



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JULY-AUGUST 2022



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**Practice Management | Growing Leaders
in Your Practice: What is a Leader?**

**Equity, Diversity and Inclusion |
Neurodiversity in Veterinary Medicine**

**Dr. Denis Nagel, WCVN 1983
2021 ABVMA Veterinarian of the Year**

RETURN UNDELIVERABLE ITEMS TO:
ALBERTA VETERINARY
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Editor's Notebook

I HAD THE OPPORTUNITY TO ATTEND THE

UCVM graduating class reception and awards ceremony held at the end of May. I was struck, as I am every year, by the amount of excitement, enthusiasm and hope for the future that radiated from these new graduates. They are all heading off on their own individual journeys within the veterinary profession with a heart full of optimism and joyful anticipation. The same is true for the graduating veterinary technology students. I fondly remember my own graduation as a very exhilarating time.

Now our jobs begin, as veterinary professionals, to maintain that hope and joy within our new members to guide them on a pathway for a long and successful career. We know that we have a problem with a high attrition rate of veterinary professionals, and we also know that only **we** can change that. We have all heard the saying "it takes a village to raise a child," and I think we can paraphrase that to state "it takes a profession to create a successful and happy professional." We all have a stake in the future of our profession, and it is up to each and every one of us to encourage and support our young veterinary technologists and veterinarians.

We accomplish this through time. Time to explain something a second or third time – with patience. Time to be understanding and recognize that tasks may take a little longer than they should. Give them time to learn and experience, as we all did, this vast field of veterinary medicine. None of us graduated with the full knowledge that we have today, and neither do they. They will require time to become as good, or better than, you. Keeping that time as positive and satisfying as possible will ensure we have happy and competent professionals well into the future.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

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EDITORIAL POLICY

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

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

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

President's Report



Daren Mandrusiak, DVM

President, Alberta Veterinary Medical Association

A FEW YEARS AGO NOW, BEFORE MY time on Council, the staff of the ABVMA and the Council of the day decided that the ABVMA and its members needed to acquire professional assistance in its efforts to work with government. At the time, the ABVMA was not highly recognized by the Government of Alberta as a stakeholder. This resulted in us being caught in the headlights unexpectedly. The government of the day had given us no warning and we had not been consulted on changes that directly and significantly impacted us. Enter

Pam Cholak, our now government relations advocate who has been instrumental in some of our recent successes surrounding funding and expansion of multiple programs in the province involving DVMs, RVTs and VMAs.

The difference from 2017's Bill 31: *A Better Deal for Consumers and Businesses Act* and 2022's Bill 23: *Professional Governance Act* are substantial; you could call it black and white. While certain changes we asked for, such as not being included in this legislation, were not granted, it is understandable. Throughout the introduction of this, we have been consulted multiple times for feedback on the process and the implications of the legislation. While in 2017 our association could not get a meeting with a minister for all our efforts, in the past few years we have had many. We were even requested by Kaycee Madu, Minister of Labour and Immigration, to have a last-minute small group meeting to discuss with him directly feedback on the proposed legislation, all before any legislation was tabled. This kind of collaboration and respect from the government is something that contributes directly to our ability to self-govern our profession in the province. This change has also certainly been instrumental to the ABVMA, ABVTA and the associated teaching institutions in being able to work with the government to secure educational

funding throughout the province for various veterinary related programs.

While we are still unravelling the intricacies of Bill 23: *Professional Governance Act*, we do know that the association can expect some change. This Act was introduced under the mandate to reduce government red tape. Come the beginning of 2023, we can expect the current *Veterinary Profession Act* to no longer be in existence. While day-to-day practice will remain largely unchanged for professionals in the province, we will almost certainly be dealing with a new complaints process mirroring the process currently practiced by accountants in Alberta. There is no doubt that the changes associated with this new Act will mean a monumental amount of work for the staff in the ABVMA office. Not only will there be changes to contend with, but our Bylaws will need to expand significantly to take on a larger role in our regulation of the profession. The upside of this is that it effectively expands our autonomy to control our affairs as some regulatory matters will be moved from inside the old Act into the new schedule and bylaws. This expanded autonomy for our self-governance is something the professions in Alberta are being entrusted with given our history to self-govern well. This entire reform should not be seen as a punitive measure, but as a positive one.

2023 ABVMA ANNUAL GENERAL MEETING

Call for Resolutions

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will be held on **Sunday, Feb. 26, 2023**, at 9 a.m. at the Delta Hotels by Marriott South Edmonton Conference Centre, 4404 Gateway Blvd. NW, Edmonton, AB, T6H 5C2.

Members wishing to submit resolutions for consideration at the meeting are encouraged to do so, in accordance with the ABVMA Bylaws and Council Policy on Submitting Resolutions (Legislation > ABVMA Council Policies > Policies Relating to Governance, Committees and Council, login required).

The deadline for resolution submissions is Oct. 15, 2022.



AS WAS ANTICIPATED IN THIS

column in the March/April issue, the new *Professional Governance Act* (PGA) was introduced as Bill 23 in the legislature and given first reading on May 2, 2022. Second reading and debate of the Bill occurred on May 10 & 11, 2022, and it was expected that the Bill would pass prior to the House rising for summer break. This did not occur, as the house ended the spring session early, leaving this bill on the table.

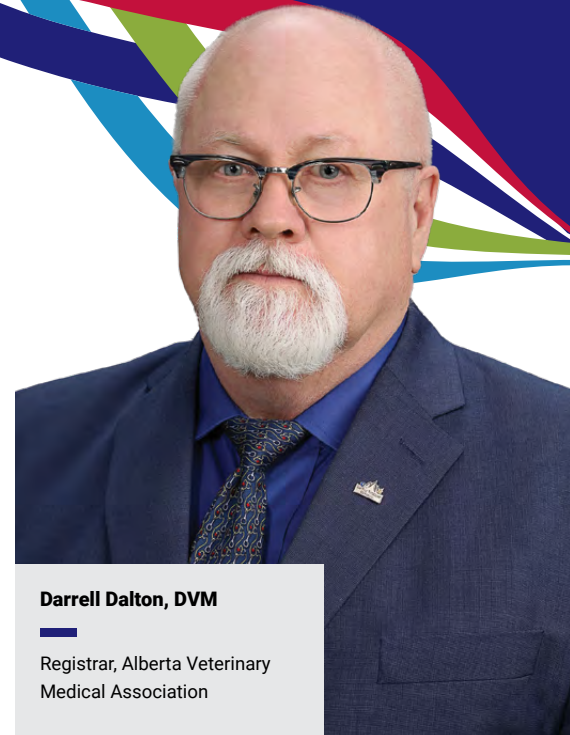
It is understood that this Bill may be given third reading in the fall session and passed, at which time Regulation development can continue, followed by Bylaw development by the ABVMA. We are currently awaiting further direction from the Ministry of Labour and Immigration. The complicating factor is that there is a leadership race in the UCP that may affect future priorities of the government and timelines and survival of this bill.

The PGA consolidates nine existing Acts and 22 professions under this Act, with one supporting Regulation and profession-specific schedules. The Professional Regulatory Organizations (PROs) that were established prior to the PGA are continued within the Act and will shift to the authority of the PGA when it is proclaimed. The ABVMA unsuccessfully advocated to have the *Veterinary Profession Act* left out of this legislation.

If Bill 23 passes in the future, here are some of the salient features of the new Act that will affect veterinary professionals and regulation:

1. The Minister shall establish a regulatory model for each PRO, and may make regulations that:
 - a. Establish the scope of the profession and practice
 - b. Impose mandatory registration requirements
 - c. Provide restrictions on the use of a restricted title
 - d. Impose restrictions on registrants
 - e. Authorize registrants or a category of registrants to engage in restricted activities as established in an exclusive scope of practice
 - f. Address other matters the minister considers necessary for the purpose of the Act

2. Each PRO must govern the profession in accordance with the regulatory model established under the Act.
3. We will maintain the same rules we currently are using with respect to:
 - a. Registration requirements
 - b. Restricted activities
 - c. Scope of practice
 - d. Restricted titlesuntil the Minister makes regulations respecting the regulatory model that will apply
4. A PRO must:
 - a. establish education, training, experience, competence and other requirements for the registration of registrants,
 - b. establish, maintain and enforce rules of professional conduct, a code of ethics and practice standards, continuing competence in the practice of the profession, and a mandatory continuing competence program for registrants,
 - c. safeguard against the unlawful use of any restricted title and the unlawful practice of any restricted activity or exclusive scope of practice that registrants may engage in,
 - d. establish registration, continuing competence, complaints, discipline and appeal procedures and requirements that are transparent, objective, impartial and procedurally fair,
 - e. exercise its powers, discharge its duties and carry out its functions in a manner that protects and serves the public interest and the interest of public safety by safeguarding
 - i. life, health and the environment, and
 - ii. the property and economic interests of the public
5. There will be two mandatory committees:
 - a. Registration Committee
 - b. Complaints Inquiry Committee
6. There are two optional committees that may be formed:
 - a. Competence Committee
 - b. Practice Review Committee
7. The requirements of and process



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

applicable to applications for business registration, consideration of those applications, and the registration and continuing registration of business registrants must be provided for by the regulations and bylaws.

8. A PRO has no authority to register business entities as business registrants unless:
 - a. the Minister has, by regulation, authorized the PRO to register business entities as registrants, and
 - b. the governing body has made and adopted the Bylaws required under sections 209 and 219.

There are many other aspects that will affect the veterinary profession included within the PGA.

The legislation impacts regulation of the profession and the ABVMA is working to ensure the impacts best position the profession to serve the public interest.

Watch for further information if the Regulation and schedules are tabled.

Council Highlights



2022 ABVMA Members of Council

Back row left to right: Dr. Kirsten Aarbo, Mick Howden, Dr. Darrell Dalton, Tracey Ruzicka, RVT, Sarah Golinowski, RVT, Rhonda Browning, RVT, Dr. Pat Burrage, Dr. Renate Weller

Front row left to right: Dr. Jonathan Leicht, Dr. Jami Frederick, Dr. Daren Mandrusiak, Dr. Lindsey Kurach, Dr. Natasha Kutryk

Missing from photo: Dr. Chris Berezowski, Dr. Serge Chalhoub, Dr. Keith Lehman, Dr. Christy Leslie, Dr. Gillian Muir, Ross Plecash, Dr. Noel Ritson-Bennett

Council Highlights

April 20-21, 2022

Tracey Ruzicka, RVT

RVT Member of Council, South District

- Council reviewed updates to the terms of reference for our advisory committees. They will be reporting to the Registrar, rather than to Council. Amendments were approved and passed by Council.
- Presentation by Alberta Animal Rescue Crew Society requesting permission to provide limited medical treatment to pets requiring emergency boarding from specific agencies. They were very specific in the request to ensure animal welfare and comfort of these cases – sometimes need to board with them, in some cases, up to 30 days. Council agreed that this was appropriate for the welfare of the animals and this service was important for public protection. The medical services are provided at no cost to the pet owner, but rather as a courtesy to ensure the stressful time the pets stay is as comfortable as possible.
- Alberta Veterinary Professional Companion Animal Emergency Response plan – the ABVMA and ABVTA are working together to strike a task force to support companion animal emergency response. This began in 2018, working with social services and municipalities to aid recovering animals during emergency situations and evacuations. They developed and presented the plan to Council to review and provide input and direction. The plan will give direction to the appropriate bodies in the event there is an emergency crisis that requires veterinary professionals and animal wellness emergency. Council was very impressed with this large undertaking and also with the comprehensive report, flowcharts and supporting documents.
- Discussion on how we can help internationally trained veterinary professionals fleeing from Ukraine. We have had a couple vets from Ukraine reaching out and a great discussion ensued.
 - Are we helping other veterinarians from other war-torn countries as well? It is important that we are consistent. Are we doing enough to help internationally trained members become accredited, not just at the Alberta level, but at the CVMA level? What can we do to help break down some of these barriers? There are some wheels in motion to help reduce some of the red tape for these veterinarians looking to move to Canada.
- Council is interested in taking some immediate action, for example, using the short-term temporary licensure to help refugees practice in Canada.
- A motion was made to send a formal letter to NEB regarding the process and asking what they are doing to streamline the licensure process for veterinarians.
- Companion Animal Committee voiced concerns about the dispensing of cannabis products over the counter and the lack of regulation containing these over-the-counter products. This is a large concern for the public. The National Issues Committee is setting up meetings to investigate and research this topic and concern. Members should consider discussing the risks of these unregulated and unlicensed products available to pet owners.
- Council had a number for candidates apply for the emerging leaders program at CVMA – 16 candidates as of the meeting time. Council was able to narrow the candidates down to two, one to be sponsored by the ABVMA and one by the CVMA.
- Leadership strategic planning review – some changes were proposed to Council regarding the strategic planning process. Council was in favour of these adjustments.
- Canadian Animal Task Force permanent facility – successfully been operating short-term basis, and they are now looking to expand to a permanent facility in Calgary. The proposal is to offer continued veterinary service support to First Nations and to offer similar support services to low-income individuals in Alberta. Canadian Animal Task Force attended in person for the presentation. After some great discussion on the proposal, Council voted to approve with stipulations and considerations.



Tracey Ruzicka, RVT

RVT Member of Council, South District

TRACEY GREW UP ON A MIXED BEEF AND GRAIN FARM IN SOUTHERN SASKATCHEWAN.

Graduating from Lakeland College in Vermilion in 1998, she began working in mixed animal practice in rural Saskatchewan before moving to Calgary in 2000.

She has been working in small animal general practice since 2001, moving into leadership roles and practice management in 2007. Last year, she took a leap to a new venture and challenge. She took on a new role in a startup practice in Calgary, Bridgeland Vet Clinic. It has been an exciting year and she is very thankful to be part of the fun.

Tracey has been volunteering with the ABVMA and ABVTA since 2013, sitting on numerous committees and task forces including Board of Director Executive with the ABVTA. Volunteering and being involved is very important to Tracey; she also loves meeting and chatting with colleagues and new friends. She is passionate about the veterinary industry and people in it.

CALL FOR COMMITTEE VOLUNTEERS FOR 2023



Legislated Committees

ABVMA legislated committees carry out specific roles in accordance with the *Veterinary Profession Act* (VPA).

ABVMA requires volunteer members for the following vacancies on legislated committees starting February 2023:

- **Hearing Tribunal:** veterinarians and veterinary technologists to increase the size of the pool. Hearing Tribunal members are appointed to a list from which the Hearings Director will appoint members to sit on a Hearing Tribunal for each hearing.
- **Complaint Review Committee (CRC):** one veterinarian (rural or large animal practice preferable). The CRC reviews the reports of investigations into formal complaints and participates in consent discussions. Meetings are held by videoconference on an ad hoc basis when investigator reports are submitted for review.

For more information on serving on one of these committees, please contact Dr. Phil Buote at phil.buote@abvma.ca or 780-784-5223.

- **Practice Inspection and Practice Standards (PIPS) Committee:** two veterinarians (rural or large animal practice experience preferable). This committee reviews practice inspection reports and identifies deficiencies in assuring compliance with the PIPS Bylaw. Members meet approximately three to four times/year to review reports from the practice inspectors as well as holding some videoconferences.
- **Registration Committee:** one veterinarian and one veterinary technologist. This committee meets two to three times yearly to review registrations and registration processes for all veterinarian and veterinary technologist members. Occasional videoconferences are conducted.

Professional Advisory Committees

ABVMA professional advisory committees are established by and serve as a resource for Council. They meet in person twice/year and hold videoconferences as needed. Members who have experience or interest in the following areas and would like to become involved in the governance of the ABVMA are invited to submit their name for consideration as a potential committee member. The following positions are available for terms beginning February 2023:

Animal Welfare Advisory Committee:

one veterinarian

Companion Animal Advisory Committee:

one veterinarian, one veterinary technologist

Equine Advisory Committee:

one veterinarian

Equity, Diversity and Inclusion Advisory Committee:

two veterinarians, two veterinary technologists

Food Animal Advisory Committee:

one veterinarian

Member Wellness Advisory Committee:

three veterinarians and one veterinary technologist

Wildlife and Ecosystem Health Committee:

one veterinarian or veterinary technologist

For more information on participating on the PIPS, Registration or Advisory committees, please contact Dr. Jocelyn Forseille at jocelyn.forseille@abvma.ca or 780-784-5232.

The deadline to submit your name for consideration is Friday, Sept. 16, 2022.

Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #21-22

A LETTER OF COMPLAINT WAS

received from a member of the public regarding the care provided to a male neutered cat that was lethargic, not eating and found lying on the snow. Upon examination by the veterinarian, the cat was diagnosed with a urethral obstruction. A complete blood count and chemistry were performed, and an intravenous catheter was placed.

The blood work and urinalysis indicated severe hyperkalemia, elevated kidney enzymes, elevated phosphate, elevated glucose and mild low calcium. The complete blood count indicated elevated white blood cells, neutrophils and elevated RBC. The urinalysis indicated 3+ blood, glucose and white blood cells.

The cat was anesthetized using intramuscular injection of dexdomitor and torbugesic followed by masking down with isoflurane. A cystocentesis was performed, the urethral obstruction was relieved and a urinary catheter was secured. The cat was placed in a cage on IV fluids with a heating pad.

The cat was additionally treated with calcium gluconate IV, 125 mg of Ampicillin IV, 0.2 ml (5 mg/ml) meloxicam subcutaneously, 5 mg bethanechol orally and 1 mg Prazosin orally.

The cat was left overnight in the cage and found dead the next morning.

The complaint was investigated, and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC made decision that the matter be referred to the Hearings Director for a hearing. The veterinarian received a Notice of Hearing that detailed the allegations along with disclosure of the investigator's report. The member entered into consent discussions with members of the CRC and readily accepted responsibility.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held virtually on March 24, 2022.

Agreed Statement of Facts:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2016.
2. JG and JG were the owners of a five-year-old neutered male cat named Toodles.
3. On Feb. 5, 2021, Mr. JG brought Toodles to the veterinary practice for treatment and was admitted under the care of the veterinarian.
4. On Feb. 6, 2021, the owners were advised that Toodles had died over night.
5. The veterinarian did not properly address high serum potassium prior to undertaking general anesthesia and unblocking procedure on Toodles.
6. The veterinarian administered Meloxicam to Toodles when it was contraindicated.
7. The veterinarian did not ensure that Toodles was in a stable condition before proceeding with the unblocking procedure.
8. Toodles was anesthetized and had a urinary blockage removed.
9. The veterinarian proceeded with general anesthesia with Toodles prior to proceeding with the unblocking procedure.

10. The veterinarian undertook the anesthesia process of "masking down" to anesthetize Toodles who was severely ill.
11. The veterinarian did not ensure proper monitoring of Toodles following the anesthesia.
12. On Feb. 5, 2021, the veterinarian did not obtain informed consent from the owners with regards to the treatment he was undertaking on Toodles.
13. On Feb. 5, 2021, the veterinarian did not properly obtain informed consent to proceed with treatment that considered the findings of the bloodwork and the prognosis for Toodles.
14. The veterinarian did not properly evaluate and interpret blood work results for Toodles.
15. The veterinarian did not refer or offer to refer Toodles and his owners to an emergency facility.
16. The veterinarian failed to create and/or maintain appropriate medical records for Toodles including:
 - a. Interpretations of the bloodwork abnormalities
 - b. Communication with owners
 - c. Prognosis
 - d. Diagnostic and treatment plan
17. The veterinarian failed to properly complete the anesthesia monitoring record for Toodles.

Agreed Findings of Unprofessional Conduct:

Medical Management

1. The veterinarian failed to properly evaluate and interpret blood work results for Toodles.
2. The veterinarian failed to properly address high serum potassium prior to undertaking general anesthesia and unblocking procedure on Toodles.
3. The veterinarian administered Meloxicam to Toodles when it was contraindicated.
4. The veterinarian failed to ensure that Toodles was in a stable condition before proceeding with the unblocking procedure.
5. The veterinarian inappropriately proceeded with general anesthesia on Toodles to undertake the unblocking procedure.
6. The veterinarian undertook the inappropriate anesthesia process of "masking down" to anesthetize Toodles who was severely ill.
7. The veterinarian failed to ensure proper monitoring of Toodles post-surgery.

Informed Consent

8. On Feb. 5, 2021, the veterinarian failed to obtain informed consent from the owners with regards to the treatment he was undertaking on Toodles.
9. On Feb. 5, 2021, the veterinarian failed to properly obtain informed consent to proceed with treatment that considered the findings of the bloodwork and the prognosis for Toodles.

Referral

10. The veterinarian failed to refer or offer to refer Toodles and his owners to an emergency facility.

Medical Records

11. The veterinarian failed to create and/or maintain appropriate medical records for Toodles including:
 - a. Interpretations of the bloodwork abnormalities
 - b. Communication with owners
 - c. Prognosis
 - d. Diagnostic and treatment plan
12. That the veterinarian failed to properly complete the anesthesia monitoring record for Toodles.

