



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2022

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2022 ABVMA Registration Day

2022 CanWest Veterinary Conference

Practice Management | Connecting the
Dots of Employee Retention: How to Create
"Sticky" Hospitals for Veterinary Teams

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Editor's Notebook

AS I WRITE THIS, THANKSGIVING HAS JUST concluded. Recently I have been heartened by a saying that popped up on social media: "When you have more than you need, build a longer table, not a higher fence." This struck me as very profound and will stick with me.

As we enter a season filled with many holidays and traditions, and the time of family and friends gathering to share companionship and nourishment, I think it is a suitable time to reflect on the good things that we have in our lives. We are all members of a strong and vibrant profession with a long and bright future. Our daily work allows us to contribute to the lives and well-being of our families and to provide service to those creatures that cannot help themselves. This should give us great pride and satisfaction. We are part of one of the most noble professions in all of history. We are well respected, and our opinions are sought after by the public. It is a lot to be thankful for.

It is not to say that life is sunshine and roses for all of us. The past three years have been very difficult for many. COVID has changed the way we interact with other people, has taken the lives of some and has altered the lives of many others. Stress and burnout have become a real by-product of the pandemic. Add this to the severe shortages of veterinary professionals, and we have a real recipe for challenge. We are a strong and resilient group. We will get through this together and be better and stronger than before.

As we approach the holiday season, please reflect on all the good things in your life; remember those less fortunate, and reach out to those who may need a seat at your table.

Season's Greetings to all.

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

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VOL. 24, ISSUE 6

PRODUCTION

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

ADVERTISING

Display Advertising – Sarah Eisner Munn
Classified Advertising – Mandi Duggan

EDITORIAL POLICY

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

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

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

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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.

Other veterinary team members, call Health Link at 811. Also, by phone or text 211 or online at <https://ab.211.ca>.

President's Report



Daren Mandrusiak, BSc, DVM

President, Alberta Veterinary Medical Association

PART OF BEING A MEMBER OF COUNCIL

is ongoing learning and training. Council Members come in with a diverse background of skills and experiences, but it is critical they understand good governance and what is necessary to be a Council Member. For this reason, Council often partakes in learning activities. Some years this is a more formal training process where speakers may be brought in to educate Council on topics such as governance, government relations or competence. Other times, you may open your mailbox and find a copy of the book *The Imperfect Board*

Member with a letter asking you to read it before the next Council meeting.

Recently, as part of a strategic thinking piece, Council was asked to review an article, *The Science of What Makes People Care*. This kind of thinking comes across our plates often. The association needs to balance making the public care about veterinary medicine, making the government care about our concerns and making our members care about our association and the profession.

Trying to connect with our membership may be the toughest. Veterinary medicine naturally lends itself to public interest. People love animals, and we take care of animals. People like to eat meat, and we keep meat safe. But getting professionals to care about their profession is tough. Not just for us, engagement in associations is a common issue across multiple professions. If you are reading this, you are likely a very engaged member (because you are not only reading the magazine, but you are actually reading something other than the Complaints Director's Report!). This means you are not the member we have trouble reaching. Recently, Council approved an engagement plan for the next 12 months, which will hopefully include townhalls, engagement at CanWest, some type of a road trip to visit rural practices, and some in-person workshops on continuing professional development (if a new continuing professional development plan moves forward). These are great opportunities

to meet people face to face and connect with the membership at large, particularly more rural members who sometimes feel unheard or underrepresented due to geographical constraints.

Recently, I had the chance to attend the American Association of Veterinary State Boards annual general meeting and help our Registrar represent our province. I found it interesting to compare the differences between these other diverse colleges and associations and the ABVMA. While we can always improve, and there are certainly ways to be better, we have some real strengths. Our expanded leadership group and multiple channels of communication with our members are only some of them. Recently, Council formed a Social Media Committee to work on engaging more, using social media platforms to reach the membership. As the membership begins to reflect people my age and even younger, this line of communication becomes more and more critical for reaching people. This form of communication is also not geographically dependant, which in a big province like ours is a bonus. Hopefully over time these channels can form into not only one-way, but also two-way communication between the association and the members. While the communication from the association to the membership is important for keeping people informed, we are finding that the communication back to the association is becoming even more important for guiding how we proceed with some of the bigger, more complex issues we currently face.

Notice of the ABVMA Annual General Meeting

Leadership Weekend and Member Recognition Banquet | Feb. 24-26, 2023

The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will take place on **Sunday, Feb. 26, 2023, 9 a.m. MST** at the Delta Hotels by Marriott South Edmonton Conference Centre, 4404 Gateway Blvd., Edmonton, AB. Members are encouraged to participate in association affairs and are invited to attend the AGM.

The Membership Recognition Banquet will be held on Saturday, Feb. 25, 2023.

Details about events hosted during Leadership Weekend (including committee meetings, committee training and the member recognition banquet) will be announced in January 2023.

Please watch your January/February 2023 *Members' Magazine* for more details.



Registrar's Report

COUNCIL IS CHARGED WITH THE

responsibility of managing the association, which includes overseeing all financial aspects. As stated in the *Veterinary Profession Act*:

The Council shall manage and conduct the business and affairs of the Association and exercise the powers of the Association in the name of and on behalf of the Association.

To guide Council in their duty of managing the financial affairs of the association, a Financial Guidelines document has been developed, which is reviewed and updated yearly by Council. Each summer Council sets the budget and fees for the upcoming fiscal year of the ABVMA according to the approved Financial Guidelines. Any increase or decrease to the fees is determined by following the policy, which is dependent upon the Consumer Price Index (CPI):

Council shall consider proposing a yearly registration fee increase that is 0.5% above the annualized Consumer Price Index (CPI). The CPI percentage that is used shall be the most recent "previous 12 months" figure published for Alberta by Statistics Canada when the budget is prepared. Council may propose an annual dues increase of more or less than this amount according to the needs of the Association.

Normally the Council utilizes the CPI for Alberta published at the end of June. This year, that figure was 8.4%, which would have led to an 8.9% increase in fees. Council felt that this was an abnormal

peak in the CPI and decided upon a more moderate increase of 7.0% for all registration fees. As all are aware, inflation has been affecting everyone with increased prices for goods and services, which affects the ABVMA as well.

The Financial Guidelines also establishes the policy for maintenance of financial reserves for the association. The Guideline states:

Reserves shall be established by Council to ensure that funds are available for the continuation of the Association in the case of unforeseen negative financial circumstances, or in the event of dissolution of the Association.

- a. An amount equal to 45% of the Annual Operating Budget will be set aside as a reserve for operations. This amount will be confirmed by Council annually when the Financial Guidelines are reviewed.
- b. If the reserve drops below this amount, Council must ensure that a plan is in place to replenish any deficit through the next budget(s).
- c. Budget surpluses shall be used to replenish the operating reserve up to 45% of the Annual Operating Budget before replenishing other reserves.
 1. Up to \$250,000 may be kept in a reserve for programs. Council can plan to draw on this amount during the year when planning for special programs within the upcoming year(s).
 - i. A schedule for repayment to this reserve will be made at the time of draw down.

- ii. Budget surpluses may be used to replenish this amount.

At the time of publication, the ABVMA is awaiting the year-end (October 31, 2022) and financial audit to determine the availability of funds to ensure the Operating and Project Reserves are properly funded. If not adequate, Council must develop a plan to ensure the integrity of the reserves.

The Financial Guideline document is available to members on the member portal under Legislation > ABVMA Council Policies > Policies Relating to Governance, Committees and Council.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

December is a month of faith-based celebrations and ethnic traditions. Whether you celebrate Christmas, Hanukkah, Bodhi Day, Kwanzaa, Omisoka or another holiday or tradition, the ABVMA wishes you a safe and happy holiday season from:

Dr. Darrell Dalton, Dr. Phil Buote, Dr. Jocelyn Forseille, Kathy Naum, Lisa Barry, Kim Cardinal, Monica Clair, RVT, Mandi Duggan, Terri Johnson, RVT, Margaret Massey, RVT, Sarah Munn, Tina Skare, RVT, Sandra Ward, Lee Anne Winter

Season's Greetings

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

Aug. 29-30, 2022

UCVM

Dr. Serge Chalhoub, Member of Council, North Region

ABVMA HELD COUNCIL MEETINGS IN PERSON AUGUST 29 and 30 at UCV's Foothills and Clinical Skills Building at Spy Hill campuses in Calgary.

- Council Members had the opportunity to meet UCV's incoming Class of 2026 during the White Coat Ceremony on August 26. The event was highlighted by a meet and greet reception and dinner with ABVMA Members of Council and staff prior to the ceremony for the 55 new UCV students.
- Council was given a tour of W.A. Ranches at the University of Calgary on the afternoon of August 27. In 2018, J.C. (Jack) Anderson and his daughter Wynne Chisholm donated W.A. Ranches to the University of Calgary, which transformed education and research at UCV.
- Council spent significant time discussing how to consider increasing member fees in response to the spike in inflation. Members of Council understand and empathize on how difficult inflation has been on members. Inflation has also affected ABVMA with rising costs. Council discussion revolved around how to best meet the rising costs without overburdening members.
- ABVMA's Strategic Plan for 2022-2025 was finalized and approved by Council. The main strategic directions are: Excellence in Regulation, Veterinary Workforce of the Future, Leadership in Animal Welfare and Advance One Health.
- Council discussed how to best guide its next marketing awareness campaign, and it was decided to focus on food production, rural practice and large animal medicine.
- Member engagement plan: Council discussed how to best engage members, to identify and address member concerns and to encourage participation in the ABVMA. Ideas include Members of Council attending the CanWest trade fair booth, townhall meetings, Members of Council visiting clinics, online gatherings and other engagement ideas.

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



Serge Chalhoub, DVM, DACVIM (SAIM)

Member of Council, North Region

DR. SERGE CHALHOUB GRADUATED FROM BISHOP'S WITH A BSC (HONOURS) IN biology in 1999. He then enrolled in the Doctor of Veterinary Medicine (DVM) program at the Faculté de médecine vétérinaire (FMV) of the Université de Montréal and completed the five-year program in 2004. Serge followed this with a one-year rotating small animal clinical internship at the same institution.

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

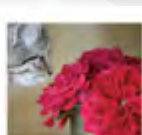
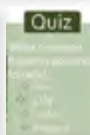
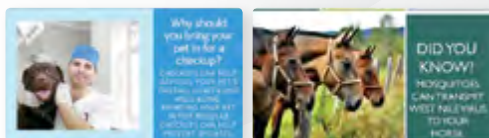
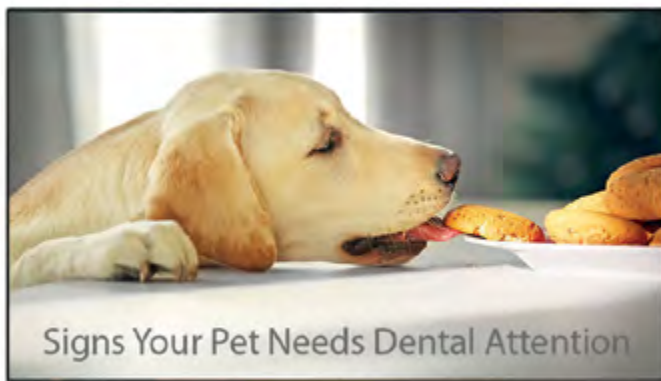
Dr. Chalhoub has been a faculty member at the University of Calgary's Faculty of Veterinary Medicine (UCVM) since 2012 and currently holds the rank of Associate Professor (Teaching). He was the recipient of the 2021 and 2013 Canadian Veterinary Medical Association's Teacher of the Year Award, the 2015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

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

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Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #21-28

A LETTER OF COMPLAINT WAS

received about the care provided to a one-year-old female Leonberger dog that was presented for a spay.

The complaint was made against a recent graduate (2020) veterinarian who performed the spay and the responsible veterinarian/owner of the practice who examined and treated the dog for complications following the surgery.

Pre-operatively, a chemistry panel was normal, a CBC was not performed and intra-operative fluids were declined. Monitoring consisted of heart rate and pulse oximetry. The anesthesia time from induction to extubation was two hours and 10 minutes and the surgery was uneventful.

The dog was discharged with a prescription for compounded oral meloxicam at 0.1 mg/kg by mouth for three days.

The owner reported that the dog was not eating much at all and had been given all three doses of meloxicam with small amounts of treats. The veterinarian examined the dog four days post-operatively on Saturday, March 13, 2021.

The veterinarian determined that the dog appeared to be well hydrated, that the incision looked good and there was no fever. CBC showed the hematocrit (HCT) was markedly elevated and there were elevations in the white blood cells (neutrophils and monocytes). The veterinarian did not perform a blood chemistry or PCV.

The veterinarian suspected that there was some gastrointestinal upset from the meloxicam and prescribed amoxicillin, omeprazole, sucralfate and gave an injection of Cerenia, with instructions to take the dog to emergency if she wasn't eating by that evening.

The dog continued to deteriorate at home over the weekend such that by Monday, March 15, in the morning, she was very weak. The owners took her to an emergency practice where she passed away very shortly after arriving. CPR was attempted prior to her passing away.

A post-mortem was performed, and the cause of death was determined to be acute renal failure.

The complaint was investigated, and the Complaint Review Committee (CRC) reviewed the report of the investigation. The complaint against the recent graduate veterinarian who performed the spay was dismissed. The complaint against the responsible veterinarian was referred to the Hearings Director for a hearing.

The veterinarian entered into consent negotiations with representatives of the CRC, which proved successful. The veterinarian provided an Admission of Unprofessional Conduct and agreed to a Consent Order. These were presented as a joint submission by the ABVMA and the veterinarian at a virtual hearing before a Hearing Tribunal on Aug. 9, 2022.

NOTICE OF HEARING

The allegations in the notice of hearing were:

Medical Management

1. That on March 13, 2021, you failed to undertake a further blood testing including a blood chemistry and/or PCV.
2. That on March 13, 2021, you failed to undertake a proper evaluation/examination of Willow given the presenting concerns of not eating and drinking.
3. That on March 13, 2021, you failed to appropriately consider and/or take action with respect to post-operative complications of renal insufficiency and dehydration.

Referral

4. That you failed to refer Willow to an emergency veterinary practice on March 13, 2021.

Policies and Procedures

5. That as the responsible veterinarian for the practice, you failed to ensure appropriate policies, procedures and practices were in place and/or followed with regards to the practice of veterinary medicine. Specifically:
 - a) You failed to use a Health Canada veterinary approved meloxicam product in accordance with the CVMA *Guidelines for the Legitimate Use of Compounded Drugs in Veterinary Practice* (2006) and instead regularly used compounded meloxicam;
 - b) You failed to ensure IV fluids were mandatory with regards to abdominal or prolonged surgical procedures including Willow's surgery;
 - c) That you failed to ensure blood pressure monitoring was implemented for abdominal and prolonged surgical procedures including Willow's surgery; and
 - d) That you failed to ensure pre-surgical blood work included a CBC.

Through the process of Consent Discussion, the ABVMA agreed to withdraw allegations #4 and #5 c) and d) and agreed to findings of unprofessional conduct with the veterinarian on allegations 1, 2, 3 and 5 a) and b).

The Consent Order presented at the hearing included the following Agreed Statement of Facts:

Agreed Statement Of Facts:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2002.
2. At all material times, the veterinarian was the responsible veterinarian for the veterinary practice.
3. TN and EV were the owners of a one-year-old female Leonberger dog.
4. The veterinary practice was overseeing the care of the dog.
5. The dog was brought to the practice on March 9, 2021, for an ovariectomy surgery. The surgery was performed by a recent graduate veterinarian.
6. The dog was returned to the practice on Saturday, March 13, 2021, and seen by the veterinarian with complaints that she was not eating or drinking.
7. On March 13, 2021, the veterinarian did not undertake a further blood testing including a blood chemistry and/or PCV.
8. On March 13, 2021, the veterinarian did not undertake a proper evaluation/ examination of the dog given the presenting concerns of not eating and drinking.
9. As the responsible veterinarian for the veterinary practice, the veterinarian did not ensure appropriate policies, procedures and practices were in place and/or followed with regards to the practice of veterinary medicine. Specifically:
 - a) The veterinarian failed to use a Health Canada veterinary approved meloxicam product in accordance with the *CVMA Guidelines for the Legitimate Use of Compounded Drugs in Veterinary Practice* (2006) and instead regularly used compounded meloxicam;
 - b) The veterinarian failed to ensure mandatory IV fluids and blood pressure monitoring for abdominal or prolonged surgeries including Willow's surgery.
10. The dog was discharged the same day at approximately 2 p.m.
11. The dog continued to deteriorate over the weekend and upon being brought to an emergency practice on the morning of Monday, March 15, 2021, she passed away shortly after arriving, notwithstanding CPR attempts.
12. The clinic had IV fluids available, which the complainants refused.
13. The clinic had blood pressure monitoring equipment in the room, but the attending surgeon opted not to use this.

Agreed Findings of Unprofessional Conduct

The Hearing Tribunal accepted the agreed findings of unprofessional conduct on 1, 2, 3, and 5 a).

Medical Management

1. That on March 13, 2021, the veterinarian failed to undertake a further blood testing including a blood chemistry and/or PCV.
2. That on March 13, 2021, the veterinarian failed to undertake a proper evaluation/ examination of Willow given the presenting concerns of not eating and drinking.
3. That on March 13, 2021, the veterinarian failed to appropriately consider and/or take action with respect to post-operative complications of renal insufficiency and dehydration.

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

Policies and Procedures

5. That as the responsible veterinarian for the practice, the veterinarian failed to ensure appropriate policies, procedures and practices were in place and/or followed with regards to the practice of veterinary medicine. Specifically:
 - a) The veterinarian failed to use a Health Canada veterinary approved meloxicam product in accordance with the *CVMA Guidelines for the Legitimate Use of Compounded Drugs in Veterinary Practice* (2006) and instead regularly used compounded meloxicam.

The Hearing Tribunal rejected the admission and agreed finding of unprofessional conduct on 5 b):

5. That as the responsible veterinarian for the practice, the veterinarian failed to ensure appropriate policies, procedures and practices were in place and/or followed with regards to the practice of veterinary medicine. Specifically:
 - b) The veterinarian failed to ensure mandatory IV fluids and blood pressure monitoring for abdominal or prolonged surgeries including the dog's surgery.

The reasons provided by the Hearing Tribunal for rejection of the agreed finding on 5 b):

While the Hearing Tribunal feels that intravenous fluids and blood pressure monitoring play an important role in patient safety in certain circumstances, including long periods of anesthesia, we do not feel that these are legislated mandatory requirements. Under the "ABVMA PRACTICE INSPECTION PRACTICE STANDARDS BYLAW 2019 "SC-4 Anesthesia-Facility and Equipment-k "Intravenous catheters and fluid must be available for patient use." There was no evidence these were not available. While the lack of intravenous fluids at the time of surgery might be a contributing factor in [the dog's] unfortunate death, we do not know this for certain and we do not feel that we can support a finding of unprofessional conduct when it is currently not a mandatory requirement to use IV fluids during any anesthetic procedure as per the ABVMA.

With respect to blood pressure monitoring, the Hearing Tribunal noted that this is not a legislated mandatory requirement. Under the "ABVMA PRACTICE INSPECTION PRACTICE STANDARDS BYLAW 2019"SC-4-Operational Procedures - "1. Blood pressure monitoring is highly recommended and is one of the ways to monitor and assess blood circulation. Serious complications (e.g., renal failure or death) can arise from low blood pressure during anesthesia." While [the veterinarian's] clinic had the means to monitor blood pressure, the veterinarian doing the surgery (not [the veterinarian] herself) did not do so. Blood pressure monitoring was not encouraged by [the veterinarian] at her veterinary clinic. As noted above, renal failure is a potential complication if blood pressure is not maintained during anesthesia. We cannot know if [the dog] became hypotensive during her procedure resulting in renal damage. The Hearing Tribunal finds [the veterinarian] not guilty of this allegation as blood pressure monitoring, while highly recommended, is not currently a mandatory procedure for any anesthetic procedure.

Orders as to Sanctions

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to complete, at her own cost, within six months of the date of this Order, the following continuing education obligations, as approved by the Complaints Director:
 - i. 20 hours of continuing education regarding small animal medicine, specifically focused as follows:
 - 10 hours on companion animal medicine
 - 10 hours on anesthesia and pain management
3. The veterinarian shall review the Canadian Veterinary Medical Association (CVMA) *Guidelines for the Legitimate Use of Compounded Drugs in Veterinary Practice* with respect to her obligations regarding compounding requirements and provide, within 60 days of the date of this Order, to the Complaints Director, a summary of her responsibilities pursuant to those guidelines.
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. If the Complaints Director deems there to be a violation of this Order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this Order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this Order are satisfied.
6. There shall be a publication of this Order on a "without-names" basis.

The Hearing Tribunal rejected the agreed sanction of 10 hours of medical record keeping continuing education noting that there was no allegation or finding related to medical records.

Commentary

While it is not common that the Hearing Tribunal rejects an agreed finding of unprofessional conduct or order for sanction, it has the obligation to ensure that the agreed findings and Orders for Sanctions are appropriate. It is the discretion of the Hearing Tribunal to reject (not accept) the findings and orders presented to it. There is, however, case law arising from court cases that also applies to hearing tribunals with respect

to the threshold for rejecting a negotiated submission. The Hearing Tribunal must only interfere with a joint submission where it is contrary to the public interest or disrespects the administration of justice. In this case, the Hearing Tribunal provided their clear reasons for doing so.

Members are encouraged to consider that the Practice Inspection and Practice Standards (PIPS) Bylaw represents the minimum standards that veterinary practice entities must meet to be certified. The standards set out in the PIPS Bylaw do not cover all aspects of practice and all cases and are not comprehensive professional standards for members. The expected professional standard may be different, and a panel of peers may expect that a higher standard of care be provided in certain cases than what is mandated in the PIPS Bylaw.

Addendum to Complaint Case #21-22 published in July/August 2022 Members' Magazine

Publication of complaint case outcomes is undertaken with the objective of informing members and general deterrence. Members should be informed about these cases where a finding of unprofessional conduct is made by the Hearing Tribunal to guide future practice and conduct.

Feedback and questions on the cases presented in the Complaints Director's Report is welcome. This addendum is published arising from a question received from a member who uses the publication of complaint cases as discussion material with practice staff.

Please refer to the previous publication for details of the case.

The question was specifically with regards to allegation #10:

Referral

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

The question was: "Do all cases like this need to be referred?" The short answer is no – not all cases need to be referred but, there is some qualification to the short answer.

A veterinary practice may and certainly should provide the veterinary medical care that is possible with the resources available in the practice (facilities, personnel, equipment and operational procedures), as long as the following requirements are met:

1. The veterinary medical services delivered meet the acceptable professional standard, or to say it

another way, the care provided is what would be expected of a reasonable practitioner acting prudently given the same set of circumstances;

2. The client has been properly informed and consent is obtained; and
3. There is appropriate documentation in the medical record.

