



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JANUARY-FEBRUARY 2023



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to Raise Your Fees - A Lot

Focus on Wellness | Bringing Trauma-
Informed Care to Veterinary Medicine

Resources for Small-Scale Pig Farmers

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Dr. M

"I would highly recommend the services of Dr. Elizabeth Bellavance for those wishing to sell their veterinary practice. She managed to negotiate a deal that went well beyond our expectations. The financial windfall certainly justified the cost of her services. Her expertise and negotiating skills were indispensable for such a deal to occur...one far more favourable than what we could have achieved on our own."

Dr. B

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Dr. J

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Front cover photo: Dr. Kelsey Gray being greeted by a Meishan pig.
Photo credit: Katrina Boulter

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EDITORIAL POLICY

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

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

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

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Editor's Notebook

THE HOLIDAY SEASON IS NOW BEHIND US,

and hopefully you have entered the new year with a renewed attitude of hopeful anticipation and good will. I know that I always feel a sense of a renewed eagerness with the new year and an expectation that the problems of the past year will be left behind and only good things will greet us in the future.

Unfortunately, after a week or two of this euphoria, reality sets in and we recognize that the problems that we ended last year with are the same ones we started this year with – we have just temporarily buried them in our subconscious over the holiday season. Workforce shortages and staffing issues continue. The mental health and well-being of the veterinary team remains a concern. Inflation continues to affect all of us, both on a professional and on a personal level. Our personal problems remain unchanged if they have not been addressed.

My goal here is not to act as a wet blanket on this new year. My goal is to encourage us all to look for and recognize the nuggets of gold we each receive every day and embrace them. Having problems in our lives is normal; it is part of our human existence. We solve them and move on. Whether it is the little words of encouragement from an employer, grateful praise from a client, a new procedure completed successfully, or compassionately and respectfully facilitating the humane passing of one of our old patients for their family – that should be lifting us up each day. These nuggets are there, we just need to watch for them.

The ABVMA receives complaints from the public each year around the service that has been provided to them at veterinary practices. We deal with them. We also receive many words of praise and gratitude from that same public that values and cherishes the relationship they have with their veterinary teams. We need to keep embracing the positive and move on knowing that we are making a difference.

Have a happy and healthy New Year!

Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

President's Report



Daren Mandrusiak, BSc, DVM

President, Alberta Veterinary Medical Association

WHY DO WE FALL OUT OF LOVE WITH

our profession? How do we keep our people in our profession? Unsurprisingly, the workforce shortage in our profession continues to plague us and eat up most of the time of our Council and a large chunk of time for the association. Lately, increased domestic “production” of graduates (both RVT and DVM) has been a major focus for us, as has immigration and licensure of internationally trained graduates to help on a more short-term basis.

However, the attrition in our industry is a more nebulous problem to solve. The leaky bucket metaphor as popularized by Dean Weller of the UCVM paints a vivid mental image. The image is us as a profession busily but futilely trying to fill a leaking bucket as professionals leave the industry just as fast as we can create or find them. All the while the increased demand for our professional services marches ever upward.

Sadly, this isn't a new picture. I have been hearing about the attrition of our profession since I became a vet student, and most of you probably longer. Though it is not a veterinary-specific problem, burnout is a common issue in many health professions and other professions in general.

At CanWest this year, keynote speaker Dr. Beth Davidow spoke about making our jobs joyful again. It was wonderful, she reminded us, how amazing our jobs as RVTs and DVMs really can be. How many children grow up wanting to be a vet? What I found more thought-provoking though were some of the factors leading to burnout of professionals. Why do we fall out of love with our profession? Some of these felt intuitive, such as conflict on personal values, workload, unfairness and unsafe workplaces. Some of the leading causes, however, kind of surprised me! These included excessive administrative or paperwork tasks and lack of schedule flexibility. While no one thinks medical records are fun, and who doesn't want a flexible schedule, I would not have assumed they were a leading cause of burnout.

This topic came up later at a Council brainstorming session in November. There was a fantastic discussion on the impact

felt by the profession from things like medical record keeping and staying late at work to complete administrative tasks. How can we expect people in the profession to stay two hours late at work every day and then expect them to stay in the profession for 35 years? The sad thing is the impact such an integral part of our job is having on our profession. No one can suggest just doing away with medical records (although we can all dream).

How do we stop this? In a world where our practicing professionals spend so much energy and anxiety on covering ourselves from liability, how do we write efficient, not just effective, medical records? How do we build a sustainable clinic instead of just a profitable one that burns out?

People say they want flexibility; what does that mean? Is it being able to get every second Monday off? Or is it choosing how long your appointments will be or how many support staff you want to work with? Is it having a choice between a bigger CE allowance, extra sick days or RRSP matching? With these ideas come balance, and give and take between employer and employee. What I think it boils down to is that everyone is going to be unique, both in what they want and what keeps them content and happy. I think the best we could do for our profession is try to break the mould and previously held norms.

The model we are all used to thinking about in clinical practice for veterinary medicine is old and maybe isn't working anymore. The idea of what the profession is, and what the profession does, is changing and has changed. Maybe the best thing we could do at this point is chuck it out the window and try some totally new stuff.

How does a regulator like the ABVMA respond to change like this moving forward? There are some things that must stay in place; our role is protecting the public and those core functions are critical and cannot change. Could there be ways though to shift our model, try different things, new ideas and try to be flexible or at least agile? I am sure there are, and I think at this point there must be.

Governance Update

A few different tasks are being undertaken by the ABVMA within the realm of governance. Some items are partially completed, and others remain uncertain as to which direction they will proceed. This report is intended to update the membership on the status of these issues.

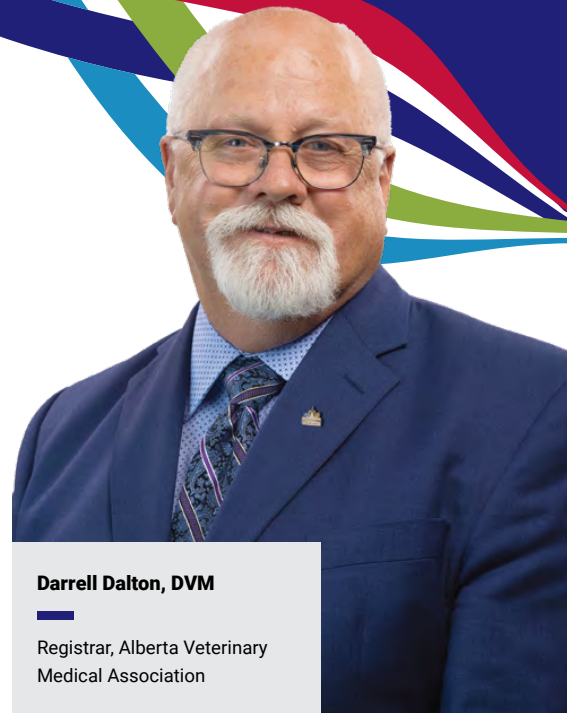
The most prominent and public issue for the ABVMA is Bill 23, the *Professional Governance Act*. As previously reported, this bill was introduced into the legislature, received second reading, and then the legislature rose for the summer before the bill could be passed. The intent of the bill is to include 22 non-medical professions under one act. At the time of the writing of this report, the legislature is in session again, but there is no indication that this bill will be reintroduced. The Hon. Kaycee Madu is the minister responsible for this legislation within the newly formed ministry of Skilled Trades and Professions. In his mandate letter from the Premier, he was directed to: "Implement the *Professional Governance Act* to ensure the adoption of a uniform governance framework for all professional regulatory organizations." It is anticipated that this legislation will reappear on the agenda for the legislature in the spring.

Another important issue for the ABVMA was research into the potential options for legislative amendments relating to the ABVMA Council. There is a global trend occurring for Professional Regulatory Organizations pertaining to the composition and selection of people to sit on a board (Council). A task force was struck by Council to look at these issues, and a report

was delivered to Council at their November meeting. Their recommendations were that Council remain between nine and 12 members and that current ex-officio positions be maintained. They also recommended that the position of President Elect be added to the Council Executive to provide increased continuity of the executive and prepare the President for their term. It was also recommended that the current structure of Council based upon regional representation be abandoned. All the above recommendations were accepted by Council.

The one recommendation by the task force about which Council requires further discussion is the process for selection of members of Council: whether they continue to be elected from the membership or be by appointment based on a clearly articulated set of criteria and competencies. A Recruitment and Nomination Committee would make the appointments, a committee composed of members completely independent of Council. All the accepted recommendations of the Governance Task Force will require Bylaw changes approved by the membership.

Council is bringing a resolution to the Annual General Meeting (AGM) for the membership to vote upon regarding an amendment of the General Regulation and Bylaws to streamline the restricted registration of veterinary graduates from non-accredited colleges and to accommodate NEB candidates selecting the clinical year option. This is a very positive step for the ABVMA. Watch for details in the AGM package.



Darrell Dalton, DVM

Registrar, Alberta Veterinary Medical Association

Council has also been working on a Continuing Professional Development (CPD) policy. This work started before Bill 23 was introduced, which mandates that all regulatory bodies develop a CPD policy within two years, and is not a result of the legislation. A post-AGM discussion on CPD will be held following the 2023 AGM.

This brings us back to Bill 23. If this bill is passed in the spring, it will require a Regulation be developed and passed (by the government) and will necessitate a complete rewrite of our Bylaws. All the recommended changes will then be incorporated into the new Bylaw. If not, watch for Bylaw resolutions at the 2024 AGM to amend the current Bylaws.

