



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

MAY-JUNE 2022



A Typical Day for Alberta SPCA Peace Officers

In This Issue

Pathways to Addressing the Veterinary
Workforce Shortage

Equity, Diversity and Inclusion | June is
Pride Month

Practice Management | Valuing Vacations



Transforming Lives



LET'S END PET OBESITY TOGETHER

90% of pet parents with an overweight pet don't realize it¹

Get new tools to make weight conversations easier at EndPetObesity.ca/Vet

¹2018 Pet Obesity Study. Association for Pet Obesity Prevention.
©2022 Hill's Pet Nutrition Canada, Inc.



Editor's Notebook

IT IS WITH A DEGREE OF FRUSTRATION, anger and sorrow that I write this column. The war in Ukraine has entered its second month and the horrific death toll rises daily on both sides. Horrendous atrocities are coming to light and the world stands by, many individuals feeling helpless to act. The Russian people are fed only a steady diet of state media that justifies this criminal war to them. Ukraine experiences the carnage and death of its citizens, and is bolstered only by international donations of military hardware and munitions, all meant to kill more people. Many countries have chosen to join in imposing sanctions against Russia, which are now causing hardships to their people. Economists are predicting a complete collapse of the Russian economy, leading to food shortages and starving people. Inflation is anticipated to skyrocket over the next year causing global suffering including food shortages. Energy is expected to increase in price causing hardships in all countries purchasing oil. People may freeze in their homes next winter. Is this acceptable in the twenty-first century? When will this end?

To repeat one of my favourite quotes, the world is run by those who show up. It is time for all countries to stand together to end this barbarism. This war needs to end now, and by any means. If it is a diplomatic solution, then get it done. If it is a military endeavour, then let's get at it. Ultimately, an end to this conflict will stop people killing people! After the Second World War, we said "never again." Let our actions speak for themselves and future historians. We need to stand together as a country and as part of the global community to say this is unacceptable in a civilized world.

I have always been proud of the veterinary community's ability to set an example of acting in support of their communities and to do the right thing. We do it daily for animal welfare and the well-being of our animal patients. As part of a global community, it is time to do the right thing for the people of the world. It is time to pressure our politicians to act, and stop this war.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Features

18

Pathways to Addressing the Veterinary Workforce Shortage

24

Equity, Diversity and Inclusion | June is Pride Month

26

Focus on Wellness | So, You Want to Change Your Eating Habits?

32

Practice Management | Valuing Vacations



On the Cover

A Typical Day for Alberta SPCA Peace Officers

Editor's Notebook	3
President's Report	4
Registrar's Report	5
Council Highlights	6-8
Complaints Director's Report	10-11
Membership Matters	12-13
Keeping You Current	14
2022 ABVMA Virtual Annual General Meeting Summary	15
In Memoriam	15
Public Recognition Corner	15
PIPS Tip	16
Member Mentions	21
CVMA Report	22-23
Government Relations Update	30
ABVMA/ABVTA Mind the Gap Webinar Series	33
Homewood Health Member Assistance Program	34-35
Dean's Corner (UCVM)	36
WCVM Alberta Student Profile	37
Student's Corner (WCVM & UCVM)	38-39
ABVTA News	40-41
CE Opportunities	42-43
Go Green	43
Classified Ads	44-54
ABVMA Communication to Members	54
Advertiser's Index	54

VOL. 24, ISSUE 3

PRODUCTION

Editor – Dr. Darrell Dalton
Design, Layout & Printing – Burke Group
Communications and Professional Enhancement – Kathy Naum

ADVERTISING

Display Advertising – Sarah Eisner Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

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

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

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

CONTACT US

Alberta Veterinary Medical Association
Bldg. 3, Elm Business Park
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6

Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

Return Undeliverable

Canadian Addresses to:
Alberta Veterinary Medical Association
Suite 104, 9452 – 51 Avenue, NW
Edmonton, AB T6E 5A6 Canada

Canadian Publication Mail
Agreement 40014637

President's Report



Daren Mandrusiak, DVM

President, Alberta Veterinary Medical Association

MY FIRST FEW MONTHS AS

President have served as a bit of a tour of the position. Thankfully, the association has recently had some real, positive results, which my predecessor, ABVMA executive and the ABVMA's government relations advocate, Pam Cholak, have been hard at work achieving.

The workforce shortage, amplified by pressures of the COVID-19 pandemic, has been by far the biggest challenge facing our profession in Alberta and nationwide.

Since the last issue of the magazine, we have received some impactful news for the profession.

In February 2022, the Government of Alberta announced Budget 2022, with an investment of \$59 million over three years to the Faculty of Veterinary Medicine at the University of Calgary for infrastructure expansion. This is monumental for the veterinary profession in Alberta. It will create room for an expanding student body at UCVm. This may be the biggest win for Alberta veterinarians in the face of the shortage since the start of the UCVm itself.

As I have quickly learned, however, good news is followed shortly by more work. While this is great for Dr. Renate Weller and her team at UCVm, for this expansion to be successful we are all going to need to pitch in. The UCVm's Distributed Veterinary Learning Centre (DVLC) is a structure that needs buy-in and ongoing support from Alberta veterinarians. Without our assistance, it cannot work. How fitting, that we as self-governing professionals would also have an opportunity to assist in the most direct way in solving our own profession's problem. If you are a member of the DVLC, great work! Don't stop. If you are not yet a member of the DVLC, then I encourage you to open your doors. A student in the practice now and again undoubtedly comes with a bit of work, however, their presence can also provide a

refreshing perspective, be highly rewarding and, who knows, maybe they will teach you something new.

Shortly after the provincial budget announcement, the association was also informed that the Rural Municipalities Association (RMA) passed a resolution brought forward by Dr. Gord Krebs and Reeve Angela Albers to support veterinary medicine in the province. This is big news. Veterinary medicine has only been addressed by the RMA three times in the past 24 years. The RMA is an incredibly important stakeholder in our province and to our profession. This vote of support from the RMA is an important step in moving forward with future engagement from rural communities and rural students whom we can hopefully welcome into our profession and help become future rural practitioners. Alberta is a province with a large rural population, and veterinarians are inextricably linked to rural communities.

For more on these government and stakeholder relations activities, I encourage you to read the Government Relations Update on page 30 of this issue.

Overall, we have seen several positive changes in the last few months to help address the veterinary workforce shortage in both our urban and rural centres. While there is still much work ahead, it is encouraging to see us moving in the right direction.

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

CONFUSION EXISTS AROUND THE

employment of Supervised Limited Practice Registered Veterinarians and Temporary Registered Veterinarians and the role of the Supervising Veterinarian (SV) when supervising these individuals. This article will delineate the necessary information for practices. The *Veterinary Profession Act* (VPA) is somewhat confusing when reading about these two categories.

A **Supervised Limited Practice Registered Veterinarian** (SLPRV) is a veterinarian that has entered the National Examining Board (NEB) exam process to attain a Certificate of Qualification (CQ) that will allow them to apply for registration anywhere in Canada. A veterinarian registered with the ABVMA as a SLPRV has had their credentials verified by the NEB and has passed the first exam – Basic and Clinical Sciences Exam. These individuals may practice under immediate or direct supervision of a General Practice Registered Veterinarian for the **purpose of gaining instruction**. No independent practice activity is allowed, nor are these individuals entitled to supervise other SLPRVs, technologists or students.

A **Temporary Registered Veterinarian** (TRV) is one that has passed the second and third exams in the NEB sequence (the North American Veterinary Licensing Exam and the Pre-Surgical Assessment) and is eligible to sit the final exam, the Clinical Proficiency Exam (CPE). This registration category is considered "Restricted" in the General Regulation and veterinarians registered in this category shall only practice veterinary medicine under the supervision of an unrestricted veterinarian. It is the Registration Committee that determines the degree to which a TRV shall be supervised. Tasks may be delegated to TRVs by the supervising veterinarian once they are confident that the TRV is competent to complete the task.

After 12 months of registration as a SLPRV, the Registration Committee may relax the level of supervision from immediate to direct. After 12 months of registration as a TRV, the Registration

Committee may relax the level of supervision from direct to indirect. In both cases the applicant must provide a request in writing to the Registration Committee, and provide a letter of reference from the supervising veterinarian. The committee will consider the request and information from the supervising veterinarian. The relaxation of supervision is **not** automatic.

Neither SLPRVs nor TRVs are eligible to participate in the Tracked Prescription Program (TPP). This privilege is granted only with veterinarians who have a CQ.

The other source of confusion around SLPRVs and TRVs is the responsibility of supervision and the role of the SV. Supervision is the degree of oversight and responsibility that SVs undertake when they delegate a veterinary medical procedure to a registered individual who does not possess entitlement to the entire scope of veterinary practice (SLPRV or TRV). The level of supervision required is set by the Registration Committee, and on a practice level is determined by the skill of the person to whom the task is delegated and the potential harm or risk to the patient, public or personnel.

An SV is a registered veterinarian who assumes responsibility for the professional care given to an animal by a person working under their direction. The supervising veterinarian must have examined the animal in a timely manner to assure that the delegated animal health care task is in accordance with accepted veterinary medical practice.

There are three recognized levels of supervision:

1. **Immediate:** The SV is in the immediate area and within audible and visual range of veterinary practice activity and the person performing the veterinary practice activity.
2. **Direct:** The SV is on the premises where the veterinary practice activity is taking place and is quickly and easily available, but not necessarily within sight or hearing range



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

3. **Indirect:** The SV is on the same premises as the supervised person at least once a day and during which time the SV has in-person communication with the supervised person. All veterinary practice activity is performed pursuant to either written or oral instructions of the veterinarian specific to the activity. The veterinarian need not be on the premises at the time the activity is undertaken.

Hopefully this helps to clarify the responsibilities of SVs and the limitations of SLPRVs and TRVs.

For more information, visit www.abvma.ca/site/become/veterinarian?nav=mainsidebar.

If you have additional questions, please email registration@abvma.ca.

Council Highlights

2022 ABVMA Members of Council

Dr. Daren Mandrusiak, President
Dr. Natasha Kutryk, Vice President
Dr. Pat Burrage, Past President
Dr. Chris Berezowski
Dr. Serge Chalhoub
Dr. Jami Frederick
Sarah Golinowski, RVT

Dr. Lindsey Kurach
Dr. Jonathan Leicht
Dr. Christy Leslie
Tracey Ruzicka, RVT
Mick Howden
Ross Plecash

Ex-Officio Members

Dr. Kirsten Aarbo
Rhonda Browning, RVT
Dr. Keith Lehman
Dr. Gillian Muir
Noel Ritson-Bennett
Dr. Renate Weller

2022 Council photo coming soon.

Council Highlights

Jan. 18 & 19, 2022

Mick Howden, Public Member

Council met virtually for two sessions on the above dates. The following are some highlights of the discussions:

- **Governance** – Council received a presentation on “Bias and Conflict of Interest” by the association’s legal advisor, Karen Smith, Parlee McLaws LLP. The goal was to inform Members of Council how to recognize these issues and govern themselves accordingly. “Bias” was defined as a predisposition as to how you perceive an issue. “Conflict of interest” was defined as a clash between one’s own private interest and, for Members of Council, the public interest. In either case, immediate disclosure is required when a concern is self-identified. This precautionary training was well received by Council.
- **Professional Wellness Program** – the program continues to be well used by members, and due to its success, at the end of 2021 the account balance was in a slight deficit. Council unanimously passed a motion to replenish the account from the General Operating reserve fund. It was generally agreed that the heightened stresses within the profession over the past two years have served to emphasize how important it is to continue to support the program. Discussion included ways to encourage members to continue contributing to the fund.
- **Leadership team engagement** – Council had a lengthy discussion regarding how to harness the knowledge and energy that the organization’s leadership group represents. Council Member representation will continue on the legislated committees, and after significant discussion it was decided that Council representation would continue on the advisory committees, including the new Equity, Diversity and Inclusion Committee. It was also agreed that “topic-specific” forums would be added throughout the year and that the membership of the leadership group would be asked to add their input to those discussions, e.g. how to transition the ABVMA strategic planning function from that of a singular event effort to a more of a robust process.
- **Leadership Weekend** – due to concerns over the Omicron variant and the related restrictions for gatherings, it was decided that Leadership Weekend, scheduled to be held February 24-27 in Calgary, should not be held as such. Instead, due to the importance of in-person networking and the relationship-building benefits of the Leadership Weekend, the program that had been planned was postponed until June 17-19 in Calgary. It was further decided that the Council meetings and the Annual General Meeting will go ahead on the previously planned dates, however they will be in virtual format on February 24 and 27, respectively.
- **Professional development (PD)** – at the core of this initiative is a desire for a heightened level of competency for the whole profession. Council looked at the PD requirements for the profession in all provinces, and discussed the Outcomes Based Learning approach as adopted by several other peer organizations. The approach to the introduction of these changes was also debated at length, as Members of Council fully realize the stresses faced by the membership at this time. Council wants any changes to be meaningful to the profession (quality over quantity), and as painless to adopt as is reasonable.
- **Workforce shortages** – Council received an update from ABVMA management with regard to recent efforts that have been made by ABVMA/ABVTA and UCVM on behalf of the profession. ABVMA/ABVTA had developed 10 action items through the recent Workforce Study. UCVM had developed a formal proposal document of their own, which dovetailed with the ABVMA/ABVTA action list. On Jan. 10, 2022, a joint UCVM/ABVMA/ABVTA presentation was made to the four Government of Alberta ministers for which the health and success of the veterinary profession is closely linked to their own success. The UCVM proposal was supported by the Workforce Study findings and the Economic Impact Assessment study findings, both completed in 2021. The presentation was thought to have been received very well by the officials, and positive results are hoped to be reflected in the February 2022 provincial budget.
- **Telemedicine** – this is a topic that Council considers highly significant. A committee has been formed of interested ABVMA members and staff to look at current ABVMA policies and the legislation that governs veterinary practice and how that intersects with the provision of telemedicine.



Mick Howden

ABVMA Public Member of Council

MICK HOWDEN ATTENDED THE

University of Saskatchewan, graduating with a Bachelor of Commerce degree. After moving to Calgary, he received his accounting designation and maintains his CPA, CMA designation.

Mick's career has been primarily in the consulting engineering and construction sectors, gaining broad experience in geographically diverse national and international operations.

During his career, he had the opportunity to be very involved in the planning and implementation of numerous business

acquisitions & mergers, complex enterprise resource planning system implementations and significant corporate reorganizations.

Mick has always kept very involved in corporate, community, athletic and not-for-profit organizations, often serving as an Executive and/or Board Member. He is currently involved in several businesses as a consultant, supporting the community at the committee level, provincial government council appointments and corporate board memberships.

Council Highlights


Feb. 24 & 27, 2022

Dr. Serge Chalhoub, Member of Council, North Region

Council met virtually via Zoom on the above dates.

- Dr. Renate Weller (Dean, UCVN) presented a current project along with the Haskayne School of Business, where three MBA students have chosen to work with UCVN on a feasibility study for the creation of a non-profit community clinic for underserved and disadvantaged Calgarians and their pets. The goal would be to broaden the clinical experiences and teaching of DVM students. Current similar but limited UCVN initiatives include a fourth-year rotation with the Alberta Animal Rescue Crew Society where students are exposed to a large volume of physical exams and basic surgery, the UCVN-CUPS (Calgary Urban Project Society) Pet Health Clinics in third year and the Northern Rotation in fourth year.
- The provincial government is looking to change current legislation regulating the non-health professions in the hopes of reducing red tape and streamlining professional legislation. Our understanding is that the 22 professions will come under one umbrella Act and regulations with profession-specific schedules. The ABVMA has been in active dialogue with the Ministry of Labour and Immigration to better understand the nature of the changes and to provide our feedback as a profession on what

- has been provided to date. It is expected that the legislation will require amending ABVMA Bylaws. There is concern that the timeline is too short, feedback mechanisms are limited and there is an unclear understanding of what the end goal is for the professions. Council supported ABVMA leadership in their effort to communicate with the government and highlight our concerns.
- Council reviewed and approved the list of committee appointees and is grateful for the hard work of volunteers on these committees.
 - Council also discussed keeping Council representation on various committees as a way to stay engaged.
 - Continuing professional development guidelines: Council reviewed the current draft based on previous feedback from council and advisory committees. The current draft will be presented to membership for consultation.
 - Council supported Resolution XXII-1 being presented to the AGM.
 - AGM highlights: Resolution XXII-1: A Resolution to amend the Veterinary Profession General Regulation section 58 expiry, which was set to expire March 31, 2022, was approved by voting members of the AGM. The amendment extended the expiry date to March 31, 2027.



WESTERN DRUG DISTRIBUTION CENTER LIMITED



Providing Service to Professionals for 35 years


Bj Desjardins, PTA, CCRA
Client Service Representative
(Southern Alberta)

"Your Success is Our Business"

DIRECT: (403) 324-5926
Direct Fax: (780) 329-9332
Toll Free: 1-877-329-9332 ext. 1125
Email: bjdesjardins@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4





WESTERN DRUG DISTRIBUTION CENTER LIMITED



Providing Service to Professionals for 35 years

Tanya Kushneryk, B.Com.
Client Services Representative
(Northern Alberta)

"Your Success is Our Business"

DIRECT: (780) 224-2265
Direct Fax: (780) 413-2530
Toll Free: 1-877-329-9332 ext. 1127
Email: tkushneryk@wddc.com
Website: www.wddc.com

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4





Serge Chalhoub, DVM, DACVIM (SAIM)

Member of Council, North Region

DR. SERGE CHALHOUB GRADUATED FROM BISHOP'S UNIVERSITY WITH A BSC

(honours) in biology in 1999. He then enrolled in the Doctor of Veterinary Medicine (DVM) program at the Faculté de médecine vétérinaire (FMV) of the Université de Montréal and completed the five-year program in 2004. Serge followed this with a one-year rotating small animal clinical internship at the same institution.

After working for two years as a general practitioner and emergency veterinarian in Montreal, Serge pursued a residency in small animal internal medicine at the Animal Medical Center (AMC) in New York City. Once his residency completed in 2009, he stayed on at the AMC as their first renal/hemodialysis fellow and then as a staff doctor.

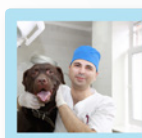
Dr. Chalhoub has been a faculty member at the University of Calgary's Faculty of Veterinary Medicine (UCVM) since 2012 and currently holds the rank of tenured senior instructor. He was the recipient of the 2013 and 2021 Canadian Veterinary Medical Association's Teacher of the Year Award, the 2015 University of Calgary Team Teacher of the Year Award (along with Søren Boysen) and the 2017 Carl J. Norden Distinguished Teacher Award.

Serge is the coordinator of a community outreach-service learning program (UCVM-CUPS Pet Health Clinic) for disadvantaged Calgarians. He has authored and co-authored numerous scientific articles and book chapters on veterinary point of care ultrasound, renal and urinary medicine, and lectures around the world on these topics. He is a member of the National Issues Committee (NIC) of the CVMA.

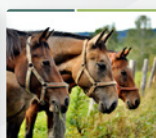
AdVantage™

Client education made easy

Over 800 pre-made educational videos ready for you to put into your clinic's play list.



Why should you bring your pet in for a checkup?
CHECKUPS CAN HELP IMPROVE YOUR PET'S OVERALL HEALTH AND WELL-BEING. BRINGING YOUR PET IN FOR REGULAR CHECKUPS CAN HELP PREVENT DISEASES.

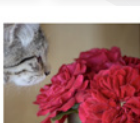


DID YOU KNOW? MOSQUITOES CAN TRANSMIT WEST NILE VIRUS TO YOUR HORSE.

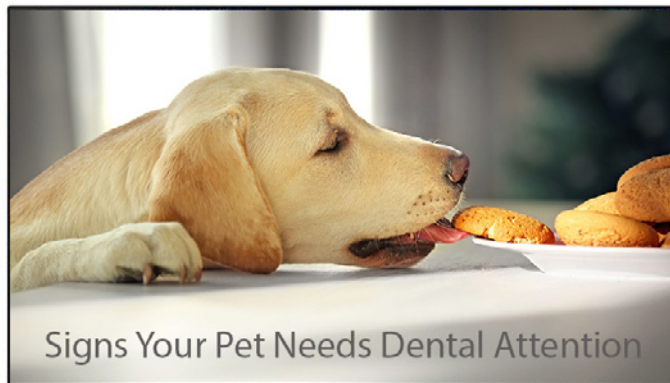
The BUN has much more estrogen than the beef regardless of whether the beef was raised using hormone's or not!
There are about 45,000 ng of estrogen in 75 grams of white bread. Far more estrogen than the beef!



Quiz
What common flower is poisonous to cats?
• Rose
• Lily
• Orchid
• Marigold



SAMPLE OF SCREEN OPTIONS



Signs Your Pet Needs Dental Attention

Communicating a message to your clients about your practice, the staff or what services and programs you offer has never been easier. Simply upload a video created in any movie format directly to the site and play it within minutes.



Ask us how you can educate your clients while they wait in your reception area or exam room.

For more information about AdVantage™ visit <https://adv.wddc.com>
or for information on any other Vantage suite of programs, please contact us at
877-746-9332 • 780-413-2163 • m-service@wddc.com



"Your success is our business"

I have more
time for
myself.



The flexibility to be you.

At VetStrategy, we believe community is what makes us stronger. As a veterinary practice owner, being part of ours means helping you get more out of your days. By designing a partnership solution to meet your needs, you'll get more time to achieve your goals, whatever they may be.

Ready to learn more about a flexible partnership?

Check us out: vetstrategy.com/partnership
Connect with us: info@vetstrategy.com | 905-264-0707





Phil Buote, DVM

Complaints Director/Deputy
Registrar, Alberta Veterinary
Medical Association

Responsibility and Accountability in a Veterinary Practice Entity

SUCCESSFUL DELIVERY OF

veterinary medical services often requires the collaboration of a number of veterinary professionals and unregistered auxiliaries operating as a team. There are many interactions with the animal patients, clients/owners and between veterinary practice staff that contribute to delivery of quality veterinary care.

Veterinary practice teams are challenged every day to safeguard animal health and welfare and the public, including the ordeal of dealing with crisis-level workforce shortages during a global pandemic.

It is important to celebrate the collective efforts of the veterinary teams, as the vast majority of clients and their animals enjoy positive outcomes and their lives are improved by our members.

I think it is common for empathic veterinary professionals to minimize these successes and be inordinately impacted by a negative outcome or an upset client. Please try to remember all the good work you do and the happy clients.

Negative outcomes happen in veterinary medicine. While most of the concerns of unhappy clients are dealt with by veterinary practices, some eventually make their way to a complaint with the ABVMA.

Whether or not a complaint is submitted to the ABVMA, there is often discussion and sometimes confusion about professional responsibility in a particular case or complaint.

Individual Professional Responsibility

Registered veterinarians, veterinary technologists and restricted veterinarians, including supervised limited practice and temporary registered veterinarians, are all held accountable under the *Veterinary Profession Act* (VPA).

It is intuitive to think that an individual veterinarian or veterinary technologist will be responsible and held accountable for their own skill, knowledge or judgment. There is a professional responsibility that the veterinarian or veterinary technologist is competent when undertaking these activities. For example, the decision to undertake a diagnostic test, the interpretation of a clinical pathology result, the application of a bandage, the communication with a client or the surgical approach undertaken may all be attributed directly to the individual veterinary professional.

Overlapping Responsibilities

Not quite as intuitive is the responsibility and accountability when several veterinary professionals are engaged in providing care for an animal patient or when a veterinarian is providing supervision of a veterinary technologist or restricted veterinarian.

It may be helpful to consider these cases or situations in the context that individual professional responsibilities may be overlapping.

For example, the veterinarian who delegates a procedure to a veterinary technologist has a responsibility to ensure that the technologist is appropriately trained and qualified to perform the procedure and that there is effective collaboration and support. The technologist has a professional responsibility to be competent in the areas in which they practice, which includes declining to perform a procedure if they are not competent. In the case of a complaint related to an adverse event associated with the delegated procedure, the veterinarian may be held accountable for inappropriately delegating the procedure and the technologist for performing it incorrectly.

