



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

MARCH-APRIL 2022



2022 ABVMA President

DR. DAREN MANDRUSIAK, WCVN 2017

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A Woman I Know Died by Suicide

Practice Management: Discussing
Performance and Compensation

Equity, Diversity and Inclusion:
Inclusive Language



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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

THE WORLD SEEMS TO HAVE GONE A LITTLE MAD

in my eyes. Norms of behaviour and civility that have been acceptable to society up until now have been tossed out. There are a lot of people angry about a lot of different things; it seems that the popular theme is "every person for themselves" and "anything goes."

As I write this, our American neighbours are still trying to get to the bottom of what some are calling an attempted coup following their last presidential election. There are impassioned voices on both sides of the dispute, and no one seems to care about the acceptable values of society. Truth appears to be the primary victim, and our normal sources of information have become highly polarized in distributing their own myopic versions of the truth.

There is a massive build-up of troops in Russia and Belarus along the border of Ukraine. International forces are mobilizing to provide support to Ukraine. Oil appears to be the main driver of this conflict. Does anyone not remember that we have seen this before? Hopefully by the time you read this, this is resolved.

Closer to home, a massive convoy of trucks descended upon our nation's capital to protest vaccine mandates for drivers crossing the US-Canada border. Unvaccinated Canadian truckers would be required to quarantine when they have returned home. The same mandate was implemented by the Americans a few days prior. Seems like a simple and reasonable public health directive that has angered a lot of people. The "Freedom Convoy" resulted in a massive gridlock of Ottawa, disrespect and vandalism to the war memorial, the grave of the Unknown Soldier and the Terry Fox statue. How does this have anything to do with vaccine mandates? Does this vandalism change anything? How is this acceptable? While I respect fellow Canadians right to peaceful protest, crossing the boundary into vandalism or bigotry does nothing to respectfully demonstrate your position to others.

As written in the Registrar's Column, the ABVMA is about to enter a very busy year in our interactions with the Government of Alberta concerning new veterinary legislation that will govern our future as well as the ongoing work regarding veterinary professional education, immigration, rural development and workforce shortages. Unlike the examples of unrest and discontent shared here, the ABVMA will represent members with the respect and decorum befitting the profession of veterinary medicine.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

President's Report



Daren Mandrusiak, DVM

President, Alberta Veterinary Medical Association

Likely no other issue hits us harder right now than our own professional workforce shortage.

MY TERM ON COUNCIL CAN ONLY BE

described as a steep learning curve. Being involved with the ABVMA leadership and governance has been highly rewarding. It has expanded my understanding of our profession and opened my mind to the breadth of our profession and the challenges we face as a group. My predecessor, Dr. Pat Burrage, would often say we find ourselves in positions or places we wouldn't have previously imagined, and for me there is nothing truer at this point. I am humbled to be stepping into this role.

During my time on Council we have faced many challenges, and, as is the case with complex problems, they do not have simple or quick fixes. As a result, I now find myself helping lead the charge so to speak against big issues we have been grappling with for some time, including the critical shortage of veterinarians and registered

veterinary technologists, the changing landscape in telemedicine, professional engagement and how the public views professional regulation and competence.

Likely no other issue hits us harder right now than our own professional workforce shortage. This shortage has existed for quite some time in some form or another. We have seen this brewing within our rural communities and their associated practices for years. The pandemic however seems to have exacerbated and accelerated our concerns to the point where all corners of the profession are feeling the pinch.

Many of us during the pandemic have been reliant on trustworthy and educated sources of information to use in our day-to-day operations. Often, we have turned to one of our own in Dr. Scott Weese from OVC and his blog posts. One of the epidemiology examples he used was the Swiss cheese model for pandemic defense – the idea that it takes multiple relatively thin layers of defence to protect you from a threat like COVID-19. Like many great metaphors, this can be applied as a concept to numerous complex problems in life.

The big bad problem for our profession, the workforce shortage, lends itself to this type of thinking. Council has spent a large amount of time together over the past few years discussing this problem. There is great debate as to whether this problem should be solved by increasing domestic veterinary student seats, streamlining immigration or decreasing our own attrition. The truth probably is that we need a bit

of it all. Not one of these approaches can solve such a big issue. Making more vets but not addressing attrition is like trying to fill a leaky bucket. Streamlining immigration may be difficult as we are trying to attract international professionals from their own home countries facing similar shortages. But if we combine the synergistic strength of all these interventions, I think we may be able to actually make a dent and hopefully make a difference.

Not all is doom and gloom though: these challenges sometimes bring with them some amazing opportunities and some remarkable people. Council and ABVMA staff have had the pleasure of working with UCVM's new dean, Dr. Renate Weller. Upon meeting Dr. Weller, it became clear she would be an ally and a key piece of addressing a Western Canadian workforce shortage. Her unique ideas, passion and focus on clinical veterinarians have been invaluable to us already as a profession and she has only just arrived. I am sure this next year will be full of opportunities. Hopefully there will be some degree of normalcy returned, although even writing this makes me nervous and I feel the urge to knock on wood. With it will likely come unique and new challenges. If you are reading this and are not currently involved with the ABVMA, get involved and help the association deal with these issues by becoming engaged. From my experience, I can say you will be a more well-rounded and informed professional for it and we will be a better profession.

REVISED REGISTRATION

requirements were introduced by the Government of Alberta (GoA) in late 2020 under the *Professional and Occupational Associations Registration Act* (POARA) as part of the *Red Tape Reduction Implementation Act, 2020* (No.2). Key changes included amending the criteria that will be considered by Professional Regulatory Organizations (PROs), such as the ABVMA, for new registrations as well as establishing a process and requirements for reviewing existing registrations.

On April 1, 2021, the Alberta Ministry of Labour and Immigration invited ABVMA to attend an information session regarding the GoA's Streamlining Professional Legislation (SPL) project. This project is part of the Alberta Recovery Plan and the GoA's commitment to take measures to "reduce red tape, attract investment and address labour market needs." We attended the session on April 14, 2021, where ministry officials introduced the SPL project to the ABVMA and other PROs.

The ministry's stated purpose of the SPL was:

"...to examine the ministry's nine professional statutes and their 28 supporting regulations, which governs 22 non-health professional regulatory organizations (PROs) to identify opportunities to streamline professional legislation to promote consistency and create efficiencies in core areas across PROs. This will include exploring opportunities for consolidation of professional legislation and potential amalgamation of PROs, resulting in less unnecessary government oversight as well as significantly reducing red tape, regulatory and administrative burdens."

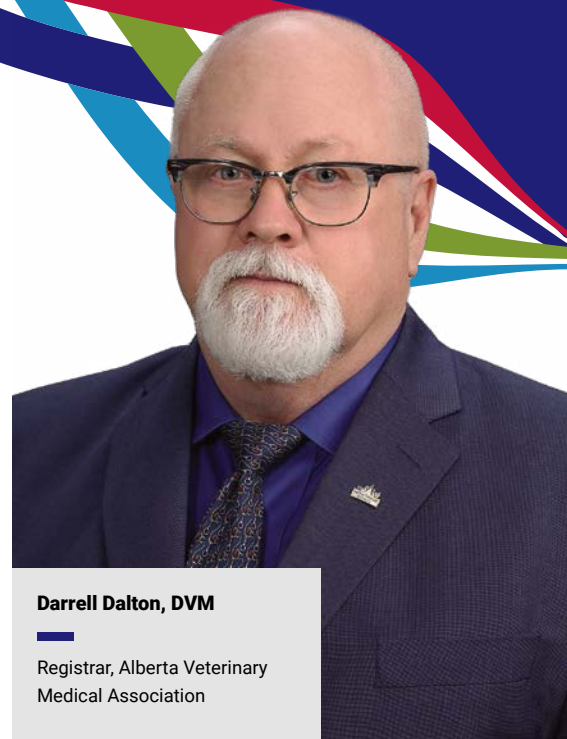
Phase two of the SPL project began May 12, 2021, when the GoA invited us to "focus on exploring opportunities" to achieve their stated purpose. The ABVMA provided both verbal and written feedback at this session expressing our areas of concern. We asked to be consulted in any changes that would directly affect the veterinary profession. As a mature organization, our processes have evolved to where they are efficient and consistent, with solid registration,

complaints and discipline and continuing education processes that are already well developed. No further consultation occurred.

The ABVMA was invited to another SPL information session Jan. 13, 2022, regarding new legislation being introduced in the upcoming spring 2022 session of the legislature. We were informed that there will be one overarching Act (as yet unnamed) to cover the 22 non-health PROs, which includes the ABVMA. The Act will outline definitions, governance, registration, continuing professional development, complaints and discipline, offences and penalties, and the limits of authority of Bylaws that will be common to all PROs. This Act will also have either one or two regulations that further defines what is set out within the Act, and is once again common to all PROs.

In addition to the regulation(s), the legislation will include a Schedule for each of the PROs that will contain the details specific to each profession. These details will include such items as scope, activities, restrictions, reserved titles or any information that is unique or specific to that PRO or profession. ABVMA provided written feedback to the ministry regarding what we deem essential inclusions to our Schedule. To date, we have not been provided a working draft of the proposed Act or Regulations for further input. We remain concerned about how our feedback will be incorporated into the legislation, and if there will be negative implications for the veterinary profession. We continue to advocate to government for a best outcome for our profession with these changes.

These legislative changes will also necessitate significant amendments to the ABVMA Bylaws. Once this new legislation is passed by government in spring 2022, we must work quickly to make the Bylaw changes, aligning them with the legislation. We have consistently communicated to the GoA that the ABVMA will need to engage in meaningful consultation with its membership and we will need to convene a vote for approval at a special general meeting. These activities will need to be completed by autumn of 2022, as the GoA plans to proclaim the new legislation and repeal all of the affected



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

...there will be one overarching Act (as yet unnamed) to cover the 22 non-health PROs, which includes the ABVMA.

individual PRO legislation on Dec. 31, 2022. At that time, the *Veterinary Profession Act* and *General Regulation* will cease to exist. We have expressed significant concerns over this short timeline. We continue to advocate for more appropriate timelines that ensure appropriate engagement with you, our members.

The GoA has stated that these changes are intended to increase our authority and autonomy over our profession with improved responsiveness to our changing needs. It will be a busy spring and summer for staff and Council of the ABVMA as we work to ensure these goals are achieved. We continue to advance our concerns and needs to government and look forward to continuing to work with you as these changes occur.

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 Highlights Nov. 17-18, 2021 Edmonton, AB Dr. Jonathan Leicht

1. CVMA/ABVMA Council Meeting: The two councils met over video link to discuss matters of importance, including the current national COVID-19 response, CVMA national issues and workforce shortage initiatives.
2. Strategy Session: Each Member of Council was tasked with presenting one threat and one opportunity that the ABVMA ought to identify for further consideration or action as part of the ABVMA's role to direct and protect. Group discussion followed with questions and comments for future consideration.
3. Audit and Risk Committee: Current balance sheet is healthy with increases in assets, decreased liabilities and therefore overall equity gain within the association. Changes in 2021 were due in large part to decreased spend during the COVID-19 pandemic, as well as increased advertising income from members. Discussion occurred on opportunities in the coming year and operational/project reserve levels.
4. Governance Action Review: At-length discussion with multiple action steps moved forward by Council and staff in follow up to the Jim Brown governance workshop held at the October Council meeting. Discussion included:
 - New Council mentorship and onboarding,
 - Review of terms of reference for committees, committee restructuring and improved engagement of members,
 - Chair role on Council, and
 - Review of ABVMA strategic planning as a process and not a single event.
5. Workforce Study recommendations: Council reviewed 10 recommendations from working groups prioritizing focuses, UCMV workforce-related activities and how ABVMA aligns with those activities.
6. Review of recommendations from the Equity, Diversity and Inclusion Task Force.



Jonathan Leicht, DVM
Member of Council, Calgary Region

DR. JONATHAN LEICHT WAS BORN and raised in Calgary. He attended the University of Saskatchewan, earning his BSc in agriculture, animal sciences, with distinction. He went on to complete his DVM at the Western College of Veterinary Medicine in 2009. Thirteen years later, he considers himself fortunate to have already had three successful "careers" within the veterinary profession.

Starting as an associate and then locum in multiple busy general and emergency practices, he joined Novartis Animal Health, eventually moving to Seattle, Washington, in 2013 to start a new role in

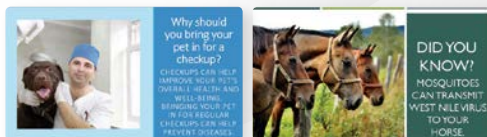
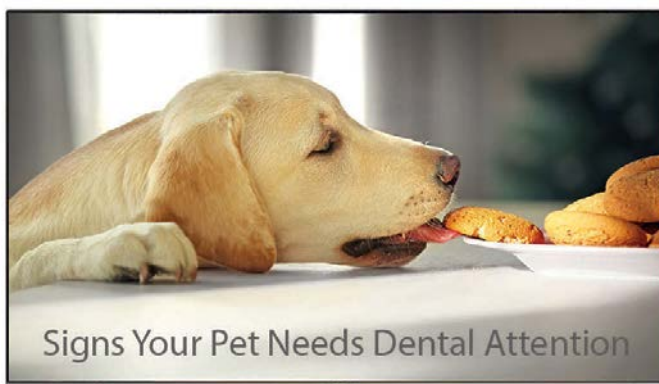
key account management. Upon returning to Canada in 2015, he took on ever-growing management roles with VCA Canada.

In 2019, Jonathan returned to his roots in private practice, fulfilling a lifelong dream by opening Bridgeland Vet Clinic in 2021 along with joining Mosaic Veterinary Partners as partner and COO. Jonathan's passion is helping guide and grow veterinary businesses as well as helping team members to achieve success in their own careers. When he's not working, you will find him outside with his wife and two children skating, skiing and exploring the world.

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Welcome New Members of ABVMA Council

Dr. Jami Frederick, Member of Council, Edmonton Region

JAMI DISCOVERED THEIR PASSION FOR animals and veterinary medicine as a young child. They spent their days caring for their many acreage pets and most of their summers were spent out at the barn from dawn to dusk riding horses. They attended the University of Alberta from 2009 to 2012 in the Faculty of Agriculture, working on their pre-veterinary studies, where they had the pleasure of volunteering with the dairy cows, the pigs and the poultry.

The University of Calgary, Faculty of Veterinary Medicine, accepted them in 2012, much to Jami's delight, and they graduated in 2016 as a DVM. After graduation, Jami worked for a time out in Viking, AB, at a rural mixed practice, which they

enjoyed, but small animals stole their heart and they decided to move back to Edmonton in 2017.

Jami is lucky enough to currently be working at a small animal general practice where they also see avians and exotics in addition to the dogs and cats they love so much. The variety in their workday keeps things exciting and fresh. Jami spends their free time going on adventures with Orion, the most amazing golden retriever, or cuddling their cats in their Edmonton home.

Jami is so grateful to have the opportunity to serve their veterinary community as a member of Council, and looks forward to helping to improve the profession here in Alberta.

Jami is a strong advocate for diversity, equity and inclusion in veterinary medicine.



Sarah Golinowski, RVT, Veterinary Technologist Member, North District

SARAH GREW UP NORTH-WEST OF Vermilion, AB, on a cattle and grain farm outside of a small town called Myrnam. There she played sports, was very involved in 4-H and helped out on the family farm. This is how her love for animals grew. After graduation, she attended Lakeland College on the Vermilion campus, graduating in 2009 with an Animal Health Technology diploma. She then became a registered veterinary technologist. She has spent the past 13 years working in a local mixed animal practice in Vermilion. She also has experience teaching animal health technology and veterinary medical assistant students at Lakeland College as an Education Laboratory Technician. Cattle medicine

is a passion of hers, as well as being a surgical assistant and anesthesia.

Sarah lives in Kitscoty, AB, with her husband Matt and their cats Myrtyl and Ethel. In her spare time, you can find her playing competitive ladies' volleyball, curling, camping and helping out at the farm. She also started her own small business, called Bee Handmade Designs by Sarah, where she designs and makes promotional items and gifts.

Sarah is very excited to be a member of the ABVMA Council as the North District veterinary technologist representative. She cannot wait to be involved in what the future holds for the veterinary industry.



Dr. Lindsey Kurach, DACVS-SA, Member of Council, Central Region

DR. LINDSEY KURACH GREW UP JUST WEST of Edmonton in Spruce Grove, AB. She obtained her BSc in cell biotechnology with honours from the University of Alberta in 2006. Following this, she completed her DVM at the WCVU in Saskatoon in 2010. With a passion for specialty veterinary medicine, she completed a one-year small animal rotating internship at the Veterinary Emergency Clinic in Toronto, followed by a one-year surgical internship at Guardian Veterinary Centre in Edmonton.

She then moved to Michigan and completed her three-year residency in small animal surgery at Michigan State University from 2012 to 2015. During her residency, she presented twice at the ACVS Surgery Summit, where she was awarded

several national research awards for her work on tracheal collapse as well as wound healing in dogs. Dr. Kurach returned to Edmonton after completing her residency and became board certified as a Diplomate of the American College of Veterinary Surgeons in 2016. She has been working at VCA Canada Guardian Veterinary Centre since returning to Edmonton. She recently completed a tenure on the Residency Credentialing Committee for ACVS.

In her spare time, she enjoys running and baking, as well as spending time with her husband, three young daughters, two dogs and two cats. Dr. Kurach is looking forward to working with colleagues in the ABVMA to be a strong voice for the industry.



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References:

1. Stafford K, et al. Detection of gastrointestinal parasitism at recreational canine sites in the USA: the DOGPARKS study. *Parasites & Vectors* 2020 13(1):275.
2. Adolph C, et al. Diagnostic strategies to reveal covert infections with intestinal helminths in dogs. *Veterinary parasitology*. 2017 Nov 30;247:108-12.

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Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy
Registrar, Alberta Veterinary
Medical Association

Dismissed Complaints

PUBLICATION OF DISCIPLINARY

proceedings to the membership in the Complaints Director's Report normally results from an order of the Hearing Tribunal when there is a finding of unprofessional conduct. Publication fulfills the objectives of protection of the public interest and general deterrence. All members benefit from understanding the circumstances of complaint cases that give rise to a finding of unprofessional conduct, so that similar conduct is avoided.

The fact that cases reported are limited to those where a finding of unprofessional conduct has been made at a hearing may give rise to the impression that all complaints proceed to hearing and result in a finding of unprofessional conduct. This is not so; many complaints are dismissed due to insufficient or no evidence of unprofessional conduct, however these complaints are not published.

The written decision and reasons of the Complaint Review Committee (CRC) are provided to the complainant and the investigated member. It is in the interest of fairness and confidentiality that these matters are not reported to the membership. Publication is considered a sanction normally ordered by the Hearing Tribunal, and absent any finding of unprofessional conduct in a case where the complaint is dismissed, publication cannot be justified.

Submitting to the complaint process is an obligation of all regulated professionals. It is acknowledged that the experience can be very stressful. Publication of a dismissed complaint, notwithstanding any potential benefit to the general membership, is not fair to the investigated person.

During discussions about ABVMA complaints, it is suggested that roughly

two-thirds of the complaints received are dismissed by the CRC due to insufficient or no evidence of unprofessional conduct.

During the calendar year 2021, the CRC reviewed 47 complaint cases and made decisions to dismiss 35 due to insufficient or no evidence of unprofessional conduct and 12 were referred for a hearing. This equals 74.4 per cent of the complaint cases reviewed being dismissed in 2021, which is similar to the proportion dismissed in 2020 (72.9 per cent), but is substantially higher than average proportion of complaints dismissed due to insufficient or no evidence of unprofessional conduct since 2010, which is 60.8 per cent.