2023 ABVMA ANNUAL REPORT

Notice to Members

The 2022 Annual Report will be available online in January 2023 and printed copies will be available at the Annual General Meeting (AGM).

The AGM is scheduled for **Sunday, Feb. 26, 2023**, at the Delta Hotels by Marriott Edmonton South Conference Centre, 4404 Gateway Blvd NW, Edmonton, AB.



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

Oct. 14-15, 2022, Banff, AB

Dr. Chris Berezowski

ABVMA COUNCIL MET ON FRIDAY, OCT. 14, AND SATURDAY, OCT. 15, in Banff, AB, in conjunction with the 2022 CanWest Veterinary Conference. Highlights of the meeting are included below.

- Council received a government relations update from Pam Cholak, What Matters Consulting.
- Changes to the proposed Continuing Professional Development Program were discussed. Further input from the membership will be collected, including a Post-AGM Forum on Sunday Feb. 26, 2023.
- The 2023 proposed budget was reviewed. Some changes to the budget were requested, and the discussion tabled to the November meeting.
- Council received a presentation on findings from Jake Rawski, an independently contracted accountant who was hired by the ABVMA to review the association's financial position and reserve funds.
- ABVMA Council endorsed the CVMA position statements on Importation of Dogs and Veterinary Dentistry.
- ABVMA Council selected the 2022 ABVMA Award recipients. The awards will be presented at the 2023 ABVMA/ABVTA Member Recognition Banquet in February 2023 in Edmonton.

The 2022 ABVMA award winners are:

- Veterinarian of the Year – Dr. Vicki Janes
- Meritorious Service – Dr. Louis Kwantes
- Young Veterinarian of the Year – Dr. Rita Baumann
- RVT of the Year – Tammy Brooks
- Communications Award – Dr. Margitta Dziwenka
- Mentor – Individual – Dr. Debra Bear
- Council reviewed the ABVMA Council nomination received and nominated members for the other vacancies. The following positions on Council were acclaimed, therefore no election was required:
 - Dr. Navjot Gosal, Edmonton Region
 - Dr. Chris Berezowski, Central Region
 - Dr. Lisa Scott, Calgary Region
 - Leilani Mustillo, RVT, South District
- Dr. Serge Chalhoub was elected 2023 ABVMA Vice President.
- Council also discussed how to better engage and attract members to join Council.
- ABVMA Council was pleased to have the opportunity to attend the ABVTA's Annual General Meeting on Saturday, Oct. 15, 2022.

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



Chris Berezowski, DVM

Member of Council, Central Region

DR. CHRIS BEREZOWSKI IS A 2002 GRADUATE OF THE WCVN.

Following graduation, he completed a one-year internship at Alamo Pintado Equine Medical Centre in Los Olivos, California. Dr. Berezowski then completed an equine reproduction residency at Texas A&M University and successfully passed the American College of Theriogenologists board certification examination.

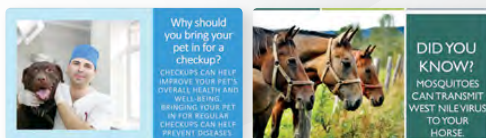
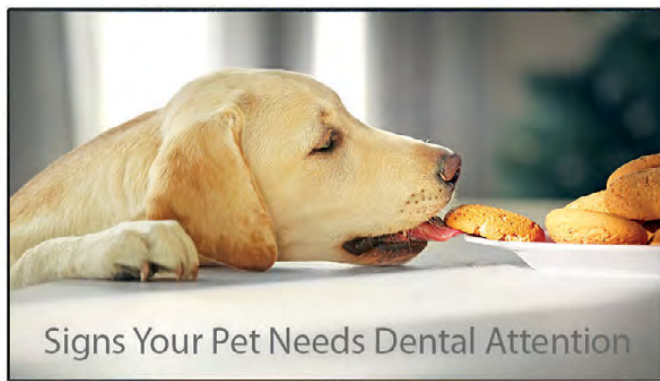
In 2005, he joined Moore Equine Veterinary Centre Ltd. with his practice area focusing on equine reproduction and sport horse medicine. In 2008, Dr. Berezowski became board certified in equine practice by the American Board of Veterinary Practitioners. In 2012, Dr. Berezowski became a shareholder of Moore Equine and CEO in 2016.

Most recently, Dr. Berezowski has completed his MBA at the University of Calgary. In his spare time, Chris enjoys cooking, travelling and equestrian sports.

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Quiz
What common flower is poisonous to cats?

- Rose
- Lily
- Orchid
- Marigold



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Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #21-23

A LETTER OF COMPLAINT WAS

received about a permit holder from the owners of a mare that was presented to a mixed animal veterinary practice as an emergency foaling on April 29, 2021.

The mare was examined by two veterinarians who assessed the mare's cervix as failing to dilate. Options for referral for a caesarian section and euthanasia were discussed with the owner.

The mare was treated with oxytocin and eventually a foal was delivered, however it was non-viable and died soon after delivery.

The facility in which the mare was being examined and treated was not properly stocked with equipment or supplies, and the veterinarians had to retrieve supplies from another building during the examination and treatment of the mare.

The complaint was investigated, and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC made a decision that the matter be referred for a hearing. The permit holder was served a Notice of Hearing that set out the allegations of unprofessional conduct

along with disclosure of the investigator's report. The veterinarian representative of the permit holder entered into consent discussions with members of the CRC, which proved to be successful.

Through discussion with the veterinarian representative of the permit holder, the ABVMA agreed to withdraw a number of the allegations in the notice of hearing. The matter moved forward with an admission on three of the six allegations.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held virtually on Oct. 12, 2022.

CONSENT ORDER

Agreed Statement of Facts:

1. The permit holder has been a registered permit holder since 1998.
2. At all material times the permit holder has owned and operated the veterinary practice entity.
3. The practice underwent an expansion to open an additional facility in 2020.
4. On April 29, 2021, KS and AS, the owners of a mare, attended at the practice for the purposes of an emergency foaling.
5. A foal was delivered at the practice and subsequently died.
6. The mare was subsequently brought to another veterinary practice for the passing of the placenta on May 3, 2021.
7. The permit holder did not ensure that the facility addition to the practice was properly inspected and approved in accordance with the Practice Inspection and Practice Standards (PIPS) Bylaw prior to providing services to the public.
8. The permit holder did not require that the facility addition to the practice met the minimum standards set out in the PIPS Bylaw prior to providing services to the public.
9. The permit holder failed to ensure that the proper labelling of the oxytocin dispensed in accordance with the Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals.

Agreed Findings of Unprofessional Conduct:

Facilities

1. That the permit holder failed to ensure that the facility addition to the practice was properly inspected and approved in accordance with the PIPS Bylaw prior to providing services to the public.
2. That the permit holder failed to ensure that the facility addition to the practice met the minimum standards set out in the PIPS Bylaw prior to providing services to the public.

Labelling

6. That the permit holder failed to ensure that the proper labelling of the oxytocin dispensed in accordance with the Council Guidelines regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the *Veterinary Profession Act* (VPA).

Acknowledgement of Responsibility:

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

No Right to Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the permit holder.
2. The permit holder shall be subject to an in-person practice verification by way of a satisfactory PIPS inspection 90 days after the date of this order. The permit holder shall pay the cost of this PIPS inspection.
3. That the permit holder shall provide to the Complaints Director, within 90 days of the date of this order, a written policy to confirm the corporate approach to provide support and mentorship to its employees.
4. The permit holder shall pay a fine in the sum of \$2,500 with respect to the



failure to have the new facility inspected, to be paid within 60 days of the date of the order.

5. The permit holder shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this order.
6. If the Complaints Director deems there to be a violation of this order, the permit holder, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
7. There shall be publication of this order on a "without-names" basis.

Complaint Cases #21-30 and #21-31

A LETTER OF COMPLAINT WAS

received against two veterinarians about the care provided to a dog that was presented for a lump removal in the inguinal region.

The responsible veterinarian for the practice examined the dog on the morning it was admitted for surgery and failed to recognize that the inguinal lump may be an inguinal hernia. There was no discussion with the owner about the surgery being contemplated in the inguinal area. The medical records documented that the surgery was booked for removal of a lump between the shoulders.

The dog was anesthetized and surgically prepped for surgery, and it was only after the dog was on the surgery table that the associate veterinarian arrived to perform the surgery.

A fine needle aspirate of the lump was performed by the associate veterinarian which was non-diagnostic. The associate veterinarian proceeded with a lump removal surgery. It became evident that the swelling was due to a herniated bladder.

The responsible veterinarian and a veterinary technologist unsuccessfully attempted to contact the owner by phone. The associate veterinarian proceeded with attempting surgical repair of the hernia.

The dog presented to the veterinary practice two weeks later for suture removal. The responsible veterinarian was asked to assist in restraining the dog, but did not examine the dog despite the owner asking him about swelling that was present and making inquiries about the chance of recurrence.

The hernia recurred and the dog underwent hernia repair at another veterinary practice.

The associate veterinarian is no longer employed at the practice.

The complaints against the responsible veterinarian and the associate veterinarian were investigated, and the reports of the investigation were reviewed by the Complaint Review Committee (CRC). The CRC decided that both matters be referred to the Hearings Director for a hearing.

Both veterinarians were served a Notice of Hearing that set out the allegations of unprofessional conduct along with disclosure of the investigator's report. Both veterinarians entered into separate consent discussions with members of the CRC, which proved to be successful.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at separate hearings before the same members of the Hearing Tribunal held virtually on Oct. 20, 2022.