The same may be said for a veterinarian supervising a restricted registered veterinarian.

Professional Responsibility and Accountability of Permit Holders

Historically, veterinary practices were owned and operated by a veterinarian or partnership of veterinarians. The veterinarian was responsible for operation of the veterinary practice entity, including compliance with the regulatory body regulations, oversight of non-regulated staff, billing practices, advertising and quality assurance.

There is continued increasing public awareness of corporate ownership of veterinary practices. The VPA and General Regulation provides that a corporation that meets the requirements may be approved as a permit holder.

A permit holder is entitled to engage in the practice of veterinary medicine:

Exclusive scope of practice

2(1) Except as otherwise provided in this Act, no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine.

A permit holder may be held accountable under the VPA, section 27 Complaints.

Complaints

27(1) A person may complain to the Complaints Director in writing about the conduct of a registered member, permit holder or student, and the complaint shall be dealt with in accordance with this Part and the regulations.

A permit holder has a responsibilities to a client in the same manner as a registered veterinarian.

Liability to others

63(1) The relationship between a permit holder engaged in the practice of veterinary medicine and a person receiving the professional services of the permit holder is subject to this Act, the regulations and any other law applicable to the relationship between a registered veterinarian and the registered veterinarian's client.

The responsibilities of a permit holder in the delivery of veterinary medical services may not be as intuitive as those for an individual veterinarian or veterinary technologist. It may be helpful to consider

the overall operation of the practice, the practice procedures and protocols that support the veterinary professionals or the "practice culture."

For example, complaint cases previously reported include:

- A permit holder that failed to provide support for a new veterinarian working in emergency such that the veterinarian did not have the appropriate resources to deal with an emergent case. In this case, the complaint against the individual veterinarian was dismissed.
- A permit holder that failed to implement a system of identifying patients admitted to the hospital that led to a patient being euthanized in error. In this case, the individual veterinarian was held responsible for her part in the euthanasia.

Responsible Veterinarian for a Permit Holder

The Veterinary Profession General Regulation requires that a permit holder hire a veterinarian to act as the responsible veterinarian:

(2) A permit holder shall employ one or more unrestricted veterinarians who shall be responsible for directly supervising the practice of veterinary medicine by the permit holder.

The relationship of the responsible veterinarian and the permit holder may be likened to the relationship between a supervising veterinarian and a restricted registered veterinarian. There is shared responsibility.

The ABVMA Bylaws define responsible veterinarian as:

"Responsible Veterinarian" is the unrestricted registered veterinarian appointed by the VPE owner who has the ultimate authority over the VPE including being appropriately informed with respect to all aspects of the veterinary practice. The Responsible Veterinarian provides overall guidance to the operation of the VPE ensuring compliance with the Veterinary Profession Act, General Regulation, ABVMA Bylaws and all Guidelines, is the overall decision-maker with respect to the operations of the VPE and has taken responsibility and signed the PIPS documentation, verifying its accuracy to the ABVMA. The Responsible

Veterinarian is responsible for all aspects of the practice of veterinary medicine of a permit holder.

It is important to note that the responsible veterinarian does not individually assume all responsibility for the conduct of the permit holder or for any other veterinary professional in the veterinary practice entity. Permit holders and individuals members maintain their own professional responsibilities and accountabilities.

A veterinarian agreeing to act as responsible veterinarian should be clear in the expectations of this role, particularly where there may be overlapping responsibilities with other individuals managing veterinary practices on behalf of corporate ownership.

For example, a responsible veterinarian with knowledge that the permit holder is employing an unregistered veterinary technologist who is practicing veterinary medicine and fails to take action may be held individually responsible. A responsible veterinarian also has specific responsibilities to verifying compliance with Practice Inspection and Practice Standards (PIPS) Bylaw. A veterinarian who signs PIPS documentation without any understanding of current compliance may be held responsible for that conduct, notwithstanding the non-compliance may be responsibility of the permit holder or owner.

Summary

There are often theoretical discussions when it comes to an undesirable clinical outcome or an error in practice, along the lines of "Who is responsible if...?"

I suggest that this approach, while understandable, is rarely a productive exercise and will seldom identify a single responsible party.

Rather than "Who is responsible?" discussions may be more fruitful using:

"What is my professional responsibility?"

"What is the responsibility of the veterinarian? of the supervised veterinarian? of the veterinary technologist? of the Permit holder? of the responsible veterinarian?"

This article is intended to inform members and support understanding. The author welcomes feedback at phil.buote@abvma.ca.

Membership Matters

Council approved the following at the February Council meeting

Veterinarians February 2022

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Sharilyn Terletski, #2575	Dec. 17, 2021
Dr. Corry Jeanne Mortensen, #1791	Dec. 18, 2021
Dr. Nicole Mudryk, #3245	Jan. 1, 2022
Dr. Janice Berg, #963	Dec. 31, 2021
Dr. Anne Leach, #2367	Jan. 1, 2022
Dr. Alison Chiswell, #946	Jan. 1, 2022
Dr. Rachael Lang, #3676	Dec. 27, 2021
Dr. S. Chris Misutka, #1150	Jan. 1, 2022
Dr. Todd Gunderson, #2717	Dec. 31, 2021
Dr. Robert Bibby, #511	Dec. 31, 2021
Dr. Sean Evans, #2082	Jan. 1, 2022
Dr. Christine Eliason, #3400	Dec. 31, 2021
Dr. Anupreet Toor, #3687	Jan. 1, 2022
Dr. Omobolaji Ogun, #3690	Jan. 4, 2022
Dr. Genevieve Hammond, #3465	Jan. 28, 2022
Dr. Che Varsek, #3604	Jan. 20, 2022
Dr. Wendy Hudgson, #3254	Jan. 31, 2022

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

Dr. Jean Marie Rousset, #3107	Nov. 3, 2022
-------------------------------	--------------

Transfer General Practice Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. Rebecca Tees, #3789	Jan. 1, 2022
Dr. Emily Ames, #2890	Jan. 1, 2022
Dr. Patricia Gaviller, #1352	Jan. 1, 2022
Dr. Kristen Ficzy, #2349	Dec. 31, 2021
Dr. Heidi Dube, #4102	Jan. 1, 2022
Dr. Emery Cyfra, #697	Jan. 4, 2022
Dr. Jennifer Hewitt, #2984	Jan. 4, 2022
Dr. Edmund Purcell, #945	Jan. 5, 2022
Dr. Michel Levy, #2621	Jan. 12, 2022
Dr. Margitta Dziwenka, #1618	Jan. 24, 2022
Dr. Joyce Van Donkersgoed, #1067	Nov. 1, 2021
Dr. Darlene Donszelmann, #1350	Nov. 15, 2021

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Amanda Bevans, #3927	Jan. 1, 2022
Dr. Charlotte Whale, #2433	Jan. 1, 2022

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

Dr. Andrea Storch, #3276	Jan. 5, 2022
--------------------------	--------------

Transfer Time Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Helen Newton, #2711	Jan. 1, 2022
Dr. Melanie Pinel, #3706	Jan. 6, 2022
Dr. Catherine Waters, #917	Nov. 25, 2021

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

Dr. Jennifer Enzie, #3390	Jan. 1, 2022
Dr. Colleen Bardock, #1041	Jan. 1, 2022
Dr. Malcolm McAdie, #3343	Dec. 31, 2021
Dr. Tanja Preugschas, #2936	Jan. 14, 2022

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Chinju Therese Johnson, #3980	Jan. 19, 2022
Dr. Mahmoud Elmaamoon, #3991	Jan. 20, 2022
Dr. Boles Makar, #3979	Jan. 20, 2022
Dr. Subash Dhakal, #3951	February 2, 2020

Reinstate Cancelled Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Ankur Jetli, #3954	Jan. 24, 2022
------------------------	---------------

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Geisa do Amaral Mainardes, #3977	Jan. 21, 2022
--------------------------------------	---------------

Cancel Non-Practicing Veterinarian Member

Dr. Eileen Ferneyhough, #3230	Jan. 1, 2022
Dr. Kelly MacLeod, #2957	Jan. 6, 2022
Dr. Todd Gunderson, #2717	Jan. 1, 2022

Cancel Non-Practicing Veterinarian Member

Dr. Natasha Walzthoni, #3794	Jan. 1, 2022
Dr. Rod McFarlane, #1635	Jan. 1, 2022
Dr. Sara Wick, #2587	Jan. 16, 2022
Dr. Adam Lichtensteiger, #3933	Jan. 17, 2022
Dr. Heather Mack, #3327	Dec. 31, 2021
Dr. Theresa Miceli, #3913	Jan. 19, 2022
Dr. Leslie Davenport, #3829	Dec. 31, 2021
Dr. Nikia Stewart, #3073	Jan. 1, 2022

Cancel Time Limited Registered Veterinarian

Dr. Youssef Sherif, #3942	Jan. 1, 2022
Dr. David Bell, #1273	Jan. 1, 2022

Veterinary Technologists February 2022

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

Tanya McGee, #1948	Jan. 1, 2022
Julianne Aubin, #2464	Dec. 19, 2021
Debbie Claassen, #181	Jan. 1, 2022
Adrianna Tooth, #4022	Dec. 31, 2021
Brittany Tisdale, #3353	Dec. 22, 2021
Andree-Ann Thivierge, #3205	Jan. 1, 2022
Lorraine Oland, #2422	Dec. 23, 2021
Angelica Dodd, #2544	Dec. 31, 2021
Tracey Boller, #212	Dec. 29, 2021
Alexandra Pattison, #3397	Jan. 1, 2022
Haylie-Ann LaFrance, #3959	Dec. 30, 2021
Stefanie Goodvin, #3400	Jan. 1, 2022
Lorraine Serhienko, #2841	Jan. 1, 2022
Janet Nielsen, #1342	Dec. 31, 2021
Lisa Hermay, #3220	Jan. 1, 2022
Shauni Hasselberg, #3711	Jan. 2, 2022
Randi Harnett, #3647	Dec. 23, 2021
Miranda Newman, #2846	Dec. 31, 2021
Katrina Mullen, #3932	Jan. 4, 2022
Neenu Alex, #4108	Jan. 4, 2022
Cayli Heathcote, #2757	Jan. 4, 2022
Diana Jensen, #2257	Jan. 4, 2022
Samantha Friesen, #2937	Jan. 4, 2022
Carley Hauser, #4030	Jan. 5, 2022
Stephanie Shyshka, #3936	Jan. 6, 2022

Marcy Plunkett, #2217	Jan. 6, 2022	Linda Giesbrecht, #277	Jan. 1, 2022
Vivian Jensen, #3867	Jan. 6, 2022	Susan St. Croix, #2706	Jan. 25, 2022
Rebecca Trudel, #3674	Jan. 10, 2022		
Madison Roy, #3731	Jan. 11, 2022	Cancel Provisional Registered Veterinary Technologist	
Tiffany Davis, #3906	Jan. 11, 2022	Presley Kalbhen, #4300	Feb. 5, 2022
Michelle Barker, #3613	Jan. 26, 2022	Chelsea Debruyn, #4291	Jan. 30, 2022
Darcie Adolf, #970	Jan. 26, 2022		
Danielle Gautreau, #3497	Jan. 1, 2022	Permits	
Hailey Trainer, #3278	Jan. 1, 2022	February 2022	

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

Cara Shaw, #3483	Jan. 17, 2022
Kristy Johnson, #2076	Jan. 4, 2022
Terryl Way, #1288	Jan. 10, 2022
Joanna Ritchie, #3489	Jan. 5, 2022
Shauni Hasselberg, #3711	Jan. 20, 2022
Michelle Stoyko, #2703	Feb. 28, 2022

Reinstated General Practice Registered Veterinary Technologist

Meaghan Penney, #3618	Jan. 18, 2022
Brittany Martin, #2927	Jan. 24, 2022

Cancelled General Practice Registered Veterinary Technologist

Alyssa Schwartz, #3559	Nov. 8, 2021
Krystle Hanrahan, #3571	Jan. 1, 2022
Melissa Scott, #3114	Dec. 31, 2021
Kristen Fournel, #2632	Jan. 7, 2022
Nicole Gillette, #3909	Jan. 12, 2022
Tricia Cafferata, #3809	Jan. 1, 2022
Emily Dickie, #3000	Jan. 1, 2022
Angi Nimeck, #1779	Jan. 1, 2022
Doris Porter, #712	Dec. 31, 2021
Lynda Johnson, #319	Dec. 31, 2021
Katelyn Benoit, #3983	Dec. 31, 2021
Diane Cline, #759	Jan. 1, 2022
Angela Baldwin, #2831	Dec. 31, 2021

Cancel Non-Practicing Veterinary Technologist Member

Leslie Minions, #720	Dec. 19, 2021
Krista Anderson, #4063	Jan. 6, 2022
Rebecca Durocher, #3973	Jan. 6, 2022
Megan Greenan, #2940	Jan. 6, 2022
Tracey Soderquist, #460	Jan. 6, 2022
Lisa Cocker, #797	Jan. 1, 2022
Josie Ranger, #2771	Dec. 31, 2021
Stephanie Johnson, #3688	Dec. 31, 2021
Pamela Connelly, #2313	Jan. 10, 2022
Darrach Favretto, #4057	Jan. 10, 2022
Vicki Holsworth, #260	Jan. 1, 2022
Lisa Hermay, #3220	Jan. 1, 2022
Sylvie Daigle, #4092	Jan. 30, 2022
Judy Mitchell, #636	Jan. 1, 2022
Morgan Luhoff, #3133	Dec. 31, 2021
Cathy Barlow, #218	Jan. 1, 2022

Permit Holder Approval

2220309 Alberta Ltd. (Dr. Leah M. Turner #2058)	Jan. 10, 2022
Breton Veterinary Services Ltd.	
(Dr. Tammy Orban #2129, Dr. Emilie Laurin #4007)	Jan. 10, 2022
Dayspring Ltd. (Dr. David Oladipo #2330)	Jan. 11, 2022
LCL 780 Holdings Ltd (Dr. L. Clare Leger #1952)	Jan. 14, 2022
KB Gibson Holdings Ltd. (Dr. Karen Gibson #2852)	Jan. 17, 2022
2369376 Alberta Ltd. (Dr. Dawn Abbott #2986)	Jan. 17, 2022
Momentum Equine Veterinary Specialists Inc.	
(Dr. Conrad Wilgenbusch #3217,	
Dr. Benjamin Schultz #2677)	Jan. 17, 2022
2369396 Alberta Ltd. (Dr. Meghan Dolan #3041)	Jan. 21, 2022
Cats Behaving Badly Inc	
(Dr. Destinee Dummer #3069)	Jan. 21, 2022
2384958 Alberta Inc. (Dr. Romus Teodorescu #2371)	Jan. 21, 2022
BGH Holdings Inc. (Dr. Bruce Hill #1781)	Jan. 23, 2022
AB Vet Inc. (Dr. Gabriel Perez Hernandez #2612)	Jan. 25, 2022
Western Plains Livestock Veterinarians Inc.	
(Dr. Edward Metzger #3864, Dr. Frederick	
Beaulac #3971, Dr. Greg Dimmers #3725)	Jan. 26, 2022
Pulse Veterinary Specialists & Emergency Ltd.	
(Wild Trillium Inc., Elevate Veterinary Services Ltd.,	
Pulse Veterinary Cardiology Services Ltd.,	
2184212 Alberta Ltd.)	Feb. 2, 2022
1289198 Alberta Ltd. (Dr. Dana Somers #1893)	Feb. 2, 2022
Edmonton Veterinary Emergency Hospital Ltd.	
(2369376 Alberta Ltd., 2369396 Alberta Ltd.)	Feb. 2, 2022

Closed Permit Holder

Bibby Veterinary Services Ltd. (Dr. Robert Bibby #511)	Jan. 1, 2022
Animal Care Centre Of Strathmore Ltd.	
(VCA Canada Ltd.)	Jan. 2, 2022
Strathmore Veterinary Clinic (1980) Ltd.	
(Dr. Miguel Moncayo #1636,	
Dr. Zulma Poveda #2327)	May 12, 2021
1833745 Alberta Ltd. (Dr. Navkaran Deep Bal #3111)	Jan. 1, 2022
Robert W. Coppock, Dvm, Toxicologist Assoc. Ltd.	
(Dr. Robert Coppock #1055)	Dec. 31, 2021

Provisional Approval of New Veterinary Practice Entities

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

Practice Name

Calgary Animal Eye Care

Location

Calgary

Keeping You Current

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:

March

- 2:** **R** Weekly check-in with Government Advocate
- 3:** **AR** Meeting with U of A Capstone Project
AR/CM Mind the Gap Psychological Safety Webinar Series
- 4:** **DR** UCVI Seminar on Clinical Audits
AR Member Wellness Advisory Committee Meeting
AR Food Animal Advisory Committee Meeting
- 7:** **CM** Meeting with ABVTA Executive Director
AR Meeting Hands Free X-rays
AR Meeting for Special VPE w/ Annual Report Requirements
- 8:** **R** CCVR References Review
R/DR/AR/CM Monthly meeting with Government Advocate
- 9:** **R** Weekly check-in with Government Advocate
R Meeting with APTN/Cottage Life for filming Season two of "Wildrose Vet"
R/DR/AR ABVMA ABVTA Meeting with Olds College
DR DVLC Meeting
- 10:** **CM** Bi-weekly meeting with ev+ Digital Agency
R/DR/AR/CM Public Communications Campaign Project Meeting
AR Animal Welfare Advisory Committee Meeting
CM Meeting with CCDI
AR Meeting with U of A Capstone Project
- 11:** **DR** UCVI Lecture
R/DR Telemedicine Policy Research Committee Meeting
CM Meeting with Cvent
R NFACC Online Session #3
- 14:** **R** Meeting with ABVTA & Lakeland College
- 15:** **R/DR/AR/CM/PP** 2022 AFAC Livestock Conference
DR Tails of Help Board Meeting
- 16:** **R/DR/AR/CM/PP** 2022 AFAC Livestock Conference
R Self-Regulated Professions Meeting
- 17:** **AR** Meeting with U of A Capstone Project
- 18:** **R** Meeting with Canadian Western Bank
AR Companion Animal Advisory Committee Meeting
- 21:** **R/DR/AR/P/PP** Executive Meeting

- 22:** **R** Vet Competency Profile Advisory Group Meeting
R/CM Meeting with UCVI
R/DR/AR ABVMA Bylaw Review Meeting #1
AR/DR Council On boarding Session #2
- 23:** **R** Weekly check-in with Government Advocate
AR Wildlife and Ecosystem Advisory Committee Meeting
- 24:** **AR** Meeting with U of A Capstone Project
R Registration Committee Meeting
- 25:** **AR** Human Resources Development Advisory Committee Meeting
R/DR Telemedicine Policy Research Committee Meeting
R NFACC Online Session #4
R/DR Meeting with UCVI & Government Advocate
- 26-28:** **AR** CVMA Committee Weekend
- 30:** **R** Weekly check-in with Government Advocate
R Livestock Advisory Committee Meeting
AR Equine Advisory Committee Meeting
- 31:** **AR** Meeting with U of A Capstone Project
R NFACC Online Session #5
R Executive Meeting
AR EDI Advisory Committee Meeting
R/DR/AR/CM Public Communications Campaign Project Meeting

April

- 1:** **R/DR/AR/CM** Public Communications Campaign Project Meeting
- 4:** **R/DR/AR/P/PP** Executive Meeting
R/DR Meeting with Minister Madu
R/DR/P Meeting with Government Advocate
- 5:** **R/AR** PIPS Inspection Meeting
- 6:** **R** Meeting with UCVI
- 7:** **CM** Bi-weekly meeting with ev+ Digital Agency
AR Meeting with U of A Capstone Project
- 8:** **R/DR/AR** UCVI re: Student Professional Conduct
DR CCVR Working Group
- 12:** **R/DR/AR** Meeting with Government Advocate
R/DR/AR Meeting with ABVTA
- 13:** **R** Weekly check-in with Government Advocate
R/DR Telemedicine Policy Research Committee Meeting
- 14:** **DR** CVMA SAVI EAG
DR NAIT Student Lecture
R/DR/AR/P Executive Meeting
- 19:** **DR** ToH Board Meeting
- 20-21:** **P/VP/R/DR/AR/PP** 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

2022 ABVMA Virtual Annual General Meeting Summary

Sunday, Feb. 27, 2022

AGM Attendance:

The AGM was well attended by 172 attendees, broken down as follows:

- Voting veterinarians: 106
- Voting veterinary technologists: 44
- Non-voting members/invited guests: 22

AGM Resolutions

Council brought forward one resolution: Resolution XXII-1: A resolution to amend the Veterinary Profession General Regulation, section 58 Expiry. The resolution was made at the request of the Government of Alberta, requiring the ABVMA membership to extend the current expiry deadline of March 31, 2022, to March 31, 2027. The resolution passed. ABVMA members will be notified when minutes from the 2022 Annual General Meeting are ready for distribution.

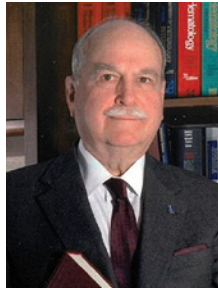
The ABVMA would like to thank all members who attended.

The 2023 AGM is scheduled for Sunday, Feb. 26, 2023, at the Delta Edmonton South in Edmonton.

In Memoriam

Victor Edwin Oswald (Ted) Valli, DVM, PhD

Dec. 20, 1931 - Aug. 9, 2019



Ted Valli died on Aug. 9, 2019, in Visalia, California, with his loving wife Carroll by his side.

Ted will be deeply missed by his devoted wife Carroll (nee Beny) and family

as well as generations of colleagues and former students.

Victor's connection to Alberta started with his rural farm upbringing near Brooks, AB. Following graduation from OVC in 1962, Victor practiced in Alberta for several years before transitioning into academia in eastern Canada, followed by the United States.

Dr. Ted Valli was a distinguished veterinary pathologist who well known as a researcher (220 publications, 12 books/chapters), mentor (>30 graduate/doctoral students) and leader. Ted was the dean of the University of Illinois, College of Veterinary Medicine (1989-2001). Ted spent the first part of his career at the University of Guelph

where he received a DVM degree (conferred by the University of Toronto in 1962) and PhD degree 1969 from the Ontario Veterinary College. At the University of Guelph, he chaired the Department of Pathology and served as Associate Dean of Research. Ted received many professional recognitions. Most recently (2017) the American College of Veterinary Pathologists (ACVP) bestowed upon him its highest honour, Distinguished Member. Previously, Ted's contributions to the field were recognized by the Lifetime Achievement Award from the American Society of Veterinary Clinical Pathology (2011), and the Theilen Tribute Award from the Veterinary Cancer Society (2015).

Ted will be remembered in many ways: his Red MGB sports car, his sense of humour, his keen intellect, ability to memorize poetry (The Cremation of Sam Magee), love of science and community, unrelenting work ethic and driving ambition to succeed. He was very proud of his children and grandchildren and his western Canadian roots.

Public Recognition Corner

Dr. Tye Perrett awarded Consultant of the Year for 2021 by the Academy of Veterinary Consultants (AVC)

Dr. Perrett is a practitioner with Feedlot Health Management Services, based in Okotoks, AB.

The award is sponsored by Zoetis and was presented to Dr. Perrett in December 2021.

The award recognizes accomplishments in the practice of bovine medicine. View the full details here: www.bovinevetonline.com/news/veterinary-awards/avc-honors-its-veterinary-consultant-year-award-recipient



Left to right: Tanya Perrett, Dr. Tye Perrett and award presenter Mitch Blanding. Photo credit: Sally O'Brien.



PIPS Tip

Reporting Changes in a Veterinary Practice

What must a veterinary practice entity (VPE) report to the ABVMA?

The VPE is required to notify the ABVMA if there is:

- A change in physical location
- An alteration/addition/reduction of 30% or more of the existing square footage
- A change in ownership
- A change in services categories and/or species to which the practice provides care
- A change of the Responsible Veterinarian

There are two ways in which a VPE can report these changes to the ABVMA:

1. Submit a **VPE Change Request Form** (found on the VPE Portal under VPE CHANGE FORMS)
2. Declare these changes on the annual online VPE Renewal, in May-June of each year, if a VPE Change Request Form **has not** already been submitted for the change.