Acknowledgment of Responsibility:

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

No Right To Appeal:

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

The Hearing Tribunal noted in their decision and reasons:

The Hearing Tribunal concluded that [the veterinarian] failed to identify the severity and the critical situation Toodles was presented in. The information with the clinical presentation of Toodles and the results of the blood work and the urinalysis indicated a urethral blockage with additional critical medical issues. There was no treatment to address any of the other medical concerns, especially the hyperkalemia, and none of the abnormal blood work was noted in the medical record as a concern. Hyperkalemia is very serious and can lead to cardiac arrest and death

if the potassium level is not regulated quickly and aggressively. The Hearing Tribunal was also concerned about the IV fluid treatment for Toodles as there is only an IV catheter documented in the medical notes. [The veterinarian] indicated in his Letter of Reply that Toodles was on NaCl 25mls/hr. Significantly, no documentation is in the medical records regarding how much fluids were received and how long the IV fluids were administered to Toodles. Thus, the use of meloxicam on a potentially dehydrated animal with elevated kidney enzymes and hyperkalemia is definitely contraindicated.

Due to the lack of documentation in the medical records, there was no indication that Toodles was stabilized prior to anesthesia. It appears that once the blood work was completed, Toodles was anesthetized. It is critical to stabilize the abnormal blood work prior to anesthesia to decrease the risk for Toodles.

In [the veterinarian's] Letter of Reply, he stated that Toodles was sedated with dexdomitor and torbugesic, then masked down with Isoflurane. The Hearing Tribunal found that this is not an appropriate protocol for a critical, unstable patient. This sedation is used commonly in veterinary medicine but it is cautioned in critical patients or patients that may have cardiac complications. The masking down is a traditional method but is no longer considered appropriate procedure for both the safety of the patient and for the staff. Current and more appropriate and safer ways for anesthesia are deemed the minimal standard of care.

The Hearing Tribunal was also very concerned about the lack of post-surgical monitor and care. There is limited information in the medical records of any post-surgical care except for medication given at 5 p.m. Toodles was left in a kennel unsupervised with inappropriate care from post-surgery until Toodles was found deceased the next morning. The failure to initially identify the critical severity of Toodles condition and the failure of proper intense treatment needed for Toodles for the entire day and night was very disturbing to the Hearing Tribunal.

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the veterinarian.

2. The veterinarian shall be required to successfully complete, at their own cost, within six months of the date of this Order, the following continuing education obligations, as approved by the Complaints Director:
 - i. 10 hours regarding anesthesia and pain management for companion animals;
 - ii. Five hours on feline medicine and feline lower urinary tract disease; and
 - iii. Medical records course, specifically the VetMed Teams Course (10 hours).
3. The veterinarian shall pay a fine in the sum of \$500 with respect to medical records within six months of the date of the Order.
4. The veterinarian shall pay a portion of the costs in the amount of \$4000 within six months of the date of this Order.
5. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a Hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
6. There shall be publication of this Order on a "without-names" basis.

Complaint Case #21-27

A LETTER OF COMPLAINT WAS

received about a veterinarian who performed an ovariohysterectomy on a seven-month-old puppy. Two days after the surgery, there was dehiscence of the surgery site which resulted in evisceration of intestines.

The owner brought the puppy to another veterinary practice where emergency surgery was performed. The puppy made a successful recovery.

The complaint was investigated, and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC made decision that the matter be referred to the Hearings Director for a hearing.

The CRC raised concerns over the suture pattern used to close the linea alba, the pain medication prescribed for post-operative analgesia, the post-operative monitoring, the antibiotics prescribed without an established medical need and the medical records.

The veterinarian received a Notice of Hearing that detailed the allegations along with

disclosure of the investigator's report. The member entered into consent discussions and signed an Admission of Unprofessional conduct related to the following allegations in the Notice of Hearing:

Medical Management

1. That on April 21, 2021, you failed to utilize an appropriate adequate suture pattern to close Quilla's linea alba incision.
2. That you failed to require appropriate post-surgical pain medication for Quilla.
3. That you failed to ensure appropriate surgical and/or post-surgical monitoring of Quilla on April 21, 2021.
4. That you failed to establish the medical need for the prescribed antibiotic administered to Quilla post-surgery.

Medical Records

5. That you failed to create and/or maintain appropriate medical records for Quilla.
6. That you failed to complete an appropriate surgical record for Quilla.

The Consent Order also set out an agreed statement of facts and agreed sanctions.

A hearing was held on March 22, 2022.

The Hearing Tribunal members were presented with the signed Admission of Unprofessional Conduct and Consent Order. The Hearing Tribunal's role in coming to a decision on acceptance of the Admission of Unprofessional Conduct is that they must be satisfied there is a factual basis and that the conduct of the member constitutes unprofessional conduct.

Upon review of the exhibits and consideration of the facts, the Hearing Tribunal rejected the admission on Allegation #1, "That on April 21, 2021, you failed to utilize an appropriate adequate suture pattern to close Quilla's linea alba incision."

The Hearing Tribunal reasons in their decision:

Contrary to the Acknowledgement of Responsibility and after carefully reviewing all of the evidence before it, the Hearing Tribunal found [the veterinarian] not guilty of unprofessional conduct.

This allegation pertains to the method of closing Quilla's linea alba. There are several acceptable methods of closure, including suture patterns and appropriate suture materials to be used. According to [the veterinarian's] Ovariohysterectomy SOP, he used a continuous inverting horizontal mattress pattern and 0 PDS suture material. (Investigators report page 2 OF 2). The Hearing Tribunal feels that this is an

appropriate method of closure of the linea alba and does not meet the serious threshold for unprofessional conduct.

The Hearing Tribunal accepted the remainder of the Admission of Unprofessional Conduct.

Agreed Statement of Facts:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2001.
2. Quilla was a seven-month-old Labrador cross puppy owned by HT.
3. On April 21, 2021, the veterinarian performed an ovariohysterectomy on Quilla.
4. The veterinarian did not utilize an adequate suture pattern to close Quilla's linea alba incision. (Rejected by Hearing Tribunal.)
5. The veterinarian did not appropriately provide post-surgical pain medication for Quilla.
6. The veterinarian did not ensure appropriate surgical and post-surgical monitoring of Quilla on April 21, 2021.
7. The veterinarian did not establish the medical need for the prescribed antibiotic administered to Quilla post-surgery.
8. On April 24, 2021, the incision dehiscence.
9. Emergency surgery was performed at another veterinary practice.
10. The veterinarian did not create and/or maintain appropriate medical records for Quilla, including completing an appropriate surgical record for Quilla.

Acknowledgment of Responsibility:

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

No Right To Appeal:

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

ORDERS AS TO SANCTIONS:

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to successfully complete, at his own cost, within six months of the date of this Order, the following additional continuing education obligations, as approved by the Complaints Director:
 - i. 15 hours of continuing education regarding small animal veterinary medicine, specifically focused as follows:
 - 10 hours on companion animal surgery; and
 - five hours on companion animal pain management.
 - ii. A medical records course, specifically the VetMed Teams Course (10 hours)
3. The veterinarian's practice shall be subject to a review by a Practice Advisor approved by the ABVMA, once a year for the next two years following the date of this decision. The reviews may be announced or unannounced. The veterinarian shall pay costs of these practice reviews and shall provide any and all information requested by and to the advisor. A satisfactory practice review is required, as determined by the advisor and the Complaints Director, barring which the matter will be referred to the Practice Review Board (PRB).
4. The veterinarian shall pay a fine in the sum of \$2000 with respect to medical records within six months of the date of the Order.

With regards to sanction 4., the Hearing Tribunal reasoned:

The Hearing Tribunal determined the fine is necessary as this is the second offence by [the veterinarian] regarding medical records.

5. The veterinarian shall pay a portion of the costs in the amount of \$4000 within six months of the date of this Order.
6. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
7. There shall be publication of this Order on a "without-names" basis.



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Membership Matters

Council approved the following at the April Council meeting

Veterinarians April 2022

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Madhu Babu Ravi, #2816	Jan. 1, 2022
Dr. Vanda Ulici-Petrut, #2527	Jan. 1, 2022
Dr. Elizabeth Sargeant, #3743	Feb. 25, 2022
Dr. Glad Bejat, #3241	Feb. 24, 2022
Dr. Tracy Ho, #3635	March 8, 2022
Dr. Kasara Toth, #3290	March 14, 2022
Dr. Meghan McCarty, #3003	April 4, 2022

Transfer General Practice Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. David Harris, #1164	Jan. 1, 2022
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Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Omobolaji Ogun, #3690	March 1, 2022
Dr. Robert Bibby, #511	March 10, 2022
Dr. Brendan Cole, #3372	March 10, 2022
Dr. Kimberly Fillmore, #3632	April 4, 2022

Transfer Time Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Jeff Dand, #1699	Jan. 1, 2022
Dr. Cindy Hague, #2637	Jan. 1, 2022
Dr. Alissa Ballantyne, #2995	Jan. 1, 2022
Dr. Fleur Bennett, #2061	Jan. 1, 2022

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

Dr. Amardeep Bajwa, #2694	Jan. 1, 2022
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Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Yadwinder Sidhu, #3987	March 4, 2022
Dr. Neven Ghaly, #4086	March 14, 2022
Dr. Marcia Lembo, #4115	March 16, 2022
Dr. Blaise Callan, #4104	March 29, 2022
Dr. Athar Shahzad, #3850	April 4, 2022

Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Tanveer, #4095	April 1, 2022
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Cancel General Practice Registered Veterinarian

Dr. Ernest Doktor, #691	Jan. 1, 2022
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Cancel Supervised Limited Practice Registered Veterinarian

Dr. Volodymyr Zarutskyi, #3983	Jan. 29, 2022
Dr. Vishal Kumar, #4100	March 10, 2022

Reinstate General Practice Registered Veterinarian

Dr. Maude Poirier, #3491	Jan. 17, 2022
Dr. Brittney Rigby, #3637	March 8, 2022

Reinstate Supervised Limited Practice Registered Veterinarian

Dr. Perwez Mann, #4052	March 28, 2022
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Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Yaseshwari De Silva Senapathi, #3860	March 9, 2022
Dr. Zaeem Ul Islam, #3928	March 9, 2022

Veterinary Technologists April 2022

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

Norma Pronteau, #1356	Jan. 1, 2022
Kristen Reich, #2721	Jan. 1, 2022
Debra Howe, #1254	Jan. 1, 2022
Shasta Grundberg, #3955	Jan. 1, 2022
Julie Keim, #2548	Jan. 1, 2022
Laura Letourneau, #3319	Jan. 1, 2022
Katharine Dallen, #3424	Jan. 1, 2022
Stephanie Essex, #3457	Jan. 1, 2022
Courtney Koopmans, #3287	Jan. 1, 2022
Nikkie Krecmar, #1815	Jan. 1, 2022
Abigale Lokszy, #3065	Jan. 1, 2022
Jamie Saulnier, #3787	Jan. 1, 2022
Prabhdeep Singh, #4316	Jan. 1, 2022
Chantelle Therrien, #3745	Jan. 1, 2022
Alejandro Vargas Lumbreras, #3852	Jan. 1, 2022
Nychelle Yany, #3204	Jan. 1, 2022

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

Elizabeth Wall, #3042	March 1, 2022
Daniel Krawchuk, #2364	Jan. 1, 2022
Norma Pronteau, #1356	March 9, 2022
Laura McGee, #2865	March 11, 2022
Morgan Sach, #3079	March 23, 2022
James Neuman, #4129	March 16, 2022
Jocelyn Fukumoto, #3338	April 1, 2022

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

Maryse Leblanc, #4328	March 3, 2022
Alexa Aubry, #4172	March 4, 2022

Cancel Provisional Registered Veterinary Technologist

Celina Chong, #4305	Feb. 13, 2022
Abigail Benson, #4356	Dec. 6, 2021

Permits April 2022

Permit Holder Approval

2230113 Alberta Ltd. (Dr. Graeme Boender #3263)	Feb. 7, 2022
Emery Cyfra Veterinarian Ltd. (Dr. Emery Cyfra #697)	Feb. 7, 2022
Timberline Veterinary Services Inc. (Dr. Meg Irving #3694)	Feb. 7, 2022
Leduc Farm Animal Hospital Ltd. (Leduc Veterinary Hospital Ltd., 2230113 Alberta Ltd.)	Feb. 11, 2022
Integrity Veterinary Services Inc. (Dr. Victoria Fielding #2140)	Feb. 17, 2022
Properties Animal Clinic Corp. (Dr. Kent Morley #1637)	Feb. 17, 2022
2318563 Alberta Ltd. (Dr. Blake Balog #2845)	Feb. 17, 2022
Millwoods East Veterinary Clinic Ltd. (Leduc Veterinary Hospital Ltd., LCL 780 Holdings Ltd., 2220309 Alberta Ltd.)	Feb. 22, 2022
1867777 Alberta Ltd. (Dr. Trevor Hook #2754)	Feb. 23, 2022
Burgundy Ventures Ltd. (Dr. Charles Andrews #639)	Feb. 23, 2022

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Features are subject to accounting system used.

Southfort Veterinary Clinic Inc. (902542 Alberta Ltd., Matta Veterinary Services Ltd., BSM Veterinary Services Inc.)	Feb. 24, 2022
2390519 Alberta Ltd. (Dr. Olaniyi Olaloku #3455)	Feb. 24, 2022
Leicht Veterinary Services Inc. (Dr. Jonathan Leicht #2559)	Feb. 24, 2022
Calgary Animal Eye Care Inc. (Dr. Kelli Ramey #2724)	Feb. 28, 2022
Geers Veterinary Services Ltd. (Dr. Lee Geers #3435)	Mar. 3, 2022
Rocky Rapids Veterinary Services Ltd. (Mosaic Veterinary Partners Ltd., 626376 Alberta Ltd., 1207760 Alberta Ltd.)	Mar. 3, 2022
1195716 Alberta Ltd. (Dr. Leticia Materi #2062)	Jan. 17, 2022
Intrinsic Veterinary Services Ltd. (Dr. Melanie Tuplin #3595)	Mar. 11, 2022
2357534 Alberta Ltd. (Dr. Jocelyn Gibson #3024)	Mar. 12, 2022
Clearview Veterinary Services Ltd. (Dr. Catherine Miller #1766)	Mar. 12, 2022
Baker's Co. Ltd. (Dr. Todd Baker #3054)	Mar. 15, 2022

Closed Permit Holder

Cochrane Animal Clinic Ltd. (VetStrategy Alberta Inc.)	Jan. 10, 2022
2148893 Alberta Ltd. (VetStrategy Alberta Inc.)	Jan. 10, 2022
2164185 Alberta Ltd. (VetStrategy Alberta Inc.)	Jan. 10, 2022
1443813 Alberta Ltd. (VetStrategy Alberta Inc.)	Jan. 10, 2022
Dr. P.B. Higgins Veterinary Services Ltd. (Dr. Patrick Higgins #728)	Feb. 10, 2022
Dekens Housecall Veterinary Services Inc. (Dr. Dirk Dekens #1277)	Jan. 6, 2022
1670873 Alberta Ltd. (Dr. Mark Rubensohn #1581)	Sept. 29, 2021
1552100 Alberta Ltd. (Dr. Richard Dalrymple #1787)	Nov. 9, 2021
Cornerstone Veterinary Hospital Ltd. (Dr. Anna Plenzik #2064, Dr. Jason Tolton #2009)	Mar. 17, 2022
425307 Alberta Ltd. (Dr. Gary Gulash #1274)	Jan. 6, 2022

Provisional Approval of New Veterinary Practice Entities

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

Practice Name	Location
Align Equine Veterinary Services	Stettler
Corvus Equus Veterinary Services	West Rural Foothills County
WestVets Animal Hospital	Lethbridge
Railtown Animal Clinic	Grande Prairie
Intrinsic Veterinary Services Ltd	Ardrossan
Daborn Veterinary Services	Duchess
Peaceful Veterinary Home Visits	Red Deer

2022 ABVMA Registration Day

June 7, 2022

Lisa Scott, DVM, MSc, Chair, ABVMA Registration Committee

VETERINARIANS AND VETERINARY

technologists from across the province came together on June 7, 2022, at the Delta Hotels by Marriot Edmonton South Conference Centre, for our first in-person ABVMA Registration Day since the beginning of the pandemic. This biannual event provides an opportunity to welcome new members to the association and

allow for networking with classmates and future colleagues. Registrants were warmly welcomed by the association's dignitaries. Attendees then participated in small group discussions of case scenarios followed by the opportunity for the ABVMA to answer questions. The discussions enabled participants to explore the various rules and regulations of the *Veterinary*

Profession Act and General Regulation, Bylaws, Practice Standards and the complaints process.

A combined 148 veterinarians and veterinary technologists became members of the veterinary profession in Alberta. It was exciting to see everyone in person.

Welcome to the profession!

Attendance | Veterinarian

NAME	MEMBER TYPE	REG NO.
Dr. Manzoor Ahmad	Temporary Reg. Vet.	4121
Dr. Nadeem Ahmad	Supervised Limited Practice Reg. Vet.	4114
Dr. Bethany Bass	General Practice Reg. Vet.	4163
Dr. Blaise Callan	Temporary Reg. Vet.	4104
Dr. Ana da Silva	Unsupervised Limited Practice Reg. Vet.	4105
Victoria Dalk	Pending Vet. Applicant	
Dr. Carlos Dominguez Sanchez	Supervised Limited Practice Reg. Vet.	4146
Dr. Paul Drinkard III	General Practice Reg. Vet.	4141
Jackelyn Elgert	Pending Vet. Applicant	
Dr. Catherine Fiset	General Practice Reg. Vet.	4164
Melissa Gablehaus	Pending Vet. Applicant	
Dr. Darleen Grewal	Supervised Limited Practice Reg. Vet.	4098
Kathryn Illing	Pending Vet. Applicant	
Zeanna Janmohamed	Pending Vet. Applicant	
Dr. Jack Jarvis	General Practice Reg. Vet.	4155
Ashlyn Ketterer	Pending Vet. Applicant	
Dr. Pauline Kwong	General Practice Reg. Vet.	4152
Dr. Heather Loewen	General Practice Reg. Vet.	4117
Dr. Valerie MacDonald-Dickinson	General Practice Reg. Vet.	3481
Dr. Lianne MacGregor	General Practice Reg. Vet.	4106
Dr. Navpreet Kaur Mann	Supervised Limited Practice Reg. Vet.	4150
Kaitlin Marasco	Pending Vet. Applicant	
Dr. Milanjeet	General Practice Reg. Vet.	3959

NAME	MEMBER TYPE	REG NO.
Aleicia Mushins	Pending Vet. Applicant	
Dr. Rachael Needles	General Practice Reg. Vet.	4140
Dr. Alix Nelson	General Practice Reg. Vet.	4116
Celine Newton	Pending Vet. Applicant	
Dr. Rosalie O'Hara	General Practice Reg. Vet.	4153
Dr. Tunbosun Oladipo	Supervised Limited Practice Reg. Vet.	4130
Dr. Corinne P Lafortune	General Practice Reg. Vet.	3548
Dr. Danica Pastucha	General Practice Reg. Vet.	4126
Dr. Maude Poirier	General Practice Reg. Vet.	3491
Dr. Sara Regehr	General Practice Reg. Vet.	4101
Dr. Jessica Retterath	General Practice Reg. Vet.	4135
Rheanne Ritchie	Pending Vet. Applicant	
Megan Russnak	Pending Vet. Applicant	
Dr. Hardeep Singh	Supervised Limited Practice Reg. Vet.	4112
Dr. Travis Smyth	General Practice Reg. Vet.	4120
Dr. Marco Soryal	Supervised Limited Practice Reg. Vet.	4113
Dr. Mohammad Soufi Siavash	Supervised Limited Practice Reg. Vet.	4097
Jerrica Swim	Pending Vet. Applicant	
Dr. Fiona Tam	General Practice Reg. Vet.	4092
Dr. Carissa Tong	General Practice Reg. Vet.	4001
Lindsay Trainor	Pending Vet. Applicant	
Dr. Ashley Vanderburgh-Oakley	General Practice Reg. Vet.	4118