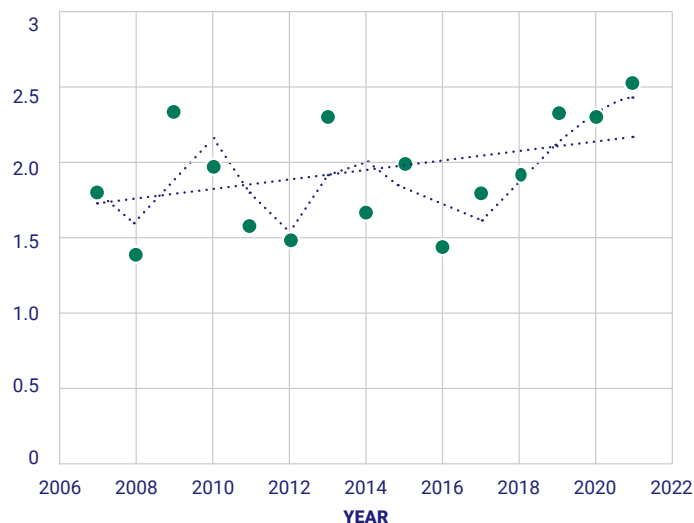
The proportion of cases reviewed by the CRC that were dismissed due to insufficient or no evidence of unprofessional for 2012 through 2021:

- 2021 – 35/47 = 74.4%
- 2020 – 27/37 = 72.9%
- 2019 – 20/32 = 62.5%
- 2018 – 19/34 = 55.8%
- 2017 – 12/23 = 52.1%
- 2016 – 12/18 = 66.6%
- 2015 – 26/35 = 74.2%
- 2014 – 11/21 = 52.3%
- 2013 – 19/34 = 55.8%
- 2012 – 5/12 = 41.6%

Increasing Number of Complaints

In the [2021 ABVMA Annual Report](#), ABVMA reported that in 2021 there were 48 complaint cases that originated from 37 letters of complaint received and one complaint initiated under section 27.1. This is the highest number of annual complaints on record at the ABVMA. This is consistent with the trend to increasing numbers of complaints across professional regulatory organizations.

Number of Complaint Cases per 100 Veterinarians - Moving Average



National Trends in Complaints and Decision Making Regarding Veterinary Medicine

In an effort to understand complaints, including factors that contribute to complaints and understanding decisions related to outcomes, the Canadian Council of Veterinary Registrars (CCVR) has initiated a project, National Trends in Complaints and Decision Making Regarding Veterinary Medicine.

The goals of the project are to implement a common taxonomy for complaint cases that facilitates a national analysis of emerging trends and priorities related to risks in veterinary practice, and to identify the regulatory decisions made related to the key complaint risk categories and determine patterns of consistency in the use of compliance instruments. ABVMA has contributed data to the project about complaint cases closed in 2019 and 2020, which was compiled with data from other jurisdictions. A selection of preliminary data from the project is presented herein.

The National Trends project collected data on the categories applied to complaints including the frequency for which each category and subcategory was applied to all complaints closed in 2019 and 2020. The total number of complaint categories applied to 477 complaints closed in 2019 was 1,245 and for the 585 complaints closed in 2020 was 1,298. The proportion of all complaint categories applied to the major category "Patient Care" was 46 per cent (2019 and 2020) and for "Client Interaction," which includes the subcategory "Communication with Client" was 18 per cent (2019) and 15 per cent (2020).

Reference:

2021 ABVMA Annual Report (abvma.ca > Ads/CE/Library > Annual Report > 2021 Annual Report)

The highest frequency for all subcategories:

2019 (/1,245)

• Assessment/Diagnosis	174 (14.0%)
• Communication with Client	165 (13.3%)
• Quality of Care	151 (12.1%)
• Unprofessional Behaviour	121 (9.7%)

2020 (/1,298)

• Assessment/Diagnosis	137 (10.3%)
• Unprofessional Behaviour	129 (9.7%)
• Communication with Client	121 (9.1%)
• Quality of Care	115 (8.6%)

"Communication with Client" is the second and third most commonly applied subcategory to complaints in the National Trends study in 2019 and 2020. The early data collected supports the long-held impression that communication with clients is an important factor contributing to complaints.

It will not be lost on anyone that throughout 2020 and 2021, veterinary practices were required to adapt delivery of services in the face of the COVID-19 pandemic to protect the health of staff, families and the public. Curbside practice, social distancing, use of Plexiglas dividers and masking, all impacted communication between veterinary professionals and clients to varying degrees. These strained communications, compounded by the crisis-level shortage of veterinary professionals, are thought to have contributed to the increased number of complaints received in 2021. This is a subjective conclusion drawn on conversations with members of the public calling the ABVMA.

In Summary

There is a trend to increasing numbers of complaints submitted to the ABVMA, which is consistent across other regulated professions.

Communication with clients is a common category of complaint to veterinary regulatory bodies.

Client interactions, including communication with clients, is thought to have been negatively impacted by COVID-19 practice adaptations and compounded by the veterinary professional workforce shortage.

There is a recent increase in the proportion of complaints that are dismissed by the CRC due to insufficient or no evidence of unprofessional conduct.

Complaints originating due to poor communication with clients may not reach a threshold that supports referral for a hearing or finding of unprofessional conduct.

The National Trends in Complaints and Decision Making Regarding Veterinary Medicine project is expected to be a useful resource to examine complaints and analyze trends and priorities related to risks in veterinary practice. This CCVR project is in the initial stages of data collection and refining the taxonomy, with no established timelines for publication and distribution.

Membership Matters

Council approved the following at the November 2021 and January 2022 Council meetings

Veterinarians

November 2021

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Terrilyn Sipos, #3291	Sept. 28, 2021
Dr. Sarah Hanson, #3002	Sept. 29, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Ramona Penney, #2750	Oct. 1, 2021
Dr. Lynnette Carlson, #3123	Nov. 8, 2021
Dr. Kaitlyn Mueller, #3124	Oct. 25, 2021

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Milanjeet, #3959	Sept. 27, 2021
Dr. Jasmine Grewal, #3723	Oct. 20, 2021
Dr. Vishantha Kahakachchi Patabendi, #3672	Oct. 20, 2021
Dr. Amarpreet Dahia, #3958	Oct. 21, 2021
Dr. Mandeep Kaur, #3921	Oct. 21, 2021

Cancel Non-Practicing Veterinarian Member

Dr. Brenda Bryan, #1045	Dec. 31, 2021
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January 2022

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Edward Morgan, #816	Nov. 9, 2021
Dr. Megan Macleod, #3628	Nov. 5, 2021
Dr. Jenevieve Fuller, #3198	Dec. 31, 2021
Dr. Meghan Biggar, #3705	Nov. 11, 2021
Dr. Jessica Fung, #2858	Jan. 1, 2022
Dr. Amanda Grant, #3269	Dec. 31, 2021
Dr. Katelyn Ford, #3177	Nov. 15, 2021
Dr. Paul Neider, #1792	Nov. 16, 2021
Dr. Sara Harfeil, #2739	Jan. 1, 2022
Dr. Laci Schmidt, #3784	Nov. 23, 2021
Dr. Raymond Peno, #2786	Jan. 1, 2022
Dr. Robert Janzen, #611	Dec. 31, 2021
Dr. Deandra Anand, #3248	Jan. 1, 2022
Dr. Hugh Semple, #956	Dec. 31, 2021
Dr. Thuy-Duong Pham, #3121	Jan. 1, 2022
Dr. Bruce Wine, #1335	Dec. 9, 2021
Dr. Erika Brandson, #3731	Dec. 10, 2021
Dr. Ahmed Abousamra, #2593	Dec. 31, 2021
Dr. Cynthia Marks, #1063	Dec. 31, 2021
Dr. Kaitlyn Brown, #3752	Jan. 1, 2022
Dr. Danielle Fraser, #3493	Dec. 14, 2021
Dr. Karen Nyrop, #1848	Dec. 15, 2021
Dr. Gary Gulash, #1274	Dec. 15, 2021
Dr. James Trent Fox, #2960	Jan. 1, 2022
Dr. Jesse Bommaert, #3303	Dec. 17, 2021
Dr. Brendan Cole, #3372	Jan. 1, 2022

Transfer General Practice Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. Karsina (Karin) Orsel, #2482	Nov. 7, 2021
Dr. Tyler Udenberg, #3306	Jan. 1, 2022
Dr. Keith Jorgensen, #907	Nov. 15, 2021
Dr. Robert McCorkell, #1061	Jan. 1, 2022
Dr. Teresa Boughen, #958	Jan. 1, 2022
Dr. Audrey Remedios, #1712	Jan. 1, 2022

Dr. Wayne Steiger, #812	Dec. 31, 2021
Dr. Kevin Breker, #1020	Dec. 31, 2021
Dr. Matthew Kumlin, #3166	Dec. 3, 2021
Dr. Carol Shwetz, #1109	Jan. 1, 2022
Dr. Margaret Scuderi, #3337	Dec. 6, 2021
Dr. William Lichtenberger, #772	Jan. 1, 2022
Dr. Kuldip Mirakhur, #4103	Jan. 1, 2022

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Taylor Smith, #2851	Nov. 1, 2021
Dr. Gary Kruger, #1535	Nov. 18, 2021
Dr. Felipe Zeymer, #3126	Nov. 25, 2021
Dr. Amanda Bartier, #3616	Jan. 1, 2022
Dr. Nicole MacDonald, #3246	Jan. 1, 2022
Dr. Hannah Viveiros, #3467	Jan. 1, 2022

Transfer Non-Practicing Veterinarian Member to Time Limited Practice Registered Veterinarian

Dr. Gina Thull, 1525	Jan. 1, 2022
Dr. Bruce Grahm, #694	Jan. 24, 2022
Dr. Tessa Baker, #2649	Jan. 1, 2022

Transfer Time Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Carmen Bell, #3320	Nov. 15, 2021
Dr. Michaela Bartolini, #3415	Jan. 1, 2022
Dr. Karen Lodge, #2741	Jan. 1, 2022
Dr. Sylvia Checkley, #1347	Jan. 1, 2022
Dr. Colleen Chan, #2985	Jan. 1, 2022

Transfer Time Limited Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Bronwyn Fullagar, #2736	Nov. 16, 2021
Dr. Wayne Thiessen, #826	Dec. 31, 2021
Dr. Krista Howden, #1761	Dec. 6, 2021

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Krishna Bhatt, #4005	Nov. 17, 2021
Dr. Radka Lukasova, #4108	Dec. 6, 2021
Dr. Alessa Kuczewski, #3948	Dec. 6, 2021
Dr. Rami Ghebreel, #3990	Dec. 14, 2021
Dr. Ibjuwon Olatayo, #3857	Dec. 14, 2021
Dr. Mahsa Moeini, #3830	Dec. 15, 2021

Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Ammar Jawdat, #3688	Nov. 29, 2021
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Cancel Non-Practicing Veterinarian Member

Dr. Nicole Rose, #3046	Jan. 1, 2022
Dr. Marcella St. Louis, #3633	Nov. 15, 2021
Dr. Dayle Borchardt, #3214	Dec. 31, 2021
Dr. Carrie Fischer, #3406	Dec. 31, 2021
Dr. Sheryl Hudy, #1732	Dec. 31, 2021
Dr. Molly Patterson, #3613	Dec. 29, 2021
Dr. Ma-Sum Yau, #2680	Dec. 18, 2021

Cancel General Practice Registered Veterinarian

Dr. Vanessa Carl, #2531	Dec. 31, 2021
Dr. Hannah Smith, #3437	Dec. 1, 2021
Dr. Dana Snell, #3515	Dec. 31, 2021
Dr. Victoria Knight, #3587	Dec. 31, 2021
Dr. Henry Cozens, #3447	Dec. 31, 2021
Dr. Samantha Gwillim, #3575	Dec. 20, 2021

Dr. Benjamin Baird, #3379
 Dr. Navkaran Deep Bal, #3111
 Dr. Nour Hashish, #3084
 Dr. Amelia Whitelaw, #3650
 Dr. Alexandria Horner, #3844
 Dr. Whitney Buntyn, #3452
 Dr. Winnie Lam, #3167
 Dr. Maria Sung, #2693
 Dr. Pascale Lauzier, #3459
 Dr. Hannah Pope, #3890
 Dr. Tayler Belosowsky, #3783
 Dr. Kylie Pon, #3262
 Dr. Francois Cardinal, #3969
 Dr. Evan Forrest, #3888
 Dr. Jodi Kendrew, #1805

Dec. 31, 2021
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 Jan. 1, 2022
 Dec. 31, 2021
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 Dec. 31, 2021
 Jan. 1, 2022
 Dec. 31, 2021
 Dec. 31, 2021
 Dec. 31, 2021
 Jan. 1, 2022
 Dec. 30, 2021
 Dec. 31, 2021
 Dec. 17, 2021

Devon Riches, #3814
 Kimberly Large, #1715
 Emily Greilach, #3533
 Jessica Sullivan, #2783
 Shayne Lawrence, #3537
 Alison Varjassy, #3733
 James Neuman, #4129
 Paige Oulton, #2964
 Lynnelle Evans, #3037
 Celeste Bernard, #4206
 Kaycee Meggitt, #4131
 Laisha Baschak Cole, #3580
 Kyla Dahms, #2758
 Sheila Gerwatoski, #3255

Dec. 3, 2021
 Dec. 3, 2021
 Dec. 6, 2021
 Jan. 1, 2022
 Dec. 9, 2021
 Dec. 11, 2021
 Dec. 13, 2021
 Dec. 14, 2021
 Dec. 31, 2021
 Dec. 15, 2021
 Dec. 31, 2021
 Dec. 16, 2021
 Dec. 16, 2021
 Dec. 17, 2021

Reinstate General Practice Registered Veterinarian

Dr. Valerie MacDonald-Dickinson, #3481 Nov. 3, 2021

Registered Veterinary Technologists November 2021

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

Brianna Falk, #4046 Oct. 14, 2021
 Abigail Culleton, #2342 Oct. 14, 2021

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

Brittany Patten, #3231 Sept. 30, 2021
 Catherine Runte, #3633 Sept. 30, 2021
 Heather Schaub, #1603 Oct. 4, 2021
 Sheri Redston, #1404 Oct. 18, 2021

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Natasha Bett, #4274 Oct. 14, 2021
 Jordyn Cowan, #4256 Oct. 19, 2021
 Alison Whitehouse, #4269 Oct. 19, 2021

Reinstated General Practice Registered Veterinary Technologist

Theresa Bukatka, #958 Sept. 23, 2021

Cancelled General Practice Registered Veterinary Technologist

Courtney Lichwa, #3032 Oct. 25, 2021

January 2022

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

Kaylyn Harrick, #2862 Oct. 27, 2021
 Karen Brick, #267 Nov. 1, 2021
 Erin Simmelink, #2765 Nov. 3, 2021
 Stacey Engel, #2197 Nov. 31, 2021
 Susan St. Croix, #2706 Nov. 15, 2021
 Katelynn Croxford, #3522 Dec. 31, 2021
 Breanna Chupik, #3480 Nov. 22, 2021
 Nicole MacPherson, #3051 Jan. 2, 2022
 Wendy Franke, #1359 Nov. 25, 2021
 Susan L. Smith, #126 Dec. 8, 2021
 Gail Olson, #3130 Nov. 29, 2021
 Jennifer Klimochko, #1802 Dec. 1, 2021
 Maria Feakes, #321 Dec. 1, 2021
 Kelsey Nisbet, #3644 Dec. 17, 2021
 Alana Brochu, #3054 Jan. 1, 2022
 Michaela Johnstone, #1557 Dec. 2, 2021
 Elaine Suddaby, #2152 Dec. 2, 2021

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

Katherine Crawford, #3698 Oct. 9, 2021
 Kate Vida, #2286 Nov. 10, 2021
 Kelsey Sharifzadeh-Najafi, #2997 Nov. 13, 2021
 Carlie Durksen, #3785 Nov. 29, 2021
 Candice Adam, #2799 Nov. 4, 2021
 Tamara Kuriga, #1949 Nov. 17, 2021
 Jennifer Roberts, #1546 Nov. 23, 2021
 Renee Roe, #2903 Jan. 3, 2022
 Naomi Herbert, #3552 Dec. 31, 2021
 Lauren Bradley, #3226 Jan. 1, 2022
 Shannon Fletcher, #2716 Jan. 1, 2022

Transfer Provisional Veterinary Technologist Member to General Practice Registered Veterinary Technologist

Jasmine Shaughnessy, #4373 Nov. 22, 2021
 Ngan Do, #4295 Nov. 29, 2021
 Dakota Sekella, #4276 Nov. 30, 2021
 Callie Morrison, #4327 Nov. 30, 2021
 Brayden Meyers, #4335 Nov. 30, 2021
 Madison Krider, #4262 Nov. 30, 2021
 Alexandra Earnshaw, #4375 Nov. 30, 2021
 Adriana Lee, #4336 Nov. 30, 2021
 Audrey Law Kim Lee, #4377 Dec. 2, 2021
 Alyssa Mulcahy, #4323 Dec. 2, 2021
 Ashley Weber, #4237 Dec. 2, 2021
 Brandi Senko-Loose, #4326 Dec. 7, 2021
 Jillian Beaumont, #4362 Dec. 14, 2021
 Nicole Bell, #4254 Dec. 14, 2021
 Jenna Deak, #4285 Dec. 14, 2021
 Sedona Hayward, #4367 Dec. 14, 2021
 Megan Little, #4380 Dec. 14, 2021
 Jennifer Dickeson, #4364 Dec. 21, 2021
 John Doyle, #4292 Dec. 21, 2021
 Brianna McDonald, #4384 Dec. 21, 2021
 Michelle Orescan, #4266 Dec. 21, 2021
 Ramsha Shahab, #4278 Dec. 21, 2021

Reinstated General Practice Registered Veterinary Technologist

Amy Laframboise, #2886 Nov. 23, 2021
 Kaitlyn Mason, #2759 Nov. 25, 2021

Cancelled General Practice Registered Veterinary Technologist

Kristen Rogers, #3472 Sept. 30, 2021
 Lindsay Hauck, #3113 Nov. 1, 2021
 Aleigha Bell, #3978 Dec. 31, 2021
 Juliet Fung, #3427 Dec. 31, 2021
 Michelle Fendelander, #3374 Dec. 15, 2021
 Dawn St. Louis, #1752 Dec. 31, 2021

Moran Wasylyszyn, #4268
 Ana Moroziuk, #3807
 Jessica Cody, #2823
 Kyna Kozak, #1569
 Nadine Parfett, #3049
 Lisa Madsen, #801
 Dillon Scott, #3115
 Mykhailo Mospan, #3812
 Deb Kamsteeg, #161
 Kristyn Wuerstl, #4026
 Athena Peters, #3803
 Brandie Smith, #3882

Jan. 1, 2022
 Jan. 1, 2022
 Dec. 31, 2021
 Dec. 31, 2021
 Dec. 27, 2021
 Dec. 29, 2021
 Dec. 31, 2021
 Dec. 21, 2021
 Dec. 31, 2021
 Dec. 18, 2021
 Dec. 17, 2021
 Jan. 1, 2022

Martinez Veterinary Services
 (Dr. Roberto Martinez #1940) Dec. 9, 2021
 415497 Alberta Ltd. (Dr. Stephen Radostits #1190) Dec. 16, 2021
 2210965 Alberta Ltd. (Dr. Aleeta Haas #1532) Jan. 5, 2022

Closed Permit Holder

Bregliano Holdings Ltd. (Dr. Marco Bregliano #1726, Dr. Heather Price-Bregliano #1265) July 21, 2021
 Cambrian Animal Hospital Ltd. (Dr. Davinder Sharma #2698, Dr. Satnam Dhothar #2315) Sept. 16, 2021
 Progressive Veterinary Services
 (Dr. John McCurdy #1634) Jan. 3, 2021
 Harvest Hills Veterinary Clinic Ltd.
 (Progressive Veterinary Services, VCA Canada Ltd.) Jan. 3, 2021
 Northwestern Veterinarians Inc
 (Dr. Richard Faintuck #1077) Aug. 8, 2019
 Liska Holdings Ltd. (Dr. Pavol Liska #2376) July 21, 2021
 S. Barthelemy Veterinary Corporation
 (Dr. Sarah Barthelemy #3220) Sept. 9, 2021
 Delton Veterinary Hospital 2012 Ltd.
 (Dr. Jeffrey Person #1934) Feb. 3, 2021
 Morgan Veterinary Services Ltd.
 (Dr. Edward Morgan #816) Dec. 31, 2021
 Glenpark Investments Ltd. (Dr. Edmund Purcell #945) Sept. 2, 2021
 Green Acres Animal Hospital (2007) Ltd.
 (Dr. Felicia Lloyd #1670) Jan. 3, 2021

Cancel Non-Practicing Veterinary Technologist Member

Karen Brick, #267 Dec. 31, 2021
 Jennelle Copeland, #2828 Nov. 16, 2021
 Ronna Lee Balderson, #199 Dec. 31, 2021
 Michelle Hymers, #2258 Dec. 1, 2021
 Joanne Carlson, #381 Dec. 1, 2021
 Allison WankelShaw, #4060 Dec. 7, 2021
 Erin Merrin, #2125 Dec. 31, 2021
 Megan Burke, #3354 Dec. 31, 2021
 Kari Scheers, #1558 Dec. 30, 2021
 Aislinn MacCulloch, #3835 Dec. 24, 2021
 Sarah Doonan, #2644 Dec. 22, 2021
 Breanna Chupik, #348 Dec. 22, 2021
 Laura Tremblay, #138 Dec. 30, 2021
 Monica Coates, #3503 Dec. 17, 2021