Members will note that complaint case #21-22 included categories of findings of unprofessional conduct related to "Medical Management," "Informed Consent" and "Medical Records" that directly relate to the requirements above and are not coincidental. Members will recognize that these categories of allegations are common in complaint cases.

It is entirely appropriate that these types of cases may be treated in community and rural practices without referral. They do not all require referral. There is a "spectrum of care" that is acceptable, provided the above requirements are met.

It is expected in every case that the animal owner understands the medical condition and prognosis (to the extent possible at the time) and is informed about the treatment to be provided in order to provide consent. In critical cases that would benefit from treatment and intensive care that is not available at the practice, the owner must be informed of the option for referral.

The allegation above should not be taken to mean that all cases require the "gold standard" of care that may be available at referral or emergency practices. For example, not every case will require veterinarians and veterinary technologists providing 24-hour, intensive care unit level care, or the care of a specialist. In critical cases, and in particular cases where the resources may not be available to provide services that meet the acceptable professional standard, owners must be properly informed and aware that the option for referral exists where indicated. Assumptions should not be made that the owner will decline referral.

There are many instances where a specific case may not be a candidate for referral due to travel distances, costs or other factors. ABVMA members are well acquainted with these challenges. Veterinary practices may, and are encouraged to, provide veterinary medical services that meet the acceptable professional standard along a "spectrum of care" as long as the owner is properly informed and the level of care meets the acceptable professional standard. Proper documentation of the client communication and obtaining informed consent is critical.

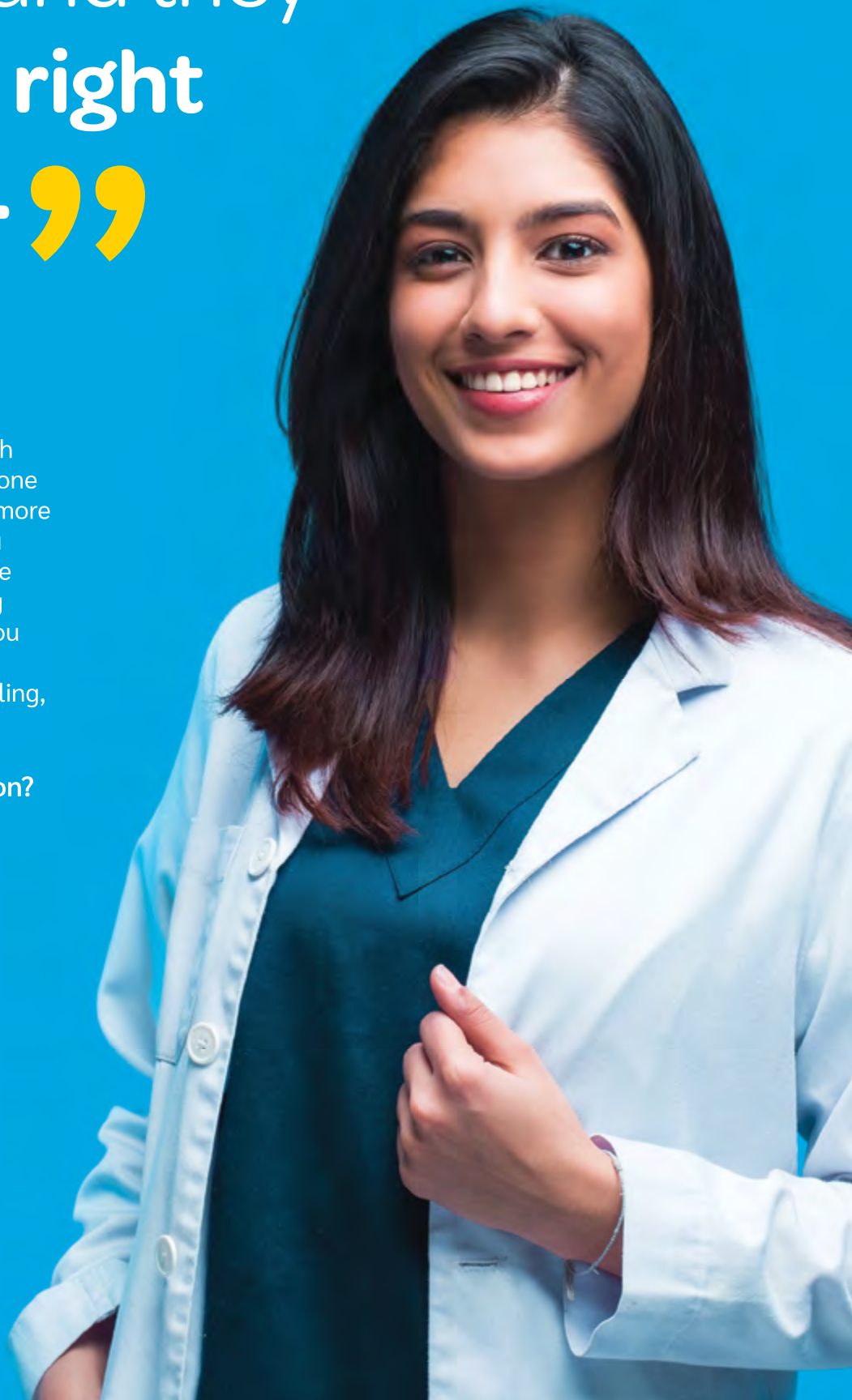
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2022 ABVMA Registration Day

September 7, 2022

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

VETERINARIANS AND VETERINARY TECHNOLOGISTS FROM across the province came together on Sept. 7, 2022, at the Sheraton Cavalier Hotel in Calgary, for our biannual ABVMA Registration Day. This was one of our largest in-person events to date. It provided an opportunity to welcome new members to the association and allow for networking with classmates and future colleagues.

Registrants were warmly welcomed by the association's dignitaries. Attendees then participated in group discussions

of case scenarios followed by the opportunity for the ABVMA to answer questions. The discussions enabled participants to explore the various rules and regulations of the *Veterinary Profession Act* and General Regulation, Bylaws, Practice Standards and the complaints process. A combined 193 veterinarians and veterinary technologists became members of the veterinary profession in Alberta.

Welcome to the profession!

Attendance | Veterinarian

NAME	MEMBER TYPE	REG NO.
Shaylee Albert	General Practice Reg. Vet.	4207
Sarah Barnsley	General Practice Reg. Vet.	4222
Rohini Bhardwaj	Supervised Ltd. Practice Reg. Vet.	3824
Nanci Bond	General Practice Reg. Vet.	4179
Sarah Bramer	General Practice Reg. Vet.	4230
Meghan Brookhart	General Practice Reg. Vet.	4139
Sarah Bryden	General Practice Reg. Vet.	4205
Tovah Caldwell	General Practice Reg. Vet.	4236
Brock Chappell	General Practice Reg. Vet.	4203
Olivia Ciccozzi	General Practice Reg. Vet.	4194
Bradley De Wolf	General Practice Reg. Vet.	4148
Nolan Dempsey	General Practice Reg. Vet.	4174
Caleb Dibbet	General Practice Reg. Vet.	4197
Christopher Dominic	General Practice Reg. Vet.	4099
Douglas Doyle-Baker	General Practice Reg. Vet.	4224
Heidi Dube	Time Ltd. Reg. Vet.	4102
Jasmine Dueck	General Practice Reg. Vet.	4169
Chantel Dunlop	General Practice Reg. Vet.	4189
Kerry Dyson	General Practice Reg. Vet.	4138
Kathleen Austin Ebbott	General Practice Reg. Vet.	4170
Rosa Esmaeilbeigi	General Practice Reg. Vet.	4145
Amanda Gacioch	General Practice Reg. Vet.	4111
Stephanie Gartner	General Practice Reg. Vet.	4175
Shauna Gavin	General Practice Reg. Vet.	4110
Carmen Girard	General Practice Reg. Vet.	4192
Angela Grob	General Practice Reg. Vet.	4214
Paige Guindon	General Practice Reg. Vet.	4231
Ashish Gupta	Unsupervised Ltd. Practice Reg. Vet.	4147
Abigael Haney	General Practice Reg. Vet.	4180
Juan Heberth Hernandez Medrano	Unsupervised Ltd. Practice Reg. Vet.	4133
Stephen Hess	General Practice Reg. Vet.	4136
Justin Hodgson	General Practice Reg. Vet.	4215
Cameron Hughes	General Practice Reg. Vet.	4195
Cheryl Iliencko	General Practice Reg. Vet.	4143
Emma Jackson	General Practice Reg. Vet.	4184
Christopher Jermy	General Practice Reg. Vet.	4177
Ankur Jetli	General Practice Reg. Vet.	3954
Julie Jones	General Practice Reg. Vet.	4187
Pamela Kaakee	General Practice Reg. Vet.	2223
Elna Kalamkarova	General Practice Reg. Vet.	4185
Sun Hee Kim	General Practice Reg. Vet.	4182

NAME	MEMBER TYPE	REG NO.
Anne King	General Practice Reg. Vet.	4176
Jenna Lambert	General Practice Reg. Vet.	3621
Cassandra Lapham-Simpson	General Practice Reg. Vet.	4233
Sarah Latimer	General Practice Reg. Vet.	4096
Marcia Lembo	Temporary Reg. Vet.	4115
Taylor Lesmeister	General Practice Reg. Vet.	4206
Radka Lukasova	General Practice Reg. Vet.	4108
Kelly Mackenzie	Supervised Ltd. Practice Reg. Vet.	4142
Amarbir Manghera	Supervised Ltd. Practice Reg. Vet.	4212
Satnam Mann	General Practice Reg. Vet.	4173
Teresa McAlpine	General Practice Reg. Vet.	4210
Daniel McClair	General Practice Reg. Vet.	3636
Marina McConkey	General Practice Reg. Vet.	4144
Theresa Miceli	General Practice Reg. Vet.	3913
Kuldip Mirakhur	Time Ltd. Reg. Vet.	4103
Diana Montano Reynoso	General Practice Reg. Vet.	4128
David Moore	General Practice Reg. Vet.	4226
Hannah Morrison	General Practice Reg. Vet.	4229
Jade Nicoll	General Practice Reg. Vet.	4217
Veronika Pak	General Practice Reg. Vet.	2823
Stephanie Parth	General Practice Reg. Vet.	4204
Breanna Patton	General Practice Reg. Vet.	4186
Katie Radcliffe	General Practice Reg. Vet.	4201
Lexie Reed	General Practice Reg. Vet.	4221
Sukhjinder Rehal	General Practice Reg. Vet.	4191
Caileigh Reid	General Practice Reg. Vet.	4198
Brittney Rigby	General Practice Reg. Vet.	3637
Candelario Robledo Flores	Supervised Ltd. Practice Reg. Vet.	4124
Sebastian Ruszkowski	General Practice Reg. Vet.	4172
Swanand Sathe	General Practice Reg. Vet.	4107
Delaney Schofer	General Practice Reg. Vet.	4199
Jessica Seaford	General Practice Reg. Vet.	4211
Payal Sharma	Supervised Ltd. Practice Reg. Vet.	4149
Hanan Shenouda	General Practice Reg. Vet.	3963
Navjot Sidhu	Supervised Ltd. Practice Reg. Vet.	4213
Colin Smith	General Practice Reg. Vet.	4196
Alexandra Staley	General Practice Reg. Vet.	4228
Isabell Stamm	General Practice Reg. Vet.	4232
Sara Stewart	General Practice Reg. Vet.	4193
Amy Taylor	General Practice Reg. Vet.	4220
Sarah Thomas	General Practice Reg. Vet.	4190

NAME	MEMBER TYPE	REG NO.
Tainor Tisotti	Unsupervised Ltd. Practice Reg. Vet.	4122
Emily Tung	General Practice Reg. Vet.	4183
James Vandergraaf	General Practice Reg. Vet.	4219
George Walter	General Practice Reg. Vet.	4200
Rachael Warren	General Practice Reg. Vet.	4131
Adam Watson	General Practice Reg. Vet.	4209
Katarina Weber	General Practice Reg. Vet.	4137
Renate Weller	Unsupervised Ltd. Practice Reg. Vet.	4109
Kathryn Welsman	General Practice Reg. Vet.	4132
Kyle West	General Practice Reg. Vet.	4178
Katharine White	General Practice Reg. Vet.	4127
Maggie Williams	General Practice Reg. Vet.	3494
Natalia Wycislak	General Practice Reg. Vet.	4202
Sharon Yue	General Practice Reg. Vet.	4227
Tanveer	General Practice Reg. Vet.	4095

Attendance | Veterinary Technologist

NAME	MEMBER TYPE	REG NO.
Aesha Akehurst	General Practice Reg. Vet. Tech.	4518
Sydney Alexander	Pending Vet. Tech. Applicant	
Megan Alton	General Practice Reg. Vet. Tech.	4419
Julie Balash-Dack	General Practice Reg. Vet. Tech.	4508
Vanessa Bastura	General Practice Reg. Vet. Tech.	1324
Bobbi Boyd	General Practice Reg. Vet. Tech.	4542
Nicole Brooks	General Practice Reg. Vet. Tech.	4410
Brittany Burgess	General Practice Reg. Vet. Tech.	4536
Nicole Carey	General Practice Reg. Vet. Tech.	4378
Kailey Clarke	General Practice Reg. Vet. Tech.	4413
Alycia Cole	Pending Vet. Tech. Applicant	
Janelle Comte	General Practice Reg. Vet. Tech.	4436
Angela Cone	General Practice Reg. Vet. Tech.	4400
Joel Cooper	General Practice Reg. Vet. Tech.	4394
Morgan Cruikshank	General Practice Reg. Vet. Tech.	4534
Sarah Davis	General Practice Reg. Vet. Tech.	4415
Danielle Denman	Provisional Vet. Tech. Member	4421
Jennifer Dickeson	General Practice Reg. Vet. Tech.	4364
Kimberly Donnelly	General Practice Reg. Vet. Tech.	4519
Jamie Eckstein	Provisional Vet. Tech. Member	3144
Amelia Eggebrecht	General Practice Reg. Vet. Tech.	4448
Rebecca Eikeland	General Practice Reg. Vet. Tech.	4434
Jennifer Elaschuk	General Practice Reg. Vet. Tech.	4399
Madison Erickson	General Practice Reg. Vet. Tech.	4525
Sonya Foss	General Practice Reg. Vet. Tech.	4517
Joanne Freeborn	General Practice Reg. Vet. Tech.	2944
Patrick Fuller	General Practice Reg. Vet. Tech.	4444
Kennedy Greening	General Practice Reg. Vet. Tech.	4546
Stephanie Hall	General Practice Reg. Vet. Tech.	4506
Cori-Lynn Haskell	General Practice Reg. Vet. Tech.	4553
Angela Hawkins	General Practice Reg. Vet. Tech.	2524
Morgan Hayes	General Practice Reg. Vet. Tech.	4527
Colleen Healy	General Practice Reg. Vet. Tech.	4445
Brittney Hein	General Practice Reg. Vet. Tech.	4450
Shawnee Hunter-Baker	Provisional Vet. Tech. Member	4391
Laurelle Imeson	General Practice Reg. Vet. Tech.	4440
Melanie Iversen	General Practice Reg. Vet. Tech.	1238
Haley Jaques	General Practice Reg. Vet. Tech.	4523

NAME	MEMBER TYPE	REG NO.
Kate Jelinski	Pending Vet. Tech. Applicant	
Amanda Joyce	Provisional Vet. Tech. Member	4426
Sophie Junker	General Practice Reg. Vet. Tech.	4427
Aleisha Kantz	General Practice Reg. Vet. Tech.	4528
Emily Karabasz	General Practice Reg. Vet. Tech.	4438
Julie Kerr	General Practice Reg. Vet. Tech.	4401
Krystal Laferriere	General Practice Reg. Vet. Tech.	1950
Amy Laframboise	General Practice Reg. Vet. Tech.	2886
Kasandra Langlois	General Practice Reg. Vet. Tech.	4510
Darby Leighton-Duda	General Practice Reg. Vet. Tech.	4532
Sara Longson	Provisional Vet. Tech. Member	4442
Kaylee Martinez	General Practice Reg. Vet. Tech.	4530
Dakota McDonnell	General Practice Reg. Vet. Tech.	4512
Janine McGee	General Practice Reg. Vet. Tech.	1253
Mackenzie McManus	General Practice Reg. Vet. Tech.	4437
Makayla Milan	General Practice Reg. Vet. Tech.	4441
Alanna Miller	Provisional Vet. Tech. Member	4511
Allie Minion	General Practice Reg. Vet. Tech.	4514
Alannah Morton	General Practice Reg. Vet. Tech.	4543
Taylor Moss	Provisional Vet. Tech. Member	4547
Breanne Nadasde	Provisional Vet. Tech. Member	4537
Jack Ngo	General Practice Reg. Vet. Tech.	4408
Jennekah Olsen	General Practice Reg. Vet. Tech.	4544
Natasha Omar	General Practice Reg. Vet. Tech.	4539
Heather Parker	General Practice Reg. Vet. Tech.	4507
Shayna Pearce	General Practice Reg. Vet. Tech.	4554
Linh Chi Pham	Provisional Vet. Tech. Member	4533
Taylor Pilgrim	General Practice Reg. Vet. Tech.	4551
Danika Poirier	General Practice Reg. Vet. Tech.	4339
Cobi Quiring	Provisional Vet. Tech. Member	4515
Sarah Reimchen	General Practice Reg. Vet. Tech.	4524
Bella Renaud-Monterrosa	General Practice Reg. Vet. Tech.	4429
Shania Rice	Provisional Vet. Tech. Member	4556
Malika Rix	General Practice Reg. Vet. Tech.	4550
Danica Rogers	General Practice Reg. Vet. Tech.	4504
Eva Romme	General Practice Reg. Vet. Tech.	4411
Nataliya Rudzish	General Practice Reg. Vet. Tech.	4398
Mackenzie Sawchuk	General Practice Reg. Vet. Tech.	4516
Mikayla Shukalov	General Practice Reg. Vet. Tech.	4368
Kayla Silbernagel	General Practice Reg. Vet. Tech.	4334
Leona Sommerfeld	General Practice Reg. Vet. Tech.	4417
Megan Squair	Provisional Vet. Tech. Member	4483
Jessica Steinbruegge	General Practice Reg. Vet. Tech.	4387
Kaila Stewart	General Practice Reg. Vet. Tech.	4432
Rachel Then	General Practice Reg. Vet. Tech.	4396
Kristen Thomas	General Practice Reg. Vet. Tech.	4439
Pauline Togado	General Practice Reg. Vet. Tech.	4135
Kalli van der Voort	General Practice Reg. Vet. Tech.	4321
Cole Verschuere	General Practice Reg. Vet. Tech.	4395
Janelle Walker	Provisional Vet. Tech. Member	4407
Leanne Walton	General Practice Reg. Vet. Tech.	4333
Cheyenne Wilkins	General Practice Reg. Vet. Tech.	4344
Chelsey Wood	General Practice Reg. Vet. Tech.	4370
Natalie Wood	General Practice Reg. Vet. Tech.	2889
Sarah Woodcock	General Practice Reg. Vet. Tech.	4520
Avery Wray	General Practice Reg. Vet. Tech.	4535
Alyson Wright	General Practice Reg. Vet. Tech.	4526
Marissa Zibell	General Practice Reg. Vet. Tech.	4521

Membership Matters

Council approved the following at the August Council meeting

Veterinarians August 2022

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Cecilia Kung, #2785	June 8, 2022
Dr. Erin Soles, #3388	June 30, 2022
Dr. Mitchell Ashkin, #4060	Aug. 1, 2022
Dr. Bethany Bass, #4163	July 27, 2022

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

Dr. Kendra Bernyk, #4123	Aug. 8, 2022
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Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Martha Lucia Rangel, #3417	June 1, 2022
Dr. Rachel Lang, #3676	June 9, 2022
Dr. Anupreet Toor, #3687	May 23, 2022
Dr. Jennifer Parks, #1583	July 1, 2022
Dr. Catherine Nef, #3115	July 18, 2022
Dr. Chantelle Phillips, #3257	Aug. 15, 2022

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Gaurav Sharma, #3992	July 7, 2022
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Transfer Supervised Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Alexis Lara-Morales, #3945	June 1, 2022
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Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Ankur Jetli, #3954	June 10, 2022
Dr. Imran Shah, #3812	July 14, 2022

Cancel General Practice Registered Veterinarian

Dr. Mackenzie Klapwyk, #4066	June 30, 2022
Dr. Augusta Westendorf, #3931	June 30, 2022
Dr. Erika Sjolín, #4022	June 29, 2022
Dr. Anna Henderson, #4039	July 1, 2022
Dr. Erin Mills, #4049	July 1, 2022
Dr. Joseph Cordonier, #4064	July 1, 2022
Dr. Lauren Friedl, #4008	July 1, 2022
Dr. Lisa Costa, #4085	July 1, 2022
Dr. Emilia Chrostek, #4013	July 1, 2022
Dr. Alison Flint, #3994	July 1, 2022
Dr. Victoria Waind, #4026	July 31, 2022

Cancel Supervised Limited Practice Registered Veterinarian

Dr. Reham Hanna, #4006	May 29, 2022
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Reinstate General Practice Registered Veterinarian

Dr. Jennifer Hay, #3375	July 1, 2022
Dr. Theresa Miceli, #3913	July 1, 2022
Dr. Winnie Lam, #3167	Aug. 3, 2022
Dr. Jenna Lambert, #3621	Sept. 1, 2022

Reinstate Supervised Limited Practice Registered Veterinarian

Dr. Kelby Tannas, #3999	June 13, 2022
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Reinstate Temporary Registered Veterinarian

Dr. Boles Makar, #3979	June 30, 2022
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Veterinary Technologists August 2022

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

Chloe Check, #2782	May 30, 2022
Jaclyn Colter, #4403	July 15, 2022
Carissa Ward, #4081	Aug. 13, 2022

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

Kristina Kunkel, #3036	June 1, 2022
Meghan Fehr, #3996	June 1, 2022
Dallas Balderson, #2843	July 11, 2022
Jamie Saulnier, #3787	July 4, 2022
Nicole MacPherson, #3051	June 30, 2022
Roberta Hebson-Schweitzer, #2543	July 19, 2022
Patricia May Goyette, #3147	Aug. 3, 2022
Katrina Mullen, #3932	Aug. 4, 2022
Rhonda Danyluk, #1696	July 26, 2022
Stephanie Glackin, #2615	Aug. 2, 2022
Prabdeep Singh, #4316	Aug. 19, 2022

Transfer Provisional Registered Veterinary Technologist to General Practice Registered Veterinary Technologist