Complaint Case #21-30 – Responsible Veterinarian

CONSENT ORDER

Agreed Statement of Facts:

1. At all material times the responsible veterinarian has been a registered veterinarian with the ABVMA since 2007.
2. The responsible veterinarian is also the owner of the veterinary practice.
3. AG is the owner of an eight-year-old male Rottweiler mix named Tank.
4. On May 1, 2020, and May 15, 2020, Tank was brought to the practice with respect to a lump between his shoulder blades. Differential diagnoses were provided and biopsy, surgical excision and diagnosis were recommended. A quote was provided on May 15, 2020, for lump removal.
5. On Feb. 5, 2021, Tank was brought in for surgery to remove a lump in the right inguinal region as it had increased in size. The responsible veterinarian examined Tank and the lump was suspected to be a lipoma. The surgery was undertaken by the associate veterinarian. She did not perform a pre-surgical examination. During the course of the surgery, it was determined that the lump was not a lipoma but was an inguinal hernia through which the bladder had herniated.
6. Notwithstanding that the owner was unavailable to provide further consent

on how to proceed during the course of the surgery given the diagnosis of the inguinal hernia, the surgery to repair the inguinal hernia was undertaken.

7. Inguinal hernia surgery is not normally performed at the practice.
8. There were no efforts to refer Tank following the surgery nor were steps taken to follow up on Tank's condition pending the return to the practice for a suture removal.
9. On Feb. 19, 2021, Tank returned to the practice for suture removal. The assessment and suture removal were undertaken by a veterinary technologist. The responsible veterinarian was present to assist in restraining Tank.
10. On March 14, 2021, Tank was taken to another veterinary practice, at which time a second opinion was sought with an ultrasound demonstrating the inguinal hernia had reoccurred with the intestines within the hernia.
11. On March 16, 2021, the inguinal hernia was repaired at a specialty and referral veterinary practice.

Agreed Findings of Unprofessional Conduct:

Responsible Veterinarian:

1. That the veterinarian examined the inguinal lump on Feb. 5, 2021, and failed to properly consider, document and/or inform the surgeon that hernia was a potential differential diagnosis.
2. That on Feb. 19, 2021, the veterinarian failed to properly examine Tank regarding the surgical suture removal and determine whether there was a post-operative failure of the hernia repair.
3. Post-surgically, the veterinarian delegated the responsibility for Tank's assessment and suture removal solely to a registered veterinary technologist.
4. That the veterinarian failed to ensure appropriate standards of practice were in place at the practice to ensure the veterinary surgeon performing the surgery on Tank undertook an appropriate examination and diagnosis on Tank prior to surgery.
5. That the veterinarian failed to ensure proper practices and protocols were in place with regards to obtaining the informed consent of the client with regards to the contemplated surgery on Tank.
6. That the veterinarian failed to ensure appropriate practices and protocols were in place to obtain informed

consent for the inguinal hernia repair surgery once determined that the procedure would not be a lumpectomy.

7. Subsequent to the surgery, the veterinarian failed to properly refer Tank for a second opinion and/or undertake appropriate follow up for Tank.

Medical Records:

8. That the veterinarian failed to create and maintain appropriate medical records for Tank on Feb. 5, 2021, and Feb. 19, 2021.

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

Acknowledgement of Responsibility:

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

No Right to Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian's practice shall be subject to a review by a Practice Advisor approved by the ABVMA, for 25 hours over the six months following the date of this decision. The veterinarian shall pay the costs of this Practice Advisor and shall provide any and all information requested by and to the Advisor. A satisfactory review is required, as determined by the Advisor and the Complaints Director, barring which the matter will be referred to the Practice Review Board (PRB).
3. The veterinarian shall successfully complete a 5,000-word paper, satisfactory to the Complaints Director, within six months of the date of this order addressing the issues of informed consent and the protocols associated therewith.
4. The veterinarian shall be subject to a

medical records audit. The audit will be limited to the veterinarian's records and a satisfactory audit is required, as determined by the auditor and the Complaints Director, barring which the veterinarian will be required to repeat the VetMed Team, Medical Records: The Road Map to Quality Care Course.

5. The veterinarian shall pay a fine in the sum of \$2,000 with respect to medical records and \$2,500 with respect to his failure to meet minimum standards as a responsible veterinarian for a total fine of \$4,500, payable within six months of the date of the order.
6. The veterinarian shall pay a portion of the costs associated with this matter in the amount of \$4,000 within six months of the date of this order.
7. 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.
8. There shall be publication of this order on a "without-names" basis.

Complaint Case #21-31 – Associate Veterinarian

CONSENT ORDER

Agreed Statement of Facts:

1. At all material times the associate veterinarian has been a registered veterinarian with ABVMA since 2017.
2. At all material times the associate veterinarian was employed by the veterinary practice.
3. AG is the owner of an eight-year-old male Rottweiler mix named Tank.
4. On Feb. 5, 2021, AG brought Tank to the practice for a lump removal of a lump in his groin area.
5. The associate veterinarian proceeded with surgery without undertaking an appropriate physical examination and diagnosis of Tank.
6. The associate veterinarian performed a fine needle aspirate of the lump.
7. Once commencing surgery, the associate veterinarian determined that

Tank required a hernia repair as opposed to a lumpectomy. The owners could not be contacted.

8. Notwithstanding the owners had not been contacted about the change in surgical procedure, the associate veterinarian performed an inguinal hernia repair.
9. The associate veterinarian did not undertake an appropriate inguinal hernia repair on Tank on Feb. 5, 2021, in that the surgical procedure undertaken was flawed, specifically did not close the inguinal ring, did not oppose the muscles, and did not use a mesh.
10. On March 14, 2021, an ultrasound demonstrated recurrence of the inguinal hernia with the intestines herniated outside of the abdomen and a subsequent hernia repair was undertaken at a specialty referral practice on March 16, 2021.
11. The associate veterinarian did not ensure appropriate follow-up steps including post-operative care with regards to Tank subsequent to the surgery.

Agreed Findings of Unprofessional Conduct:

Medical Management:

1. That the associate veterinarian failed to undertake an appropriate inguinal hernia repair on Tank on Feb. 5, 2021.
2. That the associate veterinarian inappropriately proceeded with a surgery without undertaking an appropriate physical examination and diagnosis of Tank.
3. That the associate veterinarian failed to ensure appropriate follow up steps including postoperative care with regards to Tank subsequently to the surgery.

Informed Consent:

4. That the associate veterinarian failed to obtain proper informed consent for the inguinal hernia repair surgery once determined that the procedure would not be a lumpectomy.

Failure to Offer a Referral:

5. Given the change in the nature of the surgical procedure required on Tank, specifically being an inguinal hernia repair, the associate veterinarian failed to offer a referral.

Medical Records:

6. That the associate veterinarian failed to create and maintain appropriate medical records for Tank.

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

Acknowledgement of Responsibility:

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

No Right to Appeal:

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

Orders as to Sanctions:

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

1. A written reprimand shall be issued against the associate veterinarian.
2. The associate veterinarian shall be required to successfully 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:
 - a. Submit a review paper to the Complaints Director on the issue of obtaining client informed consent and the appropriate standards of practice relating to informed consent; and
 - b. Ten hours of medical records (VetMed Team, Medical Records: The Road Map to Quality Care Course).
3. The associate veterinarian's practice shall be subject to a review by a Practice Advisor approved by the ABVMA, for 25 hours over the six months following the date of this decision. The associate veterinarian shall pay costs of this Practice Advisor and shall provide any and all information requested by and to the Advisor. A satisfactory review is required, as determined by the Advisor and the Complaints Director, barring which the matter will be referred to the Practice Review Board (PRB).
4. The associate veterinarian shall pay a fine in the sum of \$500 with respect to medical records and \$500 with respect to the failure to refer for a total fine of \$1,000, payable within six months of the date of the order.
5. The associate veterinarian shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this order.
6. If the Complaints Director deems there to be a violation of this order, the associate veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
7. There shall be publication of this order on a "without-names" basis.



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Member Engagement

Leadership Weekend and the Annual General Meeting will be held Feb. 24-26, 2023, in Edmonton. See the full notice on page 13. For details and to register, visit your ABVMA member portal or email mandi.duggan@abvma.ca.

The registration form will be available the first week of January.