Why must the VPE inform the ABVMA?

Some changes may require a practice inspection and practice standards (PIPS) inspection, such as a location change or renovation. Ownership changes must be verified by the ABVMA to ensure that the ownership fulfills the requirements of the Veterinary Profession General Regulation and a PIPS inspection may be required. The role of Responsible Veterinarian must be filled at all times and the Responsible Veterinarian must be aware of their responsibilities.

Service/species changes are reflected on the ABVMA website for the VPE and must be accurate for the public when searching for veterinary care.

Additionally, the VPE must notify the ABVMA when:

- the VPE is closing (temporarily or permanently)
Email pips@abvma.ca
- there are changes to radiation or class 3b & 4 laser equipment, such as:
 - installation of equipment (new or used) in a new or existing VPE
 - change in ownership of radiation/laser equipment
 - relocation within the VPE or to another location
 - modification of the characteristics of the radiation emitted from the equipment or the protective properties of the facility
- the VPE has experienced theft of:
 - Controlled Drugs
 - Radiation Equipment

Please email pips@abvma.ca to report any theft.

The following additional information can be updated throughout the year:

On the ABVMA VPE Portal under Settings, a VPE can update the following information: mailing address, telephone number, email address, Alberta Agriculture premises ID number and the list of registered veterinarians and veterinary technologists employed in the practice.



RBC Dominion Securities Inc.

Steven Kim, B. Comm., CIM,
Senior Portfolio Manager
& Investment Advisor

780-409-5355
steven.kim@rbc.com

Suite 2300 Edmonton Tower
10111-104 Avenue
Edmonton, AB T5J 0J4
Toll free: 1-866-261-4565



Wealth Management
Dominion Securities

RBC Dominion Securities Inc.* and Royal Bank of Canada are separate corporate entities which are affiliated.
*Member-Canadian Investor Protection Fund. RBC Dominion Securities Inc. is a member company of RBC Wealth Management, a business segment of Royal Bank of Canada. ® / TM Trademark(s) of Royal Bank of Canada. Used under licence. © 2020 RBC Dominion Securities Inc. All rights reserved. 21_90736_P2E_001

PROVIDING A FULL RANGE OF VETERINARY DIAGNOSTIC SERVICES



- Necropsy
- Histopathology
- Surgical Pathology
- Dermatopathology
- Immunohistochemistry
- Clinical Pathology
- Endocrinology
- Bacteriology/Mycology
- PCR
- Genomics
- Parasitology
- Serology
- Virology
- Immunology
- Toxicology

(306) 966-7316 | www.pdsinc.ca

Accredited by American Association of Veterinary Laboratory Diagnosticians (AAVLD); Standards Council of Canada, and CFIA for specific tests.



Do you know what are the industry recommendations related to the gas scavenging systems?

3 GAS EVACUATION SYSTEMS THAT ARE SAFE AND MEET INDUSTRY STANDARDS:

OPTION 1 MODUFLEX GAS EVACUATION BLOWER ASSEMBLY

A gas evacuation blower assembly is a semi-active system that allows for the halogenated gases/nitrous oxide used during anesthesia to be evacuated, thus avoiding air pollution in the operating rooms. Together with the scavenger interface the blower assembly is connected to a network of pipes connecting each room with an anesthesia machine. The ventilator evacuates continuously while the scavenger interface controls the airflow level of each anesthesia machine. This system is the most efficient for most clinics and hospitals.

*We recommend using 2 inches PVC or XFR pipping. This is installed on your wall or ceiling by yourself or a contractor.



GAS EVACUATION VENTILATOR



SEMI-ACTIVE SCAVENGER INTERFACE



SCAVENGER INTERFACE WITH INTEGRATED VENTILATOR

OPTION 2 MODUFLEX SCAVENGER INTERFACE WITH INTEGRATED VENTILATOR

The interface with the integrated blower is a semi-active system. It is working with one anesthesia machine at a time. Just like the gas evacuation blower, it is also connected to a network of pipes to evacuate all the used gas out of the clinic. The advantage of the interface with the integrated blower is the cost that is more interesting for clinics that have 1 or 2 anesthesia machines.



CHARCOAL FILTER

OPTION 3 CHARCOAL FILTERS

This passive system is probably the fastest way to have a secure evacuation system. However, depending on the number of anesthesia machines you have and/or surgery performs in a day it can be pretty costly and high maintenance too as charcoal filters must be weighed daily in order to be sure they have not surpassed the weight limit recommended by the manufacturer.

When working with both an absorber and a bain circuit, we recommend having 2 charcoal filters per anesthesia machine to prevent switching the evacuation hose from one to another of the system.

In the long run, they will be more expensive, but they can serve well for short procedures like in an X-ray room. In order to help you better analyze the cost of using charcoal filters, we offer the following example: A clinic with one anesthesia machine that is used, on average, 15 hours per week will spend an average of between 975\$ and 1200\$ annually on charcoal filters. (#machines x \$ filter x # filters/year = average annual cost).



745 Nazaire-Laurin, Joliette (Qc) Canada J6E 0L6

P. 1 800 363-1746 / info@dispomed.com
www.dispomed.com

RECOMMENDATION

Dispomed recommends that your gas evacuation system be installed by a specialized contractor in order to ensure that the installation conforms to the safety regulations.

Pathways to Addressing the Veterinary Workforce Shortage



Introduction

IN THE JAN/FEB 2022 MEMBERS' MAGAZINE, THE ABVMA published the results of the Veterinary Professional Workforce Project (VPWP) that was completed in May 2021, resulting in seven high-level conclusions. (Please see the original article for details.)

The next step following the completion of the study was that ABVMA Council struck two working groups:

1. Education and Retention of Veterinary Professionals in Western Canada (ERVPWC) working group
2. RVT Utilization working group

These working groups met over the course of several months and identified additional goals, which were prioritized and discussed by ABVMA Council and ABVTA Board.

ABVMA Council also approved funding to conduct an Economic Impact Assessment (EIA), carried out by MNP. The final report was delivered by MNP in late December 2021. The impetus for Council approving the EIA was to collect and provide quantitative data to share with the Government of Alberta (GoA) that had previously not existed.

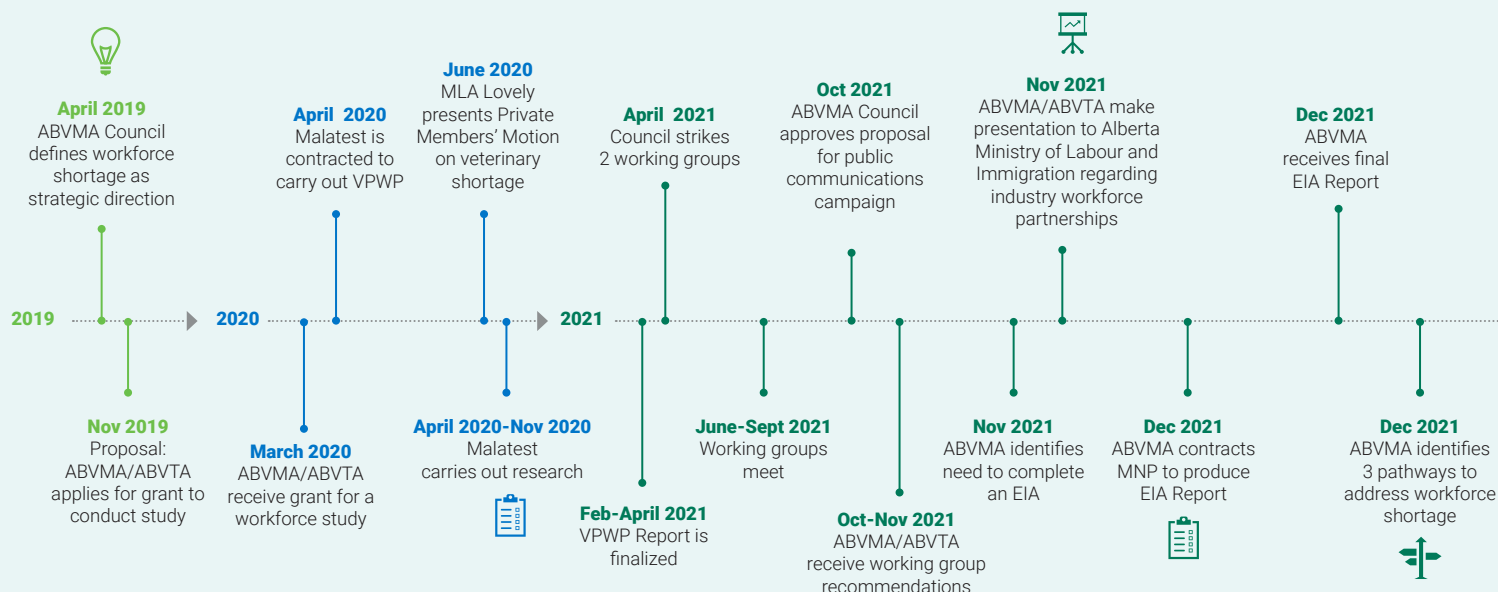
The EIA documented economic benefits of veterinary medicine to the province, as well as the role played by veterinary medicine in relation to key industries, public health, food security and sustainability of local communities.¹

Without knowing the economic impact of the veterinary profession, the GoA could not judge the overall significance of the veterinary professional shortages within the province. The completion of both reports provided critical information to present to GoA and other stakeholders.

Addressing the veterinary workforce shortage has been a strategic priority for Council since 2019. This article is intended to provide members an update on activities on the work completed to this point. While ABVMA is pleased with the progress made thus far, the association is aware that there is still a lot of work to do to create sustainable change in the workforce.

As a result of the working group's recommendations, Council has approved and adopted three pathways to address the workforce shortage:

1. **Advanced education**
2. **Immigration**
3. **Professional retention**





1. Advanced education

In January 2022, representatives of the ABVMA, ABVTA and UCVM met with key ministers of the GoA to discuss the importance of the veterinary medical sector and the current challenges of the workforce shortage. Ministers in attendance were: Hon. Tyler Shandro (then-minister of Labour and Immigration), Hon. Travis Toews (Finance and Treasury Board), Hon. Demetrios Nicolaides (Advanced Education) and Hon. Nate Horner (Agriculture, Forestry and Rural Economic Development). The presentation was well received, with Minister Toews calling the presentation “compelling.” The ABVMA, ABVTA and UCVM also presented the Pathways to Manage Workforce Issues and explained why action needs to be taken now, citing the EIA and other sources.

The following month, the GoA announced funding for UCVM and advanced education in Budget 2022. The budget provides \$59 million over three years to UCVM to expand infrastructure. Additional funds are earmarked for increasing the number of seats: five seats next year, 15 additional seats the following year and 30 additional seats the third year – a total of 50 additional seats, for a combined total of 100 seats per year.

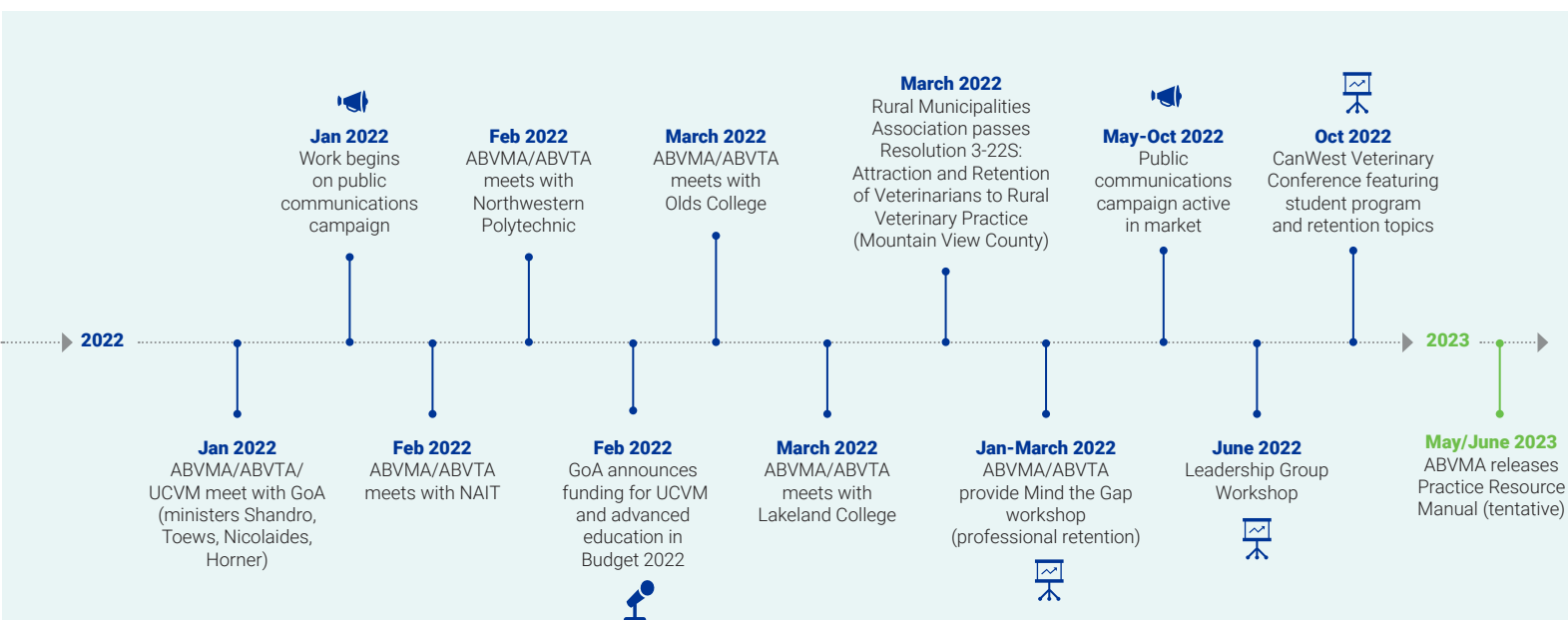
The government also allotted \$171M for the advanced education institutes to apply for up to 7,000 additional seats in post-secondary programs. This will not be applied for by UCVM as they already have their money earmarked for additional seats, but it does apply to the four technical colleges who can apply for money for increased seats. View more details on this in the Government Relations Update on page 30.

The ABVMA and ABVTA have also met with all four animal health technology programs in Alberta to identify opportunities for increasing graduating numbers. Both associations look forward to where these preliminary discussions may take us.

2. Immigration

On Feb. 16, 2022, Premier Jason Kenney announced the renaming of the Alberta Immigrant Nominee Program to the Alberta Advantage Immigration Program, which included two new streams: 1) Rural Renewal Stream and 2) Rural Entrepreneur Stream. The two new streams are intended to encourage skilled and talented professionals and entrepreneurs from around the world to settle in rural Alberta communities. This includes veterinary professionals.

Continued on next page



Pathways to Addressing the Veterinary Workforce Shortage continued

The Rural Renewal Stream is for people who have a job offer from an Alberta employer to work in a designated rural Alberta community. Community involvement is required, and Alberta is currently accepting applications from rural communities to participate in the Rural Renewal Stream.

The Rural Entrepreneur Stream is for entrepreneurs who want to start or buy an existing business, such as a veterinary practice, in a rural Alberta community.

In addition to these new programs, ABVMA working with the Canadian Council of Veterinary Registrars, and the National Examining Board is striving to find new and defensible means of registering internationally trained veterinary professionals while maintaining and ensuring the education and skills standards that exist. Limitation of registration based upon professional experience or species is being investigated as an alternate pathway. Additional means of evaluation are also being considered and accepted, such as one year of evaluated clinical experience or the American Association of Veterinary State Boards' (AAVSB's) Program for the Assessment of Veterinary Education Equivalence (PAVE). All of these programs need to be explored and implemented where appropriate.

3. Professional retention

Professional retention will be one of the most critical pathways to sustainable change. Reducing burnout, improving practice culture and cultivating member wellness will all be critical in reducing attrition and retaining professionals long term. Numerous activities have been completed and are ongoing that will serve to improve retention.

From January to March 2022, the ABVMA and ABVTA hosted the Mind the Gap, Psychological Health and Safety webinar series workshop. Read the full summary on the webinar series on page 33.

Also in January 2022, work began on the ABVMA public communications campaign. The campaign is intended to meet the following key objectives:

- **educate** the public on the current workforce shortage in the veterinary profession
- inform the public about the **responsibilities of pet ownership** and help them understand and set **reasonable expectations** with regards to accessing veterinary care
- **build appreciation and affinity** toward the veterinary profession
- **support ABVMA members** in communicating the current challenges in practice to the public at large

Concept testing of ads took place virtually in March, seeking input from both the public and from ABVMA members. At the time of publication, the public communications campaign has begun and will run until October 2022. Keep your eyes out for an ad.

Other upcoming initiatives include:

- 2022 Leadership Weekend: Leadership group workshop on "The Role of the Leader in Creating a Cohesive Culture"
- Development of a practice resource manual that will support veterinary practices in HR issues and retention
- Introduction of a Student Pilot Program at the 2022 CanWest Veterinary Conference for both veterinary and animal health technology students (Alberta students only)
- Several CE sessions at CanWest that will support team engagement, including "How to Harness Motivation and Purpose Driven Work to Create High Performing Happy Teams"
- Wellness sessions, including ongoing delivery of Mental Health First Aid each November

Professional retention will be one of the most critical pathways to sustainable change.



Conclusion

Throughout the pandemic, we became accustomed to hearing the expression, "we are all in this together." That phrase holds true for the veterinary profession in Alberta. While workforce shortages exist globally, ABVMA understands addressing the shortage here in Alberta will require ongoing activities. The work is far from over, and these activities cannot be carried out in isolation. A collaborative approach with our stakeholders is critical, which is why the association is so grateful for the ongoing relationship and collaboration with the Alberta Veterinary Technologist Association and the University of Calgary, Faculty of Veterinary Medicine.

ABVMA also looks forward to continued consultation and collaboration with other stakeholders, including the Government of Alberta, the province's four animal health technology programs, the Rural Municipalities Association, Alberta municipalities, commodity groups and others.

References:

1. [EIA Report](#)

Additional Resources:

[Veterinary Professional Workforce Project Report](#)

Author's Note:

This article is an overall summary of activities. For brevity, not all activities are outlined here, and numerous other conversations, key stakeholder meetings and interactions with government officials have also factored into the work done thus far.

Member Mentions

Kathryn Chapman, RVT

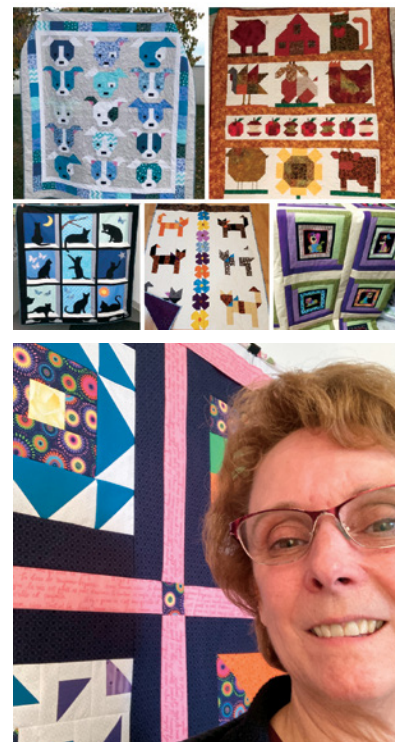
KATHRYN CHAPMAN COMBINES AN ancient crafting tradition with supporting causes that are close to her heart! Kathryn graduated from the distance-learning program at Olds College in 2011. Since graduation, she has worked primarily in small animal practice. In addition to working at Lakeland College for a time, Kathryn has also volunteered with the Canadian Animal Task Force (CATF) whenever possible. Due to health issues, Kathryn has not been working during COVID, which has allowed her more time to help out with her grandchildren and continue making beautiful and artistic quilts.

Kathryn's amazing quilts have been her hobby for the past 10 years. She learned to quilt from her mother, who she describes as her inspiration. Her quilts take a month or more to make, and she usually has four or five projects on the go. When completed, the quilts are donated to animal rescues or similar organizations for online raffle fundraisers. She has raised almost \$10,000 for the CATF, Farm Animal Rescue and

Alberta Helping Animals Society with the proceeds of six quilt raffles. Much of the materials are donated (Kathryn says she has enough supplies to quilt until she's 100) and she donates her time and skills for the causes she supports. She has also made some memorial items, including a quilt made from shirts after her colleague lost her husband.

Kathryn describes sewing as a place that she can hide, refocus and recharge, and loves the quilting process. She has six different sewing machines, some of which are antiques as she loves these machines. She is eager to return to volunteer duties with the CATF, and hopes to return to work part time at some point. Her quilts and other beautiful sewing projects can be viewed at A Needle Pulling Thread Facebook page.

Kathryn lives in Edmonton with her husband Cliff, their three dogs Casey, Brian and Todd, and their 27-year-old cockatiel, Rikki.



Dr. Heather Pineo

IT'S SAFE TO SAY THAT VETERINARIAN

Heather Pineo is not afraid of heights! Prior to starting her career as a small animal practitioner, Heather was a competitive national level platform diver. Heather grew up in Calgary and trained with the Dive Calgary club, where she focused on 10 m platform diving. During her decade of active competition, she qualified for the Canadian Junior National Diving Team and won a Junior National Championship. Her favourite dive to perform was the back one and 1/2 somersault with two and 1/2 twists.

Heather put competing in diving on hold when she entered university, attending the University of Calgary prior to attending WCVN (class of 1994). However, she still wanted to maintain a connection to the sport and started coaching the Learn to Dive program in the late 1980s. She then took on judging competitions in 2007, becoming internationally certified in 2009. She has judged competitions and attended judging clinics in China, Germany and across North America. Currently she's continuing her

judging education in High Diving, where competitors dive off a 20 m platform for women and a 27 m platform for men. It has recently become an accredited sport and Canada is developing the first Junior High Diving program in the world.

Heather speaks highly of the diving community as a tight-knit group that is gritty and supportive. Divers must face their fears and risk of injury to develop their skills, so this tends to bring them together. Her judging duties are volunteer-based, and she's happy to give back to the sport that she loves. She has seen competitors that she judged as children go on to attend the Olympics and other high-level competitions, which is very rewarding. She also enjoys seeing diving community members turn up as clients at Marda Loop Veterinary Center, where she's practiced for the past 15 years.

Heather lives in Calgary with her husband Brian, two kitties, two dogs and a 30-year-old box turtle named Sammy Nella. This summer she's excited to judge the Junior Nationals Diving competition in Montreal.





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

Association canadienne
des médecins vétérinaires

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.

Vets for Ukraine

The Federation of Veterinarians of Europe (FVE), with the support of FECAVA and World Veterinary Association (WVA), developed a web portal as a hub to coordinate aid by European veterinarians to help Ukrainian veterinarians, their families, and animals. Visit vetsforukraine.com to learn more.

Veterinarians Without Borders – Canada Emergency Appeal Ukraine Animal Crisis

Your generous donation will help save animals in crisis and provide the necessary relief for their carers who are desperately trying to source food and water, while under fire and threat of death. Visit vetswithoutborders.ca to learn more.

WE PROVIDE HIGH QUALITY CONTINUING EDUCATION

2022 CVMA Convention Online Registration is Now Open!

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 live-streamed 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.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

CVMA Veterinary Workforce Advisory Group

The mandate of the CVMA Veterinary Workforce Advisory Group (AG) is to advise CVMA Council and assigned staff along the path of addressing the workforce shortage. The AG may also be asked for advice on veterinary business management issues. The AG acts on request of Council or staff, as and when needed, without any fixed meeting schedule. The term for this AG is two years and will end on Dec. 31, 2023.

Members include:

- Dr. Phil Buote
- Dr. Rob Ashburner
- Dr. Melanie Hicks
- Dr. Jean Gauvin
- Dr. Stephanie Van Deynze-Snell
- Ivana Novosel, RVT
- Dr. Erin MacDonald

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

The CVMA Presents Revised Position Statements

- **Legislation Concerning Dangerous Dogs**
The CVMA supports legislation on dangerous dogs if it is directed at fostering the safety and protection of the general public and domestic animals, is not discriminatory toward a specific breed and considers the welfare of all animals deemed to be dangerous.