Cancel Provisional Registered Veterinary Technologist

Abigail Benson, #4356 Dec. 6, 2021

Permits

November 2021

Permit Holder Approval

2357830 Alberta Ltd (Dr. Eric Laporte #3018) Oct. 1, 2021
 Solstice Veterinary Clinic Ltd
 (Dr. Taylor Sobchuk #2546) Oct. 1, 2021

Closed Permit Holder

Romus Veterinary Services Inc.
 (Dr. Romus Teodorescu #2371) Aug. 28, 2021
 Altrovet Services Ltd. (Dr. Ioan Ulici-Petrut #2200, Dr. Vanda Ulici-Petrut #2527) April 6, 2021
 1884483 Alberta LTD
 (Dr. Sara Wick #2587) May 20, 2021
 Rocky Ridge Pet Hospital Ltd.
 (Dr. Cajup Sulko #2218) June 9, 2021

January 2022

Permit Holder Approval

Centre Street Veterinary Clinic Corp.
 (Dr. Balbir Gidda #1231) Nov. 9, 2021
 677135 Alberta Ltd. (Dr. Gerald Smith #942) Nov. 18, 2021
 2385830 Alberta Ltd. (Dr. Melissa Kozakewich #3011) Nov. 29, 2021

Feedlot Health Management Services Ltd.
 (Jim Veterinary Service Ltd., Booker Veterinary Services Ltd., Pinman Veterinary Services Ltd., Perrett Veterinary Corporation, Fenton Veterinary Services Inc.) June 30, 2021
 827811 Alberta Ltd. (Dr. Kirsten Gibson #2852) Apr. 1, 2021
 Kosheluk Veterinary Services Ltd.
 (Dr. Craig Kosheluk #1880) Dec. 15, 2021
 Janzen Brogan Embryo Services Ltd.
 (Dr. Robert Janzen #611) Dec. 31, 2021
 Barness Enterprises Ltd.
 (Dr. Kimberly Romanufa #1516) Dec. 31, 2021
 D & R Veterinary Services Ltd. (Dr. David Bell #1273) Dec. 31, 2021
 Family Pet Holdings (Lethbridge) Inc.
 (Dr. Adserballe #1931) Dec. 17, 2021
 867599 Alberta Ltd. (Dr. Christopher Dunn #1423) Dec. 31, 2021
 Vetmonton Inc. (Dr. Nour Hashish #3084) Dec. 31, 2021
 2053436 Alberta Ltd. (Dr. Todd Gunderson #2717) Jan. 1, 2021
 Chinook Country Veterinary Clinic Ltd.
 (Dr. Nicole Judge #3570) Feb. 8, 2021
 Sunder Pet Care Inc. (Dr. Balbir Gidda #1231) Nov. 16, 2021
 A.L. Chiswell Veterinary Services Ltd.
 (Dr. Alison Chiswell #946) Dec. 31, 2021
 797062 Alberta Ltd. (Dr. Tara Lee Walters #1593) Dec. 31, 2021
 2052374 Alberta Ltd. (Dr. Erin Parchello #2336) Jan. 4, 2022
 Misutka Veterinary Services
 (Dr. S. Chris Misutka #1150) Jan. 5, 2022

Provisional Approval of New Veterinary Practice Entities

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

Practice Name

Location

Breton Veterinary Services Ltd.	Breton
Mountain Animal Hospital and Mobile Veterinary Care	Canmore
Federated Veterinary Services	Stettler

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Keeping You Current

Member Engagement

ABVMA/ABVTA Membership Recognition Banquet

Saturday, June 18, 2022, 5:30-11 p.m.

Best Western Premier Calgary Plaza Hotel and Conference Centre
1316 33 Street NE, Calgary, AB

The ABVMA and ABVTA thank you for your patience and look forward to hosting this event in person this June to celebrate colleagues receiving awards.

Tickets are \$70/ticket plus GST; however, any ABVMA member who attended the virtual ABVMA Annual General Meeting on Feb. 27, 2022, is eligible to receive one complimentary ticket.

To register to attend see the announcement box on the [ABVMA member portal home page](#) (login required).

Accommodations:

A group room rate is in place. Guest rooms are \$109/night, not including applicable taxes. To make individual reservations, contact the reservations department at: 403-248-8888 or toll-free at: 1-800-661-1464. Reference: ABVMA Leadership Weekend/Banquet.

2022 ABVMA Leadership Weekend Celebrating 20 Years of Leadership

June 17-19, 2022

Best Western Premier Calgary Plaza Hotel and Conference Centre
1316 33 Street NE, Calgary, AB

The 2022 ABVMA Leadership Weekend will mark the 20th anniversary of Leadership Weekend. Originally planned for February 2022, the ABVMA wants to thank everyone for their patience as we look forward to hosting this important annual event in person.

Members of leadership group include Council, committees, invited guests and staff.

The Leadership Weekend Program will be released in April 2022. Watch your email and committee portals for more details.

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:

January

- 2: DR/AR** Alberta African Swine Fever Incident Command (ASF) (ICS) Structure Meeting
- 5: CM** Meeting with UCVm Pre-Conference wet labs CanWest
- 6: R/DR/AR/P/VP** ABVMA Executive Council Meeting
R/DR with Pam Cholak prep for meeting with government ministers
CM meeting with Better Mental Health for the Future
- 7: R/DR/P** meeting with Pam Cholak prep for meeting with government ministers
R weekly meeting with Government Advocate
R/DR/AR/CM meeting with Leadership Weekend speaker
R/DR/AR/CM Public Communications Campaign Project meeting with ev+ Digital Agency
R/DR meeting with Government Advocate
- 10: CM** Meeting with Leadership Weekend speaker
P/R/DR GR meeting with Government Advocate, UCVm, ABVTA representatives and government ministers Shandro, Toes, Nicolaides and Horner
- 11: DR** Tails of Help Strategic Planning Session
- 12: DR** ABVMA/ABVTA Emergency Response (AAER) Meeting
R weekly meeting with Government Advocate
R/DR/AR/CM Leadership Weekend meeting with speaker
- 13: AR** meeting with U of A Capstone Project
DR meeting with Legal Counsel, Parlee McLaws
R Streamlining Professional Legislation meeting
AR/CM Mind the Gap Psychological Safety Webinar Series
- 17: R/AR** Practice Review Board Meeting
R weekly meeting with Government Advocate
R/AR Radiation Program meeting with GoA
- 18-19: R/DR/AR** ABVMA Council Meeting
- 19: R/DR/AR** ABVMA Council Meeting
- 20: AR** Meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 21: AR** Lakeland College Advisory Committee Meeting
R SCVMA Student Symposium
- 25: R** PIPS Inspection
CM CanWest Equine Speaker Selection Meeting
CM CanWest Vet Team Speaker Selection Meeting
- 26: R** weekly meeting with Government Advocate
DR UCVm Distributed Veterinary Learning Community Meeting

- 27: CM** bi-weekly meeting with ev+ Digital Agency
R/DR/AR/CM Public Communications Campaign Project meeting with ev+ Digital Agency
R CCVR debrief meeting
AR meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 28: CD** Consent Discussion
DR CCVR Working Group Meeting

February

- 2: R/DR/AR/CM** Monthly GR meeting
- 3: P/VP/R/DR/AR** Executive Council Meeting
CM CVMA Provincial Communications Meeting
AR Meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 4: R/DR** CCVR Meeting
AR Meeting with Saskatchewan Association of Veterinary Technicians (SAVT)
- 8: R/DR** Telemedicine Policy Research Committee Meeting
- 9: DR** AAER Table Top

- 10: CM** Bi-weekly meeting with ev+ Digital Agency
R/DR/AR/CM Public Communications Campaign Project Meeting with ev+ Digital Agency
DR AAER Table Top
AR Meeting with U of A Capstone Project
- 11: R/DR** Telemedicine Policy Research Committee Meeting
- 15: R** Weekly meeting with Government Advocate
DR ToH Board Meeting
- 17: P/VP/R/DR/AR** Executive Council Meeting
R/DR/AR/P/VP/CM ABVMA & ABVTA Joint Executive Council Meeting
AR Meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 24: P/VP/R/DR/AR** ABVMA Council Meeting
CM bi-weekly meeting with ev+ Digital Agency
AR Meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 27: R/DR/AR/CM** ABVMA Annual General Meeting
P/VP/R/DR ABVMA Council Meeting

LEGEND

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



What do CAP volunteers do?

Volunteers are welcomed into pre-registered grade 4 classrooms to conduct one-hour-long presentations on the importance of agriculture. This is done through storytelling, the use of hands-on props, engaging activities and a variety of fun games.

Volunteer training takes place in February, while the presentations start early in the spring. Each presentation takes approximately 5 hours of the volunteer's time. This includes the training, any prep work as well as the presentation.

Don George, General Manager
P: 587-877-2544 | E: dgeorge@agricultureforlife.ca
www.classroomagriculture.com

Grow with Agriculture
www.classroomagriculture.com



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.



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRAIRES

Questions or Suggestions?

Contact CVMA at 1-800-567-2862,
at admin@cvma-acmv.org, or
contact your Alberta Council CVMA
Representative: Dr. Kirsten Aarbo, at
403-690-3857 or kaarbo@hotmail.com.

One Profession. One Strong Voice.

2022 CVMA Convention Registration Information and Program Highlights

Online Registration Opens March 15, 2022

Your in-person experience package includes access to over 100 hours of continuing education, access to hands-on workshops and labs, entry into the exhibit hall, which will host over 80 booths, social programs including the CVMA Social Evening and much more. Ticket prices start as low as \$695 for members. Your at-home experience includes access to over 40 hours of livestreamed continuing education and networking opportunities, all starting at \$495 for members. Find a complete breakdown of the registration structure at pheedloop.com/cvma22/site/home

March is National Tick Awareness Month

National Tick Awareness Month (NTAM) is a client-education initiative developed by the CVMA in partnership with Merck Animal Health. Our communication material and support tools help veterinary teams highlight the unique seasonality of ticks, provide pet parents with updates regarding the expansion of ticks across Canada and increase awareness that ticks can not only affect pets, but human family members too. Encourage your clients to visit TickTalkCanada.com, an educational website for Canadian pet owners. Access to NTAM resources and information about our annual webinar is available at canadianveterinarians.net.

National Baseline Survey of Tick-Borne Disease Awareness

The CVMA received funding via a directed solicitation from the Infectious Diseases and Climate Change Fund of the Public Health Agency of Canada (PHAC) to conduct three surveys focusing on the following groups:

- veterinarians practicing in Canada

- Canadian pet owners
- Canadian hunters and anglers

The surveys will access baseline knowledge of tick awareness and tick-borne diseases in Canada. The surveys launched in early 2022. Results will be available soon.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

Veterinary Workforce Shortage – Time for Action

The CVMA will invest \$200,000 to address the veterinary workforce shortage in Canada. The CVMA will invite provincial veterinary medical associations, regulatory bodies, deans, veterinary technicians/technologists and representatives from federal and provincial governments to a Veterinary Workforce Congress to identify and coordinate plans and actions on addressing the workforce shortage. The CVMA believes the veterinary workforce shortage is one of the primary challenges facing our profession today and believes we need a national, focused, collaborative effort to make a difference across the country.

Update: A Guide to Migrating the Risk of Infection in Veterinary Practices during the COVID-19 Pandemic

The role of animals in transmission of SARS-CoV-2 is unclear. Zoonotic transmission, if it occurs, is presumably very rare. However, veterinarians are at the forefront of risk groups, particularly as they may have contact with animals owned by people with active COVID-19. While the risk is low, it is impossible to say it is zero. Therefore, measures to minimize zoonotic transmission risks are indicated. There is no standard approach to COVID-19 control in veterinary practice that would apply to all situations and practice types. Rather, there is a set of expectations and areas of consideration that

veterinarians and veterinary clinics must evaluate and apply, as applicable. For further details, please refer to the following guidance document, *A Guide to Mitigating the Risk of Infection in Veterinary Practices During the COVID-19 Pandemic*, on the CVMA website.

SAVI: The Stewardship of Antimicrobials by Veterinarians Initiative – Update

Firstline CVMA was launched this fall. This collaborative effort between the CVMA, the University of Calgary, and Firstline delivers the current CVMA Guidelines for Veterinary Antimicrobial Use to veterinarians at point of care. Learn more about the app, and download a version to your mobile device, at SAVI.vet.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

End of the Compliance Promotion Period for Humane Transport

The amendments to Part XII of the HAR, the Transport of Animals, were published in February 2019, and came into force in February 2020. The CFIA recognized that the feed, water and rest (FWR) maximum prescribed intervals outlined within the amended regulations required significant adjustments by some industry sectors. As a result, an additional two-year compliance promotion period, focusing on education and awareness, was provided to allow industry further time to implement any adjustments, identify issues and work on solutions. The temporary two-year compliance promotion period that was provided for the prescribed FWR interval provisions ended as planned in February 2022.

New Requirements and Certificates for Exporting Dogs, Cats and Ferrets to the European Union

The European Union (EU) has implemented their Animal Health Law with new import requirements and export certificates for commercial movements of dogs, cats and ferrets to the EU. These changes

were effective Jan. 15, 2022. The EU's new import requirements must be met, and new export certificates must be used. Any certificates signed by an official CFIA veterinarian dated on or before Jan. 14, 2022, will be accepted by the EU until March 15, 2022. Find more information under the News section of canadianveterinarians.net.

WE HELP YOU ACHIEVE A BALANCED CAREER AND A SUCCESSFUL LIFE

The 2022 Suggested Fee Guides Are Now Available

Each year, the CVMA, in partnership with the provincial veterinary medical associations, conducts a Practice Owners Economic Survey. The purpose of this survey is to gather data on revenue, expenses, income, number of current and new clients, fees and DVM and non-DVM staff compensation. Access the fee guides under the Business Management section of the CVMA website.



2022 EMERGING LEADERS PROGRAM

PART 1 Emerging Leaders Workshop

PART 2 Leadership Outreach

PART 3 Virtual Leadership Webinars

TO LEARN MORE VISIT
www.canadianveterinarians.net

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CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

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In Memoriam

Dr. Gordon Chalmers

May 19, 1934, to Jan. 7, 2022



GORDON ALEXANDER CHALMERS OF

Lethbridge, AB, passed away peacefully at home at the age of 87 years.

Gordon was a humble, selfless and kind individual who always put the well-being of others above his own. On most weekends, and up until his last day, you could find Gordon visiting his family and many friends. Though Gordon's health had been declining for the past ten years, he continued to smile and rarely complained.

Gordon was born on May 19, 1934, to parents Duncan and Alice Chalmers in Lethbridge, AB. He was an amazing older brother to his sister Beatrice. With the support of his parents, Gordon received his DVM from the Guelph Veterinary College in 1961. His career began in Edmonton at the Provincial Veterinary Laboratory as a pathologist and animal disease investigator. He later transferred to Lethbridge to work for the Alberta Department of Agriculture where

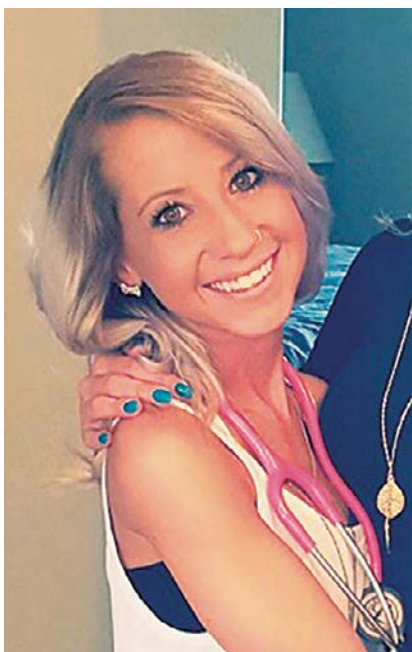
he performed similar work. He remained in this role for the majority of the next 30 years before retiring in 1991. Gordon was known among his colleagues for his dedication to his work, often going out of his way to help in any way he could.

Having a keen interest in all aspects of raising and breeding racing pigeons, Gordon was an active member of the Lethbridge District Pigeon Club and a lifetime member of the Canadian Racing Pigeon Union.

He will be deeply missed by his nephew Jerry (Sharon) Cook; nieces Carol (Nick) Toth and Jackie (Adam) Keen; brother-in-law Donald Cook, great nieces and nephews Ashleigh (Dave) Young, Jeremy Toth, Chrystal (Alex) Forbes, Brittany (Will) Toth, and Ainsleigh (Sid) Toth, Steven Medaris, Nicole Medaris; and nine great-great-nieces and nephews. He was preceded in death by his parents, Duncan and Alice Chalmers, and sister, Beatrice Cook.

Lauren Toth, RVT

Aug. 20, 1989, to Nov. 5, 2021



STRUGGLING WITH HEART AND LUNG

issues related to childhood cancer, Lauren Toth passed away on Friday, Nov. 5, 2021.

Lauren and identical twin sister Jennifer were born in Lethbridge, AB, on Sunday, Aug. 20, 1989. Wanting to be among her family, friends, her cat Oliver and her dog Bolt, she chose to move from the hospital to the comfort of her home for her final days. Her wish to be surrounded by those most significant to her and to have the opportunity to say goodbye on her terms was honoured. She died peacefully in the wee hours of the morning.

Lauren packed an incredible life into her 32 years. She loved family and friend gatherings, music, camping with her dad, soccer, badminton, tennis and cooking creative and unique meals for sharing. Lauren's passion for animals was a constant driving force in her life. She volunteered at the Lethbridge and District Humane Society,

and, after attending Olds College, was employed as a veterinary assistant at CARE Centre in Calgary. Wanting to further her education, she attended Fairview College and earned the designation as a veterinary technician. Upon returning to Lethbridge, she gained employment at the Northside Veterinary Clinic. Lauren loved to travel and was fortunate to have lived in and visited many parts of the world, including Europe, Japan and Costa Rica.

There are people that bring light into the world and even though they're gone, the light remains. Lauren will ever be remembered as a strong and compassionate woman by her parents, Darren and Elaine, brother Branden (Vera), sister Jen (Jason), auntie Jenny (Steve), uncle Randy (Camille), boyfriend Stephen, grandma Irene, lifelong best friend Megan and numerous friends, cousins, aunts and uncles.

Meet the ABVMA Team

New Staff Introduction | Kim Cardinal

KIM STARTED WORKING AT

ABVMA in January 2022 in the role of Executive Assistant, Regulatory. In this role, she will support the Registrar and Assistant Registrar by providing administrative support for Council and other governance activities. Kim is super-excited to join a team of passionate people promoting healthy pets!

Kim grew up in St. Albert, AB, and much to her parents chagrin, was always befriending and bringing lost/stray dogs home (none of which she was ever allowed to keep). She attended the University of Alberta and graduated with a BComm degree in 1997. Kim has always had a heart for animals and spent her years growing up around horse stables in the Devon, AB, area and enjoyed the equestrian sport.

Having a passion for travel, Kim will not turn down getting on a plane to European destinations and taking in historical sites. She has lived in Victoria, BC, and Uppsala, Sweden. A retired dog handler for a civilian K9 Search and Rescue Group (SARDAA), she spent a number of years volunteering on searches to bring closure to families and assist Edmonton Police Service. Her golden retriever, Jacob, was dual purpose trained and is dearly missed. Kim and her partner Ken live in St. Albert with their two German shepherds, Daxx and Hondo. In her down time, Kim loves to get out for her runs, watch the Oilers win, watch European soccer and do Schutzhund training with Hondo.



Public Recognition Corner

Dr. Rex Coupland Awarded the 2021 Order of the Bighorn

A RETIRED VETERINARIAN WITH

experience working with the Canadian Food Inspection Agency, Dr. Coupland graduated with a doctorate of veterinary medicine and worked as a wildlife veterinarian for several years with Canadian Wildlife Service. For many years, he has played an important role in assisting with the management and treatment of injured birds of prey in northwestern Alberta.

Read the full details here:

www.alberta.ca/order-of-the-bighorn.aspx



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Alberta's Own

Member Mentions

Dr. Kirsten Aarbo, Past President, ABVMA

Carrie Broome, RVT

CARRIE BROOME HAS NOT ONLY BEEN honing her skills as an RVT during her over 20-year career, but she's also developed her skills to become a woodworking artisan! A graduate of Lakeland College in 1998, it is notable that she's been working at Castleridge Veterinary Clinic since she graduated. She states that the most of clinic staff have all been long-time employees and that it feels like family.