Attendance | Veterinary Technologist

NAME	MEMBER TYPE	REG NO.
Gina Allen	Pending Vet. Tech. Applicant	
Randi-lyn Andrew	General Practice Reg. Vet. Tech.	2914
Jada Artokivi	Pending Vet. Tech. Applicant	
Sydney Auld	Pending Vet. Tech. Applicant	
Sara Baron	Pending Vet. Tech. Applicant	
Jade Bencharsky	Pending Vet. Tech. Applicant	
Dawn Bjornson	General Practice Reg. Vet. Tech.	2519
Corinne Boudreau	Pending Vet. Tech. Applicant	
Madison Bourassa	General Practice Reg. Vet. Tech.	4409
Denasia Brown	Pending Vet. Tech. Applicant	
Faith Cammock	Pending Vet. Tech. Applicant	
Patricia Cardinal	Pending Vet. Tech. Applicant	
Aimee Caron	Pending Vet. Tech. Applicant	
Michaela Carpenter	General Practice Reg. Vet. Tech.	4363
Annika Carswell	Pending Vet. Tech. Applicant	
Sabrina Charlton	General Practice Reg. Vet. Tech.	4420
Hui Qing Chung	Pending Vet. Tech. Applicant	
Melina Cole	Pending Vet. Tech. Applicant	
J'Lyn Corbett	Pending Vet. Tech. Applicant	
Yasin Demirtas	Pending Vet. Tech. Applicant	
Rebecca DeRaadt	Pending Vet. Tech. Applicant	
Heather Dickson-Schneider	General Practice Reg. Vet. Tech.	4371
Grace Dohm	General Practice Reg. Vet. Tech.	4449
Caralea Dowson	General Practice Reg. Vet. Tech.	4365
Jaime Elphick	General Practice Reg. Vet. Tech.	4355
Alexandria Flores	Provisional Vet. Tech. Member	4422
Haley Francoeur	Pending Vet. Tech. Applicant	
Sara Fraser	Provisional Vet. Tech. Member	4366
Courtney Friedrich	Pending Vet. Tech. Applicant	
Tara Galway	Pending Vet. Tech. Applicant	
Emma Gheseger	Pending Vet. Tech. Applicant	
Jessica Gilbert	General Practice Reg. Vet. Tech.	4379
Nicole Gillette	General Practice Reg. Vet. Tech.	3909
Joellyn Halchuk	General Practice Reg. Vet. Tech.	4412
Colleen Harder	Pending Vet. Tech. Applicant	
Keanna Herter	General Practice Reg. Vet. Tech.	3740
Hana Inagaki	General Practice Reg. Vet. Tech.	4423
Morgan Jensma	Provisional Vet. Tech. Member	4350
Cadence Jerome	General Practice Reg. Vet. Tech.	4424
Taurie Jocksch	Provisional Vet. Tech. Member	4443
Chera-Dawn Joulie	Pending Vet. Tech. Applicant	
Bailey Katerenchuk	Pending Vet. Tech. Applicant	
Monika Knull	Pending Vet. Tech. Applicant	
Catelyn Kolenosky	Pending Vet. Tech. Applicant	
Katie Kolodzinski	General Practice Reg. Vet. Tech.	4317
Jade Lauder	General Practice Reg. Vet. Tech.	4428
Audrey Law Kim Lee	General Practice Reg. Vet. Tech.	4377
Corinne Leblanc	Pending Vet. Tech. Applicant	

NAME	MEMBER TYPE	REG NO.
Maryse Leblanc	Limited Practice Reg. Vet. Tech.	4328
Janelle Lockwood	General Practice Reg. Vet. Tech.	1827
Brittany Martin	General Practice Reg. Vet. Tech.	2927
Laurie Martin	General Practice Reg. Vet. Tech.	2086
Kaitlyn Mason	General Practice Reg. Vet. Tech.	2759
Brianna McDonald	General Practice Reg. Vet. Tech.	4384
Shaylyn McNeill	Pending Vet. Tech. Applicant	
Jennifer Mingo	General Practice Reg. Vet. Tech.	4406
Jennifer Misner	Pending Vet. Tech. Applicant	
Gabrielle Namchuk	Pending Vet. Tech. Applicant	
Molly Napier	Pending Vet. Tech. Applicant	
Rebecca Nason	General Practice Reg. Vet. Tech.	4354
Nischal Nayar	General Practice Reg. Vet. Tech.	4430
Meghan Neufeld	Pending Vet. Tech. Applicant	
Miki Nguyen	Pending Vet. Tech. Applicant	
Kaylie Ozirny	Pending Vet. Tech. Applicant	
Alysha Pardy	General Practice Reg. Vet. Tech.	4404
Brianna Payne	General Practice Reg. Vet. Tech.	4431
Victoria Pelletier	General Practice Reg. Vet. Tech.	4319
Meaghan Penney	General Practice Reg. Vet. Tech.	3618
Chloe Poole	Pending Vet. Tech. Applicant	
Tiffany Possberg	General Practice Reg. Vet. Tech.	4306
Brianna Pratt	Pending Vet. Tech. Applicant	
Emily Pugsley	Pending Vet. Tech. Applicant	
Khaim Randev	Provisional Vet. Tech. Member	4402
Kaylea Resch	Pending Vet. Tech. Applicant	
Jennilee Rice	Pending Vet. Tech. Applicant	
Alysha Richard	Pending Vet. Tech. Applicant	
Chandree Roy	Pending Vet. Tech. Applicant	
Paige Ruecker	Pending Vet. Tech. Applicant	
Brooklynn Sawatzky	Pending Vet. Tech. Applicant	
Makena Schreiner	Pending Vet. Tech. Applicant	
Brandi Senko-Loose	General Practice Reg. Vet. Tech.	4326
Nicole Sibley	General Practice Reg. Vet. Tech.	4342
McKenzie Smylie	General Practice Reg. Vet. Tech.	4388
Michelle Sosas	Pending Vet. Tech. Applicant	
Sarah Spinks	Pending Vet. Tech. Applicant	
Shawna Tebb	Pending Vet. Tech. Applicant	
Samantha Thorlakson	General Practice Reg. Vet. Tech.	4425
Rebecca Tooley	General Practice Reg. Vet. Tech.	4345
Amanda Torpe	Pending Vet. Tech. Applicant	
Kaehler Turcotte Sparvier	General Practice Reg. Vet. Tech.	4381
Quinn Webber	Pending Vet. Tech. Applicant	
Brinn Webb-Sully	General Practice Reg. Vet. Tech.	4433
Samantha Wills	Pending Vet. Tech. Applicant	
Taylor Wiltermuth	Provisional Vet. Tech. Member	4492
Susanna Wong	Pending Vet. Tech. Applicant	
Jillian Zilinski	Pending Vet. Tech. Applicant	

Keeping You Current

Member Engagement

2023 ABVMA Council Call for Nominations

In accordance with ABVMA Bylaws, upcoming Council vacancies require the election of:

- One Veterinarian Member of Council for the Edmonton Region
- One Veterinarian Member of Council for the Central Region
- One Veterinarian Member of Council for the Calgary Region
- One Veterinary Technologist Member of Council for the South District

Visit *Announcements & News > Announcements* on your member portal to view a letter from Dr. Daren Mandrusiak, ABVMA President, the Council Terms of Reference and the Council Nomination Package. (Login required.)

- Council elections (if required): November/December 2022
- 2023 Council terms commence Feb. 26, 2023

Deadline for Council nominations: Sept. 16, 2022

2022 ABVMA Award Nominations

Nominate a deserving colleague for an ABVMA award. Nominations for 2022 are now being accepted. The 2022 awards will be presented in February 2023 at the Member Recognition Banquet, on Saturday, Feb. 25, 2023, in Edmonton, AB.

Visit *Announcements & News > Announcements* on your member portal to view the Nomination Form. (Login required.)

Deadline for Award nominations: Sept. 16, 2022

2022 CanWest Veterinary Conference

Registration for the 2022 CanWest Veterinary Conference opens mid-July. View the program at www.canwestconference.ca

Visit www.canwestconference.ca on or after July 15 to register! Early bird deadline: Sept. 16, 2022. Register early and save.

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:

May

- 2: R/DR/AR/P** ABVMA Executive Meeting
R/DR/AR/CM Public Communications Campaign Project Meeting
R NFACC Executive Meeting
R/DR/AR/CM Meeting with Government Advocate
- 4: DR** Humane Canada Conference CADRC Presentation
- 5: CM** Bi-weekly meeting with ev+ Digital Agency
AR CVTEA Subcommittee Meeting
- 6: R** Weekly check-in with Government Advocate
R/DR/AR/CM Monthly Meeting with Government Advocate
- 9: AR** Meeting with Hands Free Xray
- 10: AR** Wildlife and Ecosystem Health Advisory Committee Meeting
- 11: R** Weekly check-in with Government Advocate
R Meeting with Government of Alberta
AR Meeting with CVMA
- 12: R/CM** Meeting with Homewood Health
DR CVMA Workforce Congress Planning Meeting
AR Meeting with Hands Free Xray
- 13: AR** Meeting with Saskatchewan Association of Veterinary Technicians (SAVT)
- 16: R/DR/AR/P/VP** ABVMA Executive Meeting
R Meeting with Canadian Western Bank
- 17: DR** ToH Board Meeting
R Weekly check-in with Government Advocate
R/DR/AR Council Onboarding Session #3
- 18: R/DR** Meeting with Regulatory Affairs
VP Heritage Park Donor Appreciation Event
- 19: CM** Bi-weekly meeting with ev+ Digital Agency
R TPP Steering Committee Meeting
- 20: R/DR** Telemedicine Policy Research
- 25: R** Weekly check-in with Government Advocate
AR Meeting with Government Advocate
AR Meeting with CVTEA
R Meeting with AB Institute of Agrologists
DR CVMA Working Group
- 26: DR** Meeting with Tails of Help Talent Search Committee
DR Meeting with CVMA Workforce Congress Planning
- 27: DR** CADRC Meeting
R/DR Field Law Bill 23 Workshop
- 30: R/DR/AR/P/VP** ABVMA Executive Meeting
R/DR/AR/KN ABVMA Quarterly Leadership Brainstorming Meeting
R/P UCVM Graduation

June

- 1:** **AR** Meeting with Government Advocate
R/DR/AR/KN Meeting with Government Advocate
AR Meeting with Northwestern Polytechnic AHT Advisory Committee
- 2:** **R** Weekly check-in with Government Advocate
CM Bi-weekly meeting with ev+ Digital Agency
CM CVMA Provincial Communications Meeting
- 6:** **DR** Meeting with CCVR
R/DR/AR Registration Committee Meeting
- 7:** **R/DR/JF/CM** Registration Day
- 8:** **R** Weekly check-in with Government Advocate

- 9:** **R/DR/AR/CM** Meeting with Government Advocate
R/DR/AR/CM ABVMA ABVTA Quarterly Meeting
- 13:** **R/DR/AR/P/VP** ABVMA Executive Meeting
R/DR CVMA Workforce Congress
- 14:** **R/DR** CVMA Workforce Congress
- 15:** **R/DR** CVMA Workforce Congress
- 17** **R/DR/AR/P/VP/PP** ABVMA Council Meeting
- 16:** **CM** Bi-weekly meeting with ev+ Digital Agency
- 17-19:** **R/DR/AR/CM** ABVMA Leadership Weekend
- 22:** **R** Weekly check-in with Government Advocate
- 23-26:** **AR** Meetings with CVTEA

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

ABVMA in the Community

Supporting the Vintage Veterinary Exhibit at Heritage Park

ABVMA Vice President Dr. Natasha Kutryk attended the Heritage Park Donor's Dinner on May 18, 2022. ABVMA was recognized as a donor to the Vintage Veterinary Exhibit at Heritage Park.

"Your financial assistance has so far created what I like to call Heritage Park a jewel on the prairies and with our new exhibit, I believe we can make it even better." Excerpt from speech delivered by Dr. Ted Clark, Vintage Veterinary Exhibit Association President, at the Donor's Dinner.



Heritage Park Donor Dinner. Left to right: Marissa Lemay, RVT (ABVMA Food Animal Committee and ABVTA PR Committee), Lindsey Galloway (Heritage Park President and CEO) and Dr. Natasha Kutryk (ABVMA Vice President).



VINTAGE VETERINARY EXHIBIT GRAND OPENING

ABVMA Past President Dr. Kevin MacAulay and Dr. Ted Clark at the Grand Opening of the Vintage Veterinary Exhibit on June 12, 2022.



ABVMA Council Visits Gurdwara Sri Guru Singh Sabha April 20, 2022, Edmonton

ABVMA Council visited former Council Member Dr. Gurmeet Singh Tuli's Gurdwara Sri Guru Singh Sabha for langer seva (food service) and a presentation on the history and philosophy of Sikhism by S. Jagwinder Singh Sidhu, Principal, Headway School.



Dr. Kirsten Aarbo

Alberta Representative on
CVMA Council

WE'RE WITH YOU EVERY STEP OF YOUR WAY

Whatever and wherever you practice veterinary medicine and wherever you are in your career, the CVMA's advocacy and resources can help make you more successful. This information is to update you on the CVMA's recent activities and resources that benefit our members in Alberta and across Canada.



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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.

WE PROVIDE HIGH QUALITY CONTINUING EDUCATION

A Fresh New Look for the CVMA

The CVMA is proud to announce a fresh new look for the association. The new logo and website convey a modern, professional image of the veterinary profession. The site is easy to use on all devices with more intuitive navigation and a responsive design. Many sections underwent a complete overhaul; other sections have been revived with more white space, divided content and pagination. Visit canadianveterinarians.net to check out our new look.

Veterinarians in the Media

Veterinarians play an important role in educating the public through media interviews. Visit Veterinarians in the Media on the homepage of canadianveterinarians.net to read articles featuring veterinarians who recently appeared in the news and other articles relevant to the profession.

WE PROVIDE HIGH QUALITY CONTINUING EDUCATION

2022 CVMA Convention July 21-24, 2022

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

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

Veterinary Workforce Shortage – Time for Action

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

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. The AG term 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 under the Policy and Outreach section of canadianveterinarians.net.

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

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 issues caused by inherent workplace stresses such as day-to-day workflow pressures, interpersonal relationships, and conflicts and issues unique to veterinary medicine like ethical and moral distress. The 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 TWM training have shown an increase in resiliency skills, a decrease in stigmatizing attitudes, and an increase in mental health well-being. TWM is offered at a significant discount to CVMA members, thanks to **Royal Canin's** generous sponsorship. Visit canadianveterinarians.net/the-working-mind to learn more and sign up.

Bell Mobility Exclusive Offers

The Bell Exclusive Partner Program is available for all CVMA members! Members receive big savings on phones, plus up to 30% off plans with unlimited data, talk and text, and share with up to five friends and family. Visit the Members Benefits page on canadianveterinarians.net to learn more.

Discounts at Mont Tremblant

Take advantage of a 39% discount on regular price **GolfMax** Le Diable and Le Géant tickets and enjoy your golf season to the fullest. Fully transferable from one person to another; the perfect gift idea for any occasion. Visit the Members Benefits page on canadianveterinarians.net to learn more.

LifeLearn Benefits

CVMA members receive 10% off at LifeLearn. If your practice website doesn't save staff time and streamline admin tasks to reduce stress, LifeLearn WebDVM websites are custom designed to do just that. Request a free consultation today at lifelearn.com to learn more about putting WebDVM to work for your practice.

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Alberta Government's Advanced Education Funding Announcement for Veterinary Medicine

AS ANNOUNCED IN FEBRUARY, ALBERTA'S BUDGET 2022

provided money for enrolment expansion in veterinary education at UCVM and Alberta AHT programs.

This included \$8.4M to UCVM for 50 additional seats over three years, plus \$59M in capital funding over three years to support the construction of infrastructure to support the additional seats. Combined, this results in a generational investment of \$67.4M over three years to increase enrolment/space from 50 to 100 students. An additional \$171M went to post-secondary education for 10,000 additional seats within the province that included RVT, RMT training.

On May 10, 2022, ABVMA was invited to attend an event hosted by the Government of Alberta (GoA) to formally announce this funding. The event was held at the UCVM Spy Hill Campus.

Dr. Natasha Kutryk, ABVMA Vice President, and Dr. Darrell Dalton, Registrar, were in attendance, with Dr. Kutryk bringing remarks on behalf of the ABVMA.

Use the following link to view the video of the May 10, 2022, funding announcement event at UCVM (Dr. Kutryk's remarks begin at 29:30):

<https://www.youtube.com/watch?v=KUFWkF9ZRqI>.

Read the full GoA news release here: <https://www.alberta.ca/news.aspx>.

Olds College, NAIT and Lakeland College all made application for, and received funding as part of this \$171M post-secondary funding that will impact animal health technology and veterinary medical assistant training at their institutions.

View the Lakeland College funding and NAIT funding and Olds College funding announcements here: <https://www.alberta.ca/news.aspx>.

Additional Resources: <https://www.alberta.ca/budget.aspx>



\$8.4M to UCVM

50 additional seats
over three years



\$59M in capital funding

to support construction
of infrastructure



Honourable Jason Kenney, Premier of Alberta



Dr. Natasha Kutryk, Vice President, ABVMA, delivering remarks at funding announcement





Left to right: Hon. Demetrios Nicolaides, Minister of Advanced Education; Dr. Renate Weller, Dean, University of Calgary, Faculty of Veterinary Medicine; Hon. Nate Horner, Minister of Agriculture, Forestry and Rural Economic Development; Dr. Natasha Kutryk, Vice President, Alberta Veterinary Medical Association; Dr. Gordon Atkins, UCVm professor (with cow); Hon. Jason Kenney, Premier of Alberta; Jackie Lovely, MLA for Camrose



Back left to right: Brianne Bellwood, RVT; Dr. Hannah Poulin; Vanessa George, RVT; David Hanson, MLA for Bonnyville-Cold Lake-St. Paul; Garth Rowsell, MLA for Vermilion-Lloydminster-Wainwright; Hon. Demetrios Nicolaides, Minister of Advanced Education; Dr. Natasha Kutryk, ABVMA Vice President; Dr. Darrell Dalton, ABVMA Registrar; Dr. Pamela Barmantloo; Geoff Brown
Front left to right: Kim Eremko, RVT; Jessie Vredegoor, RVT; Melissa Hall, RVT; Tracey Allen, RVT; Dr. Alice Wainwright-Stewart

ABVMA Public Communications Campaign

Every Name Deserves Care

THE ABVMA IS PLEASED TO SHARE ADDITIONAL information about the public awareness campaign that is now running. This campaign, *Every Name Deserves Care*, has been created to inform the public about the reality many veterinary teams face today.

The campaign was approved by Council in October 2021, and has three main objectives:

- **educate** the public on the current workforce shortage in the 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 towards the veterinary profession

The creative concept for the campaign seeks to capture the audience's attention through a familiar symbol seen in many veterinary practices, a photo wall of patients at the practice.

The creative will then transfer the affinity the audience feels towards animals onto a strategically located photo of the veterinary team responsible for providing veterinary care to each animal. The key to the concept is the names, hand-written on each photo with care, to personalize each subject, including the veterinary team.

The concept then delivers the tagline "Every Name Deserves Care," resulting in a connection that animal care is a two-way street, and veterinary teams also deserve care in the form of patience, respect and compassion.

Officially launched province-wide on May 18, 2022, the campaign features a mix of traditional and digital campaign materials including billboards, print ads, video assets and a digital campaign which directs the audience to an informative new website, <https://everynamedeservescare.ca>.

The campaign will run until October 2022.

The key to the concept is the names, hand-written on each photo with care, to personalize each subject, including the veterinary team.

Veterinary Teams Are Busier Than Ever

A significant increase in pet adoptions has resulted in high caseloads. There are an estimated 3700 pets for every veterinary team in Alberta, many of these teams are short staffed and continue to work long hours to provide the care your animal deserves. To learn more about how you can help your vet help your pet, visit [EveryNameDeservesCare.ca](https://EverNameDeservesCare.ca)

Every Name Deserves Care

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Happy Ending but Cautionary Tale

Kim Blomme, RVT, Member, Wildlife and Ecosystem Health Advisory Committee

ON MARCH 2, 2022, WILDNORTH

Wildlife Rescue and Rehabilitation received a call from an anxious woman. While driving home on a country road south of Edmonton, she spotted a bald eagle sitting in the ditch being harassed by a couple of ravens. She stopped and noticed it was sitting upright with its eyes closed apparently unaware of the situation it was in. She raced home and returned to the site with a dog carrier and was able to lift the bird without incident and put it into the carrier. The bird did not react to handling whatsoever. She immediately drove the bird into Edmonton to our ABVMA certified wildlife hospital. By the time she arrived in Edmonton, the bird was sternal and appeared to be bleeding from the mouth. The finder was able to confirm that a neighbour had recently had a horse euthanized and the bird had been seen feeding on it.

The team at WILDNorth, led by Dr. Kelti Kachur, jumped into action. The apparent blood was actually a small chunk of organ-like meat. The bird appeared to be

The finder was able to confirm that a neighbour had recently had a horse euthanized and the bird had been seen feeding on it.



asleep. The crop was full of soft material. Otherwise, there was no outward sign of injury to this full-sized, adult raptor that was in excellent body condition. We decided the first course of action would be to empty the crop. Since it was reacting slightly to handling, we masked it down with Isoflurane in order to safely intubate it. This would protect the airway during the crop flushing. We then proceeded to empty the crop by flushing with warm lactated ringers solution. Care was taken to extend the neck and tilt slightly downwards as approximately 500 grams of raw meat was removed over the course of a few minutes. The bird was then dosed with activated charcoal to prevent any further absorption of what we now strongly suspected to be barbiturates. Subcutaneous fluids were administered, and the bird slowly woke up

over the next few hours. Fluid therapy and charcoal was on the menu for the next couple of days and the bird recovered fully by day three. On day four, he was released back into the great blue yonder!

Bald eagles migrate into Alberta starting in early March. A few even spend the winter here. They are known scavengers particularly in the winter when food is scarce. The owner of the horse may not have realized the potential threat to wildlife in their delay to take care of the horse's body.

Veterinarians are tasked with the responsibility of providing and administering lethal drugs to end an animal's life. We must also ensure owners are fully informed of the aftercare requirements for a euthanized pet to eliminate any unintended consequences.

Management of Disposal of Horses and Other Large Animals

Information compiled by the Equine Advisory Committee

When livestock are euthanized because of health, welfare or other issues, consideration must be given to appropriate disposal of the carcasses.

THIS ARTICLE FOCUSES ON DISPOSAL OF ANIMALS

where pentobarbital has been used for euthanasia and where zoonotic diseases, reportable animal diseases or diseases of concern to population health are not a consideration.