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:

November

- 1: R/AR** CCVR Meeting
AR CVTEA Meeting
- 2: AR** Meeting with Handsfree X-ray
AR CVMA AHTVTPAC Meeting
DR CVMA Meeting
DR Meeting with F12 Networks
R/DR/AR/CM Meeting with ev+
- 3: R** TPP Steering Committee Meeting
CM Meeting with ev+ Digital Agency
- 3-7: AR** CVTEA Meeting
- 4-6: R/VP** CVMA – SBCV Conference
- 4: DR** Meeting with CVMA and ADM (IRCC)
- 7: AR** Wildlife and Ecosystem Health Advisory Committee Meeting
- 8: DR/AR** Meeting with Edmonton Humane Society
DR/AR/CM EDI Advisory Committee Meeting
- 9: AR** HRD Advisory Committee Meeting
AR Animal Welfare Advisory Committee Meeting
- 14: R/DR/AR/P/VP** Meeting with Government Advocate
R/DR/AR/P/VP ABVMA Executive Meeting

R AFAC Executive Meeting

- 15: R** Audit and Risk Committee Meeting
DR Tails of Help Board Meeting
- 16-17: R/DR/AR/P/VP/PP** November Council Meeting
- 18: R/DR/AR/CM** Meeting with MNP
- 28: R/DR/AR/P/VP** ABVMA Executive Meeting
- 29-Dec. 2 AR** CVTEA Accreditation Visits
- 30: R** Weekly meeting with Government Advocate

December

- 1: CM** CVMA Provincial Communications Meeting
- 2: R** NFACC Executive Meeting
- 5-6: R/DR** CCVR Meetings
- 6: CM** Classroom Agriculture Program Meeting
- 7: R** Weekly meeting with Government Advocate
- 9: R** Audit and Risk Committee Meeting
- 12: R/DR/AR/P/VP** ABVMA Executive Meeting
- 13: R/DR/P/VP** Meeting with Government Advocate
- 14: R** Weekly meeting with Government Advocate
- 16: R/DR/P/VP** Meeting with Government Advocate, UCVMA and Rural Municipalities Association
- 21: R** Weekly meeting with Government Advocate

Acronyms:

AHTVTPAC: Animal Health Technologist/Veterinary Technician Program Accreditation Committee

CCVR: Canadian Council of Veterinary Registrars

CVTEA: Committee on Veterinary Technician Education and Activities

NFACC: National Farm Animal Care Council



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2023 ABVMA LEADERSHIP WEEKEND

Feb. 24-26, 2023

Delta Hotels by Marriott Edmonton South Conference Centre

4404 Gateway Blvd NW, Edmonton, AB, T6H 5C2
Phone: 780-434-6415 | Toll-free: 1-800-268-1133

Member Recognition Banquet

Saturday, Feb. 25, 2023 | Royal/Imperial Rooms

5:30-6:30 p.m.: Cocktails | 6:30-11 p.m.: Dinner and Awards

You are invited to celebrate with your colleagues as they are recognized for the following awards:

VETERINARIAN OF THE YEAR: **Dr. Vicki Janes**

VETERINARY TECHNOLOGIST OF THE YEAR: **Tammy Brooks, RVT**

YOUNG VETERINARIAN OF THE YEAR: **Dr. Rita Baumann**

COMMUNICATIONS AWARD: **Dr. Margitta Dziwenka**

OUTSTANDING MENTOR - INDIVIDUAL AWARD: **Dr. Debra Bear**

MERITORIOUS SERVICE AWARD: **Dr. Louis Kwantes**

The banquet will also include the presentation of several ABVMA recognition awards as well as 35-year, 50-year and committee appreciation awards.

Tickets are complimentary to ABVMA members who attend the Annual General Meeting (AGM). All others are \$70/each + GST.

Pre-registration is required.

Deadline to purchase is Friday, Feb. 3, 2023.

Tickets and payment are not available at the door.

The ABVMA is pleased to share this information with members, but kindly request that no spoilers are posted on social media prior to the event. A formal press release announcing the award recipients will be issued to inform the public following the event. We thank you for your understanding and cooperation in keeping this special information under wraps until after the banquet.

AGM

Sunday, Feb. 26, 2023 | Empire Ballroom

8 a.m.: Breakfast | 9 a.m.: Meeting | Post-AGM Discussion: CPD Program

The AGM is open to ABVMA members and invited guests only.

Sign-in process in effect. Pre-registration is recommended.

Accommodations

Members at large attending the Member Recognition Banquet and/or AGM are responsible for their own accommodations.

To reserve your room, contact the **Delta Hotels by Marriott Edmonton South Conference Centre** at **780-434-6415** or toll-free at **1-800-268-1133**, or book online <https://www.marriott.com/event-reservations/reservation-link.mi?id=1670276227283&key=GRP&app=resvlink>. Indicate **2023 ABVMA Leadership Weekend** when booking.

King (or two queen bed) rooms are \$149/night (plus applicable taxes).

Deadline to reserve using the reduced group rate is Saturday, Jan. 21, 2023.

Committee members: please use the Leadership Group Registration Form emailed to you. Please do **not** contact the hotel directly to book your guest room.

SEND COMPLETED REGISTRATION FORM (ON YOUR ABVMA MEMBER PORTAL HOME PAGE) TO

Email: mandi.duggan@abvma.ca, Phone: 780-489-5007, ext. 5222

Membership Matters

Council approved the following at the October and November Council meetings

Veterinarians | October 2022

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Marcin Myk, #4125	Sept. 13, 2022
Dr. Dave Bjolin, #1439	Sept. 19, 2022

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Tamara MacDonald, #2873	Sept. 24, 2022
Dr. Terrilynn Sipos, #3291	Sept. 15, 2022

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Daavini Maharaj, #4003	Sept. 26, 2022
Dr. Rohini Bhardwaj, #3824	Sept. 26, 2022

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Boles Makar, #3979	Sept. 2, 2022
Dr. Athar Shahzad, #3850	Sept. 19, 2022
Dr. Alessa Kuczewski, #3948	Sept. 23, 2022

Cancel Time Limited Registered Veterinarian

Dr. Glenna McGregor, #4129	Aug. 22, 2022
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Cancel Supervised Limited Practice Registered Veterinarian

Dr. Mohammad Soufi Siavash, #4097	Sept. 3, 2022
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Re-instate General Practice Registered Veterinarian

Dr. Maude Poirier, #3491	Jan. 17, 2022
Dr. Charlotte MacFarlane, #2753	Sept. 2, 2022
Dr. Willow Holmes, #3602	Sept. 9, 2022

Veterinary Technologists | October 2022

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

Paloma Correa, #3759	Sept. 6, 2022
Adam Kieft, #3822	Aug. 29, 2022
Krystle Romkey, #2357	Sept. 10, 2022

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

Danielle Gautreau, #3497	Aug. 15, 2022
Moriah Van Driesten, #3680	Sept. 6, 2022
Alison Varjassy, #3733	Aug. 22, 2022

Transfer Provisional Registered Veterinary Technologist to General Practice Registered Veterinary Technologist

Melina Cole, #4465	Aug. 29, 2022
Paige Ruecker, #4481	Sept. 8, 2022

Cancel Non-Practicing Veterinary Technologist Member

Nicole Veress, #3074	Sept. 2, 2022
Adam Kieft, #3822	Sept. 19, 2022

Cancel Limited Practice Registered Veterinary Technologist

Maryse Leblanc, #4328	Sept. 13, 2022
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Reinstated General Practice Registered Veterinary Technologist

Madison Dahl, #2259	Sept. 20, 2022
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Reinstated Provisional Registered Veterinary Technologist

Vanessa McLeod, #3736	Sept. 26, 2022
Livia Keogh, #3893	Sept. 26, 2022

Permits | October 2022

Permit Holder Approval

J M Lavallee Professional Veterinary Corporation (Dr. Justin Lavallee #3865)	July 18, 2022
Germaine C Hung Professional Veterinary Corporation (Dr. Germaine Hung #3427)	Aug. 15, 2022
2436120 Alberta Ltd. (Dr. Neil Nyberg #3601)	Aug. 17, 2022
Chris Berezowski Holdings Ltd. (Dr. Christopher Berezowski #2165)	Aug. 31, 2022
Warr Agri Holdings Ltd. (Dr. Brian Warr #3039)	Aug. 31, 2022
2452495 Alberta Ltd. (Dr. Jillian Russnak #3620)	Aug. 31, 2022
Meadowbrook Pet Cremation Inc. (Dr. Samantha Felker #3141)	Sept. 12, 2022
1837909 Alberta Ltd. (Dr. Dennis Klugkist #2866)	Sept. 21, 2022
EMCO Holdings Alberta Ltd. (Dr. Emil Sabau #1844)	Sept. 21, 2022
Greenbank Veterinary Clinic Corp. (Dr. Maritzabel Rivas #2298)	Sept. 21, 2022
Storm Veterinary Services Inc. (Dr. Michael Bartsoff #3785)	Sept. 21, 2022
Beck Veterinary Clinic Corp. (Dr. Nick Beck #1488)	Sept. 21, 2022
Closed Permit Holder AgriFarm Health Centre Inc. (Dr. P. Tim Guichon #829)	Aug. 31, 2022

Veterinarians | November 2022

Transfer General Practice Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. Daniel Schlesinger, #1382	Oct. 15, 2022
Dr. Kay Thompson, #1330	Jan. 1, 2023

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

Dr. Margaret Fisher, #1351	Oct. 27, 2022
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Transfer Time Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Anthea Smith, #2368	Jan. 1, 2023
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Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Heather Gibson, #3156	Sept. 19, 2022
Dr. Megan Macleod, #3628	Nov. 4, 2022
Dr. Jenevieve Fuller, #3198	Nov. 30, 2022

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Alysson Macedo da Silva, #3721	Oct. 10, 2022
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Cancel General Practice Registered Veterinarian

Dr. Jaimie Butler, #4088	Oct. 3, 2022
Dr. Lindsey Monea, #4025	Sept. 28, 2022
Dr. Sierra Crisp, #3932	Oct. 31, 2022

Cancel Time Limited Registered Veterinarian

Dr. Elizabeth Riddett, #3998	Dec. 31, 2022
Dr. Zenon Forster, #3043	Nov. 1, 2022

Reinstate General Practice Registered Veterinarian

Dr. Alison Williams, #3503
Dr. Garry Arvesu, #3333
Dr. Louren Tronqued, #2610
Dr. Benjamin Baird, #3379