- **Pain Management in Animals (Previously Pain Control in Animals)**

The CVMA holds that veterinarians have a duty to use appropriate pain management protocols for surgical procedures and for the treatment of medical conditions that result in or are likely to cause pain.

- **Ventriculocordectomy (Devocalization) of Dogs**

The CVMA opposes non-therapeutic ventriculocordectomy (devocalization) of dogs.

- **Tail Docking of Dairy Cattle**

The CVMA is opposed to the docking of the tails of dairy cattle. Tail docking does not contribute to the improved health and welfare of the cow.

Find more information about these and other position statements at canadianveterinarians.net.

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

Togetherall – A Mental Health Support Resource

Members of the CVMA, including all Canadian veterinary school students, can join the Togetherall platform – a powerful mental health support resource available at no cost, anytime and anywhere they have internet connection. Offering the opportunity to improve mental wellness by receiving and providing support, Togetherall is an online peer-to-peer community supported by integrated services and safety nets – including anonymous interactions and supervision by licensed mental health practitioners – that empowers members to

openly share their innermost thoughts and feelings in an inclusive environment. Visit canadianveterinarians.net/togetherall to learn more about the resource.

The Working Mind Program

Significant mental health challenges in the veterinary workplace create additional pressures such as time off work, permanent loss of workers, increased cost of disability programs and reduced workplace productivity and worker satisfaction. **The Working Mind** (TWM) program is a must for all veterinary staff because it addresses workplace mental health caused by inherent workplace stresses such as day-to-day workflow pressures, interpersonal relationships and conflicts, and some unique to veterinary medicine like ethical and moral distress. There two courses offered, The Working Mind Employee and The Working Mind Manager, use trained facilitators, workshop manuals, contact-based videos that present actual employees and managers dealing with issues related to the program's content, discussion exercises, and personal goal setting to enact the coping skills within the program. Employees and managers who take The Working Mind training have shown an increase in resiliency skills, a decrease in stigmatizing attitudes and an increase in mental health well being. Visit canadianveterinarians.net/the-working-mind to learn more and sign up.

Bell Exclusive Partner Program Available for all CVMA Members!

CVMA members receive big savings on phones plus up to 30 per cent on plans with unlimited data, talk and text, and share with up to five friends and family. Visit the Member Benefits section of our website for more information.

VetShield



Consulting Services

Providing a full range of veterinary business consulting services.



Owner-Operator Opportunities

Veterinarian partnerships available at new state of the art practices in Calgary and Lethbridge.

Arming veterinarians with edge, insight and peace of mind.

Contact Us

www.vetshield.ca
jacob@vetshield.ca



Alberta's Own

Equity, Diversity and Inclusion

PRIDE MONTH

June is Pride Month

**Dr. Jami Frederick, ABVMA Member of Council,
Edmonton Region, EDI Advisory Committee Chair**

JUNE IS PRIDE MONTH, AND SO IT IS A GOOD TIME TO think about Equity, Diversity and Inclusion (EDI) in the workplace.

Consider the patients we see on a daily basis. Many of us see multiple species depending on our practice, and we all know very well that different patients have different needs to keep them comfortable and healthy. We know that handling a frightened cat is not the same as handling an exuberant puppy, and we know that horses need different accommodations made for them compared to cattle, to put it simply. We as veterinary professionals want our patients to be as comfortable as possible while they are in our care, so we make these accommodations and we change our handling techniques to set them up for success, as best we can. When we were in school or training, it took some time for most of us to learn about the different needs of different animals, but the first step was education, and now we are so much more confident in the handling

news, and I was afraid that I'd be treated differently or ostracized. My team at work is so incredible though, I found myself sick just after I had told my colleagues that I was queer, and I was stuck in the hospital for a day. I came back to work the next day and they had all dipped their hands in rainbow-coloured paint, and their handprints were all there, on a canvas, in the shape of a heart. This beautiful picture is now my prized possession, and it sits on my desk at work to remind me that I am loved and appreciated by my coworkers. Knowing that my team accepted me for all that I was, was all I needed at that time in my life, and I was able to thrive at work because I was supported so intensely.

So what are some things we can do to foster diversity of all kinds in the workplace, so that all of our team members feel supported? In my opinion, tolerance isn't enough – we must strive for love and acceptance of everyone's uniqueness. Little things like

Just as we adapt to the unique needs of our patients, big and small, fuzzy, feathered or scaled, let's learn to do the same for our teammates.



of our various patients.

Now extrapolate this to our colleagues. Veterinary professionals are a diverse bunch; we have colleagues who are queer, who are neurodiverse, who are BIPOC (Black, Indigenous, People of Colour), dealing with disabilities, you name it. Each and every member of our teams has something unique to bring to the table; it is our responsibility to foster this diversity and set every team member up for a successful career. The first step is education, as it was when we were learning how to handle and treat our patients. Educating ourselves on things such as proper use of pronouns, different gender expressions and sexual orientations, and becoming involved in celebrations like Pride Month can help our queer colleagues feel seen and appreciated, as just one example. I think we can all remember a time when we experienced success because we felt seen and appreciated in our workplaces. I'll add a personal example for support: I came out to my colleagues, friends and family just last year. It was an extremely stressful time for me; I had no idea how the people in my life were going to react to this

asking team members what pronouns they prefer or displaying a Pride flag in the hospital can go a long way in making people feel included, even our diverse clientele can benefit from this. We can help educate our clients and our colleagues on EDI related subjects through social media platforms as well. Making posts in support of Pride Month, Black History Month or Reconciliation Day can get our team and our clients engaged in these initiatives. Business will benefit too: comfortable clients are going to keep returning, and associates and employees that feel appreciated and supported are very likely to be more productive.

Just as we adapt to the unique needs of our patients, big and small, fuzzy, feathered or scaled, let's learn to do the same for our teammates. We all have strengths and talents, and when we are supported and accommodated, we can develop our skills in a safe environment and we can all begin to thrive.

Happy Pride Month to all!

GET TO KNOW US IN A *heartbeat.*

Everyday, we are inspired by the joyful, openhearted pets we serve. We are here for them, and here for each other. Does that sound like an environment where your career dreams can come true?

Get to know NVA Canada. In a heartbeat you'll discover why finding the right team means you never have to choose between reaching your potential—and enjoying every step of the journey.

Follow your heart:
NVACanada.ca/careers



For the love of **animals**
and the **people** who love them.



Focus on Wellness

So, You Want to Change Your Eating Habits?

Vincci Tsui, RD

WHEN IT COMES TO MATTERS OF HEALTH, MANY

people's first thought is to their eating habits — after all, “you are what you eat,” right? While changing our eating habits seems like it should be straightforward, it's no coincidence that one of the most common complaints that I hear as a dietitian is, “I know what I need to do, I just need to do it.” Here are the steps that I walk through with my clients who are trying to change the way they eat.

1. Why do you want to change your eating habits?

First, it may be helpful to articulate why you want to make a change in the first place. As a dietitian, my clients are generally interested in changing their eating habits for health reasons, but wanting to make a change for any reason — whether it's financial, environmental, ethical or simply for novelty, is just as valid. Remembering why you'd like to change can serve as a motivator; it can also help identify what change(s) to make, as well as what outcomes to expect.

2. What eating habit(s) would you like to change?

There are two categories of changes that you can make: 1) Food choices, and 2) Behaviours. Changing our food choices means increasing or decreasing our intake of certain foods or nutrients, while changing our behaviours can involve changing when we eat, where we eat, how we eat and/or how much we eat. It may also be helpful to change behaviours around meal planning, food shopping and/or food preparation. Thinking of potential changes in terms of these categories can help make them more specific and less overwhelming.

3. Will making this change help move you toward your goal?

Check in: will the changes that you identified in step 2 move you toward the goal that you identified in step 1? This question may be difficult to answer as the relationship between nutrition and health is not always straightforward. This is partly because most nutrition studies are observational, meaning that they can only show correlation, not causation. Additionally, there are lots of factors that can influence health, many of which are beyond individual control.

If you came up with a number of different eating habits in the previous step, then this step can be helpful in narrowing down what strategies to try or prioritizing which ones to try first. This is also an opportunity to reflect on whether it may be helpful to get support from a dietitian or health provider if you're unsure whether certain eating habits will help move you towards your goals, and to consider factors outside of nutrition — sleep, movement, mental health, etc.

4. Will this change work for you?

This may sound cliché, but change is often easier said than done. This next step invites you to consider possible barriers that may keep you from making lasting change. Some questions to ask yourself:

- Do I have access to what I need to make this change happen?
- Is this change financially feasible?
- How will this change fit in my current schedule/lifestyle?
- How might this change affect others in my household? (If applicable)
- Is making this change something that I would enjoy?

This is also an opportunity to identify what supports you might have for making this change. Are there people in your life who would be supportive? Are there other habits that you engage in regularly with which you can pair this habit? Are there lessons you can glean from other times in your life where you have made a lifestyle change?

5. Try it on!

One strategy that I often use with my clients is to “experiment” with a new behaviour for a few weeks rather than committing to a lifestyle change right away. Allowing yourself to experiment without commitment allows you to truly assess whether the changes you had in mind would work for your goals and for your lifestyle. If things work out, then hopefully it will allow you to feel more confident about changing your eating habits. If not, then there is space to troubleshoot and try again, or move on to something else without feeling like you've “failed” at something.

Change isn't easy...

I am someone who believes that we all do things for a reason, even if the things that we do only benefit us momentarily or are more unhelpful than helpful in the long term. When we are keen to make a change, it can be easy to get into the mindset of rejecting the habit that we're trying to replace. I've even had clients shame themselves for some of the eating habits that they're trying to change. Sometimes, acknowledging how our old/current habits might have served us, as silly as the reason may seem, can make change easier. Not only can it help us get to the root of some of these “bad” habits, it also allows us to address the parts of us that might be more resistant to change.

I hope that considering some of these steps and strategies might be beneficial the next time you are looking to make a habit change, eating or otherwise.

About the author: Vincci Tsui (she/her) is a former bariatric dietitian turned certified intuitive eating counselor and body-liberation advocate. She is the author of *The Mindful Eating Workbook: Simple Practices for Nurturing a Positive Relationship with Food*. Vincci practices out of Calgary, AB. Learn more at: vinccitsui.com



**Achieving your health and wellness goals just got easier.
Get support for health, work-life balance and career.**

Access in-person or e-Counselling services for a broad range of support from relationship, stress, anxiety, depression and workplace issues. Learn at your own pace with Homewood Health e-Courses with topics that support manager and employee development.

COACHING | COUNSELLING | CONFIDENTIAL | SUPPORT

Contact us 24 hours a day, 7 days a week

1-800-663-1142 TTY: 1-888-384-1152

International (Call collect): 604-689-1717

homeweb.ca



On The Cover



Peace Officer Emma Fillion
with Peaches and Sonny

A Typical Day for Alberta SPCA Peace Officers

Dan Kobe, Communications Manager, Alberta SPCA

IN OUR PROVINCE, THE HUMANE treatment of domestic animals is a legal requirement under Alberta's *Animal Protection Act* (APA). Alberta SPCA Peace Officers have provincial authority to enforce this legislation, among others, and they investigate close to 2,400 complaints of animal distress and neglect annually. The Alberta SPCA is distinct from others enforcing the APA as the composition of our investigative files is roughly a 50:50 split between companion animals and livestock.

Typically, each investigation is initiated with a public complaint to our 1-800 number where we record specific information regarding the condition of the animals in question. We require first-hand, recent details which provide Peace Officers the legal authority to attend a property to assess the animals for distress.

Distress as defined by the APA, is an animal that is:

- deprived of adequate food, water, shelter, veterinary care, space, ventilation or protection from injurious heat and cold,
- injured, sick, in pain or suffering,
- abused, subjected to undue hardship or neglect.

The role of veterinary professionals is well-positioned and vital in their ability to assist Peace Officers in their work to safeguard animals. The veterinary professional can report animals they believe may not be receiving appropriate care, they may assist our Peace Officers and provide their professional assessment on how best to improve conditions for animals or they may be called as an expert witness as part of the court process. Additionally, many veterinary practices act as caretaking facilities for animals that are under the care and control of the Alberta SPCA.

The veterinary professional can report animals they believe may not be receiving appropriate care.

Like veterinary professionals, Alberta SPCA Peace Officers work with owners, wherever possible, in an educational capacity to improve the care of animals. Fortunately, many of our investigations can be concluded when the Peace Officer is able to speak to the owner, see the full picture or can provide advice on how to better care for their companion animals or livestock. Follow-up is completed to ensure the owner makes improvements and the animals are no longer in distress. Unfortunately, some owners cannot or will not take steps to improve the situation and the Peace Officer must consider next steps to relieve distress, including taking legal custody of the animals. This is what is commonly referred to as a seizure.

Seizures are not intended to be punitive, but instead to empower the Peace Officer to relieve the animals' distress. In many cases, the Peace Officer will need to prepare and apply to the courts for a warrant. Once approved, Peace Officers may need to organize transportation for the animals, as well as arrange for an appropriate caretaker who has the knowledge and experience to restore the health of compromised animals.

Our Peace Officers routinely request a veterinarian attend under protection of the warrant to provide a professional assessment of the animals, their fitness for transport, to monitor loading and to respond to animals that may need to be humanely euthanized. This is especially important when dealing with large numbers of animals. Seizures have numerous moving parts that must come together quickly to ensure a safe and efficient operation for all.

Seizing animals is vitally important as it allows the animals time to recuperate. Under the APA, owners are entitled to legally reclaim their animals if certain conditions are met. If the animals are not reclaimed, they will remain in the care of the Alberta SPCA and our caretaker until a veterinarian declares they are ready to move to the next part of their journey, which can include transferring them to another organization for rehoming, or in the case of livestock, selling them at auction. The owner is legally entitled to the proceeds of the sale, minus our costs for the seizure, so determining their fair market value is crucial.

While seizing animals is an important step towards improving their health, it does not necessarily mean their owners will be charged under the APA. A Peace Officer

weighs many factors when determining whether to proceed to charges, including the likelihood of a successful prosecution, and whether the prosecution will be in the public interest. Regardless, our involvement can be considered a success if the distress in the animals is alleviated.

The first several months of 2022 have been busy for the Animal Protection Services team at the Alberta SPCA with numerous files involving dogs without adequate shelter as well as concern for a number of herds in distress. These challenges can be linked to several factors, including financial hardship, a shortage of quality feed, increases in the cost of animal feed and overall mental health challenges in our society as a whole due in part to the pandemic. However, the approach of Alberta SPCA Peace Officers remains consistent. Decisions are made based on what is best for animals, and in consultation with veterinary profession partners and stakeholders.



Several cats from a group of 143 removed from one home in 2019

Peace Officer Cayli Heathcote with Poppy



Peace Officer Ryan Butterwick with one of his personal horses



Mares that were part of a large horse seizure



Peace Officer Emma Fillion at a cattle seizure in December 2021



Alone we can do so little, together we can do so much.
~Helen Keller

Government Relations Update

Veterinary medicine is the talk of Alberta and the advocacy action impacting a generation

Pam Cholak, President, What Matters!Consulting

WE CAN ALL RECALL HISTORIC, extraordinary moments of accomplishment in our life, be it personal or professional. In each of those moments, there are some common threads. First, there has been a goal that is meaningful to us, be it a marathon completion, implementation of a program in the clinic or a generational government funding announcement. We become focused and committed to our clear goal. Secondly, achievement is never a sole endeavour. We have perhaps a supportive spouse or an amazing work team and a broader community of support that is there to work along side us, pushing us to remain diligent and steadfast in our pursuit of the goal. Importantly, extraordinary moments are created by champions who share their skills, talents and time with us to ensure the goal remains in sight. Lastly, our extraordinary moments and achievements are because of tireless, often thankless work. We may celebrate the “win” in the moment, but these extraordinary moments require considerable, consistent focus, commitment and engagement not always visible to those standing on the sidelines.

February 24, 2022, provided an extraordinary moment and win for veterinary medicine. On the same day that that world watched a war commence in Ukraine, the Alberta government’s President of Treasury Board and Minister of Finance, the Honourable Travis Toews, delivered a budget speech in the Legislative Assembly that committed new government funding to veterinary medicine in Alberta that is generational and unprecedented. Fifty-nine million dollars was committed to infrastructure expansion with directed funding for an additional seat expansion of fifty students at the University of Calgary’s Faculty of Veterinary Medicine (UCVM) over the next three years. A further \$171 million was provided for an additional seven thousand seats at post-secondary institutions, including those offering programs in the agricultural sciences. This was the first funding announcement ever that expanded educational opportunities for Alberta students wanting to be either a veterinarian or a veterinary technologist. There was further funding for rural economic development initiatives that will expand the immigration pathway for veterinary professionals, particularly in rural areas.

This funding is extraordinary because the provincial government not only acknowledged the importance of veterinary medicine, but they acted decisively to address veterinary shortages in Alberta while delivering a balanced budget. There is no other jurisdiction seeing educational expansion for your profession like in Alberta. The last time we saw investment like this from the provincial government was in 2005 with the opening of UCVM.

This funding provides a wonderful moment to acknowledge many, including past ABVMA presidents, ABVMA and ABVTA members and association staff, who have been meeting with government over the last five years communicating about the who, what and how of Alberta’s veterinarians, technologists and the teams you form. We have been telling your story and bringing an understanding of the complexity of the issues, be it antimicrobial stewardship, legislative changes or veterinary shortages, to policy makers and stakeholders. We have been developing relationships with individuals and groups, elected and unelected government officials and the post-secondary institutions delivering veterinary medical programs.

We have spent time discussing solutions with agricultural groups, including the Alberta Beef Producers. We worked cooperatively and collaboratively with UCVM and with rural municipal leaders like Reeve Aalbers and Dr. Krebs in Mountain View County who created another extraordinary moment for veterinary medicine. On March 15, 2022, a resolution at the Rural Municipalities of Alberta (RMA) Spring Convention was passed resoundingly supporting veterinary medicine at UCVM and strengthening attraction and retention of veterinary professionals in rural Alberta. This was only the third time in 24 years that rural municipalities have brought forward a resolution regarding support for veterinary medicine. Community engagement is critical to these historic days.

These moments of success for your profession do not happen overnight, and they only happen because of people executing extraordinary effort, acting as true champions for the professions. Dr. Weller, new to UCVM and Alberta, did not hesitate to develop a proposal that was achievable

and saleable and then committed time and energy to deliver a compelling message to government. Dr. Pat Burrage and Penny Steffen spent time prepping for, travelling to, and presenting at government meetings, often with considerable scheduling changes. The ABVMA and ABVTA staff have dedicated hours of time to ensure proposals and presentations were accurate and contained timely data. Work was ongoing even on Dec. 24, 2021!

Many government champions have stood up for veterinary medicine including ministers Toews, Copping, Shandro, Horner, Nicolaides, McIver, Schweitzer and Premier Kenney. It is a win to hear a minister speaking about the importance of veterinary medicine to the health, welfare and economy of our province. MLA Jackie Lovely (Camrose), alongside many of her rural members, has been a stalwart of driving meaningful action for your profession, including tabling a private member motion supporting veterinarians in rural Alberta, which was passed unanimously in the legislature.

Government has many groups competing for funding and policy change. It should be gratifying to know that your voice has been heard and championed for meaningful action at the government tables.

Extraordinary and historic bests happen only when we pursue a goal with focus, commitment and a team approach. ABVMA's extraordinary moments that elevate the veterinary voice in Alberta and expand veterinary education do not happen easily. It takes investment by you in order to drive investment of time and money by others, including government. While the funding allocation in Budget 2022 is historic, it certainly did not end the work. In fact, the work is only beginning as we set our sights on the next goals that will close the gap on veterinary shortage, improve member retention and ensure policy decisions continue to strengthen veterinary medicine in Alberta. And, like Ukrainians, government relations for ABVMA we remain resilient, committed and engaging our champions in the goals that lay ahead.




HELP US TELL THE STORY

About Veterinarians in Western Canada

Phase 1 is now complete and we're looking forward to the exhibit opening May long weekend




FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far
\$174,248.00

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



Practice Management

Valuing Vacations

Dr. Jocelyn Forseille, Assistant Registrar, ABVMA

THIS IS A GREAT TIME OF THE YEAR TO ENGAGE STAFF IN pre-planning summer vacation so that everyone who wants time off during the summer can take it. Particularly during the COVID-19 pandemic, there have been many staycations, and this summer and fall there may be more comfort in travelling further from home.

Here are some tips to encourage your team to take time off while protecting the functioning of the veterinary practice.

1. Have a clear vacation scheduling policy.
 - Time off can be a sensitive issue that can impact staff's morale and productivity. Communicating a clear policy and pre-planning can go a long way.
 - The vacation policy should be clear about COVID-19 expectations, if any, for when the staff member returns from travel.
 - Be clear what restrictions are in place, i.e. amount of time that can be taken at one time, time of year that vacation can be taken, etc.
 - Consider giving priority to long-time employees to show appreciation, i.e. they get first choice of summer dates.
2. Be strategic in who covers key positions for vacation cover-off. It's a good way to develop leaders within your practice. Have veterinarians and RVTs who are in key positions mentor the junior person who is filling in for them during vacations. This is an opportunity to express trust in an emerging leader and give them a peak behind the curtain of the next level of leadership.
3. Vacation season can be a good way to identify potential trouble spots before they become a crisis. When a key person is away, pay attention to gaps in service and practice efficiencies.

Getting away from work is good is incredibly good for the mental and physical health of your team members, yourself and ultimately the business as well.

Leaders who take vacation time are expressing trust in their people. They're empowering team members to make decisions

independently, which helps develop leadership capacity overall. Taking time away will inevitably mean coming back to a full email account and a backlog of requests. But you'll return refreshed, with a new awareness of your team's capacity to manage while you're gone.

Visit Alberta's employment standards (<https://www.alberta.ca/vacation-pay.aspx>) to ensure understanding of standards for vacation and vacation pay. While you are reviewing your vacation policy, it is also a good time to consider paid time off in general (i.e. sick days, personal time).

While the benefits to taking a vacation are well documented, only 27% of Canadians took all of their allotted vacation time in 2021¹. To promote a business culture that supports employees taking their allotted vacation time, keep these benefits top of mind:

- Improved physical health
- Improved mental health
- Increased focus and productivity
- Reduce stress, compassion fatigue and burnout
- Supports healthy work-life balance

Ultimately, vacation nurtures the individual employee, which in turn supports a healthier workplace. Whether you are up for post-pandemic air travel or you prefer another celebrate Alberta summer, consider carving out some time for much needed and well-earned vacation time.

References:

¹ www.benefitscanada.com/benefits/health-wellness/27-of-canadians-taking-all-allotted-vacation-time-in-2021-survey/#~:text=The%20percentage%20of%20Canadians%20taking,Opinion%20for%20ADP%20Canada%20Co

Additional reading:

blog.hubstaff.com/holiday-work-schedule



27%
of Canadians
took vacation
time in 2021

ABVMA/ABVTA Mind the Gap Webinar Series

Kathy Naum, Manager, Communications and Professional Enhancement, ABVMA, and Vanessa George, Executive Director, ABVTA

BETWEEN JANUARY 13 AND MARCH 3, 2022, OVER 130 veterinarians, veterinary technologists and hospital staff spent an hour together every Thursday evening, attending the Mind the Gap, Psychological Health and Safety webinar series, hosted jointly by the Alberta Veterinary Technologist Association (ABVTA) and the ABVMA.

Mind the Gap is an eight-week webinar series to provide education about workplace psychological health and safety to improve workload, time management and employee engagement. Through a series of tailored interactions, attendees were introduced to new ways to recognize psychological hazards; evaluate workplace leaders, managers and employees; and assess their workplace culture regarding protecting and promoting psychological safety.