The Alberta Disposal of Dead Animals Regulation, states: *The owner of an animal that is euthanized with drugs or other chemical substances shall take steps to prevent scavengers from gaining access to the animal beginning at the time the drugs or other chemical substances are administered until the final disposal of the dead animal.*

As seen in the accompanying article about the bald eagle recovery from suspected pentobarbital exposure secondary to scavenging, carcasses containing pentobarbital are of particular concern.

Disposal of carcasses by scavengers is a permitted method in Alberta, but because of the very high probability of disease spread and of creating a public nuisance, this method is not recommended. Animals euthanized with drugs or chemicals may not be disposed of by natural disposal.

The use of pentobarbital imparts an ethical responsibility for veterinarians and animal owners to properly dispose of animal remains after death. Animal remains containing pentobarbital are potentially poisonous for scavenging wildlife, including birds (e.g. bald and golden eagles, hawk species, gulls, crows, ravens), carnivorous mammals (e.g. bears, coyotes, foxes, lynxes, bobcats, cougars) and domestic dogs.

Alternatives to the use of pentobarbital that may reduce the risk of secondary toxicity include general anesthesia followed by non-toxic injectable agents (such as potassium chloride or magnesium sulfate), or the application of physical methods (such as penetrating captive bolt or gunshot).

Rendering is an important means of disposal of dead livestock and horses. It is recommended that the renderer be contacted ahead of the euthanasia to ensure the renderer has the capacity to accept the animal, and ability to accept animals euthanized with pentobarbital.

Composting is another means of disposing of animal remains that is becoming of interest to some producers. Ongoing studies are looking into barbiturate residues in composted material.

Other disposal options in Alberta include cremation or burial at an accepting landfill.

The remains can also be sent to UCMV for post-mortem examination, followed by either standard tissue disposal or cremation at the owner's expense.

Recommendations for prevention of secondary poisoning from pentobarbital are¹:

1. educate clients about proper disposal
2. incinerate or cremate animal remains whenever possible
3. immediately bury deeply according to local regulations
4. securely cover or store animal remains if the ground is frozen until such time as deep burial is practical
5. review and modify local landfill practices to prevent access of scavengers to legally disposed animal remains
6. include a warning regarding disposal of animal remains on the euthanasia consent form
7. tag animal remains and outer bags or containers with prominent poison tags

Reference:

1: [AVMA Guidelines for the Euthanasia of Animals](#)

Additional resources:

[A Good Death: ABVMA Euthanasia Guidelines](#) (login required)

[Alberta Livestock Burial Techniques](#)

[Alberta Livestock Mortality Management](#)

[American Association of Equine Practitioners Euthanasia Guidelines](#)

[CVMA Guidance for Veterinarians on Euthanasia Methods that do not include Pentobarbital](#)

<https://www.alberta.ca/livestock-mortality-management.aspx>





Practice Management

Growing Leaders in Your Practice: What is a Leader?

Wendy Hauser, DVM, Peak Veterinary Consulting

Introduction

WHILE FACILITATING A LEADERSHIP WORKSHOP, I ASKED

"Who are the leaders in your practice?" This question stimulated some robust discussion. While some groups discussed the positions in their organizational leadership chart, one thoughtful response was "everyone is a leader in my practice." I asked this practice manager to describe to the group what leadership looked like in her hospital. She explained that every employee was invested in the success of the practice. Rather than defined leaders, the management team in the hospital believed every team member was a stakeholder and had an equal voice in the crafting of policies and procedures. There was a culture of trust within the practice which encouraged constructive conflict. Because every individual participated, the discussions incorporated many different perspectives which allowed for better decisions to be made. This attitude helped to drive a culture of accountability within her practice. These factors helped to shape a healthy and happy work environment where employee turnover was low, there was less burnout, better teamwork and high workplace satisfaction. How did the management team in this hospital create the environment described above?

Qualities of a Leader

The qualities of effective leaders have been described in many ways. Simply defined, a leader is "a person who motivates a group of people toward achieving a common goal."¹ I believe that this definition is incomplete and that effective leadership requires agility. We live in a world that is rapidly evolving, with a business climate that is uncertain and complex. Our workforces are shaped by the events occurring in the world as our employees reached maturity. As such, we have very diverse generational workforce with diverging ideas about what leadership is and who leaders are. Today's successful leaders are those that possess the following characteristics:

Emotional Intelligence

Identified in 1995 by Daniel Goleman, he applied this term to business in 1998, when studies indicated highly developed emotional intelligence was more than twice as important than IQ or experience in predicting success in truly effective leaders.^{2,3} Emotional intelligence, or EQ, is defined as the "ability to identify and manage your own emotions and the emotions of others."⁴ According to Goleman's research,⁵ emotional intelligence is

comprised of five separate skill sets. The first three represent self-management skills and are self-awareness, self-regulation and motivation. The final two are relationship management skills: empathy and social skills. While there is a genetic as well as a nurture component to emotional intelligence, it is widely recognized that EQ increases with maturity. Furthermore, emotional intelligence can be learned. It requires that individuals break old habits and form new ones, focusing on the five EQ skills.

Vulnerability

In the not-so-recent past, leaders eschewed any sign of weakness. Admitting to being vulnerable would have been a career-limiting action. While often viewed as synonymous with weakness, vulnerability is a paradox in that it takes great courage to allow oneself to be vulnerable. Brene Brown, a social scientist who has performed extensive research on wholehearted living and vulnerability, defines vulnerability as “uncertainty, risk and emotional exposure.”⁶ She further states that “vulnerability is the catalyst for courage, compassion and connection.” Great leaders understand that when they allow themselves to be vulnerable, they invite others to be vulnerable as well. These actions require humility, transparency and trust; they serve as the basis of relational interactions and as an inspiration for loyalty.

Communication

Effective leaders are great communicators. They have learned the value in listening with the intent to understand what the speaker is trying to convey. They ask curious questions that “promote discovery and insight.”⁷ Leaders who build organizations like the one described in the opening paragraph understand the value of encouraging a culture of feedback to and between team members. They don’t avoid critical conversations, understanding that unresolved crucial conversations become conflicts. They have learned the value of understanding others’ perspectives.

Successful leaders use good communication tools such as open-ended questions, reflective listening and allowing others to complete their thoughts without interrupting. They understand that 93% of communication is non-verbal; they seek to understand the non-verbal messages of those with whom they are conversing and are willing to explore those messages verbally. Exceptional leaders understand the value in being fully present in the moment. As described by James Autry in *The Servant Leader*⁸ being present means “having your whole self available at all times – available to yourself as you try to bring your values to bear on the work at hand,

and available to others as you respond to the problems and issues and challenges of team members...”

These leaders know that it is impossible to multitask and be fully present. They make a conscious decision to apply laser-like focus toward the situation, be it an employee’s needs, a patient’s care or a client’s wants.

Authenticity

Remarkable leaders know who they are and in what they believe. They uphold their personal core beliefs and align their actions with their core values, regardless of how tempting it might be to compromise themselves for personal, professional or financial gain. They are true to themselves. In doing so, they set the standard within their organizations for others to live and honour their own values.

Seek Change

The world around us is constantly evolving. Many leaders may embrace this change in their personal lives, but are reluctant to challenge the status quo within their own hospitals. Outstanding leaders understand the value of being forward-focused. While they are managing the present, they are actively planning for the future. These leaders understand the importance of maintaining a broad professional network, so that they may gain information and clarity around changes that are likely to impact their businesses. They are curious, seeking new ways of doing things. By challenging the status quo, they help to build a culture of innovation and possibility in their hospitals. Finally, these leaders are not afraid of failure. They establish a culture where employees are encouraged to try new ideas. When these ideas fail, the processes are dissected so that the failure becomes a valuable learning experience. They ask, “what went well?” and “what could be better yet?” Team members are encouraged to apply these lessons and try again.

CONTINUED ON NEXT PAGE

Simply defined, a leader is
“a person who motivates
a group of people toward
achieving a common goal.”



Followership

As our understanding of leadership has evolved, so too has an awareness of followers. Historically, leaders have been individuals who use influence to persuade followers to achieve predetermined goals. What role do followers play in the leadership process? This question has formed the basis for a new field of research: Followership. This area of study has accelerated in the past nine years, when it became apparent that "leadership cannot be fully understood without considering the role of the follower in the leadership process."⁹ It is important to recognize that leadership is impacted not by the role of follower, but as result of "following behaviours." Without this, leadership does not occur. As discussed by Mary Uhl-Bien,⁹ "it is probably easier to recognize leadership in following behaviours than it is in leadership behaviours, as individuals attempting to be leaders are only legitimized in the responses and reception of those willing to follow them."

Currently, followership is viewed in two ways. The first is role theory,⁹ seen as the rank or position the follower occupies in the traditional hierarchical relationship. Role theory reverses the focus of the interaction from a leader-centric position to consider "How followers influence leader attitudes, behaviours and outcomes."⁹ Followership characteristics form the followership behaviours, which in turn impact leader perceptions and behaviours. The result is followership and leadership co-created outcomes.

The second way to consider followership is from a "constructionist" view, in which followership is a "relational interaction through which leadership is co-created through combined acts of leading and following."⁹ This approach considers how individuals and groups relate and connect to develop leadership and followership. Based on relational interactions, this model acknowledges a mutual influence process between leaders and followers, where the roles may shift as circumstances dictate.

Millennials in the Workplace

An understanding of the followership concept is important in developing awareness around evolving leadership models. The significance of this concept becomes even more critical with the presence of the millennial generation in our hospitals. Millennials, as a group, share some unique characteristics that will impact their preferences for leadership style. They are the most diverse generation, socially and racially. Due to their acceptance of variety, this generation views problems broadly, applying concepts that work in one area to problems that arise in others. They have also been raised with an "elevated status" where their opinions have been

solicited and considered in decision-making paradigms. Therefore, hierarchal boundaries are less clear. They will seek to collaborate with whomever can help in the attainment of their goals.

A commonly used model of leadership in many hospitals is transactional leadership, when followers behave in ways defined by their leaders. This leadership style is incompatible with the needs of the millennial generation. To succeed, leaders will be required to flex and adapt, adopting leadership styles that are more transformational in nature. Transformational leadership is described as leadership that occurs "when one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality."¹⁰ Culturally, hospitals will need to adapt in ways that support the core values defined by this generation, such as collaboration, teamwork, transparency and relational interactions.

Conclusion

Through carefully selecting and cultivating their hospital leaders, the organization described in the first paragraph nurtured a culture where followers and leaders worked hand in hand, where all team members were empowered and felt valued. Their ethos was attractive to millennials, encouraging this promising generation to bring added value and innovation to the workplace. What changes can you make to emulate their success?

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About the author: Wendy Hauser, DVM, is the founder of Peak Veterinary Consulting and has practiced for 30+ years as an associate, practice owner and relief veterinarian. She has worked in the animal health industry as a pet health insurance executive and as a technical services veterinarian. Dr. Hauser, passionate about education and innovation, consults with both industry partners and individual veterinary hospitals. She is a regular presenter at veterinary conferences, facilitating workshops on hospital culture, associate development, leadership, client relations and operations. Frequently published, she is the co-author of *The Veterinarian's Guide to Healthy Pet Plans*. Learn more about Peak Veterinary Consulting at <https://peakveterinaryconsulting.com>

Public Recognition Corner

AVC cardiologist invested as a Fellow of the American College of Cardiology

THE ATLANTIC VETERINARY COLLEGE (AVC) AT THE UNIVERSITY OF PRINCE EDWARD


Island is pleased to congratulate Dr. Étienne Côté on being invested as a Fellow of the American College of Cardiology (ACC).

Traditionally, fellowship has been reserved for human-medicine physicians, but in 2019 the designation was expanded to recognize distinguished leaders in the cardiovascular community in non-physician professions. Dr. Côté is the first ACC Fellow at AVC and one of only five veterinarians in the world who have been elected as an ACC Fellow.

Dr. Côté was an ABVMA member from 2014 to 2018.

View the full notice: <https://www.upei.ca/communications/news/2022/05/avc-cardiologist-invested-fellow-american-college-cardiology>





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.

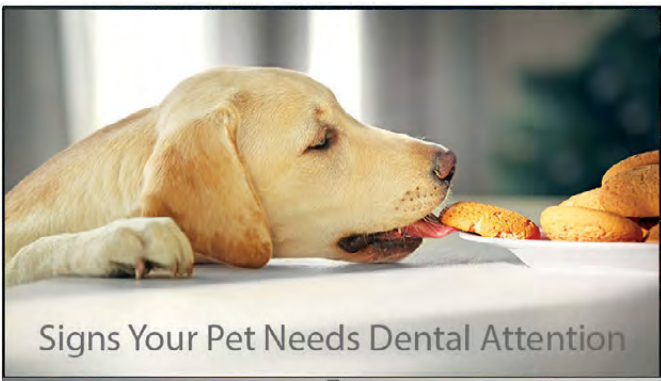
The digital version of the magazine is sent out in the first Enews of the month of each issue, and is available to download at abvma.ca under the **ADS/CE/LIBRARY** tab.

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**On The
Cover**



Dr. Denis Nagel, WCVN 1983

2021 ABVMA Veterinarian of the Year

Dr. Denis Nagel, WCVM 1983 2021 ABVMA Veterinarian of the Year

It was a great pleasure to nominate Dr. Denis Nagel as Veterinarian of the Year to the Alberta Veterinary Medical Association for 2021. For 39 years, Dr. Nagel has represented the profession with the highest standards of the practice of veterinary medicine, applied research, instruction of veterinary students, ethics in business and community participation. There were numerous enthusiastic letters of support to this nomination.

His cow/calf, dairy, swine, small ruminant and horse clients have always had nothing but praise for his clinical skills and willingness to provide the needed care to their animals. Denis was one of the earliest adapters of herd health for cow/calf producers and introduced systems for animal side computer data collection to producers through the use of Palm Pilot handheld computers. This permitted producers to enter data on site and his clinic veterinarians to analyze performance and make herd health improvements. He developed treatment protocols based on the latest research and on-site output analysis. Now most progressive cow/calf operations have adopted his methods using new handheld computer/cell phones. Denis Nagel also had a thriving feedlot health business where he developed state-of-the-art chute side treatment protocols to improve outcomes and efficiencies. He is one of the veterinarians responsible for advancing the feedlot business in Alberta to make it a worldwide recognized industry leader. Although Denis sold his practice, he continues to act as a valuable resource to veterinarians in Western Canada.


Since graduating in 1983, Dr. Nagel has always had a keen interest in research. Whenever possible, he has attended and more importantly participated in meetings, such as the Western Canadian Association of Bovine Practitioners and CanWest Veterinary Conference. At meetings he always actively shared experiences and his extensive breadth of knowledge in livestock medicine. He conducted and published ground-breaking research in the areas of wound healing, biofilms, infectious diseases and pain control. Denis has been a leader in the development of and growth of numerous livestock products that originated in Alberta. These products have made a huge impact on the health

and welfare of livestock species. Denis continues to conduct research and his infectious enthusiasm and knowledge of livestock medicine make him an integral member of the research team.

When the University of Calgary Veterinary Medicine program started, Dr. Nagel offered his clinic, veterinary personnel and his clients as training grounds for veterinary students. Although his practice was close to Calgary, what made this the ideal site for training students was the quality of practical education that was provided to the students by Dr. Nagel and his staff.

Denis mentored several final-year practicum students from Guelph and then got involved in the pilot of UCVM's Rural Practice Internship. Through this program Denis mentored young, internationally qualified veterinarians who have all gone on to practice in Alberta. Denis is an extremely patient mentor and loves to share animal production and husbandry knowledge as well as veterinary skills.

When the University of Calgary Veterinary Medicine program started, Dr. Nagel offered his clinic, veterinary personnel and his clients as training grounds for veterinary students.



Although veterinary medicine is a profession it is also a business. Veterinarians are often poorly trained in business skills. Denis is a great businessman. He recognizes the importance of customer relations and the treatment of all employees. He has conducted his practice to ensure that ABVMA guidelines are followed and provided the best quality of service to his

clients. He spent his time training clients to be good producers and this made it easier to run his practice. His veterinary associates quickly adopted these business skills when they moved on to set up their own practices.

Denis has interests outside of veterinary medicine that complement our profession. He has trained sheep-herding dogs and participated in provincial, national and international competitions. He has a growing flock of sheep to train his dogs. This flock has also grown significantly in order to provide the Muslim population of Calgary with lambs for their religious celebrations. He has taken the time to teach his customers humane euthanasia procedures that also meet the religious requirements. He has also provided an environment to make this a celebration event. He is known and valued by the Calgary Muslim community.

Denis is a well-known back country horseman. In the summer he often ventures into the eastern slope backcountry with

horses and pack mules. He does this with family and friends but also solo.

Denis is not finished his career as a veterinarian, and we all will continue to benefit by his presence in our community. He is indeed a "Veterinarian of the Year" kind of person in every way, and we are all lucky to have him here in Alberta.



Equity, Diversity and Inclusion

Neurodiversity in Veterinary Medicine

Saskia de Jong, Member, Dr. Jami Frederick, Chair, and Anita Hessam, RVT, Member, Equity, Diversity and Inclusion (EDI) Advisory Committee

NEURODIVERSITY OR NEURODIVERGENCE REFERS TO variations in brain function and behaviour. It describes an idea that individuals experience and interact with and interpret the world around them in many different ways, and that brain differences should be seen as normal, rather than deficits. The term Neurodiversity was coined by sociologist Judy Singer in the late 1990s to describe the concept that certain developmental disorders lead to normal variations in the brain. As an individual with autism herself, she rejected the idea that people with autism were disabled and instead fought to have autistic individuals recognized as having brains that work differently from others. Neurodiversity is now used to refer to people with attention deficit hyperactivity disorder (ADHD), autism spectrum disorder (ASD), dyslexia and dyspraxia, and also individuals with other learning disabilities relating to reading, writing, math and understanding of directions. It is a concept that helps to reduce the stigma around both learning and thinking differences, and to promote inclusivity in both schools and the workplace.

It has long been perceived that individuals with learning differences are less intelligent than their peers, or are incapable of performing at the same level; however, these beliefs however are rooted in myth. Research has shown that differences in brain function and structure may result in individual challenge, but do not impact overall intelligence.

In veterinary medicine, we are a large community of diverse individuals, and included are many of us with neurodivergence. It is important to realize that – because we perceive the world differently than some and we have different strengths and struggles – sometimes accommodations need to be made to ensure success for the whole team. For example, an individual who has ASD may need breaks throughout the day to decompress, as sometimes a clinic environment can be overstimulating. Someone who has ADHD may need some extra time to complete tasks, which should be accommodated in the schedule. And it is important that we are honest – sometimes things can get frustrating, for both the neurodiverse individual and for their team. We need to ensure that we have patience with ourselves and with the members of our team; every one of us struggles with things that the team may not even know about. Empathy is important when dealing with our colleagues. As many of us have heard, “Hold the highest thought.”

As an employer, it is important to realize that not all team members will fit into the same mould and to focus on individual positives. Recognize the strengths that come from these differences first, instead of the challenges. Every member of our community wants to succeed and be comfortable and happy in their workplace, and this means working with everyone's strengths to build a rewarding career. Strengths such as increased drive and passion or creative thinking are common. Even concepts such as impulsivity can be seen as advantageous – people who possess neurodivergent features often say things that others are afraid to. The divergent qualities that can sometimes be seen by others to create challenges can also lead to creative problem solving and the generation of new ideas that benefit everyone. Neurodivergent individuals may take more time to adjust to their work environments, find ways to block out distractions, and manage social impressions, all of which require extra effort and can take a toll on work performance in the workplace when a supportive environment is lacking.

It is important to note the thought that some neurodiverse individuals lack empathy, or are not able to interact with others well, is not true, and this perception can be harmful to the individual and to the team. People who live with neurodivergence should not be limited due to misconceptions. If interpersonal interactions are difficult at first, some support and coaching go a long way. If time management is a difficulty, patience and understanding are essential. With support and time, so many of these initial struggles can be managed and overcome.

Neurodivergent individuals will also vary greatly in how they want to self-identify. Some prefer identity-first language while others do not. This is because some want to hold on to the identity of a disability to acknowledge that the workplace and school environment have not yet adjusted to dealing with neurodivergence and thus, these individuals are still at a disadvantage compared to the norm. Note that the terms neurodiversity and disability are not interchangeable. Although each term is valuable and may be part of self-identity, they are not synonymous.

Each and every member of our teams is valuable and worthy of respect and empathy, whether or not neurodiversity is involved. If we foster a community of love and support for all, then we can expect our workplaces to thrive and our colleagues to succeed.

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In Memoriam



Dr. Andreas Mueller

March 8, 1953 – April 4, 2022

DR. ANDREAS HELMUT MUELLER PASSED AWAY UNEXPECTEDLY ON APRIL 4, 2022, at the age of 69.

Andy was born on March 8, 1953, in Germany. He grew up alongside horses and actively competed in three-day eventing throughout his youth. Andy completed the Giessen University Veterinary Medicine program. He started working as a veterinarian in Germany, subsequently met his wife Roxy, and then immigrated his young family to Evansburg, AB, in 1994, where he opened the Evansburg Veterinary Clinic and worked there until his retirement in 2016. Andy genuinely enjoyed small-town mixed animal practice, and later in his career he also pursued acupuncture and surgical + therapeutic laser modalities. Andy was a loving husband and father, a generous and thoughtful friend, and a treasured member of his community.

