anaesthesia, dentistry, dermatology and patient diet counselling to join our boutique modern companion animal hospital in Medicine Hat. Flexible hours. Remuneration commensurate with compassion and attitude. Email: dvm@ridgevet.com. Web: www.ridgevet.com.

SIGNING BONUS! MIDLAKE VETERINARY CLINIC IN

south Calgary is looking for a FT/PT RVT to join our veterinary team. We are a well-established companion animal clinic (20+ years) with a fantastic, loyal clientele and long-standing staff members. Salary is competitive based on experience. We also offer health/dental benefits, CE allowance, paid RVT dues, staff discounts, uniform allowance and an enjoyable, friendly work environment. If interested in joining our family oriented veterinary practice, please email your resume and cover letter to: midlakevet@shaw.ca. Web: www.midlakevet.com.

RVTs AND VMAS COME JOIN OUR TEAM! USE ALL

your skills in mixed animal! Busy, 4-vet practice looking for another RVT or VMA to add to our team. Friendly cooperative work environment. Competitive salary and benefits (including ABVMA fees, CE budget, scrub allowance, medical/dental plan). Full in house lab, busy surgery and dental schedule. Techs go on farm calls with vets and perform BSE sampling and post-mortems. Calvings are almost exclusively done in clinic. Check out our website: www.ironcreekvet.ca or call Evelyn for more details.

HAVE YOU BEEN LOOKING FOR A RESPONSIBLE

position, in a professional clinic, helping pets and clients and working as part of a team? Are you interested in growing, expanding your knowledge, and increasing your expertise? We're looking for someone to have

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a positive impact and participate in the growth of our expanding practice just 15 mins east of Calgary. We are AAHA accredited and working towards Fear Free certification. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. You've got to have heart, you've got to have passion, you've got to want to grow and want to help others do the same. You'd describe yourself as enthusiastic, committed, compassionate, and a good communicator with a positive attitude. You enjoy finding solutions to challenges and are always thinking of how to improve. Some evenings and weekends will be required. Must be a registered veterinary technologist with the ABVMA. Experienced and new grads are welcome! Send your cover letter and resume to Dr. Gabby Rotaru at: grrotaru@gmail.com or apply at www.chestermerevet.com/careers.html.

LOOKING FOR PERFECT WORK/LIFE BALANCE? IS there a skill you want to strengthen or a certification you have been tempted by? Join Edmonton West Animal Hospital where a board-certified specialist and a team of 12 veterinarians plus 15 RVTs are ready to help you to achieve your goals and develop you into the best RVT you can be. This is your unicorn clinic where the clients love us, and our staff thrive in a positive, fun work environment! Our schedule is completely flexible, but we can arrange just about anything that suits you and your family's needs! We are looking for both part and full-time RVTs. Multiple options for shifts available, pick whatever you like. Compensation includes signing bonus, above average wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. New grads welcome and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume: dr_gosal@vetinedmonton.com.

WANTING ADVENTURE IN BOTH YOUR PERSONAL and work life? Based in Canmore/Banff we are privately owned, rapidly progressing, and unique start-up adding a modern animal hospital. Ultrasound, integrated xray and inhouse lab. Possibility of pet friendly transitional housing. Signing bonus, CE allowance, compressed work week, benefits, dues and uniform allowance. We believe in mentoring and are looking for fully licensed RVTs that are hoping to excel with their potential both in medicine as well as enjoying the benefits of this amazing community! Email: management@mmvc.ca. Web: www.mountainmobileveterinarycare.com.

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: drbigson@highlandspethospital.ca.

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.

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.

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.

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.

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

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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.

ENJOY LIVESTOCK? RURAL RVT REQUIRED.

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

HIRING BONUS AVAILABLE CEDARWOOD

Veterinary Hospital in Red Deer, AB, is looking for a RVT to join our team. We are a progressive hospital that constantly strives for excellence in pet health care. We are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more. We offer a competitive starting wage as well as a benefits package. A suitable applicant would be comfortable in a fast-paced environment, enjoy working as a team and have a positive attitude. Please submit a resume by email to rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave., attention Ronnel Palmer. Web: www.cedarwoodvet.ca.

WE ARE A SMALL, LOCALLY OWNED PRACTICE IN

the centre of the family-oriented community of Beaumont. Our community is filled with the most wonderful and considerate clients, who consistently treat our staff with dignity and respect. We are a family of dedicated and kind individuals looking for talented RVTs with the ability to work in a team environment of cooperation, collaboration, respect and integrity. We want to invest in our people and continue to build a practice where every member is essential and valued. Our practice has a bright and spacious farmhouse style, with full windows with privacy screening that allows us to enjoy the changing natural light throughout the day and seasons. We are dedicated to our local community and support local charity organizations, animal rescues and athletics programs. Our practice is committed to investing in our people and our community. All the goods included: uniforms, competitive compensation, paid CE days/allowance, personal PTO and vacation, veterinary dues, health benefits and very generous pet policy. Email: senka.petrec@rangeroadvet.com. Web: rangeroadvet.com.