The series was instructed by Coral Doherty, a registered veterinary technologist from Manitoba and founder of Better Mental Health for the Future (www.bettermentalhealthforthefuture.ca). Through her company, Coral provides training, coaching and facilitation and provides one-on-one practice consultations and assessments for veterinary practices who are interested in developing a psychological health and safety program for their practice. Coral's motto is "If you love the work you do, love the environment you work in!"

Through a series of "fireside chats" with numerous guest speakers, the webinar series featured the following sessions:

Week 1: *An Introduction to Psychological Health and Management Systems (PHSMS)*, guest speaker: Maryann Baynton

Week 2: *PHSMS Resources and Toolkit*, guest speaker: Dr. Wendy Hauser

Week 3: *Current State and Future Possibilities*, guest speaker: Dr. Kathy Keil and Dr. Leeann Benedetti

Week 4: *Leadership Commitment and Workplace Assessment*, guest speaker: Berkley Johnson, RVT

Week 5: *Business Alignment to PHSMS*, guest speaker: Clint Latham

Week 6: *Change Management and Managing Change*, guest speaker: Dr. Mark Turner

Week 7: *The Psychosocial Lens*, guest speaker: Dr. Philip Richmond

Week 8: *Bridging the Gap Together*, guest speaker: Dr. Beth Davidow

Both the ABVMA and ABVTA have been working collaboratively to address the ongoing workforce shortage of veterinary professionals in Alberta. Mind the Gap is an excellent tool all veterinary practices should consider having in their toolbox in managing their practice.

By creating safer work places, veterinary practices contribute to increasing retention and reducing attrition, which improves practice culture. These in turn lead to better functioning, more financially sustainable practices. **A healthy work force = a healthier practice.**

ABVTA and ABVMA would like to thank Coral, her guest speakers and everyone who invested their time to attend the series. We look forward to developing future joint initiatives in the future to support the veterinary workforce.



Homewood Health Member Assistance Program

Annual Program Update (March 1, 2021 – Feb. 28, 2022)

ABVMA MEMBER WELLNESS IS SUPPORTED THROUGH

two distinct programs:

1. Member Assistance Program – offered through Homewood Health
2. Member Wellness Program – offers members that qualify access to recovery treatment due to incapacitation from addictions through interest free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office.

For more information on the member wellness program, contact darrell.dalton@abvma.ca.

Utilization Summary

2.85%

Service utilization

121.5

Total new cases

4,258

Members covered (weighted)

20 cases, 16.5%

Life Smart Coaching

98 cases, 80.7%

Counselling services

129.5

Active cases in period

3.5 cases, 2.9%

Online services

Member Demographics



Veterinarians

65 cases, 55.1%

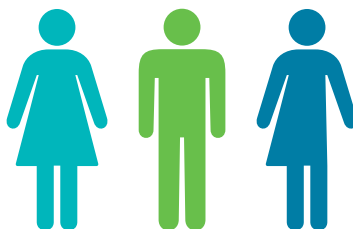
Technologists

51 cases, 43.2%

Not Specified

2 cases, 0.16%

Gender



Female

125 cases, 90.6%

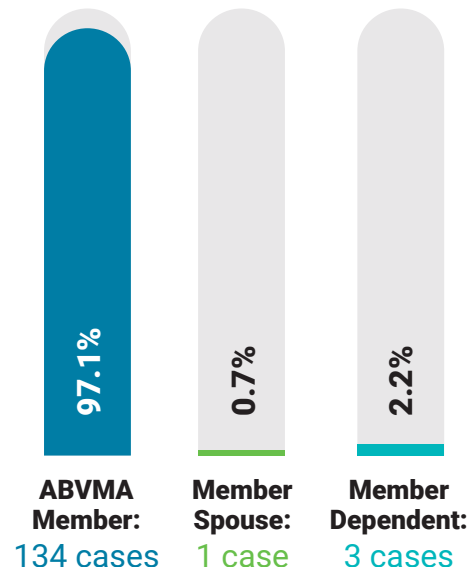
Male

12 cases, 8.7%

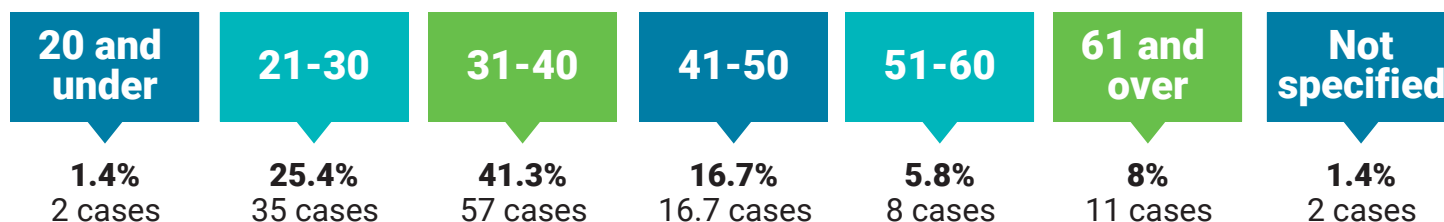
Not Specified

1 case, 0.7%

Relationship



Age Group



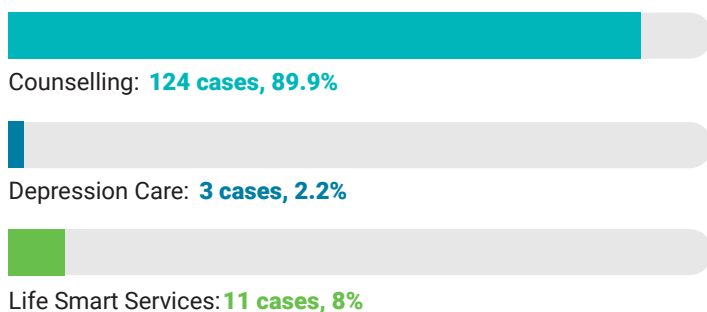
Counselling

0.8% Addiction 1 case	0.8% Crisis/Trauma 1 case	3.2% Family 4 cases	0% Health 0 cases	11.3% Marital/ Relationship 14 cases	71% Psychological 88 cases	1.6% Social 2 cases	11.3% Work: 14 cases
---	---	---	---------------------------------------	---	--	---	--

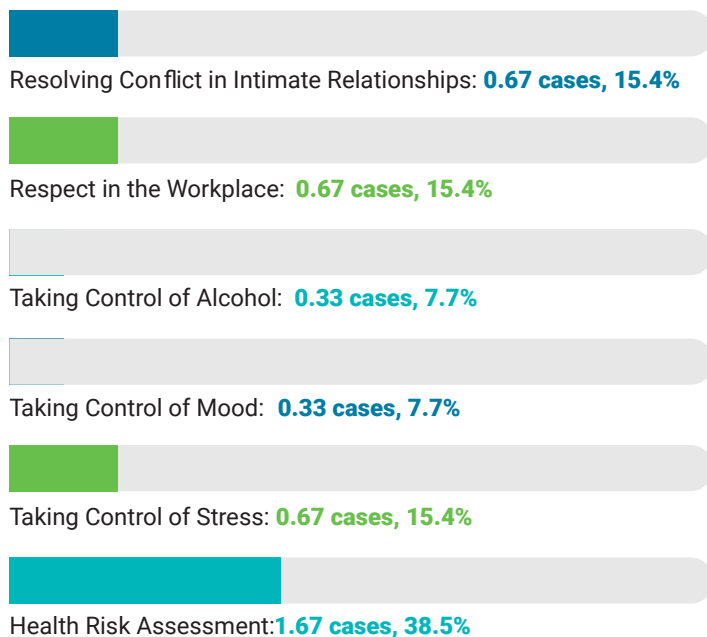
Life Smart Services

18.2%	Career Coaching: 2 cases
0%	Jumpstart Your Wellness: 0 cases
9.1%	Legal Advisory Services: 1 case
9.1%	New Parent Support: 1 case
36.4%	Nutritional Coaching: 4 cases
18.2%	Relationship Solutions: 2 cases
9.1%	Stress Solutions: 1 case

Service Detail



Online Courses



Years of Service

33.1%	Less than 5 yrs: 39 cases
31.4%	5 to less than 10 yrs: 37 cases
11.9%	10 to less than 15 yrs: 14 cases
8.5%	15 to less than 20 yrs: 10 cases
3.4%	20 to less than 25 yrs: 4 cases
2.5%	Over 25 yrs: 3 cases
9.3%	Not specified: 11 cases

Counselling Method

1.6%	58.3%	26.8%	1.6%	9.4%	2.4%
In Person 2 cases	Phone 74 cases	Online CBT 34 cases	Video 2 cases	Web 12 cases	Undetermined 3 cases

Contact Us 24 hours/day, 7 days a week

1-800-663-1142, TTY: 1-888-384-1152
International (call collect): 604-689-1717

Homewoodhealth.com



Dean's Corner

UCVM



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



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

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

UCVM is growing up!

EXEMPLARY COLLABORATION

between ABVMA, UCVF and other Alberta stakeholders has led to a historic provincial budget announcement on February 24. The provincial government has granted us a \$59 million infrastructure investment to expand our DVM program at UCVF. Over the last six months, UCVF has worked closely with the ABVMA and other stakeholders to come up with a plan to address the veterinary shortage in Alberta. The need for more veterinary expertise has been documented in the ABVMA's workforce study published last April and the economic impact of the veterinary profession in the study published in December by the ABVMA.

The veterinary shortage in Alberta, as well as globally, presents a "leaky bucket phenomenon" where expansion demand and attrition lead to a lack of veterinary expertise. At UCVF we developed a six-initiative proposal including short-, medium- and long-term measures to address these issues. The government has recognized

that the only way to address the veterinary shortage in the long term is to expand our class size and has hence provided us with the funding to double our numbers from 50 to 100 going forward. This is a massive undertaking and requires investment in infrastructure and people, and we will most definitely need the help from our distributed learning community. We are looking forward to opening our doors to our first intake of 100 students in 2025.

While the government picked up the "biggest ticket" item, we are looking into finding ways to make the other initiatives a reality. This includes a tele-support platform that veterinary professionals can access for advice 24/7. We are looking forward to working with WCVF to make this happen, as we all know how beneficial access to support is – from a clinical as well as a personal perspective. We are also working with the rural municipalities to put in place a veterinary outreach program to encourage members of underserved communities to apply to vet schools. As a short-term measure, we would like to help with the recruitment and onboarding of international veterinary professionals by creating a clinical certificate program that would allow us to tailor education to the individual's learning needs. As you can tell, none of us will get bored any time soon.

While the funding announcement may have had the most media attention, our team has also had many other achievements we would like to highlight.

As a result of recommendations from our Wellness, Inclusion, Diversity and Equity task force, UCVF has made a major investment in student wellness. In collaboration with student services, we are in the process of recruiting a full-time counsellor who is dedicated exclusively to

supporting our students. We are proud to be the first faculty at UCalgary to make this kind of commitment to student wellness.

We are equally proud to be the recipients of \$330,000 from PetSmart Charities of Canada to grow our partnership with the Stoney Nakoda First Nation. These funds will support research, veterinary services and experiential learning in the community.

Congratulations to UCVF's sheep parasite study team led by Dr. John Gilleard, Dr. Michel Lévy and Dr. Camila de Queiroz. This team of researchers just launched a website to help Western Canadian sheep producers control parasites (vet.ucalgary.ca/sheep-parasite-control).

We are very proud of Dr. Maggie Williams, who is now a boarded diplomate of the American College of Veterinary Internal Medicine. Dr. Williams is new to our team, and we are so happy to have her on board.

A special welcome to Dr. Rebecca Jackson, Small Animal Clinical Instructor, and Dr. Juan Hernandez-Medrano, an Assistant Professor of Bovine Theriogenology, who are the newest members of our faculty.

On March 7, the Small Animal Internship and Residency matching results were announced. We want to congratulate the eight UCVF students and graduates and four interns who have been selected for further advanced training. UCVF is having an impact all over North America. Congratulations to the future interns and residents!

Exciting times at UCVF. I am really looking forward to working with the whole of the Alberta veterinary community. Anyone who has any questions, wants to share their thoughts or would like to get involved in our work, please just drop me an email at renate.weller@ucalgary.ca.

Allergies didn't deter Alberta student from animal health future: Keegan King

Lynne Gunville

VETERINARY STUDENT KEEGAN KING

has always loved being around animals. Even a childhood allergy to horses and cats didn't deter him from caring for the family dogs or spending time on his grandma's and uncle's farms near Viking, AB.

"I got lots of hands-on experience with cattle," says King, who began his first year at the Western College of Veterinary Medicine (WCVM) in August 2021. "I would go between the two places working with the cattle and watching how the cattle were raised. There were always horses around the farm too, and when my relatives would go riding, I would tag along."

Since King really liked working with the animals, he was intrigued by the responsibilities of the local veterinarian who came out to the farms. He was particularly attracted to the idea that a veterinary career would enable him to continue doing work that he really enjoyed.

By the time King had graduated from high school, he'd made up his mind that he wanted to be a veterinarian. In addition to enrolling in the Bachelor of Science in Agriculture program at the University of Saskatchewan's College of Agriculture and Bioresources, he began spending his summers and holidays working at the Camrose Veterinary Hospital.

The busy full-service animal hospital provided him with the opportunity to gain valuable experience while learning about the veterinary profession and the prerequisites he needed to be accepted into veterinary school.

King appreciated the mentorship of Drs. Taryn Ng and Eddie Rasmussen — both WCVM graduates — who willingly explained and demonstrated procedures and gave him the chance to practice skills such as

hoof trimming, pregnancy testing cattle and administering medications. He enjoyed all of the work, but he particularly liked running the large animal handling facilities.

"I got to run the squeezes, the tip table, the sorting pens and all the other stuff that goes along with large animals," says King. "Going on farm calls to help was also fun. I got to interact with the clients, see all the different cattle operations that were in the area and gain important out-of-clinic experience."

King spent his three years of undergraduate classes focused on gaining the skills and knowledge he needed to be accepted into veterinary school, but he also took time out to play. At USask he was involved in recreational hockey and slo-pitch ball, and when he was at home taking online classes, he volunteered for the Camrose Minor Hockey Association.

As a WCVM student, King particularly enjoys classes such as animal welfare and behaviour that offer the opportunity for him to take a break from the books and get hands-on time with the animals.

While King has outgrown many of his problems with allergies, he's never outgrown his love for working with large animals. Since he also loves the rural lifestyle in which he grew up, his future plans involve working in a rural mixed practice around his home town of Camrose, AB.

"Large animal veterinarians are needed in rural practices, and I would like to supply this need," says King. "Being able to help an animal that provides someone's livelihood is also appealing to me, and there's a challenge associated with doctoring a 1,500-pound animal that draws me into large animals and wanting to work with them."



Student's Corner

WCVM

**UNIVERSITY OF
SASKATCHEWAN**
Western College of
Veterinary Medicine



Hannah Sorenson

WCVM Class of 2023

**ABVMA Student Representative
2021/2022**

HELLO EVERYONE! AS I WRITE THIS

article, there is no mistake that spring is in the air in Saskatoon, and hopefully the sunny season is here to stay. The change in weather comes with an almost palpable increase in energy throughout the college. Students returned to in-person learning on February 7, and the university restrictions have been slowly and cautiously raising since that time. First-, second- and third-year students are finishing up lectures and labs for the year and preparing for their OSCEs, which take place through March and April. Third-year students are also busy finalizing "The Draft" – their ideal schedule for clinical rotations in fourth year. Fourth-year students are mere moments away from finishing their last rotations and becoming fully licensed veterinarians. It is always an exciting time watching the senior class sign job contracts, match with internships and sell their second-hand furniture online in preparation to move onward in their careers.

The easing of restrictions in Saskatoon and at the college allowed WCVM's annual VIP Day to be held in person this year, on Wednesday March 16. VIP Day is a fun and valuable day for students of all four years. A wide range of veterinary corporations, drug companies and professional insurance representatives filled the halls of the WCVM building to share information about their company with students. Not only was the day an educational one but an exciting one as well, filled with bingo sheets, raffle prizes and (most importantly) free pens! I always find that VIP Day comes at a perfect time each year as something fun and different to do during class breaks, and as an exciting reminder that one day we will be out of the lecture hall and into the professional world.

Our school clubs are working on holding their spring annual general meetings and changing hands from their third-year presidents to second-year presidents-elect. Many clubs are trying to squeeze in a few more lectures and wet labs for their club members before their end of term. The Equine Club is holding an enucleation and sinus trephination lab, and the Feline and Emergency and Critical Care (ECC) Club have joined forces to put on a feline unblocking wet lab. The ECC Club also held a CPR lab on March 31, hosted by our very own ECC specialist, Dr. Jen Loewen. A few lucky students from the small animal club were chosen to help draw blood from blood donor animals in the VMC teaching hospital.

Lastly, the students and staff were delighted to see the long-awaited return of vet school happy hours! A St. Patrick's Day "happy hour" and potluck dinner was organized by the WCVSA social committee on Friday, March 18. While usually held in the buffeteria at school, a slight change of plans moved the event to the ACT Centre, and fun was still had by all. It was exciting for the first- and second-year students to experience a good old-fashioned vet school event, and hopefully this will help guide them for the next few years to come as they take over the planning of these social events. We have hope that the social traditions of WCVM that are remembered so well by alumni will not be forgotten by future classes due to COVID-19, and perhaps new ones will be created along the way.

Once again, thank you for taking the time to read these updates. I wish a warm and happy spring to you all.

HELLO AGAIN! AS COVID-19 CASE

rates HAVE cooled off in the province, UofC re-established in-person classes at the beginning of March. To ensure the comfort of our community, classes were offered in a hybrid fashion wherein professors could lecture live to those in class, while streaming the lecture over Zoom. The Owlets have found this format enjoyable, allowing that opportunity to those who were excited to be back in person, while also providing flexibility to support other students from home. Other years have found it allows students to choose the learning environment that works best for them and provides ill individuals the ability to engage with the material without posing a risk to the health of others on campus.

In anticipation of their final OSCE of the year, the Owlets made good use of the UCVM practice lab to refine their skills. The practice lab contains materials and animal models that allow students to work on their skills, including haltering, bandaging, catheter placement and donning/doffing PPE. The Tazzies have also finished up their final OSCE of the year and found it to be the most challenging to date and are breathing a sigh of relief that they've passed that hurdle.

Speaking of hurdles, the Koalas have all successfully completed their NAVLE and will have joined our community as veterinarians as of reading. Congrats to the Class of 2022 – we are so proud of you! The Lemurs finished off the bovine laparotomy, equine castration and small animal spay/neuter labs in preparation for fourth-year rotations, and are very excited to be where the Koala's are now, in just a year's time.

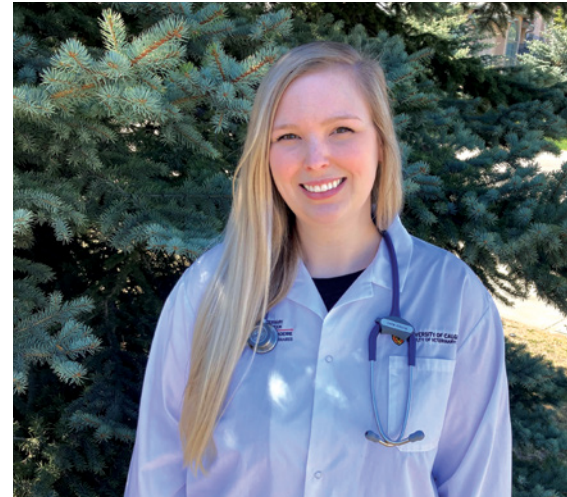
The reinstatement of in-person teaching came with the ability to host in-person events. Trade Fair is the largest fundraising event of the year for CAVS, with the money raised going to help support student events, intramural sports teams and conference travel bursaries. Trade Fair was held in-person on March 11 and gave more than

100 students an opportunity to build their networking circles, with representatives from a variety of animal practices, pet insurance companies, financial planners and other industries, setting up booths in the CSB atrium. Trade Fair and other CAVS events would not be possible without the support of our industry sponsors. From the entire UCVM community, I'd like to say "Thank You" to our Gold Sponsors: VetStrategy, Purina, Trupanion, VCA and Steady Gait Planning, along with all the other sponsors who contributed to an amazing total of \$26,000 raised for CAVS this year.

Welfare Day went ahead as an online event with four of our UCVM clubs inviting speakers to present a variety of welfare topics including Bovine Behaviour and Welfare (BAT Club), Welfare in the ER (SVECCS Club) and Equine Welfare (Equine Club). While the main focus of Welfare Day is animal welfare, it's important to consider our own welfare in veterinary medicine as well. This was highlighted by the Small Animal Club's talk, Work-Life Balance and Personal Wellness. As always, this year's Welfare Day was well attended by our DVM students and the importance of welfare in veterinary medicine was exemplified.

The WIDE Committee has brought a number of initiatives before Leadership Council recently, including training recommendations for faculty and staff, and the development of a Bias Incident Reporting System. The committee has also been working with Pawsibilities to engage in connecting veterinary professionals in both mentor and mentee roles, especially those professionals who identify as members of the LGBTQIA2S+ and/or BIPOC community.

As of writing, VetBall is just around the corner, so I look forward to updating you all and sharing the grand total for our raffle fundraiser supporting the Saving Grace Animal Society. Thanks again to all the readers!



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

SUMMER IS COMING AND I CANNOT

wait. As I sit and stare out my window, trying to reflect on the last couple of months, I am struggling to find the words to put on paper.

At the end of February, the Government of Alberta released their budget. In that budget, there were dollars allocated for students and infrastructure at the University of Calgary, Faculty of Veterinary Medicine. Also in the budget, the province allocated dollars for the technical schools to apply for to directly increase the seats in the Animal Health Technology programs. This direct investment from the Alberta government is a massive accomplishment. There have been an incredible number of hours dedicated to this project. Although seeing an increase in students in the schools may take some time, we are moving the dial to help with the workforce shortages.

As a result, with the funding the school can receive, the Board has had numerous stakeholder meetings to assist the colleges to apply for this funding. We have met with all the colleges to find out where their pinch points are and what we can do to help them accept more students into the programs. Our meetings were very informative and there have been some barriers that are making it difficult to increase student capacity at the schools. Obviously, the school infrastructure is a large component of the challenges, but the colleges commented that finding practicum placements can sometimes be difficult or students are sent to a practical placement where they do not have a place to live, as they are not from that town. This is a barrier that perhaps the practices that are hosting practicum students could help with. Other comments the colleges made were when new grads are entering the workforce, the new grads are feeling overwhelmed

because the practices that are hiring them think they should be highly trained and do not need supervision. This is simply not a reality for any profession, including veterinary medicine. New grads need guidance and mentorship. By offering this mentorship, we can ensure that grads are set up for success instead of failure.

During our meeting in March, the Board of Directors said goodbye to our outgoing student reps from the colleges and to our ex-officio rep to ABVMA Council. Thank you to Avery Rudnisky, Kennedy Greening, Shayna Pearce and Monika Knull for joining our Board as students reps. We enjoyed having you attend our meetings, and I hope that you will consider joining the Board again. We also said goodbye to Dr. Kirsten Aarbo, who was our ex-officio representative from ABVMA Council. We also welcomed some new faces to our board. Dr. Daren Mandrusiak is now our new representative from ABVMA Council, and we also welcome some new student reps. Bailey Pilgrim, Shannon Sitter, Emma Gallant and Keanna Gorgichuk have joined to speak on behalf of the students at the colleges.

June 7 will be ABVMA Registration Day for all new grads and members! We are looking forward to seeing the new veterinary and AHT grads that day. This day will be full of information to help you succeed in your new roles. There will be members of the ABVTA Board of Directors in attendance and we encourage you to come and introduce yourselves. We are all looking forward to meeting you.

I hope that with the removal of the COVID-19 restrictions, your places of employment become a little less chaotic. I hope you are able to take some time for yourselves to enjoy the sunshine and smell the flowers.



