



# ABVMA

Alberta Veterinary Medical Association

# MEMBERS' MAGAZINE

SEPTEMBER-OCTOBER 2022



## In This Issue

**Practice Management | Culture:**  
Every Practice Has One...But Is It the  
One You Want?

**Equity, Diversity and Inclusion | National Day  
for Truth and Reconciliation**

**2021 ABVMA Outstanding Mentor – Practice Award  
Horizon Veterinary Group Ltd.**

RETURN UNDELIVERABLE ITEMS TO:  
ALBERTA VETERINARY  
MEDICAL ASSOCIATION  
SUITE 104, 9452 - 51 AVENUE, NW  
EDMONTON, AB T6E 5A6 CANADA

PM 40014637

<<Name>>

<<Address>>

<<City>> <<Prov>> <<PC>>

Please note: the next or first time you login, you will need to enter invitation code AVM913.



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

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

COACHING | COUNSELLING | CONFIDENTIAL | SUPPORT

**Contact us 24 hours a day, 7 days a week**

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

International (Call collect): 604-689-1717

**[homeweb.ca](http://homeweb.ca)**





## Editor's Notebook

### AS WE ALL HEAD BACK TO OUR "NORMAL" FALL AND WINTER

routines, with the kids back at school and our summer vacations behind us, we look forward to our "new normal" for the coming 10 months. We begin to prepare for the major upcoming fall events such as Thanksgiving and Christmas, when we have large gatherings of family and friends. However, something has changed.

COVID-19 seems to have brought societal shifts that we cannot ignore and may not reverse. We spent two years hunkered down in our homes and clinics avoiding contact with people outside of our inner circles. People now seem to be less patient and less courteous in their dealings with other people. I go out in public and still get the feeling that many people are afraid to interact with each other in a "normal" manner. Taking precautions is a good thing, as we know there seems to be a new COVID variant popping regularly, but it should not change how we deal with each other.

In times like these, it's more important than ever to safeguard your health, including mental wellness. The ABVMA is acutely aware of the challenges of our membership with the veterinary professional shortage in addition to the pressures forced upon us through the COVID pandemic.

This is an important time for all of us to support and look out for one another. If you are concerned about a friend or colleague, please lend a helping hand. Have an open and honest conversation with them and encourage them to seek help. We don't need to wait for a crisis – early help seeking is a sign of strength and is essential to personal health/well-being as well as improving our profession.

For yourself, get out and enjoy the world around you. It still is a marvelous place – COVID or not. Take the time to gather with family and friends. Go to the zoo, museum or park. Do the things that bring joy to you and yours. If you are struggling, then reach out to someone for help. None of us are in this alone, and together we will all survive and create a better "new normal."

**Darrell Dalton, DVM**

Registrar, Alberta Veterinary Medical Association

- If you are experiencing personal, interpersonal or work-related problems, access the ABVMA Member Assistance Program through Homewood Health at 1-800-663-1142, 24/7, or online at [www.homeweb.ca](http://www.homeweb.ca).
- Other veterinary team members, call Health Link at 811. Also, by phone or text 211 or online at [ab.211.ca](http://ab.211.ca)
- [wellnesstogether.ca](http://wellnesstogether.ca) – free on-demand wellness resources for all Canadians. Services include: basic wellness information, one-on-one sessions with a counsellor, participating in a community of support.
- Member wellness resources are also available on the ABVMA member portal: Member Resources/Member Wellness
- Watch Enews for more information on:
  - Mental Health First Aid courses will be held in November in both Edmonton and Calgary
  - How to Talk about Suicide webinars Sept. 11 and Oct. 25, open to all at no cost [www.easav.ca/events.aspx](http://www.easav.ca/events.aspx)

## Features

**16**

**2022 ABVMA Leadership Weekend**

**32**

**Practice Management | Culture: Every Practice Has One...But Is It the One You Want?**

**38**

**Equity, Diversity and Inclusion | National Day for Truth and Reconciliation**



**22**

### On the Cover

**2021 ABVMA Outstanding Mentor – Practice Award**  
**Horizon Veterinary Group Ltd.**

Editor's Notebook .....	3
President's Report .....	4
Registrar's Report .....	5
Council Highlights .....	6-7
Complaints Director's Report.....	8-14
Membership Matters .....	18-19
Go Green.....	18
Public Recognition Corner.....	20
2021 ABVMA Awards .....	24-28
CVMA Report.....	30-31
Member Mentions .....	36
In Memoriam .....	37
Celebrating Animal Health Week and RVT Month .....	37
Focus on Wellness   Bringing Trauma-Informed Care to Veterinary Medicine .....	40-42
Keeping You Current.....	44
PIPS Tip.....	45
Dean's Corner (UCVM) .....	46
WCVMA Alberta Student Profile .....	47
Student's Corner (WCVMA & UCVM).....	48-49
ABVTA News .....	50
2021 ABVTA Member Recognition Awards .....	51-52
CE Opportunities .....	53-54
Classified Ads.....	55-62
Advertiser's Index .....	62

## VOL. 24, ISSUE 5

### PRODUCTION

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

### ADVERTISING

Display Advertising – Sarah Eisner Munn  
Classified Advertising – Mandi Duggan

### CONTACT US

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

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

### 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, BSc, DVM**

President, Alberta Veterinary Medical Association

## I WAS LUCKY ENOUGH THIS SUMMER

to attend the CVMA convention. Every year, the president of the ABVMA attends to participate in the national issues forum, the NEB update and the president's meeting. This year's president's meeting was hosted by outgoing CVMA president Dr. Louis Kwantes. The president's meeting is made up of presidents of colleges and associations across the country as well as

representatives from various species-specific groups. The intent is to discuss issues in an informal manner and toss around solutions. It is also a chance to review what the different associations have done in the past year, what has worked and what has not.

I will admit I was happily surprised with these meetings. I was not sure what to expect but the opportunity to share all the activities undertaken by the association in the last year was engaging. Some of the challenges and solutions offered up from other provinces mirrored our own but brought some good new ideas. Some of what Alberta brought to the table included government relations options, our workforce study and economic impact assessment of the veterinary profession in the province, data on our public awareness campaign surrounding the veterinary professional shortage and our recent changes to support equity, diversity and inclusion in our profession. Other provinces had challenges and ideas to help approach issues we are grappling with right now, such as telemedicine and continuing competence.

This kind of sharing of ideas and engagement in the challenges we deal with got me excited to hear back from our membership on our recent request for feedback on the draft and proposed Continuing Professional Development (CPD) Program. In July, a call was sent out

to get feedback from the membership and see what members think of the draft. This draft is just that! A draft, I am hoping (given how fired up this topic gets everybody), that we will get good engagement from the membership on what they think, and more importantly, how members think it could be better. Ensuring ongoing competence of regulated veterinary professionals in the province is a key mandate of the association. Simply put, the old way of counting hours does not meet the threshold of good regulation. So, we want something different, but with that we need to balance the impact and workload on an already strained profession facing a workforce shortage that is not going away any time soon. If you are reading this, the window for feedback is probably close to if not closed but I look forward to seeing the summary of the feedback provided on the proposed CPD Program and coming up with a new version.

The consultation period on the proposed CPD Program is until Sept. 18, 2022. Please log into your Member Portal at [abvma.in1touch.org/site/member/memberhome](http://abvma.in1touch.org/site/member/memberhome) to access the documents and provide feedback through the Member Forum.

## 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

## MUCH ATTENTION IS BEING GIVEN TO

the subject of how registered veterinary technologists (RVTs) engage in the practice of veterinary medicine. At the 2022 CVMA Summit held in July, the topic was, "Time for a Veterinary Workforce Paradigm Shift." The gist of the session was how the profession will deal with the ongoing workforce shortage, including how can we better engage technologists in practice to help ease the current crisis.

One of the speakers was Mark Cushing, a lawyer who specializes in animal health, animal welfare, veterinary and veterinary educational issues. One of his statements was that we need to stop looking at what technologists can't do and start looking at what they can do. In practice, we seem to focus on the AVBMA Task List – if it is not on the list, then obviously it can't be done. What we really need to do is look at our legislation and decide what can be appropriately done.

The *Veterinary Profession Act* (VPA) defines veterinary medicine as a medical service performed with respect to an animal, and includes the following:

- (i) surgery;
- (ii) obstetrics and ova and embryo collection;
- (iii) prescribing, compounding, dispensing, and selling drugs.

Our definition of veterinary medicine is old and outdated, but our hope is to enhance and improve it in the future. However, it is what we must operate under at the current time. The *Veterinary Profession General Regulation* states the following:

- (2) A registered veterinary technologist may practice all aspects of veterinary medicine other than:
  - a. making a diagnosis;
  - b. determining a course of treatment;
  - c. applying surgical techniques.

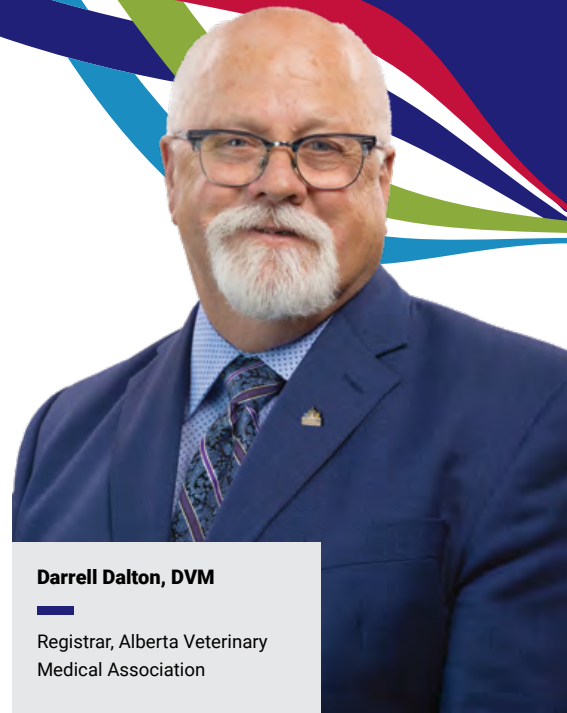
This presents a wide range of possibilities for may be delegated to an RVT in practice. When delegating, the veterinarian must also consider the

complexity of the task, risk to patient and expectations of the client. Many practices are already incorporating technologists in a more engaging manner. An example would be an RVT participating in a wellness vaccination appointment. The RVT may perform the physical exam on the animal and may go ahead and vaccinate that animal. If there is any abnormality noted, the veterinarian must be called, or a follow-up appointment booked with the veterinarian. We see this all the time in the public health, medical and dental fields where the practitioner is only consulted when an abnormality is identified. This would free up the veterinarian to do the more complex tasks that they are trained to do.

There are limitations to this engagement but should be easy to work within. The VPA states that unprofessional conduct for a technologist is:

- (A) practicing veterinary medicine without any supervision or practicing veterinary medicine under the direction or control of someone other than a registered veterinarian,
- (B) not following the instructions of the registered veterinarian who is directing or controlling the technologist,
- (C) practicing aspects of veterinary medicine that the technologist is not authorized to practice, or
- (D) not being competent to practice one or more aspects of veterinary medicine that the technologist is authorized to practice;

Rather than ask if a task is on the list, ask if it is diagnosing, prescribing or doing surgery? If not, then does the RVT have the skills and knowledge to competently complete the task? If so, then the veterinarian may delegate the task under the appropriate supervision. Our RVTs are a tremendous resource for our profession, and it is time to get them more engaged. It is expected that retention in the profession increases as they engage more in practice.



**Darrell Dalton, DVM**

Registrar, Alberta Veterinary  
Medical Association

**Our RVTs are a tremendous resource for our profession, and it is time to get them more engaged.**





# 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 June 17, 2022 Calgary, AB Dr. Natasha Kutryk

**COUNCIL MET IN PERSON ON FRIDAY, JUNE 17, BEFORE** the commencement of the ABVMA's Leadership Weekend in Calgary. Highlights of the meeting were:

- Before the regular meeting, Council spent two hours Strat Planning with a focus on solutions to our veterinary professional workforce shortage.
- As recommended by the EDI Committee, Council agreed to pursue an EDI survey of our membership. ABVMA has met with MNP to explore contracting them to conduct the survey. The expectation is for the survey to collect demographic information and survey attitudes and experiences of members.
- Council further discussed the proposed new Continuing Professional Developmental Program and encourages all members to provide feedback. Documents can be accessed on the Member Portal and will be open for consultation until Sept. 18, 2022.

- Response to the "Every Name Deserves Care" media campaign was overwhelmingly positive. At the time of the meeting, 2.5 million impressions had occurred across five platforms. Council is supportive of continuing the campaign. Council will be considering a new program with a focus on food animal/agriculture/rural/mixed practices.
- Council voted against adding gabapentin to the veterinary-specific list of TPP medications. This was discussed as, in March 2022, gabapentin was added as a Type 2 TPP medication for Alberta physicians among emerging evidence of misuse and risk of harm to human patients. A Type 2 medication is one where usage is monitored through the provincial Netcare system, which does not require a TPP form. Because veterinarians don't have a provincial system such as Netcare, most of the medications listed as Type 2 for physician prescribers are on the Veterinary Medication List for the TPP program. Council was concerned that putting gabapentin on the TPP list could potentially reduce the number of patients being treated and increase the amount of work for our veterinary practices.

**PROVIDING A FULL RANGE OF  
VETERINARY DIAGNOSTIC SERVICES**

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

**(306) 966-7316 | [www.pdsinc.ca](http://www.pdsinc.ca)**

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



**Natasha Kutryk, DVM**  
**Member of Council, South Region**

**DR. NATASHA KUTRYK GREW UP ON** a farm near Beauvallon, AB. The youngest of four children, she was always highly competitive with her older siblings, and it was no surprise when she started her post-secondary career at the University of Alberta in the College of Agriculture.

Natasha obtained her Doctor of Veterinary Medicine Degree from the Western College of Veterinary Medicine in 2014. Since graduating, she has worked in mixed or large animal practices in New Zealand, the United Kingdom and Canada, with her current role being at Feedlot Health by Telus Agriculture and Consumer Goods.

The greatest passion in Natasha's life is travel and she devotes as much time as possible to sharing this pursuit with her husband, Calvin. The couple looks forward to many more immersive trips where they can get a taste of local cultures.

**2023 ABVMA Council Call for Nominations – Deadline Sept. 16, 2022**

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

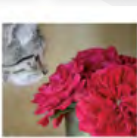
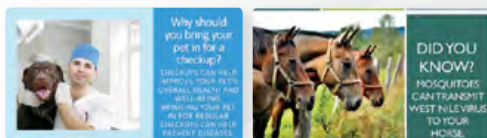
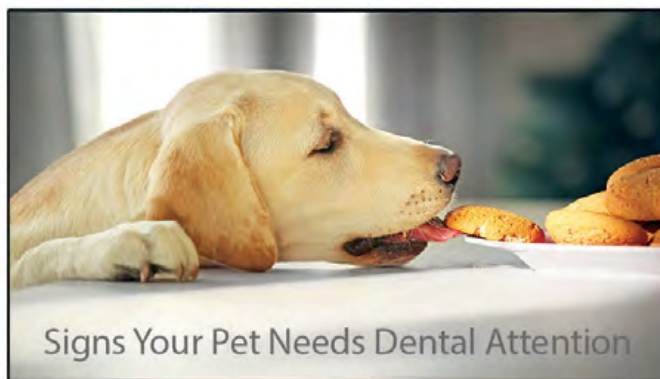
Visit *Announcements & News > Announcements* on your member portal to view a letter from Dr. Daren Mandrusiak, ABVMA President, the Council Terms of Reference and the Council Nomination Package. (Login required.)

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

# AdVantage™

## Client education made easy

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



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



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

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



# Complaints Director's Report



**Phil Buote, DVM**

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

## Complaint Case #21-20

**INFORMATION WAS RECEIVED BY THE** ABVMA that a veterinarian was operating a facility to compound drugs that was not an ABVMA certified and inspected veterinary practice entity. The information was treated as a complaint in accordance with section 27.1 of the *Veterinary Profession Act*.

The facility where the compounding was being performed was also a premises with an establishment license from Health Canada for the manufacturing of approved drugs. Compounded products were promoted and sold to veterinary practices to be dispensed to client patients.

The veterinarian was also undertaking prescribing, specifically for medications for immobilization of wildlife for Alberta Fish and Wildlife Enforcement Services.

The veterinarian was provided an opportunity to respond to the complaint and an investigator was appointed to conduct an investigation. A report of the investigation was reviewed by the Complaint Review Committee (CRC), which decided to refer the matter to the Hearings Director for a hearing.

Upon notification and disclosure, the veterinarian entered into consent discussions, which proved successful. The veterinarian accepted responsibility and provided an admission of unprofessional conduct and signed a Consent Order.

A hearing was held virtually on April 28, 2022. The Hearing Tribunal accepted the admission of unprofessional conduct and agreed that the facts presented in the Consent Order are supported by the evidence and that the facts support the findings of unprofessional conduct.

### Agreed Statement of Facts

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 1981.
2. At all material times the veterinarian compounded drugs from a location which has a Health Canada Drug Establishment License.
3. A corporation in which the veterinarian is a 50% shareholder was engaged in the practice of veterinary medicine through the compounding of certain pharmaceuticals. At the relevant time, the corporation was not approved as a permit holder or as an inspected veterinary practice entity.
4. The veterinarian practiced veterinary medicine, specifically prescribing, compounding and/or dispensing pharmaceuticals as a registered veterinarian not in, or in conjunction with, a certified and inspected veterinary practice entity as required by the ABVMA Bylaws.
5. The veterinarian compounded drugs from a premises that has a Health Canada Drug Establishment License, and which has not been certified and approved by the ABVMA as a certified and inspected veterinary practice.
6. The corporation was engaged in the practice of veterinary medicine as a corporation that was not approved as a permit holder. It is acknowledged that the veterinarian subsequently applied for approval as a permit holder and is presently undergoing the appropriate

inspection process with the ABVMA in conjunction with the Alberta College of Pharmacists (ACP).

7. Through the distribution of a prescription pad and/or order form to veterinarians, the veterinarian was promoting the sale of minimum order quantities for compounded products, which was inappropriate given that the products are required to be compounded pursuant to a valid prescription issued by the prescribing veterinarian for a specific animal or group of animals.
8. The veterinarian and/or the corporation, were issuing prescription pads for compounded products and undertaking compounding practices, which were not in compliance with the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals.
9. The veterinarian, through the corporation, has been providing drugs to Fish and Wildlife Enforcement Services in a manner that is not in compliance with ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals specifically:
  - a. Not working in conjunction with an ABVMA certified and inspected practice.
  - b. Inappropriate prescribing, including lack of a valid veterinarian-client-patient relationship and determining the medical need for the drugs.

### Agreed Findings of Unprofessional Conduct

#### Medical Management

1. That the veterinarian practiced veterinary medicine, specifically prescribing, compounding and/or dispensing pharmaceuticals as a registered veterinarian not in, or in conjunction with, a certified and inspected veterinary practice entity as required by the ABVMA Bylaws.
2. That the veterinarian compounded drugs from the establishment, that has a Health Canada Drug Establishment License, and which has not been certified and approved by the ABVMA as a certified and inspected veterinary practice.
3. That the corporation was engaging in the practice of veterinary medicine as a corporation that is not approved as a permit holder.
4. That through the distribution of a prescription pad and/or order form to





veterinarians, the veterinarian was promoting the sale of minimum order quantities for compounded products, which is inappropriate given that the products are to be compounded pursuant to a valid prescription issued by the prescribing veterinarian for a specific animal or group of animals.

5. That the veterinarian, and/or the corporation, issued prescription pads for compounded products and undertook compounding practices, which were not in compliance with the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals.
  6. That the veterinarian, through the corporation, has been providing drugs to Fish and Wildlife Enforcement Services in a manner that is not in compliance with ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals specifically:
    - a. Not working in conjunction with an ABVMA certified and inspected practice.
    - b. Inappropriate prescribing including lack of a valid veterinarian-client-patient relationship and determining the medical need for the drugs.
3. The veterinarian shall pay a fine in the total sum of \$25,000; \$10,000 with respect to allegation 1-3; \$10,000 with respect to allegation 4 and 5; and \$5,000 with respect to allegation 6 to be paid within 60 days of the date of the Order.
  4. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within 60 days of the date of this Order.
  5. The veterinarian shall review the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals with respect to his obligations regarding Fish and Wildlife Enforcement Services and provide, within 60 days of the date of this Order, to the Complaints Director, a proposal with respect to satisfying those Guidelines.
  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.

## 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 their 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 the Consent Order.

## Sanction of the Hearing Tribunal

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's practice shall be subject to a Records Audit by an auditor approved by the ABVMA Complaints Director, once yearly for a period of two years. The veterinarian shall pay the costs of these audits and shall provide any and all information requested by and

to the auditor. The result of the audit shall be provided and must be satisfactory to the Complaints Director.

3. The veterinarian shall pay a fine in the total sum of \$25,000; \$10,000 with respect to allegation 1-3; \$10,000 with respect to allegation 4 and 5; and \$5,000 with respect to allegation 6 to be paid within 60 days of the date of the Order.
4. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within 60 days of the date of this Order.
5. The veterinarian shall review the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals with respect to his obligations regarding Fish and Wildlife Enforcement Services and provide, within 60 days of the date of this Order, to the Complaints Director, a proposal with respect to satisfying those Guidelines.
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.

## Complaint Cases #20-23 and #20-24

### A LETTER OF COMPLAINT WAS

received at the ABVMA about a veterinarian and the permit holder for the practice where the veterinarian was working regarding the care provided to a 12-year-old spayed female cat.

The cat presented on a Friday with a history of lethargy and vomiting for approximately 24 hours.

The veterinarian performed diagnostic tests including CBC and Feline Leukemia Viral (FeLV) test. The cat was positive for FeLV and the veterinarian discussed options for treatment with the owner including a recommendation for euthanasia.

The cat was discharged to the owner the same day it was brought in. The veterinarian issued two prescriptions (Cerenia for four days, Sulcrate for five days) and expected the cat would be back for euthanasia on Monday or Tuesday. The owner understood that they could take the cat home and call back for

euthanasia when they were ready.

The cat died at home within one hour of discharge from the veterinary practice.

The complaint was investigated and the report of the investigation was submitted to the Complaint review Committee (CRC), which made a decision that the complaints against the veterinarian and the permit holder would be dismissed due to insufficient evidence of unprofessional conduct.

In accordance with section 34.1 of the *Veterinary Profession Act* (VPA), the complainant requested a review of the CRC decisions to dismiss the complaints. A Committee of Council (COC) conducted the review of the decision to dismiss. The documents reviewed included the investigator's report, the written decision and reasons of the CRC, the request received from the complainant and the responses to the request for review from the veterinarian and the permit holder. The COC also received additional submissions from the complainant, the veterinarian and the permit holder.

The COC made a decision that the CRC decision to dismiss the complaints was unreasonable, as set out in case law relating to the standard of review of "reasonableness." As a result, the complaints were referred by the COC to the Hearings Director for a hearing.

The veterinarian and representatives for the permit holder entered into consent negotiations, which proved successful.

The veterinarian and permit holder each provided admissions of unprofessional conduct and each agreed to a Consent Order. The Consent Orders set out the agreed facts, findings of unprofessional conduct and sanctions. The admissions and consent orders were accepted by the Hearing Tribunal at a hearing, held virtually on April 5, 2022.

## Consent Order – Permit Holder (Complaint Case #20-24)

### Agreed Statement of Facts

1. At all material times the permit holder has been a registered permit holder with the ABVMA since 2006.
2. At all material times there was a responsible veterinarian at the veterinary practice.
3. The cat was a spayed female grey and white ragdoll cat who was approximately 12 years old and weighing 13.20 lbs.
4. On April 3, 2020, the cat was brought to the veterinary practice for an assessment given symptoms of lethargy and vomiting since the previous day.

5. Veterinary medical services were provided by the veterinarian in respect of that attendance.
6. The cat was discharged the same day.
7. The cat passed away at the owner's home approximately 20 minutes later.
8. The owner communicated with the veterinary practice subsequent to April 3, 2020.
9. A veterinarian employed as the Regional Manager for the veterinary practice, not the responsible veterinarian, undertook communications with the owner and an internal review of the case.
10. Having conducted an internal review of the medical care of the cat and the concerns of the client on April 22, 2020, the permit holder failed to undertake an appropriate and/or complete investigation of the matter.
11. The permit holder did not recognize the deficiencies in the medical management of the cat.
12. The permit holder failed to take appropriate corrective action to address the deficiencies related to the medical management of the cat.
13. The permit holder did not properly follow up and communicate with the complainant when previously promised.

### Agreed Findings of the Hearing Tribunal

Allegations 1-4 were withdrawn.

#### Practice Management

5. That having conducted an internal review of the medical care of the cat and the concerns of the client on April 22, 2020, the permit holder failed to undertake an appropriate and/or complete investigation of the matter.
6. That the permit holder failed to recognize the deficiencies in the medical management of the cat.
7. That the permit holder failed to take appropriate corrective action to address the deficiencies related to the medical management of the cat.

#### Client Communication

8. That the permit holder failed to properly follow up and communicate with the complainant when previously promised.

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

### Acknowledgement of Responsibility

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

### No Right of Appeal

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

### Sanction of the Hearing Tribunal

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, the Hearing Tribunal makes the following orders, with reasons, in accordance with s.41.1 of the VPA.

1. A written reprimand shall be issued against the permit holder.
2. The permit holder shall provide a written document outlining the changes to their policies and protocols to practice management, specifically regarding clinical oversight, its complaints resolution policies and communications. This shall be provided to the Complaints Director within 60 days of the date of this Order.
3. The permit holder shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this Order.
4. If the Complaints Director deems there to be a violation of this Order, the permit holder, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
5. There shall be publication of this Order on a "without-names" basis.