Dr. Michael William (Bill) Stone

May 22, 1931 – March 14, 2022

IT IS WITH DEEP SADNESS THAT WE ANNOUNCE THE


passing of Michael William (Bill) Stone on March 14, 2022, at the age of 90. Bill was born in Manchester, England, lived in the town of Wilmslow, and attended King's School in Macclesfield. He graduated from the Royal (Dick) School of Veterinary Studies - the University of Edinburgh, in 1956, and joined a veterinary practice in Bodmin, Cornwall, England. In 1965, Bill immigrated to Canada with his family and had a short stint in a large animal clinic in southern Alberta before he joined Alberta Agriculture in 1966 as provincial swine veterinarian. Bill later became head of the epidemiology section of Alberta Agriculture. In 1992, he left the provincial service and finished his career working for Daco Laboratories. Bill largely worked alone in the field, travelling from farm to farm around the province. He wrote often and widely in the farm press and had regular columns on swine health in producer magazines. Bill also spoke regularly at producer meetings such as the Alberta Pork Conference. In 2002, Bill was awarded the Alberta Pork Spectra Award for the preparation of quarterly articles for 25 years for the *Western Hog Journal*. He joined the Western Canadian Association of Swine practitioners in 1975, was its chairman from 1976 to 1977 and was awarded the first life membership in the organization in 1999.

Bill had a great and at times both a dry and an impish sense of humour. He loved travel, and during his lifetime travelled to many different countries. Bill was a photographer, but his true avocation was philately, and he not only had a great collection but also deep knowledge of the background and history of the individual stamps in his collection.

Bill believed strongly in common sense and did not suffer foolishness. There was very little grey in his outlook; he tended to see things in terms of black and white. On those things that were black, he poured buckets of vitriol. As Bill locked in on one of his pet peeves and waxed ever more eloquent and animated, he became most entertaining. Being a good Brit, Bill remained staunchly Church of England throughout his life; however, that did not stop him from being an active participant in Trinity United Church in Edmonton.

Bill is survived by his wife Ruby, brother Jeffrey, one daughter, three sons, two stepdaughters, nine grandchildren and four great-grandchildren.





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ABVMA COMMUNICATION TO MEMBERS

Members' Magazine

The ABVMA *Members' Magazine* and the Enews 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 (Enews and Database)

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

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

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

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Member Mentions

Kirsten Aarbo, DVM, Past President, ABVMA

Joni Klaassen, RVT

RVT JONI KLAASSEN REALLY likes breakfast! So much so that she and her partner Brad decided to make it a big part of their lives. Joni and Brad opened their breakfast café in January of 2020. Jam's, located in Airdrie, AB, specializes in all types of breakfast delicacies. Joni and Brad, who are self-described "breakfast junkies," had their first date over breakfast. When they moved to Airdrie, they noticed there was no "mom-and-pop" style breakfast restaurant, so they decided to start one. They had a vision of walking into your grandma's house as she listened to the Ramones.

After opening, COVID provided a real challenge. Restaurants usually don't start to turn a profit until 3-5 years after opening, and the pandemic restrictions made things even more challenging. However, they kept going and are seeing success. Jam's has great reviews on Google, and they are

consistently busy. They make everything they can fresh in the restaurant, and they try to source local foods to serve natural items. They also like to give back to the community and work with the Airdrie food bank.

They chose the name Jam's because Brad makes many homemade jams and loves to make unique combinations that are incorporated into dishes. Some examples include pineapple chili marmalade and watermelon jalapeno. With Brad as the head chef, Joni does the behind the scenes work such as HR, hiring and other administrative duties. She is the Lead RVT at Happy Paws Veterinary Clinic and works there four days a week. She then spends at least one day managing the administration work for Jam's, and often fills in as restaurant staff on the weekend as needed.

Joni graduated from NAIT in 2004, and she's not tired

of breakfast food or being a technologist! She found the first part of opening the business very stressful, but now finds it a great way to provide variety in her work life. She notes the restaurant industry can be brutal, so sometimes this reminds her of why she became an RVT and how much she loves it. She lives



They chose the name Jam's because Brad makes many homemade jams and loves to make unique combinations that are incorporated into dishes.

in Airdrie with Brad, son Cohen, two dogs and a cat. They also have beehives that provide honey for the restaurant and some backyard chickens. If you drop by Jam's, she recommends the eggs benedict or the croque madame.

Dr. Marissa Rodrigues

DR. MARISSA RODRIGUES CAN

usually be found in scrubs while working at Park Veterinary Centre, so it may be a surprise that she is a fierce competitor rocking a tiny bikini for bodybuilding and fitness competitions!

Marissa was very active growing up, training in ballet dancing for years before transitioning into jazz and hip-hop dancing in high school. She was team captain for a cheer and dance team in both high school and university. Paying homage to her Cuban heritage, she also did some back up dancing for Latin music artists.

Marissa attended St Matthew's in the Cayman islands, which is where she met her husband. After returning to Alberta for an internship, Marissa was looking for a

new active hobby and was introduced to bodybuilding by a trainer. Initially she was working on her fitness for her wedding, but then attended her first fitness competition and she was hooked.

Marissa usually works out about 5-6 times a week depending on her competition schedule. Different muscle groups are trained at different times to follow a schedule to ensure balanced development. Nutrition varies depending on when the shows are and can be very strict on calories and macronutrients. Marissa points out it is not about eating less or not eating at all – often when preparing for competitions she's eating more but following a strict schedule, which requires a lot of mental focus and discipline. Water intake is also



important, and drinking the amount of water required can be challenging during a busy practice day.

Competition poses must be practiced as they are not usually postures that come

advantage. Posing requires concentration as well as flexibility.

Marissa has competed in over 25 shows where she has consistently placed in the top five. In 2019, she won a regional

Marissa has competed in over 25 shows where she has consistently placed in the top five.

naturally. Like most competitors, Marissa works with a posing coach to help her show all the different muscle groups to their best

competition, which enabled her to compete at the national level. She placed second nationally, and fifth internationally. Her goal

is to attain national professional league status. Like many things, COVID put a stop to competitions for a while, but Marissa hopes to return to competition later this year.

Marissa loves having a competitive outlet to keep her challenged and provide self-care. This helps her keep a healthy balance with practicing veterinary medicine, as exercise provides a time for her to let go of worries and reset.

When not at work or the gym, Marissa lives in Sherwood Park, AB, with her husband Chad and her cat Mr. Moe.



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

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

Life has been busy at UCVF since my last column!

FIRST, I WOULD LIKE TO

congratulate UCVF's Class of 2022, who graduated in June. We were all really pleased to once again be able to hold an in-person convocation ceremony. Some of our new graduates are starting their careers in small animal, mixed animal or large animal practice in various locations in Alberta. Others are continuing to build on their skills, taking advanced training or internships. Their North American Veterinary Licensing Examination score results were stellar, and I know they will do us proud no matter what their chosen path.

We are celebrating a special anniversary this year. UCVF's first-ever class of veterinarians, the Class of 2012, graduated ten years ago. To mark this milestone, we threw an alumni BBQ in June at our Spy Hill campus and included a tour of W.A. Ranches for those alumni who hadn't visited the faculty's newest campus – a 17,000-acre cow-calf operation that was gifted to the University of Calgary by J.C. (Jack) Anderson and his daughter Wynne Chisholm in 2018.

In my last column, I talked about UCVF working closely with the ABVMA and other stakeholders to create a plan to help address the critical shortage of veterinary professionals in this province and new funding by the provincial government to help us educate more veterinarians. On May 10, Premier Jason Kenney visited the Spy Hill campus to officially announce \$67M in funding to double our DVM program from 50 to 100 seats by 2025. The Premier was joined by Demetrios Nicolaides, Minister of Advanced Education; Nate Horner, Minister of Agriculture, Forestry, and Rural Economic Development; Jackie Lovely, MLA for Camrose; and Dr. Natasha Kutryk, ABVMA Vice President.

The transition to accommodate twice as many students is a massive undertaking – building new infrastructure, hiring more faculty and staff, and creating the curriculum – and we will do so over three years. We will phase in the additional intake with five extra seats this fall, another five seats in 2023, with the full program doubling to 100 students by

2025. In May, we held "Design your dream vet school" sessions with our faculty, students and staff to hear about their ideas for our new building. I also look forward to working with the ABVMA as our plans progress.

In early May, we were honoured to host an evening with the Calgary Consular Corps. It was a great pleasure to have this amazing group of honorary consular officers join us at our Clinical Skills Building for a meal, a tour of our teaching and lab spaces, and to talk about our plans for expanding the school and our One Health initiatives. As we all know, health is a global concern, and they will help us expand and deepen our international connections.

We were also delighted to have members of the Rotary Club of Calgary at Stampede Park hold their weekly luncheon meeting at the Clinical Skills Building in late May. It was a great opportunity to engage with club members, many with interests in agriculture who were eager to learn more about UCVF and how the growth of our program will help support rural communities and the agriculture industry.

Big congratulations to Dr. Doug Whiteside on being appointed head veterinarian at the Calgary Zoo. Doug is a board-certified zoological medicine specialist and is primary instructor for students in our fourth-year rotations at the zoo, as well as coordinating the UCVF-Calgary Zoo internship in zoological medicine. We are fortunate to have such a passionate advocate for advancing species conservation and animal welfare in our faculty.

Last bit of news. I am very pleased to share that for the first time since the pandemic started, we are offering in-person vet med camps in July and August aided by our amazing DVM summer students. These popular week-long camps give kids in grades 7-9 a taste of the life of a veterinarian and introduce them to the many aspects of our varied profession.

If you would like to know more about what is going on at UCVF or have thoughts to share, please send me an email at renate.weller@ucalgary.ca or come and join me for a cup of tea in my office.

Province of BC increases investment in WCVM for 2022-23

On April 5, the Government of BC announced an investment of nearly \$10.7 million to increase its provincial seat quota from 20 to 40 seats in the WCVM's DVM program for the 2022-23 academic year. As well, the Government of BC committed an additional \$1.2 million to support the 24 BC students who currently hold non-Interprovincial Agreement (non-IPA) seats in the DVM program.

As the WCVM strives to address the critical demand for veterinary professionals, this new funding is a welcome addition to the support outlined in the WCVM's current Interprovincial Agreement with its three provincial partners. The Government of BC's investment will allow WCVM to enhance its delivery of high-quality veterinary education, innovative research, and clinical and diagnostic expertise for communities across Western Canada and the North.

Admissions for fall 2022 entry

WCVM plans to offer 88 seats in its DVM program for fall 2022 entry. Here is the breakdown of seats available, which has been adjusted in light of the Government of BC's announcement on April 5:

- 78 Interprovincial Agreement (IPA) seats directly funded by its three partner provinces (BC, Saskatchewan and Manitoba)
- Five non-IPA or open seats for western Canadian applicants
- Five non-IPA or open seats to US/international applicants

The increase from 20 to 40 IPA seats for BC applicants is only for the 2022-23 academic year. While the Government of BC has indicated its intent to support 40 IPA seats for the 2023-24 academic year, no formal confirmation is expected until March 2023.

As a result of this decision to double its provincial seat quota, the number of non-IPA or open seats for Western Canadian applicants has decreased from 25 to five seats for the 2022-23 academic year. The WCVM will give preference to residents of its partner provinces — British

Columbia, Saskatchewan and Manitoba — to fill the non-IPA seats. If all non-IPA seats aren't filled with residents of the partner provinces, residents of the northern territories and Alberta will be considered for available seats.

WCVM began interviewing Western Canadian applicants during the week of May 2-6. WCVM is also part of the Veterinary Medical College Application Service (VMCAS) for US and international applicants. Since the VMCAS application process follows a different cycle, the interviewing process began earlier this spring.

WCVM faculty and staff earn university awards

WCVM faculty and staff are at the top of the teaching class at the University of Saskatchewan (USask). In total, five WCVM faculty and staff members received teaching awards this spring:

- USask Provost's Outstanding Teacher Award: Dr. Elemir Simko
- USask Provost's College Award for Outstanding Teaching: Dr. Joseph (Joe) Rubin
- USask Provost's New Teacher Award: Dr. Jennifer (Jen) Loewen
- USask Provost's Graduate Student Teacher Award: Steve Yang
- USask Provost's Supper of Teaching and Learning Award: Dr. John Ching

All award recipients were honoured during the USask Staff and Faculty Awards evening on June 1, 2022.

Pet behaviour sessions for pet owners and veterinarians

Dr. Karen Machin, an associate professor in the WCVM Department of Veterinary Biomedical Sciences, is completing a residency in animal behaviour with Dr. Sagi Denenberg, a board-certified behaviour specialist in Thornhill, ON. Dr. Machin also provides animal behavioural services at the WCVM's Veterinary Medical Centre.

This spring, Dr. Machin offered pet owner-focused sessions on dog bite prevention and socializing a new puppy. She also conducted continuing education sessions targeting pre-visit medications



Gillian Muir, DVM, PhD

Dean, Western College of
Veterinary Medicine (WCVM)

for anxious pets and providing advice and reassurance to owners of nervous puppies.

Visit wcvm.usask.ca/education/pet-behaviour-2022.php to access recordings of the PetED Talks. Dr. Machin plans to offer more behaviour sessions this fall, so watch for updates.

For more college news, visit WCVM Today (wcvmtoday.usask.ca). If you have questions or comments, contact me (gillian.muir@usask.ca).



Hannah Sorenson

WCVM Class of 2023

**ABVMA Student Representative
2021/2022**

Hello ABVMA members! I hope the summer season is treating you well and allowing you some well-deserved time outdoors with your loved ones. I am writing to you from Edmonton, as I am home working at a small animal emergency practice for the summer, before beginning fourth year in August back in Saskatoon. After completing final exams and Objective Structured Clinical Examinations, the students of WCVM have parted ways for the summer; some have also returned to their home provinces, while others have decided to stay in Saskatchewan. All years of WCVM students are given the summer months off from classes, though the opportunity is there for third-year students to complete some fourth-year rotations "early" during the summer, in order to take some time off during the school year. Many students are working for veterinary practices, and some have set up externships at various clinics throughout the summer. It is always so exciting returning to campus in the fall to hear about the many different experiences and stories my classmates have to share. Swapping stories about interesting cases seen over the summer is both educational and fascinating.

Before the end of the 2021-2022 school year, WCVM students were able to gather once more as the annual Purina Cup made its return to the college once again! The Purina Cup is a hockey tournament and social event held by the Western Canadian Veterinary Students' Association, for students and faculty of all skill sets to play and/or watch some very entertaining amateur hockey. The event was as fun and successful as it had been in the pre-COVID era, with four teams playing a total of eight 30-minute games in the Clavet Arena (Clavet, SK). In addition to the infamous trophy being awarded to the winning team, individual prizes were awarded to the player with the most wipeouts, the player drafted last by the team captains and the most enthusiastic spectator. Overall, there were lots of cheers, laughs and fun had by all.

Though summer generally gives pause to most college activities, students at the WCVM are still finding ways to contribute to the profession and greater Saskatchewan community. Two groups of WCVM students volunteered their time in La Ronge, SK, providing both wellness services and spays/neuters for the northern community, whose animal population often goes underserved due to its remote location. At the time of writing, over 90 gonadectomy surgeries and 60 wellness appointments were performed, with another volunteer group still to go. Meanwhile, the WCVM Pride Club is looking forward to walking in Saskatoon's Pride Parade on June 18. There is also hope to hold various other virtual events to celebrate Pride Month, both with students who have remained in Saskatoon, and with those who are back in their home provinces.

Lastly, I would like to wish an emphatic and heartfelt congratulations to the WCVM Class of 2022 for receiving their Doctor of Veterinary Medicine degrees on June 8, 2022! As we know, vet school has no shortage of challenges that test our intellectual and emotional strength daily, so graduating is truly a testament to that strength. Class of 2022, I hope all you have learned during your time at WCVM serves as a launch point for a lifetime of learning in the veterinary medicine profession. All the best!

Now that the Class of 2022 has graduated, this means that my classmates and I have somehow become fourth-year students, though we all agree that it feels as though we just received our admission letters yesterday. As third year comes to an end, so does my time as ABVMA representative for WCVM. Thank you so much for continuing to tune in for updates about student life at WCVM, it has been an honour and a joy to deliver them to you. Miruna Munteanu (WCVM 2024) is a dear friend of mine who will be taking over the role of ABVMA Senior Representative as of next issue. Please be sure to stay posted for her updates. Thank you so much for reading and take care.

HI ALL, VETBALL WENT OFF WITHOUT

a hitch, with the Class of 2024 (Tazzies) being crowned the winner of the best Vetball Video of the year, dethroning the Class of 2022 (Koalas) and 2023 (Lemurs) who tied last year. With the help of our generous sponsors, the silent auction raised \$1,500 for Saving Grace Animal Society, who operate a rescue shelter based in Alix, AB, and a Farm Animal Sanctuary outside of Stettler, AB.

The Lemurs finished up third year with the presentation of their Integrated Research Project (IRP), an experimental study led by Dr. John Kastelic with assistance from Drs. Juan Castillo-Herrera and Abdallah Shahat Mohamed. The objective of the IRP was to improve bovine sperm characteristics in an experimental model of decreased motility and normal morphology, induced by fitting bulls with scrotal neck insulation for a few days to increase temperature of the testes. The Lemurs participated in semen collection by electroejaculation at the W.A. Ranches facility. Semen was assessed pre-freeze for important characteristics such as concentration, motility and morphological abnormalities. All semen was then placed in an extender and allocated to one of four experimental treatment groups. After the experimental procedures, semen was loaded into straws by the Lemurs and cryopreserved with liquid nitrogen, then thawed for analysis. The Lemurs have written up a manuscript of the project and are hoping to have it published, which for many students will be their first scientific publication.

The Lemurs are now out in the distributed veterinary learning community on rotations and around the world on externships, learning the tricks of the trade on the job, while also preparing for their North American Veterinary Licensing Examination, which many of the class are planning to write late this fall.

The Class of 2025 (Owlets) are relieved to have completed anatomy courses while the Tazzies are excited to be halfway done with their vet med degrees. Both

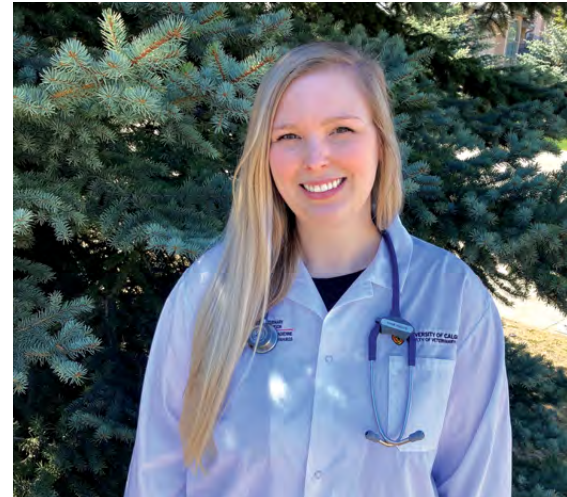
classes have expressed their excitement at welcoming the new Firsties this fall, after a well-deserved summer break.

The WIDE (Wellness, Inclusion, Diversity & Equity) Committee has recently focused their efforts on teaming up with the Cumming School of Medicine to develop and institute a bias training program specific to veterinary medicine. They are also in the process of working with the faculty to hire a counsellor. This move makes the Faculty of Veterinary Medicine the first within the university to have its own dedicated counsellor on staff.

The WIDE student club is also making moves, reinstituting the Safe Space Initiative for allies and those who identify as a part of the LGBTQIA2S+ community. In 2021, the UCVM Pride Club, in partnership with Purina, developed a Safe Space symbol that could be displayed to indicate spaces on campus, allowing community members and allies to visibly show their support. Stickers, buttons and a digital file were made available for community members and allies to use. The club is now expanding this support outside of UCVM to veterinary spaces within Alberta. If you are an Alberta resident and would like participate in this initiative by ordering a sticker and/or button, please see the link at the end of this article.

Finally, the provincial government has announced that UCVM will receive an additional \$8.4 million of funding to support our faculty. Together with the previously allocated \$58.5 million, UCVM will be able to expand its infrastructure and accommodate doubling the DVM student population from 50 per class to 100 by 2025. As this is my last article, I won't be able to update you all on this expansion as it gets closer, but I am confident that my successor Brooke Whitmarsh will do an amazing job. All the best!

https://docs.google.com/forms/d/e/1FAIpQLSf4EzAhKsnS9eFxlUQj4QYI_xushjURt2-2GfovMWtOV7lpzw/viewform



Brittany Munro

UCVM Class of 2023

**ABVMA Student Representative
2021/2022**



Karen Melnyk, RVT
ABVTA President

ABVTA President's Report

JULY IS FINALLY HERE! THAT MEANS

that hopefully most of you will be able to spend some time outside enjoying the weather. The last few months have been busy for the ABVTA. In May, the Board had its first in-person meeting since our 2021 AGM. This was a two-day meeting, with the first day dedicated to getting to know one another and engaging in training. The Board participated in a full-day session called "Everything DiSC Work of Leaders." This program provided the Board with an opportunity for self-

Early in May, Premier Jason Kenney announced investments of \$8.4 million dollars to support targeted enrolment expansion in the veterinary program at the University of Calgary. This investment also includes \$59 million in capital funding for infrastructure construction. This \$67.4 million investment doubles the number of UCVM graduates from 50 to 100 over three years.