Sarah Reimchen, #4524	July 19, 2022
Brooklyn Sawatzky, #4482	July 19, 2022
Shaylyn McNeill, #4486	July 20, 2022
Kaylie Ozirny, #4455	July 20, 2022
Jada Artokivi, #4497	July 21, 2022
Taurie Jocks, #4443	July 22, 2022
Makayla Milan, #4441	July 22, 2022
Colleen Harder, #4460	July 25, 2022
Janelle Comte, #4436	July 28, 2022
Taylor Wiltermuth, #4492	July 28, 2022
Monika Knull, #4467	July 29, 2022
Mackenzie Sawchuk, #4516	July 29, 2022
Aesha Akehurst, #4518	Aug. 2, 2022
Haley Jaques, #4523	Aug. 2, 2022
Chloe Poole, #4493	Aug. 2, 2022
Samantha Wills, #4485	Aug. 2, 2022
Morgan Cruikshank, #4534	Aug. 3, 2022
Madison Erickson, #4525	Aug. 3, 2022
Brianna Pratt, #4499	Aug. 3, 2022
Makena Schreiner, #4478	Aug. 4, 2022
Rebecca DeRaadt, #4502	Aug. 5, 2022
Catelyn Kolenosky, #4484	Aug. 8, 2022
Annika Carswell, #4503	Aug. 8, 2022
Sonya Foss, #4517	Aug. 9, 2022
Morgan Hayes, #4527	Aug. 9, 2022
Jennifer Misner, #4476	Aug. 9, 2022
Meghan Neufeld, #4453	Aug. 9, 2022
Khiam Randev, #4402	Aug. 9, 2022
Sarah Woodcock, #4520	Aug. 9, 2022
Marissa Zibell, #4521	Aug. 9, 2022
Sara Baron, #4454	Aug. 10, 2022
Bella Renaud-Monterrosa, #4429	Aug. 10, 2022
Susanna Wong, #4501	Aug. 10, 2022
Denasia Brown, #4472	Aug. 11, 2022
Yasin Demirtas, #4477	Aug. 11, 2022

Chera-Dawn Joulie, #4489	Aug. 11, 2022	Bregliano Enterprises Ltd.	
Amanda Torpe, #4479	Aug. 11, 2022	(Dr. Marco Bregliano #1726)	June 9, 2022
Sara Fraser, #4366	Aug. 11, 2022	KWF Holdings Ltd. (Dr. Glenn Meyers #1945)	June 9, 2022
Kaitlyn Barrow, #4340	Aug. 12, 2022	Crowfoot Veterinary Hospital Ltd.	
Aime Caron, #4468	Aug. 12, 2022	(Dr. Keith Wilkinson #2274)	June 22, 2022
Corinne Leblanc, #4475	Aug. 12, 2022	1669189 Alberta Ltd.	
Mackenzie McManus, #4437	Aug. 12, 2022	(Dr. Krista Gavel Thiessen #2490)	June 22, 2022
Natasha Omar, #4539	Aug. 12, 2022	JBEK Holdings Ltd.	
Alyson Wright, #4526	Aug. 12, 2022	(Dr. Kathy Chappell #2243)	July 4, 2022
Dakota McDonnell, #4512	Aug. 15, 2022	Currents Veterinary Centre at Windermere Ltd.	
Morgan Jensma, #4350	Aug. 15, 2022	(Dr. Brent Jackson #1035, JBEK Holdings Ltd.)	July 4, 2022
Kaylee Martinez, #4530	Aug. 16, 2022	Daborn Veterinary Services Ltd.	
Allie Minion, #4514	Aug. 16, 2022	(Dr. Thomas Daborn #3695)	July 4, 2022
Shawna Tebb, #4480	Aug. 16, 2022	Goodbrand Investment Corporation	
		(Dr. Timothy Goodbrand #1568)	July 15, 2022
<u>Cancel General Practice Registered Veterinary Technologist</u>			
Isabel Chavez, #1726	Aug. 8, 2022	<u>Closed Permit Holder</u>	
<u>Cancel Provisional Registered Veterinary Technologist</u>			
Jude Burke, #4094	June 15, 2022	Town Centre Veterinary Hospital Inc.	
		(Dr. Pamela Goble #1227)	March 31, 2022
<u>Reinstated General Practice Registered Veterinary Technologist</u>			
Mortisha (Tish) Lear, #3737	June 22, 2022	David J. Cliplef Veterinary Services Ltd.	
Rhonda Parkinson, #1349	June 29, 2022	(VetStrategy Alberta Inc.)	June 21, 2022
Joanne Freeborn, #2944	July 18, 2022	Banded Peak Veterinary Hospital Ltd.	
Robyn Makarowski, #1360	July 18, 2022	(Dr. Judith Samson #1218)	July 18, 2022
Jackie Rosher, #2248	July 27, 2022	Bregliano Veterinary Services Inc.	
Sabrina Fagan, #4006	Aug. 10, 2022	(VetStrategy Alberta Inc.)	April 1, 2022
<u>Reinstated Provisional Registered Veterinary Technologist</u>			
Brooke Villeneuve, #4358	Aug. 12, 2022		

Permits April 2022

Permit Holder Approval

Amy Matchett Waterhouse DVM Ltd. (Dr. Amy Matchett-Waterhouse #1942)	June 3, 2022
Varsity Animal Hospital Ltd. (Amy Matchett Waterhouse DVM Ltd., VCA Canada Ltd.)	June 3, 2022
Suttie Veterinary Services Ltd. (Dr. Heather Suttie #2740)	June 3, 2022
Route 49 Veterinary Ltd. (Dr. Erik Burow #3732)	June 9, 2022

Provisional Approval of New Veterinary Practice Entities

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

Practice Name	Location
Paw Point Home Vet Care	Calgary
Woodruff Veterinary Services	Tomahawk
Horizon Veterinary Services	Medicine Hat
YLM&M Veterinary Small Animal Home Services	Calgary

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

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

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Keeping You Current

Member Engagement

Featuring ABVMA Practices in the *Members' Magazine*

ABVMA is always interested in hearing from practices that would like to be featured in the ABVMA *Members' Magazine*. If you're interested in highlighting your practice, reach out to kathy.naum@abvma.ca.

ABVMA Office Holiday Closure

The ABVMA Office will be closed Dec. 26, 2022, to Jan. 2, 2023, inclusive. Reminders will be sent out in Enews in December.

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:

September

- 1: R/DR/AR/P/VP/CM** ABVMA ABVTA Joint Executive Meeting
- 2: R** NFACC Executive Meeting
R/DR Meeting regarding Teletriage in Alberta
- 6: R/DR/AR** Registration Committee Meeting
- 7: R/DR/AR/CM** Registration Day (Calgary)
- 8: R/DR/AR/CM** Meeting with Government Advocate
- 9: R/DR/AR/CM** Meeting with Gestisoft Legio
R/DR/AR/CM Meeting with MNP EDI Bi-Weekly Check In
R/DR/AR Meeting with Olotech
CM Bi-weekly Meeting with ev+ Digital Agency
- 12: R** Meeting with Rawski & Co.
- 13: AR/CM** Quarterly Content Planning Meeting with ev+ Digital Agency
- 13-18: R** AAVSB Conference
AR Meeting Hands Free X-Ray
- 14-18: AR/DM** AAVSB Conference
- 15: CM** Meeting with ABVTA ED
- 19: R/DR/AR/P/VP** ABVMA Executive Meeting
- 20: R** Meeting with Rawski & Co.
DR Meeting with TOH
R/DR/AR Meeting with Government Advocate

- 21: R/DR/AR** Governance Task Force Meeting
AR/CM Meeting with Alberta Precision Labs
- 22: R/DR/AR** Meeting with UCVm and Mountain View County
CM Bi-weekly Meeting with ev+ Digital Agency
- 23: R/DR/AR/CM** Meeting with MNP EDI Bi-Weekly Check In
R/DR Meeting with Telus Health MyPet
- 25-28: AR** CVMA Accreditation Visit
- 27: R** Meeting with Rawski & Co.
- 28-30: R** NFACC Decision Making Workshop (Ottawa)
- 29: AR** Meeting Hands Free X-Ray

October

- 3: R/DR/AR/P/VP** ABVMA Executive Meeting
- 5: AR** Companion Animal Advisory Committee Meeting
- 6: CM** CVMA Provincial Communications Meeting
CM Bi-weekly Meeting with ev+ Digital Agency
- 7: R/DR/AR/CM** EDI Survey Bi-weekly Meeting
- 11: R/DR/P/VP** Meeting with Government Advocate and Alberta Beef Producers
- 12: AR** Member Wellness Advisory Committee Meeting
- 14-18: R/DR/AR/CM/P/VP** October Council Meeting & CanWest Conference (Banff)
- 19: AR** Equine Advisory Committee Meeting
CD Consent Discussion
- 20: CM** Bi-weekly Meeting with ev+ Digital Agency
CD Hearing
- 21: CD** Hearing
- 25: AR** Lecture at UCVm
- 25-28: R** NFACC Decision Making Workshop Follow Up
- 26: AR** Food Animal Advisory Committee Meeting

Welcome to the Profession

UCVM Class of 2026

ON AUG. 29, 2022, THE ALBERTA VETERINARY MEDICAL ASSOCIATION (ABVMA) AND THE CANADIAN VETERINARY Medical Association (CVMA) jointly hosted the annual Welcome to the Profession Event for the incoming class of 2026 to the University of Calgary, Faculty of Veterinary Medicine. The event was held in person for the first time since 2019.



ABVMA President Dr. Daren Mandrusiak, CVMA President Dr. Chris Bell and UCVM Dean Dr. Renate Weller spoke to the students about the beginning of their four-year journey as young veterinary students. Students were presented with stethoscopes from the ABVMA and white coats from the CVMA. The evening closed with the recitation of the Veterinary Oath and the UCVM Honour Code.

Congratulations and best wishes to the Class of 2026.

Codi Ashbacher	Lisette Gervais
Danielle Barry	Jacqui Gironella
Jana Benade	Keeley Haight
Jordan Bertagnolli	Britney Hammerlindl
Brian Birkenhagen	Kamryn Henderson
Jennifer Black	Courtney Hewitt
Alana Boukall	Morgan Hughes
Abigail Brett	Gabrielle Jensen
Marrissa Buchan	Jessie Kennedy
Kaitlyn Busson	Caitlin Kohrs
Caith Cameron	Sophia Kontou
Louise Caplan	Madison Laycraft
Amber Cliffe	Paulina Louwe
Emily Court	Sierra Lusson
Melanie Demetrick	Morgan McLean
Nicole Desrosiers	Deanna Minken
Cathy Dewaal	Justin Nicholson
Mariana Flynn	Amy Peters
Julia Gaume	Emma Piercey



Filip Rakic	Jasmine Tharagan
Natalya Ratcliff	Muskaan Tiwari
Adam Roth	Matthew Tornopolski
Ashley Sauve	Reagan Toth
Karlee Schultz	Fatima Warraich
Hannah Stark	Megan Wirachowsky
Caitlin Sweet	Haley Young
Angelina Ta	Tasha Zinke
Hope Tanasichuk	

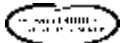




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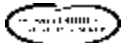


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Council Tour of W.A. Ranches

ON TUESDAY, AUG. 30, 2022, ABVMA

Council was taken on a tour of W.A. Ranches, a working 1,000-head cow-calf ranch. Donated to the University of Calgary in 2018 by Jack Anderson and Wynne Chisholm, the ranch covers 19,000 acres and was donated for teaching and research purposes.

The herd includes over 900 cows and approximately 100 bulls. The ranch includes three main sites: Cochrane Home, Cochrane East and Cochrane North. The ranch also leases government lands to the west for additional grazing.

Dr. Ed Pajor, a professor at UCVM and Director of W.A. Ranches, along with Robyn Kurbel, Academic & Youth Program Development Coordinator, W.A. Ranches, took Council on a tour of the three sites. The tour was also joined by lead ranch hand, Barney Press, and Drs. Elizabeth Homerosky

and Tommy Ware, Veterinary Agri Health Services, who gave an overview of herd health management protocols in place at the ranch.

The herd is typically managed to calve in mid to late spring, natural breeding over the summer and late fall weaning.

Cochrane Home serves as the home base for the ranch and is home to the original homestead that serves as office space. Cochrane Home is the primary site for calving. Cochrane East serves as grazing land for the herd and is utilized for weaning. Cochrane North is home to the bull herd maintained by the ranch.

Following the Alberta Budget 2022 announcement in February 2022, plans are underway to consider building and development at the ranch to increase the footprint that will be required to train larger class sizes in coming years.



The herd is typically managed to calve in mid to late spring, natural breeding over the summer and late fall weaning.

The ranch has 10 full-time employees, not including UCVM staff, and is located northwest of Calgary, 20 minutes east of Cochrane.

ABVMA Council extends a warm thank you to Dr. Ed Pajor and his team for the informative tour.



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 or by email alberta-challenge@tailsofhelp.ca
Thank you again to our major sponsors and contributors:



Fancy's Fund - Grant Support 2022



2022 Silver Sponsor



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Dr. Kirsten Aarbo

Alberta Representative on
CVMA Council

WE'RE WITH YOU EVERY STEP OF YOUR WAY

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



Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

Questions or Suggestions?

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

One Profession. One Strong Voice.

WE RECOGNIZE OUTSTANDING ACHIEVEMENTS IN VETERINARY MEDICINE

2023 CVMA Awards — Nominate a Deserving Colleague

Nominations for the 2023 CVMA Awards are accepted until Jan. 31, 2023. Award recipients receive complimentary registration to the 2023 CVMA Convention in Québec City. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members, however, they can be nominated by non-members. Find more information under the CVMA Awards page of the About CVMA section of canadianveterinarians.net.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

The CVMA is Finalizing the Following Position Statements:

- **Importation of Dogs into Canada**
The CVMA holds that importation of dogs into Canada should occur only after careful identification, assessment, and mitigation of individual and population-level risks to animal health, safety and welfare; human health and safety; and ecosystem and wildlife health.
- **Veterinary Dentistry**
The CVMA holds that all dental procedures performed on animals are part of the practice of veterinary medicine and should only be performed by a licensed veterinarian within the scope of their education, training and experience or delegated by a licensed veterinarian to an appropriately trained individual in accordance with regulations of the relevant jurisdiction. The CVMA considers anesthesia-free or sedation-free dentistry, including non-professional dental scaling, to be inappropriate since these practices are associated with animal welfare concerns while offering only minimal health benefits for the animal.

View all position statements under the Policy and Outreach page of canadianveterinarians.net.

Expanding Veterinary Capacity in Canada

Responding to the results of the 2020 Workforce Study, the CVMA hosted a two-day Veterinary Workforce Congress in June 2022. Congress attendance was by invitation with representation from more than 50 stakeholders from the veterinary profession, clinical practice, industry and government from across Canada. The Congress developed a set of “emerging priority pathways” that identified the CVMA's role in addressing veterinary workforce issues at a national level and the roles of other stakeholders. The Congress initiated broad stakeholder collaboration and provided for the beginning of a dynamic pathway of continued collaboration on a national level. Find more information about the Congress on the Veterinary Workforce Shortage page of canadianveterinarians.net.

Narrowing the Knowledge Gap in Tick and Tick-Borne Disease Awareness and Prevention: The Roles of Canadian Veterinarians

Increasing incidence of ticks and tick-borne diseases (TBDs) across Canada has become a significant emerging public health concern with limited awareness. Veterinarians are key stakeholders in public health disease monitoring and response. Response to public risk awareness gaps at the community and federal levels may leverage roles that veterinarians have as local advocates and subject matter experts to cultivate sustainable public health strategies. In response to this need, the CVMA conducted a study in collaboration with expert partners to characterize baseline public awareness of and preventive behaviours towards tick and TBD risk. The study surveyed veterinarians and pet owners across

Canada, as well as a group of hunters, anglers and trappers largely residing across Ontario. Survey respondents self-reported their perceived knowledge about ticks, including awareness of regional emerging tick species and increased tick incidence as a result of climate change. Visit canadianveterinarians.net/2022-tick-awareness-study to learn more.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

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

The 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. Visit the News section of our website for more information.

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

"Time to Talk about Mental Health at Work" Webinar Recording Now Available

Merck Animal Health and the CVMA's "Time to Talk About Vet Med Mental Health" Awareness Campaign recently hosted A Community Approach to Suicide Prevention and Mental Health Promotion in Veterinary Workplaces Q and A webinar with Dr. Philip Richmond & Dr. Reza Hejazi in honour of World Suicide Prevention Day. View a recording of the webinar here: youtu.be/-cOE1wPLUPw.

The Working Mind Program

The Working Mind (TWM) program is a must for all veterinary staff as it addresses workplace mental health issues caused by inherent workplace stresses such as day-to-day workflow pressures, interpersonal relationships and conflicts, and some unique to veterinary medicine like ethical and moral distress. The Working Mind Employee and The Working Mind Manager courses use trained facilitators, workshop

manuals, contact-based videos that present actual employees and managers dealing with issues related to the program's content, discussion exercises and personal goal setting to enact the coping skills within the program. Employees and managers who take The Working Mind training have shown an increase in resiliency skills, a decrease in stigmatizing attitudes and an increase in mental health well-being. Visit the Veterinary Health and Wellness section on our website to learn more and register.

2022 CVMA Emerging Leaders Series

The CVMA Emerging Leaders Program has an impressive group of speakers lined up this fall. Topics include:

- Leading from the Floor with Senani Rathnayake, BSc, RVT
- Media Training with Becky Taylor, RVT, and Sage McIntosh

Registration for these complimentary virtual workshops is open to all veterinary professionals. Find more information and register at pheedloop.com/2022CVMALeadershipSeries/site/home

GoodLife

CVMA members receive a corporate discount of 25% off any individual membership type that is offered at the club and \$0 joining fee. Visit the Member Benefits section of our website for more information.

Bell Mobility Exclusive Offers

Bell Exclusive Partner Program Available for all CVMA Members! CVMA members receive big savings on phones plus up to 30% on plans with unlimited data, talk and text, and share with up to five friends and family. Visit the Member Benefits section of our website for more information.

Discounts at Tremblant

Take advantage of a 39% discount on regular price [GolfMax](#) Le Diable and Le Géant tickets and enjoy your golf season to the fullest. Fully transferable from one person to another; the perfect gift idea for any occasion! Visit the Member Benefits section of our website for more information.

LifeLearn Benefits

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

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Alberta's Own



Focus on Wellness

Bringing Trauma-Informed Care to Veterinary Medicine

Article 2 of 3: Understanding signs of trauma and using principles of trauma-informed care (TIC)

Terrie McKinley and Dr. Kathy Keil



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

THE FIRST ARTICLE¹ IN THIS SERIES COVERED THE

definition of trauma, its prevalence in society and effect on the whole person. This 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.

When Trauma Comes to Work in the Veterinary Clinic

In veterinary practice, burnout and compassion fatigue are common, and the rates of suicide are alarming. A trauma history affects how people think, feel and behave. And for some, trauma is more than history. For veterinary professionals it can mean being exposed to vicarious trauma during day-to-day work. Such exposure occurs when caring for sick, injured or dying animals, struggling with morally distressing situations such as not being able to do the right thing for a patient because of client's financial limitations, inappropriate requests for euthanasia, dealing with animal abuse cases, herd health depopulation during disease outbreaks or natural disasters, and hearing difficult stories while not always seeing a positive outcome for the animals (and people) who come through your care. The impact of vicarious trauma is cumulative and can negatively impact physical, psychological and

emotional well-being while shaking the very core beliefs and way of viewing the world as a positive and safe environment. Trauma is not just out there or in one's history, it can be inside one's everyday work experience.

Spotting Trauma at Work

Understanding how people can be affected by trauma can have a positive effect on veterinary teams in two clear ways. First, learning how to spot trauma in clients can allow team members to drop into a compassionate place, instead of a defensive one, when miscommunications happen. For example, Mrs. Smith is reluctant to elect euthanasia for her dog, whose quality of life is very poor. A non-trauma-informed approach might be to offer Mrs. Smith a variety of medically sound reasons why euthanasia is the best option. This may inadvertently shame her into making the decision. A trauma-informed approach would be to compassionately inquire as to why the decision is difficult for her and to find out how can one can best support her. It could be that the dog was a gift from her son who passed away soon after giving her the dog. Doesn't that shed a different light on the situation? To learn more about signs and indicators of trauma, watch the free Alberta Health Services (AHS) eLearning module called What is Trauma?²

Trauma-informed care principles at work

Maximizing Choice and Collaboration - Person has choice and control

Ask the person "Do you want me to use your first name or do you have another preference?"; "Do you want the exam room door open or closed?"

Prioritizing Empowerment - Focus on strengths, resourcefulness and skill building.

Ask the person "What kind of things have helped you get through in the past?"

Ensuring Safety - Ensuring physical, emotional and psychological safety

Ask the individual "What can I do right now to support you?"

To learn more about the principles of TIC, watch the AHS eLearning module called [What is Trauma Informed Care?](#)²

A saying that trauma-informed counsellors, like the co-author Terrie McKinley, uses a lot is, "The bigger the reaction, the older the hurt." This means that when people are reacting compulsively and unconsciously, it is likely that their brain has been using this operating system for a long time. To counteract these defences, people need to feel safe. This can occur by active listening and validating their experience. It does not take a lot of time to do this in comparison to the cost of how work time is affected by "difficult" clients, retention problems or poor Google reviews. At a time when humanity is starved for connection, adopting a trauma-informed perspective instead of labelling people as "difficult" will go a long way to build trust and empathy between your team and clients, and between your team members, each other and/or management.

Understanding Triggers

Second, when veterinary team members react strongly to colleagues or clients, it may be an indication of a past trauma that the person or situation triggers for them. A trigger can cause a person to enter a "fight-or-flight" response which causes a life-or-death reaction in their "reptilian" brain. This response from the sympathetic nervous system diverts blood from the pre-frontal cortex, digestion and reproductive systems and sends it to the arms or legs. The ability to think clearly is diminished, memory is compromised, digestion slows and sex drive declines. It is important to stimulate the parasympathetic nervous system to reverse these effects. Colleagues and management can help by validating the employee's experience and work to help create safety

for them. This does not mean act as a therapist. Removing the employee from the situation and allowing them the opportunity to self-regulate or co-regulate (in proximity to a regulated person), allows their body to lower their heart rate and lowers respiration, and slows or stops the fight-or-flight reaction. This can be accomplished through a 7-11 simple breathing technique: breathe in through the nose for a count of 7 and out through the mouth for a count of 11. There are many other regulating techniques available online using the search terms: poly-vagal, emotionally regulating, heart breathing or grounding techniques. What works best is sometimes found through trial and error.