### Consent Order – Permit Holder (Complaint Case #20-24)

### Agreed Statement of Facts

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2019.

2. At all material times the veterinarian was employed at the veterinary practice.
3. At all material times the veterinary practice was owned and operated by the permit holder.
4. The cat was a spayed female grey and white ragdoll cat who was approximately 12 years old and weighing 13.20 lbs.
5. On April 3, 2020, the cat was brought to the veterinary practice for an assessment, given symptoms of lethargy and vomiting since the previous day.
6. Veterinary medical services were provided by the veterinarian in respect of that attendance.
7. On April 3, 2020, the veterinarian did not properly recognize that the cat was medically unstable.
8. There was no indication that the cat was in pain and required pain medication.
9. The veterinarian did not administer appropriate treatment to the cat given the presenting symptoms and the diagnostics of FeLV.
10. The veterinarian did not provide appropriate discharge instructions to the owners applicable to the circumstances.
11. The veterinarian inappropriately discharged the cat on April 3, 2020, and failed to include an offer for transfer for continuing care.
12. The cat was discharged the same day.
13. The cat passed away at the owner's home approximately 20 minutes later.
14. The veterinarian did not demonstrate an appropriate reaction with the owners to the cat's death.
15. The veterinarian did not provide the option of a post-mortem to the owner upon the deceased cat being presented the evening of April 3, 2020.

### Agreed Findings of the Hearing Tribunal

Allegations 2, 4 and 7 were withdrawn.

#### Medical Management and Treatment

1. That on April 3, 2020, the veterinarian failed to properly recognize that the cat was medically unstable.
3. That the veterinarian failed to administer appropriate treatment to the cat given the presenting symptoms and the diagnostics of FeLV.

5. That the veterinarian failed to provide appropriate discharge instructions to the owners applicable to the circumstances, including offering to transfer for continuing care.
6. That the veterinarian inappropriately discharged the cat on April 3, 2020.

#### Client Interactions

8. That the veterinarian failed to demonstrate an appropriate reaction with the owners to Twix's death.

#### Post-Mortem

9. That the veterinarian failed to provide the option of a post-mortem to the owner upon the deceased cat being presented the evening of April 3, 2020.

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

#### Acknowledgement 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 their conduct pursuant to s.35.1 of the VPA. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinarian.

#### No Right of Appeal

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

#### Sanction of the Hearing Tribunal

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 continuing education obligations, as approved by the Complaints Director:
  - a. 10 hours regarding companion animal critical care;
  - b. Medical records course, specifically the VetMed Teams Course (10 hours).
3. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within six months of the date of the Order.
4. 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.

5. There shall be publication of this Order on a "without-names" basis.

## COMMENTARY

#### COC Decision

The number of requests for COC reviews of CRC decisions to dismiss a complaint has been increasing in recent years. In the majority of cases, the COC will confirm the decision of the CRC, determining that the decision is reasonable, transparent and intelligible.

Occasionally, a COC decides that the decision of the CRC to dismiss a complaint is unreasonable and refers a previously dismissed complaint to the Hearings Director for a hearing.

One might understandably conclude that since the COC overturned the CRC decision to dismiss this complaint, that the CRC somehow failed to appropriately review and consider the complaint or made an error. This is not a valid conclusion.

The process of COC review is established in the legislation and provides an opportunity for an informed submissions by the complainant. At this stage, the complainant, at the direction of the COC, may review the written responses or listen to the oral submissions of the investigated member or permit holder. The additional information is considered by the COC during the review and will inform their decision. This may include information that was not available to the CRC.

The fact that the COC periodically makes a decision that is not in alignment with lower decision demonstrates that the ABVMA process is healthy and working according to the legislation. The COC reviews of decisions of the CRC and appeals to Council arising from a hearing are not a "rubber stamping" of the lower decisions.

#### Shared Responsibility

These cases (#20-23 and #20-24) demonstrate the concept of shared responsibility for the outcomes of a particular case as published in the May/June 2022 *Members' Magazine* Complaints Director's Report. This complaint was against the veterinarian and permit holder and both accepted responsibility for their

respective conduct as it contributed to the outcome of the case.

Permit holders have the privilege of scope of practice and therefore have responsibilities and accountabilities for how they engage in veterinary medical practice. This engagement is through ownership and operation of veterinary practice entities.

The lines distinguishing where the respective responsibilities of individual members (veterinarians and veterinary technologists) and the permit holders begin and end are not clear and are often overlapping. As this case demonstrates, the permit holder accepted responsibility related to failing to recognize and take corrective action on the deficiencies in the medical care provided, while at the same time the veterinarian accepted the responsibility for the medical decisions made related to diagnosis and discharge.

Every veterinarian, veterinary technologist and permit holder has accountability for their conduct related to the medical outcomes.

## Complaint Case #18-09

#### Complaint

A letter of complaint was received from a member of the public regarding a veterinarian that provided care for a five year-old miniature pinscher spayed female with a swelling ventral to the left eye.

The dog had been previously examined by another veterinarian in the practice on Aug. 8, 2017, at which time there was a 2cm diameter swelling ventral to the left eye without further significant findings. One week later, the dog saw the same veterinarian who performed skull radiographs and cytology. The cytology returned marked neutrophilic to pyogranulomatous inflammation, and differential diagnoses suggested included foreign body, tumour/cyst or infection (bacterial, fungal). The pathologist noted "given location, also rule out a tooth root abscess," with histopathology recommended to further classify.

The veterinarian who is the subject of the complaint saw the dog two days later with the presenting complaint of worsening swelling ventral to the left eye. The medical record documented that the physical examination showed an 8mm red mass ventral to the left eye. A surgical excision of the affected area was performed under anesthetic, and the tissue submitted for histopathology. The histopathology report noted suppurative inflammation and



commented that it was unclear of the origin of tissue was from the eyelid/facial region or oral cavity but noted that the latter was favoured. The dog was discharged with Tobradex drops for the left eye, Zenequin orally for 14 days and Rimadyl orally for eight days. A re-check was recommended in 10-14 days.

There was an effort to contact the owner about the results of the histopathology, though contact was not made. The owner stopped in to get the results one month after the surgery.

In October 2017, the dog presented to another veterinarian in the practice with ocular discharge ipsilateral to the side where the lump had been removed. The dog was referred to and examined by an ophthalmologist, but the owner declined diagnostics, specifically a head CT scan.

In November 2017, the dog was presented to another veterinary practice where the attending veterinarian found the dog was febrile, had mucopurulent discharge from the left eye and painful swelling ventral to the left eye. Palpation of the swelling resulted in increased ocular discharge.

On oral examination, a slab fracture of tooth 208 with pulp exposure was found.

Four days later surgery was performed to extract the fractured 208. At the same time, periodontal treatment and treatment of a deep corneal ulcer in the left eye were performed.

One month later, on re-check, the corneal ulcer was healing, the tooth extraction site at 208 was healing well, and there was complete resolution of the swelling ventral to the left eye.

The complaint was investigated and the report of the investigation was reviewed by the Complaint Review Committee (CRC), which decided to refer the matter for a hearing.

## Notice of Hearing

The hearing was originally scheduled for June 26 & 27, 2019, however the original date was adjourned and the hearing was held on July 30 & 31, 2019.

The 13 allegations in the Notice of Hearing were:

### Medical and Surgical Management

1. That you failed to perform appropriate physical examination on the dog prior to undertaking surgery;
2. That you failed to properly diagnose the cause of swelling in the dog eye in a timely manner;

3. That you failed to undertake differential diagnoses of the dog in a timely manner;
4. That you failed to offer appropriate diagnostic X-rays including dental radiographs to assess the cause of swelling in the dog's eye;
5. That you undertook unnecessary or incomplete treatment involving the mass removal on the dog's eye without properly addressing the source of the problem which was an abscessed tooth;

### Professionalism

6. That you failed to properly respond to the inquiries of the complainant with respect to the histology results from the histology performed on Aug. 18, 2018;
7. That you failed to properly respond to telephone calls from the complainant to the veterinary practice;

### Anesthesia

8. That you failed to utilize a proper anesthetic protocol with respect to the dog;
9. That you failed to undertake and ensure proper anesthetic monitoring during the course of the dog's surgery;

### Medical Records

10. That you failed to create or maintain appropriate medical records with respect to the dog;
11. That you failed to create or maintain appropriate anesthetic records with respect to the dog's surgery;
12. That you altered and/or created medical records after receipt of the complaint by the complainant;
13. That you maintained a medical record system that did not properly ensure finalization of the medical records.

The veterinarian contested the allegations of unprofessional conduct at the hearing. Upon receiving evidence including the testimony of a number of witnesses, the Hearing Tribunal made findings of unprofessional conduct on the following allegations:

### Medical and Surgical Management

1. That you failed to perform appropriate physical examination on the dog prior to undertaking surgery;
5. That you undertook unnecessary or incomplete treatment involving the mass removal on the dog's eye without properly addressing the source of the problem which was an abscessed tooth;

### Professionalism

6. That you failed to properly respond to the inquiries of the dog with respect to the histology results from the histology performed on Aug. 18, 2018;
7. That you failed to properly respond to telephone calls from the complainant to the veterinary practice;

### Anesthesia

8. That you failed to utilize a proper anesthetic protocol with respect to the dog;

### Medical Records

10. That you failed to create or maintain appropriate medical records with respect to the dog;

The Hearing Tribunal made no finding of unprofessional conduct on allegations 2, 3, 4, 9, 11, 12 and 13.

## Sanctions

The Hearing Tribunal received and considered submissions from the ABVMA and the veterinarian on the appropriate sanctions. The Hearing Tribunal also considered the several factors when determining the appropriate sanctions with respect to the allegations for which the veterinarian was found guilty of. The factors we considered are set out in the case of *Jaswal v. Newfoundland Medical Board*, 1996 Carswell Nfld 32, including age and experience of the member, the vulnerability of the patient, the member's acceptance of responsibility, and the past history of disciplinary actions against the member.

As a result of the six findings of unprofessional conduct, the Hearing Tribunal ordered the following sanctions:

1. A reprimand will be issued against the veterinarian.
2. The veterinarian shall complete, at his own cost, the continuing education obligations as set out in the Order of the Hearing Tribunal within 90 days of the date of this Order. These hours are in addition to the mandatory continuing education hours required annually for licensure.
  - a. Small animal soft tissue surgery for five hours
  - b. Anesthesia for five hours
3. The veterinarian shall complete, at his own cost, an online medical records course within 30 days of this Order.
4. The veterinarian shall pay fines in the amount of \$1,000 for the unprofessional

- conduct findings with respect to professionalism and \$2,000 for the unprofessional conduct finding with respect to medical records for a total of \$3,000. These fines shall be paid within 30 days of this Order.
5. The veterinarian's veterinary practice shall be subject to PIPS inspections by an ABVMA PIPS inspector once a year for the next two years irrespective of any regular scheduled inspection. The veterinarian shall pay the costs of these practice inspections and shall provide any and all information requested by and to the inspector. The results of the PIPS inspections shall be provided to the PIPS Committee and the Complaints Director and subject to their approval.
  6. The veterinarian shall pay 75% of the costs associated with the hearing and investigation within 90 days of this Order.
  7. If the Complaints Director deems there to be a violation of this Order, as unilaterally deemed by the Complaints Director, the veterinarian shall, upon notice by the Complaints Director and/or the Registrar, 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.
  8. There will be publication of this decision on a "names-withheld" basis.

## Appeal to Council

The veterinarian appealed the findings of unprofessional conduct and the ordered sanctions to the Council in accordance with sec 44 of the *Veterinary Profession Act* (VPA).

The grounds for the appeal were set out as:

1. *[The veterinarian] performed an appropriate physical examination of [the dog] prior to undertaking surgery;*
2. *The treatment provided to [the dog] was a reasonable diagnostic approach to [the dog's] presenting symptoms, and was undertaken to address [the dog's] symptoms and any possible underlying causes;*
3. *There were either no inquiries of [the complainant] to respond to with respect to the histology results, there were no general telephone inquiries from [the complainant], and/or reasonable efforts to contact [the complainant] were made in light of [the complainant] providing an out of service telephone number; and*

4. *[The veterinarian] utilized proper anesthetic protocols and maintained appropriate medical records with respect to [the dog].*

The appeal to a Committee of Council (COC) was held on Dec. 10, 2020.

The member through their lawyer argued some of the fact of the case and that:

*"the Hearing Tribunal committed errors when it accepted [the complainant's] evidence over [the veterinarian's] and failed to provide any reasonable justification and that there was insufficient [sic] evidence to support findings of unprofessional conduct in light of [the veterinarian's] corroborated evidence."*

The ABVMA made submission that it was important for the COC to review the evidence and to bear in mind that the appeal is not an independent reconsideration of the facts associated with the six findings of unprofessional conduct that are before the COC. The COC's function is to determine whether the decision of the Hearing Tribunal was reasonable given that the Hearing Tribunal had the opportunity to see and hear all witnesses and, where applicable, use their veterinarian expertise. The appeal is not about what the COC's decision would have been.

The ABVMA submitted to the COC that all applicable caselaw supports deference to the Hearing Tribunal's decision and use of the "reasonableness" standard of review.

The ABVMA submitted that the Hearing Tribunal decision was complete and comprehensive and that COC should show deference to it bearing in mind that the Hearing Tribunal listened to the testimony of the veterinarian and the complainant. As well, simply preferring the complainant's evidence over that of the veterinarian's evidence does not make the Hearing Tribunal decision wrong. ABVMA argued that the Hearing Tribunal was properly entitled and obliged to assess the evidence of the witnesses and that they were entitled to choose to prefer the complainant's evidence.

The COC made a decision that the appropriate standard of review is reasonableness for this appeal. In applying the reasonableness standard of review the COC also agreed with the ABVMA that the decisions and penalties of the Hearing Tribunal ought not to be lightly interfered with.

## What is Reasonableness?

*The COC adopted the test for reasonableness set out in Dunsmuir where the Court noted that a decision is reasonable if it is justifiable, transparent and intelligible, and falls within a range of possible, acceptable outcomes, which are defensible in respect of the facts and the law. The COC also adopted the applicable principles in the Vavilov case and considered whether the Decision bears the hallmarks of reasonableness - justification, transparency and intelligibility. The burden is on the party challenging the decision to establish that it is unreasonable.*

*The COC concluded that assessing the decision on the reasonableness standard also involved determining whether the decision was defensible bearing in mind that more than one right answer may be possible in any given situation.*

## Decision of the Council on Appeal

The COC accepted the submissions and arguments of the ABVMA and noted that the Hearing Tribunal decision is comprehensive and detailed.

The COC concluded that the reasons in the Hearing Tribunal decision were clear and understandable and were supported by the evidence before the Hearing Tribunal. The COC also concluded that the reasons fell within a range of possible outcomes and met the standard of reasonableness as they were justifiable, transparent and intelligible.

From the COC decision:

*For the reasons stated above and after considering all the information before it (including the oral submissions received from both parties) and in accordance with the VPA Section 45(5)(b), the COC confirms the findings of unprofessional conduct and the sanctions ordered by the Hearing Tribunal in its decision.*

## Decision on Cost of the Appeal

The COC received submissions on costs from the ABVMA and the member and decided that the veterinarian would be responsible for 80% of the costs of the appeal.

The COC accepted, as established in Alberta caselaw, that it was reasonable to compel a member to pay for the majority of the costs of an appeal of sanctions imposed by a lower discipline committee and that those costs could include costs

related to independent legal counsel retained by the appellant body.

Accordingly, since the ABVMA was completely successful in this appeal, the COC concluded that it was fair and reasonable for the veterinarian to pay a substantial portion of the costs of the appeal. The COC reasoned that the payment of 80% of the costs does not constitute an unreasonable burden on the veterinarian particularly in light of the provision that the veterinarian may pay the costs over time.

The COC reasoned that it was within the veterinarian's discretion to appeal the Hearing Tribunal findings and penalty orders but when they did so, ran the risk of being unsuccessful and therefore being responsible for some or all of the costs of his appeal. Further, and although it was their right to do so, in contesting the charges and retaining legal counsel for the Hearing Tribunal, the veterinarian chose to assume responsibility for their legal costs.

Similarly, where the actions of a member of the profession have resulted in professional conduct proceedings (including appeals), the member quite properly ought to be responsible for most or all of the costs of those proceedings. Deviating significantly from that principle would mean that other members of the profession would effectively subsidize the costs of discipline and appeal proceedings when it was the member's unprofessional conduct which caused those costs to be incurred.

For those reasons, the COC was unable to accept the veterinarian's position that a challenge to his professionalism and reputation as a result of the allegations of unprofessional conduct somehow justify a significant reduction of 50% of the costs that the veterinarian should pay or an even greater reduction.

In summary, and notwithstanding that it has discretion to order that 100% of costs be paid the veterinarian, the COC concluded that it was fair and reasonable that the veterinarian pay 80% of the total costs of the appeal.

### Appeal to the Alberta Court of Appeal

The veterinarian appealed the decision of the COC to the Alberta Court of Appeal (ACA), in accordance with section 45.1 of the VPA.

The member appealed the findings of unprofessional conduct, sanctions and costs. The appeal was disallowed with the exception of the matter of costs of the appeal to Council.

The ACA decision concluded:

*"In conclusion, the appellant has failed to show any reviewable error in the findings of professional misconduct that would justify appellate intervention. The reasons of both the Hearing Tribunal and the Committee of Council meet the legal standard of transparency. The decisions of the Hearing Tribunal do not disclose any palpable and overriding errors, and the overall conclusions it reached are reasonable. It follows that it was reasonable for the Committee of Council to affirm those findings. The award of costs, however, did demonstrate reviewable error.*

*The appeal with respect to the award of costs is allowed, but the appeal is otherwise dismissed."*

The decision in their reasons noted:

*"Costs awards are reviewed for reasonableness. The standard is not whether they deliver a "crushing blow" or are "exorbitant," but whether considering*

*all the circumstances they are reasonable and proportionate.*

*In this appeal the only issue is the costs of the appeal to the Committee of Council, not the underlying costs of the hearing. There is no indication that either of the parties was unreasonable in the way they approached or conducted the appeal proceedings. Success is a relevant factor, and the appellant appealed all six of the counts on which he was found responsible and was unsuccessful on all of them. On the other hand, there were some legitimate concerns about the evidentiary record.*

*Costs awards in professional disciplinary matters are reviewed for reasonableness. The Committee of Council unfortunately erred in assuming that there was a presumption or expectation that the professional would pay most or all of the costs, and that the "discount" of 20% was reasonable. There were some legitimate concerns about the evidentiary record, and even though the appellant was unsuccessful it cannot be said that it was unreasonable to launch this appeal.*

*Considering all of the relevant factors, the Committee of Council's approach on costs was unreasonable, and the appellant's responsibility for the costs of the appeal should be reduced to 50%."*

The full cost of the appeal to Council was \$28,165.52. Eighty per cent of the costs of the appeal to Council that was originally invoiced to the member was \$22,532.42. Following the decision of the ACA, those costs were adjusted to \$14,082.76. The balance of costs is borne by the ABVMA.

RBC Dominion Securities Inc.

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

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

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



**Wealth Management**  
Dominion Securities

RBC Dominion Securities Inc.\* and Royal Bank of Canada are separate corporate entities which are affiliated.  
\*Member-Canadian Investor Protection Fund. RBC Dominion Securities Inc. is a member company of RBC  
Wealth Management, a business segment of Royal Bank of Canada. ® / TM Trademark(s) of Royal Bank  
of Canada. Used under licence. © 2020 RBC Dominion Securities Inc. All rights reserved. 21\_90736\_P2E\_001



HELPS REDUCE  
RECOVERY TIME UP  
TO TWICE  
AS FAST?

**YES**  
with PHOVIA®

SEE THE RESULTS FOR YOURSELF

For more details, visit [phovia.ca](http://phovia.ca) or  
contact your territory manager directly.



PHOVIA.CA

\*Studies available upon request of a veterinarian.

# 2022 ABVMA Leadership Weekend

Celebrating 20 years of Leadership Weekend – June 17-19, 2022

Kathy Naum, Manager, Communications and Professional Enhancement

## IN 2003, THE ABVMA MOVED THE

Annual General Meetings (AGMs) and Member Recognition Banquet out of the Mid-Winter Rendezvous continuing education event. The first "Leadership Committee Weekend" was held at the Mayfield Inn and Dinner Theatre. Over the years, the weekend would evolve into the event we now know as ABVMA Leadership Weekend. This annual activity, normally hosted the last weekend in February, brings together Council, committee members, invited guests and staff for a weekend of sessions, training, networking, AGM, the Member Recognition Banquet and more. This year marked the 20th anniversary of Leadership Weekend, which has become a key event in fostering strong volunteerism in Alberta.

Leadership Weekend's primary objectives include:

- training in governance issues and other leadership topics
- a forum for exchange of ideas between committees and Council
- an opportunity for the membership to celebrate colleagues at the Member Recognition Banquet

- an opportunity for the ABVMA to be highlighted to affiliated organizations and to the government
- opportunity to get to network and get to know one another

After a two-year temporary transition to hosting Leadership Weekend virtually, the ABVMA had added reason to celebrate for it's first in-person weekend since 2020. If the buzz and engagement at the plenary sessions was any indication, this engaged group of volunteers was eager to have the opportunity to exchange ideas in person.

While 2022 attendance was down slightly overall, the ABVMA attributes that to rescheduling the event from February to June and ongoing uncertainties around COVID-19 that impacted attendance.

Here is an overview of the sessions hosted during the weekend:

- Professor Timothy Caulfield, University of Alberta – From Ivermectin to Drinking Cow Urine: Is misinformation killing us?
- Overview of the Governance and Structure of the ABVMA
- Association Activities Update –

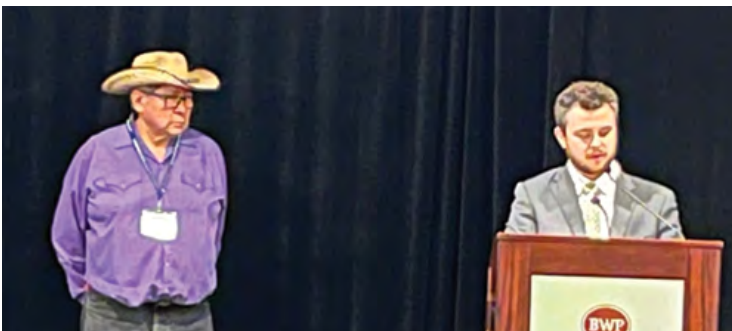
interactive session with attendee input

- Lee Crowchild, Treaty 7, Chief of Tsuut'ina First Nation – Land Acknowledgements
- Janice Makokis, Aboriginal and First Nation Expert – Truth Before Reconciliation
- Complaints and Discipline Deconstructed
- Member Recognition Banquet
- Dr. Wendy Hauser, Peak Veterinary Consulting – Leadership Group Workshop: The Role of the Leader in Creating a Cohesive Culture,

Congratulations to this year's award winners. They are profiled on pages 23-27 of this issue.

The ABVMA thanks all members and invited guests for their participation throughout the weekend.

The 2023 ABVMA Leadership Weekend is scheduled for February 24-26, at the Delta Hotels by Marriott, South Edmonton Conference Centre.



## LEFT

### On stage, left to right:

Lee Crowchild, Treaty 7, Chief of Tsuut'ina First Nation, and Dr. Daren Mandrusiak, ABVMA President

## RIGHT

Professor Timothy Caulfield, Speaker



# GET TO KNOW US IN A *heartbeat.*

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

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

**Follow your heart:**  
**[NVACanada.ca/careers](https://NVACanada.ca/careers)**



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



# Membership Matters

Council approved the following at the June Council meeting

## Veterinarians June 2022

### Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Marissa Weleschuk, #3136 April 12, 2022

### Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Jennifer Enzie, #3390 May 2, 2022

Dr. Tanja Preugschas, #2936 May 4, 2022

### Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Averil Almeida, #4002 May 7, 2022

Dr. Shahid Rashid, #3961 May 6, 2022

Dr. Navdeep Aujla, #3835 May 18, 2022

Dr. Perwez Mann, #4052 May 18, 2022

### Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Graeme Shelton, #3996 April 5, 2022

Dr. Iswarya Rajesh, #3989 May 5, 2022

### Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Asel Murtatha, #3809 April 7, 2022

Dr. Nirajkumar Makadiya, #3825 May 16, 2022

Dr. Subash Dhakal, #3951 May 18, 2022

Dr. Radka Lukasova, #4108 May 18, 2022

Dr. Krishna Bhatt, #4005 May 19, 2022

### Cancel General Practice Registered Veterinarian

Dr. Michelle Roy, #3767 May 31, 2022

### Cancel Supervised Limited Practice Registered Veterinarian

Dr. Kelby Tannas, #3999 April 22, 2022

Dr. Nikunj Patel, #4093 Feb. 23, 2022

### Cancel Temporary Registered Veterinarian

Dr. Boles Makar, #3979 April 20, 2022

### Reinstate General Practice Registered Veterinarian

Dr. Corinne P. Lafortune, #3548 June 1, 2022

Dr. Daniel McClair, #3636 June 1, 2022

### Reinstate Supervised Limited Practice Registered Veterinarian

Dr. Rohini Bhardwaj, #3824 May 5, 2022

### Reinstate Supervised Limited Practice Registered Veterinarian

Dr. Perwez Mann, #4052 March 28, 2022

### Reinstate cancelled Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Hanan Shenouda, #3963 May 16, 2022

## Veterinary Technologists June 2022

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

Madison Sheppard, #3994 April 18, 2022

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

Brittany Tisdale, #3353 April 1, 2022

Stacey Engel, #2129 May 1, 2022

Kaycee Meggitt, #4131 April 20, 2022

Janet Nielsen, #1342 April 10, 2022

Kathleen Carlson, #290 May 9, 2022

Kyla Dahms, #2758 May 4, 2022

Jeanine Lunch, #904 May 1, 2022

Janine McGee, #1253 May 24, 2022

Susan L. Smith, #126 May 16, 2022

Nicole Plamondon, #1412 June 1, 2022

Erin Davis, #2863 May 17, 2022

### Transfer Provisional Registered Veterinary Technologist to General Practice Registered Veterinary Technologist

Laurelle Imeson, #4440 May 5, 2022

Hana Inagaki, #4423 May 5, 2022

Caralea Dowson, #4365 May 5, 2022

Jennifer Elashuk, #4399 May 5, 2022

Megan Alton, #4419 May 5, 2022

Sabrina Charlton, #4420 May 5, 2022

Samantha Thorlakson, #4425 May 5, 2022

Nicole Carey, #4378 May 5, 2022

Mikayla Shukalov, #4368 May 10, 2022

Ashley Gerhardt, #4376 May 11, 2022

Kaehler Turcotte-Sparvier, #4381 May 11, 2022

Mackenzie Dallaire, #4309 May 11, 2022

Kimberly Kelemen, #4061 May 11, 2022

Shanissa Lasher, #4325 May 11, 2022

Rachel Then, #4396 May 12, 2022

Jack Ngo, #4408 May 12, 2022

Cadence Jerome, #4424 May 12, 2022

Brinn Webb-Sully, #4433 May 12, 2022

Nischal Nayar, #4430 May 12, 2022

Jade Lauder, #4428 May 12, 2022

Sophie Junker, #4427 May 12, 2022

Kaila Stewart, #4432 May 12, 2022

Kristen Thomas, #4439 May 12, 2022

Brianna Payne, #4431 May 12, 2022

Emily Karabasz, #4438 May 12, 2022

Cole Verschuere, #4395 May 12, 2022

## 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](mailto: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](http://abvma.ca) under the ADS/CE/LIBRARY tab.