Shortly after this announcement, the Hon. Minister of Advanced Education, Demetrios Nicolaides, announced a historic

This spring, you may have seen some exciting announcements about funding for several Alberta colleges and UCVM through the government's Alberta at Work program.



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

awareness as well as group-level data on leadership best practices. This training also provided the Board with a simple, three-step process for approaching the fundamental work of leaders, creating a vision, building alignment around the vision and championing execution. We would like to thank Theresa McDermott, RVT, and Vetoquinol for sponsoring this incredibly valuable and rewarding session. DiSC training is available for all workplaces and teams; if your workplace has not completed this training, I would highly recommend it, and trust me, you will not regret it!

This spring, you may have seen some exciting announcements about funding for several Alberta colleges and UCVM through the government's Alberta at Work program. ABVTA has been working with ABVMA and Alberta veterinary educational programs in advocating for increased funding for veterinary education and program expansion to meet the needs of our workforce, now and for the future.

announcement to increase enrolment in the AHT program at Lakeland College, beginning fall 2022.

Additional funding has also been announced for expansion of the VMA program at NAIT and the VTA program at Olds College.

ABVTA would like to thank Premier Kenney and Ministers Nicolaides, Horner, Toews and as well as the leadership, staff and faculty at Lakeland College, NAIT, Olds College and UCVM for their support in recognizing the needs of the Alberta veterinary professional workforce and for being collaborative partners in meeting the needs of the industry.

Registration Day welcomed new RVTs to our association! I am excited that we have many fresh faces entering our workplaces from all over the world, as well as new graduates. Please keep in mind that many of the new graduates we are welcoming into our practices have had a very different experience during their education than

most of us. They have had to endure educational disruptions, cohorting and ever-changing public health measures. These new graduates have shown what dedication, perseverance and resilience truly is.

If your practice is welcoming a new graduate during a practicum or for employment, mentorship is a crucial practice in ensuring these individuals are guided and supported to be the best RVTs they can be. Mentorship checklists are available in the ABVTA Member Portal under Mentorship & Practice Resources in the Member Resources tab. These guides were developed in collaboration between the ABVMA and ABVTA and are intended to be used for new veterinarians and RVTs. They can be edited to align with your practice policies and training program as well.

I would like to take a quick moment to thank and recognize the members who took the time to complete the 2022 RVT Compensation Survey in June. This project is a collaboration between the three prairie veterinary technologist associations, ABVTA, SAVT and MVTA, and will provide the three associations with an analytical overview of existing compensation, comparison compensation as well as recommendations for optimal pay rates for RVTs in each province. The results from this project will be used by the ABVTA for continued advocacy and may be used by members for wage discussions and negotiations. I look forward to seeing the results of this exciting project in the fall.

As we move through the summer months, the ABVTA Board will be getting the Annual General Meeting (AGM) package together. The AGM will once again be hosted in October where we plan on welcoming members back in person in Banff. We are all very excited to have the opportunity to be in person again, and we look forward to seeing many familiar faces! In addition to our AGM, the ABVTA will be hosting a pre-conference CE



Back left to right: Brianne Bellwood, RVT; Dr. Hannah Poulin; Vanessa George, RVT; David Hanson, MLA for Bonnyville-Cold Lake-St. Paul; Garth Rowsell, MLA for Vermilion-Lloydminster-Wainwright; Hon. Demetrios Nicolaides, Minister of Advanced Education; Dr. Natasha Kutryk, ABVMA Vice President; Dr. Darrell Dalton, ABVMA Registrar; Dr. Pamela Barmentloo; Geoff Brown

Front left to right: Kim Eremko, RVT; Jessie Vredegoor, RVT; Melissa Hall, RVT; Tracey Allen, RVT; Dr. Alice Wainwright-Stewart

session on Saturday focusing on evidence-based medicine. As in previous years, there will also be the highly anticipated RVT track! Conference registration will open this summer with great CE for all team members.

The last two years have been a challenge, and with things finally opening up and the opportunities to travel again are upon us, I encourage you to take time to go and decompress from work for a while. Whether it is a couple days or weeks, we all need that time when we are not thinking about work. You might go on a vacation or may decide to do a staycation, but whatever you decide, this is time for you to be you. This is a time for you not to think about work, but a time for you to focus on your physical health. Spend time with a loved one, be kind to yourself and recharge your batteries.



Left to right: Jessie Vredegoor, RVT; Hon. Demetrios Nicolaides, Minister of Advanced Education



2022 ABVTA STUDENT AWARD RECIPIENTS

Each year, ABVTA Student Awards are selected by program faculty and staff of the AHT, VMA and VMR programs.

These individuals are in good academic standing, demonstrate all around technical skills and professionalism.

Additionally, these individuals also participate in the community at large, possess an attitude of volunteerism and participate in classroom and/or community volunteer activities.

The ABVTA would like to congratulate the following individuals who have been selected as award recipients for 2022.

NAIT AHT Program - Jade Bencharsky & Aimee Caron

Lakeland AHT Program - Monika Knull & Kaylea Resch

Olds AHT Program - Samantha Thorlakson, Ashley Schrauwen & Agustina Gomes Namesny

Northwestern Polytechnic AHT Program - Rae-Lyn Dixon & Kelli Evans

NAIT VMA Program - Cassandra Doiron

Lakeland VMA Program - Trinity Stoelwinder

Olds VMR Program - Jordan Ford



call for volunteers



BOARD NOMINATIONS AND VOLUNTEER
APPLICATIONS OPEN MID-JULY 2022

VISIT THE MEMBERS'
PORTAL FOR MORE
INFORMATION



2022 CanWest Veterinary Conference

BACK IN BANFF Oct. 15-18, 2022

Preliminary Program

The ABVMA is excited to welcome everyone **back to Banff** in person for the 2022 CanWest Veterinary Conference. The conference will be hosted **fully in person** with appropriate precautions and measures in place.

The program offers an exciting array of speakers and topics:

Companion Animal

- **Sunday, Oct. 16: Pathology/Cytology:** Dr. Angelica Galezowski, University of Calgary, Faculty of Veterinary Medicine
- **Sunday, Oct. 16: Behaviour:** Dr. Marion Desmarchelier, Faculté de médecine vétérinaire, Université of Montréal
- **Monday, Oct. 17: Immune-mediated diseases:** Dr. Dana LeVine, Auburn University; and Dr. Austin Viall, Iowa State University (Joint Presentation)
- **Tuesday, Oct. 18: Liver/Pancreas:** Dr. Chris Adin, University of Florida; and Dr. Shelly Vaden, North Carolina State University (Joint Presentation)

Equine

- **Sunday, Oct. 16: Dentistry:** Dr. Molly Rice, Midwest Vet Dental; and Dr. Apryle Horbal, University Veterinary Specialists (Joint Presentation)
- **Monday, Oct. 17: Neonatology/Neurology:** Dr. Sally DeNotta, University of Florida
- **Tuesday, Oct. 18: Cardiology:** Dr. Katharyn Jean Mitchell, Cornell University

Food Animal

- **Sunday, Oct. 16: Leptospirosis and Vaccinology topics:** Dr. Cheryl Waldner and Dr. Nathan Erickson, WCVN
- **Monday, Oct. 17: Evolution of the Cow Vet:** Dr. Troy Drake, Cow/Calf Health Management Services | **Sharing Information with Clients:** Dr. Reynold Bergen, Beef Cattle Research Council | **Mentorship, Recruitment and Retention in FA Practice:** Dr. Keelan Anderson, Salt Creek Veterinary Hospital
- **Tuesday, Oct. 18: Dairy Cattle Surgery:** Dr. André Desrochers, Faculté de médecine vétérinaire, Université of Montréal | **NSAIDs:** Dr. Jennifer Pearson, UCVN

Veterinary Team

- **Sunday, Oct. 16: A New Model of Leadership for the Post-Pandemic Practice/Conquer Your Kryptonite – employee engagement,** Dr. Elaine Klemmensen, Evolve Leadership Coaching and Consulting
- **Monday, Oct. 17: HR/Practice Management Topics** TBA, Andrea Crabtree, BS, CVPM, SPHR, PHRca, CCFP, Furpaws Consulting
- **Tuesday, Oct. 18: Harnessing Motivation and Purpose to Create High Performing Happy Teams:** Dr. Wendy Hauser, Peak Veterinary Consulting

Veterinary Technologist

- **Sunday, Oct. 16: Taking Control of your Trajectory by Influencing Your Reality,** Senani Ratnayake, BSc, RVT
- **Monday, Oct. 17: AM: When the Worst Happens - Responding to Medical Records, Blood Products – what do they all do?** Dr. Beth Davidow, Washington State University; **PM: Community Veterinary Outreach, Why and how to get involved in veterinary outreach in your community,** Dr. Dayle Borchardt, WCVN

The following events will also be hosted in conjunction with the conference:

- **Friday, Oct. 14: Pre-Conference Wet Labs,** hosted in partnership with UCVN and Spy Hill Campus, Calgary, AB
- **Saturday, Oct. 15: ABVTA Pre-Conference CE Session and Annual General Meeting.** ABVTA Pre-Conference CE Session: Evidence-based Medicine, Dr. Alyssa Butters, UCVN and Annual General Meeting.

CE Credits

CanWest is pleased to offer a minimum of 6 hours/day of CE credit for veterinarians and veterinary technologists in Alberta. AAVSB-RACE application pending.

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

Full details available every July at www.canwestconference.ca



PIPS Tip Anesthetic Records

REGISTERED VETERINARIANS AND REGISTERED

veterinary technologists, under the supervision of a registered veterinarian, are given the authority to perform anesthesia and sedation on animal patients. It is their professional responsibility to ensure that these tasks are performed in a manner that is safe, humane and effective for these patients. Meeting these goals requires safe and humane anesthetic protocols, diligent patient monitoring, pain management, preparation for emergencies, adequate and properly maintained equipment, effective biosecurity measures and good record keeping. Please read the PIPS Bylaw Service Category 4: Anesthesia for complete information regarding the requirements for providing anesthesia, including the requirement for a designated anesthetist. Today, the focus is recordkeeping.

The anesthetic record is part of the medical record for each patient that undergoes general anesthesia or deep sedation. As for all other parts of the medical record, the anesthetic record must be signed by the registered member performing the medical procedure (anesthesia), and specific to anesthetic records include the names of the veterinarian/surgeon and anesthetist.

The ABVMA PIPS Bylaw, Service Category 4: Anesthesia, page 50-51, #3 states:

- a. A written anesthetic record must be kept for every patient. The record clearly identifies the patient and the date of the procedure. This is part of the medical record for the patient.
- b. The anesthetic record for anesthetized or sedated small animal patients must include regularly recorded measurements of ventilation, circulation, temperature and oxygenation. The same measurements are required for large animals on inhalation anesthetics only. **Measurements of ventilation, circulation, perfusion, and oxygenation are recorded every five minutes in the medical record. Body temperature is monitored frequently, including before, during, and after anesthesia.**
- c. The anesthetic record must include dosages, time and route of all drugs administered during the anesthetic period.

What is the minimum information that must be collected every five minutes?

- Ventilation: respiratory rate
- Circulation: heart rate
- Perfusion: CRT
- Oxygenation: % oxygen saturation

Body temperature must also be monitored frequently, at minimum before, during and after anesthesia.

Additionally, from page 51, #4:

- c. Patients must be assessed by a registered veterinarian or an appropriately supervised registered veterinary technologist prior to performing general anesthesia or sedation. This assessment must be documented in the medical record.
- d. Patients must be assessed by a registered veterinarian or an appropriately supervised registered veterinary technologist prior to discharge.
- f. Prior to discharge, the animal is assessed for normal temperature, level of alertness and pain.

A sample template is available on the member portal/Practice Resources/PIPS/PIPS Sample Forms.

An anesthetic form that is customized for your veterinary practice can also act as a checklist to standardize animal care and increase patient safety and comfort.

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

Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control

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

Working Through Unexpected Vaccine Associated Adverse Events

Sponsored by Merck – Webcast – OBJECTIVES:

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

CE certificate available after video watched and quiz completed. Watch the video here: <https://vimeo.com/221903600/e24503f560>

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

Feline Environmental Needs

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

Inventory, A Vital Organ in Your Practice

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

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

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

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

Veterinary Nutritional Advocate Program

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

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

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

Master of Veterinary Medicine, Massey University 2022 - Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz.

Preceptor Training – Both in person workshops and online formats are offered.

Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@nait.ca. 6 CE credits.

WDDC Practice Tool Kit (WHMIS and SDS)

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

Building Better Boundaries: Fostering Balance Between Work & Life – 6 Hours ABVMA Credits

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

From Toxic to Terrific: Cultivating Wellbeing in the Veterinary Workplace – 6 Hours ABVMA Credits

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

Continuing Education Opportunities

MONTHLY OFFERINGS

JULY 2022

July 29 -July 31, 2022 – Spiritual Background of Life and Disease – The Pulse as a way by. 16.5 ABVMA Credits

Speaker: Dr. Are Thoresen AVAC (Association of Veterinary Acupuncturists of Canada) This three day course is being offered at the Bow Bottom Veterinary Clinic in Calgary, AB. A Zoom option is also available. Seminar includes meals and snacks. Please contact AVAC or Dr. Julie Schell to register. Dr.schell@bowbottomvet.com office_avac@videotron.ca website: www.avacanada.org

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. available in July 2022 at www.canwestconference.ca.

NOVEMBER 2022

November 3, 2022 - Crucial Procedures for the Emergency Veterinary Team

Lecture – Speaker: Marie Holowaychuk, DVM, DACVECC, CYT

This virtual lecture will be recorded & available for streaming at a later date. It is being offered in conjunction with a wet lab & is available as a stand alone CE event. See full course ad for the lab information.

Lecture & Course Abstract: With veterinary emergency caseloads higher than ever before, long wait times or closed hospitals require that general practice teams handle emergency cases. Attendants will learn how to stabilize and care for emergent or critical patients, specifically by learning procedures to stabilize patients with shock, gastric dilation volvulus (GDV), or respiratory distress and managing patients with feeding tubes. Videos and commentary will be used to demonstrate techniques most commonly used in the ER setting, such as intraosseous catheter placement, pericardiocentesis, thoracocentesis, chest tube placement, orogastric intubation, gastric trocarization, as well as nasal and esophagostomy feeding tube placement. These procedures, as well as venous cutdown, will also be demonstrated and practiced during the laboratory cadaver portion of this session. Veterinarians and RVTs are encouraged to attend and will gain confidence to prepare for or perform these tasks in the general or emergency practice setting. Register online at: <https://www.easav.ca/events.aspx> Questions? Email info@easav.ca or call 780-970-3728

November 20, 2022 - Crucial Procedures for the Emergency Veterinary Team Wet lab

– Speaker: Marie Holowaychuk, DVM, DACVECC, CYT Location TBA Times: 9 am - 12 pm & 12:30 - 3:30 pm With veterinary emergency caseloads higher than ever before, long wait times or closed hospitals require that general practice teams handle emergency cases. Attendants will learn how to stabilize and care for emergent or critical patients, specifically by learning procedures to stabilize patients with shock, gastric dilation volvulus (GDV), or respiratory distress and managing patients with feeding tubes. Videos and commentary will be used to demonstrate techniques most commonly used in the ER setting, such as intraosseous catheter placement, pericardiocentesis, thoracocentesis, chest tube placement, orogastric intubation, gastric trocarization, as well as nasal and esophagostomy feeding tube placement. These procedures, as well as venous cutdown, will also be demonstrated and practiced during the laboratory cadaver portion of this session. Veterinarians and RVTs are encouraged to attend and will gain confidence to prepare for or perform these tasks in the general or emergency practice setting. Register online at: <https://www.easav.ca/events.aspx> Questions? Email info@easav.ca or call 780-970-3728

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



Menu item #7 is not listed in the menu directory

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

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

VETERINARIAN REQUIRED

OUR PRIVATELY OWNED VETERINARY GROUP

consisting of two Hospitals has an opportunity for a Veterinarian to join our team at Cedarwood and Animal Emergency Hospital. We are an established group that constantly strives for excellence in pet health care and is well equipped. We have ultrasound, endoscopy, arthroscopy, therapeutic laser, PRP injections and are currently adding CT and an underwater treadmill. We are part of the UCVN Distributed Teaching Hospital and therefore have fourth year students rotating through our practice. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon, and several General Practitioner Veterinarians with special interest in surgery, reproduction, dermatology, ultrasound, and rehabilitation. Cedarwood Veterinary Hospital is a day practice, with Animal Emergency Hospital in the same building, providing 24-hour emergency care. Strong new graduates are welcome to apply. Red Deer is Alberta's 3rd largest city, midway between Edmonton and Calgary. 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.

VETERINARIANS – ARE YOU LOOKING FOR A

flexible, 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 work at our in-house clinic for shelter animals. Flexibility, great hours, benefits, continuing education allowance! Contact Melissa Lyall for more information: melissa_lyall@hotmail.com. Website: <https://www.cahumane.com>.

OWNERSHIP POTENTIAL! NORTH STAR

Veterinary Clinic is looking for an experienced, outgoing, and energetic veterinarian to join our team. We are a well-established, small-animal facility located in Kimberley, BC, with 12 full- and part-time staff. The clinic is open Monday to Friday with no on-call emergency services. The successful candidate must have excellent customer service skills in addition to strong technical and diagnostic skills. Applicants must be hardworking, motivated and have a great sense of humor! Full-time and part-time positions will be considered. Emergency on-call work out of our sister clinic, Tanglefoot in Cranbrook, is negotiable. In addition to a competitive base salary, North Star offers many benefits including health and dental, and a quarterly commission bonus. A moving and signing bonus also applies to this position. The Kimberley/Cranbrook area is the sunniest place in BC, with spectacular mountain views and unlimited four-season recreational opportunities. Kimberley is a friendly and active city, and a tourist destination with mountain biking, hiking and golf in the summer, cross-country and downhill skiing in the winter, and much more. Join us! Email: jeff@tanglefootvets.com. Website: <https://northstarvetclinic.com>.

LIVE IN THE CITY, WORK ON THE FARM! LARGE

Animals/Beef Cows/Small Ruminants are what get you up and out of bed in the morning? Stockyards Veterinary Services Ltd is hiring! Stockyards Vet is based out of Edmonton and Tofield, and we focus on cattle/livestock health and management. We are seeking a veterinarian (new grads... do not be afraid!) to join our team and help us continue to grow. We currently have 3 assistants to help answer calls, and to greet and help customers that visit the office or feed store. There are also 2 technicians to support the vets and help the assistants in their various duties. Opportunities to buy in if this is of interest as well. Even though we focus on cattle/livestock

health we are also focused on the health of our team and ensure that we all have sufficient time to enjoy life, family, travelling, volunteering, etc. Please call Shannon for more information at 780-777-4428 or email a CV to shanstan65@gmail.com.

WHITEMUD CROSSING ANIMAL HOSPITAL IS

hiring. Our independently owned, small animal clinic is looking for a part time veterinarian. We are a 3 DVM 3 RVT and 7 support staff practice. We have in house IDEXX lab, digital radiology, dental radiology, surgical suite, dental equipment and more. We offer competitive salary and benefits. We can work out a schedule that will work for you and your family - day care hours or half day shift can be accommodated. 30-minute appointment schedule and all veterinarians finish work at the end of their scheduled shift – no staying late! Send your resume to whitemudvet@gmail.com or call 780-709-2902 to enquire more about this position. Website: <https://www.whitemudvet.com>.

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: <https://www.nagelveterinaryservices.com>.

TUDOR GLEN VETERINARY HOSPITAL IS LOOKING

to add 1 to 2 veterinarians to our amazing team. You will get to spend your day with a fun and hardworking team dedicated to compassionate care for our patients. We have a strong team of techs, tech assistants and client care receptionists to support our veterinarians and each other. New grads are always welcome! We offer, profit share, CE allowance, paid CE days, paid vacation, paid ABVMA, CVMA, VIN membership/dues, access to our group benefit plan, up to \$10,000 moving allowance and dedicated support team for each Doctor. Please contact Dawn at dawn@clincsolutions.ca. We can't wait to hear from you!

HAMPTONS ANIMAL HOSPITAL, LOCATED ON

West side of Edmonton is looking for an associate RVT. New Grads are welcome. No Sundays, holidays or evenings required! Please contact Sebastian Anton at 780-218-5890 or manager@hamptonsanimalhospital.ca.

\$130 000 A YEAR, \$10 000 SIGNING BONUS, 10

paid sick days a year, 4 weeks' vacation a year, living accommodations provided for 1 year, Christmas bonus, health benefits plan including items such as massages, glasses, prescriptions and travel, CVO/OVMA/CVMA dues paid, CE included, VIN included, personal office space and personal pet policy. All of this is yours in exchange for working 4 days a week and rotating half day Saturdays with the other vets. No on call. Small animal only. We are looking for veterinarians who are

team players, have a good work ethic, sound moral judgment and who are compassionate. We average 2 RVT and 1 receptionist per veterinarian. Clinic equipped with modern x-ray, ultrasound, and laboratory equipment. Experience is appreciated but new grads are welcome. We are located in Haliburton, Ontario which is about 2 hours north of Toronto. Live in the country, but practice and get paid like you live in the city. Website: <https://www.haliburtonvets.com>. If interested, please email afilion05@gmail.com.