Once regulated, the logical part of the brain begins working again and the person can make more adaptive decisions. Taking a compassionate approach instead of an argumentative stance can build empathetic teams. While it may not be your place to suggest that a client or employee seek professional help, they may request a suggestion. In this case, seeking out a registered psychologist or social worker with a trauma focus is essential. There are unique therapeutic modalities that are effective for trauma, and you are welcome to contact Terrie for help in finding a practitioner in your area.

This article looked at the intersection of trauma in the veterinary work environment, including tips on recognizing trauma signs in oneself and others and application of principles of TIC to improve psychological safety during interactions with clients and each other.

The final article in the series will focus on exploring a range of strategies to prevent and mitigate the negative impact of trauma in the veterinary workplace.

Colleagues and management can help by validating the employee's experience and work to help create safety for them.



References:

1. Article 1: Bringing Trauma-Informed Care to Veterinary Medicine, *September/October ABVMA Members' Magazine*, page 42.
2. 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). <https://www.albertahealthservices.ca/info/page15526.aspx>

Additional Resources:

Please see the list at the end of the first article in this series, in the *September/October ABVMA Members' Magazine*, page 42.

Author Information:

For information about the authors, Terrie McKinley and Dr. Kathy Keil, please see the first article in this series, in the *September/October ABVMA Members' Magazine*, page 42.

Member Mentions

Kirsten Aarbo, DVM, Past President, ABVMA

Dr. Laura-Anne Kutryk



ONE OF THE REMARKABLE THINGS

about veterinary medicine is the occupational diversity it offers to practitioners. Laura-Anne Kutryk is a veterinarian who has used her love of the spectrum of veterinary medicine to maintain her passion for the profession while helping both animals and people around the world.

Laura-Anne first became acquainted with international veterinary work as a

student through WCVMA's Global Vets program, where she was able to use her developing veterinary skills towards helping vulnerable communities in Uganda.

After graduation in 2011, Laura-Anne began work in mixed practice and practiced for five years in rural Alberta. She still wanted to find ways to use her skills to help underserved communities, so in 2017 left her employment to volunteer with Vets Without Borders. She was soon off to Kenya and Uganda to work with dairy farmers. These programs focused on small-scale farmers, especially women operating farms, and helped provide training and tools to build capacity and increase production in a sustainable way.

During this time, Laura-Anne also discovered Global Alliance for Animals and People (GAAP) and became involved with a project in Guatemala aimed at reducing canine rabies. She spent a month in both 2017 and 2018 with this project, providing community education, spays, neuters and vaccinations.

Laura-Anne is very interested in One Health and the public health aspect of veterinary medicine, and finds this work

allows her to make an impact in vulnerable communities. It is incredibly rewarding to see the direct results of these endeavours, such as a significant decrease in canine rabies cases in Guatemala. In Uganda, they were able to see tangible results from changes in nutrition, water accessibility and animal welfare, which reflected as increased milk production and income.

In addition to the inherent rewards of helping vulnerable populations, Laura-Anne craves variety in her professional life. She finds this work helps provide her with ways to be exposed to different facets of veterinary medicine. She also loves helping people who are passionate about caring for their animals of all species — a unifying factor across the countries and cultures she's worked and volunteered with.

Laura-Anne lives in Edmonton with her partner Leon, and when not working or adventuring she loves outdoor activities such as hiking, kayaking and skiing. She is currently a locum and is often found at Guardian Veterinary Centre. She also volunteers with Vets Without Borders, helping to provide vet services to remote northern communities within Canada.

Sam Simpson, RVT

RVT SAM SIMPSON, A 2002

graduate of NAIT, and her family have opened their home to a family of Ukrainian nationals over the past year and are expecting to do so again soon. Their family has strong Ukrainian roots; her husband Kevin's Baba was one of the first Ukrainian settlers in Alberta. As news of the effects of the invasion of Ukraine became available, they decided they wanted to help families arriving in Canada. In March 2022, they began to reach out to the many social media groups looking to help arriving Ukrainian nationals in their area. Progress was overwhelming and rapid at first, and they were soon matched with a family. Organizing Visas for the family to enter Canada took a few months, and on June 8 they arrived: four adults, a 9-month-old baby and a dog. The Ukrainian family was quite overwhelmed at first, and Sam and her family wanted to give them some time to heal from the trauma of the war and

displacement with no immediate pressure to find a home and employment.

By September 2022, the family had found their own home, but still spend time with Sam's family. They are so grateful for the help and are planning to spend holidays together. One thing that brought them close together was their love of animals — after leaving Ukraine for Poland, they had worked with animal rescue organizations in Poland, and would travel back into Ukraine to pick up displaced animals.

Sam and her family are now working to support a second family arriving from Ukraine. This will be a short-term placement as they already have a home lined up, but this will provide them with accommodation and help to culturally adapt and recover from the events of the past year.

Sam notes Albertans have been so caring and supportive for these families and the others in the area. Canadians have much to share with these families that



have lost so much. Sam has two 16-year-old sons who have been involved in all the decisions regarding bringing the families into their lives. They have really enjoyed getting to know these people and look forward to spending more time with them in the future. Their family believes life is about giving back and helping others, and that this experience and has truly enriched their lives more than the effort they put in.

There are numerous families still looking for help as they transition into Alberta, so if any members are interested in hosting or helping in other ways, Sam encourages them to join in. Currently the time period of support is now much shorter due to federal and provincial grant programs and is often as short as 2-4 weeks. If anyone would like further information, please see the links below.

Sam still works at Britnell Animal Hospital but is focusing currently on a bachelor of education degree as she plans to work

with marginalized youth in vulnerable communities. Sam and Kevin live in Fort Saskatchewan with their sons Ethan and Will, and their dog Lily – who was very welcoming to Albus Dumbledore the dog.

Links:

<https://icanhelp.host>

<https://www.facebook.com/groups/edmontonhostsukrainians>

ABVMA COMMUNICATION TO MEMBERS

Members' Magazine

The ABVMA *Members' Magazine* and the Enews are the primary sources for distributing information to ABVMA members.

Please ensure that you stay informed and update the ABVMA office of any changes to your contact information. It is the member's responsibility to stay informed of association activities and requirements of licensure.

Contact details can be updated online under your profile at www.abvma.ca (login required). Click on My Account, then Update Profile.

Email Communications (Enews and Database)

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

The ABVMA would like to remind members to check their spam/junk folder regularly. If ABVMA emails

are ending up in your spam/junk folder, there are ways of whitelisting ABVMA email addresses or marking them as not junk or adding them to your safe-senders list through your email service provider to prevent this from continuing.

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



HELP US TELL THE STORY

About Veterinarians in Western Canada

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

FUNDRAISING FOR THIS PROJECT IS CRITICAL TO ITS SUCCESS!

Raised so far
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\$225,000.00

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2022 CanWest Veterinary Conference

FOR THE FIRST TIME SINCE 2019, THE CANWEST

Veterinary Conference was back in person at the stunning Fairmont Banff Springs Hotel and Conference Centre! The conference saw record numbers once again across five learning tracks, with a total of over 1,000 attendees. In addition to continuing education, five social events were hosted: the Meet and Greet on Saturday night, the Welcome Reception on Sunday evening, the Fun Run/Walk and two yoga classes on Monday evening.

Five pre-conference wet labs were hosted on Friday, October 14, in partnership with the University of Calgary, Faculty of Veterinary Medicine.

CanWest played host to several other organizations that held events in conjunction with the conference including:

- The Alberta Veterinary Technologist Association
- The Canadian Veterinary Medical Association
- Christian Veterinary Mission Canada
- Western College of Veterinary Medicine Alumni

Trade Fair Prize Winners

The following prizes are funded solely by the contributions of each industry sponsor.

- Sunday Daily Cash Prize Winner of \$1,000
– Corbie Hannas, RVT
- Monday Daily Cash Prize Winner of \$1,000
– Nicole Fauth, RVT
- Welcome Reception Door Prize #1, Wi-Fi Connected Roomba S9 Self-Emptying Robot Vacuum, valued at \$1,300
– Dr. Regan McLeod
- Welcome Reception Door Prize #2, Amazon Echo 8
– Dr. Dan Schlesinger
- Grand Prize Draw, \$3,000 Travel Voucher
– Dr. Wendy McClelland

Other Prize Winners

- Wellness Lounge Prize: \$250 Willow Stream Spa gift card
– Dr. Anaika Dayton
- Fun Run/Walk Prize: \$200 Chateau Mountain Sports gift card
– Rebecca Metcalf, RVT

2022 Sponsorship

CanWest would like to take this opportunity to send a sincere thank you to our sponsors. The conference would not be possible without their annual support.

PLATINUM



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Champion Petfoods
Chiron Compounding Pharmacy
Create Compounding Pharmacy
Cross Instruments Inc.
CWB National Leasing
Dechra Veterinary Products Inc.
Dispomed Ltd.
Eickemeyer Veterinary Technology

EIDAP
ezyVet
Gateway Pet Memorial
Georgian Anesthesia and Medical Corp.
Grey Wolf Animal Health
Interpath Pty Ltd.
Kane Veterinary Supplies
LendCare Capital Inc.
McCarthy Veterinary Supplies
Medicom
miVetSource
Modern Veterinary Therapeutics
Mosaic Veterinary Partners Ltd.
myVETgroup
Nuon Imaging

P3 Veterinary Partners
Petsecure Pet Health Insurance
pi Veterinary Consultants
Pro Concepts Animal Health
ProNorth Medical Corp
Rayne Clinical Nutrition
Reflex Integrated Inc.
Sensor Health Sciences
Tails of Help
TD Bank
Vet Alliance
VetCare Canada
Vintage Veterinary Exhibit Association
Wound Closure Solutions

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

Attendance Statistics

By Learning Track

Companion Animal Program:

Sunday
Track 1 – 177 • Track 2 – 223
Monday – 249
Tuesday – 283

Equine Program:

Sunday – 42
Monday – 54
Tuesday – 48

Food Animal Program:

Sunday – 43
Monday – 38
Tuesday – 43

Vet Team Program:

Sunday – 94
Monday – 119
Tuesday – 120

Veterinary Technologist Program:

Sunday – 33
Monday – 81

By Category

Veterinarians – 305
Veterinary Technologists – 130
Students – 13
Speakers – 29
Staff – 31
Moderators – 3
Practice Staff – 44
Industry Representatives – 263
Invited Guests – 5

By Region

Canada – 1,008
USA – 39
UK – 2
Other – 1

Alberta – 635
British Columbia – 115
Manitoba – 24
New Brunswick – 4
Newfoundland – 1
Nova Scotia – 2
Ontario – 149
PEI – 1
Quebec – 33
Saskatchewan – 40
Other/Not Identified – 4



DSU Bacteriology Lab – opened November 2021

Diagnostic Services Unit at University of Calgary, Faculty of Veterinary Medicine

Lindsay Rogers, DVM, MSc, Program Outreach Coordinator | DSU | UCVM

FROM BLOODWORK TO BIOPSIES AND CULTURE SWABS TO necropsies, most animals will need veterinary diagnostics in their lifetime. The animal's owner rarely considers the details of having diagnostics performed, interested mainly in the outcome, treatment and prognosis, but veterinarians and clinic staff know there are a myriad of options for veterinary diagnostics. The veterinarian also knows the key role diagnostics play in evidence-based therapeutic decisions, surveillance and detection of zoonoses of public health importance. The Diagnostic Services Unit (DSU) within the University of Calgary, Faculty of Veterinary Medicine (UCVM), offers fee-for-service necropsy, histology, bacteriology,

cytology, outbreak investigation and enhanced livestock diagnostic services. Submissions are accepted from all animal species and any veterinarian.

The DSU opened in 2010, offering only necropsy and histology services, largely to support student learning in the Distributed Veterinary Learning Community and research at the new veterinary college, UCVM. Given the void in necropsy services in Alberta, the DSU quickly extended services to all veterinary clinics. Through natural growth, the DSU expanded to also include a cytology service, but further expansion was not economically feasible. In 2020, through a partnership with the Canadian Agricultural



Bacterial culture plate



Formalin fixed and paraffin embedded tissue and corresponding histology slides from the DSU Histology lab



Reading a histology slide

Partnership (CAP) and Results Driven Agricultural Research (RDAR), the Enhanced Livestock Diagnostics pilot project provided funding for a bacteriology lab, formalized outbreak investigation services and Alberta-supported pricing for Alberta livestock submissions. While this pilot project targets livestock submissions, it has vast benefits for all animal species, their veterinarians and their owners.

Real-life cases are the best teachers.

The obvious benefit is expansion to include a bacteriology lab, but in-province veterinary diagnostics embedded in a veterinary school offers much more. Submissions to the DSU provide teaching material for veterinary students. With the current veterinarian shortage, and the recently announced UCVM class-size expansion to 100 students, diagnostic teaching is a crucial piece of their education. Real-life cases are the best teachers. With an emphasis on continuing education on diagnostics and client relationships, the DSU veterinary professionals are easily accessible to practice veterinarians to consult on cases, provide information on sampling and submission, and discuss protocols. In-province diagnostics also decrease turnaround times as shipping times are reduced, resulting in more timely treatment.

Passive surveillance is performed on submissions to the DSU. The DSU works closely with our provincial and federal regulatory bodies when we identify notifiable or reportable animal disease. In addition, for cattle, poultry and small ruminant cases, the DSU reports to the Western Canadian Animal Health Network to monitor livestock health trends in Western Canada. The DSU partners with the Canadian Wildlife Health Cooperative for disease surveillance in wildlife. Monitoring of disease trends, especially in livestock, is important for the health of our provincial herds and flocks, improves consumer confidence in food products from Alberta livestock and promotes access to markets following strict World Organization of Animal Health guidelines.

The DSU currently offers the following services:

Standard Necropsy: Post-mortem examination, histopathology, culture of up to three tissues and carcass disposal.

Fetal Necropsy: Post-mortem examination of up to three fetuses per event, histopathology, culture of up to three tissues and carcass disposal.

Field Necropsy: Histopathology and culture of up to three tissues for one animal. Post-mortem findings and a list of differentials should be included in the submission. Digital photographs are encouraged.

Biopsy: Histopathology and special histochemical stains (not including immunohistochemistry) for one or multiple sites.

Bacterial Culture and Sensitivity: Aerobic and anaerobic culture plus sensitivity testing (MIC) for one organism when possible and appropriate, and direct smear examination when appropriate. The DSU has the latest technology in MALDI-TOF MS decreasing time to bacterial identification in most cases.

Fungal Culture: Culture and direct examination.

Cytology: Examination and interpretation of fine needle aspirates, impression smears, blood smears, urine sediment, fluid samples (joint taps, transtracheal wash, bronchoalveolar lavage, body

cavity effusions) and bone marrow. CSF and samples for full biochemistry, CBC or urinalysis are not accepted.

Enhanced Livestock Diagnostics: A pilot project in partnership with CAP and RDAR offering timely, affordable and in-province diagnostics to livestock submissions. This pilot project provides Alberta-supported pricing for livestock submissions and outbreak investigations and DSU expansion to open a bacteriology laboratory, resulting in improved livestock health, surveillance of disease and creation of teaching material for the veterinary program. The current pilot project ends in 2024 and the DSU and stakeholders are actively working to further expand the services offered to Alberta veterinarians and their clients.

Veterinary Outbreak Investigation Service (VOIS): Provides diagnostic, epidemiologic and species-specific assistance with outbreak investigations in any animal species in Alberta. Referring veterinarians can request assistance by emailing VOIS@ucalgary.ca. A nominal investigation fee and costs for diagnostic testing apply. Livestock is eligible for financial support through the Enhanced Livestock Diagnostics grant. Financial support for other species is provided on a case-by-case basis.

Research: Diagnostic professional consultations, histology, bacteriology and necropsy supported by DSU pathologists. The DSU must be contacted ahead of research case submission to establish a letter of understanding surrounding expectations and fees.

Planning is underway to open parasitology and serology laboratory sections at the DSU with aspirations of expansion to a full-service veterinary diagnostics lab.

For more information about the DSU and services, please visit the DSU website <https://vet.ucalgary.ca/dsu>, email DSU@ucalgary.ca or call us at 403-220-2806.



and popular holiday in Vietnam. Celebrations take place in late January or early February, and lead up to the first day of the Lunisolar calendar. People believe that what they do on the first day of the new year will "determine their fate" for the rest of the year.⁵

Looking for trusted resources?

You may be busy preparing to celebrate your festivities. It's essential to recognize that not everyone in your workplace or circle of friends may be preparing for the same holiday. We shared a list of celebrations that typically occur during these months. It wasn't exhaustive, and we did not include many details about these celebrations. In sharing them, though, we hope that we may have raised your curiosity. We hope you will consider others who are celebrating with their traditions and customs and have conversations with them to learn more. You can often find information about different events and cultural organizations that plan celebrations within the community to showcase holiday activities, sights, sounds and customs. Learning about holidays

celebrated in different cultures can be a lot of fun and help people appreciate diversity.

At the same time, it's also important to respect others who do not celebrate during this time of year. Focusing on understanding why people come together in harmony and celebration is an integral part of inclusive workplaces. We all have different viewpoints and are influenced by our cultural, religious and family traditions. Sharing insights with co-workers helps provide insight into how diverse our workplaces are. In the end, it helps us grow with pride, respect and diversity so that more knowledge is shared as we interact within our global population.

Finally, a reminder that if you will be gathering to celebrate and attend holiday festivals, general guidance and resources are available to help Albertans and businesses follow best practices to prevent the spread of COVID-19.⁶ Always be adaptable and willing to make modifications to help everyone stay safe. It is also a measure of respect for co-workers, family members and other citizens and something that should remain top-of-mind as we continue to live with COVID-19.

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In Memoriam



Dr. Douglas Lloyd Evans

April 11, 1934 – July 21, 2022

DR. DOUGLAS LLOYD EVANS OF

Brooks, AB, beloved husband of Delores Evans, passed away peacefully in Brooks on Thursday, July 21, 2022, at the age of 88 years. Doug was born on April 11, 1934, in Raymond, AB, to John and

Lucille Evans. He graduated from Brigham Young University in 1960 with a bachelor of science degree and a teaching certificate. Doug attended Washington State University, Faculty of Veterinary Medicine, and graduated in 1964 as a DVM. He moved to Brooks in 1964 and began working at Bow Valley Vet Clinic, which he eventually purchased, and he served the people of Brooks and surrounding area until his retirement in 2004. When he was asked when he was going to retire, he quipped, "I love my work. I don't know a better way to spend my time." Doug didn't retire until 2004, at the age of 72 years. He loved his 40 years of providing veterinary services to Brooks and surrounding communities; the livestock farmers, ranchers and many beloved pets benefitted from his expertise and care. Doug was a devout member of the Church

of Jesus Christ of Latter-day Saints. He served a mission for the Church in the eastern United States, the Great Lakes Mission, from 1954 to 1956. He loved to serve his fellow man and was privileged to serve as Bishop of the Brooks Ward for seven years. Additionally, he served as a High Councilor in the Taber and Medicine Hat Stakes. Doug was fortunate to be able to live in his own home until shortly before his passing. This was very important to Doug and it was made possible through the tireless daily efforts of his wife Dory, who cared for him with tenderness and love for many years. Nothing delighted Doug more than having his children gathered around him, telling stories, eating good food, laughing and talking loudly. So many great memories!

Doug was predeceased by his parents Jack and Lucille Evans, wife Arlene, son-in-law Allen Wilde, sister Virginia Lundrigan and brother-in-law Robert Lundrigan. He is survived by his wife Dory; seven children, Scott (Sarah), Joni (Paul Hinman), John (Sheri), Mark (Tina), Kimberlee (Dwayne Jose), Michael (Lisa) and Doug AKA Booker (Danielle); 23 grandchildren and 16 great grandchildren.



Practice Management

Connecting the Dots of Employee Retention: How to Create “Sticky” Hospitals for Veterinary Teams

Wendy Hauser, DVM, Peak Veterinary Consulting

A COMMON CHALLENGE EXPERIENCED BY VETERINARY HOSPITALS

of all types is the inability to hire and retain veterinary team members. A 2020 Compensation and Benefits Survey¹ reported that veterinary employee turnover rate was 23%. It was highest for receptionists (32.5%) and veterinary technologists (23.4%). Thirty-eight per cent of veterinarians surveyed for a 2021 AVMA economic study² stated that they had explored leaving the profession.

What is driving dedicated animal care providers to walk away from the veterinary profession? In a recent AVMA report,² the top three reasons impacting veterinarians' decisions to leave are work-life balance (75%), workplace culture (47%) and the desire to earn a higher compensation (34%). Factors influencing veterinary technologists to change careers include excessive workloads, lack of autonomy and financial compensation.³

Research highlighted in a 2021 McKinsey article⁴ found that veterinary medicine is not alone in high rates of employee turnover; four in 10 employees from five countries and a variety of industries reported that they were likely to leave their current jobs within the next six months. Because employers are failing to provide healthy workplaces, 40% of US employees that had quit their jobs in the six months preceding the survey did not have another job lined up.

How can veterinary hospitals become the employer of choice? We must create healthy environments for our teams; otherwise, why would they stay?

TOP THREE REASONS IMPACTING VETERINARIANS' DECISIONS TO LEAVE



75%

Work-life
balance



47%

Workplace
culture



34%

Desire to
earn a higher
compensation

Three components of healthy workplaces to help employees “stick”

As discussed in the McKinsey article,⁴ employees want workplaces that provide and support purposeful work, meaningful relationships with colleagues, shared values and a sense of community. Employees want the autonomy to create impactful work, flexibility in how they work and better work-life balance. Consider how well your hospital delivers in the following three areas:

1. Psychological Safety

Psychological safety is present when teams share the belief that the group is safe for interpersonal risk taking. This allows team members to feel comfortable being vulnerable with each other, by asking for help and admitting that they made a mistake. Importantly, “When employees feel safe in their workplace, they are more likely to want to continue in their current jobs, with their current co-workers.”⁵ Teams that feel safe with each other trust one another and are supportive.

In cultures of psychological safety, “companionate love” (the degree of affection, caring and compassion that team members feel and express toward one another) is high. Based on warmth and connection, companionate love in the workplace results in higher employee satisfaction and teamwork, improved patient care and lessened emotional exhaustion.⁶ If this emotion is missing in the workplace, team members are indifferent or callous toward one another. When things aren’t going well in the hospital, there is a sense of “every person for themselves.” Fearing negative reprisals, employees cover up mistakes. This negatively impacts job performance, increases stress and emotional exhaustion, and negatively impacts patient outcomes.

What are some ways you can begin to build psychological safety in your hospital? Feelings of safety in the workplace begin by knowing the people with whom you work. When team members share and learn each other’s backgrounds, life challenges, responsibilities, vulnerabilities and dreams, they build trust. This helps to create safety by answering the question “Can I count on you, and for what?”