Carrie got her start woodworking in 2015. Her husband had been laid off and they started Blue Eye Wood Design to try to bring in some needed income. Over time, Carrie has taken over and is the driving force behind her company, making and selling handmade wooden yard games, rustic signs and home decor. The name was originally as a memorial from a pet that had passed away, but Carrie points out that she also has blue eyes.

Carrie has not had any formal training in woodworking and is largely self-taught, but was lucky to have her father, brother

and husband to learn from. Crafty her entire life, she loves working with tools and learning new skills. Her basement workshop features many tools such as drills, saws, planer, table saw and a router. After finishing, the products are stained by hand. She loves developing new products and seeing people's reactions.

Carrie's designs are available at local craft and farmer's markets. COVID-19 has provided some challenges for crafters, but summer markets have been busy as they can be held outdoors. Lately the indoor markets have been open again as restrictions change.

Carrie feels her woodworking helps reduce stress and work-related burnout. She states an evening in her workshop makes her tired but also rested. Focusing on making things gives her brain a break and provides a separate mental space from work.

Carrie lives in Airdrie, AB, with her husband Norm and their three kitties, Louie, Mea and Shugo.



Dr. Vicki Janes

VICKI JANES IS A WCVN 2011 GRADUATE, and recently opened the Heartland Fort Veterinary Hospital in Fort Saskatchewan, AB. Like most veterinary professionals, she is very busy with her practice, but still finds time to do volunteer work in her community as well as volunteering on the Complaints Review Committee with the ABVMA. After graduation, Vicki felt she needed a hobby, and attended a Muay Thai class after seeing an ad in the newspaper. She fell in love with kickboxing and has been going strong since, adding in Brazilian Jiu-jitsu to her skills two years ago.

When she started training in Muay Thai there was only one other female student. Over the past 10 years, this number has expanded as the dojo has grown. Muay Thai classes focus on individual moves such as kicks and combinations of moves, and then applying these techniques with sparring matches. Vicki has also competed in some Muay Thai tournaments and some ring fighting for kickboxing. Vicki now holds the rank of Brown Prajied, which is a braided armband indicating

the level a participant has achieved. Each rank is given after a lengthy test, which are quite vigorous workouts designed to ensure the candidates are ready to move to the next level.

Vicki loves the sense of community within the dojo, especially in COVID-19 times where members helped other members who had lost jobs or otherwise were having a rough time. She is hoping to begin training in person again soon as COVID-19 precautions allow.

Vicki notes that there's nothing better than punching people to relieve stress. Martial arts helps her decrease work stress and decompress. She also finds that it is great for building confidence and while she hopes she never needs it, it is great to have self-defence skills. Despite having trained in mixed martial arts for 10 years, she's never had a black eye – until the day she asked an Irish wolfhound to shake a paw and ended up with one.

Vicki lives in Sherwood Park, AB, with her husband Todd and their two feline friends, Trudy and Miss Miss.



BACK AT THE ICONIC FAIRMONT BANFF SPRINGS HOTEL



2022 CanWest Veterinary Conference

SAVE THE DATE  **Oct. 15-18, 2022**

October has been missing something for the last two years – CanWest in Banff!
We missed you and hope to see you this fall at the 2022 CanWest Veterinary Conference.

The 2022 program will include great CE, networking opportunities, trade fair and more!
And all with a renewed sense of gratitude to gather once again for this annual event.

Future dates:

Oct. 14-17, 2023
Oct. 19-22, 2024

*Clinical education, communication and practice management skills...
surrounded by the beautiful Rocky Mountains!*

Full details available this July at www.canwestconference.ca



Focus on Wellness

A Woman I Know Died by Suicide

Dr. Nancy Bruyere



WARNING, THIS ARTICLE TALKS ABOUT SUICIDE. Please decide if you feel safe reading it. If you feel overwhelmed or distressed as you read it, please reach out for help. You are not alone. Please share your story with someone. There are people who are ready to listen and help. Contact the Canadian Suicide Support line at 1-833-456-4566 or find a call centre near you at www.suicideprevention.ca/Need-Help

A WOMAN I KNOW DIED BY SUICIDE IN A NON-WOMAN

way. She walked down the railroad tracks until an oncoming train hit her. She lived in the country. She had children, dogs, cats and horses. She was in a relationship. She sounds like me.

I and other veterinarians euthanize animals almost every day. The death is often planned. The owners have agonized over this decision, often getting advice from family and their veterinarian. The animals are usually old with significant problems or have incurable or financially difficult diseases. Owners are unable to watch the suffering endured by their pets and they are unwilling to put these precious ones through what they have witnessed so often in their human loved ones nearing the end of their life. The animals are injected with an overdose of a barbiturate. The brain goes quiet, the heart stops. The passage into death is quiet and peaceful to witness. The pain is gone, the suffering is gone, and the life is gone.

The suicide rate in veterinarians is becoming the highest in the professional health care field. Maybe the reasons for suicide in

this group are the same as for everyone else: depression, failed marriages, poor financial success, family tragedy, but – maybe there is more. We suffer from the mental strain of dealing with client grief frequently. Compassion fatigue. Sometimes three to four fur baby deaths in a day. For some of us this is very emotional, very hard to keep “professional distance.” Some veterinarians are needed to implement multiple euthanasia in farm animals. Job-related stress plus. Talk in the small world of this profession is that most use the “blue juice,” the barbiturate (died purple to ensure we always know what is in our syringe). Perhaps these veterinarians have witnessed the quiet death of their patients and wished for this for themselves. I hope their death was peaceful.

We veterinarians stock this powerful drug. Each millilitre of use is accounted for, documented. It sits in its plastic 250 ml bottle, soft purple in colour, in the locked safe away from staff and public. Protected, monitored. I have a key.

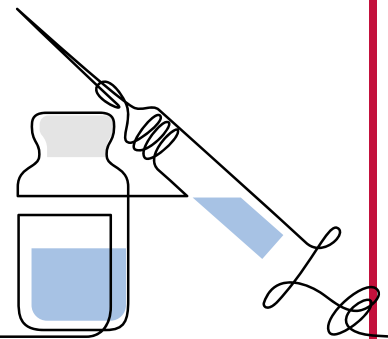
Note from the author: This was written (by me) several years ago. There is hope. There are people and resources to help with mental health struggles. Life can be good again. The veterinary profession should strive to increase surveillance over the drugs we have on hand to ensure appropriate accessibility and usage. Use the stickers, use two keys, two people, separate safes. Talk with your team members, take the mental health first aid course, be observant, and if you are concerned about a colleague, ask if they need to talk.

WHAT YOU CAN DO TO REDUCE THE RISK

1 Restricting and reducing access to means of suicide is one of the most effective prevention strategies.

2 Eliminating access to pentobarbital in veterinary practice is not feasible. Instead, consider what your clinic can do to limit access to this drug.

- Keep pentobarbital in locked drug boxes.
- Check your veterinary practice and look for ways to reduce the risk of pentobarbital being misused in self-harm. Examples may include: having two locked safes, one for controlled drugs and one for pento with separate keys.
- Where possible, have a four-eyes approach to sign out, draw up, administer and dispose of leftover pentobarbital.
- Implement the drug safe sticker system for people who may have thoughts of suicide. This may help the individual pause and realize that help is available.
- Have someone in the clinic certified as a mental health first aider. Follow this link to take the course: www.mhfa.ca or sign up for an ABVMA offering this November. Course dates will be published in E-News when they become available.



centre for
suicide prevention

Thinking of suicide? You are not alone.
Help is available. Call 1-833-456-4566

I'M READY
TO LISTEN
AND HELP



SHARE
YOUR STORY



ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRAIRES



MERCK
Animal Health

OTHER RESOURCES



Call or text "Info" to 211 Alberta
<https://ab.211.ca>



CVMA Mental Health Awareness Resources
[https://www.canadianveterinarians.net/
mental-health-awareness-week](https://www.canadianveterinarians.net/mental-health-awareness-week)

Centre for Suicide Prevention
www.suicideinfo.ca

Signs of Suicide Checklist
[www.canadianveterinarians.net/
recognizing-the-signs-of-suicide](http://www.canadianveterinarians.net/recognizing-the-signs-of-suicide)

Centre for Suicide Prevention Safety Toolkit
www.suicideinfo.ca/resource/safety-plans



Practice Management

Discussing Performance and Compensation: tips for employers and employees

Dr. Jocelyn Forseille, Assistant Registrar, ABVMA

PERFORMANCE REVIEWS ARE OFTEN DREADED EVENTS

for both employees and managers, and some workplaces may not even currently conduct regular reviews. However, despite our aversion, reviews are a useful exercise that can be beneficial to both the employer and employee, increase retention and can be a critical part of a team's growth.

When thinking about how to conduct performance reviews, consider some of the following:

- Performance reviews should be conducted at regular intervals (i.e. annually, semi-annually).
- Consider scheduling a mid-way check-in to discuss the employee's progress on meeting goals identified in the review.
- Performance reviews do not need to be (and shouldn't be) adversarial in nature. Consider the review an opportunity for the exchange of information and ideas between employees and employers rather than a meeting to drag out a laundry list of complaints.
- The performance review is an opportunity for both sides to set and discuss goals and expectations.
- Do not use the performance review to address an employee's performance issues. Performance issues should be addressed when they occur and not in the annual review.
- Good performance reviews include input from both the employer and employee. Employees are more engaged in their review when they participate and see value in the process. Self-evaluations are a great way to achieve this (see below for more details).

ABVMA veterinarians have access to a sample performance review template through HRDownloads on the [CVMA member](#)

[portal](#) (login required). The template provides an area for employees and supervisors to set and evaluate a variety of goals to be accomplished throughout the review period. The template also includes self-evaluation and supervisor evaluations of behavioural competencies as well as job specific criteria. This can be an excellent conversation starter when discussing expectations especially when there is a gap in ranking of the self-evaluation and the supervisor's ranking of the individual. Approach the process with curiosity and both sides will learn about each other.

Whatever format is used for the performance review, it is also an opportunity for employers and employees to discuss compensation, quite often with employees uncertain how to broach the topic of a raise or bonus.

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For the Employee

The 2021 ABVMA/ABVTA Veterinary Workforce Study stated that among technologist survey respondents who were either on leave or who had left 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% |
| • Poor benefits | 67% |
| • Insufficient work-life balance | 57% |
| • Limited career advancement opportunities | 52% |

We want to retain veterinary professionals in the profession. Be honest with your employer about what you need to stay engaged, happy and productive in your position. Remember that compensation does not just mean wages. Consider having a dialogue with your employer and be open to discussing other means of compensation that may hold value for you (such as benefits or items that increase your work-life balance).

Be honest with your employer about what you need to stay engaged, happy and productive in your position.



For the Employer

In the last year, the demand for professional veterinary staff has surged. Competition is driving up wage rates for new staff and veterinary practices are now facing higher-than-expected wage rates for new staff. Hiring new staff at a higher-than-expected rate can have a compounded effect as other staff's wages may also have to be adjusted in order to retain them.

As noted in the preamble to the 2022 Fee Guide, on the expense side for the small business owner, the shortage of labour along with strong demand for services is expected to increase DVM wages as much as 15 per cent for 2022 and non-DVM labour may go up as much as 12 per cent. Supply shortages and bottlenecks are driving up the price of medications, pet food and laboratory supplies, and more, all of which are expected to increase at a rate above inflation. Inflation projections are increasing as more reporting comes available, and could drive occupancy and administrative expenses six per cent higher in 2022. Taking into account the contribution these expenses have on the average companion animal hospital, the overall impact is a 10 per cent increase in the total cost of running a veterinary hospital in 2022.

Inevitably, employers/practice owners must consider options for increasing revenue (raising fees) in order to meet the demands your practice is facing. Remember inflation is being felt across the economy in all sectors.



Together

Employees who understand the pressures of running a business and show how they can contribute to the success of a business will have a stronger case in asking for a raise and/or whatever will keep them in their position.

Employers who are able to listen to their staff's needs and consider various ways to reward staff for good work will be most successful in retaining staff. Consideration of flexible schedules that align with personal responsibilities such as child care; being shown appreciation; and veterinarians and veterinary technologists each able to spend the majority of their work day performing procedures they are trained to do, all help retain staff and keep staff more engaged.

Together, an objective discussion on performance, compensation and maximizing professional engagement and flow is well worth the time.



Resources:

- Report on Compensation and Benefits for Associate Veterinarians (login required) ([abvma.ca > member portal > Member Resources > Wage Guides](#))
- Non-DVM Wage Report (login required) ([abvma.ca > member portal > Member Resources > Wage Guides](#))
- 2021 ABVMA/ABVTA Veterinary Professional Workforce Project final report (login required) ([abvma.ca > member portal > Announcements & News > Announcements](#))
- Turnover Calculator helps you quantify the actual cost of employee turnover. Offered by the Canada Human Resource Centre: <http://www.canadahrcentre.com/solutions/calculating-cost/turnover-calculator>



**On The
Cover**

2022 ABVMA President

**Dr. Daren Mandrusiak,
WCVM 2017**

I WAS BORN IN ST. PAUL, AB, AND GREW UP ON AN acreage just outside of town. My love of animals was sparked by our family dogs. Those big, sloppy, wobbly kneed Rottweilers are who I must thank for fuelling my passion. I was fortunate enough to turn a slightly off course childhood back on track thanks to the local St. Paul Veterinary Clinic. They took me in as a young high school student and ignited my passion for science and veterinary medicine.

From there, I decided to pursue my education and moved to Edmonton to attend the University of Alberta. However, the important learning and growth happened outside of school. Two life-altering things happened in Edmonton while I was doing my undergraduate studies: I got a job as a zookeeper at the Edmonton Valley Zoo, and I met my future wife. Three years in Edmonton and I was off chasing her to Saskatoon where she had beaten me to veterinary school.

**My love of avian and
reptilian medicine started
[at WCVM] and has since
flourished and taken over nearly
my entire day-to-day work.**



I loved my time at the Western College of Veterinary Medicine. The content was interesting, but it was the people that made it one of the most memorable times of my life. I look back very fondly on my time in Saskatoon and now have close friends scattered across Western Canada. I was very involved in the wildlife department and worked with the exotic animal service during my summers. This encouraged me to steer my career onto its current trajectory. My love of avian and reptilian medicine started there and has since flourished and taken over nearly my entire day-to-day work.

I have been very fortunate in my career to have had incredible mentorship. I think it is a huge part of how I ended up

writing this article in fact. Every stage of my life has been full of selfless and highly engaged individuals with nothing but the best intentions. It was being surrounded by people like this, and a small push, that ended up getting me involved with the ABVMA and a becoming a member of Council. Sometimes it astounds me how much of an influence people can have just by being engaged and involved, leading by example.

I am now living and working in Edmonton at a practice that I co-own with some great colleagues and friends. What keeps me engaged and going during the day is a burning passion for increasing access and standard of care for all exotic animals, from big, beautiful macaws all the way to beta fish and hamsters. If we can do something

for a dog or a cat, we should try to do it for a budgie. I have yet to come across any legislation or bylaw saying a lower standard can be applied to smaller or less understood creatures, and I try to strive for an equally high level of care for any species.

In my little spare time, I like to spend time outside backpacking through the Rockies, canoeing, fishing and gardening. I have a love of planting and caring for trees during the summer months, but I am quickly running out of room! My wife and I share our home with two dogs, Barrel and Breeze, one red tailed boa constrictor named Kaa, some beautiful little finches and a revolving door of foster fauna belonging to clades and orders of all sorts.





Equity, Diversity and Inclusion

Inclusive Language: what is it and where do we start?

Kathy Naum, Manager, Communications and Professional Enhancement, ABVMA

EVERY DAY WE COMMUNICATE WITH NUMEROUS

individuals – from family and friends, to colleagues and clients, to service workers or strangers. Sometimes we know our listener well, sometimes less closely and sometimes not at all. How we communicate and how a listener receives the information depends on numerous variables that are unique to each individual, including our generation, where we live, our upbringing, ethnicity, culture, societal expectations, media influences and more.

Communication is key to our decision making and our ability to connect to others; it also plays a significant role in our individual sense of belonging. Words can be inspirational, encouraging and motivating, but can also be hurtful, disrespectful and demeaning. Once spoken, words can't be taken back, and the lasting feeling they leave with the listener is often permanent. The expression

“Inclusion works to the advantage of everyone. We all have things to learn and we all have something to teach.”

- HELEN HENDERSON

“choose your words carefully” is truer than ever. While current societal expectations can leave us feeling afraid to speak for fear of offending someone, learning how to be more inclusive in how we communicate will actually reduce the risk of using outdated or

inappropriate language. While some individuals do intentionally use words as weapons, the majority of people don't intentionally set out to hurt others with the things they say. Often, these are simply learned idioms and phrases from days gone by, that once may have been acceptable but no longer are.

So where do we start when we want to become more inclusive in the language we use? A reasonable first step is educate ourselves and become familiar with what inclusive language means and how to apply it in our spoken and written words.

Collins Dictionary defines inclusive language as:

“language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people, esp. gender-specific words, such as “man”, “mankind”, and masculine pronouns, the use of which might be considered to exclude women.”¹

To expand that definition further into the equity, diversity and inclusion space, the Queen's University refers to inclusive language as:

“language respects and promotes all people as valued members of society. It uses vocabulary that avoids exclusion and stereotyping and is free from descriptors that portray individuals or groups of people as dependent, powerless, or less valued than others. It avoids all sexist, racist, or other discriminatory terminology.”²

Although definitions may vary by sources, the overall sentiment is similar – to use language that does not exclude, stereotype, devalue or discriminate.



ABVMA Equity, Diversity and Inclusion 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 Queen's University Style Guide is just one example from a leading organization that provides guidelines on inclusive language. They recommend considering how to choose your words inclusively in several identifiable categories:

- **Abilities/Disabilities:** "The person should always come first – not the disability. Use language that emphasizes abilities and conveys a positive message rather than focusing on a person's limitations or disabilities."
- **Indigenous Peoples:** "There are three distinct groups of Indigenous Peoples in Canada: First Nations (status and non-status Indians), Inuit, and Métis." The guide goes on to suggest, "Where possible, avoid using the terms Aboriginal People, Native People, or First Nations People."
- **Gender:** "Use inclusive, gender-neutral terms rather than those that make sex distinctions." I.e. "humankind, not mankind... staffing the office, not manning the office."
- **Gender Identity:** "The gender identity of an individual may not conform to social expectations about gender based on anatomy and appearance, or to the gender assigned that individual at birth." Consider using "gender-neutral pronouns or to substitute plural pronouns (they, their, them) for the singular, gendered one."
- **Race and Ethnicity:** "Avoid generalizations and stereotyping based in race or ethnicity." Further, "do not assume that a person's appearance defines their nationality or cultural background."
- **Sexual Orientation:** "Be mindful of the appropriate terms (for example, 2SLGBTQ+ – 2 Spirit, Lesbian, Gay, Bisexual, Transgender, Queer)" and "use sexual orientation, not sexual preference."²

Next, remember that what you intend to communicate is not always received in the same way by the listener. Have you ever been in a meeting or talking with a client and you felt that you communicated your idea clearly, only to have the other person perceive the message as something entirely different? This is a familiar situation that many have likely experienced from both sides. This stems from the fact that when you communicate, your values, perceptions and emotions often unintentionally carry through with your communication. Similarly, the listener may hear your words but have a completely different interpretation of them based on the values, perceptions and emotions they bring with them. By definition, heard is: "perceive with the ear the sound made by (someone or something)," and the definition of perceive is: "a way of regarding, understanding, or interpreting something; a mental impression."³ This represents a subtle but important difference. While this occurs in all types of communication and will not likely be eliminated entirely, it is particularly important to remember when choosing inclusive language. Be mindful to choose direct language to clearly articulate your ideas.

Practice makes perfect? Finally, while perfection is unlikely, the more we practice using inclusive language the more natural it will become. We may make mistakes from time to time; we are, after all, human. If there is any take-away when improving your use of inclusive language, it should be that you are willing to learn, and be thoughtful, respectful and intentional in what you say.