Oct. 1, 2022
Oct. 5, 2022
Oct. 5, 2022
Dec. 1, 2022

Reinstate Temporary Registered Veterinarian

Dr. Volodymyr Zarutskyi, #3983

Oct. 5, 2022

Reinstated Supervised Limited Practice Registered Veterinarian

Dr. Mohammad Soufi Siavash, #4097

Oct. 28, 2022

Veterinary Technologists | November 2022

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

Madison Stymiest, #3935
Esther Kalverla-White, #79
Samantha Rempel, #3735
Tamara Kesenheimer, #551

Sept. 24, 2022
Oct. 4, 2022
Oct. 14, 2022
Oct. 27, 2022

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

Amanda Muskego, #2458

Sept. 24, 2022

Reinstated Provisional Registered Veterinary Technologist

Shaunacee McKay, #3434

Oct. 7, 2022

Permits | November 2022

Permit Holder Approval

Little Creek Veterinary Services Ltd. (2187378 Alberta Ltd., KJ Vet Services Ltd., Mutlow Veterinary Services Inc., VetStrategy Alberta Inc., Dr. Erica Johnson #2231)
2187378 Alberta Ltd. (VetStrategy Alberta Inc.)
852455 Alberta Ltd. (Dr. Bridget Harris #1010)
2459748 Alberta Ltd. (Dr. Maninder Mattu #2947)
Langdon Veterinary Clinic Ltd. (VetStrategy Alberta Inc., Dr. Miguel Moncayo #1636, Dr. Zulma Poveda #2327)
CK Veterinary Services Ltd. (Dr. Krzysztof Kiepal #2916)
Heartland Equine Veterinary Care Ltd. (Dr. Carol Shwetz #1109)
MAM Family Holdings Ltd. (Dr. Mary Machum #1319)
4230232 Alberta Ltd. (Dr. D. Ross Duncan #979)
2157368 Alberta Ltd. (Dr. Kent Weir #2500)
A.K. Pellegrino Investments Inc. (Dr. Andrea Pellegrino #3259)
T.D. Scott Investments Ltd. (Dr. Todd Scott #1750)
Huber Slade Enterprise Ltd. (Dr. Karla Huber #2119)

Sept. 23, 2022
Sept. 23, 2022
Oct. 6, 2022
Oct. 5, 2022
Oct. 7, 2022
Oct. 11, 2022
Oct. 11, 2022
Oct. 19, 2022
Oct. 20, 2022
Oct. 21, 2022
Oct. 26, 2022
Oct. 26, 2022
Oct. 27, 2022

Closed Permit Holder

Stony Plain Veterinary Clinic Ltd. (Dr. Shannon Wawryk #1436)
Glenora Family Pet Clinic Inc. (VetStrategy Alberta Inc.)

Jan. 6, 2022
March 29, 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

Happy Paws Veterinary Clinic East
Vetdirect
P Bar 3 Veterinary Consultants
PranaAID Veterinary Home Care Services
Heritage Valley Animal Hospital
Meadowbrook Veterinary Services

Location

Airdrie
Foothills
Medicine Hat
Airdrie
Edmonton
Ponoka

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Equity, Diversity and Inclusion

ABVMA Equity, Diversity & Inclusion Survey: Results and Next Steps

IN JUNE 2022, THE ABVMA CONTRACTED

MNP to conduct an Equity, Diversity and Inclusion (EDI) survey of ABVMA members, including students and all registration categories of veterinarians and veterinary technologists.

The objectives of the survey included:

- establish a year one baseline
- allow the ABVMA to hear directly from members
- measure key metrics for the ABVMA – understand who our members are
- guide future decisions around EDI activities

The survey ran from Aug. 26 to Sept. 30, 2022. A total of 898 of 5,132 ABVMA members (17.5%) participated in the survey. Thank you to all members who participated.

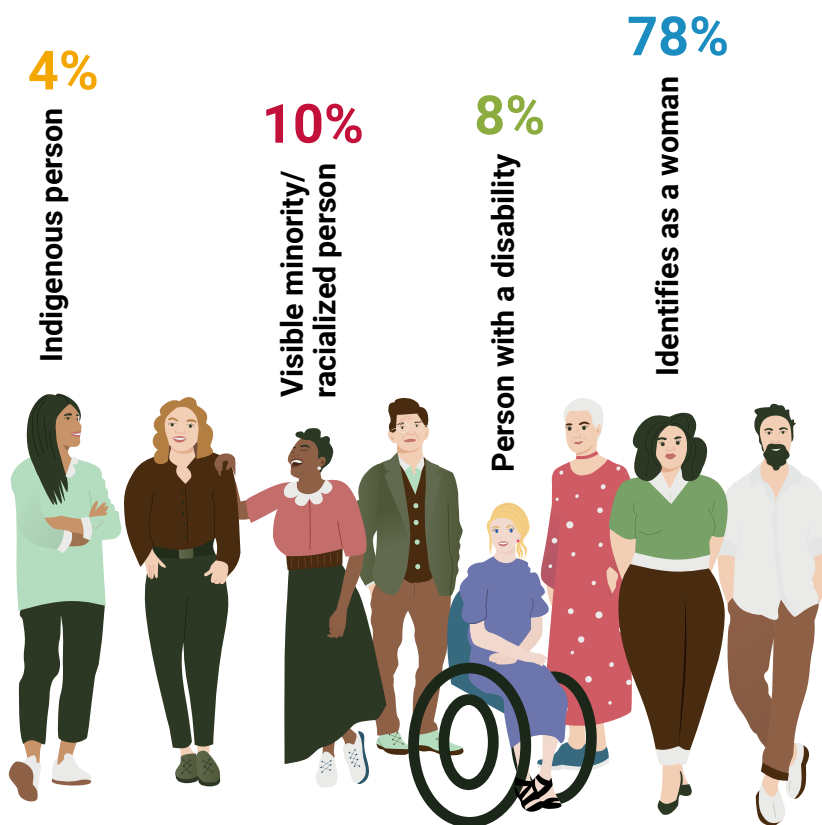
The EDI survey contracted to an external agency allowed the ABVMA to hear directly from members, both practicing and non-practicing, while protecting the confidentiality of respondents. How one person experiences an organization can be very different from how someone else experiences a workplace or organizational culture, making surveys an efficient way of gathering key feedback.

The survey consisted of three demographic questions, 24 Likert questions, one frequency question and three open-text questions.

A note about demographic questions:

While previously considered inappropriate or insensitive to ask personal questions to capture demographics, ABVMA felt it was necessary to ask about gender, ethnicity and disabilities in this survey to understand the make up of the current ABVMA membership. Capturing this information about members will allow the association to make decisions that are thoughtful and better meet the needs of the membership.

Survey results were reviewed by the ABVMA EDI Committee and ABVMA Council. Council directed that the survey results be shared with ABVMA members.



Demographic Results

Demographics of the ABVMA members who participated in the survey were collected to better understand the make-up of the Alberta veterinary community.

Highlights of the demographic section are:

- 78% of respondents identify as women. This is representative of ABVMA membership, which, including students, represents as 75% female.
- 10% of respondents identify as a visible minority/racialized person. This was defined as persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour.
- 4% of respondents identify as Indigenous (Inuit, Metis and/or First Nations). The Alberta statistics are that Indigenous peoples make up 6.5% of the population.
- 8% of respondents identify as a person with a disability. Persons with disabilities were defined as those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.



How one person experiences an organization can be very different from how someone else experiences a workplace or organizational culture, making surveys an efficient way of gathering key feedback.

Likert Question Results

For the Likert statements, MNP identified the five statements that scored the highest and the bottom five statements that scored the lowest based on the MNP scoring system.

The top five statements were:

1. I have experienced racist or discriminatory behaviour through ABVMA's core processes (i.e. registration process, complaints process, practice inspection, etc.). (Question 16 – for this question, a high negative score indicates a low occurrence of this happening.)
2. I feel safe bringing my authentic self to work in my current workplace. (Question 18)
3. ABVMA's EDI Strategy should be clearly communicated to members. (Question 3)
4. I feel a sense of belonging as a member of this profession. (Question 9)
5. I believe that EDI training is important. (Question 19).

The bottom five statements were:

1. There is increased awareness around ABVMA members experiencing racism. (Question 5)
2. I have experienced racist or discriminatory behaviour from my clients. (Question 15)
3. I would personally make the time to attend EDI training/ educational courses. (Question 20)
4. I feel my unique background and identity are appreciated as an ABVMA member. (Question 12)
5. Career advancement in our profession is equitable. (Question 24)

Frequency Question Results

The frequency question on the survey was "While on the job, I have witnessed an incident of racism, harassment, or discrimination." Of the respondents, 72% reported that they have witnessed an incident of racism, harassment, or discrimination. The largest portion of respondents (35%) reported to have witnessed an incident yearly.

Open-test Question Results

Three open-test questions provided insights such as:

- Lack of support for 2SLGBTQIA+ professionals
- Ageism: older members and younger say they are more likely to have their expertise questioned and are not seen as equal.
- Difficulty discussing EDI issues in workplace and they were unsure of how to deal with discrimination.
- Being a woman or diverse and dealing with clients in rural areas who are conservative or hold specific religious beliefs and aren't always open to a veterinarian who is a woman or racialized.
- Respondents felt an outdated view of what a veterinarian "looks like" is a barrier to those who don't fit the mould.
- As members of equity deserving groups, some members felt they could not report incidents of racism, discrimination, and/or harassment within their workplace due to fear of retaliation.
- It was reported that some veterinarians view veterinary technologists as inferior.
- While some respondents felt that EDI should not be a priority for ABVMA, MNP also heard many thanks for the work ABVMA is doing to promote EDI.