A second way to foster psychological safety is by creating alignment in the workplace through shared purpose and common identity⁷. This is a collective effort, with the entire team providing input. Start by asking questions like “Why do we come to work each day?”, “Why does what we do matter and who does it matter to?”, “What is the role of each of us play in the shared purpose of our hospital?” and “How do we work together to deliver our shared purpose?” When teams find the answers to these questions, the outcome is a shared belief in workplace vision and the responsibility to uphold it.

2. Autonomy

Why is autonomy important in employee retention? The work done by medical professionals, including those in veterinary medicine, brings a significant sense of purpose to their lives. One study⁸ found that human physicians who spend more than 20% of their time on work that is most meaningful to them are at lower risk of burnout, had higher career satisfaction and decreased rates of turnover.

When talented veterinary team members cannot engage in purpose-driven work, they often choose to leave the profession. In veterinary medicine, we hire for a position and expect the employee to carry out the tasks within that position, without tailoring the work to match their preferences. When employees have the latitude to shape their jobs to their needs, abilities and preferences, the outcomes are improved engagement, well-being and job performance.⁹ Observe your team members at work; when are they most engaged? This is one way to identify what motivates them. Another is to ask them how they would like to craft their jobs. The answers might surprise you. One team member might want to take ownership of creating protocols and procedures, another may prefer to create client education videos that can be housed on your website and a third might be passionate about creating safety programs for both patients and people. Provide dedicated time during the work week for employees to focus on passion projects.

Another way to increase autonomy in veterinary hospitals is to provide employees more control over their work schedules. Ask employees what schedules work best for them. For some, it will be a compressed schedule where the employee works three consecutive 12-hour days. For others, it might be midday hours that align with school schedules, so the employee is available for childcare before and after school. What positions can be done off site, such as answering phones, follow-up calls and cultivating client retention? The days of non-customizable work are over; employers need to be flexible and creative in meeting the needs of their employees.

3. Create Learning Cultures

Studies have found that employees with opportunities to learn, grow and develop in organizations are less likely to leave. As stated in the McKinsey article,⁴ “Employees are looking for jobs with better, stronger career trajectories. They desire both recognition and development. Smart companies find ways to reward people by promoting them not only into new roles but also into additional levels within their existing ones.”

Traditionally, private practice veterinary medicine is a stagnant career path. An employee is hired to do the work in a particular position, and there is no advancement opportunity. There is a lack of transparency regarding pay and benefits, with the most tenured employees often receiving the highest salary. Due to a lack of differentiation within positions, there is no incentive to develop new competencies. The perception that their efforts make a difference decrease, job satisfaction declines and turnover increases.

The solution to this problem is to create tiered levels within each position. The expectations for each level are clearly outlined, as is the pay and benefit package for each position. For example, a tiered program for veterinary technologists could look like the following:

- **Veterinary Technologist Level 1** is a graduate of an accredited two- or four-year technology program who can perform basic technical, computer and client interaction skills as defined by the hospital. When the employee has mastered competencies in this level, they can progress to Veterinary Technologist Level 2.
- **Veterinary Technologist Level 2** meets all the qualifications of Level 1, plus is a credentialed technologist.
- **Veterinary Technologist 3** meets all qualification of the preceding levels, and will develop competency in advanced technical, computer, client interaction and basic leadership skills as defined by the hospital. When these skills have been mastered, the credentialed technologist can opt to pursue the next level.
- **Veterinary Technologist 4** meets all qualifications of the preceding levels.

Within this level, the master becomes the teacher, taking an active role in mentoring new hires, team training and developing advanced leadership skills. Level 4 Veterinary Technologists may pursue Veterinary Technician Specialist (VTS) certifications.

- **Veterinary Technologist 5** meets all qualifications of the preceding levels and is certified as a VTS in a specific area of focus.

When each position within a hospital – from kennel attendant through veterinarian – has tiered systems in place, the outcomes are increased workplace engagement, improved job satisfaction, a greater level of trust in hospital leadership and individual investment in hospital success. The employee has the autonomy to manage their career and the choice to either pursue new levels or not. Longevity is no longer the criteria for higher salaries; hospital leadership can recruit new talent into the appropriate level based on the skills of the applicant, with proper compensation.

Dialogue within the veterinary industry about workforce shortages is focused on training more employees, as veterinarians, veterinary technologists and perhaps an advanced care technologist with an expanded scope of practice. While there is

likely a need for more trained professionals, this solution alone will not solve the staff shortages plaguing the veterinary profession. Retaining talent, aka making them “sticky,” is the new recruitment. Until veterinary hospitals create healthy workplaces, talented professionals will continue their exodus; the costs to the individual are too high for them to stay.

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About the author:

For author bio, please see page 34 of the September/October *Members' Magazine*.



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PIPS Tip

Top Ten Deficiencies Found during Practice Inspections Fall 2021/Spring 2022

THE PIPS COMMITTEE HAS COMPILED THE NUMBERS TO give members a heads-up on the 10 most common deficiencies found during practice inspections from September 2021 to June 2022. If your practice has an upcoming PIPS inspection, check if you meet the PIPS standards for the following deficiencies by accessing the references given below.

The documents quoted below are found, after login, under:

Practice Resources/PIPS/PIPS Sample Forms or Prescribing and Dispensing or Quality Assurance Self-Verification

Practice Resources/Radiation Program

Member Resources/TPP Information & Forms

10. Radiology quality control

Some veterinary practice entities (VPEs) did not document quality assurance testing of their X-ray equipment.

An appropriate Quality Control Program, led by the radiology quality control officer, will result in:

- Quality diagnostic radiographs providing information for accurate diagnosis
- Lower exposure doses for employees and patients
- Better patient care
- Less repeats

Quality control testing of each X-ray unit in the practice must be performed on a regular scheduled basis depending on the

manufacturer's recommendations for the unit. This quality assurance testing is separate from the Authorized Radiation Protection Inspection Agency (ARPIA) inspection which the Alberta Occupational Health and Safety Code requires every 5 years.

References: ABVMA Radiation Protection Program Manual, 2019. Section 4, Page 13.

9. Prescription labels

Some VPEs lacked the necessary details on their prescription labels when dispensing medications.

All drugs identified as prescription in Council Guidelines are clearly and legibly labelled on the individual container or using unit (see definition) with:

- Name of client
- Name of drug
- Date dispensed
- Quantity dispensed
- Name of prescribing registered veterinarian
- Name, address and phone number of dispensing VPE
- Identification of animal patient or production unit the drug is intended for
- Directions for use including dose, frequency and duration
- Drug Identification Number (DIN)
- Expiry date
- The statement "Veterinary Use Only"
- Necessary warnings about product safety, handling and withdrawal times (where appropriate)

Reference: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, Page 35, #6 d.

8. Recording patient temperature on anesthesia record

Some VPEs were not able to demonstrate documented assessment of patient temperature during anesthesia or prolonged and/or deep sedation. Anesthesia records for anesthetized or sedated small animal patients must include documenting the frequent monitoring of patient body temperature before, during and after anesthesia.

Reference: ABVMA PIPS Bylaw, Service Category 4: Anesthesia, page 51, #3. b.

7. Securing of oxygen tanks

The VPE must act in accordance with the Government of Alberta, *Occupational Health & Safety Act (OHS Act)*, Regulations and Code as stated in Universal Standard 2: Business Standards and Work Place Safety. In following Alberta's *OHS Act*, when storing oxygen tanks in a veterinary practice, the practice must ensure that cylinders are properly secured so that they cannot fall over, and valves are protected from damage.

Reference: PIPS User Guide, page 2.

6. Floor plans

The VPE must have a posted floor plan that shows the location of fire extinguishers, control valves for oxygen, water, gas, areas of chemical and oxygen storage, as well as escape routes. It is considered best practice to have these floor plans posted near all entrances as that is where first responders will expect to see signage in the event of an emergency.

Reference: ABVMA PIPS Bylaw, Universal Standard 4: Safety/Emergency Preparedness, p. 11, #5.

5. Labelling of controlled/narcotic/targeted drugs

Some VPEs did not have controlled/narcotic/targeted drugs labelled with a unique number that is written in indelible ink. Tape

or stickers are not acceptable. The Office of Controlled Substances, Health Canada, has confirmed to the ABVMA that each individual ampoule/vial must be labelled with indelible ink. The box needs to be labelled as well.

Reference: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 34, #4, c, iv.

4. Infection Control Program

Some VPEs lacked a written Infection Control Program accessible to all staff that includes effective containment of contagious diseases as well as protocols on how to effectively clean and disinfect the practice, equipment and personnel.

Reference: ABVMA PIPS Bylaw, Universal Standard 5: Infection Prevention & Control, Biosecurity & Biomedical Waste Management, page 12, #1 and template Appendix I, page 14.

3. Controlled/narcotic/targeted drug acquisition and use logs

Tracking of controlled, narcotic and targeted drugs is essential to retain the privilege of using these pharmaceuticals as well as avoiding diversion of these drugs. Many controlled, narcotic, targeted drug acquisition logs were missing the necessary components in order to meet PIPS Standards. Often the acquisition logs were missing the signature or initials of individuals signing the medication into the acquisition log and/or the signature or initials of the individuals signing the medication out of the acquisition log and into the use log.

PIPS inspectors had also noted that many VPEs had discrepancies in their controlled, narcotic, targeted drug use logs in that audits, reconciliation and hub loss calculations did not appear to be done on a regular basis. The PIPS Committee takes this deficiency very seriously and will ask for continued submission of the acquisition and use logs until tracking complies with the PIPS Bylaw.

References: ABVMA PIPS Bylaw, Universal Standards 9: Pharmaceutical Management, Page 34 and PIPS User Guide, Page 11.

2. Post-operative and prior to discharge patient monitoring

Some VPEs did not document post-operative patient assessment or patient assessment prior to discharge. Patients must be assessed for normal temperature, level of alertness and pain, by a registered veterinarian or RVT prior to discharge. This must be documented in the medical record.

Reference: ABVMA PIPS Bylaw, Service Category 4: Anesthesia, page 51, #4. d, f.

And the most common deficiency?

1. TPP forms

Many VPEs did not complete the Tracked Prescription Program (TPP) forms in their entirety. Often, the bottom section of the form "Pharmacy Use Only" was not completed when TPP medications were dispensed from the practice. On the TPP form line "Pharmacy LIC #" veterinary practices must record their veterinary practice identification number. To find your VPE identification number: On the Veterinary Practice Entity Portal after login, look to the left under Practice Profile. Below the VPE's name, the veterinary practice ID number is titled as "Practice Registration Number."

The ABVMA PIPS Bylaw Universal Standard 9: Pharmaceutical Management states that TPP pads are used in accordance with Council Guidelines.

References: Tracked Prescription Program (TPP) Information for the Prescriber and the Dispenser and the *ABVMA Prescribing and Dispensing Handbook*, second edition, page 68/69.



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

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

SEPTEMBER IS OUR "BACK TO

school" month, and while busy, it is also the most exciting time of the year, and it holds special significance for our first-year DVM students. It marks a significant milestone in a career many have dreamed of since they were in primary school. On August 29, it was our great pleasure to welcome our class of 2026, a group of talented, lovely young people. The class of 2026 has 55 students and is the largest class ever at UCVM. After a full day of getting to know our new students – and them getting to know us – it was a great pleasure to also get to know their families and friends at the dinner preceding the White Coat Ceremony. The ceremony of presenting stethoscopes and white coats is unique to the health professions and marks the beginning of the journey to a lifetime of caring for animals. In a traditional curriculum, a white coat ceremony is held when students transition from the pre-clinical to the clinical part of their course. Not so at UCVM where students learn clinical skills (and hence need the paraphernalia associated with clinical work) from day one. This is a very powerful and successful approach to clinical education and has been and will be a cornerstone of our educational approach to provide our students with the skills, knowledge and attributes they will need to thrive in their chosen career.

We have also been very fortunate to welcome several new team members in August: Dr. Nanci Bond and Dr. Tovah Caldwell, both experienced practitioners and dedicated educators; Sarah Parker, our new Director of Development; and Bethany Savoy, our new Wellness Counsellor. I am very much looking forward to working with all of them in the future.

The Calgary International Equine Symposium is one of our annual signature events showcasing forefront research in the equine domain. This would not be possible without the ongoing support of Spruce Meadows and its CEO, Linda Southern. Spruce Meadows is the world's

leading venue for show jumping and we are lucky to have them so close to UCVM. The theme this year was The Equine Athlete, and the event attracted leading researchers and trainees from all around the world. There were so many world-class presentations that the scientific committee had a really hard time selecting this year's award winners. Dr. Michelle Tucker from Purdue University was awarded \$10,000 for her work on computational fluid dynamic analysis of an ex vivo upper airway model of therapeutic surgeries for equine recurrent laryngeal neuropathy. Our poster winners were Toni-Anne Saworski, for her work on the use of cutting-edge diagnostic tools to characterize the local domestic equine nemabioime and analyze the effects of individual horse variables on parasite intensity and diversity, and Anam Hamza, for her work on recognition of stress levels in hospitalized equine patients during various veterinary procedures. Congratulations to our award winners and all the presenters on the amazing work they are doing.

One of my favourite events in the UCVM calendar is the Canadian Emerging Veterinary Scholars Summit, which we hosted in early November, bringing together amazing veterinary research scholars from all Canadian Vet Schools (<https://vet.ucalgary.ca/cevss>).

By the time this column is published, we will have said farewell to two of the founding members of the faculty: Dr. Teri Schiller and Dr. Jay Cross. The legacy of their work and career will last for many years. Please join me in congratulating both of them on their well-deserved retirement and wish them all the best for the future...and don't you worry we have already enlisted their help to advise UCVM going forward.

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

A NEW SCHOOL YEAR ALWAYS BRINGS

new energy and excitement. Our students returned to the classroom on August 15, and although we remain vigilant for the health of our community, it has felt like a much-desired return to normal at the WCVM.

WCVM Class of 2026

This fall, 90 veterinary students began their first year at the WCVM. While most first-year students are from Western Canada (including one Alberta student), this class includes five international students from China, Guyana, Italy, Puerto Rico and the United States.

Another point of interest is that this class includes 41 students from British Columbia. In April 2022, the Government of BC announced its intent to double the province's subsidized seat quota to 40 for the 2022-23 academic year. One additional BC resident is filling a seat designated for Indigenous students.

The WCVM continues to be Western Canada's primary location for advanced training in specialized clinical disciplines. In 2021-22, 15 Albertan students were pursuing internships, combined residency-graduate programs and other graduate and post-doctoral studies at the WCVM.

Admissions changes for next fall

In September, the governments of Saskatchewan and Manitoba announced their commitment to fund an additional five WCVM seats per province over the next four years, beginning in the 2023-24 academic year.

In addition to these changes, the governments of BC and Manitoba have agreed to allocate some of their IPA seats (final numbers to be determined) to prioritize admission of students who are more likely to work in a large animal and/or rural mixed animal practice after graduation. These seats are similar to the three Saskatchewan agriculture seats that were filled for the first time in fall 2022.

Next year, each provincial partner will also designate one seat to Indigenous students. Combined with the WCVM's two Education Equity seats per class, this increases the number of seats designated for Indigenous students to five. This aligns with our college's plan to embrace diversity and Indigenous inclusion in our veterinary community.

Pollinator health research chair

Dr. Sarah Wood is the new USask Pollinator Health Research Chair at the WCVM. Wood earned her DVM and PhD (veterinary pathology) degrees at the WCVM and has worked on research related to pollinator health since 2015. As the new chair, Wood will continue her important research into disease and other issues affecting the health of honeybees and other wild and managed pollinators.

Wood began her work as a graduate student with supervisor Dr. Elemir Simko, a professor of veterinary pathology at the WCVM. Led by Simko, the WCVM was the first veterinary college in North America to establish a honeybee research and teaching program. Simko and his students have progressively grown the pollinator research program, culminating in this new research chair position, which is supported by \$750,000 in funding from industry partners in Saskatchewan, Manitoba and BC.

Bison research gets BIG boost

In July, Genome Canada announced \$5.1 million in funding for the Bison Integrated Genomics (BIG) project. The BIG project is directly connected with the \$17 million dollar research initiative called "Integrated omics for sustainable animal agriculture and environmental stewardship" (IntegrOmics) that's based at the USask Livestock and Forage Centre of Excellence (LFCE).

This project will use new genomics solutions to better protect and conserve Canada's threatened wood bison population. Its findings will also help beef cattle producers to identify and breed animals with desired traits such as better meat quality and stronger disease immunity.

**Gillian Muir, DVM, PhD**

Dean, Western College of
Veterinary Medicine (WCVM)

Veterinary clinical services

The WCVM Veterinary Medical Centre (VMC) has seen unprecedented demand for its small animal emergency and critical care services, coupled with a shortage of veterinarians and registered veterinary technologists (RVTs) – a challenging situation facing many veterinary hospitals.

To address these challenges, the hospital has now adapted its 24-hour triage process in response to the high demands. Depending on caseload and the number of available staff, the VMC may need to limit its patient intake to only critical or life-threatening patients at any time.

If you have questions about the WCVM's programs and activities, please contact me (gillian.muir@usask.ca; 306-966-7448).



Miruna Munteanu

WCVM Class of 2024

**ABVMA Student Representative
2022/2023**

HELLO AGAIN, EVERYONE! WITH THE

school year well underway, it is a busy time throughout the WCVM community. These last couple months, students have been settling into their classes and planning various traditional activities and club events. While masks remain strongly recommended at the WCVM, the community is excited to be back to in-person classes and activities.

The Class of 2026 has been working hard to tackle various first-year classes such as anatomy, form and function, clinical skills, etc. Second-year students are well on their way through examinations for pharmacology, anesthesia, bacteriology, systemic pathology, parasitology, etc. While second year is known for being difficult, the Class of 2025 is doing a great job of maintaining a positive mentality and keeping up with stressful workload. Third-year students have begun hands-on learning with many case-based courses such as small animal medicine and surgery, theriogenology, equine medicine and surgery, etc. Students have had the opportunity to participate in palpation labs, stallion collections and live surgeries including feline ovariectomies and ovine partial typhelctomies. Fourth-year students have officially begun clinical rotations, externships and studying for the NAVLE. Good luck to the Class of 2023 on those board exams!

With in-person activities resuming this year, Club Presidents were excited to host the annual club day on August 25 and August 26. Students were welcome to join many of the clubs offered at the WCVM this year including Small Animal Club, Production Animal Club, Feline Club, Wildlife and Disease Club, Equine Club, etc. These clubs will each be hosting various lunch talks, laboratories, trips and other events to assist students in getting more

experience in certain areas of veterinary medicine. For instance, the Small Animal Club partnered with the Emergency and Critical Care Club to offer ICU shadowing and run blood donor clinics at the Veterinary Medical Centre. The first blood donor clinic took place on October 5.

September 7 marked the WCVM Undergraduate Student Poster Competition, featuring various research projects that were conducted over the summer of 2022. Each student presented their work, and the top three winners received awards based on the scores of judges who go around to each student during the competition. In addition, a long-time WCVM tradition known as "Round-up" was held on September 10. The social event involves the participation of the entire WCVM community in a large game of softball while everyone dresses in their best country-style clothes.

On September 23 and 24, the WCVM held one of its biggest events known as Vetavision. Vetavision runs every couple of years at the WCVM and it welcomes families and children from all around to learn about animals. The event itself features over 25 booths set up all around the school where people can learn about the veterinary profession, medical specialties, various animal species, different veterinary organizations and much more. The two-day event is run by the veterinary students and features many fun games, knowledge tests and even live animals. A big thank you to the third-year students as well as faculty who worked hard to plan and organize this event as it is an important educational opportunity.

Thank you so much for taking the time to read a little bit about life at the Western College of Veterinary Medicine. As the fall semester comes to a close, I look forward to updating you all in the new year. Take care until then!

Happy winter season, ABVMA!

THE UCVM STUDENTS HAVE BEEN

quite busy through our fall semester. Our first-year class (now officially called the Beavers!) has been tackling anatomy and the other first-year didactic classes after their VETM360 week. VETM360 is a block week class introducing our first-year students to the world of veterinary medicine, involving field trips, industry presentations and introductions to life at UCVM. The second-year students (class of 2025) love their clinical skills labs and new class load with its ever-increasing clinical relevance. The third-year class is continuing to enjoy our last year in the classroom. We have begun meeting with the faculty to organize our fourth-year rotations and are excited to learn more in the upcoming semester. Finally, the fourth-year senior class is through over half of their rotations, and many have written the NAVLE already. We wish them luck with their results and know they look forward to graduating.

Across the faculty, the fall semester is also in full swing. We have had numerous student-run events, including our annual Club Fair. Here we showcase UCVM's 13 interest-based clubs for student participation. These clubs are responsible for putting on events, talks and CE targeted to their groups. Currently, we offer equine, production animal health, emergency and critical care, the Christian veterinary fellowship, pathology, Student Veterinary Emergency and Critical Care Society, honeybees, ecosystem and public health, investigative medicine, small animal, behaviour and training, avian and radiology clubs to participate in. Club Fair is a great opportunity for the first-year students to learn about clubs and get involved. Our clubs have already put on some great events this year, including a free Spin and Cycle workout session hosted by the UCVM Wellness Club and YYC Cycle. Exercise seems to be on the

minds of the UCVM students as Equine Club's highly sought-after Fall Polo Nights were a success again this year! On these evenings, students can attend a polo lesson and game at the Calgary Polo Club. It is always a hit with all years in attendance. Additionally, our intramural sports teams are back up and running with volleyball, soccer, hockey and dodgeball teams hitting their respective gyms, fields and rinks to enjoy some recreational competition with other students from across the University of Calgary.

Wellness continues to be a theme at UCVM this fall and winter, as our new faculty counsellor fully moved into her new role. Other major changes to our program this year include the induction of a new student experience advisor team, which includes several dedicated faculty members, including Dr. Angelica Galezowski, the new associate dean of student experience. This team has been incredible as they continue to advocate for our students. Additionally, the leadership at UCVM has implemented an afternoon off within the constraints of our schedule every week. This free afternoon allows all students the opportunity to book appointments, take extra study time or enjoy some time pursuing other hobbies besides being a vet student. These forward-thinking action steps have already made an impact in the day-to-day lives of many UCVM students.

As the semester draws to a close and many holidays begin, I hope all of our ABVMA members can take some time away from learning, researching and working to celebrate the season with family and friends. In the new year, we look forward to some of our traditional events, including our annual Vet Ball, and many new events to create an even better experience for future students! Until next time.