OKOTOKS VETERINARY CLINIC (OKVC.CA)

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

WE ARE EXPANDING OUR RVT TEAM, SOUTHPOINTE

Pet Hospital (www.SouthpointePetHospital.ca) 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. 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 and excellent team collaboration! Our main focus is building strong client and patient relationships while providing a high standard of care. We opened our doors 15yrs ago and have built an excellent reputation in our community. We want to meet you and show you what we've got to offer. If you're 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 an asset

but not a required, must be comfortable with anesthesia & dental procedures. We offer medical/dental coverage, paid sick days, paid CE, uniform allowance and a generous pet services discount. Please send your resume to: amanda@southpointepethospital.ca.

HERITAGE HILLS VETERINARY CLINIC IN

Sherwood Park is seeking a FT RVT to join our veterinary team. We require a hard worker with good communication skills, and the ability to work independently or together as part of our team. Experience is an asset but we also welcome new grads. We offer competitive wages and benefits. Email: reception@heritagehillsveterinaryclinic.com. Web: www.heritagehillsveterinaryclinic.com.

ARE YOU LOOKING FOR A CHANGE OF PACE?

Cochrane Veterinary Care Clinic is a privately owned small animal clinic, currently seeking an RVT to join our practice. We offer competitive salary, generous CE, a relaxed work environment and an established client base. Easy access from Calgary. Come and see what you're missing. Send your resume to: datkin@cochranevet.com.

MONTEREY VET CLINIC LOCATED IN NE CALGARY

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

JOIN OUR TEAM! IF YOU ARE SEEKING A CAREER IN

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

SHINE YOUR AWESOMENESS IN A POSITIVE,

community-minded, family-like organization where you'll change lives by providing pets in need with the opportunities they deserve! We offer competitive wages, benefits, RRSP, CE op's, paid professional dues and much more. Full or part-time, let's save lives together! Email: executive.director@cochranehumane.ca. Web: cochranehumane.ca.

WE ARE A SEARCHING FOR A RVT TO JOIN OUR

growing practice in Lacombe, AB. Our RVTs rotate through a schedule of appointments, surgery and laboratory. Our staff enjoy a positive, fun work environment with great clients. No evenings, weekends or after hours. Compensation includes competitive wages, CE allowance, association dues, staff discounts and group health benefits. If you're interested, please email a resume to: info@lacombevet.ca. Web: lacombeveterinarycentre.com.

SIGNING BONUS SUPERSTAR TECH WANTED!

Not a superstar quite yet? That's OK, we can help! Foothills Animal Hospital in Okotoks, AB, is looking to complete our team by adding a F/T or P/T RVT. Located just 20 minutes south of Calgary, our fast-paced small animal hospital offers competitive wages and benefits, a supportive work environment, and a compressed work schedule. Could you be right for us? Are we right for you? Email me and let's find out! Email: exec@foothillsanimalhospital.ca. Web: www.foothillsanimalhospital.ca.

ARE YOU AN RVT INTERESTED IN: FULL-TIME

employment in a modern 2-vet/4-tech clinic with mentorship available, daytime hours with no evenings or Sundays required, paid health/dental benefits, CE allowance and professional dues, and a beautiful bedroom community, minutes from Edmonton, AB? Please contact Erin at the Fort Saskatchewan Veterinary Clinic at 780-998-3755 or fortvet@shaw.ca. Web: www.fortvetclinic.ca.

BOWMONT ANIMAL HOSPITAL IS LOOKING FOR A

RVT to join our amazing team! We are 1.5 doctor, small animal practice in NW Calgary. We are looking for an enthusiastic and responsible technician to help us deliver excellent patient care and help us grow our business. FT or PT positions available. Monday to Friday shifts, with one Saturday per month. Condensed work week schedule also available. We offer in house Idexx laboratory, new digital x-ray and dental equipment. Health and dental benefits available, ABVMA dues paid, CE and uniform allowance provided, as well as discounts on personal vet care, supplies, and food. Please send a resume and covering letter to bowmontanimalhospital@shaw.ca. Check out our website at www.bowmontvet.com for more information about our facility!

BARLOW TRAIL ANIMAL HOSPITAL IN CENTRAL

Calgary is looking for a passionate & caring RVT to purrrfect our small team. We are happy to offer FT/PT/flexible hours. No weekends. Yup, you read that right, no weekends - we work Monday to Friday 8.30am to 5pm - so your weekends are free to do whatever your heart desires; you'll probably never want to work weekends again... We have a spacious operating theatre, large prep area, digital x-ray with a lead shielded wall to hide safely behind, Idexx lab machines and new shiny dental equipment. Do you like tea? You will be working alongside our energetic & fun Liverpool University trained British veterinarian. In addition to fabulous remuneration, we're happy to explore any perks & benefits that might happen to tickle your fancy. We are located close to major commuter roads & transit, which makes coming to work a cinch. We'd love to hear from you; please email your resume to: staffingbarlow@gmail.com and start dreaming about all those free weekends today! Website: www.barlowtrailvet.ca.

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: okotoksvetcentre.ca.

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.

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.