Next Steps

The survey is the first step in recognizing that diversity goes beyond visible traits. In order to achieve equity, an organization must understand the extra stressors that marginalized members face.

The first actions identified are:

- update the ABVMA EDI Strategy to incorporate the knowledge gained from this survey.
- develop ABVMA Member Portal EDI Resource Page.
- plan continuing education for members.
- ABVMA Council supports required EDI training for ABVMA Council and committees.

The entire summary of results can be accessed on the Member Portal/Member Resources/Equity, Diversity and Inclusion (EDI).

Practice Management

Why You Need to Raise Your Fees - A Lot

Darren Osborne, MA

WHEN THE ABVMA ADVISORY

Committees determine the fees for the upcoming Fee Guide, they strive to provide a list of fees that covers the cost of running a veterinary hospital, delivers a professional level income to veterinarians and promotes demand for veterinary services. Most years, inflation has been so low the required increase in fees was negligible, but these are different times. A lot has changed since the beginning of 2022, and given what has happened to inflation and wage rates in Alberta, the historic fee increases veterinarians are used to are just not high enough.

For 2023, estimated veterinary labour costs are expected to rise 15%, non-DVM labour costs are expected to go up 10% (a combination of hiring more people and paying higher wages) and inflation is expected to drive up all other expenses 5%. For the average veterinary hospital to absorb these costs, professional fees need to go up 10%. The motivation to raise fees ceases to be a question of demand versus supply and turns into an arithmetic problem. Simply stated, if professional fees don't go up 10%, veterinary practices will be worse off.

Labour Costs

The meteoric increase (11% in 2022) in veterinary wages is a supply and demand problem. The COVID pet population boom created a surge in demand which coincided with a mass retirement of mature veterinarians, creating a drop in supply. Veterinary hospitals started looking for replacement talent and found there were more vacant positions and fewer veterinarians available to fill those positions. The combination of a weak supply and strong demand created bidding wars for veterinary talent that led to a 25% increase in associate wages over the last two years. There is no sign of this letting up.

Non-DVM wages are expected to go up at least with cost of living (5%) and then up again to gain back the number of staff lost during COVID. Before COVID, the average number of Registered Veterinary Technologists (RVTs) to DVM in a companion animal hospital was 7% higher than it was in 2022. Many hospitals are seeking to not only gain back their lost RVTs but many are also trying to increase the number of RVTs to offset the lack of

owners who go to the veterinarian more than once a year, the score improved by 1% – people were slightly less sensitive to fees.

What About Working Harder, Not Smarter?

An alternative to increasing fees would be to see more clients or do more with each existing client. Realistically, now is not the time to ask staff to "try harder." Veterinary

The COVID pet population boom created a surge in demand which coincided with a mass retirement of mature veterinarians, creating a drop in supply.

veterinarians. The result is a forecasted 10% increase in non-DVM labour costs.

Inflation

The forecasts for inflation in the last year have been as accurate as anyone would expect a government forecast to be. For the first half of 2022, inflation was going up faster than the central bank fast talk trying to convince everyone it was about to go down. Inflation topped out at 8% in 2022 and the best-case scenario forecast for 2023 inflation is expected to be 3% by the end of the year. However, if we start the year at 7% and finish at 3%, the average for the year will be 5%. So, to be safe, assume inflation for next year will be 5%.

The good news on inflation is, from a consumer perspective, there has been little change in pet owners' attitudes toward the cost of veterinary services. In the 2022 Ontario Pet Owner Survey, the number of people who consider fees to be a factor in choosing a veterinarian remained unchanged in 2022, and for those pet

staff and doctors have gone through the most stressful period in their career with COVID. Covering for COVID-related staff shortages, childcare issues, cranky clients and inventory shortages has taken its toll. Most hospitals would do better to hire more staff to lessen the burden with the existing number of clients rather than asking staff to see more clients.

Make Hay While the Sun Shines

Even with the projected slowdown in the economy, most hospitals are busier than they want to be. With most hospitals still booking out a week, this puts veterinarians and staff in a more confident position when looking at raising fees. Before COVID, everyone was too scared to raise fees because they thought if they raised them too much, the client would go somewhere else. Now, that same clinic is short veterinarians, short staff and the thought of a client going somewhere else because they want a cheap deal is not a bad thing. Right now, veterinarians have a good reason to raise fees – a lot.

About the Author:

Darren Osborne is the Director of Economic Research for the Ontario Veterinary Medical Association and Economic Consultant for the Canadian Veterinary Medical Association, Veterinary Hospital Managers Association, several State VMAs and veterinary study groups across North America. Darren attended York University and completed his master's degree in economics in 1992.

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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.

CVMA Bids Farewell to Long-Time CEO after Two Decades of Leadership

The CVMA is saddened to say goodbye to Mr. Jost am Rhyn who is retiring after more than 20 years at the helm of the organization. Mr. am Rhyn is a recognized and revered leader in the Canadian animal health sector. He has served as the CEO of the CVMA and the Registrar of the National Examining Board since 2002. Mr. am Rhyn leads the Secretariat for the Canadian Council of Veterinary Registrars, sits on the advisory board of the Canadian Global Food Animal Residue Avoidance Databank and was a founder of the Canadian Veterinary Reserve (CVR). He is the leading force behind the veterinary workforce shortage study in Canada and spearheaded the 2022 Canadian Veterinary Workforce Congress, which included close to 60 stakeholder representatives who identified top national priorities in addressing the shortage and established a collaborative approach to addressing these priorities. Read more about Mr. am Rhyn's accomplished career under the Latest News section of our home page at canadianveterinarians.net.

WE RECOGNIZE OUTSTANDING ACHIEVEMENTS IN VETERINARY MEDICINE

2023 CVMA Awards — Nominate a Deserving Colleague

Each year, through its awards program, the CVMA proudly recognizes individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community.

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.

New this year: Submit your CVMA award nominations online: canadianveterinarians.net/about-cvma/cvma-awards/nomination-process.

Award Eligibility

Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members; however, they can be nominated by non-members. We invite you to consider nominating a deserving colleague for one of the following CVMA's prestigious awards:

- **CVMA Humane Award**
- **CVMA Industry Award**
- **Merck Veterinary Award**
- **CVMA Small Animal Practitioner Award**
- **CVMA Practice of the Year Award**
- **CVMA Distinguished Member Award**
- **CVMA Honourary Membership**

Find more information under the CVMA Awards page of the About CVMA section of canadianveterinarians.net.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

Manitoba Partnering with University of Saskatchewan for More Veterinary Post-Secondary Education Seats

More Manitoba students will be able to train to become veterinarians through a program in Saskatchewan after a government funding boost, which the province hopes will help ease a shortage of veterinarians

in Manitoba. The additional funding will increase the number of spots available for Manitoba students at the University of Saskatchewan's Western College of Veterinary Medicine each year from 15 to 20.

The CVMA is Finalizing the Following Position Statement:

Role of the Canadian Veterinary Profession in Addressing the Challenges of Climate Change

The CVMA recognizes that the Canadian veterinary profession must play an active and prominent role in supporting society's efforts to mitigate, prepare for and adapt to the effects of a changing climate in accordance with the profession's involvement in applying the concepts of One Health and One Welfare.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

2022 Animal Health Week Webinar with Dr. Scott Weese: Habitat Protection and Pandemic Prevention

Dr. Weese discusses how human-driven changes such as climate change, urban expansion, movement of animals, movement of people and expanding food animal agriculture affect disease risks, and how it relates to the notion that we are living in the "pandemic era." View a recording of the webinar on CVMA's YouTube page.

The CVMA Updated the Following Position Statements:

Partial Digital Amputation (Onychectomy or Declawing) of the Domestic Field

The CVMA strongly opposes elective and non-therapeutic Partial Digital Amputation (PDA), commonly known as declawing or onychectomy, of domestic cats.

Horn Management of Cattle

The CVMA recognizes that cattle without horns are often preferred for human and animal safety reasons. While the CVMA supports the breeding of hornless (polled) cattle, the CVMA recognizes that in many

situations, removal of horn buds or horns is necessary. The CVMA holds that for animal welfare considerations, it is strongly advised to remove horn buds (disbudding) before eight weeks of age, rather than dehorning when older. Veterinarians should engage with responsible and appropriately trained animal owners and/or caretakers in the development of individual herd horn management protocols and procedures appropriate for their situation.

Pest Management (previously Pest Control)

The CVMA recognizes that lethal and non-lethal pest control measures may be employed against nuisance animals to reduce damage or conflict, promote sustainable agricultural production, control diseases and/or to ensure the conservation of biodiversity. The CVMA holds that when control measures are deemed necessary, such measures must be humane, implementable, scientifically based, have minimal environmental or human health impacts, and abide by local legislative and municipal requirements. Consideration of the welfare implications on animals in conflict with humans is an important part of Integrated Pest Management (IPM).

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

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

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

Togetherall is an online peer-to-peer community supported by integrated services and safety nets offering the opportunity to improve mental wellness by receiving and providing support — including anonymous interactions and supervision by licensed mental health practitioners — that empowers members to openly share their innermost thoughts and feelings in an inclusive environment. Watch the introductory Togetherall webinar at under

the Veterinary Health and Wellness section of our website to learn more and register.