If you are not receiving your ABVMA Enews, please contact the ABVMA office.

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

Ashleigh Gardiner, #4298	April 13, 2022
Tsz Lam Jeannie Tsang, #4220	April 13, 2022

### **Cancel Provisional Registered Veterinary Technologist**

Madison Wheeler, #4286	May 9, 2022
Brooke Villeneuve, #4358	May 5, 2022

### **Reinstate General Practice Registered Veterinary Technologist**

Randi-lyn Andrew, #2914	April 14, 2022
Nicole Gillette, #3909	April 28, 2022
Pauline Togado, #4135	May 6, 2022
Dawn Bjornson, #2519	May 16, 2022

## **Permits**

### **June 2022**

#### **Permit Holder Approval**

Banded Peak Veterinary Hospital Corp. (Dr. Judith Samson #1218)	March 31, 2022
1046129 Alberta Ltd. (Dr. Peggy Taylor-Mason #1369)	April 1, 2022
2354421 Alberta Ltd. (Dr. Kelsey Vandervalk #2835)	April 1, 2022
2412997 Alberta Ltd. (Dr. Kaylee Bohaychuk-Preuss #3348)	April 1, 2022
IG Veterinary Services Ltd. (Dr. Ian Gibson #3831)	April 4, 2022
Chaparral Veterinary Clinic Corp. (Dr. Evgeni Gadzhev #2595)	April 6, 2022
2204509 Alberta Ltd. (Dr. Jennifer Sired #3008)	April 8, 2022
Young Ideas Hold Co Ltd. (Dr. Cordell Young #3518)	April 11, 2022
2413775 Alberta Ltd. (Dr. Daryl Meger #1510)	April 19, 2022
2395468 Alberta Ltd (Dr. Gagandeep Singla #3556, Dr. Atal Bahadur #2418)	April 20, 2022
Herbs For Pet Corp (Dr. Yanhui Qi #1770)	April 20, 2022
Vision Veterinary Services Ltd. (Dr. Laura Major #2516)	May 4, 2022
2351335 Alberta Ltd. (Dr. Cory Davis #3832, Dr. Catherine Colodey #3833)	May 4, 2022
Carina Cooper Veterinary Medicine Professional Corp. (Dr. Carina Cooper #3938)	May 4, 2022
Align Equine Services Ltd (Dr. Cheryl Malin #3172)	May 4, 2022
Jaywalker Holdings Inc. (Dr. Jeff Dand #1699)	May 5, 2022
Capilano Veterinary Group Ltd. (2412997 Alberta Ltd., 2413775 Alberta Ltd., Harris Veterinary Services and Products Ltd.)	May 13, 2022
Theodore Veterinary Services Inc. (Dr. Bassam Abdelmalek #3293)	May 13, 2022
Samster Holdings Ltd. (Dr. David Littlejohn #1478)	May 20, 2022
Barthelemy Holdings Corporation (Dr. Sarah Barthelemy #3220)	May 27, 2022

#### **Closed Permit Holder**

Properties Animal Clinic (2001) Ltd. (Dr. Kent Morley #1637)	March 31, 2022
Parkdale Veterinary Clinic Ltd. (Dr. Maureen Hollinshead #2045)	June 1, 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**

Vet ER  
Canadian Large Animal Specialty Services

#### **Location**

Edmonton  
Sherwood Park

# **VetShield**



## **Owner-Operator Opportunities**

Allow yourself to focus on what you love, while having ownership in a deep-green, state of the art veterinary clinic.

VetShield takes care of all business aspects of the clinic, while you provide high quality animal care in a clinic where the physical and mental well-being of all employees and animals is a top priority.

Partnerships currently available at new practices in Calgary and Lethbridge.



*Arming veterinarians with edge, insight and peace of mind.*

## **Contact Us**

[www.vetshield.ca](http://www.vetshield.ca)  
[drjacobdvm@vetshield.ca](mailto:drjacobdvm@vetshield.ca)

# Public Recognition Corner

## ABVMA Members Recognized with Canadian Veterinary Medical Association (CVMA) Awards

### THE CVMA HONOURED MEMBERS WITH AWARDS DURING THE 2022 CVMA

Convention in Halifax, NS, July 21-24, 2022.

Alberta was well represented by several members who were recognized with awards. Congratulations to:



#### Dr. Kathleen Keil – CVMA Industry Award

Instituted in 1996, the CVMA Industry Award publicly acknowledges and celebrates the role of industry in veterinary medicine. The award formally recognizes a CVMA member for their contributions to the advancement of veterinary medicine. With Merck Animal Health, Dr. Keil spearheaded the Merck-CVMA It's Time to Talk about Mental Health in Veterinary Medicine Awareness Campaign.



#### Dr. James Stickney – CVMA Humane Award

Established by the CVMA in 1986, and sponsored by Merck Animal Health, this award recognizes leadership in the care and well-being of animals. The award, which consists of \$1,000 and a plaque, is presented to a CVMA member whose work is judged to have contributed significantly to the welfare and well-being of animals. For the past 14 years, Dr. Stickney and his wife, Jocelyn, have provided veterinary services to several communities throughout northern Alberta and the Northwest Territories.

### I am the neighborhood veterinarian

*Sitting on my front steps is not fair game to ask me  
about your dog's stool consistency.*

*My neighbor takes this as an invitation  
to bombard the last rays of sunshine  
I am trying to christen my sins with,  
while a deserving glass of wine awaits my lips.*

*Little does he know, this smile is forced today,  
through patient deaths, crying humans, frustrated humans  
and downright mean humans.*

*He does not know about the beaten wife in the exam room  
with a desperate note asking for help,  
while holding her cat,  
in between the dog hit by a car,  
whose family can't afford treatment,  
pressing death threats.*

*Social media has become a fickle foe,  
most of us changing our names in armor.*

*I swirl the glass, his dog strains on my lawn.*

*I am the social worker no one warned me I had to be.*

*And yet, I respond kindly to the man from #203.  
No, I do not need to see the matching ringworm lesion  
on your ass, it was great to see you too.*

*Boundaries are important.*

**~ TELLY (DR. CHANTEL BRUST)**



#### Dr. Brian Taylor – Merck Veterinary Award

Established in 1985, and sponsored by Merck Animal Health, this award is presented to a CVMA member whose work in large animal practice, clinical research, or basic sciences is judged to have contributed significantly to the advancement of large animal medicine and surgery, including herd health management. The award consists of \$1,000 and a plaque. Dr. Taylor has spent over 40 years working with cattle, on an individual and herd basis, to improve the cattle industry.



**The ABVMA would  
also like to welcome  
Dr. Christopher Bell  
as the CVMA President  
for 2022.**

Dr. Bell grew up on a family horse farm in Airdrie, AB. Best wishes from the ABVMA for a successful term as President.



# ARVS

is now part of the Dispomed family

---



## ARVS and Dispomed are thrilled to announce our partnership!

ARVS and Dispomed are thrilled to announce that effective April 4, 2022, ARVS is now part of the Dispomed family. With this acquisition, **both teams will be joining efforts in a continuing vision of providing veterinary clinics with the best medical equipment and adapted technical service.** In today's reality, where time is a precious resource, being able to centralize your equipment and service needs will help you save on staff time, machine downtime and equipment maintenance costs.

Dispomed is a family own business founded in 1982 that built its strong reputation through high-quality products proudly manufactured in Canada and a trustworthy technical service team.

Kim Badry, Zach Brown,  
Scott Badry, Cassandra Snow,



**Our partnership is a natural fit as both companies share similar values such as human relationships, operational excellence, and a highly committed support team. We invite you to browse Dispomed's website to find all products to which you now have access.**

Our new ARVS/Dispomed team is looking forward to contributing to your clinic development and helping you service your customers to your highest standards.

**Feel free to visit our website [www.dispomed.com](http://www.dispomed.com) or email our team at [info@dispomed.com](mailto:info@dispomed.com) or contact us at 1 800 363-1746.**

Sébastien & Mélissa Lachapelle



# On The Cover



## Horizon Veterinary Group Ltd.

### 2021 ABVMA Outstanding Mentor – Practice Award

**Dr. Iain Chynoweth**

**HORIZON VETERINARY GROUP LTD.** has evolved from a successful relationship between four co-owner veterinarians (Dr. Iain Chynoweth, Dr. Margaret Doyle, Dr. Martin Lovo and Dr. Sean Neate) and VCA Canada. The four veterinary hospitals in the group (Forest Lawn Animal Hospital, Marlborough Animal Hospital, McKenzie Towne Animal Hospital and Riverbend Animal Hospital) work together in a collaborative manner with the goal of providing the highest standard of veterinary care to their respective communities in Calgary. Horizon Veterinary Group was a founding member of the University of Calgary, Faculty of Veterinary Medicine (UCVM) Distributed Veterinary Learning

Community (DVLC), and providing mentorship is a core value that is embraced by all of the 18 veterinarians and 14 registered veterinary technologists (RVTs) currently within the group. The ongoing relationship with the DVLC and Olds College has allowed many veterinary and RVT students to participate in clinical rotations with Horizon Veterinary Group over the last 12 years, and multiple students have worked in the four practices after graduation. Currently 10 of our veterinarians are graduates of the UCVM program, which is a testament to the strength and value of the relationship with UCVM and to the importance of mentorship in our group.

Effective mentorship relationships are essential to the growth and development of successful veterinarians and RVTs and must be at the core of our profession if we are to continue to thrive in an increasingly challenging and complex environment. It is recognized that the stresses and pressures on veterinary professionals have never been greater; however, in a supportive mentorship relationship we can be more successful in developing resilient and skilled individuals who will thrive in their chosen occupation.

Mentorship can be difficult to explain as it has no strict definition and has existed as a concept in Western culture since at least the time of the Ancient Greeks, being





Forest Lawn Animal Hospital

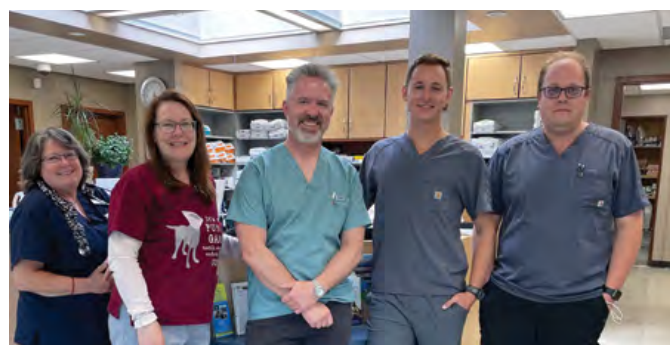


McKenzie Towne Animal Hospital Team

inspired by the story of Mentor, the son of Alcimus, in Homer's Odyssey. The mentor's role can involve providing direction, counsel, support and the informal transmission of knowledge and experience to the mentee. It is also a partnership of mutual respect where the mentor must seek the individual needs of the mentee, as these may differ between people.

Psychiatrist and radio personality Dr. David Viscott is credited with the adage "The purpose of life is to discover your gift. The work of life is to develop it. The meaning of life is to give your gift away," which summarizes the journey from mentee to mentor that we all make in our careers. Mentees are eager to learn and develop, and it is our responsibility as mentors to provide appropriate advice and support to allow the development of the potential that our veterinary and technologist graduates have. We have a tremendous reserve of knowledge and experience in our ranks, and the conscientious transmission of this expertise is vital to the strength and future success of our profession. It is exciting to play a role in the progress of our newer graduates and to see them flourish as they become more skilled and confident, and this in turn results in better patient care and deeper, more meaningful client relationships.

It is an honour and a privilege to participate in the education, growth and development of young veterinarians and RVTs, and providing appropriate mentorship is a vital part of their journey to become self-assured, competent and capable practitioners. The need for a meaningful mentorship experience for veterinary technologists as well as veterinarians is recognized as extremely important and is a key part of including RVTs in our delivery of the best experience for our teams, our patients and their people. Despite the challenges faced over the last two and a half years of the pandemic, Horizon Veterinary Group continues to thrive and grow with further expansion of two of the four practices occurring this year and the opportunity to provide mentorship to a new group of young veterinarians and veterinary technologists.



Forest Lawn Animal Hospital Team



Riverbend Animal Hospital Team



Marlborough Animal Hospital



# 2021 ABVMA AWARDS

## ABVMA Meritorious Service Award

**Dr. Margaret Fisher,  
WVCM 1990**

**Presented by Dr. Phil Buote**



### IT IS A GREAT HONOUR AND

privilege to present the 2021 Meritorious Service Award to Dr. Margaret Fisher.

This award is presented to an ABVMA member who has demonstrated outstanding service to the ABVMA, which may be over the past year or longer.

To provide some understanding, this year's recipient, Dr. Fisher, has spent 26 years providing continuous service to the ABVMA.

Dr. Fisher was on the Discipline Review Task Force, noted in minutes of the first meeting in March 1996. This task force was appointed to undertake a review of the discipline and complaints processes. Members met regularly through 1996 and 1997, and much of this important work informed the process as it exists today as well as the Guideline on Consultation referral and Owner Initiated Second Opinion, which helped foster improved collegial interactions between members.

From 1997 through 1999, Dr. Fisher served on ABVMA Council and as Council representative on various committees including Investigation Committee, Public, Educational, & Academic Committee, and the Animal Welfare Committee.

Dr. Fisher also served on the Complaints Process Advisory Board, which was tasked

with reviewing the Task Force Directives to further develop policy and procedures around complaints and importantly to provide input to government on changes to legislation.

Dr. Fisher's contributions to the Task Force and the Complaints Process Advisory Board informed amendments to the *Veterinary Profession Act*, which were eventually enacted in 2002 and which remain in force today.

Dr. Fisher not only contributed to process and policy development, but also then served as a decision maker in the process, a most difficult position for members. She served on the Discipline Committee: Conduct Review section from 2001 to 2003.

Her experience on the task force, advisory boards and conduct review section of the discipline committee no doubt left her very well prepared for her next role as an Investigator, from 2004 to 2016. Dr. Fisher completed well over 50 investigations, and she has been assigned some of the more challenging complaint cases.

In 2012, she became a PIPS Inspector. However, with PIPS matters occasionally moving over to Practice Review Board (PRB), Dr. Fisher was periodically asked to investigate some of the PRB matters and support the members of the PRB in conducting these reviews.

But Dr. Fisher's suitability and her proficiency to tackle some of these challenging matters were not solely due to Dr. Fisher's experience and accumulated service to the ABVMA. Dr. Buote believes the reason we continued to turn to Dr. Fisher, and she ended up being the point person on some difficult cases, is because of her personal attributes. She has strong values of professionalism, integrity, fairness and respect, both of the ABVMA process and importantly of ABVMA members. She was always very fair to the

member, notwithstanding the often difficult circumstance.

Her professionalism, high degree of integrity, honesty and fairness was evident in her interactions with the members being investigated, her Investigator Reports to the Complaint Review Committee and PRB and when giving testimony at contested hearings.

Margaret has been a tremendous contributor to the activities of the ABVMA and the profession. Dr. Buote admits that we often turn to those that we know we can rely on, and it is with some mixed feelings that he congratulates Dr. Fisher on her move to Salt Spring Island, with her human family and hens, knowing that the distance has significantly impaired his ability to turn to her when her skills are needed.

Regardless of any future work Margaret undertakes for the association, there is no doubt that Dr. Fisher is most deserving of the 2021 ABVMA Meritorious Service Award.

"Thank you, Margaret, personally, as your diligence, professionalism and integrity supported me in my role, and thank you Dr. Fisher on behalf of the members for your service to the Alberta Veterinary Medical Association. Congratulations." – Dr. Phil Buote

# 2021 ABVMA AWARDS

## ABVMA Young Veterinarian of the Year Award

### Dr. Erin Denny, UCVM 2018

Presented by Dr. Jocelyn Forseille

#### IT IS AN HONOUR TO PRESENT

Dr. Erin Denny with the Young Veterinarian of the Year award. Erin is a UCVM graduate, class of 2018. Erin showed leadership right from the start in veterinary college by serving as Class President.

One of Erin's professors had this to say:

"I will never forget meeting Erin for the first time. It was her first year of vet school and her very first communications lab. Most students have difficulty applying communication skills in the training scenarios this early on. But not Erin, she was an absolute natural. Erin was an incredible student and leader during her DVM studies. We are so lucky to have her in our profession."

Erin has served on the PIPS (Practice Inspection and Practice Standards) Committee since 2019. She became Chair of the committee in 2020 and is going to have a difficult time leaving that position because her colleagues on the committee had this to say:

- very positive, diplomatic, organized, always professional and irreplaceable!
- Erin is incredible! She is so deserving of this award. She is an expert in her role as chair! I am grateful for her every meeting.

Erin also exudes a calm professionalism, again, in the words of PIPS colleagues:

- Erin is professional calmness in chaos!
- She is compassionate, fair, an excellent listener and wonderful leader.
- She is efficient, logical, diplomatic, concise, perceptive, kind, inclusive and effective. Her talent for winnowing a subject down to its fundamental and important points is stellar and unmatched. Erin expertly summarizes an issue under discussion, clarifies the finer points and distills it down to an effective statement that expertly captures all the key points. She also excels in refocusing a heated discussion without minimizing anyone's opinions.

She is one of the main reasons I am still honoured to volunteer my time to the PIPS Committee.

And when you really want to know about a veterinarian, you ask an RVT who has worked with them:

"Erin is very kind, caring and passionate. She's an amazing team member who cares both about the people and pets. She is rational in times of stress and very intelligent. Everyone loves reviewing her records as she puts her special touches in them, really personalizing them to the patient."

One last detail, in July 2021, Erin added the most important title of all to her repertoire – mother to Jayden. We had a PIPS meeting June 21, a year ago, and we had a backup plan, but baby held off to allow Erin to chair the meeting and she has continued chair duties during maternity leave. The committee is very thankful for her dedication.

And there is the evidence – everyone on the PIPS Committee spanning three generations agrees that Erin is amazing and very deserving of this award.



#### ABVMA 35-Year Recognition Awards

Dr. Colleen Begg, Dr. James Bilenduke, Dr. Kelly Burgess, Dr. Terrie Faber, Dr. Ross Foulston, Dr. Kent Fruson, Dr. Gerald Hauer, Dr. Daniel Joffe, Dr. Keith Jorgensen, Dr. Kenneth Little, Dr. S. Chris Misutka, Dr. Douglas Morck, Dr. Laverne Nikiforuk, Dr. Cindy Nowle, Dr. Irene Phillips, Dr. Colleen Pratt, Dr. Robyn Rodgers, Dr. Martin Schiebel

#### ABVMA 50-Year Recognition Awards

Dr. Eugene Janzen, Dr. George Long, Dr. John (Jack) Wilson

# 2021 ABVMA AWARDS

## ABVMA Communications Award

### Becky Taylor, RVT, Fairview 1993

Presented by Dr. Kelsey Shacker



#### THE PAST COUPLE YEARS HAVE BEEN,

to put it lightly, a roller coaster! Everyone, in all areas of veterinary medicine have had to pivot, learn, change and grow. It has shown us how flexible, creative and innovative that we, as a profession, are, and how vital communication, in all of its forms, is! The ABVMA Communications Award is presented to a member who helps enhance the veterinary professional image, and one way this can be done is by improving how we work and communicate with one another, with clients and with the public. There is no one who honours this vision and goal more than this year's recipient, Mrs. Becky Taylor.

Becky has been an advocate to anyone and everyone who will listen to her on topics ranging from empathy to active listening, non-verbal communication, conflict resolution, and giving and receiving meaningful feedback. Over the last 20-plus years, Becky has taught, helped to develop programs, such as the new curriculum for the AHT students at Olds College, obtained a master of arts degree with a focus on professional communications from Royal Roads University, and helped to develop communication and team culture in multiple veterinary partner groups. She works at the UCVI in professional skills programs and most recently founded her own business, BS Communication Strategies. Through all these avenues, she mostly works with veterinary professional team members ranging from VMRs, VTAs, RVTs and DVMs. Becky has been sought out to take her skills and knowledge to an international level from small businesses, all the way to corporations and associations.

With her wide range of skills, Becky has been called on more and more in the last few years to help manage issues in veterinary medicine, including team dynamics and client communication (written, social media and verbal interactions), as well as the demands on RVTs and DVMs due to the shortage we are all seeing. In response to this, she has created courses such as Mobilize RVTs and Rally the Receptionist, both focused on providing training and education and help maximize what these vital members of our profession can do within their scope of practice. This helps to take burdens off the veterinarians so they can work to their fullest capacity. Dr. Shacker has seen these courses first-hand and watched the RVTs blossom with Becky's support and training, and hearing the success they have in practice afterwards truly has shown her that Becky is seeing the needs in our profession, and is being creative and finding solutions! Dr. Shacker has also participated in seminars that Becky hosts to individual clinics, which aids in team culture, communicating with each other as well as clients. The empowerment, excitement and refreshed feelings that Dr. Shacker sees in the staff at the end of these seminars is truly inspiring!

"Becky's experience and interest in interpersonal dialogue and communication in the veterinary industry, and her passion to support ALL members of our association and profession is one of the many reasons why she has been recognized for this award. It is my honour and pleasure to present the 2022 ABVMA Communications award to our esteemed colleague and my dear friend and communications mentor, Mrs. Becky Taylor." – Dr. Kelsey Shacker



## ABVMA Outstanding Mentor – Practice Award

### Horizon Veterinary Group Ltd.

Presented by Dr. Daren Mandrusiak

#### "I AM PRESENTING TONIGHT ON

behalf of Dr. Chalhoub. I have unfortunately never had the opportunity to work with the winners of this award, Horizon Veterinary Group. I know Dr. Chalhoub really wanted to be here to present this award, so I will share some of his own words and then sprinkle some of my thoughts at the end. Dr. Chalhoub became aware of Horizon Veterinary Group when he started at UCVM in 2012, and shortly afterwards students would tell him about this awesome fourth-year rotation with a group called Horizon. As the years went by, it became clear this was a "hot" rotation (his words not mine) to select as students felt it was an incredible learning environment where they felt safe and at the same time pushed to be the very best they could be." – Dr. Daren Mandrusiak

A few years later, UCVM launched the UCVM-CUPS (Calgary Urban Project Society) Pet Health Clinic to help disadvantaged Calgarians who have pets, and they needed a community partner to help them provide extended care for some of these patients that needed advanced diagnostics or therapeutics (i.e. periodontal treatments, labwork, radiographs etc.). Horizon immediately volunteered, and to this day, in partnership with VCA Canada, they offer care to the patients that are seen through the student-run outreach clinic.

During this time, Dr. Chalhoub had the opportunity to meet Drs. Iain Chynoweth and Margaret Doyle and also got a tour



of their Forest Lawn hospital. Apparently that is all it takes to quickly understand why the students appreciated the rotations offered at their hospital: their doctors and staff were caring and passionate clinical educators.

Fast forward to today, a decade later, and the students still rave about their rotation experience and how amazing all of their veterinarians and staff are. The fact that so many of the UCVM graduates work for Horizon speaks to how incredible and organization this is.

Mentorship is one of the most important things we can do as professionals. It is a nebulous idea. We know all graduates want it and many practitioners think they provide

it. We know this is not always the case. Mentorship is hard: it takes work, it takes energy, it takes time and frankly there is an economic cost to it. But it is something you can give back, leaving a legacy for the future, improving the profession and adding to the next generation. It takes a degree of selflessness. It can also be incredibly rewarding. And when an entire group of professionals shares a vision with this regard, it can make something truly spectacular.

Thank you, Horizon doctors, technologists, assistants and staff, for providing UCVM students with a wonderful learning environment and contributing to our collective future.



## ABVMA Veterinarian of the Year Award

### Dr. Denis Nagel, WCVM 1983

Presented by Dr. Merle Olson

Please see the cover story in the July/August 2022 *Members' Magazine* for the award presentation.