Brooke Whitmarsh

UCVM Class of 2024

**ABVMA Student Representative
2022/2023**



Darryl Haugen, RVT

ABVTA President



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

ABVTA President's Report

I AM HONOURED TO BEGIN MY NEW

role as the ABVTA President 2022-2023. My name is Darryl Haugen and I have been a technologist now for 13 years, after graduating from GPRC Fairview College. I have worked in a variety of areas such as horse racing, enforcement and shelter medicine, and now I am working with an amazing team at Animal Medical Centre North, which is a small animal practice in Grande Prairie, AB. I have a passion for volunteer work, working with exotics, nutrition and emergency management. I will always hold a special spot in my heart for shelter medicine and helping whenever I can with rescues/shelters, spay and neuter clinics, and fostering. I have not yet had a foster fail over the years but I do have one grumpy 27-year-old grey tabby cat named Mr. Hyde.

A lot has changed for technologists in the small amount of time I have been practicing, and all the changes have been for the better. There is much more to come for us. Another successful RVT Month was hosted throughout October, where technologists and technicians are celebrated across Canada for the remarkable work that they do. It is a pleasure to be part of the veterinary profession that is filled with such devoted and skilled individuals.

We also concluded our 2022 AGM on October 15 in Banff, in conjunction with the CanWest Conference. We were able to meet in person once again after a two-year hiatus. It was wonderful seeing everyone together and witnessing the passion for the veterinary profession that all of you exuberate. There was an amazing turnout for the Pre-AGM Conference Session "Evidence Based Medicine" with speaker Dr. Alyssa Butters. Thank you to all the participants in attendance.

This marks the beginning of a new year for the ABVTA, and I would like to welcome our newest directors, RVTs Candace Olive and Karen Langtved, as well as Rhonda Browning, returning for a second term. Thank you to the outgoing Board and

Committee Members that have volunteered their time over the past year. Our association would not run smoothly or effectively without the dedication of our amazing volunteers.

I would also like to extend my thanks to our Executive Director, Vanessa George, RVT, and Executive Assistant, Kayla Rody, for their hard work and dedication to the association to mark another fantastic year for the ABVTA.

I would like to take the time to thank Karen Melnyk, RVT, as she moves into the Past President position, for her mentorship and leadership to the Board during her time as President. Karen has been a mentor to me throughout my journey with the Executive Committee. It can be intimidating taking on new roles, but when with a supportive team such as the ABVTA, we are all stronger together. I am eager to take on this new role as the President and look forward to what the new year has to offer for technologists across Alberta.

Please watch your newsletters for any events, CE sessions and new job opportunities over the upcoming year. Remember you can personalize the emails you receive from the ABVTA based on the information you are most interested in. Students also now have access to the new Student Hub Newsletter to receive updated information pertinent to them.

As we enter the month of November, the ABVTA will be hosting the second annual Radiation Safety Week, November 6-12, with the theme "Improving Radiation Safety Through Technique." Events will be held in the second week of November with webinars and resources available to members at no charge. Thank you to the Radiation Safety Committee for their work to bring new resources to technologists to stay safe within their workplaces.

As the holidays are around the corner, I want to remind everyone to be safe, stay warm and spend time with families and loved ones. I look forward to seeing all of you again in 2023.

AT LAKELAND COLLEGE, THE

2022/2023 school year has commenced for in-person AHT and VMA students, as well as first- and second-year blended students. We are very pleased to be back with minimal COVID restrictions, and on-campus students are in the new Ag Sciences Mead building for classes! The \$17.3 million dollar construct offers 10 new classrooms for class sizes between 40 and 150 students.

The students have enjoyed a few social events to kick off the start of the year. Their annual Big Buddy Little Buddy event, held on September 12, brought VMAs and first-year AHT students together to get to know their classmates and meet their "big buddy" in second year. The Student Led Clinic teams have started working together with their faculty advisors. Team Retail is starting the year with a sale to clear out last year's stock, team Clinic Organization is taking inventory and putting together schedules for clinic



Big Buddy Little Buddy Event

cleaning/duty and horse care, and team PR helped recruit employers for the annual Ag Sciences Career Fair held on October 6.

In continuing education, there are several courses running this fall: Bovine Pregnancy Ultrasound Detection for RVTs, Equine Hoof Trimming and Shoeing, and Bovine Artificial Insemination. Go to [https://www.lakelandcollege.ca/programs-and-](https://www.lakelandcollege.ca/programs-and-courses/agriculture-continuing-education)

[courses/agriculture-continuing-education](https://www.lakelandcollege.ca/programs-and-courses/agriculture-continuing-education) for more information or to register.

Our faculty welcomed Dr. Hannah Poulin in January 2022, and Elaine Suddaby, RVT, will be returning from maternity leave this winter. The AHT program head is Brianne Bellwood, RVT, and VMA program head is Kim Eremko, RVT.

We wish everyone a productive fall!



HERE AT NAIT, WE ARE ABSOLUTELY DELIGHTED TO BE BACK IN FULL

swing on campus this fall! Our Structured Part Time Pathway AHT students are entering into the third and final year of their program and are currently working on completing their Small Animal Clinics and Food Animal Clinics courses. Our full time AHT and VMA students are busy with their theory classes and practical labs and are finally getting a taste of campus life!

This year has also brought about some incredible changes at NAIT, and we are very excited to welcome a significant increase in student enrolment in both our AHT and VMA programs this fall to help meet the demands of industry. In response to increased student enrolment, we have also expanded our incredible staff roster. NAIT is also expanding our list of practices available for VMA and AHT student practicum placements for the future. If your practice is interested in becoming part of this invaluable NAIT student experience, please contact Nichole Boutilier, RVT, at nicholeb@nait.ca.



FALL PROGRAMMING IS WELL UNDERWAY AND

our campus is again alive with the buzz of students and learning. Construction continues on the Animal Health Education Centre, and excitement is building as staff eagerly await its completion in 2023. A lot of work is involved behind the scenes making sure all new facilities will meet program needs and CVMA requirements and provide the best student experience possible. A long list of new equipment and teaching models are on order; some items have already arrived and are being put to use by students this fall. We are very fortunate to have acquired a new Small Animal Digital Radiology system in August and it has already been put to good use by our Semester 3 and 4 AHT students.

All three of our Animal Health Programs (Animal Health Technology, Veterinary Medical Receptionist and Veterinary Technical Assistant) are full this fall with excellent application numbers and waitlists. In some of our programming we were able to increase enrolment numbers along with online and dual credit options. Enrolment numbers will be increasing in the future as expansion in our facilities allows. This bodes well for the current shortage and demand of veterinary medical professionals in our industry.

We look forward to a lot of positive growth and exciting changes for Olds College Animal Health programs in 2023!



Continuing Education Committee

THE ABVTA CONTINUING

Education Committee is pleased to announce that continuing education sessions from 2022 are available for on-demand completion on the ABVTA Member Portal. Based on surveys submitted from members in 2021, our line-up for the year has expanded to include a skills mini-refresher series and other topics, including financial literacy. This year continues to feature webinars, with the plan to move into more in-person offerings in 2023. We have seen excellent attendance for our online webinars this year, so we are glad to provide accessible continuing education sessions for RVTs across the province.

Thank you to DVM and RVT presenters this year so far – more to come this fall/winter! These sessions have included Stephen Cital's Cannabinoids in the Clinic in January; Dr. Nick Nation's Preparing Clinical and Necropsy Samples for Laboratory Submission in February; Robin Saar's Nutritional Consultation Refresher in March; Dr. Kathy Keil and Dr. Samuel Wauer for Vaccination Protocols for Small and Large Animals Refresher in April; Alaina Panesa's Financial Literacy and Planning for RVTs in May; Kathy Istace's Charting, Improving Client Compliance and Review of Small Animal Dental Homecare Products in May; and Amy Birchall's Anesthesia and Dentistry in June.



M+PR Committee

THE M+PR COMMITTEE HAS BEEN

working hard throughout the year to showcase new and up-and-coming advancements in the industry as well as spotlighting different career paths available to veterinary technologists.

What's New in Industry topics held this year were: Changes in Food Lines with Royal Canin; Equine Insurance with BLF;

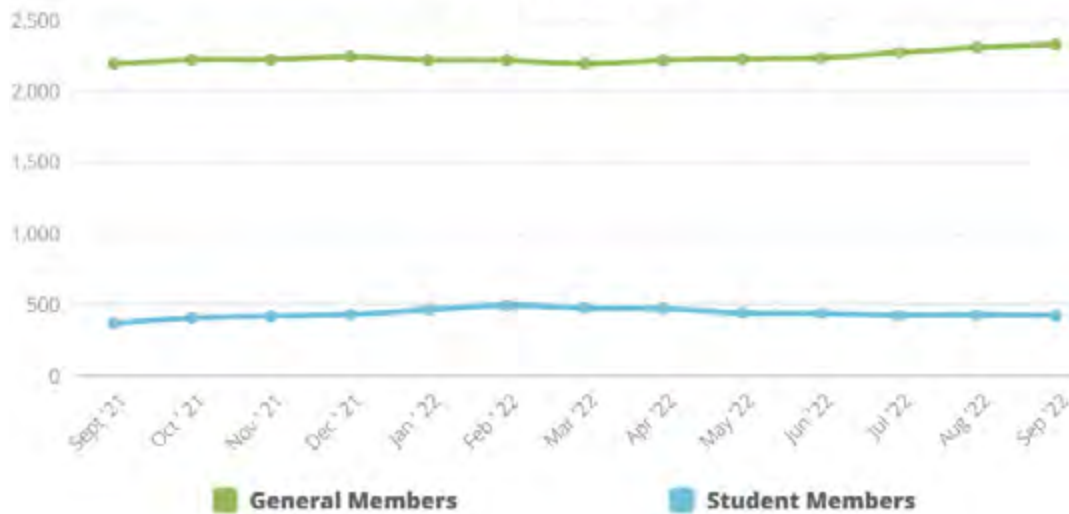
Small Animal Insurance with Trupanion; and Biosecurity with the lovely Penny from Vetoquinol. We look forward to continuing with the What's New in Industry series and are taking suggestions for future sessions.

Career Spotlight series has highlighted Equine Internal Medicine and Equine Referral Hospital. Future sessions we are working on include a Wildlife Tech,

Emergency and Critical Care Tech and a session with the Canadian Animal Blood Bank. We are also taking suggestions on different career pathways.

We held a public information night on November 1 to answer questions from the public about our industry and to promote our industry to those interested in pursuing a career as a veterinary technologist.

ABVTA Membership Numbers 2021/2022



@abvta.official



@abvta



Alberta Veterinary Technicians Association



@abvta.official

2022 Highlights

ABVTA Board of Directors completed and approved a new strategic plan and workplan, identifying 4 primary focus areas.



Complimentary online programs continued for members. Over **30 hours** of continuing education and professional development was offered by the ABVTA in 2022!

Continued work addressing the critical workforce shortage through advocacy, stakeholder relations and focusing on retention initiatives



Initiated working groups focusing on Mentorship & Retention, and RVT Culture and Recognition to develop key resources and provide recommendations to the board for member services and projects, including initiating a new member mentorship committee.

Partnered with SAVT and MVTA to research compensation practices for RVTs throughout the prairie provinces. This project is scheduled to wrap up in late 2022 and will provide findings and recommendations on optimal salaries for RVTs in each prairie province.



Continuing Education Opportunities

ONGOING/WEB OFFERINGS

Evidence-Based Internal Parasite Control

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

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

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

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

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

Additional readings:

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

Feline Environmental Needs -

Sponsored by Royal Canin Canada, Online and ongoing E-Learning Module, 1 CE credit.

For more information, contact your Regional Sales Representative.

Inventory, A Vital Organ in Your Practice

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

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

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

Renal Disease Diagnosis – Nutrition to Treat CKD – Nutritional Solutions –

Royal Canin Canada. Online and ongoing 3 CE Modules; 1 CE credit available per module completed. For more information, contact your Technical Sales Representative.

Veterinary Nutritional Advocate Program

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

Royal Canin Veterinary Diets Online

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

Online Ultrasound Education – Scil Vet

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

Master of Veterinary Medicine, Massey

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

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

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

WDDC Practice Tool Kit (WHMIS and SDS)

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

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

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 hours of CE credit in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries>.

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

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

Harnessing the Power of Fiber to Manage Diarrhea in Dogs & Cats – 1 Hour ABVMA Credit.

Harnessing the Power of Fiber to Manage Diarrhea in Dogs & Cats. This webcast will be available for on-demand viewing on CommuniVET.com starting September 30, 2022. Available until September 30, 2023.

The content is presented by Dr. Valerie J. Parker DVM, DACVIM (SAIM, Nutrition)

Sponsored by CommuniVet

Help! My Puppy or Kitten is Scratching – 1 Hour ABVMA Credit.

Live Webcast presented on September 13, 2022, is available for on-demand viewing.

There is a common misconception that food allergies cause skin problems in pets. However, these types of allergies are actually quite rare. In fact, environmental allergies are the most common cause of allergies in pets.

During this webcast, dermatology specialist Dr. Gabrielle Brosseau will discuss food and environmental allergies, as well as parasitic, viral, bacterial, fungal, inflammatory, and autoimmune dermatoses, which especially affect puppies and kittens. Presented by Gabrielle Brosseau, DVM, IPSAV, Dipl. ACVD

This webcast will be presented in French with simultaneous interpretation in English, so the PPT presentation is in French.

Sponsored by CommuniVet

The Orthopaedic Surgeon's Perspective – 1 Hour ABVMA Credit.

On-demand webcast available starting October 1, 2022. This webcast is presented as part of our new series on canine osteoarthritis addressing pathogenesis, disease awareness, canine and owner quality of life, and osteoarthritis management, including new developments. Get one step ahead: How can we diagnose osteoarthritis in the early stages and slow down disease progression?

Sponsored by CommuniVet.

For more information and to register go to communivet.com

Changing the narrative: Tools for reducing inappropriate use of antimicrobials for GI conditions in companion animals – 1 Hour ABVMA Credit.

Live webcast presented on September 28th 2022 at 10 AM MT, available for on-demand viewing afterwards.

Presented by Lisa Carioto, DVM, DVSc, Dipl. ACVIM, Susan Kilborn, DVM, DVSc, Dipl. ACVIM, Tatjana K. Mirkovic, BSc, DVM, Dipl. ACVIM

Register: <https://www.communivet.com/en/ca/education/webcasts/reducing-inappropriate-use-of-antimicrobials-for-gi>

Sponsored by CommuniVet

MONTHLY OFFERINGS

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. EASAV Seminar.

Lecture & Course Abstract: With veterinary emergency caseloads higher than ever before, long wait times or closed hospitals require that general practice teams handle emergency cases. Attendants will learn how to stabilize and care for emergent or critical patients, specifically by learning procedures to stabilize patients with shock, gastric dilation volvulus (GDV), or respiratory distress and managing patients with feeding tubes. Videos and commentary will be used to demonstrate techniques most commonly used in the ER setting, such as intraosseous catheter placement, pericardiocentesis, thoracocentesis, chest tube placement, orogastric intubation, gastric trocarization, as well as nasal and esophagostomy feeding

tube placement. These procedures, as well as venous cutdown, will also be demonstrated and practiced during the laboratory cadaver portion of this session. Veterinarians and RVTs are encouraged to attend and will gain confidence to prepare for or perform these tasks in the general or emergency practice setting. Register online at: <https://www.easav.ca/events.aspx> Questions? Email info@easav.ca or call 780-970-3728

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

– Speaker: 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. CAVM Seminar, sponsored by: VCA C.A.R.E. Centre & UCVIM.

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

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

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

Classified Ads

VETERINARIAN REQUIRED

VETERINARY EMERGENCY GROUP (VEG) IS revolutionizing the Veterinary Emergency experience. Our mission is to help people and their pets when they need it most. Our patients see a doctor right away and clients can stay with their pet through every step of the process. We literally tear down old walls to unite customers with their VEGgie heroes and to see the amazing work they do. We liberate our employees to be all they can be. We brush away systems that don't make sense. We crush old rules. We make new ones. At VEG, we want employees, people and their pets to feel safe, secure, and valued. We lead with our values of togetherness, openness, heroic helping, and meaningful moments. We are actively evolving to ensure that VEG is not only the best and brightest place to come work today, but also a leader in how we think about talent and development so that our employees grow along with us. For our customers and their pets, we find a way to say, "Yes". We do the same for our employees. Interested in ER but need extra skills or are a New Grad? No problem. Ask about our structured mentorship program. Find out more! Reach out to us at lvanaNovosel@veg.vet. Website: <https://veterinaryemergencygroup.com>.

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

TRINITY HILLS 24 HOUR PET HOSPITAL IS A privately owned emergency hospital located in west Calgary on the beautiful paskapoo slopes. We are seeking an ER veterinarian to join our growing team. The ideal candidate is kind, positive, compassionate and has a genuine love for veterinary medicine. Our hospital is progressive and very well equipped. Our ER veterinarians are skilled and empowered to take full advantage of the tools that we have including endoscopy, CT, ultrasound, ventilator and more. We have a busy internal medicine service and a significant soft tissue surgery caseload. Team work, positivity and a passion to help people and their pets are our top priorities, but ER experience is a great bonus! Please reach out if this sounds like you! DrHSuttie@thph.ca Website: <http://www.thph.ca>.

WE ARE A PRIVATELY OWNED, DEBT-FREE CLINIC. Come and make your money. Freedom to practice according to your conscience. We are a fun, family orientated, drama free clinic. Ask about mentoring program and partnership possibilities. Email: veterinaryfoothills@gmail.com.

TABER PET CLINIC IS LOOKING FOR ONE MORE associate Vet to join our proud Family-Owned team that loves to work hard but will always have fun! We work with you to find the perfect balance you need, offering; mentorship, flexibility, and autonomy. Our clinic has a close-knit family feel, and we always strive to achieve a healthy work-life balance, so NO on-call and Mondays – Fridays only! Located close to Lethbridge and the Rockies, there is always an opportunity for diverse activities and hobbies. We have a diverse and plentiful caseload for new grads or experienced veterinarians. We're in a small town, but we have all the equipment

to provide the same high-quality medicine as a major center including renovated exam rooms, dental suite, 2 ultrasounds, echocardiogram, video endoscopy and laparoscopy, electrosurgery, digital radiography, an in-house lab and much more. We offer above-average salaries, medical and dental benefits, ABVMA/CVMA licensing, VIN membership, scrubs, international CE allowance, and employee discounts. A signing bonus and relocation support for the right candidate! Send your resume to wearehiring@taberpetclinic.ca. Website: <http://www.taberpetclinic.ca>.

AT MOSAIC, OUR PURPOSE IS TO HELP PEOPLE help animals. Mixed Animal medicine is what we do best, and the Mosaic crew is committed to supporting and leading practice teams by fostering an environment of collaboration, connection, and care. We offer diverse caseload amongst species, modern diagnostic equipment, internal and external mentorship opportunities, and access to an incredibly talented team and partner group. Our team of eleven is a close-knit group of professionals who will be the first to tell you how much they love working together. As our ideal candidate, you have: A passion and love for mixed animal medicine; A strong desire to educate and build strong relationships with clients; A positive team player attitude to enable our team to grow and flourish; Ability to work overnights, evenings, and weekends. What do we offer? Competitive group benefits, vacation time; personal time and wellness benefits; Referral & signing bonuses; CE hours and allowances; Staff discounts at the clinics. Mosaic is proud to support relocations as well as licensing and membership dues. Email: cheri.johnston@mosaicvet.com Website: <https://maplecreekvet.com>.

FORT MACLEOD VETERINARY CLINIC IS LOOKING for a FT associate to join our busy 6 vet practice. Located at the crossroads of Southern Alberta, the historic town of Fort Macleod is 30 minutes from Lethbridge, 90 minutes from Calgary and 45 minutes to the Rocky Mountains. Our mixed animal practice has very active small animal, equine and bovine components. The practice is fully equipped with digital radiography (small and large), in-house blood analyzers, a full spectrum of ultrasound equipment for every species, endoscopy, Class IV laser and a complete line of anesthetic/surgery equipment. We offer a competitive employment package with above average salary. Call to be shared between 4 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker PH:403-553-4887 FAX:403-553-2924 email: ftmacvet@hotmail.com.

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

VETERINARIANS - ARE YOU LOOKING FOR A FLEXIBLE, CHALLENGING & EXTREMELY REWARDING VOCATION? Located in the beautiful city of Red Deer, come join our passionate & fun-loving team at the Central Alberta Humane Society! We are looking for an experienced PT or FT Vet to work at our in-house clinic for shelter animals. FLEXIBILITY, GREAT HOURS, BENEFITS, CONTINUING EDUCATION ALLOWANCE. Contact us for more information: hr@cahumane.com. Website: <https://www.cahumane.com>.

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

BE PART OF OUR TALENTED AND DYNAMIC TEAM! The Pet Hospital in Leduc is growing and we're looking for another companion animal veterinarian to join us. As a privately-owned clinic, we care about each member of our team. We will work with you to find the right balance of autonomy, flexibility, mentorship, and growth opportunities you are seeking. You'll be part of a 3-doctor rotation, working 4 days per week. No on-call shifts! Senior veterinarians and our team of 6 talented RVTs will provide clinic support and mentorship. Located just south of Edmonton, the clinic is commuter friendly. It's big, bright, and clean, with state-of-the-art ventilation. We've got everything you need to practice Level 10 medicine and surgery. More perks: Competitive base salary, monthly production bonuses, paid ABVMA, CVMA, EASAV, VIN membership dues, and Alberta Blue Cross Benefits including Health, Dental, Rx Coverage + Health Spending Account (physio, orthotics, eyewear, and more). We hope you'll consider this opportunity. View our website at thepethospital.ca. Come for a tour and meet our crew! Please send your resume to: Email: joinourteam@thepethospital.ca. Website: <https://www.thepethospital.ca>.

ARE YOU A VETERINARIAN WHO DREAMS OF practicing where you can have both small-town country charm with all the amenities AND progressive veterinary medicine? Look no further! WVC is a continually growing, multi doctor, mixed animal practice with 12 veterinarians. Our current caseload is a 50/50 split between small and large animal. We see an interesting variety, from everyday wellness checks to complex medical cases and surgeries. Open to new grads or experienced veterinarians. Whether you are looking for a job in small animal only, or mixed animal medicine, part time or full time we can make it work. Westlock is a town with rich agricultural history, growing industry and is only one hour north of Edmonton city center. It is a town of approximately 5000 with a large recreation center, aquatic center,

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outdoor courts, 18-hole golf course, ski hill and close proximity to great recreational and fishing lakes. Send resumes/enquiries to Email: hr@westlockvet.com. Website: <https://www.westlockvet.com>.