References:

¹ <https://www.collinsdictionary.com/dictionary/english/inclusive>

² <https://www.queensu.ca/styleguide/inclusivelanguage>

³ <https://www.dictionary.com/browse/heard>

In their January 2022 issue of Life Lines, Homewood Health addresses the topic of Teaching Inclusivity and inclusive Language (available on the ABVMA member portal, login required). Here are some additional tips from the article:



Choosing inclusivity and belonging through language

You can demonstrate your commitment to fostering inclusivity and belonging by using inclusive language. Here are seven tips to consider as you try:

1. Don't complain about it or express that you are struggling.
2. Be respectful of the person and their situation. For example:
 - If you are speaking with someone who lives with a disability, "speak directly to them rather than through a companion, support person [or] interpreter."
 - Consider any extra time it might take for the person to speak.
 - Avoid references that cause discomfort or are insulting.
3. Don't over-apologize if you make a mistake. It will happen. Your apology forces the other person to discount their feelings to make you feel better.
4. When someone corrects you, acknowledge them with thanks.
5. Reinforce your learning when you need to make a correction by practicing the correct approach three times.
6. If you observe a mistake, offer a quick correction. It helps the person become more aware, demonstrates respect and commitment, and shows empathy and understanding.
7. Consider meeting up with someone else who is working on using inclusive language to practice.





PIPS Tip

Occupational Health and Safety 101

OCCUPATIONAL HEALTH AND SAFETY

(OHS) is a joint responsibility of employers and employees. Alberta's OHS legislation is based on the internal responsibility system, which means everyone in the workplace is accountable for health and safety in proportion to their authority and control in the workplace.

This summary is created to help veterinary practices understand, implement or review what is in place in their workplace. This article reviews the main requirements of the *Occupational Health and Safety Act* and Code as it affects day-to-day veterinary practice. The *Occupational Health and Safety Act*, Regulation and codes were updated December 2021.

1. Trained First Aider

The Alberta Occupational Health and Safety Code states that if there are 10 or more workers/shift, a trained first aider must be on site. A list of Alberta OHS approved First Aid and CPR programs is available here: alberta.ca > first-aid-training.aspx

Human CPR/First Aid qualifies for ABVMA continuing education credit under the self-assessment category.

2. Health and Safety Representative/Committee

The employer is required to establish a Health and Safety program and a Joint Work Site Health and Safety Committee (HSC) with workplaces of 20 or more workers. Employers with 5-19 workers are required to have a Health Safety (HS) Representative. The workforce total is defined as the total number of regularly employed workers. Unpaid volunteers are not included in the count of regularly employed workers, for the purposes of determining if an HSC or HS representative is required.

Effective December 2021, employers and workers have more flexible options for training, and it can be tailored to suit individual workplace needs. Training requirements are expanded to include committee members as well as committee co-chairs and representatives (except for farms and ranches). There is no longer a requirement for government approved training courses or training providers. Employers can develop and provide the training themselves or use an outside training provider.

Under OHS legislation, there are no mandatory elements for the health and safety program. Employers have the flexibility to develop programs that best suit their workplace. Mandatory requirements within OHS legislation, including hazard assessment, health and safety committees and worker training, can be part of a health and safety program.

3. Properly Labelling and Storing Dangerous Chemicals

The Workplace Hazardous Materials Information System (WHMIS) ensures that workers and employers have the information they need to work safely with hazardous products. The Alberta government has a handbook for workers and for employers. Some key points:

- MSDS sheets should be updated to SDS sheets (available for download through your WDDC portal after login: WDDC/Item Info/WHMIS and SDS by Vetalytix).
- Veterinary practices should review what must be on secondary workplace labels, i.e. when a product is poured into a smaller container for use.
- The employer must assure adequate training in WHMIS, however there is no requirement to use a commercial training provider or materials created by a commercial company to conduct WHMIS training. Additional resources can be found at the Alberta page of WHMIS.org and the Canadian Centre for Occupational Health and Safety here: ccohs.ca > products > courses > whmis_workers.

4. Oxygen Tank Storage

The OHS Code, Part 10, Section 17, states that oxygen tanks must be secured. Cylinders that have their valve stem break off can become rocket-like projectiles. Also, compressed gas cylinders can explode if grease or oil is permitted to enter the cylinder or its regulator.

Cylinders must be stored so that they are properly secured with a chain or strap to prevent them from falling. Multiple cylinders should be stored in a racking system or individually secured. Ideally there is a strap or chain above the midpoint and below the shoulder of the cylinder, or the cylinder is stored in a holder designed for that purpose. The strap/chain must be able to support the weight of a full cylinder.

For example, the weight of a full "K" size medical oxygen cylinder is 50 kg. More information is available at the Canadian Centre for Occupational Health and Safety.

5. Radiation Program

The *Radiation Protection Act* and its regulations are now incorporated into the OHS Act and OHS Code. In the event a veterinary practice is using equipment that is not registered with the ABVMA, the ABVMA is required to notify Alberta Occupational Health and Safety. All investigations and follow up on unregistered equipment or other radiation program concerns will be conducted by OHS officers.

6. Workplace Harassment and Violence Prevention Plan

Harassment and violence are defined as workplace hazards. Workplaces must have Workplace Harassment and Violence Prevention Plans. Both plans must include a policy and procedures. See Alberta OHS Harassment and Violence in the workplace samples and templates.

Alberta OHS has developed a tool kit that provides information and tools to help employers know and understand the basic requirements mentioned above. It is designed to help employers who need to develop an OHS program from the ground up. It may also benefit those looking to grow and improve upon their existing health and safety program, culture and performance. This kit includes templates and sample forms that are also available in MS Word format here: ohs-pubstore.labour.alberta.ca > small-business-2.

References:

Occupational Health and Safety Code (qp.alberta.ca > documents > OHS > OHSCode_December_2021.pdf)

Health and safety committees and representatives - OHS information for employers and workers (ohs-pubstore.labour.alberta.ca > li060)

Participation in health and safety for small business owners and workers (open.alberta.ca > publications > li055)

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

Thank You ABVMA Committee Members and Volunteers

"VOLUNTEERING IS EMPATHY IN ACTION" IS THE THEME

for National Volunteer Week, April 24-30, 2022. This theme affirms the strong connection between empathy and volunteerism.

Collectively, ABVMA Council and committee members contribute approximately 7,000 volunteer hours per year.

In addition to Council and committees, ABVMA members contribute to the *Members' Magazine*, Alberta Animal Health Source and numerous other ABVMA projects.

The ABVMA would like to thank past, present and future Council and committee members and volunteers! Your dedicated service helps to improve the association.

ABVMA committees:

- Animal Welfare Advisory
- Companion Animal Advisory
- Complaint Review
- Equine Advisory

- Food Animal Advisory
- Hearing Tribunal
- Human Resource Development Advisory
- Member Wellness
- Practice Inspection and Practice Standards
- Practice Review Board
- Registration
- Wildlife and Ecosystem Health

For a current list of committee members, visit:
abvma.ca > About the ABVMA > Committees

For more information on volunteer week, visit:
volunteer.ca/nvw

Interested in becoming more involved?

Reach out to the ABVMA office. We want to hear from you.



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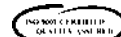
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ABVMA COMMUNICATION TO MEMBERS

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.



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

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

Dean, University of Calgary,
Faculty of Veterinary Medicine (UCVM)

AS WE ALL CONTINUE TO NAVIGATE

the fluid COVID-19 pandemic situation, I am grateful for the flexibility and patience of our faculty, students and staff. We started the winter semester with lectures being delivered online for the month of January and in-person instruction being limited to Clinical Skills courses, VetM 305, 405 and 505 as well as the lab portions of Anatomy and Histology VetM 320. At the time of writing, the University of Calgary is extending online classes until the end of February 19, with a return to in-person classes after Reading Week, beginning on Feb. 28, 2022. Changes are being shared in real time on our D2L web platform.

Measures to reduce the spread of the virus at the university include a requirement that everyone must be fully vaccinated and have proof of vaccination uploaded to UCalgary's COVIDSafe Campus web platform. In addition, masks are mandatory on campus, and further PPE required for some in-person labs.

In non-pandemic news, we've had some exciting achievements and activities recently that I'd like to highlight.

- Congratulations to Dr. Holly Sparks, a large animal surgeon, stem cell biologist and assistant professor at UCVM, who has been awarded an NSERC Tier 2 Canada Research Chair (CRC) in Equine Regenerative Medicine. Originally from Michigan, Holly earned her DVM at Michigan State University, went on to complete an equine practice internship, was accepted into an equine orthopedic research program at Cornell University and completed a surgical residency at the University of Saskatchewan, which culminated in board certification in large animal surgery. After exclusive clinical practice, she shifted her career back into academia beginning with the completion of her PhD in regenerative medicine and stem cell biology in Dr. Jeff Biernaskie's laboratory at UCVM in 2019. Holly is taking what she's learned about wound healing in the Biernaskie lab and expanding her research program to focus on equine regenerative medicine and musculoskeletal injuries of horses.
- Congratulations to UCVM's Dr. Michel Lévy on receiving the well-earned recognition of an Honourary Life Award by the Western Canadian Association of Bovine Practitioners. Drawing on his decades of clinical experience and work as an academic veterinarian, Michel has continuously made tremendous contributions to our profession through his innovative and motivational teaching methods. Michel has recently retired, but during his time at UCVM he was involved frequently in on-farm activities, including disease investigations and complex cases. A Diplomate of the American College of Veterinary Internal Medicine (Large Animals), Michel has a particular interest in large animal neurology and was a critical collaborator on studies of BSE conducted at the Animal Diseases

Research Institute Lethbridge. In addition, many practitioners and former students reach out to Michel to consult on complicated cases in the field, such as neurological cases, evaluating radiographs or reviewing laboratory work. We've been very fortunate to have had Michel's considerable talents and passion for veterinary medicine since he joined the faculty in 2009.

- Dr. Julie Menard, assistant professor of Emergency and Critical Care at UCVM, recently won a Refinement Grant from the Animal Welfare Institute. She is among four winners who will develop and test innovative methods of refinement to the care, husbandry or housing of animals in research to improve their welfare. Julie will test a non-invasive alternative to sampling the intestinal microbiome in dogs. Her project will study the safety and effectiveness of using a small engineered capsule (Small Intestinal MicroBiome Aspiration) that dogs swallow, as they would any other medication, for sampling the microbiome instead of invasive procedures.
- In January, UCVM students successfully hosted the 2022 Students of the CVMA Symposium. Initially planned as a hybrid event to allow students from across the country the opportunity to attend in person or participate virtually, the organizing committee had to quickly pivot to a completely virtual offering due to the emergence of the Omicron variant. We are so proud of the efforts of the students who led the planning of the event (Garrett Wachoski-Dark, Allison Kwantes, Brittany Munro, Nicole Phillips and Diana Powell). The theme of this year's event was "Balance, Motivation, and Culture – Resiliency in Veterinary Medicine" and the students certainly demonstrated those qualities hosting a national event during a difficult time.

WCVM'S 2021-22 ACADEMIC YEAR

COVID-19 has caused many challenges for the WCVM's veterinary students — a situation that continues as we work through the pandemic's fifth wave in early 2022. During the fall term, students in years 1 to 3 attended their lectures and labs in person while fourth-year students successfully completed clinical rotations in the WCVM Veterinary Medical Centre (VMC) as well as rotations and externships off campus.

In December 2021, due to the spread of the Omicron variant and a significant increase in positive COVID-19 cases, the University of Saskatchewan (USask) announced alternative plans for the winter term. In response, the WCVM's faculty switched to remote learning for years 1 to 3 lectures (labs are still in person) until Jan. 24, 2022. Year 4 students are continuing to attend clinical rotations in the VMC.

CLINICAL SERVICES

In early 2022, the VMC implemented stronger measures to protect employees, students and the public from COVID-19 infection in the hospital. The hospital now requires VMC clients to show proof of COVID-19 vaccination and photo identification before entering the hospital to drop off or pick up their animal. For clients who are not fully vaccinated for COVID-19, the VMC offers curbside service. The hospital has also implemented owner restrictions: only one fully vaccinated client is allowed to visit a critical patient or to attend a euthanasia procedure.

The VMC has been incredibly busy, and the hospital's emergency and critical service is still experiencing high caseloads. Larger numbers of small animal emergency cases have affected other patients: elective procedures have had to be rescheduled

since incoming emergency cases take priority. The hospital has restricted referrals to its small animal surgery service because of the high demand and shortage of surgical specialists and trained personnel. The VMC has also limited diagnostic medical imaging services to urgent emergencies on weekends — a direct result of staffing shortages and increased demands.

LEADERSHIP CHANGE

On Nov. 1, 2021, Dr. Lynn Weber began a one-year term as the WCVM's interim associate dean (research and graduate studies). Dr. Weber is a professor in the WCVM's Department of Veterinary Biomedical Sciences and served as the department's interim head from July 1, 2020, to Oct. 31, 2021. Dr. Weber replaces Dr. Elisabeth (Liz) Snead who stepped down from the associate dean's role on Sept. 30, 2021.

WCVM RESEARCHERS ON LIST OF TOP SCIENTISTS

On a recently published list, over 130 USask researchers — including 13 scientists from the WCVM — were featured prominently among the world's top scientists, social scientists and academics.

In total, 135 USask experts were among the world's most-cited and the top researchers within their discipline areas. Stanford University released an update of the list that represents the top two per cent of the most-cited scientists in various disciplines. This ranking, considered the most prestigious worldwide, is based on the statistical information contained in the Scopus database and includes researchers from the more than eight million scientists considered to be active worldwide. Read the full story (article also available here: wcvm.usask.ca > WCVM Today).



Gillian Muir, DVM, PhD

Dean, Western College of
Veterinary Medicine (WCVM)

DR. TED LEIGHTON, OC

Dr. Frederick (Ted) Leighton, professor emeritus and 1979 graduate WCVM, was appointed officer of the Order of Canada on Dec. 29. He was among several USask community members who received one of Canada's highest honours. Leighton's work as a clinical pathologist and as an internationally renowned researcher specializing in wildlife disease earned him the honour. In addition to his teaching, research and diagnostic work at WCVM, Leighton was the former executive director and co-founder of the Canadian Wildlife Health Cooperative. Read the full story (article also available here: wcvm.usask.ca > WCVM Today).

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

Student's Corner

WCVM

UNIVERSITY OF
SASKATCHEWAN
Western College of
Veterinary Medicine



Hannah Sorenson

WCVM Class of 2023

**ABVMA Student Representative
2021/2022**

HELLO FROM SASKATOON! I HOPE

that everyone is staying safe, healthy and warm. The semester has been off to a soft start so far here at the WCVM, as in-person lectures have once again been put on hold while case numbers rise because of the Omicron variant of COVID-19. At the time of writing, we are awaiting the decision from administration as to whether we will return to the lecture halls on Monday, February 7. For now, our lectures have been held synchronously via zoom. Labs have remained in person, however, which a great excuse to get out of the house! All three lecture-based years are getting the opportunity to practice their clinical skills in labs this time of year.

We third-year students are well into our final semester of lectures and, of course, our only semester with elective courses. Electives are designed to allow students to delve into topics they are interested in learning more about, and several courses have a particular emphasis on advanced skills, such as Bovine Clinical Procedures, Advanced Equine Reproduction and Feline Medicine. Some courses offer the opportunity to expand the breadth of our knowledge in areas of veterinary medicine not often touched on in the curriculum; some examples are Introduction to Fish Health, Diseases of Honeybees, and Drugs and Public Policy. There are also a select few electives that reach beyond the medical aspects of veterinary medicine and aim to teach us valuable skills to use in our futures as resilient and inclusive veterinarians. A new elective, 4 Seasons of Reconciliation, joins old favourites such as Mindful Veterinary Practice and Advanced Communication Skills.

Many WCVM students are looking forward to participating in this year's Students of the CVMA Symposium, hosted by our provincial neighbours at the UCVM. As a result of switching to 100 per cent online delivery, admission fees were waived for the 2022 symposium, much to the delight of students. We are excited for an interesting and educational weekend, with lecture topics including Thoracic Ultrasonography, Care for Monochromatic Zoo Species and Financial Planning for Veterinary Students. A special mention of gratitude goes to Jack Krone (2023), the Western Canadian Veterinary Students Association (WCVSA) VP External, for his commitment and adaptability in helping plan this year's symposium and working to promote this unique weekend.

The WCVSA is currently hard at work organizing elections for next year's executive committee. The primary objective of the WCVSA is to promote the development of characteristics desirable by the veterinary profession for the students of the WCVM. This is done year round by planning events to bring the student body together to strengthen our bonds as students and future colleagues in the profession. Involvement in the WCVSA is a great way for students to become exposed to the proceedings in a professional association, like the ABVMA. Many WCVSA executive members in the past have continued on to play important roles in their respective provincial associations.

Lastly, March at the WCVM is Mental Health Month, and members of the Mental Health Planning Committee and the Pawsitive Practice committee work together to plan events and initiatives to help students de-stress and take their mind off school, as finals season begins to ramp up. I like to use this month as a reminder to check in with myself and evaluate what changes I could be making to improve my overall mental health.

I would like to finish this update with a gentle encouragement for you to do the same. What can you do for yourself today as an act of self-care? What do you need from those around you right now, and are you in a position where you can share these needs and feelings? I hope you know that as a member of this profession, myself and my fellow students are inspired by you every day. Please give yourself a pat on the back for all you do, and take care until next time.

WELCOME BACK TO ANOTHER UCVM

update! With the post-holiday rise in COVID-19 cases and hospitalizations in the province, the University of Calgary has again moved to an online teaching platform in an effort to keep faculty, staff and students safe. For UCVM, this means that all classes, with the exception of anatomy and clinical skills labs, are back on Zoom until at least the end of February. The Class of 2025 (Owlets) are lamenting the switch to online courses but doing their best to keep their spirits high for the remainder of the year. The ability to take part in animal enrichment outside of class helps, now that the Owlets have all successfully completed the Passport OSCE.

The winter semester marks the turnover of the Calgary Association of Veterinary Students leadership team. Junior members shift into senior positions, while the current seniors retire ahead of fourth-year rotations. The Owlets had the opportunity to put their names in for the junior roles prior to the January 17 election, where all four classes voted for nominees in each position. To our new members, welcome to the team!

The Class of 2023 (Lemurs) began the winter semester finishing up a final exam deferred from the end of the fall Semester, preparing for their final OSCE and anticipating the beginning of a two-week spay/neuter surgery experience. Many of the patients attending are clients of the UCVM-Calgary Urban Project Society (CUPS) Pet Health Clinics. Alongside our professional skills coaches, the Lemurs hope to perform wellness visits and provide pet education and preventative medicine at clinics held throughout the semester. UCVM began the partnership with CUPS in 2014 and is excited for the potential to run the clinic this year, after a COVID-19 sabbatical in 2020. Of course, organizers of this clinic are monitoring the COVID-19 situation here in

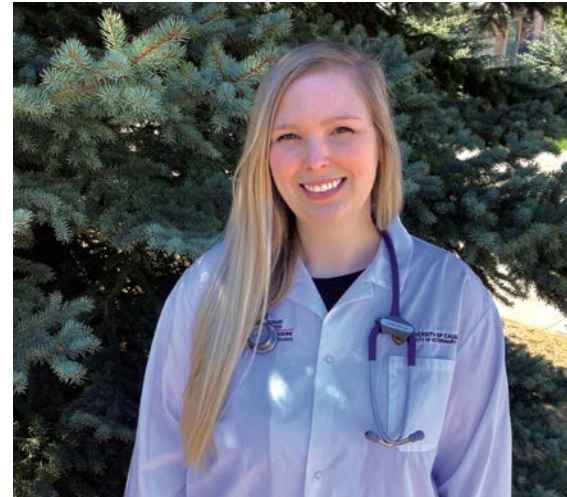
Calgary, and will shift appropriately to ensure client, student and faculty safety as needed.

The Class of 2022 (Koalas) are out in the real world, completing rotations with our Distributed Veterinary Learning Community (DVLC) partners and making plans for their first year after graduation. Many Koalas have signed contracts with clinics, submitted internship applications and made plans to travel as DVMs after graduation. The entire class has written the NAVLE and, at the time of writing, are anxiously awaiting their results. Best of luck, Koalas!

While the planning team had high hopes for an in-person event, the Students of the CVMA symposium was moved to an online platform for the January 21 event. The tours and evening events were cancelled, while most of the lectures and labs were broadcasted online. Though it was not the symposium we had planned to host, there was still great online attendance, with nearly 250 students signing up to attend the virtual symposium.

The Wellness, Inclusion, Diversity and Equity (WIDE) Taskforce has completed the restructuring process, allowing it to transition into a permanent committee within the Faculty of Veterinary Medicine. This will ensure that their recommendations, having been passed by the leadership council, are successfully implemented and maintained long term. On the student front, the WIDE Club hosted an interactive speakers' panel on January 10, in partnership with the ABVMA, CVMA and CAVM. The panel, entitled "Diversity in Veterinary Medicine - The Past, Present and Future," brought in RVT, BVSc and DVM speakers to provide unique insights into their experiences on this topic.