# 2021 ABVMA AWARDS

## ABVMA Outstanding Mentor – Individual Award

**Dr. Brian Taylor,  
OVC 1983**

**Presented by Kristen Mills, RVT**



### **AS A MENTOR, YOUR ROLE IS TO**

develop and nurture the skill set of another through your own knowledge and experience to aid in their success. Being a mentor is a very selfless act that often goes unrecognized.

Kristen feels very fortunate to have had the chance to work beside Dr. Taylor the last four years. During those years Kristen has watched him demonstrate knowledge, kindness, unwavering support to those around him and, most importantly, the patience of a saint!

Throughout his career, Dr. Taylor has had a revolving door of students coming to his clinic to learn from him. Although some of the time he probably had better things to do, without hesitation he would take the time out of his busy schedule to explain any aspect of veterinary medicine or lend a hand to colleagues after hours.

As many of us know, there are just some lessons that can't be learned in a classroom or from a textbook. Kristen feels fortunate to have learned a lot of

these lessons through and alongside Dr. Taylor. These lessons came not only in the form of hands-on training, but also through the many stories he would share of his time in vet school, during his career and life experiences.

Although Kristen is not practicing veterinary medicine in a clinic setting anymore, she will continue to remember those stories he shared and the lessons he taught her. She is grateful for the hours he spent mentoring her and instilling a strong foundation of knowledge, refined skills and life lessons. He has been an exceptional clinic owner and boss throughout the years and has earned a huge clientele and many recommendations.

"Dr. Taylor deserves to be recognized for all the hours he has spent mentoring the next generation of veterinarians and technologists, and I am honoured to present him with this award. I would like to speak for all those who supported his nomination when I say, thank you, Brian, and congratulations!" – Kristen Mills, RVT

## ABVMA Technologist of the Year Award

**Jodine Ure, RVT, Olds 1991**

**Presentation written by Dr. Kent Weir**

### **SINCE COMING TO WEIR VETERINARY**

Services seven years ago, Jodine has been an inspiration to Dr. Weir. She is a single mother who has been working as an RVT for almost 25 years now, which we all know is hard on a tech wage. She is the most compassionate, helpful, hardworking and dedicated technologist Dr. Weir has had the pleasure of working with. Her technical skills are exceptional, and you often hear phrases around the clinic like "I bet you Jodine could do that; go grab her!" She is always one of the first techs to reply to an after-hours text or phone call to help a vet despite living 15 minutes outside of town.

She'll make the trek, rain or shine; GDV or catheter placement, she's here!

Jodine's compassion for her patients is top notch. She will often come in in the morning having thought about a patient all night and have some idea for diagnostics or treatments. She truly cares about every animal that comes into the clinic, even the ones the rest of us struggle to love. On top of working long hours at the clinic as an RVT, she also runs evening obedience classes in the clinic waiting room. Often when Dr. Weir is working at the clinic late, he will find her sitting up front well into the evening talking to somebody from class

about a behaviour problem they're having with their dog. Nonetheless, she's still here first thing the next morning, bright-eyed and bushy-tailed.

Not only is Jodine a wonderful technologist, she's also a wonderful human being. She is always thinking of her coworkers during a time of need or a time of celebration. She's often the one to ask what we are doing to send our condolences or our congrats to a coworker or even client.

Jodine truly embodies all the most wonderful qualities of not only a technologist but a human being.

I now have access to a  
**community** of veterinary  
professionals.



## Better Together.

Being part of the largest veterinary community in Canada means there's always a team of trusted peers ready to support you. Our diverse collective experience is what makes us unique and allows us to provide more opportunities – for you, for our clinics and for our patients. Wherever you're at in your career journey, we have a place for you here.

Ready to find your place with us?

[vetstrategy.com/careers](https://vetstrategy.com/careers) | [careers@vetstrategy.com](mailto:careers@vetstrategy.com)







**Dr. Kirsten Aarbo**

Alberta Representative on  
CVMA Council

## WE'RE WITH YOU EVERY STEP OF YOUR WAY

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



Canadian Veterinary  
Medical Association  
Association canadienne  
des médecins vétérinaires

## Questions or Suggestions?

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

## One Profession. One Strong Voice.

### The CVMA Welcomes its 74th President

The CVMA is thrilled to welcome Dr. Chris Bell, a board-certified Equine Surgeon and Diplomate of the American College of Veterinary Surgeons, as its 2022-23 President. Dr. Bell serves his colleagues through multiple commitments to the CVMA and the Manitoba Veterinary Medical Association (MVMA). He was recognized in 2019 with MVMA Award of Merit for contributions to his colleagues, the profession and the MVMA. Dr. Bell is a member of the CVMA Canadian Veterinary Reserve, chairs the CVMA Emerging Leaders Program and is chair of the MVMA Student and Early Career Engagement Committee. He is an active member of the equine community, sitting on several committees and boards within Manitoba, such as the Manitoba Horse Council Breeds and Industry Committee, and is a Manitoba Horse Council consultant. Dr. Bell is also a member of the WCVMA Educational Advisory Committee.

### WE RECOGNIZE OUTSTANDING ACHIEVEMENTS IN VETERINARY MEDICINE

#### Congratulations to the 2022 CVMA Awards Winners

Each year, the CVMA proudly recognizes veterinarians, veterinary teams and student veterinarians for their outstanding contribution to veterinary medicine. This year's recipients were presented with their awards at the inaugural in-person Awards Gala during the CVMA Annual Convention on July 21, 2022.

- **CVMA Small Animal Practitioner Award:**  
Dr. David W. Silversides (QC)
- **Merck Veterinary Award:**  
Dr. Brian J. Taylor (AB)
- **CVMA Humane Award:**  
Dr. James A. Stickney (AB)
- **CVMA Practice of the Year Award:**  
Fundy Veterinarians (NS)
- **CVMA Industry Award:**  
Dr. Kathleen Keil (AB)
- **CVMA Life Membership:**  
Dr. Éva Nagy (ON)
- **CVMA President's Award:**  
Dr. Jim Fairles (ON)

### WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

#### The CVMA Supports CFIA's Decision to Prohibit Entry of Commercial Dogs from Countries at High-Risk for Dog Rabies

The Canadian Food Inspection Agency (CFIA) announced, effective Sept. 28, 2022, World Rabies Day, commercial dogs from countries at high-risk for dog rabies will no longer be permitted entry into Canada. Commercial dogs can include, but are not limited to, dogs for resale, adoption, fostering, breeding, show or exhibition, research and other purposes. The CVMA supports this decision in the interest of animal and human health by preventing the introduction and spread of dog rabies into Canada. While rabies is found in wildlife such as skunks, foxes, raccoons and bats in our country, Canada does not have rabies caused by canine-variant viruses (dog rabies), and the intent is to prevent it from establishing. Dog rabies virus can be

transmitted between mammals, including to humans.

Find more information under the news section of [canadianveterinarians.net](http://canadianveterinarians.net).

## WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

### Animal Health Week 2022 — Habitat Protection and Pandemic Prevention

Animal Health Week (AHW) is an annual national public awareness campaign organized by the CVMA and hosted by veterinarians across Canada. Each year, veterinary teams across Canada promote a significant animal health message and responsible animal ownership as part of AHW celebrations. Building on the previous two Animal Health Week campaigns, the CVMA is further exploring the One Health theme with **Habitat Protection and Pandemic Prevention**. From Oct. 2 to 8, 2022, the CVMA will raise awareness about how disruption of animal habitats in various forms, from forests to farms, can impact the health of ecosystems and affect global human health. Visit the Animal Health Week page of the CVMA website

under the Practice Tools section of the Veterinary Resources tab of our website to find tips and tools to help plan your celebrations. Generous support of the 2022 Animal Health Week campaign is provided by program sponsors, iFinance Canada (Petcard) and Petsecure.

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

### Learn How to Use Togetherall, The CVMA's Online Peer-To-Peer Mental Health Resource

Togetherall is an online peer-to-peer community supported by integrated services and safety nets offering the opportunity to improve mental wellness by receiving and providing support — including anonymous interactions and supervision by licensed mental health practitioners — that empowers members to openly share their innermost thoughts and feelings in an inclusive environment. Watch the webinar at under the Health and Wellness of Veterinarians of [canadianveterinarians.net](http://canadianveterinarians.net) to learn more.

## 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](http://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, it's the perfect gift idea for any occasion! Visit the Members Benefits page on [canadianveterinarians.net](http://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](http://lifelearn.com) to learn more about putting WebDVM to work for your practice.



## HELP US TELL THE STORY

About Veterinarians in Western Canada

Fundraising for Phase 2 is ongoing.




FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far  
**\$174,248.00**

Fundraising goal  
**\$225,000.00**

DONATE TODAY AT: [www.vintageveterinaryexhibit.ca](http://www.vintageveterinaryexhibit.ca)



### WHEN TO CALL

the 24/7 livestock care

## ALERT Line

Questions or concerns about livestock welfare?

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

Dispatch for Emergency Livestock Handling Equipment Trailers

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

???

Livestock at large - on the highway

Adoptive, fraudulent, quality, and/or stolen

**STOP**

Transportation concerns

Dead livestock

Questions or concerns about your region's farm

Negative disputes

**ALERT Line**

24/7 confidential livestock welfare call line

1-800-506-2273

**RCMP**

Contact your closest RCMP detachment

**AB SPCA**

Call 1-800-465-9608

**Farmers' Advocate**

Questions about land or human rights, not animal welfare

403-688-2400

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





# Practice Management

## Culture: Every Practice Has One...But Is It the One You Want?

Wendy Hauser, DVM, Peak Veterinary Consulting

### INTRODUCTION

#### THE CONCEPT OF ACTIVELY CRAFTING CORPORATE

culture has been the topic of many articles and seminars over the years. In 2016, the American Animal Hospital Association (AAHA) commissioned a study<sup>1</sup> performed by the Daniels College of Business at University of Denver to examine how organizational culture impacts veterinary hospitals. Key areas of focus included the different subcultures that exist in veterinary hospitals as well as evaluating how hospital metrics are impacted by culture. The study evaluated eight areas of subculture, ranked in order of importance by study respondents. Most important to culture was the relationship with veterinarians, followed by training and career development, teamwork and staffing, employee involvement and goal setting, supervision, leadership skills and contributions and institutional fairness and communication. The lowest ranked factor impacting culture was rewards and recognition.

Findings of the study indicated that three measurements were strongly associated with hospital metrics:

1. Relationship with veterinarians,
2. Teamwork and staffing and
3. Leadership skills.

Relationship with veterinarians was defined as “the degree to which veterinarians maintain collegial relations with staff and respect staff contributions to care.” Teamwork and staffing concentrated on “the degree to which the practice encourages teamwork and cooperation, and coordinates efforts across

departments.” Leadership skills focused on “practice management promotes a commitment to high performance and quality.”

Metrics most impacted by team perceptions of culture were identified as production per full-time veterinarian, number of employees and gross income of the hospital. Key findings in this study were that staff in smaller veterinary hospitals reported more positive relationships with veterinarians, enjoyed enhanced teamwork and staffing and had more opportunities to be an active contributor to the hospital culture and success.

Interestingly, this study suggests that job function impacts the study scores relating to culture. Management and administration had higher aggregate culture scores than associate veterinarians. Factors that negatively impacted the culture scores among associate veterinarians were training and development, opportunities to contribute, employee involvement, and teamwork and staffing.

Several conclusions and challenges can be extrapolated from this study, including the need to provide associate veterinarians with the ability to continually develop skills and to apply the skills in clinical settings, to provide opportunities for associates to meaningfully contribute to hospital success outside of production metrics and to evaluate how teams function. Challenges highlighted for hospitals with larger numbers of employees are to provide animal health care team members the opportunity to develop meaningful work relationships with veterinarians, where their contributions are valued and to provide a pathway for enhanced teamwork.



Culture is the most often overlooked aspect of veterinary hospital operations in many hospitals. This has not been a priority for management for reasons ranging from non-recognition of the impact of culture on all hospital functions to not understanding how to implement a healthy organizational culture. These proceedings will help to provide a roadmap for establishing a healthy culture in your practice.

## WHAT IS CULTURE?

Culture is defined as “the set of shared attitudes, values, goals and practices that characterizes an institution or organization.”<sup>2</sup> This definition relates to the cognitive, or intellectual, culture of an organization. Cognitive culture is the most frequently recognized form of culture, expressed and reinforced verbally.

Rarely acknowledged is the emotional culture that co-exists alongside cognitive culture. This culture helps to dictate which emotions are shared in the workplace, and which ones are curbed. Emotional culture is communicated primarily through non-verbal signals such as body language, eye contact and our voices (pitch, tone, volume and pacing). As 93% of communication is non-verbal, emotional culture influences teamwork, client relations and even impacts how our patients respond to us.

## WHY IS CULTURE IMPORTANT?

As seen in the AAHA study discussed above, a healthy culture is critical to creating an environment in which all employees can grow and thrive. Every workplace has both cognitive and emotional culture; it intrinsically exists! Both manifestations of culture must be actively managed in the workplace. Workplaces with healthy cultures report greater employee engagement and job satisfaction and more effective teamwork. When organizational culture forms implicitly, it creates fertile ground for discord. This can lead to misunderstandings, confusion and resentment among animal health care team members. The impact on teams is often higher rates of absenteeism, turnover and burnout.<sup>3</sup>

## ELEMENTS OF CULTURE

### Psychological Safety

Creating a work environment that feels safe to your animal health care team is the first step in creating a positive culture. Psychological safety refers to the “shared belief by team members that the group is safe for interpersonal risk-taking.”<sup>4</sup> In workplaces that create psychologically safe spaces, employees can learn, thrive and contribute – all cultural factors that rated high in the AAHA study. As discussed in the article *Psychological Safety: a meta-analytic review and extension*, psychological safety has a direct positive influence on task performance by lessening the potential negative consequences of making a mistake, which increases creativity and initiative. “In terms of attitudinal outcomes, when employees feel safe in their workplace, they are more likely to want to continue in their current jobs, with their current coworkers.”<sup>5</sup>

Veterinary teams are focused on accomplishing tasks, often many at one time. Proactive conversations about how our team members interact with one another are often overlooked and behaviours develop indirectly. “When divergent expectations are not explicitly discussed, we risk rupturing relationships. Unmet expectations and undeclared assumptions can cause the effectiveness of groups to unravel, resulting in irritation, distress and corrode transparency, trust and safety.”<sup>4</sup>

Psychological safety can be consciously fostered in our veterinary hospitals by creating an environment that encourages guidelines that help direct the way the group works together. These guidelines direct all relationship-based activities and are actively discussed and reinforced. One example of guidelines developed for the human nursing community is the **CENTRE** model,<sup>4</sup> useful during group meetings and morning huddles.

The acronym stands for:

**Confidentiality:** What is said in the group stays in the group.

**Equal airtime:** Everyone has the right to participate in the conversation and contribute to the final product/decision.

**Non-Judgmental, respectful listening:** team members don't interrupt and seek to understand each other before being understood.

**Timeliness:** respectful of others' time and schedules.

**Right to Pass:** acknowledgement that the person in the group might not have anything new to contribute to the conversation or might need more time to think.

**Engagement:** being fully present for the group, and the conversation.

### Trust

Once employees feel safe in the workplace, animal health care teams can build vulnerability-based trust. Being vulnerable can be uncomfortable for our animal health care team members. In exposing themselves, they fear being emotionally hurt, judged or seen as weak or lacking by their fellow team members. When vulnerability-based trust is fostered, the need to hide weaknesses or mistakes evaporates as each team member can be accountable for their performance without fear of shame or ridicule. Teammates are completely comfortable being transparent and honest with each other and can freely admit mistakes, ask for help and say, “I'm sorry.” This shared belief leads to a deep bond between teammates, with the belief that each person has each other's best interests at heart. This concept allows team members to focus on the collective good, which in turn creates a deeply positive culture.

Trust is built slowly and deliberately, in a non-threatening way. Trust can only truly form when members of the team really get to know and understand each other. One trust-building activity is the hand exercise,<sup>6</sup> seen below:

**Each team member will take about 5 minutes to discuss how they view their hand in life:**

**THUMB:** Foundations  
**INDEX:** Vision for the future  
**MIDDLE:** Things that irritate others  
**RING:** Commitments  
**PINKY:** Vulnerabilities



By learning about our teammates' foundations, we can better appreciate some of the traits that manifest in their adult selves. Examples of other trust-based activities can be found online. Regardless of the activity, the importance of these exercises is to build common ground and develop a shared comfort level in sharing information within the group.

CONTINUED ON NEXT PAGE

## Shared Values

Creating a unified culture requires an understanding of the team's common values. These shared beliefs influence how we do our work and how we interact with one another. Defining shared ideals helps create a framework to guide our daily work, in a manner that is consistent with the group's collective standards.

Below is an exercise that I have used with my own team, as well as with clients' teams as a consultant, in determining the values that unite and define workplace culture:

1. In written and confidential format, every member of the team answers the following question: "What are the top 3 words YOU would use to describe the personality of \_\_\_\_\_ Animal Hospital?"
2. The words are then combined into common terms (example: educator and teacher).
3. From these words, the team chooses the top 4-6 shared values that best describe the organization's identity as shared by the team.

These ideals give a voice to qualities that define the organization. Shared values are used to govern every aspect of the hospital, from hiring and firing to personnel development and business strategy. This is a living document; as the business evolves, variations might occur in the organizational core values. Leadership changes are one example of a catalyst that might result in a transformation of shared values. To ensure that the values are representative of the team, this exercise should be repeated after such changes or every three to five years.

## ACTIVELY MANAGING CULTURE

Actively managing culture requires that the leadership team has a clear understanding of what they want their culture to represent and to accomplish. While the leadership team works to reinforce the desired culture, each team member has a responsibility in upholding the culture and being accountable to their role in creating a psychologically safe work environment where employees can be transparent with one another and stay true to the shared company values.

It is incumbent upon the leadership team to create opportunities that strengthen the team's commitment to maintaining a healthy culture. Some ways that culture can be supported daily include:

- Morning huddles: These inclusive, all hospital huddles are not strategic in nature, but designed to provide space for management and team members to acknowledge the emotions that they are bringing to work that day. By asking each team member "What emotions are you bringing to work today?", management can understand and shape the daily emotional undercurrents present in the workplace.

- When emotions are constructively welcomed into the workplace, team members can seek to understand each other in more constructive ways. One example of this is "cognitive reappraisal," a technique that can be taught to our teams to help them re-examine their views of a coworker's actions. By considering benign plausible explanations for a colleague's behaviour, they will be less likely to fixate on negative explanations that could send them into a negative emotional spiral. The upside of this is that they can then be more supportive of that individual, showing caring and compassion.
- Talking about how the group will work together to accomplish needed projects throughout the day. This may be best accomplished by quick morning meetings within each of the functional work units daily. For example, technicians, assistants and doctors responsible for surgery will have a brief meeting to discuss workflow, patient needs, client management and team member concerns. These meetings should follow the CENTRE guidelines discussed under psychological safety.

## CONCLUSION

Veterinary hospitals that have embraced and cultivated healthy cognitive and emotional cultures understand that it is transformational. In today's highly competitive employment environment, offering a workplace that is free of drama, encourages collaboration, supports personal and professional growth while inspiring team members to be their best self is irresistible. A healthy workplace culture is the single biggest factor in creating a highly successful veterinary hospital. Is culture a priority in your hospital?

**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>

## References:

1. [www.aaha.org/public\\_documents/professional/resources/aaha\\_2016\\_state\\_of\\_the\\_industry\\_fact\\_sheet.pdf](http://www.aaha.org/public_documents/professional/resources/aaha_2016_state_of_the_industry_fact_sheet.pdf)
2. [www.merriam-webster.com/dictionary/culture](http://www.merriam-webster.com/dictionary/culture)
3. Barsade S, O'Neill OA. *Manage Your Emotional Culture*. Harvard Business Review, January-February 2016, 58-66.
4. Cave D, Pearson H, Whitehead P, Rahim-Jamal S. (2016). *CENTRE: creating psychological safety in groups*. The Clinical Teacher, 13(6), 427-431
5. Frazier, M., Fainshmidt, S., Klinger, R., Pezeshkan, A., & Vracheva, V. (2017). Psychological Safety: A Meta-analytic Review And Extension. *Personnel Psychology*, 70(1), 113-165
6. Kerry Plemmons, AAHA Executive Transformations Workshop Florissant, CO October 2012



# EXTENDING JOY

THEN ——— NOW



CHECK OUT ITS MODE  
OF ACTION HERE!

JOINT MOBILITY  
SUPPORT FOR DOGS



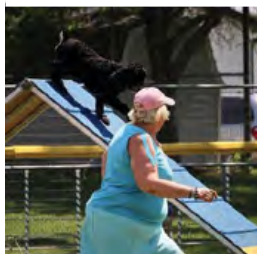
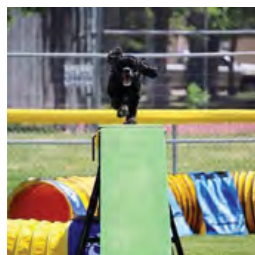
**Flexadin**® Advanced

**vetoquinol**  
ACHIEVE MORE TOGETHER



# Member Mentions

Kirsten Aarbo, DVM, Past President, ABVMA



## Renee Sobie, RVT

**RENEE SOBIE GRADUATED FROM NAIT** in 1996 and is a proud RVT and agility competitor. Renee started down this path by adopting a cocker spaniel named Boston with some behavioural challenges. She also found agility classes as a way to harness his energy. She discovered it was great for her personal fitness and for meeting new people. While Renee can be shy meeting people for the first time, she found the agility community very welcoming and has made many friends over the years.

As Boston got older, Renee introduced another cocker, Caramel Latte, to the family from a local breeder. Latte really took to agility and was very successful! In 2011, they were selected as part of one of the first CKC Agility Team Canada to compete in the European Open in 2011, but unfortunately, Latte was diagnosed with both cutaneous lymphoma and a severe peroneus muscle injury. Luckily, through quick surgical removal and focused rehabilitation, they were able to return to competition, including being one of only three dogs invited to represent Canada at the Eukanuba Agility Invationals in Florida in 2013.

A couple of years later they travelled to Purina Farms in St. Louis, to compete at Cocker Nationals, where Latte placed in the top four in every run they ran clean. Later, Latte also developed an affinity for dock diving, which earned her three invitations to Dock Dogs World in Milwaukee. Sadly, Latte developed medial shoulder instability that was not responsive to aggressive treatment and rehab therapy, and Renee chose retire her from agility to let her enjoy life as a "normal" dog.

In early 2012, Renee welcomed yet another cocker to her pack, Latte's nephew Stout, who also was very clever during his prime years competing in agility. Stout followed in his aunt's footsteps and participated in CKC Agility Team Canada tryouts and was in the top eight in all runs. Stout's true passion however is Sprinters, which is 100m dash of lure coursing. He loves chasing the "plastic bunny"!

During the pandemic Renee was closely involved the first two litters Stout sired, which graced Renee with her newest up and coming agility dog named Whip, who happens to be Stout's daughter. Renee feels privileged have helped deliver Whip's littler via C-section, where she got to use all her tech skills to ensure the litter was delivered and revived safely.

Renee is honoured to train with some of the top agility trainers in the world here in Alberta. Prior to the pandemic, she would compete in an agility trial once a month, and now that things are opening up, she's thrilled to get back to training. When not training and trialling, Renee works for Alpha Vet Science/Omega Alpha Pharmaceuticals. Previously she was the head RVT for Edmonton Vet Emergency for several years, then taught briefly for the Lakeland RVT department for a four-month term until her health became an issue. She also offers hydro-conditioning for dogs through the winter months. Renee also has a strong interest in canine-conditioning and rehab and is certified in two levels canine massage therapy.

Having an autoimmune disease provides some challenges on a daily basis and Renee finds working with her dogs lowers her stress levels. In addition to the joy that training her dogs provides, Renee also finds canine swimming, massage therapy and long nature trudges with her cockers very cathartic. Animals give her solace. Seeing her dogs having fun is more rewarding than qualifying runs and titles!

Renee lives in Edmonton with her dogs Stout, who is now 10 years old, and her new up and coming girl Whip, who is a year old. Renee is thrilled to be back to training and competing again.

# In Memoriam



## Dr. Bruce Lee Wine

Feb. 11, 1966 – May 28, 2022

**IT IS WITH GREAT SADNESS THAT WE** announce the sudden passing of Dr. Bruce Lee Wine on May 28, 2022, at the age of 56. Bruce was born on Feb. 11, 1966, in Rimbey, AB. With his love of agriculture and animals, he pursued a career in veterinary medicine. In the span of his career, he specialized in embryo transfer and large animal nutrition, working with many dairy farmers in central Alberta. The last few years, Bruce was a Canadian Food Inspection Agency Veterinarian at Olymel.

In 1995, Bruce married Teresa and later received his most precious gifts, his son and daughter, with whom he shared many fond memories. This included going on adventures and cheering them on at sporting events. Bruce loved both playing and watching hockey, woodworking, photography, kayaking, cycling, and had an appreciation of

nature and music. Later in his life, he joined Crossroads Church, which enriched his life tremendously. He loved so many beautiful worship songs, and going to praise nights at the church was always a highlight. His faith and walk with the Lord continued to grow and he was always sending encouraging songs and scriptures to others. Bruce also enjoyed doing volunteer work and sharing his homemade soups with others.

He will be greatly missed by his wife, Teresa, and his two children, Tristan (Guia) and Lauren (Jonah), mother Elizabeth Wine (Dave From), siblings, Jodie (Martin) Folkerts and their children Danielle, Jordan (Jessica and children Emilia and Theodore), and Kara, Brian (Sherry) Wine and their children Emma and Isabella, and Lisa Wine. Bruce was predeceased by his father, Marvin Wine.