DVS IS A FULL-SERVICE HOSPITAL THAT COVERS

both primary and referral cases for a large part of western Canada. At DVS we offer the opportunity to practice high quality medicine with the luxury of multiple Board-Certified Surgeons (DACVS), a Board-Certified Theriogenologist (DACT), and several highly regarded general practitioners. We have a fully equipped surgery suite and two recovery boxes where we perform both elective and emergency surgery. Our reproduction program offers advanced reproductive techniques (embryo transfer, epididymal flushes, embryo vitrification, semen freezing). We also commonly perform advanced dentistry, general health exams, spinal adjustment, acupuncture, rehabilitation, and advanced imaging. We have full time support staff as well as many part-time staff, students, externs, and volunteers. Throughout the internship all interns will be shadowed by a senior veterinarian/specialist. At the option of the intern, the hospital offers a free premier on-site residence for interns. Salary package of \$40,000 base salary, on-call income, health, dental and prescription coverage, C.E. allowance, clothing allowance, ABVMA & CVMA dues. Email: management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

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, Alberta looking for a full or part time veterinarian. We are a clinic who mobilizes our RVTs to the fullest so you will be well-supported and never alone! Looking for a mentor to grow your own passion or stay general? We have a skilled set of doctors that enjoy surgery including orthopedics, dentistry including endodontics, internal medicine and much more. In-house surgical suite, diagnostic IDEXX lab, ultrasound, digital x-ray and dental x-ray, Companion Therapy Laser, on site pharmacy, etc. We offer competitive salary, CE allowance, ABVMA dues, health benefits and many other perks. No on-call work and flexible schedule. We're looking for a person who's the right fit for our team. Everyone says they're the best – come and meet us to make up your own mind! Email: meagenl.heartland@gmail.com. Website: <https://www.laservet.ca>.

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. Email: Candace@pulseveterinary.ca. Website: <https://pulseveterinary.ca/about/careers>.

OUR PRIVATELY OWNED PRACTICE CEDARWOOD

Veterinary Hospital is looking to add another Veterinarian to our team. We constantly strive for excellence in pet health care, are very well equipped with in-house lab, digital x-ray, endoscopy, ultrasound, blood donor program and will be adding CT in the fall of 2022. 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. Our team consists of a Board-Certified Small Animal Surgeon, General Practitioner Veterinarians with advanced training in small animal surgery, canine reproduction, dermatology, and rehabilitation. We try to work together to make your workdays as smooth and enjoyable as possible, we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too! The Rocky Mountains are close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676. Website: <https://www.cedarwoodvet.ca>.

OUR PRIVATELY OWNED PRACTICE ANIMAL

Emergency Hospital is looking to add another Emergency Veterinarian to our team. We provide after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. We constantly strive for excellence in pet health care, are very well equipped with in-house lab, digital x-ray, endoscopy, ultrasound, blood donor program and will be adding CT in the fall of 2022. If you enjoy a fast-paced environment, high quality medicine, while working with a talented group of veterinarians and support staff all in a privately owned practice then this is the job for you. We try to work together to make your workdays as smooth and enjoyable as possible, we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too! The Rocky Mountains are close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, fax 403-346-9925 or phone 403-347-2676. Website: <https://www.animalemergencyhospital.ca>.

ARE YOU A NEW GRADUATE OR STILL EARLY IN

career and looking for strong mentorship and flexible schedule? Or are you at that stage of your career where you want to strengthen some particular skills? Join Edmonton West Animal Hospital where we are ready to help develop you into the best Veterinarian you can be. Our hospital is AAHA and AAFP accredited and focused to provide the best quality of care to our patients. We offer an excellent compensation package without the pressures of productivity, a generous signing bonus & relocation allowance, a collaborative team environment, flexible scheduling for a healthy work life balance, paid vacation, a decent CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership and lots of other benefits. If you're interested in learning more or applying for this position, please email resume. Email: dr.gosal@vetinedmonton.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 have a great facility, but it is our team that makes the difference. A strong support staff allows you to concentrate on providing high quality medicine and surgery. 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 marena.goehring@cypressviewvet.ca. Web: <http://www.cypressviewvet.ca>.

HOW WOULD YOU LIKE TO WORK AT THE CLINIC

voted #2 in Victoria after its first couple years being open in the community? Our privately owned clinics in Victoria, BC, Fernwood and James Bay Vet, are looking for a full-time Veterinarian to join our team and help us take the clinics to the next level. We want to support your personal, financial, & professional growth by providing: First year accommodation available, 2 bedroom, 1.5 bath, 1400 sq ft, modern and steps from Cadboro Bay beach. Signing/relocation bonus of up to \$20,000 available ownership/partnership opportunity available to the right candidate, competitive salary with options to include production bonus, comprehensive health benefits package with fully paid premiums & health spending account, CE allowance & 4 paid days, uniform allowance, 4 weeks paid vacation, paid licensing & dues, team pet discounts, 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 and play. We are excited to start a conversation with you today! Email: lmclean@dandvetclinics.ca.

PARKLAND VETERINARY HOSPITAL, LOCATED IN

the beautiful resort community of Sylvan Lake, AB, is looking for a long term, full-time veterinarian to work closely with two other fantastic Vets and a strong support team. We are an established and growing small animal clinic serving communities across central Alberta for over 45 years. PVH has the latest in veterinary equipment including a full in-house lab, Class 4 Therapeutic and Surgical Lasers, and digital dental X-rays. We offer a competitive salary, generous health spending account, paid uniform allowance, CE and professional dues. Schedules are flexible, with occasional Saturdays and NO on-call or after-hours work required. For more information on this exciting opportunity, please email: parkvet@shaw.ca and check out our website at <https://www.parklandvet.ca>.

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. Web: <https://www.mayerthorpevet.com>.

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.

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

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. Web: www.stonyplainvetclinic.com.

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! DrHSuttie@thph.ca. Website: <http://www.thph.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 UCVM Distributed Teaching Hospital and therefore have fourth year students rotating through our practice. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon, and several General Practitioner Veterinarians with special interest in surgery, reproduction, dermatology, ultrasound, and rehabilitation. Cedarwood Veterinary Hospital is a day practice, with Animal Emergency Hospital in the same building, providing 24-hour emergency care. Strong new graduates are welcome to apply. Red Deer is Alberta's 3rd largest city, midway between Edmonton and Calgary. If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, Fax 403-346-9925 or phone 403-347-2676. Website: <https://www.cedarwoodvet.ca>.

\$130 000 A YEAR, \$10 000 SIGNING BONUS, 10 paid sick days a year, 4 weeks' vacation a year, living accommodations provided for 1 year, Christmas bonus, health benefits plan including items such as massages, glasses, prescriptions and travel, CVO/OVMA/CVMA dues paid, CE included, VIN included, personal office space and personal pet policy. All of this is yours in exchange for working 4 days a week and rotating half

day Saturdays with the other vets. No on call. Small animal only. We are looking for veterinarians who are team players, have a good work ethic, sound moral judgment and who are compassionate. We average 2 RVT and 1 receptionist per veterinarian. Clinic equipped with modern x-ray, ultrasound, and laboratory equipment. Experience is appreciated but new grads are welcome. We are located in Haliburton, Ontario which is about 2 hours north of Toronto. Live in the country, but practice and get paid like you live in the city. Website: <https://www.haliburtonvets.com>. If interested, please email afilion05@gmail.com.

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

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

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 endoscope, digital radiology, ultrasound, COHAT, and so much more! Steeples is also committed to the work/life balance and sustainable mental health of their staff as we know this is of utmost importance for the morale and longevity of our workforce! We offer competitive pay, signing bonus, extended healthcare benefits, production bonuses, flexible schedule, and a great team! Send us a message to see how we can make your career goals come true! Email: admin@steeplesvetclinic.com. Website: <https://www.steeplesvetclinic.com>.

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

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

COME LIVE IN BEAUTIFUL ROCKY MOUNTAIN House. Gateway Companion Animal Clinic is looking for a F/T or P/T veterinarian to join our close knit, fun-loving team. We are an extremely busy small animal clinic that is equipped with in house lab, digital x ray, digital dental x ray, and digital records. We have moved into a larger clinic for our growing clientele. Rocky Mountain House is ideally located between Edmonton and Calgary, close to Banff and Jasper and is surrounded by lakes, rivers, hiking and camping. If you enjoy practicing fast-paced, high-quality medicine, while maintaining a good work/life balance and enjoy the outdoors, contact us at gatewaycompanionanimalclinic@gmail.com. We offer ABVMA dues, VIN membership, scrub allowance and competitive wages. Website: <https://www.myanimalclinic.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.c to learn more. Website: <https://northsidevet.ca>.

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PEAK VETERINARY HOSPITAL IN PINCHER CREEK,

Alberta is looking for a small animal veterinarian to join our friendly, collaborative and quality oriented team. The practice is new, spacious, lots of daylight and is outfitted with top of the line equipment, allowing us to provide high quality medicine, surgery, and customer service in an efficient and rewarding space. Our state of the art practice is located on the edge of the Rocky Mountains making it a great place to work if you enjoy mountain adventures and views. Some additional perks include competitive remuneration, association dues, a health benefit plan, and a continuing education allowance. New graduates are welcome to apply. Check us out at www.peakvet.ca. For more information please contact and/or forward a resume to Dr. Jacob Adserballe: dvmjacob@gmail.com

GLENWOOD PARK VET CLINIC LOCATED IN EDSON IS

1.5 hours west of Edmonton and is an exclusively small animal clinic. It is one of 2 sister clinics with 2.5 veterinarians shared between the 2 clinics. We are seeking a fully licensed veterinarian to join our team to fill a full time or part time vet position. On-calls duty is optional. We have a full array of the usual gadgets- Digital x-rays as well as dental x-ray, inhouse lab, ultrasound, blood and urinalysis machines from Abaxis and a great team of vet assistants and RVT. We have a competitive remuneration package. We offer paid CE, vacation, benefits package that is mostly 100% coverage for common conditions. We have been open to mentoring students- vets and RVTs- as well as foreign-trained vets working on their licenses. We are also moving into a bigger, more visible location soon. To learn more about us, please call- 780-725-0133, or email: info@gparkvet.com or visit our website <https://gparkvet.com>.

UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME

VETERINARIAN. Join us in one of the most beautiful places in Canada, Qualicum Beach! Enjoy all kinds of recreational activities and work in a privately owned, family-like clinic. Feel part of the team by collaborating with experienced, but progressive Drs with ample support staff. If you are interested in an ownership opportunity without all the headaches, we can offer partial ownership and look after the business stress for you. We are open to part-time or full-time hours and have flexibility with the schedule. We offer a generous signing bonus, above average compensation (salary or production), CE allowance, generous pet discount, paid dues, health benefits with health spending account, moving allowance, no on-call, as well as respect and compassion for all the staff, clients, and pets. Email: midislevethosp@gmail.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. Website: <https://www.castledownsvet.ca>.

VIKING VETERINARY CLINIC SEEKING ASSOCIATE

veterinarian to join mixed practice in central Alberta. Full or part time options available. Small town life in a great little community with easy access to larger centres of Edmonton and Camrose. We have a great team who enjoy each other's company and like to have fun at work. Benefits include annual dues, CE and clothing allowance and flexible vacation time. Please forward resumes and any inquiries to vcmain@telus.net or call 780-335-4048. Website: <https://www.vikingvetclinic.com>.

DOWNTOWN ANIMAL CLINIC IN CALGARY IS

looking for a Licensed Veterinarian to join our close-knit friendly team. Our small animal practice has been serving Calgary for over 80 years. We have a stable work environment that provides support to all team members, and many current staff have been working at the clinic for over a decade. Our space is newly renovated and expanded. We are looking for a full or part time Veterinarian to join our team and become a part of our friendly family who cares for pets and pet owners. Some additional perks of working with us include health benefit plan, continuing education, uniform allowances, RRSP matching, paid association dues, paid VIN fees, free parking, and the best practice manager ever. If you are interested in hearing more about the Downtown Animal Clinic please contact us, and feel free to enclose your CV. Email: DowntownAnimalClinicYYC@gmail.com. Website: <https://animalcliniccalgary.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? Or are you a veterinarian looking to work one or two days a week in a HEALTHY work environment to accommodate your busy schedule? Do you believe in providing a high quality, thorough diagnostic approach and treatment plan for the PAWS that are in your hands? Are you a confident, FORWARD-thinking vet who understands the value of customer service? Yes? Then look no further. Join our fast-growing, locally owned hospital. Why wait? Apply now. Email: manager@healthypawsvet.ca. Website: <https://www.healthypawsvet.ca>.

ARE YOU SEEKING A PRACTICE WHERE THE

culture is flowing, and the grass is green? Are you concerned about signing into a corporate entity and just being another number? Are you looking for a work family that will stand with you, laugh with you, do dance battles with you, and support you every step of your way? COULEE VET is a thriving 2yo small animal practice owned by real people – Dr Barry with his many years of experience and humour, and his two handpicked partners holding down the office and tech sides of things. We are growing steadily and are ready to help you build your own devoted clientele out of a modern, custom-built practice with the Dream Team of support staff in a prosperous suburb of Lethbridge, AB. If you are the DVM we've been looking for, we will create the perfect compensation package for YOU – we know that many things go into making a job feel like home. We don't have any corporate boxes to check off and we would be happy to have an authentic conversation with you. Email: managers@couleevet.ca. Website: <https://www.couleevet.ca>.

BARLOW TRAIL ANIMAL HOSPITAL IN CALGARY IS

looking for a Licensed Veterinarian to join our small, growing and family-oriented team. The practice is a privately owned, full-service small animal hospital. The spacious clinic provides a great work environment that focuses on high quality care. We are looking for a full or part-time Veterinarian that will mesh well with our current team, while working to their strengths! Opportunities for growth and higher than average compensation may be available. CE, health benefit plan, association dues and own pet discounts are available. If you are interested in hearing more, please contact us, and please feel free to enclose your CV. Email: barlowvet@gmail.com. Website: <https://www.barlowtrailanimalhospital.ca>.

NATIONAL DIRECTOR OF CAMPUS RECRUITMENT

Wanted! In this role at P3 Veterinary Partners, you'll apply your veterinary knowledge to recruiting and collaborating with accredited veterinary schools. Lead the academic program strategy with Veterinary Students from inception to hire, including program development, facilitating engaging student sessions, social media campaigns and fostering relationships with veterinary colleges, veterinary students, veterinarians, professors, and other key stakeholders in the industry. Don't miss this

opportunity to expand your skill set within the veterinary space while simultaneously maintaining your connection to the amazing people who care for pets at our innovative and dynamic hospitals. This is a remote role that will focus on Canadian and international campus recruitment efforts. Routine travel will be required. A Doctorate of Veterinary Medicine is required to apply for this role. Applications can be submitted directly to Matthew Verwey, Director of Talent Acquisition, at jobs@p3vetpartners.ca. Website: <https://www.p3vetpartners.ca>.

ARE YOU AN EXPERIENCE VETERINARIAN ASPIRING

to lead a team while you pursue your passion for practicing high quality medicine? Park Veterinary Clinic conveniently located in Sherwood Park is seeking a Managing Veterinarian to partner with the Hospital Manager and provide leadership to our growing practice! If you have a passion to inspire, believe in providing the best possible clinical care and looking to support a compassionate team of veterinary professionals, look no further. This is a unique opportunity to, along with the Hospital Manager, lead, grow and further develop a practice already providing exceptional care to their community. We offer interesting, diverse and challenging cases—specializing in exotics—with manageable caseloads. We have a large, bright facility that houses state of the art equipment. Fostering a collaborative working environment along with a commitment towards your work/life balance is at the forefront of our practice culture. In joining us, we are offering competitive wages, leadership bonus, signing bonus, industry leading health/dental benefits, RRSP, vacation days, CE and much more! We look forward to hearing from you. Email: Robin.rai@nva.com. Website: <https://www.parkveterinarycentre.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, call, or email Matt at 289-218-7041 or jobs@p3vetpartners.ca to learn more. Website: <https://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 today to learn more about our culture, total compensation, and relocation assistance. Website: <https://animalsfirst.ca>.

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

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to work-life balance is complimented by No On Call, and our Total Comp package includes a Competitive Salary commensurate with experience, Medical, Dental, Vision, and Professional Services Coverage (Massage Therapy, Physiotherapy, Chiropractor, Acupuncturist & more), Paid Licensing Dues, Paid Vacation & Sick Days, CE, Eligibility for a Performance Bonus, & a Relocation Allowance is available. Text, call, or email Matt at 289-218-7041 or jobs@p3vetpartners.ca to learn more. Website: <https://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! Text, call, or email Matt at 289-218-7041 or jobs@p3vetpartners.ca to learn more.

LOOKING FOR A JOB WITH SOMETHING DIFFERENT

every day and great recreational opportunities nearby? Great signing bonus! Develop your skills within our busy mixed animal practice. Super mentorship and future partnership potential! Edson Vet Clinic is looking for a full-time vet to join our multi-vet practice. Our experienced, friendly, and team-oriented staff currently includes 5 vets, 5 fantastic RVTs and several long-term support staff. Call is shared equally between vets. New digital X-ray, dental X-ray, lab analyzers, ultrasound, laser and much more! We are located on Hwy 16 with great access to skiing and hiking in Jasper, and an easy day trip to Edmonton for shopping and travel. Edson offers a wide variety of activities and recreational pursuits. Please submit resume to Dr. Anne Rogers at anne@edsonvet.ca or call 780-723-3354 for more info. Website: <https://www.edsonvetclinic.com>.

SIFTON PARK VETERINARY CLINIC IN EDMONTON IS

privately owned and seeking to add a veterinarian to our small team of highly skilled staff. We pride ourselves in maintaining a family-like atmosphere for our loyal clients, patients, and dedicated staff. Workdays and hours are flexible, choose your own schedule. Partnership opportunity. We offer signing/retention bonus, above average salary, paid dues, health and dental insurance, CE allowance, and staff pet discounts. Please contact Eva at spxa101@gmail.com. Website: <https://www.siftonparkvetclinic.com>.

THE CLEARWATER VETERINARY CENTRE IN ROCKY

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

OKOTOKS VETERINARY CLINIC (OKVC.CA) REQUIRES

a F/T or P/T RVT for our modern fully equipped small animal day clinic. You will be working with a fabulous

dynamic team continually providing excellent patient care and customer support. Salary is generous and based on experience. Reply in person or via email: info@okvc.ca. Website: <http://www.okvc.ca>.

STUDENT DEBT RELIEF AVAILABLE. ELLERSLIE PET

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

COME TO STAY, FOR THE BEST WORK LIFE BALANCE

that veterinary medicine can offer! Non corporate, general practice position available with buy in (or buy out) opportunity for the right individual. Fully staffed, fully equipped, great location. Come check us out at Douglas Square Pet Clinic! Email: maclal@shaw.ca. Website: <https://www.douglassquarepetclinic.com>.

OKOTOKS VETERINARY CLINIC REQUIRES A F/T OR

P/T DVM for our modern fully equipped small animal day clinic south of Calgary. We are committed to the highest standards of patient and client care. We offer a generous salary and package based on experience. Please contact us in person or via email: info@okvc.ca. Website: <https://www.okvc.ca>.

BE PART OF A GREAT TEAM IN CALGARY!

Currently 4 DVMs, 3 RVTs, 2 TAs, 2 Receptionists, and the best practice managers ever. We are committed to high quality patient and client care. The Glamorgan Animal Clinic has served Calgary pet owners for over 50 years and is located in a new spacious and attractive facility. We have an exceptionally collaborative and positive team. High tech practice with competitive remuneration including health benefit plan, paid professional dues, CE allowance, and pet care discounts. We are looking for a full or part time compatible DVM. Check us out at our website or contact us at kevin@glamorgananimalclinic.com. Web: <https://www.glamorgananimalclinic.com>.

YOUR PATIENTS DESERVE THE BEST CARE AND

attention—and so do you! You deserve autonomy and work-life balance. You deserve to be paid well for the work you do. You deserve access to all the tools and equipment you need to do great work. At Park Veterinary Centre, you will have these things and more! We're looking to welcome an Associate Veterinarian to our collaborative family where we treat small and exotic companion animals. Bring your passion and clinical skills to us and we'll provide you with a stimulating mix of cases, medical autonomy, fully equipped diagnostic stations, experienced support staff. Plus, great compensation and benefits, CE allowance, signing bonus. We'll do our best to give you everything you deserve! Visit us at <https://www.parkveterinarycentre.com> and contact us to let us know what's important to you: it's important to us! Email: rohin.raai@nva.com.

OUR TEAM IS COMMITTED TO MEDICAL AND

surgical excellence, and we are growing! Nurture your passion for small animal medicine at Piper Creek Veterinary Clinic in sunny Red Deer. Our hours respect the need for life outside of work: no late shifts, no on-calls, no Sundays! Our clinic has a full range of diagnostic equipment, tools and experienced support staff to provide a stimulating place to practice medicine. We are committed to supporting our doctors in every way; starting with a \$15,000 sign-on/retention bonus, a great compensation and benefits package, flexibility in scheduling and vacation time; support for continuing education and truly open and friendly work environment. A short drive to two

major cities, Red Deer offers a unique lifestyle. Visit us today to learn more - <https://www.pipercreekvet.com>. Email: rohin.raai@nva.com.

FAMILY PET HOSPITAL & 24 HR. PET EMERGENCY

Centre works hard to provide our doctors with the things that are important to them. In joining us, you will have a dedicated team of highly skilled RVTs that provide comprehensive support, allowing you to focus on building strong client relationships while practicing excellent medicine. We are committed to your professional development, providing opportunities in individual areas of interest—orthopedics, exotics, radiology, surgery & more! Our remuneration is comprehensive and competitive, reflecting the work that you do. We provide health and dental coverage—covered 100% by the practice! In addition to that we provide professional dues, memberships and continuing education, flexible vacation, RRSPs etc. We offer relocation assistance and a sign-on bonus for those joining the team here in beautiful Lethbridge, AB. We are passionate about the well-being of our team and foster a culture of collaboration and support. Does this sound like a team where you can thrive? We'd love to talk to you! Website: <https://www.familypet.ca>. Email: info@familypet.ca.

PRACTICE CULTURE THAT VALUES EVERY TEAM

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

CRESTWOOD VETERINARY CENTRE IS SEEKING

associate veterinarians to join our fast-paced small animal practice located in Edmonton, AB. We are seeking a veterinarian who is looking for a long-term position alongside a committed, skilled, and hardworking support staff of over 40 employees. We offer specialty services including rehabilitation and reproduction and have extensive surgical and diagnostic capabilities including advanced orthopedics, endoscopy, ultrasonography, computed tomography, in house laboratory, and more. Associate DVM workdays are 8 hours in length; 6 hours per day are dedicated to performing surgical and dental procedures and taking appointments. The remaining 2 hours per day are left unscheduled to provide additional time to use as they see fit to further research cases and complete client calls/emails. This allows our associates to deliver exceptional high-quality care to patients while maintaining an appropriate work/life balance. Please get in touch with us to learn more about this rewarding opportunity; we'd love to chat with you! Email: vpm@edmontonveterinary.com. Web: <https://www.edmontonveterinary.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

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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.

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. Web: <https://trimunicipalvet.com>.