Thanks so much for reading and I look forward to updating you all on the planning of exciting upcoming UCVM events including Vetball, Welfare Day and Tradefair, in the next article.



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 SPRING! WE CAN HONESTLY

say that spring is just around the corner. Spring brings rebirth, rejuvenation, renewal, resurrection and regrowth. The grass is growing, the leaves are budding, the newborn animals of various species are thriving and the sun is shining for longer. No more driving to work in the dark and coming home in the dark. Spring also brings a new beginning and, hopefully, spring will bring us out of the ever-changing landscape of COVID-19.

The ABVTA Board has been busy at work for the last couple of months. We have still been holding our meetings virtually due to the ongoing pandemic but are getting a lot accomplished. In January, the Board met to review and update our Strategic Plan. The ABVTA strategic plan guides the Board in the decision-making processes to ensure our association is providing benefits and supports to our members. There are events that are continually being added to our events calendar on the ABVTA website informing our members of CE events and more. Check the ABVTA website on a regular basis to find out what events are happening and what other member benefits you receive as a member.

Results of our latest survey are in. Close to 10 per cent of members responded and we received some very good feedback on our current priorities. Some of the big takeaways from the results: members are loving the free CE and professional webinars. We also heard that some of our members are not aware of the CE and the member benefits that the ABVTA provides, so we will strive to do a better job at informing our membership.

The Mind the Gap series, a collaborative event between the ABVMA and the ABVTA, was well attended. This eight-week session provided our members with valuable information regarding psychological health and safety in the workplace to improve

workload, time management and employee engagement. I hope that everyone who attended received valuable nuggets of information that they are now practicing in their line of work. Remembering self-care is important to not only survive, but to thrive in veterinary medicine.

The end of February should have seen the delivery of the ABVMA's annual Leadership Weekend and Annual General Meeting (AGM). Unfortunately, due to the surge of COVID-19 cases, the ABVMA made the decision to host their AGM virtually on Sunday, Feb. 27, 2022, and to postpone the Leadership Weekend and Awards Banquet until June. I am hopeful that we will be able to gather safely in June with our peers. At the time of writing this report, we are optimistic that we will present some very deserving individuals with some very prestigious awards in June. These individuals have all demonstrated tremendous leadership and dedication to both the profession and the association. Award winner details to follow in the September/October issue.

April 24 to 30, 2022, is National Volunteer Week. This week recognizes those in the community who dedicate their time to help organizations like ours run smoothly. I would like to take this opportunity to thank all of our Board of Directors and our committee members for all the work you continue to do for the ABVTA. Without your time and dedication to this organization, we would not be able to continue to offer our members the events and activities we do. If you are someone who would like to get involved, please reach out to me or our Executive Director, Vanessa George, at info@abvta.com.

Happy spring, and I hope you all can take some much-needed time to stop and enjoy the weather and the new smells that spring brings.



GRANDE PRAIRIE REGIONAL COLLEGE

is now officially becoming a polytechnic institution, and in December a new name was announced: Northwestern Polytechnic! The name was chosen to reflect the history and potential in the distinct communities surrounding the campuses in Fairview and Grande Prairie, and to focus on the education needs of the entire region. Northwestern Polytechnic will continue to offer and expand programs in the School of Skilled Trades, along with other higher learning options through the Schools of Business, Health and Education, and Applied Science and Technology. The new branding and logo of our institution is set to be released this spring!

In the meantime, the AHT Program is again temporarily providing lectures online, but practical labs continue in person. In our on-site clinic rotation, we are incorporating more case studies and simulations to help students apply their knowledge and skills. Simulations involve various staff members and will include a calf dystocia model, brachycephalic distress syndrome case studies and approaches, and other possible interesting scenarios, situations or cases that the students are not necessarily exposed to within the program.

At the beginning of April, our second-year students will be heading out to their practicum sites. We would like to sincerely thank the practices that accept and continue to support our students for this additional learning opportunity.



Second-year students using the calf dystocia model.



IT WAS A BUSY AUTUMN AT OLDS

College! With 90 AHT students, 30 VTA students and 80 VMR Students (50 online/30 on campus), the campus was buzzing. It was great to return to (mostly) normal learning conditions for students and faculty after many months of modified COVID-19 schedules. While January started us online again, we are eager to return to campus as planned before the month is up.

Something we had missed over the past many months was the opportunity to take students out into the industry, so wrapping up the fall term with a few field trips was a huge highlight for us.

Our biggest news this term was the team's official eviction from the Animal Science building as we prepare for renovations. Students and faculty will be teaching and learning in our existing Animal Hospital until our new one is operational, but all animal handling, diagnostic lab and anatomy activities will take place in a different location on campus. The staff has done an amazing job of packing and moving, and the rest of campus is in for a treat starting in January when dogs, cats and exotics will be making their way into new hallways.



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control

Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: <https://vimeo.com/241068811/ffe79fee7>
Worth 1 CE Credit

Working Through Unexpected Vaccine

Associated Adverse Events – Sponsored by Merck – 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

MARCH 2022

March 8 through to March 11, 2022 – Western Canadian Dairy Seminar ****EVENT CANCELLED****

Contact organizers for more info wcds@ualberta.ca

March 13, 2022 - Anesthesia & Pain Management (Day 1 of 2) – 3 ABVMA

Credits – Speaker: Dr. Conny Mosley, DACVAA, CVA Anesthesiology and Integrative Pain Management Stress, pain and anesthesia- how to reduce drama in this triangle love affair. Canadian OA treatment guidelines. Decluttering the multimodal approach of a multifactorial disease. Hosted by: The Calgary Academy of Veterinary Medicine. Time: 9 a.m.-12:30 p.m. Mountain Time (please join Zoom 10 min early.) Location: Online live via Zoom (will be recorded & available for 4-6 weeks: a quiz must be completed if viewing the recording).

Sponsors: Elanco & Disposed.

To register: email info@cavm.ab.ca or phone 403-863-7160

March 16, 2022 - Updates in Ophthalmology – 2 ABVMA Credits –

Speakers: - Dr. Kelli Combs Ramey - Updates in Feline Ophthalmology - Dr. Brian Skorobohach - Updates in Geriatric Ophthalmology. Hosted by: The Calgary Academy of Veterinary Medicine Date: Wed., March 16, 2022. Time: 7-9 p.m. Mountain Time (please join Zoom 10 min early.) Location: Online live via Zoom (will be recorded & available for 4-6 weeks: a quiz must be completed if viewing the recording).

Sponsor: Dechra

Register: email info@cavm.ab.ca or phone 403-863-7160

March 20, 2022 - Anesthesia & Pain Management (Day 2 of 2) – 3 ABVMA Credits

Credits – Speaker: Dr. Conny Mosley, DACVAA, CVA Cannabinoids in veterinary medicine. Physiology background and clinical application. Hosted by: The Calgary Academy of Veterinary Medicine. Time: 9 a.m.-12:30 p.m. Mountain Time (please join Zoom 10 min early).

Location: Online live via Zoom (will be recorded & available for 4-6 weeks: a quiz must be completed if viewing the recording).

Sponsors: Elanco & Disposed

To register: email info@cavm.ab.ca or phone 403-863-7160

APRIL 2022

April 1 & 2, 2022 - Advanced Equine Anesthesiology – 16 ABVMA Credits

Speaker: Lori Bidwell, DVM, DACVAA. This event aims to provide veterinarians, technicians and students with in-depth training in the latest techniques in equine anesthesia. Complete with lectures and the ultimate wet lab, where attendees will take part in performing standing sedation on a live patient, this event is sure to be popular with equine practices across Canada and Northwestern US. Participants will learn about induction, monitoring, fluid therapy, recovery and more!

Location: Burwash Equine Services, 252140 Rg Rd 42, Calgary AB

Register: www.eventbrite.ca

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 July 2022 at www.canwestconference.ca.



HELP US TELL THE STORY

About Veterinarians in Western Canada

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




FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far
\$165,148.00

Fundraising goal
\$225,000.00

DONATE TODAY AT: www.vintageveterinaryexhibit.ca



WHEN TO CALL

the 24/7 livestock care

ALERT Line

Questions or concerns about livestock welfare?

- Access to feed and shelter
- Animal health and welfare concerns

Dispatch for Emergency Livestock Handling Equipment Trailers

- barn fire/ collapse
- trailer rollover
- hazardous situations (stuck in mud)

???

Livestock at large - on the highway

Livestock in distress, cruelty, abuse, neglect

STOP

Uncooperative owners

Dead livestock

Questions or concerns about your legal rights

Neighbour disputes

ALERT Line

24/7 confidential livestock welfare call line

1-800-506-2273

RCMP

Contact your closest RCMP detachment

AB SPCA

Call 1-800-455-9003

Farmers' Advocate

Concerns about land or human rights not animal welfare

310-FARM

Unsure of who to contact? Call the ALERT Line at 1-800-506-2273

Classified Ads

VETERINARIAN REQUIRED

WELCOME TO HAPPY PAWS VET CLINIC!

I am Erin, the owner, and passionate about making a great place to work. We take steps to protect a positive culture and ensure psychological safety. We are a fun-loving, don't take ourselves too seriously group. Thanks for reading this! Bring me your wish list, the things you have been missing so far in your career. Let's see if we could tailor a great workplace for you that gives you meaning, passion and respects you as an individual outside of work. Bring your ideal schedule. Oh yeah, we are a non-corporate, small animal clinic, in Airdrie, Alberta about to expand. Our new building is being created and that is why we need more team members. Let me introduce you to what veterinary medicine should look like. Ask anything, send your resume. I have references, yes, people you can ask what it is actually like to work here... okay I should stop here unless there is a magical word that will make you consider us that I left out?... let's try... lunch breaks... fully staffed team... management that listens... fully stocked snack cupboard... free pens... occasional crude jokes... Email: joinus@happypawsvets.com. Website: <https://www.happypawsvets.com>.

ARE YOU AN EXPERIENCED VET OR A NEW

graduate looking for strong mentorship? Is a good working environment, flexibility, and work/life balance important for 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 (ABVP canine/feline) 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 / AAEP 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 a generous signing bonus and excellent compensation package (\$130,000 plus) for right candidate without the pressures of productivity. If you're interested in learning more or applying for this position, please email resume at drgosal@vetinedmonton.com.

FORT MACLEOD VETERINARY CLINIC IS LOOKING

for a FT associate to join our busy 7 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 6 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker Ph: 403-553-4887 Fax: 403-553-2924 Email: ftmacvet@hotmail.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 ½ 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: dyolk@blackfaldsvet.ca. Website: <http://www.blackfaldsvet.ca>.

WEST SPRINGS VET HOSPITAL IS LOOKING TO

add an experienced 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 generous remuneration package, which includes a signing bonus, competitive salary based on experience, \$2000 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 10's, 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.

WE ARE A 4-ASSOCIATE TEAM OPERATING 2

practices in Northeast Alberta. We are on the search for an engaging and motivated associate veterinarian! Flexibility with scheduling and a choice between practice location, we have over 40 years combined experience between our associates and have a structured mentorship program that can be tailored to an individual's needs! Our practices are 30 minutes apart and successful applicants have a unique opportunity to work rural practice medicine with all the city amenities nearby! At the Bonnyville Veterinary Clinic, we have a custom-built equine and bovine facility where the majority of our patients are seen in-clinic. Both practices offer a wide range of small animal services. As part of the benefit of working in a rural community, we offer shared after-hour emergencies services to our clients, provide above average compensation, relocation benefits, along with industry standard paid dues, CE allowance, medical coverage, clothing allowance and employee discounts. Email: animalhealthproviders@gmail.com. Website: <https://animalhealthproviders.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. Website: www.capilanoanimalclinic.com.

TIME FOR A CHANGE? LIFE IS SHORT... SO WORK

somewhere awesome. Animals First Clinic in Grande Prairie - not only our name, but our philosophy! This is an amazing opportunity for a small animal DVM interested

in joining a high-performance culture. Our team is driven by service excellence, progressive organizational leadership principles and we boast 5 experienced RVTs. We support each other unconditionally in our bright, spacious, fully equipped hospital and are also well equipped to provide mentorship (including orthopedic surgery for those interested). Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more about our culture, total compensation and relocation assistance. Website: <https://animalsfirst.ca>.

TRINITY HILLS 24 HOUR PET HOSPITAL (THPH) IS

seeking a friendly and efficient ER veterinarian. We are a strictly ER and referral hospital located along Paskapoo slopes in west Calgary. THPH is equipped with DR, Idexx lab machines, flexible and rigid endoscopy, a ventilator, ultrasound and a brand new CT! We believe in empowering our ER veterinarians who love surgery and want to broaden their CT and endoscopy skills. Our ER veterinarians work on a 10 hour shift rotating schedule that equates to working half the days in a month. We are passionate about client and patient care with work-life balance. Our veterinarians truly love this profession and have the freedom to help the clients and patients in our amazing community. Please reach out if you think you'd be a good fit: DrHSuttie@thph.ca.

COME WORK WHERE YOU ARE TREATED LIKE

family, and work/life balance is considered a priority. Erin Ridge Veterinary Centre is looking for a FT veterinarian to join our amazing, compassionate team. We are a privately owned, small animal and exotics practice in St. Albert, AB (10 minutes north of Edmonton) providing top quality patient care with a focus on client education in a fun, friendly environment. The ideal candidate will have excellent communication skills and enjoy building relationships with our clients and their pets. An interest in exotics is an asset, but not required. We encourage our veterinarians to pursue any areas of professional interest. 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. Website: <http://www.erinridgevet.com>.

ARE YOU LOOKING FOR LIFE/WORK BALANCE?

Drumheller has all season activities, small town living with city amenities close by. We are looking for a mixed or small animal veterinarian to join our 4 doctor team at Valley Veterinary Clinic. No small animal on call!! We offer mentorship, ease into practice at your own pace, CE allowance staff discounts, CVMA and ABVMA dues, etc. We encourage and support the pursuit of special interests. Flexible work schedule, full or part-time employment. Full-time employment salary \$100,000 to 140,000 per year. Part-time to be negotiated based on number of days worked. Email resume or inquiry questions to: info@valleyvetdrum.ca.

DO YOU REMEMBER WHAT BROUGHT YOU TO OUR

profession? Are you still inspired? Do you still love and enjoy the work? As the managing DVM at our hospital, my mission is to ensure that my team is as well taken care of as the pets and people we serve. My vision is to keep the inspiration and enjoyment alive. We are ready to expand our team but will not grow until we have the right people to join us. We are in the unique position of being able to grow at an organic pace; only when we find the right people to add to our culture. Are you self-motivated and ready to be part of creating the culture of a practice from the inside out? Reach out to talk to me about what you are looking for and what you have to offer. Come in and meet our team, interview any of us and get a sense of our working environment for yourself. We are hiring for all positions. Visit our site to learn more about us: <http://www.langleyvet.com>. Contact: Dr.

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Nina Michie, Central Langley Pet Hospital, s, Langley, British Columbia V3A 8R6; phone: 604-533-8387, email: admin.clph@telus.net.

FREE TIM HORTONS! THE GREENVIEW

Veterinary Clinic is a mixed animal practice located in Valleyview, AB. Our spacious clinic has extensive large and small animal areas. Small animal dental scaler/polisher, Powerfloat, Easiscan ultrasound, 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.

ASK NOT WHAT YOU CAN DO FOR SPRUCE GROVE

Veterinary Clinic, ask what Spruce Grove Veterinary Clinic can do for you. We are a privately-owned, small animal clinic operating in Spruce Grove, AB. A short drive from Edmonton if you like the excitement of a city, but in a bedroom community if you're looking a short commute and small-town feel. We are looking for a skilled veterinarian to replace a retiring team member and serve our existing client base. We're looking for someone who wants to follow their passion. So, what can Spruce Grove Veterinary Clinic do for you? Associate veterinarian wages that fall above the 75th percentile, yearly CE benefits 66% higher than the median, VIN membership, flexible health benefits in the form of a health spending account, and 3 weeks of vacation. We are also looking for a new graduate or an early career veterinarian. All of the above applies to the early career veterinarian position, but we offer a minimum monthly salary to ensure you have ample time to learn. With 8 veterinarians with a combined experience in excess of 100 years there's mentorship available to help you advance your career and find your passion. Email: draelliot@sgvet.ca. Website: www.sprucegrovetvet.com.

BOO! (DON'T BE SCARED, JUST TRYING TO GET

your attention). Do you want to be a part of something meaningful? Happy Paws in Airdrie is expanding into a new building that will be focused on wellness and preventative care in general practice. The new centre is due to open in April. Happy Paws is not the 4 walls, we are our people, our team and our community. We have a strong focus on communication and relationship building. Just like wellness is important for our pets, it is important for our team too. Thanks for reading this! Bring me your wish list, the things you have been missing so far in your career. Let's see if we could tailor a great workplace for you that gives you meaning, passion and respects you as an individual outside of being a vet. Inquiries are confidential. Email me! I'm Erin Heck and you can reach me at: drerin@happypawsvets.com. Website: www.happypawsvets.com.

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 a generous signing bonus and excellent compensation package (\$130,000 plus) without the pressures of productivity. If you're interested in learning more or applying for this position, please email resume to: drqosal@vetinedmonton.com.

VCA CANADA GENERAL VETERINARY HOSPITAL

in Edmonton, AB, 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 <https://careers.vcacanada.com> (Requisition R-57457).

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. Website: <https://peacrivervet.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. Website: <https://delaneyvetservices.com>.

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. Email: drgibson@highlandspethospital.ca

FEAR FREE PRACTICE SEEKS DVM LOOKING FOR

quality medicine, team environment, excellent mentorship and work/life balance. Located in beautiful mountainous surroundings with every outdoor activity available at your doorstep. Life-changing career starts here. Interesting variety of cases, advanced medicine and surgery. Contact: Andrew Skaien, 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. Website: www.grnadavet.com.

ARE YOU LOOKING FOR A FRIENDLY, OUTGOING

environment that provides mentorship to allow you to grow and expand your skillset? If so, then we are looking for you! New graduates are welcome and encouraged to apply. Creature Comforts Animal Clinic is a privately owned companion animal general practice located in deep south Calgary, that practices low stress and fear free handling, and operates a house call service to meet the needs of all pets and their families. We are looking for an enthusiastic and compassionate veterinarian to join our practice. We offer a competitive salary, paid dues, CE and uniform allowance, personal pet discounts and a collaborative team environment

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with a healthy work life balance. We are well equipped with in house IDEXX laboratory station, ultrasound, digital dental radiology, and digital full body radiology. We utilize our RVT's skills to allow our DVM's to focus on patient and client communication. We are eager to foster your professional development and have you join our family orientated team. Please send resume and cover letter to info@creaturecomfortsvets.ca. Website: <https://www.creaturecomfortsvets.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.

LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE

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

UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME

Veterinarian. Join us in one of the most beautiful places in Canada, Qualicum Beach! Enjoy all kinds of recreational activities and work in a privately owned, family-like clinic. Feel part of a team by collaborating with an experienced, but progressive DVM and ample support staff. Looking for an ownership opportunity without all the headaches? We can offer partial ownership potential and can look after the business stress for you. We are open to part-time or full-time hours and have flexibility with the schedule. We offer a generous signing bonus, above average compensation, generous CE allowance, paid dues, no on-call, as well as respect and compassion for all the staff, clients, and pets. Email: midislevethosp@gmail.com.

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! Website: <https://www.pipercreekvet.com>. Email: rohin.raai@nva.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: rohin.raai@nva.com. Website: <https://www.parkveterinarycentre.com>.

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! Website: <https://www.familypet.ca>. Email: virginia.williams@nva.com.

A FULL-TIME VETERINARIAN IS REQUIRED FOR

Alberta Veterinary Center in Red Deer, Alberta. The qualified candidate would attend primarily to companion animal and equine cases but some willingness to perform occasional bovine procedures would be helpful. Our 12,000 square foot facility attends to a diverse case load including companion animal and equine surgical cases and advanced reproductive techniques such as equine embryo transfer and ICSI. New graduates are encouraged to apply with case load being assigned according to experience. Base compensation for the position is \$84,000 – \$100,000 per annum commensurate with experience and performance. Medical benefits and a CE allowance are provided. Email: abvet@telus.net.