The Working Mind Program

The Working Mind 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 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 of our website to learn more and register.

GoodLife

CVMA members receive a corporate discount of **25%** 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

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

LifeLearn Benefits

CVMA members receive **10%** 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.

In Memoriam

Dr. Donald Roy Kolenosky, Dec. 12, 1940 – Sept. 29, 2022

DON PASSED AWAY ON SEPT. 29, 2022, AT THE AGE OF 81. HE WAS PREDECEASED BY HIS parents, Ben and Louise Kolenosky, his brothers Ross and Wilfred, his brother-in-law Harold Hauer, and his first wife Dorothy.

He is survived by his loving partner, Donna Osoba, her two daughters Lori Osoba (Geoff), Holly Ackerman (Neil), two granddaughters Ashley and Sydney, his brother George (Dianne), and sisters Gertie Hauer, Dorothy (Don) Rieder, Pat Cheralley, Helen (Rod) Wright, Marge (Wayne) DeBoice, Lynn (John) Babec, many nieces and nephews, good friends and neighbours.

Don had an exemplary career in veterinary medicine at his Vegreville Clinic. After retirement, he bought his farm north of Tofield, AB, and helped develop Tofield Packers.

Don had a passion for nature, having been a lifetime member of Ducks Unlimited. He enjoyed gardening, fishing, going to the lake, reading, watching sports, travelling with Donna, and spending time with family and friends. Don was a man of integrity and professionalism. His kind and generous demeanour will leave a lasting legacy with anyone fortunate enough to have known him. He will be truly missed.



Wendy Greth-Sapieha, RVT, June 21, 1959 – Oct. 31, 2022

ON OCT. 31, 2022, WENDY MARGARET GRETH-SAPIEHA PASSED AWAY PEACEFULLY AT Killam Auxiliary Hospital. She is remembered and survived by her husband, Mel Sapieha; daughter, Christine Sapieha; mother and brother; Patricia and TeeAy Osborn of Edmonton; brother-in-law, Darrell Sapieha (Charlene) of Arizona; sister-in-law, Vivian Dersch of Edmonton; niece Nicole, and nephews Sean (Georgia, great niece Charlie) and Ryan (great nephew Lucas); and sister-in-law, Sharon (Tim) Latimer of Edmonton; nieces, Jillienne and Jolene; nephews, Jordan and Jesse (Megan); as well as many other loving family members and friends. She was predeceased by her father Henry Greth.

Wendy was born in Edmonton on June 21, 1959. She grew up in Edmonton and graduated high school there, after which she pursued and achieved multiple degrees in zoology, psychology and teaching, the last of which she pursued as a career in both Edmonton and Sedgewick, AB. In 2009, Wendy returned to school and pursued another degree of animal health technology. Education was a lifelong passion of Wendy's, and she wanted to be remembered for her thirst for knowledge.

In 1981 she married the love of her life, Mel Sapieha, whom she had known since high school. Wendy and Mel moved to Killam, AB, in 1989 to pursue their teaching careers and to enjoy the rural lifestyle Wendy had always desired. Wendy and Mel welcomed their daughter Christine into the world in 1999. Wendy will be known for her bubbly sense of humour and her love of family, teaching and animals.



Dr. Devin Philippe Nobert, June 12, 1976 – Nov. 20, 2022

WE ARE DEVASTATED TO ANNOUNCE THE PASSING OF DR. DEVIN PHILIPPE NOBERT ON Sunday, Nov. 20, 2022, in Okotoks, AB. Devin was a deeply loved son, brother, friend and, above all, husband and father. Devin was born on June 12, 1976, in Calgary. He grew up in Calgary and obtained a bachelor's degree in psychology from the University of Calgary. Devin had a great love for animals and earned his DVM from the Western College of Veterinary Medicine in Saskatoon in 2009. Despite debilitating health challenges that began in his second year, he successfully completed his training and practiced his profession right up until his passing, and no matter how difficult this was, he never, ever gave up. For 16 years, he battled courageously and cheerfully, never complaining; he was determined to be able to provide for and stay with his beloved family who he was so very proud of and devoted to. Because of his amazing attitude, no one will ever know how much he suffered, but Devin did this because of this great love. Everything he did was for his precious July, Dyllan, Jameson and Libbey.

Devin was predeceased by his mother, Roxanna Redford. He is survived by his loving wife July and three children, Dyllan, Jameson and Libbey, his father Phil Nobert, his sister Dani Nobert (Ryan), her daughters Mollie and Lily, numerous nieces and nephews, and his dog Piper. He was passionate about golf, music (he has an impressive vinyl collection), pinball and the Calgary Flames. Everyone who knew Devin loved Devin. He was a compassionate, kind and loyal friend, family member and veterinarian.



Dr. John Michael (Mike) Person

May 8, 1939 – Oct. 6, 2022

Dr. John Michael Person was a Past President of the Alberta Veterinary Medical Association, serving as President in 1992.

Dr. Ken Keeler, author of the following In Memoriam, knew Dr. Person for 47 years, 23 of which were at the Delton Veterinary Hospital in Edmonton.

MIKE WAS BORN INTO A FAMILY OF

French chefs on May 8, 1939, in Durango, a small city in the SW corner of Colorado, and had one younger brother. Their parents owned a small café, and their father was a maître d' and their grandfather a head chef at the famous Broadmoor Hotel in Colorado Springs, hence Mike's love of good food.

At 10 years of age, Mike got polio. It was the first day of school and when he jumped out of bed, he collapsed on the floor. After months in hospital, racing about in a wheelchair, he beat the odds and returned to almost normal health. The most significant post-polio symptom that affected Mike in later years was a difficulty in swallowing.

As a youngster, Mike soon learned to ride horses. If you check on Google for the 1950 western/comedy Paramount movie, *A Ticket to Tomahawk*, you'll see an 11-year-old Mike Person riding a horse as a stand-in for the actual child actor. Mike worked at his parents' café, later drove produce trucks to and from California and wrangled horses on a ranch. After high school and with his father's help, Mike received an appointment to the Air Force Academy in Colorado Springs. But when he discovered that he would need to commit to 20 years in the Air Force, Mike declined the opportunity. After all, he just wanted to learn how to fly jet planes! His Dad was not impressed.

Mike then turned his attention to veterinary medicine and enrolled in a pre-vet program in Durango. To pay for his schooling, Mike became a rodeo cowboy, competing in calf roping as well as bareback bronc and Brahma bull riding. He

broke his nose twice and was gored in the chest by a bull.

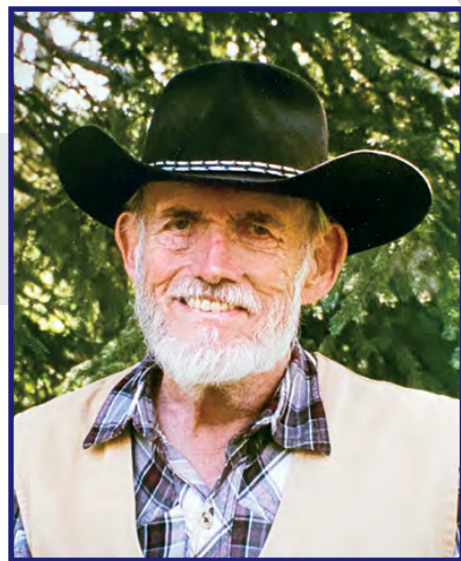
Mike enrolled in veterinary medicine at Colorado State University at the age of 21, and it was here that he met his future wife, Linda, a fellow education student, majoring in English. On their second date, Mike told Linda that he was going to marry her! Linda suspected that marriage was unlikely because he was a Catholic and her parents were staunch Methodists.

However, Mike persisted and eventually he was invited to dinner with Linda's parents. He arrived at their home with a peregrine falcon that he had named Lady Linda. Not wanting to take the bird inside, Mike went into the back yard and drove a metal spike into the ground so that the falcon could perch on it. After dinner, he removed the spike and left with the bird. The following summer, Linda's parents were treated to an extra stream of water when they turned on their underground irrigation system.

Linda remembers Mike as the only cowboy she ever knew and that he was one of a kind. Mike was the perfect gentleman, always opening the car door for her and treating her with respect.

Mike and Linda were married in 1963 on December 21, appropriately the longest night of the year. Mike had sold his best horse, saddle and a dog in order to buy an engagement ring. He always said that he got the better part of the deal.

After visiting several veterinary clinics in southern Alberta with classmates the previous summer, Mike was offered a job (following graduation) at the Ponoka Veterinary Clinic. Linda then contacted the



Ponoka school division and was given a junior high teaching position for the next school year.

Mike and Linda drove north after graduation, with one dog, Lady Linda and \$35 cash. They planned to stay in Canada for just one year. In reality, they worked in Ponoka for two years and then moved further north to St. Albert, then Spruce Grove and, in 1972, Mike and Linda built their forever log home on an acreage near Calahoo. Linda taught elementary school in Spruce Grove, while Mike took a job at Spratlin Animal Hospital in west Edmonton, where Debby Callaghan (now Debby Phillips) was also working. After two years at Spratlin's, he started up his own Edmonton Veterinary Services, the first house-call veterinary business in Canada. Finally, in March of 1972, Mike opened Delton Veterinary Hospital in NE Edmonton, with Debby as his hospital manager. Dr. Person soon gained a reputation as a skilled surgeon and often received referrals from other clinics.