## Dr. Arran Gordon Anthony Lamont

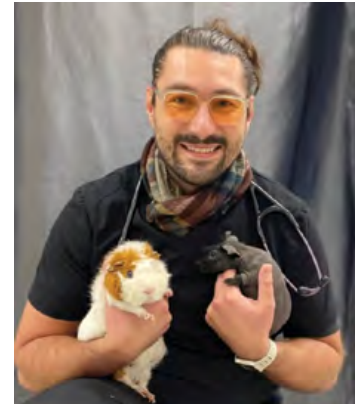
June 9, 1983 – June 6, 2022

**THE FAMILY OF ARRAN LAMONT OF** Spruce Grove, AB, (formerly of Lloydminster, AB) sadly announce his sudden passing on June 6, 2022, at the age of 38 years.

Arran will be remembered as a caring, compassionate and well-loved man to many. He was a well-respected veterinarian who cared very deeply about the well-being of his patients and who pioneered new treatments for animals and their pain maintenance. Arran was an athletic soul who could often be seen rollerblading while listening to his favourite music or entertaining his new-found friends with his diving prowess.

Arran will forever be loved by his parents Gordon and Alison; his brother Joel (Paige); his sister Ceilidh; his niece Billie; his Grampa Joe; Auntie Lynda; Auntie Edie; Uncle Ian (LaurieAnne); his cousins Gessica (Jeff), and Marco; Darren (Laura), and Darcie (Taylor), as well as extended family and hundreds of his cherished friends.

Arran was predeceased by his maternal grandparents Anthony and Vivien; his paternal grandmother, Iona, and Auntie Deb.



## Celebrating Animal Health Week and RVT Month

### Animal Health Week: Oct. 2-8, 2022

October is a special month for celebrating the vital role the veterinary team plays in keeping animals healthy. Oct. 2-8, 2022, is Animal Health Week, and October is RVT month.

Building on the previous two Animal Health Week campaigns, the CVMA is further exploring the One Health theme with Habitat Protection and Pandemic Prevention.

View more at: [www.canadianveterinarians.net/veterinary-resources/practice-tools/animal-health-week-ahw/ahw-2022](http://www.canadianveterinarians.net/veterinary-resources/practice-tools/animal-health-week-ahw/ahw-2022)

### RVT Month: October 2022

RVT Month is a time to acknowledge RVTs and the important work they do to advocate and care for the health and well-being of animals.

View more at: [rvttcanada.ca/rvtmonth/](http://rvttcanada.ca/rvtmonth/)

Veterinary teams are encouraged to use hashtags:

- #RVTMonth
- #ProudlyRVT
- #ThankanRVT
- #WeAreRVTs
- #AskForRVTs



# Equity, Diversity and Inclusion

## National Day for Truth and Reconciliation

Kathy Naum, Manager, Communications and Professional Enhancement

### WHILE NEARLY ALL CANADIANS HAVE

heard of Truth and Reconciliation by now, many may not know the background behind this movement. Truth and Reconciliation refers to the need to understand and support healing to Indigenous victims of the residential school system in Canada. Over a 150-year period, more than 150,000 children from First Nations tribes were placed in residential schools, mostly run by the Catholic Church under government contracts. During this time, attempts were made to assimilate these children into Canadian culture and to convert them to Christianity. Education was not the primary goal, rather, the focus was to break the children's link to their culture and identity. Thousands of children

### Truth and Reconciliation Commission of Canada

The Truth and Reconciliation Commission (TRC) of Canada was formed in 2007 as a result of the Indian Residential School Settlement. Between 2007 and 2015, the TRC created a historical record of the residential school system in Canada. This work was completed by gathering evidence from 6,500 witnesses and hosting seven national events across the country. The National Centre for Truth and Reconciliation is located at the University of Manitoba and now houses all documents collected by the TRC, including over five million records provided by the Government of Canada.

"The truth telling and reconciliation process as part of an overall holistic and comprehensive response to the Indian Residential School legacy is a sincere indication and acknowledgement of the injustices and harms experienced by Aboriginal people and the need for continued healing."

The full mandate of the TRC is published in Schedule N of the Settlement Agreement.<sup>4</sup>

### Highlights of the TRC's Final Report

While this article cannot begin to cover the 94 recommendations made in the report, they can be viewed on the National Centre for Truth and Reconciliation website, [nctr.ca/records/reports/](http://nctr.ca/records/reports/). These recommendations

*"The truth telling and reconciliation process as part of an overall holistic and comprehensive response to the Indian Residential School legacy is a sincere indication and acknowledgement of the injustices and harms experienced by Aboriginal people and the need for continued healing."*

died while in the care of these schools. This awful history has been brought to light through the discovery of numerous mass graves and the Indian Residential School Settlement Agreement in 2007.<sup>1</sup> Following this settlement, the Government of Canada established the Truth and Reconciliation Commission of Canada.<sup>2</sup>

In 2015, the TRC issued its final report, which was accepted by Prime Minister Justin Trudeau in June 2015 as part of the Indian Residential Schools Settlement Agreement. The report included 94 "calls to action" to further reconciliation between Canadians and Indigenous peoples.<sup>3</sup>

To further understand the work of the TRC, consider their mandate, an excerpt from which is printed here:

are grouped into 21 areas, including but not limited to: Child Welfare, Education, Language and Culture, Church Apologies, Missing Children and Burial Information, National Centre for Truth and Reconciliation, and the list goes on.

Work has been ongoing since 2015, including the Government of Canada's commitment to implement recommendations of the TRC. This summer, Pope Francis





EVERY  
CHILD  
MATTERS  
ORANGE  
SHIRT DAY  
09.30.22

visited Canada in a historic visit to apologize for the Catholic Church's role in the residential school system. During the papal visit, Pope Francis visited former residential school sites and met with Indigenous peoples across the country. While in Alberta, he also conducted an open-air mass at Commonwealth Stadium in Edmonton and participated in the annual pilgrimage to Lac Ste. Anne. While the visit was undoubtedly a significant step on the part of the Catholic Church, the response to the Pope's apology is mixed, with many calling for more to be done, including rescinding the Doctrine of Discovery.<sup>5</sup> The Doctrine of Discovery is a legal framework, that justified European imperial ventures, including the colonization of North America. Regardless of opinion, what is obvious is that there is so much to learn about reconciliation. This 150-year tragedy cannot be solved by checking a few boxes, and this article has merely scratched the surface to provide the background behind Truth and Reconciliation.

#### What can individual Canadians do?

Accepting the truth of the residential school system in Canada may be difficult to do. Most Canadians had no direct

involvement in the residential school system, and many were probably not even aware of it. However, reconciliation starts by acknowledging and accepting the pain and suffering these historical events have caused. There are numerous ways to become involved:

1. **Set aside preconceived opinions of Indigenous people that may lead to racism and discrimination.**
2. **Learn more about the history of residential schools.** The Summary of the Final Report of the Truth and Reconciliation Commission of Canada includes an excellent overview of the residential school system, and includes statements and stories shared by residential school survivors.<sup>6</sup>
3. **Do something to recognize the National Day for Truth and Reconciliation.** Events take place nationwide to mark this federal statutory holiday.
4. **Be an ally.** Listen, ask questions of Indigenous people, and learn how you can support truth and reconciliation in your community.
5. **Support Orange Shirt Day campaigns** that support Indigenous community groups in your area.

6. **Watch documentaries or read articles** on residential schools.
7. **Support emerging Indigenous artists and musicians.**

#### References:

1. [www.residentialschoolsettlement.ca/settlement.html](http://www.residentialschoolsettlement.ca/settlement.html)
2. [www.rcaanc-cirnac.gc.ca/eng/1450124405592/1529106060525#chp1](http://www.rcaanc-cirnac.gc.ca/eng/1450124405592/1529106060525#chp1)
3. [ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls\\_to\\_Action\\_English2.pdf](http://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf)
4. [www.residentialschoolsettlement.ca/SCHEDULE\\_N.pdf](http://www.residentialschoolsettlement.ca/SCHEDULE_N.pdf)
5. [en.wikipedia.org/wiki/Discovery\\_doctrine](http://en.wikipedia.org/wiki/Discovery_doctrine)
6. [ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive\\_Summary\\_English\\_Web.pdf](http://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive_Summary_English_Web.pdf)

#### Support is available for anyone affected by their experience at residential schools or by the latest reports.

A national Indian Residential School Crisis Line has been set up to provide support for former students and those affected. People can access emotional and crisis referral services by calling the 24-hour national crisis line: 1-866-925-4419.

Mental health counselling and crisis support is also available 24 hours a day, seven days a week through the Hope for Wellness hotline at 1-855-242-3310 or by online chat at [www.hopeforwellness.ca](http://www.hopeforwellness.ca).



Here is a sticker you may attach to clothing to support Orange Shirt Day.



# Focus on Wellness

## Bringing Trauma-Informed Care to Veterinary Medicine

Article 1 of 3: Understanding trauma, prevalence in society and impact on people

Terrie McKinley and Dr. Kathy Keil

“Once triggered  
in the brain,  
trauma trumps logic.”

~ Erin Beckwell, MSW, RSW (SK)

### Warning, this article talks about trauma.

Please decide if you feel safe reading it. If you feel overwhelmed or distressed as you read it, please reach out for help. You are not alone. Please share your story with someone. There are people who are ready to listen and help. Contact the Canadian Crisis Suicide Support line at 1-833-456-4566 or find a call centre near you at [suicideprevention.ca/im-having-thoughts-of-suicide/](https://suicideprevention.ca/im-having-thoughts-of-suicide/)

### THE WORDS “TRAUMA-INFORMED

care” (TIC) are becoming mainstream, but what do they actually mean and what does it mean to us in the veterinary profession?

This is the first of a three-part series delving into TIC. This article focuses on the definition of trauma, its prevalence in society and effect on the whole person.

The next article will focus on when trauma comes to work in our veterinary world, including recognizing trauma signs in oneself and others and using principles of TIC in interactions with clients and each other. The final article will offer a range of strategies to prevent and mitigate the negative impact of trauma in the veterinary workplace.

## What is trauma?

To understand what TIC is, one must first understand what is meant by “trauma.” Trauma is the emotional and physical wounds that are created by something that happened that shouldn’t have or the absence of something that was needed, such as love and attention. Individuals vary in how they experience physical or emotional harm depending on the developmental, historical, intergenerational, cultural, interpersonal, domestic violence or system-oriented trauma they have previously experienced.<sup>1</sup> In many cases of trauma, the person’s internal resources are not adequate to cope with external stressors, which may result in ways of responding to life situations that some may view as unpredictable or unusually emotionally charged, or even detached.

With an increased understanding that these responses can be an indication of a trauma history, how a veterinary team responds to the person can escalate or deescalate situations. In trauma-informed care, the goal is to treat people in ways that create physical and emotional safety. It’s about giving people choice and control over decisions that affect them, so that they can build feelings of trust, a sense of control and empowerment.<sup>1</sup>

## How common is trauma?

In Canada, half of all men and one-third of all women have survived one incidence of sexual or physical violence. About three out of four Canadians will go through at least one traumatic event in their life.<sup>1</sup> Traumatic experiences that occur before the age of 18 are called adverse childhood experiences (ACEs). ACEs fall into three domains (and 10 categories): abuse (physical, emotional and sexual); neglect (emotional and physical); and household dysfunction (divorce, mental illness, substance abuse, violence, and incarceration among caregivers).<sup>2</sup>

Sixty-one per cent of adults have at least one ACE and 16% have four or more types (categories) of ACEs, with women having higher overall ACE scores than men. Although veterinary medical students

have a similar rate of ACEs as the general population, they do have a significantly higher rate of a childhood experience living with a household member who was depressed, mentally ill and/or attempted suicide than the general population.<sup>3</sup>

## Trauma’s impact on the development of coping patterns

In order to develop into an ideal secure adult with healthy coping mechanisms to address stress, one must be born into a home with a constant flow of unconditional love and support from their parents. Children who grow up in neglectful or abusive homes are more likely develop into insecure adults, with maladaptive coping styles. This dichotomy does not represent most people, who fall between the two on continuums related to attachment style, coping mechanisms and a variety of learned behavioural patterns. These patterns develop unconsciously over time to help children get their needs met and continue into adulthood.

Infants are dependent on their parents for life. The brain’s survival response can kick in when a baby’s initial cries are ignored or unheard. Imagine a newborn waking up from a nap while their caregiver is having a shower, is depressed, or who is unresponsive from drug or alcohol use. These early experiences help shape the lower parts of the brain, which are responsible for survival, that inform higher levels of the brain, which are responsible for learning, moral decisions and interpreting the world. When the needs of an infant are not met, they develop a negative internal belief system and assume there is something wrong with them. This results in the development of maladaptive patterns of behaviour, often modelled after their parents, to attract attention and get their needs met. There are endless examples of these patterns. These are some of the common ones: perfectionism, social comparison, people-pleasing, taking things personally, fear of failure (or success), procrastination, and/or habitual negative thinking patterns. These patterns are unconscious and

learned. No matter where someone falls on these continuums, it is paramount to understand that no matter the magnitude of the trauma that was endured, that on some level trauma happened.

## Protective factors can minimize trauma effects

Trauma has a cumulative effect. Anything that is done to minimize, repair, recover, modulate or avoid the accumulation of trauma in the body will minimize its effects over time. In the case of developmental trauma, when a child has at least one dependable adult in their life, like a grandparent or a teacher, this can be a protective factor. When parents get help with their mental health struggles or addictions, they can work to rebuild what was compromised, as well as when parents take responsibility for their bad behaviour. If we start to conceptualize what constitutes trauma, we stand a better chance of taking action to protect ourselves and others from more of it. For a deeper understanding of how trauma accumulates in the body, a great book is *The Body Keeps the Score*, by Bessel van der Kolk.<sup>4</sup>

This article provided an overview of trauma, its prevalence in society and effect on the whole person. The next article will focus on when trauma comes to work in our veterinary world, recognizing trauma signs in oneself and others, and using principles of TIC in interactions with clients and each other.

**"You lose yourself,  
you reappear.  
You suddenly find you  
got nothing to fear."**

**~ Bob Dylan**



## References:

1. Free Trauma Informed Care eLearning series developed by experts at Alberta Health Services provides a foundational understanding of the principles of trauma informed care, and the role it plays in supporting the health and recovery of individuals who have experienced traumatic events. Alberta Health Services. (2021). [www.albertahealthservices.ca/info/page15526.aspx](http://www.albertahealthservices.ca/info/page15526.aspx)
2. Stoewen, D. L. (2022). Nature, nurture, and mental health. Part 2: The influence of life experience. The Canadian veterinary journal La revue veterinaire canadienne, 63(6), 643-645.
3. Strand, E. B., Brandt, J., Rogers, K., Fonken, L., Chun, R., Conlon, P., & Lord, L. (2017). Adverse childhood experiences among veterinary medical students: a multi-site study. Journal of Veterinary Medical Education, 44(2), 260-267.
4. Van der Kolk, B. (2014). The body keeps the score: Mind, brain and body in the transformation of trauma. Penguin UK. Dr. Bessel van der Kolk has spent his professional life studying how children and adults adapt to traumatic experiences. He translates emerging findings from neuroscience and attachment research to develop and study a range of effective treatments for traumatic stress and developmental trauma in children and adults. [www.besselvanderkolk.com](http://www.besselvanderkolk.com) One of his books, The Body Keeps the Score, is the inspiring story of how therapists, scientists and their patients integrate recent advances in brain science, attachment research, and body awareness into treatments that can free trauma survivors from the tyranny of the past.

## Additional Resources:

- Erin Beckwell, MSW, RSW (SK). Erin is a Field Education Coordinator and Clinical Instructor in Social Work at University of Regina. Erin's teaching and practice interests include trauma-informed principles. Erin has facilitated trauma informed care and communication to WCVU students IG: [@seenandheardconsulting](https://www.instagram.com/seenandheardconsulting)
- In "The Wisdom of Trauma" movie, physician, bestselling author and Order of Canada recipient Dr. Gabor Maté explores the connection between illness, addiction, trauma and society. <https://drgabormate.com/the-wisdom-of-trauma/> and link to books written by Dr. Gabor Maté [drgabormate.com/book/](https://drgabormate.com/book/)
- Dr. Peter Levine is the author of four books about healing trauma, including best-sellers, Waking the Tiger and Healing Trauma, and developer of the Somatic Experiencing method for emotional and physical release in healing of trauma [www.somaticexperiencing.com/about-peter](http://www.somaticexperiencing.com/about-peter)
- Jeannine Moga, MA, MSW, LCSW, is a licensed clinical social worker with specialties in veterinary social work, occupational stress/resilience, and grief and loss [vetsocialwork.utk.edu/people/jeannine-moga/](https://vetsocialwork.utk.edu/people/jeannine-moga/)

**About the authors:** Terrie McKinley and Dr. Kathy Keil are members of the ABVMA Member Wellness Committee

Terrie McKinley is a retired veterinary hospital administrator, who graduated in 2020 with a Master of Arts-Counselling Psychology degree and a Conflict Resolution certificate in 2021. At present, she is a Registered Provisional Psychologist in Alberta and an ABVMA Member Wellness Committee member. She works in private practice in Calgary, helping clients heal from trauma. [www.psychologytoday.com/ca/therapists/terrie-ann-mckinley-calgary-ab/871293](http://www.psychologytoday.com/ca/therapists/terrie-ann-mckinley-calgary-ab/871293)  
Indigrow Psychology, [Terrie@indigrowpsychology.com](mailto:Terrie@indigrowpsychology.com), 403-971-2244.

Dr. Kathy Keil, a graduate of the Ontario Veterinary College, also has a BA and master's degree in psychology. Her psychology background and recognition of psychological distress in veterinary medicine led her to pursue mental health and psychological safety training from the Mental Health Commission of Canada, the Canadian Mental Health Association and Centre for Suicide Prevention, including certification to teach suicide prevention courses. As a veterinarian working for Merck Animal Health, Dr. Keil spearheaded the Merck Animal Health-CVMA It's Time to Talk about Mental Health in Veterinary Medicine Awareness Campaign. Dr. Keil is dedicated to veterinary volunteerism. She is currently a member of the ABVMA Member Wellness Committee and chair of the CVMA Wellness Advisory Group.

## 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](http://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.

# GREAT NEWS: the Alberta Challenge is back again!

- Your help is vital to keep our applications process open!
- IF YOU HAVE NOT ALREADY DONE SO, PLEASE REGISTER NOW!



## ALBERTA CHALLENGE! Nov-Dec 2022!

NOV 1 – DEC 31, 2022

**The Alberta Challenge** is our annual public fundraising campaign where members of the veterinary community can join together with animal lovers and businesses across Alberta to provide aid for pets in need.

From November 1 through December 31, 2022, veterinary clinics and local groups/businesses lead small fundraising events to raise public awareness and funding for Tails of Help to fulfill our mission:

**Help keep more four-legged members of low income Alberta families healthy and happy for years to come!**

In 2019 Tails of Help ran low on funding and had to place a temporary suspension on applications funding. Then we had a very successful Alberta Challenge and during 2020 we helped save more pets than ever - more than 200! Your support is crucial for us to help more Alberta families keep their pets!

**Your support is vital:** This is the Tails of Help major fundraising event of the year. Donations made during this Alberta Challenge will enable us to keep saving more pets in 2023.

For more information or to order your **FREE Fundraising Kit**, **PLEASE REGISTER** to participate in the Alberta Challenge today!

Registration now open at [tailsofhelp.ca/alberta-challenge](https://tailsofhelp.ca/alberta-challenge) or by email [alberta-challenge@tailsofhelp.ca](mailto:alberta-challenge@tailsofhelp.ca)

Thank you again to our major sponsors and contributors:



Fancy's Fund - Grant Support 2022



2022 Silver Sponsor



2022 Premier Sponsor

# Keeping You Current

## Member Engagement

### 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 is now open at [www.canwestconference.ca](http://www.canwestconference.ca)

Early bird deadline: Sept. 16, 2022.  
Register early and save.

### Member Wellness Program

The program offers members that qualify access to recovery treatment due to incapacitation from addictions through interest-free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office. For more information on the member wellness program contact [darrell.dalton@abvma.ca](mailto:darrell.dalton@abvma.ca)

## 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:

### July

- 7: DR/AR** Governance Task Force
- 11: R/DR/AR/P/VP** ABVMA Executive Meeting
- 12: AR** AAVSB Planning Meeting
- 14: CM** Bi-weekly meeting with ev+ Digital Agency  
**R** Meeting with Rawski & Co.  
**P/R/DR** Telemedicine Policy Research Meeting
- 18: R/DR/AR** Meeting with Government Advocate and AB Agriculture and Forestry  
**R** Interview with the CBC
- 19: DR** Tails of Help Board Meeting
- 20-24: R/DR/AR/CM/P** CVMA Convention
- 26: R** NFACC Executive Meeting
- 28: CM** Bi-weekly meeting with ev+ Digital Agency  
**CM** Meeting with the ABVTA

### August

- 3: R** AFAC Board Meeting
- 4: CM** CVMA Communications Meeting
- 8: DR/AR/P/VP** ABVMA Executive Council Meeting
- 9: AR** PIPS Inspector Orientation
- 11: CM** Bi-weekly meeting with ev+ Digital Agency
- 12: VP** WCVMA White Coat Ceremonies for the classes of 2024 & 2025
- 22: R/DR/AR/P/VP** ABVMA Executive Council Meeting  
**R/DR/JF/CM** Meeting with ev+ Digital Agency
- 25: CM** Bi-weekly meeting with ev+ Digital Agency
- 26: R/DR/AR/CM** Meeting with Homewood Health
- 29: R/DR/AR/CM/P/VP** UCVMA White Coat Ceremony
- 29-30: R/DR/AR** August Council Meeting





## PIPS Tip Ensuring Minimum Standards of Veterinary Practices in Alberta

**EVER WONDERED ABOUT WHY WE HAVE PIPS STANDARDS,** inspections and a committee? Here is a summary of the whole process.

### ABVMA

The ABVMA is responsible for regulating the practice of veterinary medicine within the province of Alberta under the authority of the *Veterinary Profession Act* and General Regulation. The mission of the ABVMA is to serve the public by regulating, enhancing and providing leadership in the practice of the profession of veterinary medicine in Alberta. Part 4 of the Veterinary Profession General Regulation defines the requirement for practice inspections and practice standards (PIPS). The Regulation lays out expectations for Council establishing service categories and universal standards as minimum standards. It also gives the responsibility to appoint inspectors, establish a PIPS Committee and to inspect veterinary practices.

### Veterinary practices

Veterinary practices have the responsibility to complete the annual Quality Assurance Self-Verification Guide every year during the VPE Renewal process. They must also comply with the Radiation Protection Program and submit annual radiation exposure statistics. New veterinary practices undergo pre-opening and post-opening practice inspections. Every veterinary practice is inspected every three years. Veterinary practices are encouraged to lean on their RVTs to lead the quality assurance process so that it is an ongoing activity and there are no surprises at the time of inspection.

### PIPS Committee

The PIPS Committee is described in the ABVMA Bylaws and made up of dedicated volunteer veterinarians and veterinary technologists who bring a wide range of practice experience. The standards are laid out in the ABVMA Practice Inspection Practice Standards Bylaw. The PIPS Committee is also responsible for approving names of new veterinary practices in Alberta. The

committee takes their role very seriously in constantly referring to the PIPS standards (see ABVMA website/Legislation/Bylaws/PIPS) in their deliberations as they review inspection reports and submissions that are provided by veterinary practices after a practice inspection. The committee follows a compliance approach and there may be several communications to and from the committee before a practice passes their inspection.

### The process



Once a practice has had their inspection, the PIPS inspector will submit their completed report to the ABVMA office. If the inspection is *in compliance*, meaning no deficiencies on the inspection report, they will receive a letter from the PIPS Committee and a certificate of Quality Assurance mailed from the office. If the inspection report shows some deficiencies, the practice will receive a letter from the PIPS Committee outlining these deficiencies with a request to rectify and submit their changes to the ABVMA office. These submissions will then be reviewed by the PIPS Committee during a meeting, and when all deficiencies are in compliance, they will receive a certificate of Quality Assurance from the ABVMA.

Occasionally, matters are referred to the Practice Review Board for lack of compliance with the PIPS standards. This process is required to ensure consistency, protection of the public and quality veterinary care.

### The whole cycle

There are ABVMA staff who focus on PIPS and work with veterinary practices and PIPS inspectors on a daily basis. Please use the expertise of your PIPS inspector and ABVMA staff if you have questions about any PIPS standard. Three experienced RVTs — Monica Clair, Terri Johnson and Tina Skare — as well as veterinarian Jocelyn Forseille are available to help. Check About the ABVMA/Staff at [abvma.ca](http://abvma.ca) for contact information.

PIPS is a team sport and we are all on the same team with the common goal of providing the very best animal care, health and welfare for Albertans and their animals.




**WDDC**  
WESTERN DRUG DISTRIBUTION CENTER LIMITED

**Bj Desjardins, PTA, CCRA**  
Client Services Representative  
(Southern Alberta)

*"Your Success is Our Business"*

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

17611 - 109A Avenue  
Edmonton, Alberta  
T5S 2W4





**WDDC**  
WESTERN DRUG DISTRIBUTION CENTER LIMITED

**April Barnes**  
Client Services Representative  
(Northern AB / BC)

*"Your Success is Our Business"*

**DIRECT: 780-908-8159**  
Direct Fax: 1-800-329-9332  
Toll Free: 1-877-329-9332 ext. 1127  
Email: [abarnes@wddc.com](mailto:abarnes@wddc.com)  
Website: [www.wddc.com](http://www.wddc.com)

17611 - 109A Avenue  
Edmonton, Alberta  
T5S 2W4





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

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

### FIRST OF ALL, HUGE CONGRATULATIONS

to our friends in Quebec! So pleased to see that in June, the Quebec government announced the allocation of more than \$63 million to modernize and redevelop facilities at the Université de Montréal's Faculty of Veterinary Medicine on the Saint-Hyacinthe campus. The government's stated objective is to increase the number of students to train more veterinarians in the bio-food and companion animal sectors, and to upgrade and renew the spaces dedicated to this training on the Saint-Hyacinthe campus. Great news for the veterinary profession in Canada!