HAPPY PAWS VET CLINIC IS A SMALL-ANIMAL,

non-corporate clinic looking for a communicative vet. We are expanding into a new large general practice facility at the end of the summer where we are incorporating some rehabilitative medicine and end-of-life care into our services. We only hire the best, most supportive team. We have a really fun culture and never take ourselves too seriously. We truly believe that people are the practice, and we like to take care of you and make you feel appreciated. Thanks for reading so far! We offer a psychologically safe workplace with great benefits that include access to both physical and mental health care. We will tailor your schedule to you, just tell us what works best for you. We value giving back to the community. We give all our team members a compassion fund that has \$500 to put towards the care of a family and a pet in need. We also do a yearly compassion clinic which is a day of free services for nominated cases in our community. All inquiries are confidential. Thanks for reading all the way here. Email joinus@happypawsvets.com to find out more. References available (Yes, people who we have asked to be our reference). Website: <https://joinus.happypawsvets.com>.

THE STATE-OF-THE-ART NEW LETHBRIDGE PET

Hospital has an opportunity for a veterinarian to become an owner-operator. As an owner-operator you will have influence over the final design of the clinic and be involved in staffing the clinic prior to its opening in the Fall of 2022. The clinic will meet some of the highest environmental sustainability measures (LEED Gold certification) while also creating a space that promotes and cares for the physical and mental health of all staff (WELL Gold certification). As an owner-operator you will be able to focus on providing high quality care, while Auxilio VetShield (part-owner) takes care of all business aspects of the clinic. Auxilio VetShield can help with cutting edge technology, high quality care, human resources, culture development, business management, marketing, financing and more. Together, we will create a successful practice that focuses on high quality care, strong team culture, the health and well-being of all staff, and environmental stewardship. Please contact Jacob by email at Dr.JacobDVM@VetShield.ca or via text at 403-360-5002.

WE ARE SEEKING ASSOCIATE VETERINARIAN(S)

for our progressive AAHA accredited SA/Equine practice. Choose only SA, only EQ or a mix. We offer an exceptional work environment. No on call for SA, Equine on call is 1:3. Competitive wages and benefit package. High end equipment in a great facility. Big City medicine in a suburban location, only 25 min to Edmonton. Flexibility to make work meet your goals and expectations. Contact Dr. Deborah Carroll (she/her) to discuss your dream job and see if we are the right fit. Call or text 780 915 8978 or email d.carroll@westwindvet.com. Website: <https://www.westwindvet.com>.

PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented, and passionate Veterinarians to join our hardworking and growing

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ER team. To compliment the ER team, we have specialists (or residency-trained veterinarians) in cardiology, dentistry/oral surgery, ER & critical care, internal medicine, radiology, neurology, ophthalmology, and surgery. If you enjoy learning in a fast-paced environment with the opportunity to further your skills and career, this may be the job for you! We offer generous salaries, personal pet discounts, paid dues, CE/uniform allowances, and benefits to successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. We encourage all candidates with and without emergency experience to apply. Mentorship will be available to candidates as required. Shadow shifts are encouraged to gain an understanding of how exciting your career at Pulse can be. Email: Daniella@pulseveterinary.ca. Website: <https://www.pulseveterinary.ca>.

LOOKING FOR A NEW PLACE TO CALL HOME?

Spruce Grove Veterinary Clinic is seeking a full or part time veterinarian to step into a well-established practice. We are a private, family owned, fully equipped veterinary hospital. We highly encourage our veterinarians to explore their areas of interest, such as surgery, diagnostic imaging, pain management, or whatever you are passionate about. New grads will have many mentors around at all times, and experienced vets will love being able to work at a practice that will foster their areas of interests. Being family owned, we are able to offer very competitive wages and benefits. Spruce Grove is located just minutes west of Edmonton, AB, and very close to all major amenities, as well as great outdoor activities. Come check out this awesome opportunity! Contact Adrien at draelliot@sgvet.ca. Website: <https://www.sprucegrovevet.com>.

THE GREENVIEW VETERINARY CLINIC IS A MIXED

animal practice located in Valleyview. Our spacious clinic has extensive large and small animal areas. Small animal dental scaler/polisher, Powerfloat, portable CR x-ray and Vetscan CBC/chemistry analyzers all fully integrated with practice software and computers in all exam rooms are only a part of the arsenal of tools you'd have at your fingertips, and we've a strong interest in investing in more. We have a dedicated team of support staff with experienced RVTs to assist you. Valleyview has all the amenities of both rural and urban life including a brand-new sports multiplex, and even a Tim Hortons a few blocks from our clinic! Numerous schools, a hospital, and medical/dental facility, the county seat and diverse economy round out the other services and employment opportunities for families. We have a lot to offer the right candidate and will accept both experienced and newly graduated applicants, offering both above average salaries and full benefits. Call 780-524-4616 or email us at vvvetclinic@gmail.com and check out our Facebook page to see pics and more info about us.

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 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. We encourage our veterinarians to pursue any areas of professional interest and have a clear focus on work/life balance. We offer an above average compensation package 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. Email: laura@erinridgevet.com. Website: <https://www.erinridgevet.com>.

\$130 000 A YEAR, \$10 000 SIGNING BONUS, 10

paid sick days a year, 4 weeks vacation a year, living accommodations for 1 year, Christmas bonus, health benefits plan including items such as massages, glasses, prescriptions, and travel, CVO/OVMA/CVMA dues paid, CE included, VIN included, personal office space and personal pet policy. All of this is yours in exchange for working 4 days a week and rotating half day Saturdays with the other vets. No on call. Small animal only. We are looking for veterinarians who are team players, have a good work ethic, sound moral judgment and who are compassionate. We average 2 RVT and 1 receptionist per veterinarian. Clinic equipped with modern x-ray, ultrasound, and laboratory equipment. Experience is appreciated but new grads are welcome. We are located in Haliburton, Ontario which is about 2 hours north of Toronto. Live in the country, but practice and get paid like you live in the city. Website: <https://www.haliburtonvets.com>. If interested, please email afilion05@gmail.com.

CENTRAL VETERINARY CLINIC IS HIRING A SMALL

animal veterinarian to be part of our highly skilled team in central Alberta. Our award-winning veterinary clinic can offer full or part time employment to a veterinarian who is interested in small animal practice. We can help grow any special interests such as echocardiograms, TPLO surgeries or rehabilitation for new grads. We are in a beautiful part of Alberta and close to Edmonton, Calgary, and the Rocky Mountains. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. No on-call work. Check out our website at <https://www.centralvetclinic.ca>. Contact office manager: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; phone: 403-783-5200; e-mail: laura@centralvetclinic.ca.

WE ARE LOOKING FOR A MIXED OR LARGE ANIMAL

veterinarian to be part of our highly skilled team in central Alberta. Our award-winning veterinary clinic can offer full or part time employment to a veterinarian who would enjoy a rural setting. We can help grow any special interests in the areas of dairy, beef, pleasure and performance horse and small ruminant medicine. We are in a beautiful part of Alberta and close to Edmonton, Calgary, and the Rocky Mountains with locations in both Ponoka and Bashaw, AB. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. On-call is shared with 7 veterinarians. Check out our website at <https://www.centralvetclinic.ca>. Contact: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; phone: (403) 783-5200; e-mail: laura@centralvetclinic.ca.

TRINITY HILLS 24 HOUR PET HOSPITAL IS

seeking an ER veterinarian to join our growing team! We are a new ER located in west Calgary along the beautiful Paskapoo Slopes. Our hospital is equipped with CT, DR, ultrasound, endoscopy, Idexx in-house machines, blood gas, a ventilator and more! Our ideal candidate is someone who is kind, compassionate and genuinely loves the profession. We are a growing, fast-paced hospital that does a lot of surgery and has a large internal medicine case load. Please reach out if you are interested! Email: admin@thph.ca. Website: <https://www.thph.ca>.

EARN \$150,000+/YEAR AT KANATA LAKES ANIMAL

Clinic in Ottawa, ON. Family owned, state of the art facility of 3 DVMs, plenty of toys to enjoy vet medicine. Partnership opportunities. Numerous recreational activities are available in the area. CVO unrestricted license/eligibility is must Please apply: oprikovs@gmail.com.

VET TO PET ANIMAL CLINIC (5 MIN DRIVE FROM

Regina, SK) is looking for a (FT or PT) passionate and committed small or mixed animal DVM that is seeking work life balance, all while having a satisfying career as a Veterinarian (Work at most 4x10 hr. days/week, no on call, no weekends, no o/t or evenings!). Great Salaries from 100,000-130,000/yr. with option of commission or hourly wage 3-6 weeks holidays/year, 1 hour lunch breaks with 30 min at the beginning and end of each day to finish paperwork. Opportunity to explore any interests with investments in diagnostic equipment as needed. Full in-house lab, state of the art anesthetic monitoring equipment, digital x-ray, and paperless medical records with cloud-based software available at any time on any device, 3 FT staff members per FT Vet. Great positive work environment with absolutely no tolerance of abusive clients, (clients are fired if this occurs). Great mentorship with an experienced Veterinarian with over >14 yr. of experience. Huge employee discounts on products/services. Always open to new ideas and innovations. Option of practice partnership/ownership. E-mail: info@vettopet.ca. Website: <https://www.vet2pet.ca>.

EMERGENCY VETERINARIANS FOR PT AND FT

positions! We promote the values of a collegial and team-based approach to medicine, excellent client service, continuing education, and work life balance. Our Emergency Veterinarians work closely with our Specialty services to deliver the highest standard of medicine. There are endless opportunities for professional development; including teaching of interns and UCVM students, formal mentorship of interns, in house continuing education events, and opportunities to assume additional responsibilities and/or committee positions. A full complement of onsite diagnostics includes digital radiography, fluoroscopy, ultrasound, in house lab, endoscopy, CT, and MRI. Additionally, we offer a competitive compensation package including medical benefits, wellness support and retirement savings options, ABVMA and CVMA licensing fees, VIN membership fees, generous continuing education allowance, uniform allowance, and employee discounts. Part time positions: we are happy to discuss scheduling options to fit your needs! Vancouver, Victoria, Ottawa, Toronto, London (ON), Calgary, Edmonton! Email your resume or inquiry: careers.canada@vca.com. Website: <https://www.vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta/Part-time-Veterinarian--Emergency--Calgary-Animal-Referral--Emergency-Centre-CARE-R-46479-1>.

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. Steeple 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

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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: <https://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.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: <https://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: <https://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 UCMV 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: <https://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: <https://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: <https://magnoliaveterinaryservices.com>.

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: <https://delaneyvetservices.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: <https://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 RVTs and VMR, who have been part of our family for 20+ years. We offer a competitive salary with healthy/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, CVPD RVT: management@castleridgevet.ca. Website: <https://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.

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.

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

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out <https://flagstaffgrows.ca>. Our clinic has a clinic sponsored curling team. Local golfing, camping, swimming, and parks. Email: evelyn@ironcreekvet.ca. Website: <https://www.ironcreekvet.ca>.

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: <https://alpine247.ca>.

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 UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon as well as General Practitioner Veterinarians with advanced training in 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: <https://www.animalemmergencyhospital.ca>.

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: <https://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: ftmacvet@hotmail.com.

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

EDMONTON SPAY AND NEUTER CLINIC IS SEEKING to add two veterinarians to our brand-new state of art small animal practice to join a team of two and half veterinarians, three Full time RVTs and 8 other support staff. Our new practice is 4000 sq feet equipped with four exam rooms, two operating rooms, Abaxis lab, Idexx Pacts digital x-rays and Heska digital dental radiography. Mentorship is available to new grads and temporary license holders. Workdays and hours are flexible. We offer generous above average salary, paid two-three weeks' vacation, paid dues, health and dental insurance, CE and staff pet discounts. Interested candidates can forward resume to edmontonspay@gmail.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: <https://www.parkveterinarycentre.com>.

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

FAMILY PET HOSPITAL & 24 HR. PET EMERGENCY Centre works hard to provide our doctors with the things that are important to them. In joining us, you will have a dedicated team of highly skilled RVTs that provide comprehensive support, allowing you to focus on building strong client relationships while practicing excellent medicine. We are committed to your professional development, providing opportunities in individual areas of interest – orthopedics, exotics, radiology, surgery & more! Our remuneration is comprehensive

and competitive, reflecting the work that you do. We provide health and dental coverage – covered 100% by the practice! In addition to that we provide professional dues, memberships and continuing education, flexible vacation, RRSPs etc. We offer relocation assistance and a sign-on bonus for those joining the team here in beautiful Lethbridge, AB. We are passionate about the well-being of our team and foster a culture of collaboration and support. Does this sound like a team where you can thrive? We'd love to talk to you! Website: <https://www.familypet.ca>. Email: info@familypet.ca.

PRACTICE CULTURE THAT VALUES EVERY TEAM member while instilling a positive experience important to you? Our clinics, Southfort Veterinary Clinic & Sherwood Animal Clinic are looking to add to their respective teams situated in close proximity to Edmonton. Our multi-vet team cares for small-companion animals and serve a loyal clientele base. Our facilities are modern, well-equipped with digital x-ray, in-house lab equipment and more! Work/life balance is important to us. We offer a flexible schedule with some weekends & no on-call. Our total rewards package includes a competitive wage, extended health/dental/vision benefits, commitment towards your professional goals through CE, paid dues, a generous bonus, vacation days and much more! Full-time or Part-time opportunities are available. To learn more or apply, reach out to us at rohin.rai@nva.com. We look forward to hearing from you! Website: <https://www.southfortvetclinic.ca>.

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 kind and supportive way-We'd love to meet you! Email: katrina.ponich@rangeroadvet.com. Website: <https://rangeroadvet.com>.

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 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 \$120,000+, 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.

SIFTON PARK VETERINARY CLINIC IN EDMONTON IS independently owned and seeking to add a veterinarian to our exceptional team of highly skilled staff. We pride ourselves in maintaining a warm, friendly, family-like atmosphere for our loyal clients, beloved patients, and dedicated staff. Workdays and hours are flexible - choose your own schedule! We offer very generous signing and retention bonus, above average salary, paid dues, health/dental insurance, CE/uniform allowance, staff pet discounts. Please contact Dr. Eva Braze at spxa101@gmail.com. Website: <https://www.siftonparkvetclinic.com>.

LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE Veterinary Clinic is looking to welcome a licensed Veterinarian to our fun and friendly multi-vet practice.

Classified Ads

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

VETERINARY PHARMACEUTICAL FIELD SALES

Representative - Alberta Bovine/Equine. May live in any city between Red Deer & Lethbridge. Position is part-time. Experience In Beef Cattle (both in cow/calf operations & feedlots) is a must. Sales experience is a plus. Send your resume to careers@modernveterinarytherapeutics.com. Website: <https://www.modernveterinarytherapeutics.com>.

EDGEMONT VETERINARY CLINIC IN CALGARY IS

looking for an Associate Veterinarian to join our fantastic team! Proudly serving our community for over 20 years, we enjoy providing high quality and compassionate care to our wonderful clients and their cherished pets. We offer great working hours ensuring our team has work/life balance and time to enjoy the nearby outdoor attractions. We are less than an hour away from the Rocky Mountains and only a block away from Nose Hill Park, where there are numerous hiking trails and off-leash areas to enjoy in your spare time. If you are looking for a great work environment and are a team player, we would love to hear from you! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, licensing 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: <https://can62e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSVETS/Posting/View/10415>.

MEDICAL DIRECTOR OPPORTUNITY! UP TO \$20,000

Signing Bonus available! We are offering a competitive base salary and an employer-paid benefits package. An attractive relocation allowance is also available for out-of-town candidates. Are you an experienced veterinarian with a disposition towards leadership? Are you searching for an opportunity to lead an AAHA accredited clinic and move your career forward? Search no further! Grande Prairie Animal Hospital is looking for a DVM who enjoys practicing gold standard medicine. For the right individual, we would absolutely consider buy-in too. This is the perfect opportunity to relocate to an affordable, vibrant, and growing city of over 63,000, get ahead financially, and simultaneously enjoy quick access to world-renowned hiking, fishing, kayaking, and off-terrain activities. Affordability, adventure, all the amenities you'll ever need, and the career opportunity of a lifetime! Contact Matt at 289-218-7041 today to learn more about our culture. Submit your CV to jobs@p3vetpartners.ca. Website: <https://grandeprairieanimalhosp.com>.

THE DAND FAMILY OF CLINICS IS LOOKING TO ADD

another full-time veterinarian/medical director to join our fun and dynamic team. We are privately owned and have four clinics within Calgary and surrounding areas. For the right candidate, we are offering a generous remuneration package, which includes a signing bonus, competitive salary based on experience, \$2000 CE allowance and 4 paid CE days per year as well as paid provincial membership dues and that is just to name a few. We offer a generous benefits program, as well as a health

spending account to help you stay happy and healthy! In today's climate we know that a work life balance is important, and we are offering an employment package to help you do just that. We have a great staff ratio of 4 support staff to 1 DVM and offer a flexible schedule with the possibility of 4 x10's, so you can maximize family time or explore the great outdoors! We do not offer after-hours or on-call services and have a very good relationship with the local area hospitals. Are you ready to improve your lifestyle and develop your career further? We are excited to start that conversation with you today!!! Email: nicole@dandvetclinics.ca.

THE VEGREVILLE VETERINARY CLINIC IS LOOKING

for a fourth veterinarian to join our mixed animal practice in Vegreville, Alberta. We are looking for an enthusiastic DVM with excellent communication skills who appreciates a fun environment and enjoys the diversity of mixed animal practice. Our small animal clinic boasts a wide variety case load including surgery (Orthopedic, soft tissue, and reproductive), advanced internal medicine, and dentistry, among others. Our large animal facility includes a large indoor handling system with a 360-degree hydraulic chute, equine stocks, and a separate bovine reproduction chute. 90% of our large animal caseload is in clinic. We offer flexible scheduling, CE allowance, competitive wages, and benefits. Recent graduates are welcomed with excellent mentorship available. Please email resumes to daralyn@vegvetclinic.ca. Website: <https://vegvet.ca>.

BOW RIVER VETERINARY CENTRE HAS BEEN

providing high quality and compassionate veterinary care in the desirable community of Canmore, Alberta for over 20 years! We are looking for an Associate DVM to join our supportive and welcoming team. Our DVMs have protected time during the day for callbacks and files, ensuring work/life balance and time to enjoy all the outdoor activities that Canmore has to offer. This is a great opportunity to join an established practice with a loyal client base, where learning and development opportunities are endless. New grads are welcome to apply! About Us: Bow River Veterinary Centre is part of the VetStrategy group of clinics. VetStrategy is a 100% Canadian owned and 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. Email: careers@vetstrategy.com. Website: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSVETS/Posting/View/10267>.

ELANCO IS RECRUITING A CATTLE OR COW-CALF

veterinarian based in Alberta. The position is a fixed duration (one year mat leave) employment. The full-time position will run from June 2022 to June 2023. The Technical consultant provides technical input in case of questions; inquiries or complaints related to the Elanco products or diseases areas. This role promotes Elanco and its products with key feedlots, veterinarians, key consultants, and feed mill business. For more details and to apply, Interested person can follow this link: https://elanco.wd5.myworkdayjobs.com/External_Career/job/CA--Guelph/Veterinary-Technical-Consultant--Alberta--1-year-contract--R0010942-1?source=LinkedIn. Email: isabelle.moreau@elancoah.com.

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! Apply through the application link or email: careers@vetstrategy.com. Website: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/10242>.

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: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/9451>.

SIGNING BONUS! WE HAVE A FANTASTIC

opportunity for an experienced Associate Veterinarian to join one of the largest hospitals in our network, Fish Creek 24 Hour Pet Hospital! Known for our 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 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! Apply through the application link or email: careers@vetstrategy.com. Website: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/9455>.

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: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSVETS/Posting/View/9327>.

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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: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/VSCAREER/Posting/View/9453>.

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 <https://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.

LOOKING FOR A FANTASTIC CLINIC WITH LOTS OF

variety, awesome long-term staff, great mentorship, and a chance to develop your skills? We are looking for a full-time vet to join our multi-vet practice. We offer excellent wages, full benefits, and future partnership potential! Our experienced and friendly team includes 4 vets, 5 fantastic RVTs and several support staff. Call is shared equally. New vets and experienced DVMs are welcome (must be eligible for full licensure in AB). New digital X-ray, dental X-ray, lab analyzers, ultrasound, laser and much more! Our practice is mixed so you have the opportunity to develop your skills and area of interest. Edson is located on Hwy 16 and is an easy day trip to Edmonton for shopping or to Jasper with amazing access to skiing and hiking. Our bustling town offers a wide variety of activities and recreational pursuits, excellent schools, and a new hospital. Please submit a letter of interest and resume to Dr. Anne Rogers, anne@edson.vet or call 780-723-3354 for more info.

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, and implementation of your ideas. Countryside delivers small animal/equine services and is open to discuss other services. We are fully equipped with in-house lab, ultrasound, surg laser, digital dental x-ray, and 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 and the Canadian Rockies. We offer a great work environment, an exceptional team to support you unconditionally, interesting cases, and unlimited CE – plus you will be appreciated, valued, and well compensated. We offer this and more. This opportunity provides buy-in opportunity and/or significant sign-on bonuses. Does this opportunity resonate with you? Contact Tammy at 403-899-7283 or thort@p3vetpartners.ca. We are

excited to offer you an in-person tour to meet our exceptional team (or private tour for confidentiality). Website: <https://www.countrysidevet.ca/site/home>.