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: www.northgatevethospital.com.

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

Classified Ads

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.

VETERINARY STUDENT REQUIRED

OKOTOKS VETERINARY CLINIC WOULD BE PLEASED to host and mentor a veterinary student this year. We are a dedicated team of doctors, technologists and highly trained staff providing a full range of medical and surgical services in our modern, fully equipped domestic pet day clinic. Standard remuneration will apply and schedule can be arranged to suit your individual needs. View us at okvc.ca and reply by email to info@okvc.ca.

AHT STUDENT REQUIRED

OKOTOKS VETERINARY CLINIC WOULD BE PLEASED to host and mentor an RVT student this year. We are a dedicated team of doctors, technologists and highly trained staff providing a full range of medical and surgical services in our modern, fully equipped domestic pet day clinic. Standard remuneration will apply and schedule can be arranged to suit your individual needs. View us at okvc.ca and reply by email to info@okvc.ca.

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, 2-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 at: lcvhcsp@outlook.com.

OTHER EMPLOYMENT

PULSE VETERINARY SPECIALTY AND EMERGENCY

is hiring for a full-time, compassionate and self-motivated Hospital Manager. This is an integral role, as the Hospital Manager's role is to oversee and manage the operations at Pulse Veterinary Specialists & Emergency. This leadership role is extremely important to the practice and will help set the tone for the staff through prioritizing a collegial working culture and embracing the strategy, commitments and goals of the organization. The ideal candidate for this position would have experience managing a large entity; strong leadership, organization, communication, management skills and anticipatory problem-solving abilities. Although not necessary, experience managing a large

specialty and emergency veterinary hospital would be extremely valuable. If this sounds like something you are interested in, and you are an individual who is motivated, empathetic and passionate about exceptional veterinary medicine and patient care, then this could be the job for you. Please send your resume and cover letter to: resume@pulseveterinary.ca. Please see full job description at: pulseveterinary.ca/about/careers.

FT OR PT POSITION AVAILABLE IN PROGRESSIVE,

well established SA clinic in Sherwood Park commencing immediately. Seeking outgoing, reliable, flexible, enthusiastic, self-motivated individual with a good sense of humor. Willing to work weekends is an asset. New graduates welcome. Contact Dr. A. Schienbein at 780-467-6223 or email: lsvet@live.ca. Web: www.sherwoodparkvet.ca.

MACTAGGART VETERINARY CLINIC IN SW

Edmonton is looking to hire a part-time Veterinary Office Assistant (VOA) to cover a 12-month leave with the possibility of staying on permanently. Hours would be most Saturdays from 9-3pm or 10:30-1:30pm with the option of working some weekday shifts as schedule allows. Successful candidates will have a minimum of 1 year animal care and customer service experience. Familiarity with the Avimark system desirable. Please send your cover letter (indicate which position you are applying for) and resume to: jlandsmacvet@outlook.com. Web: www.mactaggartvet.com.

MACTAGGART VETERINARY CLINIC IN SW

Edmonton is looking to hire a full-time Veterinary Office Assistant (VOA) to cover a 12-month leave with the possibility of staying on permanently. Full-time hours would be Mon thru Fri, 8:15am- 5:15pm. Successful candidates will have a minimum of 1 year VOA experience, proficient use of the Avimark system and excel in customer service. Please send your cover letter (indicate which position you are applying for) and resume to: jlandsmacvet@outlook.com. Web: www.mactaggartvet.com.

HARVEST POINTE ANIMAL HOSPITAL IS A FAST

paced, growing, exotic & small animal practice located in southwest Edmonton. We are looking for a dynamic, friendly full-time Client Care/Receptionist to add to our amazing team to cover a maternity leave. Candidate must enjoy customer service & be able to multi-task in a fast-paced environment. Strong communication & computer skills are required. If you enjoy a great team environment, working with many different species of animals & learning, this is the place for you. Many benefits included. Email: reception@harvestpointevet.com. Web: www.harvestpointevet.com.

PRACTICE FOR SALE

GREATER CALGARY AREA: JON WALTON AND MBC

are pleased to exclusively present this extremely well established, continuously growing, multi-doctor veterinary

hospital for sale. Located in a stand-alone, custom-built facility owned by the selling veterinarian, this is a highly coveted opportunity to purchase a hospital that has consistently grown through true organic growth. Enjoy a very strong owner/operator cash-flow, particularly for the owner hours worked. For more information, please contact Jon at jon@mbcbrokerage.ca referencing: GCA-Vet or by visiting the full advertisement at: www.mbcbrokerage.ca/all-listings/vet-gcavet.

SMALL ANIMAL PRACTICE IN DESIRABLE LOCATION

in Edmonton, AB. Established for 17 years, clinic is equipped with full body and dental DR radiography and in-house lab. Operated by 1 DVM, but plenty of business available to support 2 DVMs. Annual revenue \$1M, high net due to low overhead costs. Email: multiasterisk@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. [See Kaslo-Kootenay Style on Youtube]. 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 250-353-7125 or nkvet@kaslo.org.

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.

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: sukhbmain@gmail.com.

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