LOOKING FOR A SLOWER PACED, LOW STRESS WORK

environment? Seeking experienced veterinarian to staff our small satellite clinic in the lakeside community of Alberta Beach. Three or four short days a week, no surgery, or major procedures. Medical cases can be handed over to our main clinic if you wish. In house radiology and lab allow you to practice high class medicine. Experienced RVTs and support staff. Wonderful community with four season outdoor activities on your doorstep, yet a short drive to Edmonton. Great place to ease into retirement, or to raise a family. Nearby highways give easy driving access in all directions. Private ownership by someone who understands the need for work/life balance. Practice philosophy focusing on quality not quantity and valuing that special bond between veterinarian and client. Contact Lac Ste. Anne Veterinary Services: lsavet@xplornet.com.

ARE YOU LOOKING TO WORK WITH A TEAM THAT

values your personal life? A team that supports establishing boundaries? A team that strives for cohesiveness to provide better care to patients and clients? If so, Yellowhead Veterinary Clinic might be the place for you. We are a companion animal clinic that believes in low stress practices, maximizing our RVT's skills, extensive

team training and offering options, not judgement to our clients. Full-time or part-time position available, email your CV to admin@yellowheadvet.com to learn more.

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 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. Email: jobs@p3vetpartners.ca. Website: www.chinookcountryvetclinic.com.

VCA CANADA ANIMAL CARE CENTRE OF

Strathmore is currently welcoming a veterinarian to join our team at our mixed animal practice in Strathmore, AB. We offer an excellent compensation package, 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 <https://careers.vcacanada.com> (Requisition R-60359).

CREEKSIDE VETERINARY SERVICE IS GROWING, AND

we are looking to add a third DVM to our team. We are a mixed animal practice that strives to foster strong client-patient relationships while maintaining a high-standard of care. Our caseload is predominately cow/calf and equine, with the opportunity to grow the companion animal side of the practice. Our team values an upbeat, low-stress, collaborative environment that allows all team members an opportunity to pursue individual strengths, interests, and specialties. As a locally owned and operated clinic we pride ourselves in our ability to sit down as an entire staff to make clinic decisions to best fit our goals, having flexibility in scheduling, and making changes to whatever may need it in real time. Mentorship and collaboration are important components of our practice philosophy, ensuring success for all team members. Please give us a call - let us know what your ideal job would be and visit with us about why we are excited to go to work each day. Clinic vision, amenities, and compensation package can be discussed at the same time. Contact Kyla by phone 306-662-4969 or email kyla.runnion@gmail.com

ARE YOU A MIXED ANIMAL VETERINARIAN LOOKING

for an exciting and rewarding career? Well look no further, Stettler Veterinary Clinic (SVC) is the place for you! SVC is pleased to welcome two licensed veterinarians to our patient focused, action-oriented team. With all the equipment, resources and support you need, you will surely be set for success! We also ensure our associates receive above average compensation, production bonuses and extensive benefits. Please visit our website 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.

EXCELLENT OPPORTUNITY FOR SMALL ANIMAL

Associate Veterinarian, Beautiful central valley California, known for Almond, Walnut, Pistachio Orchards and excellent warm weather and reasonable cost of living, brand new state of art facility, well established practice serving community over 50 years. Excellent support staff including 3 RVTs, 4 techs and 5 receptionists. No after hour emergencies and 4 days work week with alternate Saturdays. Excellent production-based salary including base salary of 150,000 for an experienced vet, plus retention bonus for 1 year employment. Will pay for the hotel and travel expenses to visit. Please contact Dr. Singh at 559-331-1728 or email singhdvm@hotmail.com.

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LIVESTOCK VETERINARY SERVICES IS SEEKING A

bovine veterinarian to join our progressive practice in Picture Butte, Alberta. 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 southern Alberta's most picturesque ranches. Our service model is preventive 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 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 to careers@vetstrategy.com.

FLY IN, FLY OUT FOR AN EXCITING OPPORTUNITY

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

WE ARE SEEKING BOARD CERTIFIED VETERINARY

Specialists in Surgery to add to our growing network of vet hospitals in Calgary. We currently have 3 clinics, in a network of over 250, where we offer a range of medical services, from preventative care, to specialized & emergency surgery, state of the art diagnostics. Our teams include board certified specialists, clinicians & great support staff. This is an opportunity to grow your specialty with a group that is willing to invest in your development. Our clinics are committed to providing high-quality services in a way that stresses humility, compassion & quality-of-life for pets & their owners. The successful candidate will benefit from a cross care model where all clinicians have knowledge of cases to ensure the highest quality of medicine, a positive work environment with a supportive & strong team of knowledgeable support staff. We know the importance of work/life balance & will design a schedule that will

match your needs. You will receive great compensation, bonus potential, CE allowance, VIN membership, paid association dues, vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSVETS/Posting/View/7516>.

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 5000 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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/STRATHMORE/Posting/View/7523>.

MILL CREEK ANIMAL HOSPITAL, SERVING MILL

Creek since 1998, is centrally located in the desirable Old Strathcona neighborhood 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 through the application link: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MILLCREEK/Posting/View/7513>.

SIGNING BONUS! MCKNIGHT VETERINARY

Hospital is seeking an Emergency Veterinarian to join our team of veterinarians. We are looking for a compassionate, dedicated emergency care doctor with an interest in providing the highest quality of medicine, while building strong relationships with our clients and their pets. Flexible full-time and part-time scheduling options available! Our 6000 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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/7385>.

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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/LANGDON/Posting/View/7456>.

KILLARNEY CAT HOSPITAL, LOCATED IN THE

desirable city of Calgary, AB, is a full-service clinic dedicated exclusively to the care and treatment of felines. We have achieved Cat-Friendly Practice Gold status with the American Association of Feline Practitioners. Currently we are looking for a full-time Associate Veterinarian to join our dynamic practice! Our highly experienced, fun team always practices the best and most up-to-date medicine possible. Our top priority is to provide a positive experience for each and every client-pet visit. We strive to create a warm and caring atmosphere for our staff, clients, and patients alike. 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: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/KILLARNEY/Posting/View/7382>.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced Associate Veterinarian to join one of the largest clinic in our network, Fish Creek 24 Hour Pet Hospital! Known for our emergency services, we have added a general practice facet to our clinic and are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! We are a fully equipped, purpose-built clinic. 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 ER surgery, state of the art diagnostics and in-hospital treatment 24 hrs. a day. Our clinic is 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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/7510>.

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,

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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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/7507>.

DELTON VETERINARY HOSPITAL, LOCATED IN Edmonton, Alberta, 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 through the application link. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/DELTONVET/Posting/View/7453>.

CROSSROADS ANIMAL HOSPITAL IS AN established, 4 DVM, small animal practice in Medicine Hat. This modern, client- and team-oriented hospital has been serving the community for over 10 years. Our clients love us! We provide a wide range of services including orthopedic, ophthalmic, and dental surgeries, emergency care, as well as ultrasound and in-house lab diagnostics for specialized tests. New grads are welcome to apply, as we have great mentorship opportunities. Do not miss out on this amazing chance to be part of a supportive team, where learning opportunities are endless. The right candidate will benefit from the support of a dedicated, professional, and experienced team, with a great clientele and a fully equipped facility. As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/CROSSROADS/Posting/View/7526>.

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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AMCN/Posting/View/7529>.

AIRDRIE ANIMAL HEALTH CENTRE IS LOOKING FOR an Associate Veterinarian and a team-player to join our growing clinic! We are a long-standing part of the Airdrie community, supporting our great clientele and their pets for nearly 40 years. Our new building was specifically designed and built to cater to the needs of veterinary professionals, providing a bright, spacious interior that is equipped with modern facilities, and digital technology. We are proud to be accredited members of the American Animal Hospital Association and have been a Fear Free Certified Practice since 2018! On top of that, Airdrie Animal Health Centre also takes pride in being recognized as a gold standard Feline Friendly Practice. Don't miss this opportunity to be a part of a warm, welcoming team in a clinic with an outstanding reputation for high quality medicine, great customer service, and a deep love of pets. 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: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/AIRDRIE/Posting/View/6581>.

SIGNING BONUS! SAVE (SOUTHERN ALBERTA Veterinary Emergency) in Okotoks, AB, is looking for an Emergency Veterinarian to join the 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! 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! Email: careers@vetstrategy.com. Website: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/7388>. 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!

AMAZING OPPORTUNITY IN OLDS! 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 RVT's 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!

ARE YOU LOOKING TO MAKE AN IMPACT IN THE Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration, and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected Veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care, and are excited to add our next DVM team member. Our commitment to work-life balance is complimented by No on call, and our Total Comp package includes a Competitive Salary 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, & a relocation allowance is available. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more.

EAST RIVER ANIMAL HOSPITAL NESTLED IN beautiful New Glasgow, Nova Scotia is seeking to add Veterinarians interested in a path to ownership within the clinic! We are an established, progressive practice serving the highest standards of care to our community for over 25 years. Our newly renovated full-service facility includes a pet retail store, on-site luxury pet boarding, an entire surgical dental suite, a complete double surgery bay, on-site ultrasound, in-house lab, a compassionate palliative care room and more! Our team focus is excellence in surgery, internal medicine, preventative care and special interests include dentistry, laser therapy, diagnostics and ultrasound. We foster a collaborative environment while cultivating individual continued learning through supporting individuals on their special interests. We are offering relocation / retention bonuses, a highly competitive salary, health/dental benefits, CE allowance, paid dues, work-life balance & more! Accepting Full-Time and Part-Time applications for Associate roles as well! To learn more visit us at <https://eastriveranimalhospital.com> and to apply send CV to rohin.rai@nva.com.

OWNERSHIP OPPORTUNITY KNOCKS IN CALGARY. Build your dream practice, be the influencer. Opportunity for experienced and ambitious veterinarian in Calgary to be an owner operator partner in a new state of the art hospital. You will be the medical director and lead the clinical department of the hospital. The Practice Manager will take care of the rest (for the most part). You focus on doing what you love while we take care of the rest. Auxilio VetShield is Alberta's very own leader in developing the business and culture aspects of veterinary practice, designing and building high quality veterinary hospitals. For more information, contact Jacob at jacob@vetshield.ca, or visit us at www.vetshield.ca.

FOOTHILLS ANIMAL HOSPITAL IN OKOTOKS IS looking to grow our team by adding a F/T, P/T, or CASUAL veterinarian. Located just 20 minutes south of Calgary, our busy small animal practice boasts ultrasound, digital x-ray and dental x-ray, and in house lab analyzers. We have a large, experienced team of support staff to assist you. You will have an assistant in each appointment to help with restraint, invoicing, and taking notes for your files. Established 17 years ago, we are looking for an associate who wants to settle in long term and help to grow our privately owned practice. We strive to help our team achieve that work/life balance that is so critical. email your resume to exec@foothillsanimalhospital.ca. Website: <http://www.foothillsanimalhospital.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

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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. A relocation allowance is also available. Website: <https://grandeprairieanimalhosp.com>.

BE PART OF OUR TALENTED AND DYNAMIC TEAM!

The Pet Hospital in Leduc is growing and we're looking for another companion animal veterinarian to join us. As a privately-owned clinic, we care about each member of our team. We will work with you to find the right balance of autonomy, flexibility, mentorship and growth opportunities you are seeking. You'll be part of a 3 doctor rotation, working 4 days per week. No on-call shifts! Senior veterinarians and our team of 6 talented RVTs will provide clinical support and mentorship. Located just south of Edmonton, the clinic is big, bright and clean, with state-of-the-art ventilation. We've got everything you need to practice level 10 medicine and surgery. More perks: competitive base salary, monthly production bonuses, paid ABVMA, CVMA, EASAV, VIN membership dues, Alberta Blue Cross benefits including: health, dental, Rx Coverage, health spending account (physio, orthotics, eyewear). We hope you'll consider this opportunity. View our website: thepethospital.ca. Come for a tour and meet our crew! Please send your resume to: joinourteam@thepethospital.ca.

A COMPANION ANIMAL VETERINARIAN IS REQUIRED

for the Alberta Veterinary Center in Red Deer, AB. The qualified candidate would attend to companion animal cases at our mixed animal, primarily equine practice. The candidate would have flexibility in hours worked and would not be required to attend after hours calls. The position would require attendance 2 to 5 days per week with 1 Saturday per month. Our 12,000 square foot facility attends to a diverse case load including companion and large animal surgical cases and advanced reproductive techniques such as equine embryo transfer and ICSI. New graduates are encouraged to apply with case load being assigned according to experience. Compensation for the position is \$7,000-8,000 per month to commensurate with experience and performance. Contact: Dr. Rick at 403-588-6338 or email rick157thetvet@gmail.com.

THE CLEARWATER VETERINARY CENTRE IN ROCKY

Mountain House is accepting applications for a full-time veterinarian. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy and equine. The clinic is equipped with a modern in-house lab, clinic and portable x-rays and ultrasounds, small animal dental with x-ray, Powerfloats and large animal handling facilities. Our multi-doctor practice has 12 support staff that will provide strong mentorship and allow for flexible scheduling and specialization. We offer a health spending account and comprehensive benefits package with an emphasis on continuing education. Please email applications or questions to: drmeyers@hotmail.com. Web: www.clearwatervets.com.

ARE YOU LOOKING FOR AN EXCITING AND

challenging role that blends multidisciplinary research on interesting problems, veterinary program management, influence on policies and procedures, work in integrated teams (academia, government, industry, and Canada's allies) – all with regular hours? Defence Research and Development Canada (DRDC) is looking for a qualified, experienced veterinarian to fill this role in southeastern Alberta. DRDC is the national leader in defence science

and technology, developing and delivering new technical solutions and advice to the Department of National Defence, the Canadian Armed Forces, other federal departments, and the safety and security communities. Prospective veterinarians should have experience with small and large research animals and an understanding of current laboratory animal care requirements under Canadian Council on Animal Care guidelines and according to Canadian Association of Laboratory Animal Medicine standards. Does this sound interesting? Send us your application! See our job poster at *one of a kind opportunity* veterinarian (cfp-psc.gc.ca) or VET2021@forces.gc.ca to obtain additional information and application instructions.

PREPARE TO BE AMAZED! SEEKING ENTHUSIASTIC

full or part-time SA veterinarian to join our exceptional team at Stony Plain Veterinary Clinic (SPVC). Located 35 mins from Edmonton, SPVC is a growing 3-doctor companion animal practice with ample space (stand-alone 5800 sq ft building). The hospital is fully equipped and offers in-house orthopedics and diagnostic ultrasound. We are a young, collaborative team that is always striving to add to our skills and services! AAHA accreditation in-process. Fully staffed with 5 capable RVTs. No on-call or after hours required as we cherish our work/life balance. New grads and summer students are welcome! Employee benefits and a subsidized membership to Tri Leisure Center's gym/pool provided. Don't hesitate to reach out with questions or to request a virtual tour! Email: paige@stonyplainvet.com. Web: www.stonyplainvetclinic.com. Under new ownership since Nov 2021.

NEW GRADS WELCOME! WE ARE MOVING INTO OUR

new veterinary clinic in Turtleford, SK, in the spring of 2022, and are looking for two new vets! We purchased the practice in Nov '16 & have been working hard to expand in all directions of vet med. Currently we do 50/50 large/small. We have very busy calving, preg checking & semen testing seasons as well as a busy summer filled with equine calls & a strong small animal client base with many opportunities for surgical, internal medicine & preventative medicine cases. Hards Veterinary Services (HVS) is a progressive practice with in clinic and portable imaging equipment. The new build has spacious equine & bovine in clinic areas as well as small animal facilities. We also have IDEXX blood machines as well as updated small animal surgical facilities including a fully equipped dental suite. The clinic currently has two vet trucks that are equipped with vet boxes. Offering: competitive wage, flexible work schedule, health benefits, signing bonus, CE allowance, & use of a clinic vehicle. HVS prides itself on being employee and family oriented. We would love to help grow your interests as a vet. Contact us: 306-845 2870 or email: admin@hardsvet.com.

COME JOIN THE TEAM AT MACLEOD TRAIL ANIMAL

Hospital! We are a small animal clinic centrally located in Calgary and would love to have you join us as a full or part-time veterinarian. We value a healthy work/life balance (no on-call!) and support our associates through mentorship, CE, and encouraging you to do more of what interests you. As an independently owned and operated clinic there's the potential for future partnership. We are well equipped with digital radiography, digital dental rads, ultrasound, a full in-house laboratory, and newly renovated surgical and treatment spaces. We offer competitive wages, a generous CE allowance, paid membership dues, VIN membership and full medical/dental benefits. To be the next member of our team please contact: taylor@mactrailvet.com. Web: www.mactrailvet.com.

SUCCESS CAN BE MEASURED IN MANY WAYS.

Here at Lindsey Veterinary Hospital, we measure ours by the quality of the care we provide to our patients and by the quality of life that our team enjoys. This means work/life balance, and a well-functioning clinic with the support of a great team and all the tools required to execute on

our promise of excellent medical care. This also means living in the beautiful Okanagan Valley where hot summers and mild winters offer a variety of activities for all seasons and where the charm of a small city meets the amenities of a larger center, minus the commute and other hassles. We offer: a busy clinic with a mix of canine and feline cases, a compensation package that generously reflects the work you do, benefits and perks. CE allowance, and the opportunity to direct your own professional growth with the support of the team. And to make your transition smoother, we offer relocation assistance and a signing/retention bonus! Part-time flexibility also available. Visit our site to learn more: www.lindseyvet.com. Email: ivan.larcombe@nva.com.

AT CYPRESS VIEW VETERINARY CLINIC IN MEDICINE

Hat, AB, we value a healthy work/life balance! We are seeking an enthusiastic companion animal veterinarian to join our team. We support special training in your area of interest, including dentistry, surgery, rehabilitation or ultrasound. New grads welcome with mentoring available. Email your resume to: tammy.duggan@cyprviewvet.ca. Web: www.cyprviewvet.ca.

WE ARE LOOKING FOR A MIXED OR SMALL ANIMAL

veterinarian (new grads welcome) to join our privately owned practice, just minutes south of Red Deer, AB. Do you want a rewarding job with experienced staff that offers mentorship, CE allowance, staff discounts, CVMA & ABVMA dues paid, etc.? Full or part-time employment opportunities available. Email resume or inquiries to: innvet@telus.net.

POPLAR GROVE VETERINARY SERVICES IS A

progressive, mixed animal practice located in Innisfail, AB. We are seeking 2 veterinarians to join our team. Positions are flexible, part-time or full-time, large animal oriented or small animal oriented, or a mix of both. You choose what you are comfortable with. Mentorship/training is available. Position offers competitive salary and benefits. We are equipped with xray, dental, surgery suite, inhouse diagnostics and phenomenal support staff. Great place to learn, grow and expand knowledge skills and expertise. Focus on areas of interest or stay general. This position is what you make it. Contact us for more information at: pgvets@telus.net. Web: www.poplargoovevet.com.

AIRDRIE ANIMAL HEALTH CENTRE IS LOOKING FOR

an associate vet team-player to join our growing clinic! We are a long-standing part of the Airdrie community, supporting our great clientele and their pets for nearly 40 years. Our new building was specifically designed and built to cater to the needs of veterinary professionals, providing a bright, spacious interior that is equipped with modern facilities and digital technology. We are proud to be accredited members of the American Animal Hospital Association and have been a Fear Free Certified Practice since 2018! On top of that, the clinic also takes pride in being recognized as a gold standard Feline Friendly Practice. Don't miss this opportunity to be a part of a warm, welcoming team in a clinic with an outstanding reputation for high quality medicine, great customer service, and a deep love of pets. 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 through the link: <https://can61.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/View/6581>.

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

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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.

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.

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: <https://magnoliaveterinaryservices.com>.

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.

LOOKING FOR A GREAT WORK ENVIRONMENT, A varied case load and a wonderful community to call home? Join our team at Shuswap Veterinary Clinic! We're offering a \$10,000 signing bonus for a SA associate to join our independently-owned and expanding clinic located in Salmon Arm, BC. Situated in the beautiful Shuswap, our community offers a four-season outdoor playground, an excellent school system for families and all the amenities you need. We are a well-established practice and offer a wide variety of medical and surgical cases, excellent mentorship (which our new grads love), collaborative veterinarians, a highly trained staff and wonderful clientele. We encourage career

growth, provide generous CE opportunities, continued investments in new technologies, advanced diagnostics, networking, collaboration & knowledge exchange with our entire team. We value work/life balance and strive to promote a healthy, inclusive & positive atmosphere. Please forward your cover letter and CV to Dr. Morgan Stevenson, Partner; mrutley@shuswapvet.com or call the clinic at 250-832-6069. Visit our clinic online at www.shuswapvet.com or meet us on YouTube: <https://www.youtube.com/watch?v=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@edson.vet or to Dr. Jordan Laird at jordan@edson.vet, or call 780-723-3354 for more info.