Since my last report, we have made some structural changes to our leadership team that I'd like to share.

After a systemic review of the way our faculty is organized, it became clear that the departmentalized structure presented some strategic, operational and cultural challenges, particularly as our faculty expands and we have consequently moved to a non-departmentalized faculty structure. Hand in hand with this went a restructuring of the leadership team and, following an

interview-based selection process, I am pleased to welcome the below UCVM members into their respective associate dean roles (in alphabetical order). You will notice that some positions are shared. Associate dean roles are very demanding in terms of peoples' time and energy, and to allow people to still engage with their clinical, teaching or research career, we have introduced the opportunities for people to share these positions.

- AD Admission and Outreach: Dr. Rob McCorkell
- AD Clinical Affairs: Dr. Ashley Whitehead
- AD Curriculum: Drs. Rebecca Archer and Amy Warren
- AD Emerging Scholars: Dr. David Hall
- AD Professional Development: Drs. Aylin Atilla and Patrick Whelan
- AD Research: Drs. John Gilleard and Hermann Schaetzl
- AD Student Experience: Dr. Angelica Galezowski

Yeehaw!!! My first stampede...what an exciting event! UCVM was super busy contributing to animal welfare and public engagement at the Calgary Stampede through helping with animal care, conducting research projects and showing what our profession does at our own booth. Run by our marvelous students! A big thank you to our tireless team of students who spent the ten days of the Stampede serving as ambassadors to the profession. They hosted an interactive display and talked with adults and kids alike about veterinary medicine. They even had a calving simulator on hand for anyone wanting to try their hand at birthing a calf.

Dr. Renaud Leguilette has been conducting research with Dr. Thilo Pfau and Dr. Brent Edwards in the Faculty of Kinesiology aimed at reducing leg fractures in chuckwagon horses. Their research looked at the impact of different track

conditions on leg forces using sensors and a specially rigged saddle for collecting data. In a separate study, Dr. Leguilette is screening troponin levels in chuckwagon horses with the aim of reducing cardiac issues.

Dr. Ed Pajor and his team have been conducting an observational study of the behaviour of bucking bulls during and after their performance in the rodeo ring. They're trying to improve our understanding of the animals and collect more data to inform the discussion about the different factors of the performance and the impact on the animals' welfare.

All projects were supported by DVM and graduate students who did a great job and really enjoyed this unique experience of helping with impactful research at the "biggest outdoor show in the world."

Dr. Gordon Atkins and his team have been playing a fundamental role in safeguarding the welfare of chuckwagon horses, working tirelessly behind the scene.

We also had the opportunity to host a number of provincial and federal government representatives at the Stampede to discuss animal health and welfare, and veterinary medicine's impact on society, including Prime Minister Justin Trudeau, Marie-Claude Bibeau, the federal Minister of Agriculture and Agri-Food, and the Honourable Nate Horner, Alberta's Minister of Agriculture, Forestry and Rural Economic Development. We also took the opportunity to show our marvelous facilities to a whole range of interested parties such as McDonalds and representatives from other agricultural and rodeo organizations from all across the world.

I'm always interested to hear from my veterinary colleagues. So please send me an email, or, if you are in the neighbourhood, I'd be happy to have you join me for tea or ice cream.

## 'Gold Medal' veterinary grad sees opportunity in rural practice

No day is the same for veterinarian Dr. Megan Russnak

Jeanette Neufeld, Communications Co-ordinator, WCVM

### THE 2022 WESTERN COLLEGE OF

Veterinary Medicine (WCVM) graduate is already getting acquainted with the busy days and variety of species that come with practicing in a rural veterinary clinic.

In May, Russnak joined the Edson Veterinary Clinic, named after the community of 8,000 people that's located about 200 kilometres from Edmonton and a short drive from the Rocky Mountains. With several job opportunities available in central Alberta, Russnak says the Edson location gave her a chance to live close to family in a community that felt like home.

Russnak grew up on a grain farm near Viking, AB, and studied animal health at the University of Alberta for two years before attending WCVM.

"I wanted to go back somewhere rural because I really enjoy the sense of community you get living in a smaller centre. There's lots of opportunity to get involved and really get to know your clients at work, the people you work with as well as people in the general community," says Russnak.

She adds that the practice has several veterinarians — including four WCVM alumnae — who will provide much-desired mentorship as she starts her career.

Medal, the college's top academic honour for graduating veterinarians. The award, which comes with a \$3,000 prize, recognizes the student who has shown the highest proficiency during their four years of study. Russnak received an additional three academic awards during the spring awards banquet the same evening.

"It feels pretty surreal. I'm honoured," she says. "I was not expecting it, that's for sure. I have a pretty stellar group of classmates."

"Megan greatly deserves this award. She's an exceptional, hardworking student, and I have no doubt that she will succeed at whatever she puts her mind to," says Dr. Chris Clark, the WCVM's associate dean (academic).

Clark adds that he's excited to see that Russnak— along with a number of her classmates — have chosen to practise in rural mixed animal veterinary clinics where



Dr. Megan Russnak (centre) with parents Greg and Gwen

For Russnak, the opportunity to finally celebrate in person with her classmates was welcome after so much time spent learning online and in smaller cohorts during the COVID-19 pandemic.

Despite the changes caused by COVID, Russnak said she and her classmates found ways to support each other, whether it was forming "bubbles" to watch online lectures together or attending labs in small groups.

**"It's just been a learning curve. Every appointment, there's something new," she says.**

After a few weeks of work, Russnak had a good reason for returning to Saskatoon on June 8. She was one of the 78 members of the WCVM's Class of 2022 who received their degrees during the University of Saskatchewan's (USask) Convocation week in early June.

During the ceremonies, Russnak graduated with Great Distinction and received the 2022 WCVM Faculty Gold

there's a high demand for veterinarians.

"Our college's veterinary program has gained a reputation for producing solid veterinarians who have the range of skills and experience needed to excel in all disciplines including mixed animal practice, so it's wonderful to hear that our top graduate has chosen to begin her veterinary career in rural Western Canada."

Fourth-year clinical rotations were an exciting chance to reconnect with her peers, and Russnak says she especially enjoyed her time in elective surgery and ruminant field service rotations as well as her calving externships.

With her DVM program complete, Russnak is looking forward to exploring the wide range of cases in a mixed animal practice and enjoying some outdoor adventures near her new hometown.





**Miruna Munteanu**

**WCVM Class of 2024**

**ABVMA Student Representative  
2022/2023**

## Hello ABVMA Community!

### **MY NAME IS MIRUNA AND I AM**

excited to be your senior WCVM student ABVMA representative for the 2022-2023 academic year. I grew up in Calgary and completed my bachelor of science at Queen's University in Kingston, ON, before relocating to Saskatoon to pursue my DVM. I am currently entering my third year of the program and am very passionate about specializing in small animal surgery. I am looking forward to returning to Calgary to pursue an internship in the near future. I am delighted to have the opportunity to share my experiences at the WCVM and keep you all up to date. Thank you to Hannah Sorenson, last year's ABVMA student representative for her ongoing friendship and support.

I would like to start off by giving a huge congratulations to the class of 2022 for officially receiving their DVMs and graduating in June. All the graduates have set a great example for the rest of us at WCVM, and I am sure they will continue to excel in their careers moving forward. Keep an eye out for these new veterinarians as they transition into a variety of exciting career opportunities throughout the world. This may include large, mixed or small animal practice, internships, academia, food animal health, etc.

While the last two years have proven to be tough with COVID-19 restrictions, WCVM students have exceeded expectations in adapting to the ongoing changes at the college. The WCVM will continue to implement safety measures; however, it is the hope that all classes will be delivered in person during the entire year. It is still strongly recommended that staff and students stay up to date with the latest COVID-19 vaccinations as the new academic year begins.

First-, second- and third-year students began classes on August 15 while fourth-year students began their rotations August 29. Classes, laboratories and rotations are currently being delivered in person.

With this in mind, I would like to welcome the Class of 2026 to WCVM and wish them all the best of luck over the next four years. Many welcome week activities and traditions have been upheld by the second-year students to officially congratulate the new first-years on their acceptance. For the past two years, the White Coat Ceremony has been suspended due to restrictions surrounding the pandemic. However, I am excited to announce that this year the White Coat Ceremony for the second- and third-year classes was held on August 12, while the first-year students are expecting to have their ceremony on September 26.

In addition to these recent changes, the province of BC has officially announced that they will be investing \$10.7 million dollars to increase the number of seats funded at WCVM from 20 to 40. This significant change is expected to have many positive effects in the veterinary community. Furthermore, the governments of Manitoba, Saskatchewan and British Columbia have allocated admission seats specifically for students wanting to work in large or mixed animal practices following graduation. This change is expected to address the current shortage of rural veterinarians. Lastly, WCVM will no longer be offering seats for international applicants or those from the United States. These adjustments are set to take place for the 2023-2024 application cycle.

Overall, I am looking forward to this upcoming year and all it will bring. Thank you for taking the time to read my update. Take care.

## Hello ABVMA!

### MY NAME IS BROOKE WHITMARSH,

and I am so excited to be your UCVM student representative for the next year. To introduce myself, I grew up on a farm north of Cochrane, AB. Having been deeply involved in the reining horse industry for my entire life, I was led to a love of equine-focused medicine and biology. After pursuing a biological sciences degree at the University of Calgary, I was fortunate to join the veterinary medicine class of 2024. As a third-year student, my classmates and I are excited to be returning for our first full year of in-person classes. COVID restrictions have challenged our industry and classroom for the better part of our young careers, and it will be interesting to venture into the post-COVID atmosphere. Most of us have spent the summer working in a variety of positions, learning and experiencing lots in preparation for upcoming third year! Some of my classmates took the opportunity this summer to participate in the local canine blood bank initiatives and were able to practice their physical exam and blood draw skills while giving back to our community. Similarly, the class of 2025 has been hard at work in their summer positions, spreading out to all different parts of Canada and abroad.

The current fourth-year class has now finished their first summer of rotations and have begun booking their NAVLE exams for later this year. They are all having a great time being out in the "real world" and are learning a lot as they go.

UCVM is also happy to be welcoming the class of 2026 through our doors in the fall with our first-year traditions, including the White Coat Ceremony. The second-year class will be naming our incoming class with a suitable animal mascot, as all other UCVM classes before have been. As of the time of publication, the animal is still a secret and will be revealed to the first-year students during our opening week of classes! As the 15th graduating

class, this year will be the first class of 55 students, marking another chapter of growth for our school. To accommodate for our growing numbers, Dr. Weller and her team have been hard at work and have begun the planning to expand our teaching facility in Calgary. It is a very exciting time for UCVM, and we look forward to welcoming several new faculty members in the fall! This includes the addition of a full-time counsellor for our faculty. She will be available for student and staff support at our Spy Hill campus, which is another huge step for promoting wellness within the environment of UCVM.

This fall semester, we are looking forward to several student events, including the annual career fair, where clinics and other veterinary companies have the opportunity to network with the student body. In 2021, career fair featured 15 clinics. This year should be another great chance to connect with future employers. As well, our student clubs are hard at work planning some great educational and social gatherings for the next two months. These clubs, which range from emergency medicine and critical care to beekeeping, will have a chance to recruit new students and representatives during club week. Additionally, there are many symposiums and other continuing education events happening through the semester – many of which our own faculty and students have submitted their research to.

Overall, our school is buzzing with excitement over return to classes, greeting the next year of veterinary students and reimagining our UCVM culture and goals as we finally return to "normal." I'm happy to have this year to keep the ABVMA up to date as we accomplish all of this. Until next time.



**Brooke Whitmarsh**

**UCVM Class of 2024**

**ABVMA Student Representative  
2022/2023**

## ABVTA President's Report



**Karen Melnyk, RVT**

ABVTA President



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

**I CAN HONESTLY SAY THAT FALL HAS** to be my favourite season. The larch trees are changing colours, and the leaves are changing to brilliant colors of red, yellow and orange. The farmers are clearing their crops and you can feel the crispness in the air of the snow that is about to come. Parents are happy because their children are returning to the classroom after being off for two months.

Fall brings exciting things for the ABVTA and for its members. In September, the AHT students will return to the classroom to continue to learn. These students will help with the shortages we are all experiencing in our workplaces.

In October, RVTs across Canada celebrate RVT month. Being an RVT is something to be celebrated! Decorate your places of employment, communicate and educate your clients on what RVTs can do, and be proud of being an RVT! Being an RVT makes a difference in so many lives. The ABVTA will be hosting some events and we hope you can join us either in person or online.

Also in October, we will gather for our AGM in Banff for the first time in three years. COVID-19 provided many challenges and, unfortunately, we were required to host our AGM virtually for the past two years. I hope to see many of you with us in Banff for our meeting and CE session. I am incredibly excited to host everyone at our in-person AGM. The CanWest Conference website will provide you many more details and provide you an opportunity to register for the meeting and CE session. We are excited to host Dr. Butters from UCVm as we discuss evidence-based medicine.

The AGM in Banff will be my last meeting to chair as my role of President comes to an end. I can say that the last year has been incredibly busy, but so rewarding. Volunteering for this role felt right. I had been part of the Board for five years prior, and taking on the role of President was a great opportunity. I have met so many new people and have learned so much. I can honestly say, I will miss doing this! As I leave this role, I would like to welcome our incoming President, Darryl Haugen. I am confident she will continue to move the momentum of our

association and profession forward. If you are interested in volunteering with us, the ABVTA is looking for volunteers to join our standing committees. If you are interested and want to know more information, please feel free to reach out to me or email the association and we will be happy to answer any questions you may have. We will be accepting applications this fall.

I would like to take this time to thank Penny Steffen for her help in guiding me through this role. Penny has been an incredible asset to the association as she moves into her position as a Director with RVTTC. I would also like to thank our Executive Director, Vanessa George. Vanessa keeps this association running smoothly and helps keep myself and all the other Board members organized. Vanessa is dedicated to her role and her career. She is the definition of a dedicated employee. This association is stronger with her helping to run the day-to-day operations.

As we await the full report from the 2022 RVT Compensation & Career Study, I would like to thank all members who took the time to complete the survey. I would also like to thank our partners, SAVT and MVTA for their collaboration on this important project. We look forward to sharing the report with our members and stakeholders in the near future.

As I complete this final magazine submission, I want to say thank you to all the Board members who I have had the privilege of volunteering with over the last few years. I have made some wonderful, life-long friends. I also want to say thank you to all the members of the ABVTA. Thank you for allowing me to lead this association over the last year. I have invested so much time into this association that I keep telling people I do not know what I am going to do with my time when it comes to an end. Perhaps I can spend some time just on me. What an amazing thought that would be!

Change is good. The secret of change is to focus all of your energy not on fighting the old, but on building the new.



# 2021 ABVTA Member Recognition Awards

## ABVTA Technologist of the Year – Leilani Mustillo, RVT

**Presented by Dana Parker, RVT**

### **DANA CAME ACROSS A QUOTE THE**

other day that really struck home. It stated, "Just because life gives you a cactus, doesn't mean you have to sit on it." Veterinary medicine has been handing out cacti left right and center as of late, and there are some who seem to continually sit, and those leaders among us whom grab that cactus, place it on a shelf to admire, and learn to work around it.

Leilani Mustillo is one of those leaders.

After graduating from Olds College in 2009, Leilani's resume is as impressive as they get. She quickly worked her way up the ladder at the CARE centre. She started in the ER and ICU, became the RVT supervisor and eventually medical care manager. It was while serving this role that Leilani started to notice systemic problems in veterinary medicine. As a manager she was having trouble recruiting for full-time positions, and staffing was a constant issue. Using her natural curiosity and ability to connect with people, she began asking and interviewing people to find out what was causing RVTs to leave the industry.



any other singular effort made in industry in my lifetime. AHL is a game changer, it is providing meaningful employment for so many who would have otherwise left veterinary medicine behind.

AHL would not be what it is without Leilani at the helm. This is the reason Dana and approximately fifteen other RVTs nominated her for this award. It is because of her capacity to lead, her determination

**"As an association we could not have a better representative for our profession. Leilani is an innovator, a leader and a mentor. Please join me in congratulating the 2022 recipient of the Alberta Veterinary Technologist Association RVT of the year, Leilani Mustillo." ~ Dana Parker, RVT**

Through the years, significant investments have gone to the question of why the attrition rate of RVTs is so drastic, but not many solutions have been offered. This is because although many people are willing to ask the question, very few are listening to the answers. This is not the case with Leilani.

She did not just listen to these problems, she produced a solution, and that solution is Animal Health Link (AHL). I have witnessed first hand this company doing more for RVTs in one calendar year than

to constantly improve herself and those around her. Her compassion for her employees, coworkers, students, clients and patients. She has an insatiable hunger for knowledge.

Leilani is naturally very humble. She never assumes she knows more than someone else, and always gives you the benefit of the doubt without judgement. She is uncompromising when it comes to patient care and client education. Her diligence is unparalleled, and she is never satisfied with "good enough."



## ABVTA Meritorious Service Award – Amanda Albrecht, RVT

**Presented by Dr. Gillian Haanen**

### **AMANDA ATTENDED OLDS COLLEGE**

where she completed her Animal Health Technology program in 2010. After graduation, Amanda had the opportunity to travel to Australia where she worked at the Australian Zoo and Wildlife Hospital. She has worked in many areas of the veterinary industry including small and mixed animal and as a pharmaceutical rep. She joined Moore Equine in 2016. In 2021, after a year-long delay due to COVID, Amanda completed all of the requirements and became the first technologist worldwide to achieve a Veterinary Technical Specialty in Equine Internal Medicine.

Her previous contributions to the ABVTA have been: Member of the Mentorship committee (2020-2021) and Member of the Hands-Free Task Force (2021), which put on their first ever hands-free radiation safety week in October of 2021.

Amanda currently is the director at large of the Board of Directors as well as being the board liaison to the Members and Public Relations Committee.

The ABVTA and the team at Moore Equine are very lucky to have such a talented, skilled and hardworking individual!

Thank you, Amanda.



## ABVTA Lucille Landals Emerging Leader Award — Alexia Schuetz, RVT

**Presented by Karen Melnyk, RVT**

### ALEXIA JOINED THE ABVTA BOARD OF

Directors in 2019 as the student representative from the Olds College AHT program.

At that time, no one expected what was soon to happen with the COVID-19 pandemic. Students were sent home without much notice and with unknown expectations as to what was happening with their education, practicums and graduation. Alexia became an advocate for not only her own student class but AHT students everywhere. Even with the stress caused by shutdowns and the pandemic, Alexia continued to attend Board meetings, contribute and engage as a member of the ABVTA Board.

After her graduation in 2021, Alexia wanted to continue to be a part of the ABVTA Leadership group and was appointed to the ABVTA Members and Public Relations Committee. From hosting Light the Tower for RVT Month in Downtown Calgary, to organizing and assisting in member networking events and public awareness campaigns, Lexi continues to demonstrate outstanding leadership qualities as a veterinary professional and is an excellent advocate for the AHT students and RVTs of Alberta.

This profession is extremely lucky to have a young leader like Alexia, and we look forward to see where she goes with her career. Congratulations Alexia.

## ABVTA Appreciation Award — Danielle Harris, RVT

**Presented by Karen Melnyk, RVT**

### AFTER A POSITION ON THE ABVTA

Board of Directors opened in 2018, Danielle Harris, or Dani as many of us know her, was appointed to a temporary one-year term after being recommended by an existing Director. Dani said her reason for joining the Board was to be directly involved in advocating, on every level, for her profession.

She was first appointed as the Continuing Education Committee Liaison, where she became an incredible advocate for advanced and continuing education for RVTs. Throughout her time as the liaison, her support and leadership contributed to the success of the committee.

After her first term ended, she was elected to a two-year term and was appointed as the Student Representative Liaison. When you would talk with Dani about the association and profession, you could feel the passion and support she has for not only the student representatives of the Board of Directors she worked with but for all AHT students. She quickly became an advocate for elevating the voice, concerns and challenges of students by supporting their passion and guiding them to become engaged and empowered in their profession.

In addition to her role as liaison, Dani was always the first to volunteer to work on special projects, working groups and task forces. In 2021, she was appointed as Chair of the ABVTA Radiation Safety Task Force. Through her work with this task force, she has become a passionate champion for increasing radiation safety standards for the veterinary profession and ensuring all RVTs and AHT students have safe working conditions and recognize the importance of personal safety.

"Please help me in recognizing the important contributions of Danielle Harris and congratulate her on receiving this award." – Dr. Gillian Haanen



### Members celebrating 35 years of service as RVTs with the ABVTA and ABVMA in 2022:

- Karen Dow-Cazal, RVT
- Karen Langtved, RVT
- Sherry Lee, RVT
- Shauna Lesick, RVT
- Cindy Luniw-Adsit, RVT
- Theresa McDermott, RVT
- Maryon Siemens, RVT

# Continuing Education Opportunities

## ONGOING/WEB OFFERINGS

### Evidence-Based Internal Parasite Control

Sponsored by CommuniVET – Webinar by Dr. Duane Chappell is available by visiting: [vimeo.com/241068811/ffe79feee7](https://vimeo.com/241068811/ffe79feee7)  
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: [vimeo.com/221903600/e24503f560](https://vimeo.com/221903600/e24503f560)

Additional readings: [aaep.org/guidelines/vaccination-guidelines/adverse-reactions](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](https://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](mailto: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](http://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](http://www.mvm.massey.ac.nz) or email [mvm@massey.ac.nz](mailto: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](mailto: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](mailto: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: [marieholowaychuk.com/learn-with-marie/building-better-boundaries](https://marieholowaychuk.com/learn-with-marie/building-better-boundaries).

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

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: [marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific](https://marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific).

**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



# Continuing Education Opportunities

## OFFERINGS BY MONTH

### SEPTEMBER 2022

#### September 14, 2022 – Brachycephalic Anesthesia: The Good, the Bad and the Adorably Ugly – 2 ABVMA Credits

Speaker: Dr. Jessica Pang BSc (Hons) DVM MVetSc & Dr. Daniel Pang BVSc PhD Dipl.ECVAA DACVAA MRCVS

Format: Hybrid Session. In-person at U of C Theatre 3 (100 seats), + Zoom live & will be recorded for on-demand viewing for 4-6 weeks after the live session. Anyone watching the recording must complete a short quiz to receive the CE credits.

Time: In-person: self check-in registration & light dinner 5:45-6:45pm. U of C HMRB Atrium. Session: 7-9pm.

How to Register: login to the CAVM website and go to the Education tab/CAVM CE where you will find this session listed twice. Once for in-person and once for the live Zoom session. Register and \*make the payment if required. Contact us if you need a username/password to login. Do not register here for the recording. An email will be sent out once the recording and quiz are available with registration instructions. \*Payment must be made in advance to complete your registration. Sorry, no walk-ins and no payments at the door. If you register and can't attend, we can send you a link to the recording & quiz. Sponsored by: Dechra & UCVM

### OCTOBER 2022

#### October 15-18, 2022 – CanWest Veterinary Conference – The CanWest

Veterinary Conference is renowned as the most engaging and informative veterinary CE 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](http://www.canwestconference.ca).

#### October 31 – November 1, 2022 – Delta Equine Seminar – Highlighting Sports Medicine to Tumours and Everything In between – 12 ABVMA Credits

Speakers: Derek Knottenbelt OBE, BVM&S, Dipl. ECEIM, Dipl.ACVM, MRCVS, RCVS & European Specialist in Internal Medicine, Bruce Bladon BVM&S, CertEP, DESTS, DipECVS, FRCVS RCVS & European Specialist in Equine Surgery.

Location: Coast Tsawwassen Inn Delta BC

For more information and or to register, visit: [deltaequineseminar.com](http://deltaequineseminar.com).

### 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: [www.easav.ca/events.aspx](http://www.easav.ca/events.aspx) Questions? Email [info@easav.ca](mailto:info@easav.ca) or call 780-970-3728

#### November 9, 2022 – Multi-modality abdominal imaging: which test do I order? – 2 ABVMA Credits

– Dr. Tim Spotswood BVSc MMedVet (DiagIm) Diplomate ECVI Format: Hybrid Session. In-person at U of C Theatre 3 (100 seats), + Zoom live & will be recorded for on-demand viewing for 4-6 weeks after the live session. Anyone watching the recording must complete a short quiz to receive the CE credits.

Time: In-person: self check-in registration & light dinner 5:45-6:45pm. U of C, HMRB Atrium. Session: 7-9pm.

How to Register: login to the CAVM website and go to the Education tab/CAVM CE where you will find this session listed twice. Once for in-person and once for the live Zoom session. Register and \*make the payment if required. Contact us if you need a username/password to login. \*Do not register here for the recording. An email will be sent out once the recording and quiz are available with registration instructions. \*Payment must be made in advance to complete your registration. Sorry, no walk-ins and no payments at the door. If you register and can't attend, we can send you a link to the recording & quiz. Sponsored by: VCA C.A.R.E. Centre & UCVM

#### 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](mailto:info@easav.ca) or call 780-970-3728

## VETERINARIAN REQUIRED

### MAP ISO DVM WITH GSOH FOR LTR. RURAL MIXED

animal practice desperately seeking 5th, possibly 6th veterinarian. Husband/wife teams (or whatever...we're very open!) are welcome to apply. Single? We're excellent matchmakers! The only requirement is a sense of humor! We could list off all the toys we have (lots!), compensation details (good pay & time off), and mentorship opportunities (we won't throw you to the wolves). Bottom line... We are a well-established small animal/cow-calf clinic with some equine & small ruminant practice in Mayerthorpe (great small-town vibe with convenience of mountains, skiing, camping, hiking within 3 hours and the benefits of city shopping within 1 hour); with a very busy, mostly small animal, satellite practice in Whitecourt. What really sets us apart is our clinic culture. We are a group of extremely capable, driven, quick-witted, and sometimes wildly inappropriate professionals who come together during business hours to work as a cohesive team; and after hours as beer pong champions, competitive horticulturists, and family-centered women. If you've made it this far and are more intrigued than scared, contact Claire or Janelle at [mayerthorpevet@gmail.com](mailto:mayerthorpevet@gmail.com). Website: [www.mayerthorpevet.com](http://www.mayerthorpevet.com).