HAS SPRING FINALLY

sprung? We certainly hope so, as temperatures begin to

warm and snow starts to melt. Staff, faculty, students, government leaders and community members gathered at Northwestern Polytechnic campuses in Grande Prairie and Fairview on March 9, 2022, to celebrate the final transition of Grande Prairie Regional College to Northwestern Polytechnic (NWP). Our learning community got its first glimpse of NWP's distinctive new colours and logo. For more information regarding the new logo and colours please visit: www.nwpolytech.ca/about/polytechnic/unveiling.html.

Just days after unveiling a new look and polytechnic direction, the Animal Health Technology Program celebrated the convocation of the Class of 2022. The winter semester is nearing completion, and the institution honoured the very first class of NWP Animal Health Technology graduates. These graduates have faced many challenges over the last two years, not knowing what might be

in store for them. The uncertainty of COVID-19 did not stand in their way of achieving their goals, however. Every single one of them has come through this pandemic education stronger than when they went into it.

Our program is having to say farewell to Tiffany Duncan, the main Educational Laboratory Technologist for the AHT program for the past eight years. We wish to thank Tiffany for her hard work and dedication while she was here, and we wish her the best in her future endeavours.



AHT Class of 2022

News at



JUNE 2022 WILL REALIZE THE GRADUATION OF

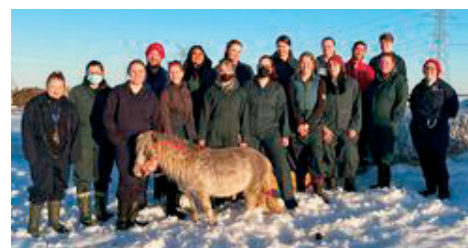
NAIT's full-time Animal Health Technology students who started their learning journey in the early COVID-19 times. Our Veterinary Medical Assistant students began when we all thought COVID-19 was on its way out and have now completed their clinical placement at

a wide variety of Alberta practices at the end of April, and are now likely part of your teams.

Our structured part-time pathway students are now entering their final year. With a new delivery and pandemic, these students are to be celebrated for their ongoing balancing of a part-time academic schedule and often a busy work and family schedule. They are looking ahead to their final year, ending with their clinical placement in June/July and August 2023.

This winter, NAIT reviewed and updated the clinical placement process and competency list for both AHTs and VMAs. We piloted changes, including contracting clinical partners for a five-year period, launching a NAIT preceptor training course approved for eight ABVMA CE credits, and streaming competencies to match

the areas of practice the students were working in to more accurately be able to measure student progress and strength. Our students and their clinical placement mentors will continue to use CompTracker to track and monitor students progress and also engage in formal feedback twice during their placement. Thank you to all our clinical site partners, mentors and teams. Your encouragement to, support of and feedback to students ensures new professionals can find their wings and land on their feet in pursuit of excellence in patient and client care!



NAIT AHT Class of August 2023 on a break from an equine radiology lab



WINTER WAS A BUSY SEMESTER

for students and staff of the Animal Health Programs at Olds College. The team was thrilled to welcome students back on campus (after the lifting of

restrictions) to provide the quality hands-on instruction that makes the Old College learning experience so positive.

Construction continues with our new Animal Health Education Centre, and the staff has worked tirelessly to provide quality experiences and work areas with minimal disruptions to programming. It is an honour to work alongside such a dedicated, supportive team who are committed to student learning and animal care above all else. Great job team!

Our imaging areas have received a great boost with two exciting new equipment upgrades. Dentistry acquired a new X-mind Unity generator with CR and DR imaging systems. Small Animal will be receiving a new Sedecal VetRay generator with an Image

Vue DR30 digital imaging system from IDEXX. Plans are also in the works for a significant amount of new teaching models. These models allow students to repeatedly practice and gain confidence with techniques and skills before moving on to live animals. This greatly decreases our live animal use in certain classes.

By the time this article is published we will be well into spring and with that comes the ever-popular lambing rotations. Hopefully we are all able to get outside and enjoy our beautiful campus and spring sunshine! That's all until next time from Olds.



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@naif.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

MAY 2022

May 15, 2022 - Practical Management Of Anesthesia For Geriatric Patients With Co-existing Disease and Capnography – How To Get Started – 5 Hours ABVMA Credits

Speaker: Craig Mosely, DVM, MSc, DACVAA. The first 4 hours will use case-based examples to highlight the principles of anesthetic management of geriatric patients with co-existing diseases. It will teach practical skills such as addressing client anesthetic concerns, modifying anesthetic protocols for renal and heart disease and managing hypotension and poor recoveries. Dr. Mosely will discuss why you may or may NOT want to incorporate CRIs and give rational approaches to managing aggressive patients. The last hour will focus on how to use capnography to help improve the overall quality of anesthesia through better assessment of patient ventilation and help participants leverage and interpret information from capnography monitoring. Sponsored by EASAV & Dechra – Location: In person at NAIT Main Campus 11762 – 106 St Edmonton. Time: 9 a.m. – 3 p.m. Registration & breakfast 8:15 a.m. Lunch is also provided. Registration deadline: May 6, 2022. Register at: www.easav.ca/events.aspx

JUNE 2022

June 5, 2022 - Nutrition (Day 1 of 2) – 3 Hours ABVMA Credits

Speaker: Lisa Weeth DVM, MRCVS, DACVIM (Nutrition) Board Certified Veterinary Nutritionist. Live Online Zoom Session (will be recorded) Time: 9am-12:30pm Mountain Time Hosted by CAVM

How to Register: login to our website: www.cavm.ab.ca/ce_calendar.html to register & pay, then the Zoom link will be emailed to you. Sponsored by Purina.

June 12, 2022 – Nutrition (Day 2 of 2) 3

Hours ABVMA Credits – Speaker: Lisa Weeth DVM, MRCVS, DACVIM (Nutrition) Board Certified Veterinary Nutritionist Live Online Zoom Session (will be recorded) Time: 9am-12:30pm Mountain Time Hosted by CAVM

How to Register: login to our website :

www.cavm.ab.ca/ce_calendar.html to register & pay, then the Zoom link will be emailed to you.

Sponsored by Purina.

June 13, 2022 - Puzzling out the Nutritional DCM Question – 1 ABVMA Credit

– Speaker: Darcy Adin, DVM, DACVIM (Cardiology) Recent concerns over a possible association of grain-free dog foods with Dilated Cardiomyopathy (DCM) has led to increased awareness of the importance of obtaining a full dietary history in animals that are presented for heart disease. This presentation will discuss what is known and not known about this nutritionally based cardiomyopathy in dogs and will provide resources to improve nutritional information gathering and management of dogs with heart disease. Specific management of dogs with suspected nutritionally based DCM will be discussed.

Live webinar 7-8 p.m., streamed into the EASAV AGM via Zoom. This lecture will not be recorded. Register online at: www.easav.ca/events.aspx.

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.

Alberta SPCA
After-Hours Contact Info
1-800-455-9003
Press 7 to be connected
to a Peace Officer



Menu item #7 is not listed in the menu directory

It's intended for veterinarians who need immediate approval to alleviate the distress of a stray animal

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



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.

Classified Ads

VETERINARIAN REQUIRED

DO YOU WANT TO LIVE IN THE BEAUTIFUL

Kootenays of BC? This area is a dream for any outdoor enthusiast. All the hiking, biking, rock climbing, golfing, skiing, that you can imagine, and so much more! We are surrounded by lakes, mountains, and some of the most picturesque scenes around. Steeples Veterinary Clinic is an established mixed-animal practice that has been serving Cranbrook and the surrounding area since 1978. We see ALL animals (small animal, equine/bovine/other farm animals, exotics, etc.) We can offer great mentorship to new graduates and provide many services to our community that might just help you find what you're truly passionate about! Some services include orthopedic surgeries (including TPLO), equine and small animal endoscopy, digital radiology, ultrasound, COHAT, and so much more! Steeples is also committed to the work/life balance and sustainable mental health of their staff as we know this is of utmost importance for the morale and longevity of our workforce! We offer competitive pay, signing bonus, extended healthcare benefits, production bonuses, flexible schedule, and a great team! Send us a message to see how we can make your career goals come true! Email: admin@steeplesvetclinic.com. Website: www.steeplesvetclinic.com.

BE PART OF OUR TEAM! THE PET HOSPITAL IN

Leduc is growing and we're looking for a 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'll be part of a 3-doctor rotation working 4 days per week. No on-call shifts! Senior veterinarians and our team of 6 skilled RVTs will provide clinic support and mentorship. Located just south of Edmonton, the clinic is commuter friendly. It's big, bright, and clean. We've got everything you need to deliver the best care for your patients. Additional perks: monthly production bonuses, paid professional dues (ABVMA, CVMA, EASAV, VIN), Alberta Blue Cross Benefits (Health, Dental, Rx Coverage), Health Spending Account (physio, orthotics, eyewear, more). We hope you'll consider this opportunity. View our website at: www.info@thepethospital.ca. Come for a tour and meet our crew! Please send your resume to: joinourteam@thepethospital.ca.

RANCH DOCS VETERINARY SERVICES IS LOOKING

for a full-time Small Animal or Mixed Animal DVM to join our fantastic team in Lethbridge, AB. New or recent graduates are welcome. Ranch Docs delivers small animal, equine, and some bovine/small ruminant veterinary services. We are fully equipped with an in-house lab, multiple ultrasounds, digital small animal x-ray, digital equine x-ray, a digital small animal dental x-ray unit, and a therapeutic laser. Lethbridge is an affordable and growing agricultural community with all the amenities of a big city. An easy 1.5-hour drive from Waterton and Glacier National Parks, downhill skiing, world-class fishing, and a host of other outdoor amenities. Ranch Docs offers a fun and energetic work environment, an exceptional team to support and mentor you, a generous CE allowance, vacation time, and health insurance. Let's talk signing bonus/relocation package. Contact our practice manager, Jesse at (403)327-4658 or jesse.ranchdocs@gmail.com. We'd be excited to visit with you more about this fantastic opportunity! Website: www.ranchdocs.com.

ARE YOU READY TO BE HAPPY? AT NEUDALE

Veterinary Services, we want to make you happy. Maybe that means being an associate, or the opportunity for

partnership. We want you to have a healthy work-life balance and ample time to spend with your loved ones, let's discuss what is right for you. Whether you are new to the industry, or a seasoned vet looking for a change, we want you to consider our small-town family-run clinic in Dewberry, Alberta. We will work with you to ensure your compensation package is tailored to your wants and needs. We are excited to meet the new full-time member to join our existing team of 2 veterinarians, 1 RVT, and 3 auxiliary staff. If this bovine & small animal clinic feels right for you, or you would like more information, contact Dr. Cory Neumann at 780-847-4071 or cory@neudalevet.ca. Website: www.neudalevet.ca.

OUR PRIVATELY OWNED VETERINARY HOSPITAL

Cedarwood Veterinary Hospital is looking to add another doctor to our team. We are a well-established 24-hour hospital that constantly strives for excellence in pet health care, it is well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon, and several General Practitioner Veterinarians with special interests in emergency medicine, canine reproduction, dermatology, dentistry, ultrasound, and rehabilitation. If you enjoy a fast-paced environment, high quality medicine, while working with a talented group of veterinarians and support staff all in a privately owned practice then this is the job for you. We try to work together to make your workdays as smooth and enjoyable as possible, we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too! The Rocky Mountains are close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, fax 403-346-9925 or phone 403.347.2676. Website: www.cedarwoodvet.ca.

VETERINARIAN NEEDED! \$25,000 STARTING

Bonus! \$100K-\$130K Salary! Albany Veterinary Clinic is a top-producing clinic in Edmonton! Join our amazing team and positive culture! This clinic will challenge you, all within a warm and flexible work environment! Come Join Our Family! Apply Today! Text, Call, Email Anytime! Email: cecilia@albanyvet.ca. Website: www.albanyvet.ca.

MAGNOLIA VETERINARY SERVICES IS SEEKING

a FT or PT veterinarian. We are a new and rapidly growing small animal and equine practice in the heart of the Lakeland in Bonnyville, AB. We have a new 5600 sq ft facility with digital x-ray, ultrasound, full in-house lab, therapy laser and cloud based EMR. 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 to apply. Contact Dr. Amanda Ackert at drackert@magnoliaveterinaryservices.com. Website: magnoliaveterinaryservices.com.

A FAST-GROWING PRACTICE LOOKING TO ADD

one to two Veterinarians to our excellent team of two and a half Veterinarians, Three full time RVT's and 7 other support staff. We are relocating to a 4200 sq feet state of art facility with 4 exam rooms, Full Abaxis lab, separate dental suite with digital Heska dental x ray, and Idexx paccs Digital Radiography system. New grads are welcome to apply, and training is available. If you are looking for a predictable schedule of 5 days a week and still be able to enjoy all the perks of working in a State of Art Veterinary Facility, please email your resume to or contact Dr Toor at Edmonton Spay and Neuter Clinic at 780-756-6062.

DELANEY VETERINARY SERVICES (DVS) HAS AN

opening for a 2022 DVM 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 include in clinic patient care, surgical and/or anesthesia assistance, all aspects of ambulatory practice including lameness workups, dental, herd health, reproduction, imaging, ultrasonography, and rehabilitation. Emergency call duties are shared amongst the doctors in the clinic. Contact Shannon Matthews at 780-922-3647; Email: management@delaneyvetservices.com. Website: delaneyvetservices.com.

CITY CENTRE ANIMAL HOSPITAL HAS OPENINGS

for a FT and PT associate. In a couple of months, we will be moving to our brand new, custom build 4300 sf facility in the heart of Airdrie. We are fully equipped urgent and primary care small animal practice. We have a great team of 4 FT and 1 PT vet, 3 RVTs and excellent support staff. We focus on a work-life balance with compressed work schedule, no after hours, excellent salary, health benefits, uniform allowance, CE, staff discounts and licensing fees. Coffee runs are easy, with a Starbucks in the same plaza! Signing bonus is being offered. New graduates or seasoned applicants are welcome to apply. Mentorship is provided. Apply in confidence: email or call our manager Kat Chaks. Email: Cityvetsairdrie@gmail.com. Website: www.cityvetsairdrie.ca.

NAGEL AND CO. VETERINARY SERVICES (NVS)

is seeking an outgoing, self-motivated full-time/part-time associate small animal veterinarian (NEW GRADS WELCOME) to expand our team in Crossfield, AB. NVS is located 10 min north of Airdrie and is 20 min to the Calgary International Airport and an hour to the Banff National Park. NVS is an independently owned practice that provides small animal examinations, general surgery, dentistry, in-house laboratory services, and digital radiology and ultrasound services in a recently renovated 3000 sq. ft dedicated small animal facility. NVS also provides orthopedic and specialized surgical procedures in-house by a local board-certified surgeon in our surgical facility. NVS offers competitive starting salaries (depending on the level of experience and workload), flexible schedules, a full range of benefits, continuing education, options for share purchases, and many other perks. If you're interested in joining our team, please send your resume by Email: sherry@nagelveterinaryservices.com. Fax: (403) 946-5529 or Mail: P.O. Box 298 Crossfield, AB T0M 0S0 or call (403) 333-6089 to find out more about the position. Website: www.nagelveterinaryservices.com.

LOOKING FOR A JOB WITH SOMETHING

different every day and great recreational opportunities nearby? A chance to develop your specific area of interest and skills within a busy mixed animal practice? Edson Vet Clinic is looking for a full-time veterinarian to join our multi-vet practice. We offer great mentorship with future partnership potential! Our experienced, friendly, and team-oriented staff includes 4 vets, 5 fantastic RVTs and great long-term support staff. Call is shared equally. New grads and experienced DVMs are

Classified Ads

welcome to apply (must be eligible for full licensure in AB). New digital X-ray, dental X-ray, lab analyzers, ultrasound, laser and much more! 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 resume to Dr. Anne Rogers, at anne@edsonvet.ca or to Dr. Jordan Laird at jordan@edsonvet.ca or call 780-723-3354 for more info. Website: www.edsonvetclinic.com.

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 skilled 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.

CASTLERIDGE VETERINARY CLINIC IN NE

Calgary is looking for a FT or PT DVM to join our team. We are a well-established, independently owned companion animal practice with a firm clientele base and long-standing staff. We currently have 1 FT DVM and 3 PT DVMs, some staff will be leaving us to enjoy their retirement. A DVM with general surgical skills would be preferred. Our vets are well supported by experienced RVT's and VMR, who have been part of our family for 20+ years. We offer a competitive salary with health/dental benefits, CE allowance, paid professional dues, staff discounts and uniform allowance. If you are interested in joining our family, email your cover letter and resume to Cori Lepine, CVPN RVT: management@castleridgevet.ca. Website: www.castleridgevet.ca.

SIGNING BONUS! MIDLAKE VETERINARY CLINIC IN

South Calgary is looking for a registered DVM to join our veterinary team. We are a well-established, independently owned companion animal practice (20 yr.+) with a fantastic, loyal clientele and long-standing staff members. We currently have three veterinarians on staff and continue to grow! Salary and signing bonus is competitive based on experience with partnership potential. Special interest in surgery is an asset. We offer mentorship, health/dental benefits, CE allowance, paid professional dues, staff discounts, and uniform allowance. If interested in joining our family-oriented practice, email your cover letter and resume with available references to: midlakevet@shaw.ca.

CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING

to welcome a full/part-time DVM to join our fun and compassionate team! We are a well-established, AAHA- accredited small animal and exotic practice in Edmonton that is dedicated to high quality patient and client care. We are looking for someone with excellent communication and interpersonal skills. We provide support and mentorship and encourage a collaborative approach to medicine. New grads welcome. We offer competitive salary, health/dental benefits, uniform/CE

allowance, staff discounts and more! Please forward your resume and cover letter to Jennifer at info@castledownsvet.ca. Website: www.castledownsvet.ca.

THE GREENVIEW VETERINARY CLINIC IS A MIXED

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

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 clinic, who takes pride in treating our employees with respect. We are looking for an enthusiastic individual who is a great communicator and is passionate about providing quality medical and surgical care. New grads are welcome to apply, as our veterinarians have experience in both teaching and mentorship. Our growing busy small animal practice offers paid dues, CE allowance, uniforms, and health benefits, along with the possibility of 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 in Jared at granadavet@shaw.ca

NEW GRADS WANTED! IF YOU'RE A NEW

graduate looking for mentorship, we are looking for you! Spruce Grove Veterinary Clinic is looking for a full-time veterinarian. We have 8 veterinarians and a team of experienced AHTs and support staff. Mentorship is never more than a few steps away! This busy small animal practice is privately, family owned and operated. We offer great benefits, membership dues and VIN all included. But more importantly, we want to help you grow and find your passion. If you have any special interests, such as radiology, surgery, rehabilitation, or internal medicine, we will make sure to get you the mentorship and tools you need to nourish that passion. Please contact us today to find out if Spruce Grove Vet is where you need to be! Email: draelliot@sgvet.ca. Website: www.sprucegrovevet.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, Alberta. 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, whether that be imaging, surgery, radiation therapy, dermatology, or anything else. We have an excellent team of experienced AHTs and support staff that will help you

grow. We want you to join our family team. Contact us today! Email: draelliot@sgvet.ca. Website: www.sprucegrovevet.com

COME WORK WHERE YOU ARE VALUED,

respected, and treated like family! Erin Ridge Veterinary Centre is looking for a PT or FT veterinarian to join our amazing, compassionate team. We are a privately owned, small animal and exotics practice in St. Albert, AB (10 minutes north of Edmonton) providing top quality patient care with a focus on client education in a fun, friendly environment. The ideal candidate will have excellent communication skills and enjoy building relationships with our clients and their pets. An interest in exotics is an asset, but not required. We encourage our veterinarians to pursue any areas of professional interest. We offer paid dues, CE allowance, uniforms, health benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you are interested in joining our team, we'd love to hear from you. Applications can be emailed in confidence to Laura Bogdan at laura@erinridgevet.com. Website: www.erinridgevet.com.

COME BE FABULOUS WITH US! IRON CREEK VET

Hospital is looking for a veterinary associate for our modern mixed animal rural practice. We offer strong mentorship as well as a very competitive salary and benefits package. We have amazing supportive staff with a strong cooperative teamwork approach. We prioritize work/life balance. Extensive in-house lab, stationary CR X-ray, mobile equine CR x-ray, dental DR x-ray. Small animal ultrasound, equine ultrasound, as well as bovine repro ultrasound. Techs are available after hours and go on farm calls with vets when needed. All calvings are done in clinic. We strive to offer excellent quality, professional and compassionate care. Our community is warm and welcoming, check out www.flagstaffgrows.ca. Our clinic has a clinic sponsored curling team. Local golfing, camping, swimming, and parks. Email: evelyn@ironcreekvet.ca. Website: www.ironcreekvet.ca.

ARE YOU LOOKING FOR A FUN, PROFESSIONAL

and low stress working environment? Are you striving to continuously learn and improve your skills? Are you searching for a workplace that is located in the city of Calgary and a stone's throw away from nature? Look no further than our state-of-the-art facility at Auburn Bay Veterinary Clinic! We are seeking a FT/PT veterinarian who is compassionate, motivated and wants to be a part of our dedicated family. We are offering competitive wages, flexible hours, full benefits, CE allowance and ABVMA dues, generous staff discounts, paid vacations, and a signing/relocation bonus. New grads are welcome! If you think we're a match, please contact us at auburnbayvet@gmail.com. Website: www.auburnbayvet.com.

ALPINE 24/7 PET HOSPITAL IS CURRENTLY

recruiting a motivated Licensed Veterinarian to join our enthusiastic team! We are a privately owned emergency hospital conveniently situated in SW Calgary. We strive to provide a healthy work environment with a well-above-average compensation package. Also providing a complimentary 2-bedroom 2-bathroom condominium conveniently located near the hospital, a collaborative team environment, health/dental/vision benefits, flexible scheduling for a healthy work-life balance. We are fully equipped with a board-certified surgeon, ultrasound, K-Laser/CO2 laser, laparoscopic surgical services, digital dental x-ray, and in-house Idexx lab. Email: RVT@alpine247.ca. Website: www.alpine247.ca.

Classified Ads

ANIMAL EMERGENCY HOSPITAL IN RED DEER, AB

is looking to add a veterinarian to its team. We are a well-established, privately owned practice, located in Central Alberta which offers emergency care for the city of Red Deer and surrounding areas. We are a well-established, Privately Owned group that constantly strives for excellence in pet health care. We are well equipped and are part of the UCVN Distributed Teaching Hospital. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon as well as General Practitioner Veterinarians with advanced training in canine reproduction, dermatology, and rehabilitation. Our practice continues to grow and as such we are looking to renovate in 2022, adding additional exam and surgery rooms and CT. A positive work-life balance is very important to us; we offer an excellent compensation package, and we are only an hour away from the Rocky Mountains. If you would like to have a rewarding career, work with a great team of doctors and excellent support staff, and are interested in emergency medicine, this job is for you. Please forward your resume to Dr. Dagmar Schouten at dschouten72@gmail.com. Website: www.animalemergencyhospital.ca.

VETERINARIAN OPPORTUNITY IN CENTRAL

Alberta! Are you looking for a unique, challenging & extremely rewarding vocation? Located in the beautiful city of Red Deer, we invite you to join our fun-loving passionate team at the Central Alberta Humane Society! We are looking for an experienced FT Vet to manage our in-house clinic for our shelter animals. With a clinic team of 2 FT RVT's, we have an x-ray and surgical area, offer flexible hours, health benefits pkg, VIN Membership & continuing education allowance. Contact Melissa Lyall for more information: melissa_lyall@hotmail.com. Website: www.cahumane.com.

UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME

Veterinarian at Southfork Animal Hospital. Join us in our busy small animal practice in Leduc, Alberta, 15 minutes away from South Edmonton City. 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, full health benefits, generous CE allowance, paid dues, no on-call, as well as respect and compassion for all the staff, clients, and pets. Email: southforkvets@gmail.com. Website: www.southforkvets.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: fmavet@hotmail.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: www.pipercreekvet.com Email: rohin.rai@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.rai@nva.com. Website: 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: www.familypet.ca. Email: virginia.williams@nva.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: www.northsidevet.ca.