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

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

RVT REQUIRED

HIGHLANDS PET HOSPITAL IS SEEKING A FULL-time RVT to join our team. We are a family-owned companion animal practice with a loyal and growing client base, located in Lethbridge. Our close-knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, health benefits, uniform allowance, and veterinary discounts. For more information visit www.highlandspethospital.ca/careers/ Email: admin@highlandspethospital.ca.

BOVINE ONLY STRONG TEAM/EXCELLENT

clients: At Bow Valley Livestock Health, we're trying to bridge the gap between cattle nutrition and health, and by doing this we hope to provide our clients with the best advice. We're hiring a full-time RVT to complement our bovine practice in Brooks, Alberta. Our current team is made up of 10 veterinarians and 3 nutritionists across our 3 locations (Coaldale Veterinary Clinic and Taber

Cattle Clinic included). We are in search of a RVT who has a passion for the cattle industry and would like to pursue a career within. Having previous work experience and an understanding of the cattle industry is an asset. We primarily service cow-calf clients and some feedlots and dairies. Our RVTs are utilized extensively on farm for data recording, processing, and various technical duties. In addition, there are in-clinic duties revolving around reporting, prescription management, and reception duties. We have a strong and diverse team with many years of experience. Our practice offers competitive wages, mentorship, and benefits, and coverage for your CE and professional dues. Please contact kym@coaldalevet.com with your resume or questions. Website: <https://bvih.ca>.

RVT WANTED: GREAT BENEFITS, THE BEST

clients, collaborative team! Terwillegar Veterinary Clinic in Edmonton is an established, privately-owned small animal hospital with a growing clientele. We are a friendly, passionate group who loves what we do, and it shows in how we approach our clients, patients and each other. Our goal is to find a RVT to join our team. We are looking for someone who has great people skills and commitment to providing the best possible care and service to our pets and their people. We are offering a competitive salary, paid vacation, health, dental and vision insurance, and employee pet care discount. We are located in an established, but fast growing, family oriented community. We'd love to see a cover letter highlighting why you think you'd be a good fit for our practice as well as a full updated resume. Please send all materials to sherry.lee@terwillegarvet.com. Website: <https://www.terwillegarvet.com>.

THE HEARTLAND VETERINARY CLINIC IS LOOKING

for a full time RVT to join our fabulous team! We are looking for a candidate that is motivated to learn and share their knowledge with fellow teammates and clients. We offer a laser surgical suite, Mindray monitor, Pet Map, digital dental x-ray, digital x-ray, therapy laser, inhouse Idexx laboratory and more. We believe in mobilizing our RVT's so they can share their knowledge and expertise with clients and colleagues. Why go to school and not use your skills to the best of their ability? Experienced or new grads welcome! We love to mentor new graduated. Continuing Education (CE), including paid days while learning, competitive wage, uniform shirts, extended health benefits package offered, professional services coverage offered, employee assistance program, paid licensing & membership dues, paid vacation, sick and personal days, generous veterinary discounts. Flexible schedule, open Monday to Saturday and some evenings. NO on call. If you have any questions, please do not hesitate to reach out and ask. I can be reached at meagenl.heartland@gmail.com. work 4039128882 or cell 4039934952. Website: <https://www.laservet.ca>.

MILLWOODS EAST VETERINARY CLINIC IS

seeking a full time RVT to work in a privately owned, well-established SA clinic in SE Edmonton. We practice high quality medicine and surgery in a fun, drama-free environment. We are a Cat Friendly Practice that believes in providing stress-free visits for all our patients and a superior client experience for their families. If you are a fun, compassionate, hard-working individual looking to be part of a great team we would love to have you join our team. We offer competitive wages, dues, uniform allowance, health/dental benefits, and staff discounts. Please send resume and cover letter to Jennifer at millwoodseastvet@shaw.ca. Website: <http://www.millwoodseastvet.ca>.

TRINITY HILLS 24 HOUR PET HOSPITAL IS HIRING

an overnight RVT. We are a new ER practice on the west side of Calgary just off Stoney Trail and 16th avenue. We have a great team and prioritize a positive work environment. We have Index lab machines, DR, CT, ultrasound (2 machines), flexible and rigid endoscopy, a ventilator and much more! The schedule would be rotational and is flexible for the right candidate. Compensation is above average and based on years of experience. We are a busy ER practice with a heavy internal medicine and soft tissue surgery caseload. Our benefits are great and includes a health spending account! Please reach out! Email: admin@thph.ca. Website: <http://www.thph.ca>.

TABER PET CLINIC IS A FAMILY-OWNED CLINIC

and is looking for another RVT. Our ideal candidate is a RVT who is looking to practice to the full extent of their skills and strives to keep learning and growing and will continue to practice and improve their skills while being able to work independently and in a team. We provide an environment that fosters a healthy work-life balance, teamwork, and is supportive in developing new skills. New grads are always welcome! Our clinic has the latest technology such as DR radiology (both dental and diagnostic), and full IDEXX laboratory supporting our technologists to be an active communicator in patient care with both the medical team and clients, administer all treatments within their scope, and participating in the development of protocols and clinic culture is an important foundation of our clinic. We offer competitive wages, comprehensive benefits plan, CE opportunities and scrubs allowance, paid professional dues and a supportive and transparent team that likes laugh! If you believe our clinic would be a good fit for you, please email your resume to wearehiring@taberpetclinic.ca. Website: <http://www.taberpetclinic.ca>.

GREENBANK VETERINARY SERVICES INC

Edmonton is looking to add another amazing FT/PT RVT to our team. We are currently at 3 DVM practice and fully utilize our technicians. New grads welcome! We offer health benefits, uniform allowance, paid CE and membership dues. Competitive wages and flexible work scheduling. Come see what we are all about. E-Mail: greenbankvetmanager@gmail.com. Website: <https://www.greenbankveterinaryservices.ca>.

OUR JAMES BAY AND FERNWOOD VETERINARY

Clinics in Victoria BC are looking for a full-time RVT to join their fabulous teams. We are searching for candidates who are 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, and professional growth by offering: First year accommodation available, 2 bedrooms, 1.5 bath, 1400 sq ft apartment, newly renovated and steps from Cadboro Bay beach. Signing/relocation bonus available, very competitive wage, comprehensive health benefits package, health spending account, generous CE allowance with 5 paid days, uniform allowance 3 weeks paid vacation, paid licensing and dues, team pet discounts, flexible 4x10 schedule, no on-call or after hours - urgent care cases are seen during scheduled hours, recently renovated clinics and updated equipment, full surgical/dental suites, multiple exam rooms, separate treatment areas. We are an equal opportunity employer and are committed to providing a respectful, inclusive, and diverse workplace. Victoria is a beautiful place to live, work and play - give us a call today! Email: nicole@dandvetclinics.ca. Website: <http://jamesbayvet.ca>.

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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. Email: Robyn@pulseveterinary.ca. Website: <https://pulseveterinary.ca/about/careers>.

OUR PRIVATELY OWNED VETERINARY HOSPITAL

Cedarwood Veterinary Hospital is looking to add another Registered Veterinary Technologist. 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 Ronnel Palmer at rpalmer@cedarwoodvet.ca. Fax 403-346-9925 or phone 403-347-2676. Website: <https://www.cedarwoodvet.ca>.

OUR PRIVATELY OWNED VETERINARY HOSPITAL

Animal Emergency Hospital is looking to add another Registered Veterinary Technologist. 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 Ronnel Palmer at rpalmer@cedarwoodvet.ca. fax 403-346-9925 or in person at 7644 Gaetz Ave. Website: <https://www.animalemergencyhospital.ca>.

BURWASH EQUINE SERVICES IS LOOKING FOR AN

RVT to join our team. We see a wide mix of referral and general equine cases, both ambulatory and in house, and we embrace a collaborative environment where the entire team works together as a whole to optimize patient care and clinical outcome. We have full surgical capabilities, including colics and arthroscopies, and have a rapidly growing intensive care caseload. Experience with horses is required; an interest in anesthesia is encouraged, and we are happy to train you as needed. Please send a cover letter and CV to crystal.lee@burwashequine.ca. Website: <https://www.burwashequine.ca>.

IS THERE A SKILL YOU WANT TO STRENGTHEN OR

a certification you have been tempted by? Join Edmonton West Animal Hospital where we are ready to help you to achieve your goals and develop you into the best RVT you can be. Our schedule is completely flexible,

but we can arrange just about anything that suits you and your family's needs! We are looking for both part and full-time RVTs. Multiple 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. Email: drgosal@vetinedmonton.com.

MONTROSE PET CLINIC IN BEAUMONT, AB IS

looking for a licensed Full- time OR Part- time registered veterinary Technician, for our fast-growing small animal clinic. We are located 10 minutes away from South Edmonton and we focus on exceptional patient care and client education. We are equipped with Idexx Lab station, Digital radiography, Dental unit, Surgical suit, Dental radiology and an ultra sound unit. We offer competitive wages, CE Allowance, ABVMA dues, Health- Dental Benefit and a generous staff discounts. New Graduates are welcome. Please apply by e- mailing your resume to montrosepet@gmail.com OR call 780 929 7363.

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. Web: <http://www.mayerthorpevet.com>.

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! E-mail: hannah.viveiros@trimunicipalvet.com. Website: <https://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 or phone 403 346-8288.

WE ARE LOOKING FOR FT RVT FOR A VERY BUSY 7

vet practice in Fort Macleod, Ab. The clinic is a mixed animal practice with equal components of equine, bovine, and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasound, dental and DR digital x-ray. We offer competitive wages, benefits, and a CE package. Please contact Dr. Todd Baker at Phone: 403-553-4887, Fax: 403-553-2924 or E-mail: ftmacvet@hotmail.com.

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. Web: <https://www.mountainmobileveterinarycare.com>.

GATEWAY COMPANION ANIMAL CLINIC IS LOOKING

for a fun RVT to join our small animal practice. We offer high quality medicine in a fast-paced environment and would love someone who has excellent communications skills, is self-motivated, reliable and compassionate. We are a well equipped modern clinic that has moved to a larger building for our growing clientele. We offer paid dues, CE and uniform allowance and competitive wages. If you want to work in an enjoyable environment and use your skills, we are the place to be. We are ideally located between Edmonton and Calgary and close to the rocky mountains, and have endless hiking, camping and other backcountry opportunities. If this sounds like the clinic for you, please contact us at gatewaycompanionanimalclinic@gmail.com. Website: <https://www.myanimalclinic.ca>.

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 caseload. 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. Website: <https://www.nantonvetclinic.com>.

CLEARWATER VET CENTRE IN ROCKY MOUNTAIN

House is searching for a mixed animal RVT to join our 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. Email: <https://www.clearwatervets.com>.

COME JOIN THE TEAM AT MACLEOD TRAIL ANIMAL

Hospital! We are an independently owned and operated small animal clinic centrally located in Calgary. We are currently a 4 vet, 3 RVT team, and would love to have you join us as a full or part time RVT (flexible schedule!). We value a healthy work-life balance and support our team through mentorship and CE. We are well equipped with digital radiography, digital dental rads, ultrasound, a full in-house laboratory, and newly renovated surgical and treatment spaces. We offer competitive wages, a generous CE allowance, paid membership dues, and full medical/dental benefits. If joining our team interests you, please contact taylor@mactrailvet.com. Website: <https://www.mactrailvet.com>.

LOOKING FOR A PART TIME OR FULL TIME RVT TO

join us in one of the most beautiful places in Canada, Qualicum Beach, B.C. The clinic is under new ownership, and we are a growing, family-like, privately owned clinic with an RVT owner. Have an RVT in the profession for 25 years mentor you and understand how to give

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the perks you really want and need! We offer a flexible schedule, competitive wage (experienced techs will make \$30-\$38/hour), uniform allowance, paid dues, benefits including a health spending account (100% covered by employer), CE allowance, moving expenses and a generous staff discount. Do you want to get extra skills in an area of interest, just tell us and we will make it happen. We want a team player who loves what they do, puts patient care as a top priority, and knows how to have fun at work. You will be respected, encouraged to share your ideas, and enjoy a collaborative environment with experienced vet professionals that work as a team. Email: midislevethosp@gmail.com Website: <https://www.midislevet.ca>.

MIDLAKE VETERINARY CLINIC IN SOUTH CALGARY is looking for a full-time, experienced 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. Website: <https://www.midlakevet.com>.

DOWNTOWN ANIMAL CLINIC IN CALGARY IS looking for a Registered Veterinary Technician (RVT) to join our close-knit friendly team. Our small animal practice has been serving Calgary for over 80 years. We have a stable work environment that provides support to all team members, and many current staff have been working at the clinic for over a decade. Our space is newly renovated and expanded. We are looking for a full or part time RVT to join our team and become a part of our friendly family who cares for pets and pet owners. Some additional perks of working with us include health benefit plan, continuing education, uniform allowances, RRSP matching, paid association dues, free parking, and the best practice manager ever. If you are interested in hearing more about the Downtown Animal Clinic please contact us, and feel free to enclose your CV. Email: DowntownAnimalClinicYYC@gmail.com Website: <https://animalcliniccalgary.com>.

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

EASTERN SLOPES VETERINARY SERVICES IS seeking a full time RVT! Are you an experienced RVT looking for a practice where you can put all your hard-earned skills to use? Well look no further! Eastern Slopes is a privately owned, well-established, busy, mixed animal clinic located in the small town of Black Diamond, which is nestled in the beautiful foothills of the Rocky Mountains. We are in search of an experienced RVT that is confident and possesses solid clinical skills that are required to perform routine tasks in a small animal setting. Along with strong clinical skills, a good work ethic and the ability to prioritize daily tasks is a must. If you are a fun, compassionate, hard-working individual looking to be part of a great team we would love to have you join ours! We offer competitive wages, dues, uniform allowance, health/dental benefits, and staff discounts. Please send resume and cover letter to tara.cydeyko@easternslopesvet.com Email: <https://www.easternslopesvet.com>.

BARLOW TRAIL ANIMAL HOSPITAL IN CALGARY IS looking for a RVT to join our small, growing and family-oriented team. The practice is a privately owned, full-service small animal hospital. The spacious clinic provides a great work environment that focuses on high quality care. We are looking for a full or part-time RVT that will mesh with our current team, while working to their strengths! Opportunities for growth and higher than average compensation may be available. CE, health benefit plan, association dues and own pet discounts are available. If you are interested in hearing more, please contact us, and please feel free to enclose your CV. Email: barlowvet@gmail.com Website: <https://www.barlowtrailanimalhospital.ca>.

YELLOWHEAD VETERINARY CLINIC IS HIRING! WE are looking to add an RVT to our experienced and dedicated team. Our clinic strives to offer customized care to our patients and the humans attached at the end of the leash or carrier! We are committed to investing in your training, continuing your education and furthering your technical skills. The position is for 24-36 hours/week and offers some flexibility for a work-life balance. We offer competitive wages, uniforms, paid dues, and more! Please send resumes to admin@yellowheadvet.com.

SPRUCE GROVE VET IS LOOKING FOR FULL OR PART time RVT. We are a very busy small animal practice located just mins west of Edmonton. With 8 doctors we keep busy, with daily dental, soft tissue, and orthopedic surgeries. We are ideal for new grads as there is always mentorship around, as well as for experienced RVTs looking for more hands-on experience. We offer excellent benefits and CE packages. Family owned and operated; we have an excellent team that treat each other like family. Email today for more information draelliot@sgvet.ca. Website: <https://www.sprucegrovevet.com>.

HELLO, FROM THE TEAM AT FOOTHILLS ANIMAL Hospital in Okotoks! Are you a tech? Great! We are looking for F/T or P/T RVT's to join our fantastic clinic. We offer competitive wages, benefits, CE and a uniform allowance. And we are only 15 minutes south of Calgary! Our team strives to support each other and learn together as our team continues to grow! Come join us, we have snacks! Website: <https://www.foothillsanimalhospital.ca>.

BE PART OF A GREAT TEAM IN CALGARY! Currently 4 DVMs, 3 RVTs, 2 TAs, 2 Receptionists, & the best practice managers ever. We are committed to high quality patient & client care. Our clinic has served Calgary pet owners for over 50 years & is located in a new spacious & attractive facility. We have an exceptionally collaborative & positive team. High tech practice with competitive remuneration including health benefit plan, paid professional dues, CE allowance, & pet care discounts. We are looking for a full or part time compatible RVT. Email: gac@glamorgananimalclinic.com. Website: <https://www.glamorgananimalclinic.com>.

WE ARE AN ESTABLISHED VETERINARY CLINIC IN NW Calgary, and we are seeking another FT/ PT veterinarian to join our friendly team. We offer competitive salaries, bonuses, paid vacations, flexible hours, and more. Our clinic is fully computerized and equipped with digital X-rays and blood work machines. If you are interested, please email your resume to the following address: office@royalvethospital.com. Website: royalvethospital.com.

SUNRIDGE VETERINARY CLINIC IS LOOKING FOR A Full or part time RVT to join our team. We Have 2 full time and 1 part time Vets and an amazing support staff. We are located next to the Sunridge mall with easy access to the LRT. We are a day practice, so no evenings are required and only opened from 9-3 on Saturdays. We offer competitive

wages, membership dues and staff pet discounts. Email resumes to svclinic@telus.net, attention Heather. Web: <https://www.sunridgeveterinaryclinic.com>.

BLUFFTON VET SERVICES IS LOOKING FOR A FULL time registered Mixed Animal Health Technician. We are a busy rural Mixed Animal Practice located in Bluffton, Alberta. We are 45 minutes from Red Deer and 10 minutes from Rimbey. We currently have 5 vets, 3 techs and 2 receptionists with a full in house Idexx lab and digital radiography. The ideal candidate is motivated, independent and enjoys working as a team. We would prefer someone with both large and small animal experience. Email resume for more info. Email: officeblufftonvet@gmail.com.

THE EDMONTON HOLISTIC VETERINARY CLINIC IS looking for a full time RVT. Do you love forming supportive relationships with your patients and clients? Are you skilled in gentle patient handling? Would you be interested in working within a groundbreaking environment that includes high level hospice/palliative care, multiple holistic modalities, and a full-time social worker? We are moving to a new building in the fall and are expanding our tight-knit, friendly, and collaborative team. We offer a generous salary and a full complement of benefits. Please contact ehvclinic@gmail.com or call 780-436-4944. We would love to connect! Web: <https://www.edmontonholisticvet.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. Please send a covering letter and resume to the clinic email BowmontManager@shaw.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 employ 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. We look forward hearing from you. Website: <https://www.ponokavet.ca>.

VETERINARY STUDENT REQUIRED

TRINITY HILLS 24 HOUR PET HOSPITAL IS HIRING two final year veterinary students for the spring and summer months. We are passionate about education and love the positive energy that students bring! Our hospital is a 24 hour emergency hospital located on the west side of Calgary with a view of the mountains. We have in-house lab machines, two ultrasounds, CT, a ventilator, flexible and rigid endoscopy, reproductive equipment and more! Our practice carries a heavy internal medicine and soft tissue surgery caseload so there are tons of opportunities for developing surgical and imaging skills. Typically our students work a rotating schedule of daytime and swing shifts. We invest a lot in

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training our students and require a minimum 12 week commitment. Please reach out if you're interested! DrHSuttie@thph.ca. Website: <http://www.thph.ca>.

FREE ACCOMMODATIONS! LOOKING FOR THE most amazing rural Alberta, mixed animal, veterinary student 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 even 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.

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

AHT STUDENT WANTED

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

OTHER EMPLOYMENT

THE DAND VETERINARY CLINICS IS LOOKING TO add a full-time client care specialist to our wonderful teams at our Springbank & West Springs locations. We are privately owned and located on the West side of Calgary. In addition to our regular GP practice, we offer integrative and wellness services which include rehabilitation, laser therapy, water treadmill, etc. Qualified applicants will have at least one year experience working in a vet clinic, are positive with strong communication skills and work well individually, and with a team in a fast-paced environment. A mode of transportation is required for our Springbank location as we are not part of a public transit route. We offer competitive compensation and is based on experience, health benefits (dental, vision, extended healthcare, health spending

account), uniform allowance (scrubs or business casual dress), paid vacation, sick days and wellness days, staff pet discounts, and with the option to bring your pet to work! We own the Springbank Pet Resort and have great discounts for our staff on boarding, daycare and grooming. Please note, only qualified applicants will be contacted. Email: chloe@dandvetclinics.ca Website: <https://www.sivc.ca>.

PRACTICE FOR SALE

LONG ESTABLISHED SMALL ANIMAL PRACTICE IN Edmonton in a desirable location. Currently 1 vet practice, but caseload can support 2-3 veterinarians. Well equipped with in-house lab and digital radiography. Gross revenues 1M, high net due to low overhead. Ample room to grow the practice. Owner willing to retire and able to help with transition. Serious inquiries only. Please e-mail: 742.hsp@gmail.com.

SMALL ANIMAL PRACTICE IN EDMONTON FOR SALE/

Lease. Well established single vet clinic since 2008 with a loyal client base, and a great opportunity to expand. Located in the Millwoods area, this clinic comes equipped with 2 exam rooms, a surgery room, and digital x-ray. Contact at 587-712-1713 Millviewpethospital@outlook.com.

EQUIPMENT FOR SALE/ WANTED

ABAXIS VETSCAN SA AVAILABLE, USED ONLY A handful of times. Available immediately, asking \$5000 OBO. Please contact Taylor at taylor@mactrailvet.com if interested. Website: <https://www.mactrailvet.com>.



GO GREEN!

Opting out of the paper magazine

If you would like to opt out of receiving a printed copy of the ABVMA *Members' Magazine*, please contact Sarah Munn at sarah.munn@abvma.ca.

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

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

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Credelio[®]
PLUS
(lotilaner+milbemycin oxime)



The first parasiticide to **combine** the two trusted ingredients, **extra-purified¹ lotilaner** and **long trusted milbemycin oxime**.

- **New** Credelio[®] PLUS is a single, once-a-month chewable tablet for dogs and puppies^{†,2}
- **Protects** against internal AND external parasites
- **Contains** 50% more milbemycin oxime than Interceptor[®] Flavor Tabs[®]

Helping dogs and their owners enjoy more together time.

Ask your Elanco representative for details.
Learn more at credelioplus.ca

Credelio[®] PLUS is brought to you by Elanco, makers of Interceptor[®] Plus and other parasiticide solutions for every lifestyle and risk profile.

[†]For dogs and puppies as young as 8 weeks or weighing greater than 1.4 kg

1. Rufener L, Danelli V, Bertrand D, Sager H. The novel isoxazoline ectoparasiticide lotilaner (Credelio[™]): a non-competitive antagonist specific to invertebrates γ-aminobutyric acid-gated chloride channels (GABACs). Parasites & Vectors. 2017 Dec;10(1):1-5.

2. Elanco CVMP assessment report for Credelio Plus CA 2021

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