### STURGEON ANIMAL HOSPITAL IS IN NEED OF A

full or part-time veterinarian to cover a 6-month sabbatical leave, with the potential to have the contract extended beyond the 6-month term. We are a privately-owned, well-established small animal practice located in the north-end of St. Albert. Our full-service hospital provides services such as wellness exams and vaccinations, soft tissue and orthopedic surgery, extended ophthalmology services, dentistry, endoscopy, electrocautery, and ultrasound. Our current patient-base is primarily canine/feline; however, we are open to incorporating exotics, avian or pocket-pets if the applicant is well-versed in these areas. We offer a competitive salary, CE and uniform allowances, paid association dues, dental and health benefits after three months, as well as generous staff discounts. Contact: [sturgeonanimalhospitalhr@gmail.com](mailto:sturgeonanimalhospitalhr@gmail.com). Website: [www.sturgeonanimalhospital.ca](http://www.sturgeonanimalhospital.ca).

### MAGNOLIA VETERINARY SERVICES IS SEEKING

a fully licensed, FT or PT, small or mixed animal veterinarian. We have a new and well equipped 5,600 sq ft facility in the heart of the Lakeland in Bonnyville, AB. We offer competitive compensation, including medical/dental benefits with short- and long-term disability coverage as well as matched RRSP contributions and more. We can provide mentorship as well as a flexible schedule. New grads are welcome to apply. Email: [drackert@magnoliaveterinaryservices.com](mailto:drackert@magnoliaveterinaryservices.com). Website: [www.magnoliaveterinaryservices.com](http://www.magnoliaveterinaryservices.com).

### PULSE VETERINARY SPECIALISTS & EMERGENCY

is seeking motivated, team-oriented and passionate veterinarians to join our hardworking and growing ER team. To complement the ER team, we have specialists (or residency-trained veterinarians) in ER & critical care, surgery, internal medicine, radiology, neurology, ophthalmology, cardiology and dentistry/oral surgery. If you are looking at furthering your skills and career, this is the position for you. We offer generous salaries, personal pet discounts, paid dues, CE/uniform allowances and benefits to successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the family in Alberta's only private referral hospital. We encourage new grads and all candidates with and without emergency experience to apply. Mentorship will be available to interested candidates. Relocation assistance will be offered to the right Candidate. Shadow shifts are encouraged to gain an understanding of how

exciting your career at Pulse can be. Please send your cover letter/resume to [candace@pulseveterinary.ca](mailto:candace@pulseveterinary.ca) today! Website: [www.pulseveterinary.ca/about/careers/](http://www.pulseveterinary.ca/about/careers/).

### 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 health/dental benefits, CE allowance, paid professional dues, staff discounts and uniform allowance. If you are interested in joining our family, email your cover letter and resume to Cori Lepine, CVPM, RVT, at [management@castleridgevet.ca](mailto:management@castleridgevet.ca). Website: [www.castleridgevet.ca](http://www.castleridgevet.ca).

### STONY PLAIN VETERINARY CLINIC (SPVC) – NEW

ownership as of November 2020. \$10,000 signing bonus paid in full! Seeking an enthusiastic full and/or part-time veterinarian to join our exceptional team at Stony Plain Veterinary Clinic. Located 20 minutes from Edmonton, SPVC is a growing 3-doctor companion animal practice with ample space (5,800 sq.ft. building). Sadly, our beloved Dr. Arran Lamont passed away June 6. We are down to 2 DVMs currently. The hospital is fully equipped and offers in-house orthopedics, rehab and diagnostic ultrasound. Our space is ample to support 4-5 capable veterinarians. We are a young, collaborative team that is always striving to improve our skills and services. AAHA accreditation in process. We are fully staffed with 5 capable RVTs. No on-call or after hours, as we cherish our work-life balance. New grads and summer students are welcome. Benefits and subsidized membership to the Tri Leisure Center gym/pool provided. We will always strive to offer our staff the best tools and support to do their job effectively. Contact: Dr. Paige Wark, owner, Stony Plain Vet Clinic by Phone: 306-262-0791 or Email: [paige@stonyplainvet.com](mailto:paige@stonyplainvet.com). Website: [www.stonyplainvetclinic.com](http://www.stonyplainvetclinic.com).

### 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 Vet 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 and my focus in practice is making a great environment for you! We want to hear about your perspective, we are good listeners. We can tailor your schedule to you. We are also building a brand-new space in Airdrie. If you are interested in contributing to a positive culture, we would love to hear from you. Email me at [joinus@happypawsvets.com](mailto:joinus@happypawsvets.com). I can't wait to meet you! Smiley-faced emoji! – Erin. Website: [www.joinus.happypawsvets.com](http://www.joinus.happypawsvets.com).

### CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING

to welcome a full/part-time DVM to join our fun and compassionate team! We are a well-established, AAHA- accredited small animal and exotic practice in Edmonton that is dedicated to high quality patient and client care. We are looking for someone with excellent communication and interpersonal skills. We provide support and mentorship and encourage a collaborative approach to medicine. New grads welcome. We offer competitive salary, health/dental benefits, uniform/CE allowance, great staff discounts and much more! Please send your application to Jennifer at [info@castledownsvet.ca](mailto:info@castledownsvet.ca). Website: [www.castledownsvet.ca](http://www.castledownsvet.ca).

### THE GREENVIEW VETERINARY CLINIC IS A MIXED

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

### ARE YOU A DVM LOOKING FOR A CHANGE AND AN

exciting opportunity as a Faculty Member to make a positive impact in our Animal Health Program? Olds College, School of Life Science and Business department invites applications for a full-time, permanent faculty position commencing in August 2022. The successful applicant will join a dynamic team composed of DVMs and RVTs. As an Instructor, you will have the opportunity to contribute to excellence towards high-quality education in our School of Life Sciences and Business. For more information and details on this job posting, please go to: [www.oldscollege.ca/about/join-the-team](http://www.oldscollege.ca/about/join-the-team) or contact Melissa Maschke, Human Resources, Olds College, (403) 507-7908.

### TRINITY HILLS 24 HOUR PET HOSPITAL IS

looking for an overnight ER doctor! We are a new, fully equipped hospital with a great team. We continue to take patients all night and have quite a varied caseload. We are looking for someone who is efficient, works well in a team, and genuinely loves the profession. Mentorship is available for the right candidate. Compensation is excellent and the schedule is negotiable. Please reach out if you are interested! Email: [DrHSuttie@thph.ca](mailto:DrHSuttie@thph.ca). Website: [www.thph.ca](http://www.thph.ca).

### SIGNING BONUS! DO YOU HAVE A DREAM OF

working for a fun, happy, and supportive veterinary clinic, and still have lots of time off to enjoy life? Legacy Veterinary Clinic is looking for the 4th full-time small animal DVM. Our practice is perfect for mentorship opportunities too! We are privately owned, fear-free, and practice a high standard of both conventional and alternative medicine. By joining our company, you will receive competitive compensation, generous CE allowance & pet discount, paid membership dues & vacation and so much more! Email: [Careers@legacylvetclinic.ca](mailto:Careers@legacylvetclinic.ca). Website: [www.legacylvetclinic.ca](http://www.legacylvetclinic.ca).

### 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 UCVI 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

# Classified Ads

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](mailto:dschouten72@gmail.com). Fax 403-346-9925 or phone 403-347-2676. Website: [www.cedarwoodvet.ca](http://www.cedarwoodvet.ca).

## **NAGEL AND CO. VETERINARY SERVICES (NVS)**

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

## **\$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: [www.haliburtonvets.com](http://www.haliburtonvets.com). If interested, please email [afilion05@gmail.com](mailto:afilion05@gmail.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: [www.haliburtonvets.com](http://www.haliburtonvets.com). If interested, please email [afilion05@gmail.com](mailto:afilion05@gmail.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: [www.haliburtonvets.com](http://www.haliburtonvets.com). If interested, please email [afilion05@gmail.com](mailto: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 [www.centralvetclinic.ca](http://www.centralvetclinic.ca). Contact office manager: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; Phone: (403) 783-5200; Email: [laura@centralvetclinic.ca](mailto: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 [www.centralvetclinic.ca](http://www.centralvetclinic.ca). Contact: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; Phone: (403) 783-5200; Email: [laura@centralvetclinic.ca](mailto:laura@centralvetclinic.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 UCMV 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](mailto:careers.canada@vca.com). Website: [vca.wd1.myworkdayjobs.com/Careers/job/Calgary-Alberta/Part-time-Veterinarian-Emergency-Calgary-Animal-Referral-Emergency-Centre-CARE-R-46479-1](http://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. Steeples Veterinary Clinic is an established mixed-animal practice that has been serving Cranbrook and the surrounding area since 1978. We see ALL animals (small animal, equine/bovine/other farm animals, exotics, etc.) We can offer great mentorship to new graduates and provide many services to our community that might just help you find what you're truly passionate about! Some services include orthopedic surgeries (including TPLO), equine and small animal endoscopy, digital radiology, ultrasound, COHAT, and so much more! Steeples is also committed to the work/life balance and sustainable mental health of their staff as we know this is of utmost importance for the morale and longevity of our workforce! We offer competitive pay, signing bonus, extended healthcare benefits, production bonuses, flexible schedule, and a great team! Send us a message to see how we can make your career goals come true! Email: [admin@steeplesvetclinic.com](mailto:admin@steeplesvetclinic.com). Website: [www.steeplesvetclinic.com](http://www.steeplesvetclinic.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](mailto:cory@neudalevet.ca). Website: [www.neudalevet.ca](http://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](mailto:dschouten72@gmail.com). Fax (403) 346-9925 or Phone (403) 347-2676. Website: [www.cedarwoodvet.ca](http://www.cedarwoodvet.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](mailto:midlakevet@shaw.ca).



# Classified Ads

## 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 to Jared at [granadavet@shaw.ca](mailto: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 out [www.flagstaffgrows.ca](http://www.flagstaffgrows.ca). Our clinic has a clinic sponsored curling team. Local golfing, camping, swimming, and parks. Email: [evelyn@ironcreekvet.ca](mailto:evelyn@ironcreekvet.ca). Website: [www.ironcreekvet.ca](http://www.ironcreekvet.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 UCVN Distributed Teaching Hospital. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon as well as General Practitioner Veterinarians with advanced training in canine reproduction, dermatology and rehabilitation. Our practice continues to grow and as such we are looking to renovate in 2022, adding additional exam and surgery rooms and CT. A positive work-life balance is very important to us; we offer an excellent compensation package, and we are only an hour away from the Rocky Mountains. If you would like to have a rewarding career, work with a great team of doctors and excellent support staff, and are interested in emergency medicine, this job is for you. Please forward your resume to Dr. Dagmar Schouten at [dschouten72@gmail.com](mailto:dschouten72@gmail.com). Website: [www.animalemergencyhospital.ca](http://www.animalemergencyhospital.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 position 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](mailto:southforkvets@gmail.com). Website: [www.southforkvets.com](http://www.southforkvets.com).

## HAMPTONS ANIMAL HOSPITAL/SNC, LOCATED IN

west Edmonton is looking for a FT-PT DVM. New grads are welcome. Take a new step in your career, become an associate or a partner. Get 25% as an associate or buy your way in. Text, call, email anytime! Phone: (780) 218-5890, Email: [manager@hamptonsanimalhospital.ca](mailto:manager@hamptonsanimalhospital.ca). Website: [www.hamptonsanimalhospital.ca](http://www.hamptonsanimalhospital.ca).

## HOW WOULD YOU LIKE TO WORK AT THE CLINIC

voted #2 in Victoria after its first couple years being open in the community? Fernwood Vet Clinic is looking for a full-time Veterinarian to join our fabulous team & help us take the clinic to the next level. We are searching for a candidate who is motivated to practice gold standard medicine with a group of coworkers that make every day a good day! We want to support your personal, financial, & professional growth by providing, signing/ relocation bonus of up to \$20,000 available, assistance with temporary housing, ownership/partnership opportunity available to the right candidate, competitive salary w/ options to include production bonus, comprehensive health benefits package w/ fully paid premiums & Health Spending Account, CE allowance & 4 paid days, 4 weeks paid vacation, paid licensing & dues, team pet discounts w/ cost on inventory & treatments, flexible 4x10 schedule so you can enjoy long weekends, no on-call or after hours - urgent care cases are seen during scheduled hours. Victoria is a beautiful place to live & work & play - let us help you make the move to the next stage in your career by starting the conversation! E-mail: [lmclean@dandvetclinics.ca](mailto:lmclean@dandvetclinics.ca).

## LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE

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

## COME WORK WHERE YOU ARE VALUED, RESPECTED,

and work/life balance is considered a priority. Erin Ridge Veterinary Centre is looking for a FT or PT veterinarian to join our amazing, compassionate team. We are a privately owned, small animal and exotics practice in St. Albert, AB (10 minutes north of Edmonton) providing top quality patient care with a focus on client education in a fun, supportive 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. If you are interested in joining our team, we'd love to hear from you. Applications can be emailed in confidence to Laura Bogdan at [laura@erinridgevet.com](mailto:laura@erinridgevet.com). Web: [www.erinridgevet.com](http://www.erinridgevet.com).

## DO YOU WANT MORE TOOLS FOR YOUR TOOL KIT?

Do you want the ability to offer your clients a complete range of treatment options? Our multi-vet practice, Town Centre Veterinary Hospital situated conveniently in Edmonton, AB is growing! We are a fully integrated, multi-modal, small animal facility offering conventional medical and surgical care as well as alternative therapies, including acupuncture, chiropractic, rehabilitation, herbal, and homeopathic options. We are looking for a new "family member" to join our long-term staff who, if not already trained in some or all of the above, is eager to learn new

modalities. No on-call or after-hours requirements helping provide a healthy work/life balance. We are committed to providing you a supportive, learning environment with a competitive total rewards package inclusive of excellent benefits, generous bonus, relocation assistance & much more! To apply or learn more, connect with us at [rohin.raji@nva.com](mailto:rohin.raji@nva.com). Website: [www.towncentrevet.ca](http://www.towncentrevet.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. Apply through our email: [careers@vetstrategy.com](mailto:careers@vetstrategy.com).

## 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](mailto:careers@vetstrategy.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](mailto:careers@vetstrategy.com).

## 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

# Classified Ads

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](mailto:careers@vetstrategy.com).

## **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](mailto:careers@vetstrategy.com).

## **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](mailto:careers@vetstrategy.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 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 x 10's, so you can maximize family time or explore the great outdoors! We do not offer after-hours or on-call services and have a very good relationship with the local area hospitals. Are you ready to improve your lifestyle and develop your career further? We are excited to start that conversation with you today!!! Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca).

## **MVT IS SEEKING A BOVINE VET LOOKING FOR PART**

time side work as Pharmaceutical Sales Representative (bovine/equine products.) May live anywhere between Red Deer & Lethbridge. Experience in beef cattle (both cow/calf operations & feedlots) is a must. Part-time position. Send resume to [careers@modernveterinarytherapeutics.com](mailto:careers@modernveterinarytherapeutics.com). Website: [www.modernveterinarytherapeutics.com](http://www.modernveterinarytherapeutics.com).

## **TRI-MUNICIPAL VET CLINIC IN SPRUCE GROVE IS**

seeking a mixed or small animal DVM to join our team in a brand new 7,000+ sq ft facility. We value our supportive and collaborative culture. Staff wellbeing and work-life balance are a main priority, in addition to exceptional patient care. Our practice consists of 85% SA and 15% LA ambulatory services, with after-hours emergency limited to LA only. We are looking for a DVM with excellent people skills and a collaborative approach to practice. Salary/benefits competitive and commensurate with experience. Email: [hannah.viveiros@trimunicipalvet.com](mailto:hannah.viveiros@trimunicipalvet.com). Website: [www.trimunicipalvet.com](http://www.trimunicipalvet.com).

## **ELIZABETH STREET PET HOSPITAL, LOCATED IN THE**

desirable community of Okotoks, AB, is looking for an associate veterinarian to join our team! Located just outside of Calgary, you will enjoy all of the big city amenities right at your fingertips, while taking advantage of the relaxed, peaceful setting of Okotoks. Our experienced team of RVTs and assistants will ensure you have the support you need to succeed. We value work/life balance, and our pride ourselves on our respectful and welcoming atmosphere. Experienced 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, licensing dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of over 1000 DVMs! Email: [careers@vetstrategy.com](mailto:careers@vetstrategy.com).

## **ARE YOU A MIXED ANIMAL VETERINARIAN LOOKING**

for an exciting and rewarding career? Well, look no further, Stettler Veterinary Clinic (SVC) is the place for you! SVC is pleased to welcome two licensed veterinarians to our patient focused, action-oriented team. With all the equipment, resources and support you need, you will surely be set for success! We also ensure our associates receive above average compensation, production bonuses and extensive benefits. Please visit our website for more information at [www.stettlervetclinic.com](http://www.stettlervetclinic.com) or contact Dr. Barb Munholland to begin your journey towards a thriving life in veterinary medicine by Email: [stetvet@stetvet.com](mailto:stetvet@stetvet.com) or Phone: (403) 742-3338.

## **NEW LEADERSHIP, EQUIPMENT & LOCATION!**

Countryside Veterinary Hospital in Olds, AB is looking for a small or mixed animal DVM to join our amazing team. Join our hospital and be part of an exciting journey! Make your mark with us through leadership, team building, & implementation of your ideas. Countryside delivers small animal/equine services & is open to discuss other services. We are fully equipped with in-house lab, ultrasound, surg laser, digital dental x-ray, & new dr x-ray. Olds is 45 min from Calgary & offers a unique blend of small-town peace and affordability. Don't miss this chance to live in a quiet and quaint community with easy access to Big City amenities & the Canadian Rockies. We offer a great work environment, an exceptional team to support you unconditionally, interesting cases, & unlimited CE – plus you will be appreciated, valued, & well compensated. We offer this & more. This opportunity provides buy-in opportunity &/or significant sign-on bonuses. Does this opportunity resonate with you? Contact Tammy at 403-899-7283 or [thort@p3vetpartners.ca](mailto:thort@p3vetpartners.ca). We are excited to offer you an in-person tour to meet our exceptional team (or private tour for confidentiality). Website: [www.countrysidevet.ca/site/home](http://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 complemented by no on call, and our total comp package includes a competitive salary commensurate with experience, medical, dental, vision, and professional services coverage (massage therapy,

physiotherapy, chiropractor, acupuncturist & more), paid licensing dues, paid vacation & sick days, CE, eligibility for a performance bonus, & a relocation allowance is available. Contact Matt at (289) 218-7041 or [jobs@p3vetpartners.ca](mailto:jobs@p3vetpartners.ca) today to learn more. Website: [www.chinookpetcliniclethbridge.ca](http://www.chinookpetcliniclethbridge.ca).

## **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](mailto:jobs@p3vetpartners.ca). Website: [www.grandeprairieanimalhosp.com](http://www.grandeprairieanimalhosp.com).

## **LETHBRIDGE ANIMAL CLINIC IS LOOKING FOR A**

full time Professional Services Veterinarian for Cow-Calf and Feedlot Veterinary Services for Southern Alberta. To view the complete job description and apply for this position, please click on the link or copy and paste into a browser: [www.agcareers.com/telus-agriculture/professional-services-veterinarian-job-872993.cfm](http://www.agcareers.com/telus-agriculture/professional-services-veterinarian-job-872993.cfm). Website: [www.feedlothealth.com](http://www.feedlothealth.com).

## **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](mailto:jobs@p3vetpartners.ca) today! Website: [www.stvc.ca](http://www.stvc.ca).

## **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](mailto:jobs@p3vetpartners.ca) today to learn more about our culture, total compensation, and relocation assistance. Website: [www.animalsfirst.ca](http://www.animalsfirst.ca).

## **DVM RECRUITER WANTED! TIME FOR A CHANGE?**

Life is short... and the Veterinary industry is awesome. But a clinical role isn't the only option. If you're social, energetic, passionate about veterinary medicine, and enjoy networking – why not consider a career in Veterinary Talent Acquisition? P3 Veterinary Partners is searching for an extroverted DVM to join our Talent Acquisition team in a

# Classified Ads

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](mailto:jobs@p3vetpartners.ca). Website: [www.p3vetpartners.ca](http://www.p3vetpartners.ca).

**HIGH QUALITY PRACTICE SEEKS ASSOCIATE DVMS** (full or part time) looking for life changing careers. Excellent medicine, mentoring, fun team environment, with good work-life balance. Contact us to see what we have in store for you! Email: [maclal@shaw.ca](mailto:maclal@shaw.ca). Website: [www.douglassquarepetclinic.com](http://www.douglassquarepetclinic.com).

**DEVONIAN VETERINARY CLINIC, LOCATED ONLY 20** mins from south Edmonton, is seeking a full or part-time DVM to join our team. Busy, well-equipped small animal practice where you will be able to utilize all your skills. We have great RVTs & support staff. In house lab, digital radiology, digital dental radiology, ultrasound, etc. Monday-Friday daytime hours with the occasional Saturday. We offer competitive wages, health/dental benefits, pet insurance, paid dues, discounted services/supplies & CE allowance. Email resume to: [info@devonvet.ca](mailto:info@devonvet.ca). Website: [www.devonvet.ca](http://www.devonvet.ca).

**EDMONTON SPAY AND NEUTER CLINIC IS SEEKING** to add two veterinarians to our brand-new state-of-the-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. 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](mailto:edmontonspay@gmail.com).

**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](mailto:daralyn@vegvetclinic.ca). Website: [www.vegvet.ca](http://www.vegvet.ca).

**ARE YOU A MIXED ANIMAL VETERINARIAN LOOKING** for an exciting and rewarding career? Well, look no further, Stettler Veterinary Clinic (SVC) is the place for you! SVC is pleased to welcome two licensed veterinarians to our patient focused, action-oriented team. With all the equipment, resources and support you need, you will surely be set for success! We also ensure our associates receive above average compensation, production bonuses and extensive benefits. Please visit our website for more information at [www.stettlervetclinic.com](http://www.stettlervetclinic.com) or contact Dr. Barb Munholland to begin your journey towards a thriving life in veterinary medicine by email: [stetvet@stetvet.com](mailto: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](mailto:anne@edson.vet) or call (780) 723-3354 for more info.

**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](mailto:fortvet@shaw.ca). Website: [www.fortvetclinic.ca](http://www.fortvetclinic.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 radiographs, 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](mailto:taylor@mactrailvet.com). Website: [www.mactrailvet.com](http://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](mailto:tammy.duggan@cypressviewvet.ca). Website: [www.cypressviewvet.ca](http://www.cypressviewvet.ca).

**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](mailto:naveengakhar@gmail.com).

**HEALTHY PAWS FORWARD VET IS NOT ONLY OUR** name but our way of thinking. Are you a veterinarian seeking the benefits and security of full-time employment in a HEALTHY work environment? Do you believe in providing a high quality, thorough diagnostic approach and treatment plan for the PAWS that are in your hands? Are you a confident, Forward-thinking vet who understands the value of customer service? Yes? Then look no further. Join our fast-growing, locally owned hospital. Why wait? Apply now. Email: [manager@healthypawsvet.ca](mailto:manager@healthypawsvet.ca). Website: [www.healthypawsvet.ca](http://www.healthypawsvet.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](mailto:meagenl.heartland@gmail.com). Website: [www.laservet.ca](http://www.laservet.ca).

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

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

## RVT REQUIRED

**AMBLESIDE VETERINARY HOSPITAL IS** expanding and looking to hire a technician to our team. We are a privately owned and have 1 full time veterinarian on staff. We offer competitive wages, CE allowance, ABVMA dues are paid, health insurance, scrub allowance and a generous staff discount. The position is open to full time, part time and new graduates. If you would like to join our positive environment that respects and values their employees, please apply by emailing your resume to: [info@amblesideveterinaryhospital.com](mailto:info@amblesideveterinaryhospital.com) or call us at (780) 433-0300. Website: [www.amblesideveterinaryhospital.com](http://www.amblesideveterinaryhospital.com).

**ARE YOU LOOKING FOR WORK-LIFE BALANCE IN A** fulfilling and friendly team environment? Coaldale Pet Clinic is looking for a licensed part or full-time Registered Veterinary Technologist or Technician Assistant to add to our already amazing team! As a small, client-centered general practice in sunny southern Alberta, our clinic offers a full and updated treatment area with IDEXX diagnostic laboratory suite, digital radiology, dental unit, dental radiology, and ultrasound, all in a supportive team environment! We offer competitive wages and benefits for full-time employees and require no weekend or



# Classified Ads

on-call shifts. Located less than 10 minutes outside Lethbridge, we are close enough for you to explore the wonderful outdoor opportunities that southern Alberta and British Columbia have to offer. If our clinic sounds like it would be a good fit for you, please submit your resume to Janna at: [admin@coaldalepet.com](mailto:admin@coaldalepet.com). Website: [www.coaldalepet.com](http://www.coaldalepet.com).