OUR TEAM AT HERMITAGE VETERINARY HOSPITAL

is growing! Conveniently nestled in Edmonton, we are a multi-vet practice seeking for a full time compassionate DVM to join our team. If you enjoy practicing high-quality medicine, be part of a collaborative team while maintaining a good work-life balance, join us! We are committed to supporting your growth through Continued education and Mentorship. As part of our network, you will receive competitive compensation, signing bonus, generous CE allowance, paid vacation, excellent benefits & much more. All experience levels including new grads are welcome to apply! Visit us today to learn more! Website: www.hermitagevet.com. Email: rohin.rai@nva.com.

DO YOU WANT MORE TOOLS FOR YOUR TOOL KIT?

Do you want the ability to offer your clients a complete range of treatment options? Our multi-vet practice, Town Centre Veterinary Hospital situated conveniently in Edmonton, AB is growing! We are a fully integrated, multi-modal, small animal facility offering conventional medical and surgical care as well as alternative therapies, including acupuncture, chiropractic, rehabilitation, herbal, and homeopathic options. We are looking for a new "family member" to join our long-term staff who, if not already trained in some or all of the above, is eager to learn new modalities. Ideally, we would like a full-time veterinarian, but we are flexible for the right candidate. No on-call or after-hours requirements helping provide a healthy work/life balance. We are committed to providing you a supportive, learning environment with a competitive total rewards package inclusive of excellent benefits, bonus, relocation assistance & much more! To learn more about us, visit us at www.towncentrevet.ca & to apply, send resume to rohin.rai@nva.com.

SUNRISE ANIMAL HOSPITAL IN EDMONTON IS

seeking to add a veterinarian to our 1.5 veterinarian small animal practice of highly skilled staff. Our practice is equipped with Abaxis Lab, imagyst, Digital X-rays and Dental X-rays. New Grads are welcome, along with foreign veterinary graduates/temporary license candidates and MENTORSHIP is available. Flexible work schedules. We offer generous signing/retention bonus, above average salary, paid 2-3 week's vacation, paid dues, health and dental insurance and CE and staff pet discounts. Contact: Dr. Naveen Gakhar, Sunrise Animal Hospital, 8204-144 Ave NW, Edmonton, Alberta T5E 2H4; phone: 780-377-1122; Email: naveengakhar@gmail.com.

RANGE ROAD VET IN BEAUMONT HAS THE

comforts and warmth of a neighbourly small town but is only minutes from Edmonton. The only thing better than having incredible clients, is working alongside incredible and supportive colleagues. The environment is a spacious, yet cozy, small animal practice filled with natural light and room to breathe. We value work/life balance and can provide flexible schedules. Every practice is busy but having a large support team allows our vets to focus on vet specific work. We want our team to love their day and encourage special interests. What's important to you? If you don't see it listed here, ask. Uniforms, competitive compensation, performance bonus, paid CE, personal days, vacation, dues, health benefits and generous pet policy. If you live your life in a calm, kind and supportive way - We'd love to meet you. Email: katrina.ponich@rangeroadvet.com. Website: rangeroadvet.com.

ARE YOU A DVM LOOKING FOR AN OPPORTUNITY

as a Faculty Member and make a positive impact on our Animal Health Students? Do you subscribe to a Student-First Philosophy and commitment for an inclusive environment? Olds College invites applications for a FT Permanent Faculty position commencing in April 2022. Please check out our Job Posting on www.oldscollege.ca. Email: mmaschke@oldscollege.ca.

Classified Ads

ARE YOU LOOKING FOR AN ESTABLISHED BUSY

practice where you can expand on your surgical and medical skills and pursue your own professional goals? The privately owned and operated clinic in downtown Edmonton is in search of a full or part time associate veterinarian to join our experienced and welcoming professional team. We are no longer only a spay clinic and now offer complete surgical, medical, dental, and consultative services to the community. Our focus is to continue to provide professional and compassionate care for our patients and ensure that their owners are fully informed and educated, while maintaining affordability. We offer competitive salary, full benefits, CE allowance and paid ABVMA and EASAV dues. Both experienced and new graduates are encouraged to apply, locum opportunities also available. If you are interested, please send your resume and cover to cassie@spayclinic.ca.

SIFTON PARK VETERINARY CLINIC IN EDMONTON

is seeking to add a veterinarian to our small team of highly skilled staff. Practice is well equipped to provide comprehensive medical, surgical, and dental treatment. We pride ourselves in maintaining a family-like atmosphere for our dedicated clients, patients, and staff. Workdays and hours are flexible, choose your own schedule. We offer generous signing/retention bonus, above average salary, paid vacation and dues, health/dental insurance, CE and uniform allowance, and staff pet discounts. Email: spxa101@gmail.com. Website: www.siftonparkvetclinic.com.

HEALTHY PAWS FORWARD VET IS NOT ONLY OUR

name but our way of thinking. Are you a veterinarian seeking the benefits and security of full-time employment in a HEALTHY work environment? Do you believe in providing a high quality, thorough diagnostic approach and treatment plan for the PAWS that are in your hands? Are you a confident, Forward-thinking vet who understands the value of customer service? Yes? Then look no further. Join our fast-growing, locally owned hospital. Why wait? Apply now. Email: manager@healthypawsvet.ca. Website: www.healthypawsvet.ca.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced Associate Veterinarian to join Fish Creek 24 Hour Pet Hospital! Known for our emergency services, we have added a general practice facet to our hospital and are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! We are a fully equipped, purpose-built hospital. Our team includes board certified specialists, experienced clinicians, and an amazing team of over 100 support staff. At Fish Creek, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state of the art diagnostics and in-hospital treatment 24 hours a day. Our clinic is committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. 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 through the application link or email: careers@vetstrategy.com. Website: can61e2.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, we offer our clients preventative care and medicine, routine, specialized, and emergency surgery, state of the art diagnostics and in-hospital treatment 24 hours a day. Our clinic is, and will always be, committed to providing high-quality veterinary services in a way that stresses humanity, compassion and quality-of-life for pets and their owners. This is an amazing

opportunity to be part of a dynamic and supportive team!

As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Apply through the application link or email: careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/7507.

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 through the application link or email: careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/FISHCREEK/Posting/View/7501.

WE ARE SEEKING A BOARD-CERTIFIED VETERINARY

Specialist in Surgery to add to our team at McKnight 24 Hour Veterinary Hospital! This is a wonderful opportunity to grow or develop your specialty service with a group that is willing to invest in your success. At McKnight Veterinary Hospital, we are committed to providing high-quality veterinary services in a way that stresses humility, compassion and quality-of-life for pets and their owners. Our 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! 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 through the application link or email: careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/7504.

SIGNING BONUS! MCKNIGHT VETERINARY

Hospital is seeking an Associate Veterinarian to join our collaborative and knowledgeable team in Calgary, AB. Known for our emergency services, we have added a general practice facet to our hospital and are looking for a compassionate, dedicated GP doctor to help grow this exciting initiative! Flexible full-time and part-time scheduling options available! Our 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! Apply through the application link or email: careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/8813.

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! Apply through the application link or email: careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/MCKNIGHT/Posting/View/7385.

SIGNING BONUS! SAVE (SOUTHERN ALBERTA

Veterinary Emergency) in Okotoks, AB, is looking for an Emergency Veterinarian to join the team. If you have a passion for small animal emergency medicine, love to work with other amazing and supportive DVMs, RVTs, and support staff, then SAVE is the place for you! We are a respected 24-Hour emergency and referral hospital specializing in surgery, reproduction, CT, ultrasound & endoscopy. We are committed to exceptional patient care and supporting pet owners through ER and referral medicine. Okotoks is only a 15-minute drive from south Calgary, filled with gorgeous views of grasslands and mountains. This is a great chance to be part of a dynamic team, where learning and development are endless! New Grads Are Welcome - this is an amazing opportunity to learn from some great mentors! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, association dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! To apply through the link or email us at careers@vetstrategy.com. Website: can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/SAVE/Posting/View/7388.

MEDICAL DIRECTOR OPPORTUNITY IN OLDS!

Countryside Veterinary Hospital is searching for a talented, experienced, and compassionate DVM with a disposition towards leadership. Our ideal candidate understands the importance of preventative medicine, client education, and a team-based approach to patient care. If you're searching for a progressive, fun, and hard-working team, search no further! Part or full-time employment arrangements possible. There are No on call responsibilities. Text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more. Email: jobs@p3vetpartners.ca. Website: www.countrysidevet.ca.

INDEPENDENTLY OWNED AND ONLY 15 MINUTES

south of Calgary! Foothills Animal Hospital in Okotoks is looking to grow our team by adding a F/T, P/T, or CASUAL veterinarian. Our busy small animal practice boasts ultrasound, digital x-ray, and dental x-ray, and in house lab analyzers. We have an experienced team of support staff to assist you. You will have an assistant in each appointment to help with restraint, invoicing, and taking notes for your files. Experience what it's like to work with management that cares about you and supports you. Let's have a conversation about what your ideal career in vet med looks like and see if we're a fit! Email: exec@foothillsanimalhospital.ca. Website: www.foothillsanimalhospital.ca.

Classified Ads

ARE YOU A SMALL ANIMAL VETERINARIAN LOOKING

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

ARE YOU LOOKING TO MAKE AN IMPACT IN THE

Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration, and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected Veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care, and are excited to add our next DVM team member. Our commitment to work-life balance is complimented by No on call, and 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. Website: www.chinookpetcliniclethbridge.ca.

NEW LEADERSHIP, EQUIPMENT & LOCATION!

Countryside Veterinary Hospital in Olds, AB is looking for a Small or Mixed Animal DVM to join our amazing team. Join our hospital and be part of an exciting journey! Make your mark with us through leadership, team building, & implementation of your ideas. Countryside delivers small animal/equine services & is open to discuss other services. We are fully equipped with in-house lab, ultrasound, surg laser, digital dental x-ray, & NEW DR X-ray. Olds is 45 min from Calgary & offers a unique blend of small-town peace and affordability. Don't miss this chance to live in a quiet and quaint community with easy access to Big City amenities & the Canadian Rockies. We offer a great work environment, an exceptional team to support you unconditionally, interesting cases, & unlimited CE – plus you will be appreciated, valued, & well compensated. We offer this & more. This opportunity provides buy-in opportunity &/or significant sign-on bonuses. Does this opportunity resonate with you? Contact Tammy at 403-899-7283 or thor@p3vetpartners.ca. We are excited to offer you an in-person tour to meet our exceptional team (or private tour for confidentiality). Website: www.countrysidevet.ca.

SHUSWAP VET CLINIC IS ADDING A LARGE ANIMAL

vet to its team. We are looking for someone with dairy experience who would be able to help service our long-standing dairy clientele with regular herd health visits, etc. Our clinic is located in beautiful Salmon Arm in BC's interior. We are home to a large dairy population, but we also have equine and ruminant clienteles as well as a busy Small Animal practice. We offer a \$10,000 signing bonus to join our independently owned and expanding practice. Shuswap Vet Clinic offers a positive, inclusive work environment and our staff is our greatest asset. Our compensation package includes a competitive salary, medical, dental, extended health, paid vacation & sick days, and a generous CE allowance. Your choice of a full-time or part-time position. Shuswap Vet Clinic has been serving the community since 1973 and we have an excellent reputation with our clients. Grow your career with us and become part of the long-standing tradition of excellent vet care. Please forward your cover letter and CV to Dr. Jay Thurgood, Partner: thurgood@shuswapvet.com or call us at 250-832-6069. Meet us on YouTube at www.youtube.com/watch?v=CaPRxYKUBQ. Website: www.shuswapvet.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 15 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: drmeyers@hotmail.com. Website: clearwatervets.com.

ARE YOU LOOKING TO MAKE FULL USE OF YOUR LIFE

saving veterinary skills? It sounds like emergency medicine is for you! Vet ER is a brand new privately owned veterinary emergency hospital, opening in Northwest Edmonton. We are looking for veterinarians who want a fulfilling career in a wonderful team-oriented setting. As two vets who have worked in emergency medicine for years, we can tell you firsthand that there is nothing like the feeling of knowing you made a true difference in the life of an animal and their family. We offer all the usual! Competitive salary, benefits, uniform, and CE allowance. The big difference? We are very supportive and love to teach. Many think that emergency medicine is scary, and that just isn't the case! We want nothing more than for you to succeed in your career and take pride in each and every day. If you want to learn more about this amazing opportunity, please reach out to admin@edmontonveter.ca We will be opening Spring 2022 (exact date still to be determined, as construction is currently underway!).

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: www.animalsfirst.ca.

ARE YOU A VETERINARIAN LOOKING FOR PART TIME

practice excitement? Come and help casually or regularly any days but preferably on weekends. Contact Dr. Allan Schienbein 780-467-6223. Email: lsvet@telusplanet.net. Website: www.sherwoodparkvet.ca.

DVM RECRUITER WANTED! TIME FOR A CHANGE?

Life is short... and the Veterinary industry is awesome. But a clinical role isn't the only option. If you're social, energetic, passionate about veterinary medicine, and enjoy networking – why not consider a career in Veterinary Talent Acquisition? P3 Veterinary Partners is searching for an extroverted DVM to join our Talent Acquisition team in a lead capacity. Apply your veterinary knowledge to recruiting & personnel selection. Stay in tune with developments in the industry. Travel the world visiting accredited veterinary schools. Revitalize your relationships with professors, former classmates, and veterinary students. Don't miss this opportunity to expand your skill set while simultaneously maintaining your connection to the amazing people who care for pets in the vet space. The Talent Acquisition Lead will partner with P3 hospitals in Western Canada. This is a remote role that will be heavily focused on Canadian and international campus recruitment efforts. Routine travel will be required. Applications can be submitted directly to Matthew Verwey, Director of Talent Acquisition, at jobs@p3vetpartners.ca.

DO YOU DREAM OF A PLACE WHERE YOU CAN ENJOY

coming to work each day? Are you searching for a practice that believes in providing high-quality, individualized care to its patients? Does the thought of working with individuals who believe in collaboration and teamwork excite you? Great! We have the perfect opportunity for you! Busy independently owned small animal clinic in Airdrie looking for a full or part time veterinarian. We are a clinic who utilizes our RVTs to the fullest so you will be well-supported. For each appointment, you'll have support staff in the exam room with you, so you won't be on your own!! We use a CO2 surgery laser. We're huge on educating our clients about nutrition and weight management, dental care, and more. In-house IDEXX lab. We have an ultrasound machine, typically used for collecting urine, but we'd love someone who's interested in using it diagnostically. Records, x-ray, and dental x-ray are fully digital, using Cornerstone and IDEXX. We're looking for a person who's the right fit for our team. We work hard and play hard. Everyone says they're the best – come and meet us to make up your own mind! Email: meagenl.heartland@gmail.com. Website: www.laservet.ca.

THE PONOKA VETERINARY CLINIC HAS AN OPENING

for a full time Veterinarian. We have an excellent clinic atmosphere with a low turnover rate. Mentorship available for all skill levels. 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. Website: www.ponokavet.ca.

RIVERWOOD VETERINARY CLINIC IS LOOKING TO

add a veterinarian to our team. We are a privately owned small animal clinic, located in High River, Alberta (20 minutes south of Calgary). We pride ourselves in providing great patient care to our amazing clientele. We are a progressive clinic with digital radiology, digital dental radiology, class IV laser and a full in clinic IDEXX lab. Our ideal candidate has a positive attitude, great communication skills and exceptional client service. New grads welcome to apply. We offer competitive wages, paid dues, CE and scrub allowance, health benefits and staff discounts. Email: vet@riverwoodvc.com. Website: www.riverwoodveterinary.ca.

FEN VET IS CURRENTLY SEEKING TO HIRE AMAZING

humans for our Airdrie and downtown Calgary locations. Veterinarians, please email me at cody@fenvet.com. to set up a conversation where I can unapologetically gush about your future team members, and our practice ideologies. We always get a lot of interest from new grads and students. I would love to have more age diversity in our applicant pool, especially those who love to mentor. If you've been in practice for 5+ years, you could be perfect for us too! Website: www.fenvet.com.

GULL LAKE VETERINARY SERVICES, A LARGE

animal practice located in central Alberta, is seeking a full-time veterinarian. We are a 4-veterinarian practice within close proximity to Red Deer, Lacombe, Ponoka, and Sylvan Lake. Our workload consists of 70% dairy, 25% cow/calf and 5% small ruminant and equine. We are a growing, progressive practice providing both individual animal and herd-based medicine with an emphasis on consultative and preventative medicine. The clinic is equipped with an in-house milk lab, numerous ultrasounds, and a new bovine handling facility. We offer competitive wages, CE allowance, professional dues, a fully equipped ambulatory vehicle, and shared on-call duties with after-hours fees going to the veterinarian on call. Please submit resume or for more information please contact us. Contact: Dr. Laverne Seib or Dr. Dennis Klugkist, Gull Lake Veterinary Services Ltd., RR#3 Site 3 Box 12, Lacombe, Alberta T4L 2N3; phone 403.782.0354; fax: 403.782.0355; email: clinic@gulllakevet.com. Website: www.gulllakevet.com.

Classified Ads

BARR-NORTH VETERINARY SERVICES IS LOOKING

for an associate veterinarian to join our collaborative team. New clinic in 2015, with updated equipment. We provide mentorship, promote professional growth, and encourage a balanced lifestyle. Our clients and patients receive quality care and compassion. We are a progressive mixed practice, willing to enhance your areas of interest and skills. Barrhead is a small town with many indoor and outdoor activities, located 1 hr. NW of Edmonton. Come and spend a day with us to see for yourself what we have to offer. We are on Facebook, Instagram & now Tik-Tok! Website: www.barnorthvet.com. Please send resume to barnorthvet@gmail.com. Attn: Lisa.

DOUGLAS SQUARE PET CLINIC, CALGARY, IS HIRING!

We need a part or full-time veterinarian. We foster a caring and collaborative environment centered on compassionate patient and client care. Emphasis is placed on progressive, evidence-based medicine and procedures, fully staffed with excellent RVT support. Contact us at maclal@shaw.ca or 403-393-6398 for more information. Website: www.douglassquarepetclinic.com.

AN AMAZING OPPORTUNITY FOR A DVM LOOKING

to join a genuine work family! Look no further, as Coulee Veterinary Clinic in Lethbridge, AB, has an opening for an Associate Veterinarian. An independent family-owned companion animal practice with incredible clients, patients, and staff. Our well-resourced practice is committed to achieving work-life balance and maintaining a happy, welcoming, and inclusive work environment. As a seasoned Veterinarian, you know what matters in your career – a drama free work environment, a sense of teamwork and a flexible schedule! OR as a New Grad, you will find an experienced mentoring program and the whole clinic at your back to support you and aid you in your career development. If you believe our interests align, please reach out to us at info@couleevet.ca. Website: www.couleevet.ca.

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.

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.

MIXED ANIMAL VETS AND NEW GRADS! ARE YOU

looking for a fun work atmosphere that provides the mentorship you need? Do you enjoy the challenges and diversity of mixed animal practice? Do you have excellent communication skills and enjoy teaching clients? We are a 6+ vet MA practice with 75% SA, 25% LA located in Camrose, Alberta. We value a positive fun work atmosphere, excellent medicine and client communication and a positive work/life balance. We have all the usual gadgets (digital xray, dental xray, ultrasounds, etc) and are continually improving our facility, but believe it is our team members that ultimately are the most important factor.

Our goal is to create a workplace that employees want to stay long term and we have been very successful. If you would like to have a tour and discuss whether you would be a good fit, email Dr. Jamie Whiting at camrosevet@yahoo.ca. or text 780-679-5679.

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. Website: www.stettlervetclinic.com.

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.

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.

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. Website: www.mactrailvet.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@cypressviewvet.ca. Web: www.cypressviewvet.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 x-ray, 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.

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.

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.

Classified Ads

RVT REQUIRED

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 practice. We are AAHA accredited and Fear Free Certified. Chestermere is just a short 15 min. drive east of Calgary. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. Previous Veterinary Clinic experience and schooling are an asset, but most of all, 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 cover letter and resume to Dr. Gabby Rotaru. Email: grrotaru@gmail.com. Website: www.chestermerevet.com/careers.html.

HERITAGE VALLEY ANIMAL HOSPITAL IS A

privately owned, companion animal hospital opening in the South Side of Edmonton! We are looking for two AHT's full time/part time to join the team. The job offers competitive salary and benefits. Please send your resume on the email address provided. Email: heritagevalleyvet@gmail.com.

FULL TIME OR PART TIME RVT REQUIRED FOR

our south side companion animal hospital. We are a fully equipped, privately owned practice located in Edmonton, AB. We offer a great work environment, competitive salary, continuing education, uniforms, bonuses, and medical/dental coverage. The practice is closed evenings and long weekends and only open until noon every other Saturday which offers a great work/lifestyle balance. New graduates are welcome! If you are interested, please contact Jessie at westjessie@telus.net or call me at 780-436-5073. Website: www.westbrookvet.ca.

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: www.hamptonsanimalhospital.ca.

TABER PET CLINIC IS LOOKING FOR A RVT WHO IS

interested in being an active participant in patient care. We realize that RVTs are an essential part of the team who can be the best advocate for their patients. Our ideal candidate: RVT who's looking to practice to the full extent of their skills and strives to keep learning and growing while being able to work independently and in a team. We provide a healthy work-life balance, teamwork, and are supportive in developing new skills. Our clinic has the latest technology such as DR radiology, and full IDEXX laboratory supporting our technologists to be an active communicator in patient care with both the medical team and clients, administer all treatments within their scope, and participate in the development of protocols and clinic culture is an important foundation of our clinic. We love to help, teach, and guide candidates so new grads are always welcome! We offer competitive wages, comprehensive benefits plan, CE opportunities and

scrubs allowance, paid professional dues, and a supportive team that likes to laugh! If you believe our clinic would be a good fit for you, please email your resume to reception@taberpetclinic.ca. Website: www.facebook.com/taberpetclinic.

A FAST-GROWING PRACTICE LOOKING TO ADD

two RVT's to our excellent team of two and a half Veterinarians, Three full time RVT's and 7 other support staff. We are relocating to a 4200 sq foot state of art facility with 4 exam rooms, Full Abaxis lab, separate dental suite with digital Heska dental x ray, and Idexx paccs Digital Radiography system. New grads are welcome to apply, and training is available. Successful candidate will be offered 100% health dental premiums, paid vacation, CE allowance and industry leading wage. If you are looking for a predictable schedule of 5 days a week and still be able to enjoy all the perks of working in a State of Art Veterinary Facility, please email your resume to edmontonspay@gmail.com or contact Dr Toor at Edmonton Spay and Neuter Clinic at 780-756-6062.

WE HAVE A FULL-TIME RVT POSITION AT ANIMAL

Medical Center South (AMC South) in Medicine Hat, AB! AMC South is an 8-doctor, 8-RVT, mixed animal clinic in sunny southern Alberta. Our facility is fully equipped, including Idexx Lab, surgical suite, hydraulic chute, ultrasound, and digital x-ray. AMC South prides itself on a relaxed, fun, and friendly atmosphere, while providing quality medicine to all our clients. About us: AMC South is a part of the VetStrategy group of clinics. VetStrategy is a 100% Canadian operated group of veterinary clinics with locations throughout Canada. We believe that veterinary clinics are an integral part of the community they serve and as such we put a large focus on community-based activities and initiatives. Every clinic we partner with is unique and serves a very diverse client base! Great benefits, competitive compensation, great perks, and a signing bonus offered! Please submit your resume to: rvt@vetstrategy.com. Website: www.amcsouth.ca. We look forward to hearing from you!

IF YOU ARE HARD-WORKING, FRIENDLY, AND

motivated! If you are looking for a career where you can balance work and play. Nagel & Co. Veterinary Services is the place for you! We are looking for a part-time registered technician who is an energetic, positive team player that is passionate about veterinary medicine. We are an established team, dedicated to providing high standards of care for clients and patients in the small animal industry. We offer competitive wages and benefit packages including extended rewards, CE allowance, and paid ABVMA dues. Nagel & Co. Veterinary Services is in Crossfield, AB which is 10 min north of Airdrie, 20 min to the Calgary International Airport, and an hour to the Banff National Park. If you are interested in joining our team, please email your resume to sherry@nagelveterinaryservices.com. Website: www.nagelveterinaryservices.com.