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 and more), paid licensing dues, paid vacation and sick days, CE, eligibility for a performance bonus, and a relocation allowance is available. Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more. Website: <https://www.chinookpetcliniclethbridge.ca>.

MEDICAL DIRECTOR OPPORTUNITY! ARE YOU AN

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

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

somewhere awesome. Animals First Clinic in Grande Prairie - not only our name, but our philosophy! This is an amazing opportunity for a Small Animal DVM interested in joining a high-performance culture. Our team is driven by service excellence, progressive organizational leadership principles, and we boast 5 experienced RVTs. We support each other unconditionally in our bright, spacious, fully equipped hospital, and are also well equipped to provide mentorship (including orthopedic surgery for those interested). Contact Matt at 289-218-7041 or jobs@p3vetpartners.ca today to learn more about our culture, total compensation, and relocation assistance. Website: <https://www.animalsfirst.ca>.

CALLING ALL DVMS THAT LOVE THE MOUNTAINS!

Stoney Trail Veterinary Clinic in NW Calgary is a well-respected Small Animal practice that values open communication, preventative medicine, teamwork, and impeccable client care. If you're searching for a progressive clinic, work-life balance, and a supportive culture - search no further! With Banff just a 1-hour drive from the clinic, you'll appreciate quick access to all the incredible outdoor activities the Rocky Mountains have to offer, while simultaneously enjoying Calgary's vibrant cultural scene, amenities, affordability, and the world-renowned Stampede. Mountain hiking and biking, skiing, fishing, snowshoeing, kayaking, river rafting...it's all possible in this area! This is an unparalleled opportunity to live a beautiful balance of work and play. We are happy to offer a part-time or full-time schedule. There is no On Call. If you're passionate about high-quality medicine and exploring the Great Canadian Outdoors, text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more. Submit your CV to jobs@p3vetpartners.ca today! Website: <https://www.stvc.ca>.

OUR CLINIC IS LOOKING TO ADD 1 TO 2 VETS TO OUR

team of 2 vets/ 6 techs. We are only open during daytime hours and restricted hours on Saturday. No Sundays, holidays or evenings required!! Our modern, growing 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, mentorship available. Please contact Erin at (780) 998-3755 or fortvet@shaw.ca. Website: <https://www.fortvetclinic.ca>.

UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME

Veterinarian. Join us in one of the most beautiful places in Canada, Qualicum Beach BC! Enjoy all kinds of recreational activities and work in a privately owned, family-like clinic. Feel part of a team by collaborating with an experienced, but progressive DVM and ample support staff. Looking for an ownership opportunity without all the headaches? We can offer a buy in for partial ownership and will 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 (salary or production), generous CE allowance, paid dues, no on-call, as well as respect and compassion for all the staff, clients, and pets. Email: midislevethosp@gmail.com.

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. Website: <https://www.p3vetpartners.ca>.

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: <https://www.mactrailvet.com>.

AT CYPRESS VIEW VETERINARY CLINIC IN MEDICINE

Hat, Alberta 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. Website: <https://www.cypressviewvet.ca>.

CAMBRIAN ANIMAL HOSPITAL, CENTRALLY

located in the desirable location of Calgary, AB, is looking for an Associate Veterinarian to join our growing team!

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Cambrian has been serving the community of Calgary for over 10 years and is known for its supportive environment, relaxed atmosphere, high standard of medicine, and outstanding mentors. We are fully equipped with everything you need to succeed, including digital x-ray, digital dental x-ray, and in-house lab. Our team prioritizes work/life balance with no on-call or after hours required. We know that in taking care of our team, in turn we are able to take excellent care of our clients and patients! New grads are welcome and encouraged to apply as experienced mentorship is available! As part of our network, you will receive competitive compensation, bonus potential, generous CE allowance, VIN membership, licensing 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: <https://can61e2.dayforcehcm.com/CandidatePortal/en-US/vetstrategy/Site/CAMBRIANAB/Posting/View/9443>.

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, E-mail: naveengakhar@gmail.com.

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.

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: <https://www.healthypawsvet.ca>.

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: <https://www.stetlervetclinic.com>.

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: <https://www.sherwoodparkvet.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: <https://www.laservet.ca>.

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: <https://douglassquarepetclinic.com>.

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: <https://www.barnorthvet.com>. Please send resume to barnorthvet@gmail.com, Attn: Lisa

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.

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.

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

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

LOCUM REQUIRED

PULSE VETERINARY SPECIALISTS & EMERGENCY is seeking motivated, team-oriented, and passionate Veterinarian Locums to join our hardworking and growing Emergency team. We have specialists (or residency-trained veterinarians) in Cardiology, Dentistry/ Oral Surgery, Emergency and Critical Care, Internal Medicine, Radiology, Neurology, Ophthalmology, and Surgery to complement the ER team. If you enjoy learning in a fast-paced environment with the opportunity to further your skills and career, this may be the clinic for you! We provide flexible schedules to accommodate availability, and we offer generous wages and housing accommodations to successful candidates from out of town. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. We encourage all candidates with and without emergency experience to apply. Short shadow shifts are encouraged to understand how exciting your career at Pulse can be. If you are interested, please send your resume and cover letter to our Emergency DVM Manager Candace Farrar at Candace@pulseveterinary.ca. Website: <https://pulseveterinary.ca/about/careers>.

RVT REQUIRED

EDMONTON SPAY AND NEUTER CLINIC IS SEEKING to add two veterinarians to our brand-new state of art small animal practice to join a team of two and half veterinarians, three Full time RVTs and 8 other support staff. Our new practice is 4000 sq feet equipped with four exam rooms, two operating rooms, Abaxis lab, Idexx Pacs digital x-rays and Heska digital dental radiography.

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Mentorship is available to new grads and temporary license holders. Workdays and hours are flexible. We offer generous above average salary, paid two-three weeks' vacation, paid dues, health and dental insurance, CE and staff pet discounts. Interested candidates can forward resume to edmontonpay@gmail.com.

ARE YOU SEARCHING FOR SOMETHING THAT might make you less burnt out? Are you wondering how to keep your passion and maintain a quality of life? How about a change in paradigm? Calgary Pet Dermatology Centre is looking for a PT/FT RVT. The successful candidate would be someone who thrives on patient care, long term client relationships, and supportive management of chronic allergies. We strive to give you the best compensation package possible and support you in all the ways we can as a long-term member of the Petderm Team. Whether you are brand new to the industry or have 20 years' experience we would love to chat, please email office@petderm.ca or look at our website <https://www.petderm.ca>.

A LOT OF THESE ADS FEEL LIKE DATING profiles... Hi! My name is Happy Paws Vet Clinic in Airdrie. We are a growing small animal practice in Airdrie looking for a RVT that loves to be appreciated. We don't have a beach but there are canals here to have long walks on! We are owned privately by a former RVT whose new focus in practice has shifted to making a great environment for you! We want to hear about your perspective, we are good listeners. We offer lunch breaks and the ability to go home on time reliably (Crazy I know). If you are interested in contributing to the positive culture, we would love to hear from you. Email me your favorite vet joke at joinus@happypawsvets.com, oh and your resume too! Website: <https://joinus.happypawsvets.com>.

ARE YOU A NEW GRADUATE OR STILL EARLY IN career and looking for strong mentorship and flexible schedule? Or as an experienced RVT any skill you want to strengthen or a certification you have been tempted by? Join Edmonton West Animal Hospital where we are ready to help you to achieve your goals and develop you into the best RVT you can be. Our schedule is completely flexible, but we can arrange just about anything that suits you and your family's needs! We are looking for both part and full-time RVTs. Multiple options for shifts available, pick whatever you like. Compensation includes signing bonus, above average wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. New grads welcome and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume to: dr.gosal@vetinedmonton.com.

TECHNOLOGIST REQUIRED. YOU PUT IN THE blood, sweat and tears to learn all those lifesaving veterinary technology 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 every day of your career! We offer all the usual! Competitive salary, health benefits, uniform, and CE allowance. We are offering a competitive wage of \$30/hr. 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 technologists like you! If you want to learn more about this one-of-a-kind opportunity, please reach out to

admin@edmontonveter.ca. We will be opening at the end of the month – don't wait on this opportunity! You can email a resume to admin@edmontonveter.ca.

TEAM PLAYER? SKILLED CARING FOR CLIENTS? Positive and productive? Join our team! The Pet Hospital in Leduc, AB, needs a full-time RVT. We're a privately owned, fast-paced practice with 2 DVMs, 5 RVTs, and 3 admin professionals. The clinic is big, bright, and commuter friendly. We're a Gold Certified Cat Friendly Practice, and we use stress reduction techniques for all our patients. Work life balance is important. You will enjoy our rotating 4-day work-week schedule. We offer a supportive environment and mentoring where you will continue to grow as an RVT. We offer a competitive remuneration package which includes uniform allowance, health and dental benefits, health spending account, CE allowance, pet insurance, pet health spending account and staff discounts. Please send resume and cover letter to: joinourteam@thepethospital.ca. To get to know us more, check out our website at <https://www.thepethospital.ca>.

SEEKING A REGISTERED VETERINARY technician for immediate start! The Albany Veterinary Clinic is looking for a passionate, enthusiastic, and knowledgeable RVT to join our family! If you like working in an exciting and fast-paced environment with a healthy work-life balance and warm culture, apply today! \$22-\$25/hr. wage + medical and dental benefits, staff discounts, 3-4 wks. vacation, deep discounts, and uniform and CE allowances! This clinic will challenge you, all within a fun and flexible work environment! Come join our family! Apply today! Email: cecilia@albanyvet.ca. Website: <https://www.albanyvet.ca>.

WE ARE LOOKING FOR FT RVT FOR A VERY BUSY 7 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, ultrasound, dental and DR digital x-ray. We offer competitive wages, benefits, and a CE package. Please contact Dr. Todd Baker at Phone: 403-553-4887, Fax: 403-553-2924 or E-mail: ftmacvet@hotmail.com.

COME WORK AND PLAY IN BEAUTIFUL SYLVAN Lake, Alberta! We are looking for an empathetic, full time or part time RVT to join our practice. If you love animals and are looking to earn an honest day's wage for an honest day's work, we might be the place for you. Send us your resume to pac41@telus.net. Website: <https://www.pathwaysanimalclinic.com>.

UP TO \$5,000 SIGNING BONUS FOR THE RIGHT candidate! Come work where you are valued, respected, and become a new family member. Oxford Animal Hospital is looking for a full-time or part-time RVT to join our team. New grads are welcome. We are a privately owned full-service small animal clinic located in North Edmonton. Medical/dental benefits, dues paid, discounted services, and a friendly environment. Website: <https://www.oxfordanimalvet.com>. Resumes can be sent to dr.tamer@oxfordanimalvet.com.

ARE YOU LOOKING FOR A CHEERFUL, TEAM orientated work environment? We're looking a full/part-time RVT to join our busy day practice. We are open Mon-Sat & are exclusively for dogs and cats. Our team has 1 full-time & 3 part-time vets & are supported by an incredible team of passionate staff. We have an

aptitude for teaching & growing our techs to be the best they can be! We excel in client experience & a supportive work environment. Successful candidates must thrive in a fast-paced environment, prioritize multiple responsibilities & deliver excellent customer/patient care. Clinic equipment include anesthetic monitoring equipment, digital radiograph (& dental) surgical suite, in-house lab equipment. Staff receive paid RVT dues/membership fees, full benefits package, paid CE, scrubs provided, paid vacation/sick days. Staff receive discounts on food, medications, BW, procedures, exams. APE and vax for staff pets are complimentary. If this sounds like a team you'd like to be a part of, please send resumes & references to: contact@southwoodveterinaryhospital.com. Website: <https://www.southwoodveterinaryhospital.com>.

ATTN RVTs! COMPANION VETERINARY CLINIC, A small animal veterinary clinic in south-Edmonton, is looking for a FT Registered Veterinary Technologist. We have a fun, highly functional team which takes pride in providing Certified Fear-Free care and superb customer service. We are busy but organized and enjoy a wonderful, friendly clientele who appreciate our service. Competitive pay, full health benefits, CE, and uniform. Share your skills and personality! Send your resume to info@companionvet.ca. Subject: "RVT Position". Website: <https://www.companionvet.ca>.

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: <https://www.westbrookvet.ca>.

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: <https://www.bowmontvet.com>. Please send a resume and covering letter to: bowmontanimalhospital@shaw.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.

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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: <https://www.southforkvets.com>. Resumes can be sent to Dr. Patel at southforkvets@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.

WANTING ADVENTURE IN BOTH YOUR PERSONAL

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

COPPERFIELD VETERINARY HOSPITAL IS LOOKING

to add a full/part time RVT (New Graduates Welcome). Do not like working on weekends, you are in luck as our hours are 9.00-6.00 pm Mon-Fri, & closed on Thurs. We are a progressive clinic with Midmark dental unit, digital radiology, and in house Idexx-lab. We are looking for a team member with great communication skills, positive attitude & team spirit. We offer competitive wages (\$ 28-30/hr.), health benefits for full time employees, paid ABVMA dues, CE & scrub allowance and pet discounts. Email: coppvet@telus.net. Website: <https://www.copperfieldvet.com>.

CAPILANO ANIMAL CLINIC IS UNDER NEW

ownership and seeking out a PT or FT RVT to join our awesome team. We are a privately owned facility with 2 FTE DVMs, 2 RVT's, and 4 support staff. At Capilano Animal Clinic we look to provide our staff members a positive work-life balance, while offering an open learning environment for candidates to explore new skill sets. If you are a life-long learner and are looking to lend your skills to this growing clinic, please submit a resume in confidence to Meaghan Tischer at joinourteam.cac@gmail.com. Website: <https://www.capilanoanimalclinic.com>.

STURGEON ANIMAL HOSPITAL IS NOW HIRING A

full or part-time RVT to join our team! We are a privately-owned, well-established small animal practice located in the north-end of St. Albert. We recently relocated to our brand-new facility, which features modern equipment and lots of space to work! Our RVTs are vital to our team and have many opportunities to utilize and grow their full skill set. We offer a competitive salary, CE and uniform allowances, paid association dues, paid dental and health benefits for full time employees, as well as generous staff discounts. Contact: sturgeonanimalhospitalhr@gmail.com. Website: <https://www.sturgeonanimalhospital.ca>.

LOOKING FOR YOUR UNICORN CLINIC? LOOK NO

further! We are looking for a RVT to join our family. Located in NW Calgary right off Stoney Trail, we are a privately owned, small animal companion clinic. All the usual set up- digital radiographs, in house Idexx lab, laser surgery. We are very passionate about high quality medicine, teamwork and having fun at work. We are accepting applicants of all ages and experience levels. We compose of 57% dogs and 43% cat patients, currently working towards becoming a cat friendly practice. Compensation is based off experience and skill level. Check us out on Facebook and Instagram! Please email for more details: info@panoramahillsmallhospital.ca.

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: <https://www.heritagehillsveterinaryclinic.com>.

THE DAND VETERINARY CLINICS ARE LOOKING FOR

another superstar RVT to join our amazing team. Our clinics are privately owned and operated and are located within Calgary. We are equipped with all the latest state-of-the-art equipment needed to provide the best care possible in primary medicine. We offer a large signing bonus and a wage commensurate with experience. We allow our nurses to be nurses and encourage our RVT's to expand their knowledge with continuing education. We offer generous health, dental and vision benefits, health spending account, competitive CE allowance with paid days off, paid ABVMA dues and a generous uniform allowance so that you can wear more Figs scrubs!!!! We also provide perks at our boarding, daycare, and grooming facility! We can't wait to start the conversation with you! Email: nicole@dandvetclinics.ca.

SIGNING BONUS FOR THE RIGHT CANDIDATE!! 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 the 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. Website: <https://www.westspringsvet.ca>.

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 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: rvts@vetstrategy.com. We look forward to hearing from you!

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 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 Animal Health Technologist who is compassionate, motivated and wants to be a part of our dedicated family. We are offering competitive wages, medical benefits, CE allowance and ABVMA dues, generous staff discounts and paid vacations. New grads are welcome! If you think we're a match, please contact us at auburnbayvet@gmail.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.

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: <https://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: <https://www.fortvetclinic.ca>.

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

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with flexible scheduling, competitive salary, full benefits package, and additional industry certifications. Why wait? Apply now. Email: manager@healthypawsvet.ca. Website: <https://www.healthypawsvet.ca>.

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: <https://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 ICSI. Our techs are involved in all aspects of practice including scrubbing into advanced procedures, equine and small animal anesthesia, attending farm calls and managing in house medical cases. We offer competitive wages, health and dental benefits, membership dues as well as CE opportunities. Contact: Dr. Rick at 403-588-6338 or E-mail Rick157thetvet@gmail.com.

VETERINARY STUDENT WANTED

YELLOWHEAD VETERINARY CLINIC IS LOOKING TO add 1-2 casual employees to our veterinary team, a great option for a current veterinary student looking for some extra experience! The position would comprise of client care service duties and tech assisting. We are a progressive veterinary clinic whose focus is on providing quality, individualized medicine for our patients, excellent customer care and education for our clients and working to ensure quality work-life balance for our employees. The successful candidate is someone who has an eye for details and is keen to learn in a fun environment that emphasizes teamwork and customer service. Yellowhead Veterinary Clinic is located in Stony Plain, and the position would include Saturdays (9 a.m.-1 p.m.) with the possibility of flex hours during the week. Email resumes to admin@yellowheadvet.com.

AHT STUDENT WANTED

LOOKING FOR THE PERFECT WORK/LIFE balance? Is there a skill you want to strengthen or a certification you have been tempted by? Join Edmonton West Animal Hospital where a board-certified specialist and a team of 12 veterinarians plus 14 RVTs are ready to help you to achieve your goals and develop you into the best AHT ->RVT you can be. This is your unicorn clinic where the clients love us, and our staff thrive in a positive, fun work environment! Our schedule is completely flexible, but we can arrange just about anything that suits you and your family's needs! We are looking for both part and full-time AHT students. Multiple shift options are available, pick whatever you like. Compensation includes signing bonus, above average wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. New grads/ students are welcome and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume at dr.gosal@vetinedmonton.com.

OTHER EMPLOYMENT

ANTLER HILL VETERINARY SERVICES IS SEEKING AN experienced FT Veterinary Receptionist to cover a maternity leave position. We are located in the town of Penhold a few minutes south of Red Deer and are looking for a respectful, fun, and compassionate individual to join our team! Duties include but are not limited to all facets of front-end client communications, scheduling, monitoring emails, assisting in-clinic customers, assisting with inventory, and opening and closing tasks. We provide personal development CE allowance, health spending allowance, uniform allowance, staff pet discounts, competitive wages, and a great work environment. No weekend or evening working hours required. Website: <https://www.antlerhillvet.com>. Email resume to antlerhillvet@gmail.com.

GLAMORGAN ANIMAL CLINIC IN CALGARY IS A privately-owned companion animal clinic looking for an experienced receptionist or technologist assistant (TA) to cover a one-year maternity leave. We have 4 vets, 3 RVTs, & 3 front-end staff that provide excellent client and patient care. Our well-established clinic relocated three years ago into a brand-new facility. We offer a competitive wage (based on schedule & experience), paid health & dental benefits, uniform allowance, & pet care discounts. Please send your resume to Brenda at gac3@shaw.ca. Website: <https://www.glamorgananimalclinic.com/>.

VETERINARY ASSISTANT / RECEPTIONIST FT OR PT position required for progressive well established small animal clinic in Sherwood Park, seeking friendly, reliable, flexible, enthusiastic, self-motivated individual with good sense of humor. Willing to work weekends an asset. New graduates welcome. Contact Dr. Allan Schienbein at 780-467-6223. Email: lsvet@telusplanet.net. Website: <https://www.sherwoodparkvet.ca/>.

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: <https://www.trimunicipalvet.com>. Email: hannah.viveiros@trimunicipalvet.com.

PRACTICE FOR SALE

HIGH PROFITABLE SINGLE VET PRACTICE FOR sale. Successfully running since 2008 with digital x-ray machine, right in center of the city, local bus, and train service two minutes away. Veterinarian working since 1983 in the profession. Decided to retire and serve the profession in other roles. Contact at 587-712-1713. Email: Millviewpethospital@outlook.com.

SMALL ANIMAL CALGARY CLINIC FOR SALE, servicing several communities. This is a long-established clinic with a focus on growing and maintaining vet/client relationships. A great opportunity to manage yourself in general practice, set your own hours, and focus on your professional interests, with the support of a dedicated team and clinic management. The clinic is equipped with 2 exams rooms, a surgical suite with laser, dentistry unit and radiology, as well as up-to-date diagnostic laboratory and digital radiology, all at your fingertips. Develop and grow a personalized practice that works for you. canyonmeadowsvet@yahoo.ca.

PRACTICE WANTED

LOCATION FOR VET PRACTICE IN CENTRAL Edmonton with an animal chiropractor in the adjacent unit. 2,500 – 5,000 sq. ft. available with incentive packages. Ample parking on-site and room for an animal run in the back. Contact Tom Dean: 780-920-8019 or email tom@lizotteterealestate.com.

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