**DELANEY VETERINARY SERVICES (DVS) IS** looking for an amazing RVT to join our evening team. We are a full-service equine referral facility with 7 veterinarians and many wonderful support-staff located in Sherwood Park, Alberta. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care and much more. The successful candidate will possess a positive attitude, highly skilled in equine handling, and self-motivated. Responsibilities include daily treatments, general care and maintenance of horses in the clinic, assisting with emergency surgeries and emergency cases. Full or part time positions available. We offer competitive wages and benefits. New grads and students welcome to apply! Email: [management@delaneyvet.com](mailto:management@delaneyvet.com). Website: [www.delaneyvet.com](http://www.delaneyvet.com).

**HAPPY PAWS VET CLINIC IS A SMALL-ANIMAL,** non-corporate clinic looking for a communicative RVT. 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 value giving back to the community. We also do a yearly compassion clinic which is a day of free services for nominated cases in our community. All inquiries are confidential. Email [joinus@happypawsvets.com](mailto:joinus@happypawsvets.com) to find out more. Website: [www.joinus.happypawsvets.com](http://www.joinus.happypawsvets.com).

**MAYERTHORPE VETERINARY SERVICES IS** looking for an outgoing, enthusiastic AHT to join our mixed animal practice. A twisted sense of humor and appreciation for sarcasm is a must. We offer it all CE allowance, dues paid, health and dental, staff discounts and more. If you are interested in the variety that mixed animal practice has to offer and working with an amazing group of ladies, please contact Dr. Claire Ainsworth or Dr. Janelle Gauthier at (780)786-2000 or email us at [mayerthorpevet@gmail.com](mailto:mayerthorpevet@gmail.com). Website: [www.mayerthorpevet.com](http://www.mayerthorpevet.com).

**TRINITY HILLS 24 HOUR PET HOSPITAL IS** looking for an amazing RVT to join our growing team! We are a new ER practice on the west side of Calgary, right near the ring road! Our hospital is fully equipped with a CT scanner, ventilator, oxygen cages, flexible and rigid endoscopy, Idexx lab machines and more! The caseload is varied, particularly with internal medicine and surgery cases. We are looking for someone who is positive, a team-player and has a genuine love of the profession. Our RVTs work on a 4 on/4 off rotating schedule, 10.5 hour shifts with paid lunches. Compensation and benefits are very competitive. Please reach out if you are interested by email at: [HDuffy@thph.ca](mailto:HDuffy@thph.ca). Website: [www.thph.ca](http://www.thph.ca).

**ARE YOU SEEKING A UNIQUE AND REWARDING** career working with Calgary's most vulnerable animal population? Calgary Humane Society (CHS) is seeking a full-time RVT to join our team in our large, newly constructed, fully equipped medical clinic. The successful candidate will possess a positive attitude and passion for animal welfare, is highly skilled in animal handling, customer service and comfortable working in a

fast-paced environment. CHS offers a competitive salary, matching RSP, full health and dental benefits, paid vacation and sick time, wellness days, uniform allowance, dues and continuing education. Email: [melaina.slater@calgaryhumane.ca](mailto:melaina.slater@calgaryhumane.ca). Website: [www.calgaryhumane.ca](http://www.calgaryhumane.ca).

**BARLOW TRAIL ANIMAL HOSPITAL IS LOOKING** for a fantastic RVT interested in working at a locally owned, family-like team and having a better work-life balance! We are very passionate about high-quality medicine. We are a relatively newer practice equipped with state-of-the-art equipment. We are very serious about work-life balance, so we ensure you will have your breaks, lunchtime and workdays Monday to Friday with no on-calls. We love to help, teach and guide candidates, so new grads are always welcome! We offer very competitive wages, scrubs allowance and other perks. Supportive and transparent team that likes to have fun at work, making it easy to go throughout the day! Please email your resume to [staffingbarlow@gmail.com](mailto:staffingbarlow@gmail.com) if you believe our clinic would be a good fit! We can't wait to hear from you! Website: [www.barlowtrailanimalhospital.ca](http://www.barlowtrailanimalhospital.ca).

**VCA CANADA ANIMAL HOSPITALS IN CALGARY &** Edmonton area are currently welcoming Veterinarians and RVT's to join our teams! We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at [careers.canada@vca.com](mailto:careers.canada@vca.com). We look forward to connecting with you! Website: [www.careers.vcacanada.com](http://www.careers.vcacanada.com).

**COME WORK WHERE YOU ARE VALUED,** respected, and work-life balance is truly a priority. Currents Veterinary Centre is looking for another RVT to join our amazing, compassionate team. We are a privately owned, small animal practice in SW Edmonton providing top quality patient care with a focus on client education in a fun, supportive environment. The ideal candidate will have excellent communication skills and enjoy building relationships with our clients and their pets. We offer above average salary, paid dues, CE allowance, uniforms, health benefits, along with a compressed work week and flexible schedule to allow for more time off with your family. If you are interested in joining our team, we'd love to hear from you. Resumes can be emailed in confidence to Laura Bogdan at [laura@currentsvet.com](mailto:laura@currentsvet.com). Website: [www.currentsvet.com](http://www.currentsvet.com).

**TABER PET CLINIC IS LOOKING FOR ANOTHER** fantastic RVT interested in working at a locally owned family-like team and having a better work-life balance! We are very passionate about high-quality medicine. For that reason, you will find the latest technologies in our clinic like in a big center. We are very serious about work-life balance, so we ensure you will have your breaks, lunchtime, and workdays Monday to Friday with no on-calls. We love to help, teach, and guide candidates, so new grads are always welcome! We offer very competitive wages, a comprehensive benefits plan, International CE opportunities and scrubs allowance, paid professional dues, and a supportive and transparent team that likes to have fun at work, making it easy to go throughout the day! Please email your resume to [reception@taberpetclinic.ca](mailto:reception@taberpetclinic.ca) if you believe our clinic would be a good fit! We can't wait to hear from you! Website: [www.facebook.com/taberpetclinic](http://www.facebook.com/taberpetclinic).

**PULSE VETERINARY SPECIALISTS AND** Emergency is currently hiring for a full-time motivated, team-oriented, and passionate Registered Veterinary Technologist (RVT) to join our hardworking and growing

Emergency team at the only privately owned Specialty and Emergency clinic in Alberta. Reporting to the Lead Emergency RVT and working closely with our two Criticalists, the Emergency Registered Veterinary Technologist (RVT) will be empowered and responsible to act as a highly trained RVT on the clinical floor to set an example of patient care, client care, and teamwork at Pulse Veterinary Specialists & Emergency. The ideal candidate values maintaining a collegial working culture and prioritize embracing the strategy, commitments, and goals of the organization to deliver high standards of medicine and exceptional patient care. If this sounds like something you are interested in, and you are an individual who is motivated, empathetic, and passionate about exceptional veterinary medicine and patient care, then this could be the job for you. Apply by visiting our site: [www.pulseveterinary.ca/about/careers/](http://www.pulseveterinary.ca/about/careers/) or email your resume to [Resume@pulseveterinary.ca](mailto:Resume@pulseveterinary.ca).

**SIGNING BONUS! DO YOU HAVE A DREAM OF** working for a fun, happy veterinary clinic, and still have lots of time off to enjoy life? Legacy Veterinary Clinic is looking for a full-time RVT to join our team. We fully utilize our technicians and provide a safe environment to promote mental health. Our practice is perfect for mentorship opportunities too! We are privately owned and by joining our company you will receive competitive compensation, generous CE allowance & personal pet discount, paid membership dues & vacation and so much more! Email: [Careers@legacylvetclinic.ca](mailto:Careers@legacylvetclinic.ca). Website: [www.legacylvetclinic.ca](http://www.legacylvetclinic.ca).

**TRINITY HILLS IS A NEW, STATE-OF-THE-ART** 24-hour emergency hospital on the west side of Calgary. We opened in September 2021 and have been growing steadily! We are a skilled, compassionate and fun group looking for another RVT to join our rotation. The hospital is fully equipped including CT, endoscopy, ultrasound(s), Idexx in-house machines, a ventilator, oxygen kennels and much more. We have a heavy internal medicine and soft tissue surgery caseload so there is plenty of variety and opportunity to learn! The benefits and CE are great, and we really value work-life balance. Interested candidates please reach out! Email: [admin@thph.ca](mailto:admin@thph.ca). Website: [www.thph.ca](http://www.thph.ca).

**MERIDIAN VET CLINIC IS SEEKING A POSITIVE,** team oriented RVT to join our small animal practice in Stony Plain. We value our fun, supportive and collaborative culture. Staff wellbeing and work-life balance are a main priority, in addition to exceptional patient care. No on-call! 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](mailto:hannah.viveiros@trimunicipalvet.com). Website: [www.meridianvet.ca](http://www.meridianvet.ca).

**FULL OR PART TIME REGISTERED VETERINARY** Technician required for a small animal practice in Red Deer, Alberta. There is no on-call requirements and very flexible hours. This practice has digital x-ray, a full in-house lab, ultrasound and anesthetic monitoring. We are looking for a team-oriented person who has good interpersonal skills and a good work ethic. We are offering a starting wage of \$30/hour and additional benefits as well as a signing bonus. Please email Dena Linnell at [linnell40@hotmail.com](mailto:linnell40@hotmail.com) or phone (403) 346-8288.

**AT SHERWOOD VETERINARY CLINIC OUR** technicians are the heart of our practice. We want you – that RVT unicorn that is either looking for more responsibility, a new opportunity... Or maybe, you're a new grad looking for a nicely paced yet exciting hospital where you can really get your hands dirty and add some eye-catching experience to your resume. If you strive to

# Classified Ads

learn more, want to be the eyes and the ear for the veterinarians, you work hard and efficiently, and want to work beside a helpful and smaller team, we may just be your match. Experience with Avimark is an asset! Because we need your unicorn skills and personality, we offer a competitive salary to affirm how much we want and need you. We also offer a benefit package that has fantastic health, dental, and vision coverage. Additionally, if Continuing Education peaks your interest, let us know what area you want to learn more about, and we can arrange it for you! Oh, and staff discounts? You bet! We'd love to see those furry family members of yours. If this sounds like a place you could thrive and enjoy, send us an email to [sherwoodvc@nva.com](mailto:sherwoodvc@nva.com), we would love to hear from you! Website: [www.sherwoodvetclinic.ca](http://www.sherwoodvetclinic.ca).

## HAVE YOU BEEN LOOKING FOR A RESPONSIBLE

position, in a professional clinic, helping pets and clients and working as part of a team? Are you interested in growing, expanding your knowledge, and increasing your expertise? We're looking for someone to have a positive impact and participate in the growth of our practice. We are AAHA accredited and Fear Free Certified. Chestermere is just a short 15 min. drive east of Calgary. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. Previous Veterinary Clinic experience and schooling are an asset, but most of all, you've got to have heart, you've got to have passion, you've got to want to grow and want to help others do the same. You'd describe yourself as enthusiastic, committed, compassionate, and a good communicator with a positive attitude. You enjoy finding solutions to challenges and are always thinking of how to improve. Some evenings and weekends will be required. Must be a Registered Veterinary Technologist with the ABVMA. Experienced and NEW grads are welcome! Send cover letter and resume to Dr. Gabby Rotaru. Email: [chestvet@telus.net](mailto:chestvet@telus.net). Website: [www.chestermerevet.com/careers](http://www.chestermerevet.com/careers).

## 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 Email: [ftmacvet@hotmail.com](mailto:ftmacvet@hotmail.com).

## 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](mailto:midlakevet@shaw.ca).

## SOUTHFORK ANIMAL HOSPITAL IS LOOKING FOR

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

## BOWMONT ANIMAL HOSPITAL IS EXPANDING!

Are you looking for a welcoming work environment where you can use all of your RVT skills and be appreciated by an

amazing group of co-workers? 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 (no weekends) and condensed work schedules available. Health and dental benefits available, ABVMA dues paid for. We offer annual uniform and CE allowances and discounted pet health care and supplies. Signing bonus available after probationary period completed. For more information about our facility, please check out our website [www.bowmontvet.com](http://www.bowmontvet.com). Please send a covering letter and resume to the clinic email [BowmontManager@shaw.ca](mailto:BowmontManager@shaw.ca).

## CLEARWATER VETERINARY CENTRE IN ROCKY

Mountain House is searching for an enthusiastic, mixed animal RVT to join our already amazing team! We are a privately owned clinic only a short drive to the mountains and are committed to maintaining a sound work/life balance. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy, and equine. The clinic is equipped with a modern in-house lab, clinic and portable x-rays and ultrasounds, small animal dental with x-ray, powerfloats and large animal handling facilities. Our multi-doctor practice has 12 support staff that will provide strong mentorship and allow for flexible scheduling. We offer health benefits, CE allowance, paid association dues as well as discounts. For more information or to apply contact us at [frontdesk@clearwatervets.com](mailto:frontdesk@clearwatervets.com). We look forward to hearing from you! Website: [www.clearwatervets.com](http://www.clearwatervets.com).

## NANTON VETERINARY CLINIC IS LOOKING FOR A

small or mixed animal RVT to join our team at a busy mixed animal practice. We are a full service, fully equipped modern vet hospital with a busy caeload. Nanton is a growing town situated 40 minutes south of Calgary on Highway 2. New grads are welcome, we will provide training and mentoring as needed. Competitive benefits package offered; compensation commensurate with experience. Please inquire (403) 646-2060 or [info@nantonvetclinic.com](mailto:info@nantonvetclinic.com).

## DEVONIAN VETERINARY CLINIC LOCATED ONLY 20 MINS

from south Edmonton is seeking a f/t or p/t RVT to cover a maternity leave. Busy well-equipped small animal practice where you will be able to utilize all your skills. In house lab, digital radiology, digital dental radiology, ultrasound, etc. We offer competitive wages, health/dental benefits, pet insurance, paid dues, discounted services/supplies. Monday - Friday daytime hours with the occasional Saturday. New grads welcome to apply. Email: [info@devonvet.ca](mailto:info@devonvet.ca). Web: [www.devonvet.ca](http://www.devonvet.ca).

## SOUTHERN ALBERTA VETERINARY SERVICES LTD.

(SAVS) is looking to hire a Registered Veterinary Technician who will fill a customer service and warehouse representative role. Responsibilities would include: Overseeing pharmaceutical website for management of client prescriptions, dispensing, and annual renewal of prescriptions, Working in a warehouse while picking product and packing orders, labelling and shipping product, dispensing and receiving pharmaceuticals and invoicing clients, Using the internal accounting system to manage daily operations, Customer Service (including taking orders, client education, handling questions and concerns from SAVS customers over the phone and in person). Inventory Management including monitoring of short dated and soon to be expired product. Management of transfers to different clinic locations, Delivery of products to clients as required, General cleaning of warehouse, Organization of equipment repairs for clients (package and ship items for repair). To view the full job description and apply for this position please click the link: [www.agcareers.com/telus-agriculture/registered-veterinary-technician-job-871396](http://www.agcareers.com/telus-agriculture/registered-veterinary-technician-job-871396). Website: [www.feedlothealth.com](http://www.feedlothealth.com).

## LETHBRIDGE ANIMAL CLINIC IS LOOKING TO HIRE A

Full Time Registered Veterinary Technician who will fill a customer service and warehouse representative role. Responsibilities would include, Overseeing pharmaceutical website for management of client prescriptions, dispensing, and annual renewal of prescriptions, Working in a warehouse while picking product and packing orders, labelling and shipping product, dispensing and receiving pharmaceuticals and invoicing clients, Using the internal accounting system to manage daily operations, Customer Service (including taking orders, client education, handling questions and concerns from LAC customers over the phone and in person). Inventory Management including monitoring of short dated and soon to be expired product, Management of transfers to different clinic locations, Delivery of products to clients as required, General cleaning of warehouse, Organization of equipment repairs for clients (package and ship items for repair). To view the full job description and apply for this position please click the link: [www.agcareers.com/telus-agriculture/registered-veterinary-technician-job-871396.cfm](http://www.agcareers.com/telus-agriculture/registered-veterinary-technician-job-871396.cfm). Email: [martink@lac.vet](mailto:martink@lac.vet).

## INDEPENDENTLY OWNED AND ONLY 15 MINUTES

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

## PONOKA VETERINARY CLINIC IS SEARCHING FOR

a full-time person to join our team -a Registered Animal Health Technician / Veterinary Tech Assistant / or Veterinary Medical Receptionist — we are a mixed animal practice located in beautiful central Alberta, with many amenities to offer. We employee 4 Veterinarians, 4 RVT's, 1-VMR, 1- Book Keeper/Office Manager. If you are interested in joining our team. Please contact us at 403-783-4348 or email resume to [brenda@ponokaveterinaryclinic.ca](mailto:brenda@ponokaveterinaryclinic.ca). We look forward hearing from you. Website: [www.ponokavet.ca](http://www.ponokavet.ca).

## YOU ADORE CATS AND DOGS, THAT GOES WITHOUT

saying! Cochrane Lake Small Animal Clinic looking for a part-time RVT: Looking for someone that is a compassionate, great communicator, self- motivated and physically fit. Should be confident with dental X-rays/Fear Free Program. 1 day/week \$40/hr. or 2 days/week for \$35/hr. Rural clinic about 10 min. from Cochrane, 20 min. from Airdrie and NW Calgary. Please drop off your resume in person at my clinic or call (403) 932-VETS (8387). Email: [clsac8387@gmail.com](mailto:clsac8387@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](mailto:info@whitecourtvet.com). or call (780) 778-5767.

## 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

# Classified Ads

with flexible scheduling, competitive salary, full benefits package, and additional industry certifications. Why wait? Apply now. Email: [manager@healthypawsvet.ca](mailto:manager@healthypawsvet.ca). Website: [www.healthypawsvet.ca](http://www.healthypawsvet.ca).

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

## VETERINARY STUDENT WANTED

**FREE ACCOMMODATIONS! LOOKING FOR THE** most amazing rural Alberta, mixed animal, veterinary student summer job? Look no further than the Greenview Veterinary Clinic in Valleyview, Alberta. Our modern, spacious, mixed animal clinic has all the toys to practice high-end medicine and an experienced, friendly staff to learn with and from. Dr. JM Pozniak has had a summer student every year of his career and enjoys one-on-one, hands-on mentorship. Valleyview is also a fun place to spend a summer and is only an hour from Grande Prairie and a few hours from Edmonton and we have a Tim Hortons only a couple blocks from the clinic! Don't forget the free accommodations in the clinic residence with all utilities included so you don't have the hassle of finding a summer rental unit. Call, email, or check out our FB page for more info or to apply! Email: [vvvetclinic@gmail.com](mailto:vvvetclinic@gmail.com).

## AHT STUDENT WANTED

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

grads/students are welcome and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume at [drgosal@vetinedmonton.com](mailto:drgosal@vetinedmonton.com).

## OTHER EMPLOYMENT

**HAPPY PAWS VETERINARY CLINIC IS LOOKING** for a second clinic manager to grow, develop and lead a culture-driven team. We are looking for a positive outgoing person with a minimum of 5 years of experience in a veterinary clinic. We are looking for someone with great communication skills, and a passion for leadership. The successful candidate will have a coaching leadership style and be genuinely still excited about veterinary medicine. Smiley-faced emoji! Email: [joinus@happypawsvets.com](mailto:joinus@happypawsvets.com). Website: [www.joinus.happypawsvets.com](http://www.joinus.happypawsvets.com).

**WE ARE GROWING! TAMARACK VETERINARY** Clinic (TVC) is looking for some fantastic people to join our team! We are currently accepting applications for a veterinary receptionist. TVC is a Fear Free certified practice with a gold AAFP feline friendly practice certification. We are looking for positive, team-oriented people who have an ongoing desire to learn and grow in a modern medical setting. We are seeking applicants who love working with people, are crazy about animals and possess strong communication skills. If you are a self-starter with excellent time management and organizational skills - we are looking for you! This is a locally owned veterinary practice where work/life balance is truly important. Benefits include competitive wages, ABVMA dues, uniform allowance, fear free individual certification, and a staff pet care plan. If this sounds like the place for you, please feel free to check out our website at [www.tamarackvet.com](http://www.tamarackvet.com) and submit your resume to [asmith.admin@tamarackvet.com](mailto:asmith.admin@tamarackvet.com).

**PULSE VETERINARY SPECIALIST AND** Emergency is seeking a motivated, team-oriented, and passionate individual to fill our Client Services Manager role, they will report to and support the Hospital Director in leading the Client Services team to deliver exceptional patient and client care to ensure all feel welcomed and cared for. They will oversee the Client Care Services department and is responsible for setting an example of high-level client care and teamwork at Pulse Veterinary Specialists & Emergency. The Client Services team will support all emergency and specialty teams including Cardiology, Dentistry, Neurology, Ophthalmology, Radiology, Surgery, and Internal Medicine. The ideal candidate values maintaining a collegial working culture and prioritizes embracing the strategy, commitments, and goals of the organization. As a 24-hour emergency facility, this position will require shift work (days, nights, weekends, and holidays). If you are interested, please

send your resume and cover letter to our Hospital Director [ShelleyM@pulseveterinary.ca](mailto:ShelleyM@pulseveterinary.ca). Website: [www.pulseveterinary.ca/about/careers](http://www.pulseveterinary.ca/about/careers).

**RUTHERFORD VETERINARY CLINIC IS LOOKING FOR** a full-time Veterinary Assistant to join our team. Previous experience in the veterinary industry is an asset. Our staff is committed to provide excellent veterinary care and client education. We are looking for a candidate who is compassionate and caring, with excellent customer service, detail-oriented, and good at multi-tasking. Successful candidate will receive a competitive salary. Please send your resume to [mary@rutherfordvetclinic.com](mailto:mary@rutherfordvetclinic.com). Web: [www.rutherfordvetclinic.com](http://www.rutherfordvetclinic.com).

**ARE YOU LOOKING TO ADVANCE YOUR CAREER IN** management by joining a vibrant young team of veterinarians? Do you enjoy working with people yet want to contribute to the health & welfare of horses? Look no further — we have the perfect spot for you! Burwash Equine has been in the equine veterinary business in Alberta for over 45 years. After experiencing tremendous growth since changing hands in 2013 & relocating to a beautiful new state-of-the-art hospital in 2018, we are looking for a practice manager that will help contribute to our ongoing success and growth. The ideal candidate would be a positive, motivated individual who thrives on streamlining processes, enjoys building & maintaining an upbeat & inspired team, & who gains satisfaction from monitoring hospital performance, setting financial goals & knocking them out of the park. Excellent benefits included. Full job description can be provided. Ideal candidate would have significant experience in the equine field, but we require a min. 3 years of employment in a veterinary practice. Submit cover letter & resume to [crystal.lee@burwashequine.ca](mailto:crystal.lee@burwashequine.ca). Website: [www.burwashequine.ca](http://www.burwashequine.ca).

**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](mailto:lsvet@telusplanet.net). Website: [www.sherwoodparkvet.ca](http://www.sherwoodparkvet.ca).

## EQUIPMENT FOR SALE/ WANTED

**BRAND NEW BOWIE LEGACY 5 VET BOX - AVAILABLE** Immediately \$23,100 — Riverstone Vet Sundre. Designed for any full-size truck with a bed length of 5'4" - 5'8". Auto locks with keyless entry, day/night heater, & temperature regulated storage for water. Full specs list available on product page of Bowie International website. Email: [riverstonevetclinic@gmail.com](mailto:riverstonevetclinic@gmail.com). Website: [www.riverstonevetservices.ca](http://www.riverstonevetservices.ca).

### Advertiser's Index

Homewood Health <a href="http://homeweb.ca">homeweb.ca</a>	IFC	NVA Canada <a href="http://nvacanada.ca">nvacanada.ca</a>	17	WDDC – BJ Desjardins <a href="http://wddc.com">wddc.com</a>	45
Prairie Diagnostic Services <a href="http://pdsinc.ca">pdsinc.ca</a>	6	VetShield <a href="http://vetshield.ca">vetshield.ca</a>	19	WDDC – April Barnes <a href="http://wddc.com">wddc.com</a>	45
WDDC AdVantage <a href="http://adv.wddc.com">adv.wddc.com</a>	7	Dispomed <a href="http://dispomed.com">dispomed.com</a>	21	Elanco – Credilio Cat <a href="http://crediliocat.ca">crediliocat.ca</a>	IBC
RBC Wealth Management – Steven Kim <a href="mailto:steven.kim@rbc.com">steven.kim@rbc.com</a>	14	VetStrategy <a href="http://vetstrategy.com">vetstrategy.com</a>	29	Summit Veterinary Pharmacy Ltd. <a href="http://svprx.ca">svprx.ca</a>	OBC
Vetoquinol – Phovia <a href="http://phovia.ca">phovia.ca</a>	15	Vetoquinol – Flexadin <a href="http://vetoquinol.ca">vetoquinol.ca</a>	35		



# Tails up for **Canada's first** oral flea and tick product for cats

## **NEW** **Credelio<sup>®</sup>** **CAT (lotilaner)**

Introducing a small chewable tablet uniquely designed for cats.

- **Passes the "sniff test"** – made with vanilla and yeast, cats are attracted to it<sup>1</sup>
- **Easy dose it** – over 99% of cat owners administered it successfully<sup>2</sup>
- **Send fleas and ticks packing** – kills fleas and ticks, lasting all month<sup>3</sup>

Ask your Elanco representative for details.  
**Learn more at [CredelioCat.ca](https://CredelioCat.ca)**



1. Toutain C, Seewald T, Jung M. Pharmacokinetics of lotilaner following a single oral or intravenous administration in cats. Parasite Vector. 2018;11:412.

2. Chappell K, Paarlberg T, Seewald W, et al. A randomized, controlled field study to assess the efficacy and safety of lotilaner flavored chewable tablets (Credelio<sup>®</sup> CAT) in eliminating fleas in client-owned cats in the USA. Parasite Vector. 2021;14:127.

3. Credelio Cat Canadian Product Label.

# Prescribe with **Confidence**



**1-866-794-7387**

**[www.svprx.ca](http://www.svprx.ca)**