BOWMONT ANIMAL HOSPITAL IS EXPANDING!!

Are you looking for a welcoming work environment where you can use all of your RVT skills and be appreciated by an amazing group of coworkers? Bowmont Animal Hospital is a privately owned veterinary hospital in NW Calgary, committed to providing a high standard of patient care and superior customer service. We are looking for a PT or FT RVT to help us grow our business in our new facility. Monday to Friday shifts but condensed work schedules also available. Health and dental benefits and ABVMA dues paid for. We offer uniform/CE allowance, and discounted pet health care and supplies. Signing bonus available after probationary

period. For more information about our facility, please check out our website: www.bowmontvet.com. Please send a resume and covering letter to: bowmontanimalhospital@shaw.ca.

BARLOW TRAIL ANIMAL HOSPITAL IN CENTRAL

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

MCKNIGHT VETERINARY HOSPITAL IS SEEKING

experienced emergency veterinary technicians to join a rapidly growing and evolving 24-hour emergency hospital. We will provide you with constant opportunities to learn and improve your skills. Our goal at McKnight is to promote a healthy working environment centered on high standards of medicine and persistent improvement and innovation! FT/PT opportunities available! If you enjoy practicing fast-paced, high-quality emergency medicine - all the while maintaining a good work/life balance, and have excellent personal, emergency, and surgical skills, join us! What we offer: work/life balance, friendly and supportive work environment, above average compensation, generous staff discounts, uniform allowance, signing bonus, continuing education allowance, comprehensive benefit plan, access to ACT online training, opportunity to advance in your career, commitment to the community and to helping pets in need! Email: rvt@vetstrategy.com. Website: www.mcknightveterinaryhospital.ca.

MONTROSE PET CLINIC LOCATED IN BEAUMONT

is a progressive small animal clinic focusing mostly on dogs and cats looking for a Full time or Part-time AHT to join our team. New grads welcome. We offer competitive wages, ABVMA dues, Health and dental Benefits, discounted services for their pets and other perks. We are proud to claim that we have a state of art facility which foster quality care for our pets, friendly family work environment for our staffs and optimum satisfaction for our clients. Please forward your resume to montrosepet@gmail.com or fax to 780-929-7365. Website: www.montrosepetclinic.com.

ARE YOU LOOKING TO WORK IN A FUN FRIENDLY

environment where your skills will be utilized! Ambleside Veterinary Hospital is looking to add a full time or part time technician to our staff, we are a privately owned new clinic, we offer competitive wage, health insurance, ABVMA dues and uniform allowance. The right candidate will be a motivated and team player, new grads are welcome to apply. If you are interested, please send your resume to: info@amblesideveterinaryhospital.com. Website: www.amblesideveterinaryhospital.com.

Classified Ads

WOODLANDS VETERINARY HOSPITAL AND

Animal Dental Centre is looking to add a F/T or P/T RVT to our team. Competitive salary, CE and uniform allowance, no evenings or Sundays, generous staff discount on products and veterinary services, condensed schedule. New grads welcome to apply! Email: admin@woodlandsvet.com. Website: www.woodlandsvet.com.

DO YOU LIKE TO HAVE FUN AT WORK? ARE YOU

looking for a change? West Springs Vet Hospital in SW Calgary is searching for an enthusiastic RVT to join our already amazing team! We are a privately owned clinic with only a 45-minute drive to the Canadian Rockies and are committed to maintaining a sound work/life balance. The ideal candidate for our fast-paced clinic will be confident in their nursing skills, is positive and enthusiastic with strong communication and customer service skills and is searching to be part of a vibrant work environment. We are committed to providing the highest standards of medical and surgical patient care in a unique, compassionate, and friendly manner. We offer a large signing bonus, competitive wage, health benefits and health spending account, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities! We look forward to starting the conversation with you! Email: nicole@dandvetclinics.ca.

SIGNING BONUS! MIDLAKE VETERINARY CLINIC

in South Calgary is looking for a full-time 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.

CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING

to welcome a full/part-time RVT to join our fun and compassionate team! We are a well-established, AAHA-accredited small animal practice in Edmonton that is dedicated to high quality patient and client care. We are looking for an enthusiastic and self-motivated candidate with strong communication skills that would thrive in a team-oriented environment. Position includes full benefits, uniform/CE allowance, above average compensation, staff discount and more! Please forward your resume and cover letter to Jennifer at info@castledownsvet.ca Website: www.castledownsvet.ca.

FULL AND PART-TIME (4 DAYS/WEEK) REGISTERED

Veterinary Technicians required for a busy and growing veterinary dermatology clinic. New grads are welcome! We offer a very competitive salary of up to \$30 per hour, Monday-Friday 9 a.m.-5:30 p.m. schedule, extended health benefits, paid sick time, 3 weeks of paid vacation on your 3rd anniversary and 4 weeks on 5th, paid ABVMA dues, uniform allowance, CE and staff discounts. We are looking for individuals who have a positive attitude, take initiative, are attentive to detail and work well with a team. You must be proficient in anesthetic induction/maintenance. Cornerstone experience is an asset. Please visit our website at www.vetderm.ca to learn more about us and email your cover letter and resume with the subject line: St. Albert RVT Position. Email: lisa.atlay@vetderm.ca.

DO YOU DREAM OF GETTING HOME FROM WORK

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

ARE YOU SEEKING A UNIQUE AND REWARDING

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

PRIVATELY OWNED AND OPERATED, SPRUCE

Grove Vet is a busy small animal practice just steps away from Edmonton. We are looking for a full or part time AHT who loves working in a fun, busy atmosphere. With 8 veterinarians and a slew of experienced AHT and support staff, we would be perfect for any experienced OR new graduate. Mentorship is always available. We have very competitive benefits including CE, health spending, and membership dues. Our family would love to meet you! contact us today! Email: draelliot@sgvet.ca. Website: www.sprucegrovevet.com.

WANTED – PEOPLE WITH PASSION, PEOPLE WITH

Heart, People who Love working with People! We are looking for people to join our expanding team! 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 Chestermere Veterinary Clinic, and we're looking for someone to have a positive impact and participate in the growth of our practice. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. Previous Veterinary Clinic experience and schooling are an asset, but most of all, 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 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! Apply with cover letter and resume. Email: grrotaru@gmail.com. Website: www.chestermerevet.com/careers.html.

SOUTHFORK ANIMAL HOSPITAL IS LOOKING FOR

a full-time or part-time RVT to join our team! New grads welcome, experience with AVIMark is beneficial. We are a privately owned full-service small animal clinic located in Leduc, Alberta. We offer a signing bonus, medical/dental benefits, dues paid, discounted services, and a friendly environment. Website: www.southforkvets.com. Resumes can be sent to Dr. Patel at southforkvets@gmail.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.

CEDARWOOD VETERINARY HOSPITAL IN RED DEER

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

ANIMAL EMERGENCY HOSPITAL IN RED DEER IS

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

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.

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.

Classified Ads

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 x-ray 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. Website: www.mountainmobileveterinarycare.com.

SPRINGBANK INTEGRATIVE VET CENTRE IS

searching for an enthusiastic Registered Veterinary Technologist to join our expanding team! We are a privately owned clinic on the West side of Calgary with 8000 square feet of hospital space! In addition to our regular GP practice, we offer integrative and wellness services which include, rehabilitation, laser therapy, water and land treadmill therapy, acupuncture, PRP and Stem Cell Therapy. We know how important the work/life balance is and are committed to providing the tools and time necessary to achieve this. We allow our nurses to be nurses and encourage our RVT's to expand their knowledge with a large continuing education allowance. We offer above average wages, health/dental benefits, health spending account, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities! We also offer a signing bonus for the right candidate. We look forward to starting the conversation with you! Email: nicole@dandvetclinics.ca. Website: www.sivc.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 10 veterinarians plus 13 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.

HERITAGE HILLS VETERINARY CLINIC IN SHERWOOD

Park is seeking FT or PT RVT. We require a hard-working individual with good communication skills. New grads are also welcome. We offer competitive wages and benefits. Email: admin@heritagehillsveterinaryclinic.com. Website: www.heritagehillsveterinaryclinic.com.

WE ARE LOOKING FOR A RVT TO JOIN OUR

progressive, mixed animal practice in Brooks! Our RVT's must display a positive attitude, enthusiasm, and commitment to animal care, while possessing strong organizational skills, excellent telephone and in-person communication skills, and the ability to remain calm under pressure. Our employees are passionate and show great compassion for animals and their owners and understand the stress that patients and clients endure. As we are a mixed animal practice, RVT's must be comfortable working around multiple species of animals. Our RVT's daily duties comprise of the following, but they are not limited to these duties: nursing care, anesthesia, diagnostic imaging and testing, client education and interaction including admissions and discharges, filling prescriptions, and attending farm calls with DVM's as needed. Graduate of an accredited two-year veterinary technology program;

registered or eligible for registration with ABTVA/ABVMA. Competence in the English language, patience, and a pleasant manner are absolute musts. Email: cheri.johnston@mosaicvet.com. Website: www.newellvet.com.

CLEARWATER VET CENTRE LOCATED IN ROCKY

Mountain House is searching for an enthusiastic mixed animal RVT to join our already amazing team! We are a privately owned clinic only a short drive to the mountains and are committed to maintaining a sound work/life balance. 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, power floats and large animal handling facilities. Our multi-doctor practice has 12 support staff that will provide strong mentorship and allow for flexible scheduling. We offer health benefits, CE allowance, paid association dues as well as discounts. For more information Contact Dr. Glenn Meyers at drmeyers@hotmail.com. We look forward to hearing from you! Website: www.clearwatervets.com.

ARE YOU AWESOME? WE'RE AWESOME. LET'S BE

awesome together. Seriously though, Cochran Vet Care is currently seeking a veterinary technician for our practice. Generous CE, lots of modern toys, license fees paid. We have a small easy-going staff, and lots of great clients. Schedule to meet your needs. No afterhours work. Salary commensurate with experience. We will meet you where you are in your career and give you lots of opportunity for growth. Please contact datkin@cochranevet.com for more information. We'd love to talk to you.

THE ONOWAY VETERINARY CLINIC, LOCATED 1

hour north-west of Edmonton, is looking for a full-time Registered Veterinary Technologist to join our team of positive, supportive and dynamic veterinary professionals! We are looking for a self-motivated, energetic, mature applicant who will excel in all aspects of small (60%) and large animal (40%) patient and client care. We are a busy clinic with a focus of offering the best quality care for our patients, and top-notch customer service for our clients while having a work/life balance. We offer above average compensation, an intimate and exciting work environment, and an excellent staff discount. Benefits include a uniform allowance, ABVMA membership fees and paid CE. Wage: 20/hour (negotiable). The successful candidate has a cheerful, positive manner with a professional attitude; excellent client service skills and communication skills, a strong work ethic, and the confidence it takes to be the face of the company. Their ability to multitask does not compromise the quality of their work. They have the willingness to learn and improve their skills. Send resume to: onowayvetclinic@gmail.com attention Dr. Nay. Website: www.onowayvetclinic.com

WHITECOURT VET CLINIC IN WHITECOURT, AB IS

looking for a F/T or P/T vet technician. We are located 1.5 hours west of Edmonton. We are ideally starting off to fill a 1-year maternity position starting July or August 2022. We are open to longer engagement for the right person as we continue to grow and get busier. We offer competitive salary, CE and uniform allowance, a fantastic health and dental coverage, staff discounts, and a positive friendly environment. We shun human drama and make our main focus the adorable pets that give us a reason to be here. We are a well-established clinic, and we are very passionate and dedicate to great pet care as well as client customer service, all the while recognizing that our biggest asset is our employees. Apply to info@whitecourtvet.com or call 780-778-5767.

INDEPENDENTLY OWNED AND ONLY 15 MINUTES

south of Calgary! Foothills Animal Hospital in Okotoks is looking to add to our team with a F/T or P/T RVT. Our fast-paced small animal hospital offers competitive wages, benefits, and CE and uniform allowances. Experience what it's like to work with a team that cares about you and supports you. Let's have a conversation about what your ideal career in vet med looks like and see if we're a fit! Email: exec@foothillsanimalhospital.ca. Website: www.foothillsanimalhospital.ca

UNCAS VETERINARY CLINIC IS CURRENTLY

undergoing extensive renovations and will be growing our RVT team this spring! We are a companion animal clinic located in rural Strathcona County, 15 minutes east of Sherwood Park and 25 minutes east of Edmonton. We offer wellness exams, soft tissue surgery, maintenance dentistry and dental surgery. Our facility has a wide range of in-house diagnostic equipment to compliment our services such as a comprehensive laboratory, ultrasound, and radiography equipment. This position is full-time Monday to Friday with one in 6 Saturdays. We provide CE and Clothing allowance, a personal health spending plan and competitive wages. New grads are welcome to apply! Email: mlamanager@hotmail.com. Website: www.uncasvet.com.

OUR CLINIC IS LOOKING TO ADD TWO FULL TIME

RVT to our team of 2 vets, 4 techs. We are only open during daytime hours and restricted hours on Saturday. No Sundays, holidays or evenings required!! Our modern clinic is located in the beautiful city of Fort Saskatchewan, minutes from Edmonton. We offer competitive wages, health/dental benefits, CE allowance and pay professional dues. New grads welcome. Please contact Erin at (780) 998-3755 or fortvet@shaw.ca. Website: www.fortvetclinic.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. We'd love to learn more about you! Website: www.glenoravet.com.

YOU PUT IN THE BLOOD, SWEAT AND TEARS TO

learn all of those lifesaving veterinary technician skills – why not put them to full use? A career in emergency medicine will allow you to do just that! Vet ER is a brand new privately owned veterinary emergency hospital, opening in Northwest Edmonton. We are looking to foster that love for emergency medicine, and see you succeed and take pride in each and every day of your career! We offer all the usuals! Competitive salary, benefits, uniform, and CE allowance. The big difference? We are very supportive and love to teach. Many think that emergency medicine is scary, and that just isn't the case! Veterinary emergency medicine is a field in need, and we need amazing technicians like you! If you want to learn more about this one-of-a-kind opportunity, please reach out to admin@edmontonvet.ca. We will be opening Spring 2022 (exact date still to be determined, as construction is currently underway).

Classified Ads

WE ARE A PRIVATELY OWNED CLINIC IN NW

Calgary, looking for a new RVT to join our family. We are a 2 Vet, 2 RVT clinic looking for an RVT to grow their career with us. Position open to students as well. We are paperless (Infinity), have digital radiography (including dental) and in house laboratory. We do a fair amount of dermatology, dentistry and mix of everything else. Individual must be passionate about animals, work well alone or in a team and have a good sense of humour. Please contact Heather at info@panoramahillsanimalhospital.ca.

GLAMORGAN ANIMAL CLINIC IN CALGARY IS A

privately-owned companion animal clinic looking for an experienced RVT to join our fun and hard-working team to cover a one-year maternity leave. We have 4 vets, 3 RVTs, and 3 front-end staff that provide excellent client and patient care. Our well-established clinic relocated three years ago into a brand-new facility with digital table-top and dental x-ray, as well as in-clinic IDEXX lab machines. We offer a competitive wage (based on schedule and experience), paid health & dental benefits, CE allowance, and pet care discounts. There are no after hours or on-call work. Please send your resume to Brenda at gac3@shaw.ca. Website: www.glamorgananimalclinic.com.

ARE YOU AN RVT WITH EXCEPTIONAL

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

FEN VET IS CURRENTLY SEEKING TO HIRE AMAZING

humans for our Airdrie and downtown Calgary locations. Registered Veterinary Technologists, please email me at cody@fenvet.com to set up a conversation where I can unapologetically gush about your future team members, and our practice ideologies. Website: www.fenvet.com.

TRI-MUNICIPAL VET CLINIC IS SEEKING A POSITIVE,

team-oriented full-time RVT to join our team in a brand-new 7000+ sq. ft. facility. We value our fun, supportive and collaborative culture. Staff wellbeing and work-life balance are a main priority, in addition to exceptional patient care. We offer a competitive wage based on experience, paid ABVMA dues, staff pet discounts, paid CE, health spending allowance, and other perks. We encourage RVTs to use their skills to their full potential and look forward to seeing what you can bring to our team! Email: hannah.viveiros@trimunicipalvet.com. Website: trimunicipalvet.com.

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 ICESI. 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.

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.

VETERINARY STUDENT WANTED

IF YOU ARE HARD-WORKING, FRIENDLY,

motivated, and are looking for a career where you can balance work and play Wise Equine Veterinary Services is the place for you! We are looking for a part-time (seasonal) Vet Student or RVT who is an energetic, positive team player that is enthusiastic about veterinary medicine. We are an established team, dedicated to providing a high standard of care for clients and patients in the equine industry. We offer competitive wages, and our season runs from April 1st to September 30th. The role of the student or RVT would be to assist the veterinarians with daily tasks, patient care, and cleaning are just a few examples. Wise Equine Veterinary Services is in Crossfield, AB which is 10 min north of Airdrie, 20 min to the Calgary International Airport, and an hour to the Banff National Park. If you are interested in joining our team, please email your resume to sherry@nagelvetinaryservices.com. Website: www.wiseequinevet.com

VETERINARY STUDENT SUMMER EMPLOYMENT

Opportunity. Millwoods East Veterinary Clinic is seeking a Veterinary Student for summer employment. We are a privately owned, well-established SA clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing stress-free visits for all our patients and a superior client experience for their families. If you are a fun, compassionate, hard-working individual looking to gain clinical experience, please send your application to millwoodseastvet@shaw.ca. Qualifications: To be eligible for student summer employment, individuals must be enrolled in a secondary or post-secondary institution and returning to academic studies in September. Website: www.millwoodseastvet.ca.

CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING TO

welcome a DVM student to our team for the summer term! We are a well-established, AAHA- accredited small animal and exotic practice in Edmonton that is dedicated to high quality patient and client care. We are looking for someone with a passion for veterinary medicine and a desire to learn. We provide support, mentorship, and a comfortable learning environment. Please forward your resume and cover letter to Jennifer at info@castledownsvet.ca. Website: www.castledownsvet.ca.

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 drqosal@vetinedmonton.com.

AHT SUMMER EMPLOYMENT OPPORTUNITY.

Millwoods East Veterinary Clinic is seeking an RVT student for summer employment. We are a privately owned, well-established SA clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing stress-free visits for all our patients and a superior client experience for their families. If you are a fun, compassionate, hard-working individual looking to gain clinical experience, please send your application to millwoodseastvet@shaw.ca. Qualifications: To be eligible for student summer employment, individuals must be: Enrolled in a secondary or post-secondary institution and returning to academic studies in September. Website: www.millwoodseastvet.ca.

UNCAS VETERINARY CLINIC IS SEEKING AN AHT

student for a casual Saturday position. This position will allow you to practice and become familiar with many of the procedures a RVT will perform in their day-to-day duties. Uncas Veterinary Clinic is 20 minutes East of Sherwood Park. We are a newly renovated companion animal clinic utilizing cloud based veterinary software, advanced in-clinic diagnostic tools and veterinary equipment. Previous clinical experience not required but it is an asset. Please send resumes to staff@uncasvet.com. Website: www.uncasvet.com.

OTHER EMPLOYMENT

LESSARD CALLINGWOOD VETERINARY HOSPITAL

Ltd. is hiring a practice manager to join our team of 16 dedicated and experienced staff. We are a well-established AAHA accredited small animal hospital in Edmonton, seeking a candidate with experience who is organized, prioritizes appropriately, great at communication and proficient in Cornerstone. The practice manager's responsibilities include HR management, recruitment, payroll, budgeting, bookkeeping, reporting, client relations, marketing, and administration. This position is approximately 28-32 hrs./wk. with the option of a flexible work schedule. If you are interested in joining our team, please forward your resume and cover letter to lessardvetapplicants@gmail.com. Website: www.lessardvet.com.

Classified Ads

GREENBANK VETERINARY SERVICES IS LOOKING

for a PT to FT VMA or CSR. The position would be mostly front reception work with some assisting in the back. Duties would include but are not limited to answering phone calls, booking appointments, processing transactions, preparing prescription refills, and performing opening and closing duties. The ideal candidate for this position would enjoy client and patient interactions, strong organizational skills, strong communication skills, be able to multitask and have strong anticipatory problem-solving skills. We provide a great working environment and job incentives. Some evening and weekend work would be required, and hours could vary from 32-40 hrs. per week. Please e-mail resume to greenbankvetmanager@gmail.com. Website: www.greenbankveterinaryservices.ca.

MONTEREY VETERINARY CLINIC IN CALGARY IS

looking for an experienced Veterinary assistant F/T to join our team. This is a diverse role that covers front desk duties as well as assisting the Veterinarian/RVT with patients. Must have experience working in a Veterinary clinic/hospital OR have completed at least one course related to the position. Please send your resume by email to myveterinaryclinic@shaw.ca.

MONTROSE PET CLINIC IN BEAUMONT IS A

progressive small animal clinic focusing on high quality medicine is looking for supportive staffs to join our team. We offer high end wages, dental and health benefit, discounted care for their pets and other perks. Compensation package will change based on your

experience. Please forward your resume to montrosepet@gmail.com, fax to 780-929-7365. Website: www.montrosepetclinic.com.

TRI-MUNICIPAL VET CLINIC IS SEEKING AN

outgoing, compassionate, and team-oriented client care specialist to join our team in a brand-new 7000+ sq.ft. facility. We are looking for an organized, self-motivated person who will provide fantastic customer service. We value our fun, supportive and collaborative culture. We offer a competitive wage based on experience, staff pet discounts, health spending allowance, and other perks! Website: www.trimunicipalvet.com. Email: hannah.viveiros@trimunicipalvet.com.

PRACTICE FOR SALE

WELL ESTABLISHED SMALL ANIMAL PRACTICE FOR

sale in Edmonton. This 2360 sq foot practice has been in operation for 40 years and has 3 exam rooms, a surgical suite and comes with a fully equipped Idexx in house lab, digital radiology and Avimark veterinary management software. Annual gross revenues are in excess of \$1,500,000 per year with steady growth over the past 5 years. This turnkey practice is a great opportunity for a new or seasoned Veterinarian to make it their own. Serious inquiries only please. Email: keent@shaw.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 Email: nkvet@kaslo.org. Website: www.kookaburrravets.com/Worldwide/Pictures/North_Kootenay/north_kootenay.htm.

EQUIPMENT FOR SALE/ WANTED

FOR SALE 2015 DODGE RAM 2500, 5.7 HEMI, WITH

Triplecrown Portavet. 191,000 km \$25,000 plus GST. Call Dr Arie Koppe at 403-635-5322

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.

Advertiser's Index

Hill's Pet Nutrition hillspet.ca	IFC	VetStrategy vetstrategy.com	9	NVA Canada nvacanada.ca/careers	25
WDDC – BJ Desjardins wddc.com	7	RBC Wealth Management – Steven Kim steven.kim@rbc.com	16	Homewood Health homeweb.ca	27
WDDC – Tanya Kushneryk wddc.com	7	Prairie Diagnostic Services pdsinc.ca	16	VetStrategy vetstrategy.com	IBC
WDDC AdVantage adv.wddc.com	8	Dispomed dispomed.com	17	Summit Veterinary Pharmacy Ltd. svprx.ca	OBC
		VetShield vetshield.ca	23		

Get away and still get paid.



We're seeking veterinarians for short-term opportunities across Canada.

Wouldn't it be nice to experience a clinic, other than your own, in a different city AND without a long-term commitment? Our Paycation Program allows just that! Choose a city and we'll do our best to find you a clinic where you can work a few shifts and then enjoy some "me time" to explore the city or region.

To learn more about our Paycation Program, email us at careers@vetstrategy.com.





**Formulating quality
compounds since 2001.**



Prescribe with confidence.

1-866-794-7387

www.svprx.ca

Summit Veterinary Pharmacy Ltd. (SVP) is accredited by the Ontario College of Pharmacists. SVP will not compound a preparation in the same dose and dosage form as a commercially available product. This literature is for professional use only. TAHP