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 hrlacombeclinic@gmail.com.

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

RVT REQUIRED

PULSE VETERINARY SPECIALTY AND Emergency is currently hiring for a full-time motivated, team-oriented, and passionate Registered Veterinary Technologist (RVT) to join our hardworking and growing Cardiology team at the only privately owned Specialty and Emergency clinic in Alberta.

Reporting to the Lead Specialty RVT and working closely with Dr. Hawkes, the Cardiology Registered Veterinary Technologist (RVT) will be empowered and responsible to act as a highly-trained RVT on the clinical floor to set an example of patient care, client care, and teamwork at Pulse Veterinary Specialists & Emergency. The ideal candidate values maintaining a collegial working culture and prioritizing embracing the organization's strategy, commitments, and goals to deliver high standards of medicine and exceptional patient care. 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. In that case, this could be the job for you. Please submit your resume today! Website: <https://pulseveterinary.ca/about/careers> Email: resume@pulseveterinary.ca.

LOOKING FOR THE 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 14 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 shift options are 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 to drgosal@vetinedmonton.com.

OXFORD ANIMAL HOSPITAL IS LOOKING FOR A full-time RVT to join the team! New grads welcome, experience with cornerstone is beneficial. We are a privately owned full-service small animal clinic located in North Edmonton. We offer a signing bonus, medical/dental benefits, dues paid, discounted services, and a friendly environment. Website: <http://www.oxfordanimalvet.com>. Resumes can be sent to contact@oxfordanimalvet.com or dropped off at our location. We look forward to meeting you!

WILLOW PARK ANIMAL CLINIC IN SE CALGARY IS looking for a 2nd full time RVT to start immediately. We are a privately owned and operated clinic with newly upgraded equipment and fully computerized with eVet programming. Our equipment consists of digital radiography, surgical laser, therapeutic laser, ultrasound and in house IDXX lab stations. Do you want to be an integral part of patient care by utilizing your full scope of talents with a cohesive and supportive team? Then this is the position for you. Our clinic provides a warm and friendly environment where we collaborate with owners to make the best decisions for their pets. We provide annual RVT dues, clothing allowance, staff discounts, CE allowances, medical and dental benefits. Send resume and cover letter to ddlori@wpac.ca or deliver it in person. Website: <https://www.wpac.ca>.

WE ARE A COMPANION ANIMAL HOSPITAL close to downtown Edmonton and we are looking for another FT RVT to join us. If you are a positive people and pet person who is detail oriented, works well in a team and independently, we would like to hear from you. For a great work/life balance our hours are Monday to Friday 9:00 am to 5:30 pm,

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no evenings or weekends. We offer competitive wages and benefits, and new grads are welcome. You may send resumes via fax to (780) 424-0026, email - BlueCrossAnimalHospital@shaw.ca or drop off in person to 9103 - 111 Avenue, Attention Kelly. Website: www.bluecrossvet.ca. We look forward to meeting you!

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

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

ARDROSSAN VETERINARY CLINIC IS SEEKING A F/T or P/T RVT for our busy, privately owned small animal practice. We are located a short 5 minutes east of Sherwood Park. Significant community growth is projected for the future therefore a new facility is planned for 2022. There will be great opportunities for career advancement. We provide competitive wages, vacation pay, comprehensive health benefits, CE & uniform allowances, staff discounts, and professional dues. Clinic hours are Monday to Friday with no weekends or after hours. We value a healthy work life balance and friendly work environment. Email resumes to ardrossanvet@gmail.com.

JOIN BRAGG CREEK ANIMAL HOSPITAL! Progressive, female owned, single vet, SA clinic in beautiful Bragg Creek, AB. Mon-Fri, no on-call. Full surgery suite, digital body & dental rads, ultrasound, & in-clinic IDEXX lab. Positive workplace is priority. Ideal candidate has great communication, detail-oriented, & exceptional client service. New grads welcome! LGBTQ2S and BIPOC inclusive. Wages \$21-28/hr. Paid dues, CE and scrub allowance, health benefits & staff discounts. Cover letter & resume to info@braggcreekvet.ca or phone: 403-949-2650. Web: <http://braggcreekvet.ca>.

TRINITY HILLS 24 HOUR PET HOSPITAL (THPH) is looking for a friendly, efficient and eager to learn RVT! THPH is a strictly ER and specialty practice so there is lots of variety! We are a great group with a diverse background. Our hospital comes equipped with DR, Idexx lab machines, endoscopy, ultrasound, ventilator and a brand new CT! Our technicians work in teams and are supported by a great group of TAs. We do a lot of soft tissue surgery and always have a steady stream of hospitalized patients. If you like reproductive technology, we do that too!

The opportunity to specialize is available under the supervision of our board certified internist. Please reach out if you think you'd be a good fit: DrHSuttie@thph.ca.

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

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.

SEEKING ONE OF THE MOST ELUSIVE, BELOVED and appreciated individuals in veterinary medicine in Alberta...an RVT. What makes our practise more special than the other hundred practises also trying to attract an RVT? Our RVTs practice to their full scope and are integral to the medical decisions and care our patients receive. They are respected by our veterinarians, our clients, our team and our community. You would be joining three very experienced, amazing RVTs. We are very conscientious of the pressures of practise and work to develop individually tailored and flexible schedules. Your dogs can come to work with you. We take one-hour lunches to reset mid-day. Des from Mane Massage & Wellness supports our team with massage and yoga which is included with your benefits. Benefits also include full dental with Dr. Lyle Voltner and a very generous employee discount package including complimentary vaccinations, health exams and annual dental prophies for two pets. Email me your ideal terms of employment and I will do my utmost to meet them. Check out our social media to find out more about our day-to-day practise life. Take care and be well. Email: drkaren@hastingslakevet.com. Web: www.hastingslakevet.com.

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 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: grrotaru@gmail.com, or apply directly at: <https://www.chestermerevet.com/careers.html>.

BOO! (DON'T BE SCARED, JUST TRYING TO GET your attention). Do you want to be a part of something meaningful? Happy Paws in Airdrie is expanding into a new building that will be focused on wellness and preventative care in general practice. The new centre is due to open in April. Happy Paws is not the 4 walls, we are our people, our team and our community. We have a strong focus on communication and relationship building. Just like wellness is important for our pets, it is important for our team too. Thanks for reading this! Bring me your wish list, the things you have been missing so far in your career. Let's see if we could tailor a great workplace for you that gives you meaning, passion and respects you as an individual outside of being an RVT. Inquiries are confidential. Email me! I'm Erin Heck and you can reach me at: dr.erin@happypawsvets.com. Web: www.happypawsvets.com.

LOOKING FOR THE 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 14 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 shift options are 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 to: drgosal@vetinedmonton.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.

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as well as a comprehensive benefit package.
Contact: management@delaneyvet.com.
Web: <https://delaneyvet.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.

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.

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 at evelyn@ironcreekvet.ca

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.

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: drjibson@highlandspethospital.ca.

FULL OR PART-TIME RVT REQUIRED FOR A

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

MONTEREY VET CLINIC LOCATED IN NE CALGARY

is looking PT RVT to join our team. New grads welcome! We are well established small animal practice Tue to Fri with rotating Sat. We offer competitive wages, benefits & uniform allowance. Please send your resume & cover letter to: myveterinaryclinic@shaw.ca

FULL OR PART TIME EQUINE RVT POSITION, TD

Equine Veterinary Group is looking for an RVT to join our team! We are a multi-doctor ambulatory practice south of Calgary with a focus on performance horses. Our clientele consists of high-level competition horses, foals to retired seniors and everything in between. The ideal candidate will be a licensed RVT and a member in good standing with the ABVMA. A strong background in horses is required. Duties would include: -Inventory - ordering, maintaining and reconciling-Filling and dispensing prescriptions -Answering client questions -Assisting veterinarians-Maintaining and troubleshooting equipment-Preparing and sending lab samples-Hospital case management. Working closely with our technical and administrative team to provide the best care to our patients and clients. Hours are Monday to Friday 8:30am to 5:00pm. We offer competitive wages, CE Allowance, ABVMA dues paid, health and dental benefits & staff discounts. If you are a positive, self-motivated team player we look forward to hearing from you. New grads welcome. Please email your resume & cover letter to tdequine.applications@gmail.com. Website: <https://www.tdequinevet.com>.

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: admin@heritagehillsveterinaryclinic.com. Website: <https://www.heritagehillsveterinaryclinic.com>.

HAMPTONS ANIMAL HOSPITAL, LOCATED IN WEST

Edmonton, is looking to hire FT-PT RVT. New grads are welcome. We offer competitive salary, health insurance, veterinary services/food discount, ABVMA dues, CE allowance, and a friendly environment to make everyone happy and enjoy the work. Please forward your resume and cover letter to manager@hamptonsanimalhospital.ca. Website: <http://www.hamptonsanimalhospital.ca>.

EDMONTON SOUTH ANIMAL HOSPITAL IS LOOKING

for a new AHT (PT/FT) to join its existing team of 2 technicians. New grads are welcome. We offer \$30/hr., health insurance, veterinary services/food discount, ABVMA dues, CE allowance, and a friendly environment to make everyone happy and enjoy the work. New staff should show their vaccination record showing full vaccination, we are applying COVID-19 protocol to limit the spreading of the virus and protect our staff members. You are welcome to drop your resume personally or by sending your resume to dr.basha@edmontonanimalhospital.com. Website: <https://edmontonanimalhospital.com>.

BLUFFTON VET SERVICES IS LOOKING FOR A FULL

time registered mixed Animal Health Tech to add to our team. We are a busy rural mixed animal practice located in Bluffton Alberta. We treat a variety of small and large animals and looking for a fun, team player. Duties will include anesthetic monitoring, drug administration, restraint of animals, veterinarian assistance, preparation of packs and equipment, lab work as well as end of day cleaning. We currently have 5 vets 3 techs and 2 receptionists with a full in house Idexx lab, digital radiography, and therapeutic laser. The ideal candidate is motivated, independent and enjoys working as a team. We would prefer someone with both large and small animal handling and technical skills. We like to work in a safe but fun environment and strive to be like a family. AAHT dues are paid, there is a CE allowance, full health benefits are available and paid vacation after one year. Hours of work are Monday-Friday 8:30 a.m. to 5 p.m. For more information, please contact Dr. Jasmine Duff at Bluffton Vet Services at 403-843-8463 or email: dr.jasduff@gmail.com.

WINDERMERE VETERINARY HOSPITAL IS LOOKING

to add another RVT to our growing team. Full time position, rotating through Saturdays, open until 8 pm three days per week. We are a busy multi-vet practice where you will be using all your skills. CE paid association dues, uniform allowance and health benefits available. Resumes can be dropped off in person or emailed to info@windermerevethospital.ca.

THE DAND VETERINARY CLINICS ARE LOOKING

for another superstar RVT to join our team. Our clinics are privately owned and operated and are located within Calgary as well as Airdrie. We are equipped with all the latest state-of-the-art equipment needed to provide the best care possible in primary medicine. We offer a large signing bonus and a wage commensurate with experience between \$25-\$30 per hour. We allow our nurses to be nurses and encourage our RVTs to expand their knowledge with continuing education. We offer health, dental and vision benefits, CE allowance with paid days off, ABVMA dues paid and a generous uniform allowance so that you can wear more Figs scrubs!! We can't wait to start the conversation with you! Email: nicole@dandvetclinics.ca.

Classified Ads

ARE YOU AN RVT LOOKING FOR A TRUE MIXED

animal practice? Creekside Veterinary Service is a two DVM practice located in Maple Creek, Saskatchewan (just east of Medicine Hat). While we see a high volume of bovine cases seasonally, we also have a substantial equine and growing companion animal caseload. Our team likes to hustle and have fun while doing it. An ideal candidate would be comfortable handling both cattle and horses, with the know-how to competently run anesthesia for companion animal surgery in the off season. This position is full-time, however flexible scheduling, part-time, or job-sharing options are a possibility. Maple Creek is an active community with plenty of opportunity for recreational sports, equestrian activities, hiking, and hunting/fishing. If you think you would be a good fit, or have any questions about the position, please call Kyla at 306-662-4969 or email your cover letter and resume to kyla.runnion@gmail.com.

SIGNING BONUS!! CITY CENTRE ANIMAL HOSPITAL

Airdrie has a fantastic opportunity for a RVT to join our team! Our hospital is expanding. We are moving to a brand-new custom built 4200 sq. feet facility. We are an urgent and primary care clinic. CCAH is multi-vet, 2 RVT and 12 support staff member hospital in Airdrie, fully equipped to offer standard of care to dogs and cats. We have an optimistic work environment and superior team collaboration! 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! On-site training with our highly experienced AHTs will be provided if needed for new grads. We offer medical/dental coverage, paid CE, uniform allowance and a generous pet services discount. Please send your resume to: cityvetsairdrie@gmail.com or contact our manager Kat Chaks.

WE ARE A SMALL ANIMAL CLINIC IN NW CALGARY

and currently looking for a full-time/part-time RVT to join our friendly team. We pay premium salaries, professional dues, CE courses, and more. If you are interested, please apply by emailing your resume to the following address: office@royalvethospital.com.

THE STONEY TRAIL VETERINARY CLINIC IS

looking for a part-time RVT. We are a friendly, fun small animal clinic in NW Calgary. We have in-house labs, therapy laser, and digital x-rays. We offer a great work-life balance, tech assistant, competitive wage, and health benefits. Let us know if this is what you're looking for! Email: info@stvc.ca. Website: <https://www.info@stvc.ca>.

ALBERTA VETERINARY CENTER IS LOOKING FOR

another full time RVT to join our team. We are a busy mixed animal practice located in Red Deer Alberta. Our 12,000 square foot facility attends to a diverse case load including companion and large animal surgical cases and advanced reproductive techniques such as equine embryo transfer and ICSI. Our techs are involved in all aspects of practice including scrubbing into advanced procedures, equine and small animal anesthesia, attending farm calls and managing in house medical cases. We offer competitive wages, health and dental benefits, membership dues as well as CE opportunities. Contact: Dr. Rick at 403-588-6338 or E-mail Rick157thetvet@gmail.com.

SHELTER MEDICINE NEEDS YOU - WE NEED YOU!

Shine your awesomeness in a positive, family-like organization where you'll change lives for pets in need. Competitive wage, paid vacation, group health/dental benefits, RRSP, CE's, paid professional dues and being part of a fab team. Full or part time, let's save lives together! Submit your resume to: executive.director@cochranehumane.ca. Web: <http://www.cochranehumane.ca>.

SIGNING BONUS SUPERSTAR TECH WANTED!

Not a superstar quite yet? That's OK, we can help! Foothills Animal Hospital in Okotoks 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. Our motto is "where pets are family". If you agree, this could be the position for you! Email your resume to exec@foothillsanimalhospital.ca.

GLENORA FAMILY PET CLINIC IS A GROWING

practice with excellent reviews and a great client base. We foster a culture of kindness and care in all we do. As a team, we are happy to help each other whenever and with whatever is needed, and treat each other respectfully and kindly at all times, creating a joyful work environment. GFPC caters to cats, dogs, and pocket pets. We are typically fully booked every day with a variety of procedures. Our RVTs have the opportunity to fully use their skills and are given support in their learning. We offer competitive wages, CE allowance, uniform and sports allowance, great benefits plan, staff discounts, and fun times outside work. If you pride yourself on being an outstanding team player, reliable, and hardworking RVT please email us at diana@glenoravet.com. Web: <https://www.glenoravet.com>. We'd love to learn more about you!

PANORAMA HILLS ANIMAL HOSPITAL IS A

private small animal facility in NW Calgary, looking for a 3rd RVT. We are a group of highly passionate, hilarious and team orientated people. Any applicant welcome to apply! We do a fair amount of dentals, allergy appointments and a mix of everything else. Chance of expanding our rabbit medicine, if interested. Full in house laboratory, dental radiography, and digital records. Please send resume and questions to our office manager: heather_ah@hotmail.com. Web: <https://panoramahillsanimalhospital.ca>.

THE CALGARY PET WELLNESS AND SPAY/NEUTER

Clinic is looking for an RVT. Full-time, part-time or casual/locum. New grads welcome! Competitive wage, paid vacation, generous CE allowance, scrub allowance and benefit plan. Start now or once graduated! Please send resume to: email@calgaryspayandneuter.ca. Web: www.calgaryspayandneuter.ca.

GATEWAY VETERINARY CENTRE LOOKING FOR FT/

PT RVTs to join our young growing team. We are a full-service canine and feline only hospital located in Edmonton. We offer flexible schedules, industry leading salary, CE allowance, association dues, staff pet discounts, uniform allowance and group health benefits. Please email your interest, questions or resume to: gvcdmn@gmail.com or call us for a confidential chat. Web: www.yegvet.ca.

COCHRANE LAKE SMALL ANIMAL CLINIC: PART-

time RVT wanted. You adore cats and dogs, that goes without saying! Looking for someone that is a great communicator, self-motivated, compassionate and physically fit. 1 day/week \$40/hr or 2 days/week for \$35/hr. Rural clinic about 10 min. from Cochrane, 20 min. from Airdrie and NW Calgary. Please drop off your resume in person at Cochrane Lake Small Animal Clinic, or call 403-932-VETS (8387). Email: clsac8387@gmail.com.

MEADOWBROOK ANIMAL CLINIC HAS AN OPENING

for a FT/PT RVT position. We are a small and very friendly clinic in southeast Edmonton with great client relationships. Our RVT will be working with the team of veterinarians, experienced technologists and receptionists that are caring and very dedicated. If you are looking for more "family like" workplace, we are waiting for you! Please reach out and contact us, we

would love to meet you :) We offer competitive wages and a wonderful benefit package waiting for a successful candidate. Email: meadowbrookanimalclinic@gmail.com. Web: www.meadowbrookvet.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: <https://animalcliniccalgary.com>.

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!

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.

AHT STUDENT WANTED

LOOKING FOR THE 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 14 RVTs are ready to help you to achieve your goals and develop you into the best AHT ->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 AHT students. Multiple shift options are 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/students are welcome and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume at drgosal@vetinedmonton.com

Classified Ads

OTHER EMPLOYMENT

PULSE VETERINARY SPECIALTY AND

Emergency is hiring 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 Pulse Veterinary Specialists & Emergency operations. This leadership role is extremely important to the practice. It will help set the tone for the staff by prioritizing a collegial working culture and embracing the organization's strategy, commitments, and goals. 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. Website: pulseveterinary.ca. Email: resume@pulseveterinary.ca.

MEADOWBROOK ANIMAL CLINIC IS LOOKING FOR

FT or PT veterinary assistant. We are a small animal clinic in southeast Edmonton proud of family like bond with our patients and their owners. We offer competitive wages and a wonderful benefit package waiting for a successful candidate. Please reach out, we would love to meet you. Email: meadowbrookanimalclinic@gmail.com. Web: www.meadowbrookvet.ca.

PRACTICE FOR SALE

OWNERSHIP OPPORTUNITY KNOCKS IN CALGARY.

Build your dream practice, be the influencer. Opportunity for experienced and ambitious veterinarian in Calgary to be an owner operator partner in a new state of the art hospital. You will be the medical director and lead the clinical department of the hospital. The Practice Manager will take care of the rest (for the most part). You focus on doing what you love while we take care of the rest. Auxillio VetShield is Alberta's very own leader in developing the business and culture aspects of veterinary practice, designing, and building high quality veterinary hospitals. For more information, contact Jacob at jacob@vetshield.ca, or visit us at www.vetshield.ca.

THIS SMALL ANIMAL COMPANION CLINIC

opened in 2008 in central Alberta in a bedroom community of Red Deer. The clinic is a 1.5 doctor practice with a dedicated support staff. Their annual gross revenues are in excess of \$500,000, with plenty of growth opportunities available. This practice is the perfect fit for a new or seasoned DVM who is interested in growing the clinic and is devoted to the health and wellbeing of their clients' pets using the principles of compassionate and integrative care through both traditional and alternative medicine. The practice offers both traditional and alternative medicine ranging from CO2 surgical laser, dentistry, diagnostic imaging, in-house laboratory, nutritional support, emergency services, cremation, acupuncture and more. Contact: kristalh@odysseycpa.ca.

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.

EQUIPMENT FOR SALE/WANTED

FUJI CR PRIMA T DIGITAL X-RAY UNIT, 2 LARGE

plates, 2 small plates, cables, CPU, keyboard, mouse, and large DELL monitor. Works great. Asking 3000. Perfect for a startup clinic. Email: jason@pandosyvet.com.

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