For 20 years, Mike kept some wolves in a large, fenced area near the log house. In partnership with Alberta Fish and Wildlife, he was trying to determine if wolves had a unique hormone that caused them to mate only once a year and if this hormone could

Continued on next page

"Life should not be a journey to the grave with the intention of arriving safely in a pretty and well-preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out and loudly proclaiming, 'Wow! What a ride!'" - Hunter S. Thompson

In Memoriam – Continued

be given to dogs for sterilization, rather than having them spayed or neutered. Debby remembers Mike bringing his first wolf into the clinic and letting it loose in the treatment area. Binker mouthed everything she saw, including Debby's butt cheek. Mike thought it was hilarious. On another occasion, Mike came into the clinic with a line of sutures on his face. He explained that one of his wolves had lunged at him and he had sutured the wound together himself.

Alpine skiing in the Rockies was Mike's wintertime passion, usually with his ski buddies, Garry or Gene. He preferred the double black diamond runs and would laugh when later recounting his falls or mishaps.

Mike earned a commercial pilot license and purchased a six-seater twin engine Cessna in which he flew his family across Canada, the US and to Mexico. Always concerned for their safety, Mike and Linda decided that she should earn her pilot's license too, so that she could land the plane if something happened to Mike.

One afternoon, Mike flew some Edmonton vets to Calgary for a business meeting. Afterwards, we returned to the airport in a light rain, boarded his plane and started down the runway. Suddenly, Mike slowed down and turned the plane around. He explained that the control tower had just informed him that there was a slight chance that we might encounter some freezing rain, so he decided that we should stay the night in Calgary and leave the following morning. We all tried our best to convince Mike that we must carry on and fly to Edmonton so we could see our families, sleep in our own beds and be on time for work the next day, but he refused to budge. The next morning, we thanked Mike for sticking to his guns and for maybe saving our lives.

Eventually, an accountant informed Mike that he needed to sell his plane because flying was costing him too much money. It was a sad day for Mike, but he did end up trading his Cessna for four horses, which eventually became a herd of 20. Why so many? Because you can never have too many horses. After all, a horse might come up lame while on a pack trip in Willmore Wilderness Park!

Mike taught his children and grandchildren many aspects of horsemanship. At his 80th birthday party, family recounted the story of when Mike decided to teach Linda and the children how

to ride a horse. At this point, Mike had gone without horses for many years and then had recently purchased a few. Mike took one of the saddled horses aside and announced, "This is how it's done!" He put his foot in the stirrup, grabbed ahold of the horn, lifted himself up, swung his other leg over the saddle and missed the second stirrup. In one smooth motion, he rolled off the other side of the horse, landing on his back. Mike quickly jumped up, brushed himself off and looked around to see if anyone had noticed.

For his second childhood, Mike bought himself a 1992 yellow hard top, four-cylinder Miata sportscar, which he affectionately dubbed "the banana." Mike loved that car and would drive it to work, leaving it in the staff parking lot. Celine, one of our vet techs, was in a rush to leave for lunch one day. She got into her truck, checked all the mirrors and started backing up. Bang! Frazzled, she jumped out and discovered that she had run into Dr. P's beloved banana. Heart racing and tears flowing, Celine found Mike in the clinic. He asked what was wrong and she told him that she had backed into his car. He said, "Now, why would you do that!?" She replied that she didn't mean to, but his car was so short and small, it didn't show up in her mirrors. Mike laughed and advised, "Just get it fixed."

Another vet tech, Kim, remembers that at first, she was terrified of Mike. He didn't say much, but when he did, you listened! Kim often helped Dr. P examine and treat injured wildlife at the clinic, and one time he allowed her to take a Great Horned Owl home to continue its care. This put Kim on the path to start up a wildlife rehabilitation organization, that eventually became the well respected and very busy WILDNorth: Northern Alberta Wildlife Rescue & Rehabilitation.

Mike had many achievements in his life. He played the harmonica and classical guitar. He held a second-degree black belt in judo and was a master falconer. Mike and his friend, John Campbell, co-founded the Alberta Falconry Association. It took them 17 years of hard work to finally convince the provincial government to legalize falconry in Alberta. At last, he could hunt ducks and upland game, or non-water birds, with his trained falcons, many of which came from his own breeding facility on the acreage.

In 1983/84, Mike built a hand-hewn spruce log cabin in which the family would

spend each Christmas. He also took a blacksmithing course so that he could make suitable latches and hinges for the cabin and then he founded the Western Canadian Blacksmiths' Guild.

In 1992, Mike became President of the Alberta Veterinary Medical Association. Arguably, his most important contribution as President was when he managed to motivate more female veterinarians to attend the annual general meetings and to volunteer for Council. In the President's Message that year and in his usual unobtrusive manner, Mike wrote "So, at the risk of being the first ABVMA President in history to be assassinated, I'm going to throw down the gauntlet and say 'get off your duffs ladies, you aren't pulling your share of the weight.'"

After Mike and Linda retired in 1997, they had many wonderful years together. Linda joined her husband as a falconer, training and hunting with her own birds. She had always supported Mike in his passions, enabling him to pursue his many interests.

In the final weeks, Mike's Alzheimer's disease progressed more rapidly, and he became too much for Linda to handle safely at home. He was moved to a locked Memory Care facility in St. Albert. But Mike was determined to go out on his own terms. Six days after admission, he somehow managed to dismantle the window and remove the screen on his ground level room. At about 5 a.m., Mike climbed out of the window and walked away. He was found three hours later, only a few blocks from the facility. Mike was taken to the nearby Sturgeon Community Hospital, where he was diagnosed with aspiration pneumonia. He was then moved into a palliative care unit and with his family at his side, he passed away two days later.

The following quote by Hunter S. Thompson sums up Mike to a T: "Life should not be a journey to the grave with the intention of arriving safely in a pretty and well-preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out and loudly proclaiming, 'Wow! What a ride!'"

Mike's family treasures their memories and imagines you up there flying his falcons, riding his horse and skiing down those powder white slopes.

Mike was survived by his wife Linda (59 years), his four adult children and their spouses and 11 grandchildren, aged 11-29.



PIPS Tip Radiation Quality Assurance Program

THE PIPS BYLAW REQUIRES THAT EACH VETERINARY practice entity using radiation equipment has a documented Radiology Quality Assurance Program in place, consistent with that outlined in the ABVMA's Radiation Protection and Laser Safety Program Manual.

The components of the Quality Assurance Program are:

- Radiology log
- Code of practice for employees
- Documented dosimetry records
- Documented annual testing of protective clothing
- Repeat analysis summarized for month-by-month comparison for each radiation unit
- Quality control test results

This article focuses on Quality Control testing. The goal of quality control tests is to isolate and correct potential problems and to detect changes in X-ray equipment function from its original level

of performance before the changes become significant enough to affect the quality of the diagnostic images or cause safety issues. Tests should be conducted on a set schedule and should be arranged when the least amount of clinic disruption occurs.

The ABVMA is pleased to release a series of videos. The Radiation Protection Program, Quality Assurance Video Series is meant to assist veterinary practices in conducting their quality control tests. The video series includes brief videos on how to complete repeat/reject analysis; collimator function tests; Tube, Table and Tube Stand Stability; testing of personal protective equipment; and dental X-ray unit tests. These videos are available on the Member Portal/Practice Resources/Radiation. The series also includes a basic safety video for lay staff who assist with imaging procedures. Also, the ABVMA Radiation Protection and Laser Safety Program Manual has been updated to clarify the requirements of a radiation quality assurance program and laser safety.



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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Resources for Small-Scale Pig Farmers

Dr. Jessica Law, Prairie Livestock Veterinarians

In the last decade, the prominence of small-scale pig farming has become more relevant to Alberta and Canada as a whole.

INITIALLY, THE FOCUS ON THIS AREA OF PORK

production was a result of fear. The fear was the unknown risks that small-scale owners posed to commercial pork production, more specifically their risk of introducing foreign animal disease to the national herd. This fear seemed to increase with the increasing number of countries affected by African swine fever (ASF) when it spread to the EU in 2014 combined with the increasing number of premises registering pigs.

In 2020, almost 600 small-scale pig producers registered with Alberta Agriculture through the Premises Identification Program (PID) for a premise identification number. This makes up 66% of Alberta's pig owners, but less than 1% of the total porcine population, with an average of 2.2 pigs per premise. This transition to increasing numbers of livestock owners, due to small-scale farming, is essentially reversing the contraction that the swine and poultry industries have seen. The increasing number of pigs present on small operations or as companion animals has posed an increased demand for diversified care from mixed animal veterinary clinics, asking them to pivot and adapt once again.

Veterinary clinics dedicated to swine only typically do not have the tools, medications or staff required to address the needs of some pig owners desiring more extensive individual pig care. As a result, there is also a large subset of pig owners asking for

herd veterinarians and seeking a local practice or a practitioner to support them with their individual animal needs. This brings an interesting conversation to the table regarding the use of PIDs as a form of information sharing as well as traceability. Every veterinary clinic that sees pigs in-clinic should have a PID and should be submitting movement records to PigTRACE (a traceability program of the Canadian Pork Council). This program traces the movement of animals from the farm to the veterinary clinic and back home. These PIDs also serve as a communication tool for the Alberta government to share information on relevant species (poultry, cattle, swine, sheep, goats, etc.) to PID holders. PIDs are critical for traceability and are a very useful tool for facilitating rapid communications on reportable and notifiable diseases of interest, such as Highly Pathogenic Avian Influenza.

At our clinic, Dr. Kelsey Gray has taken a keen interest in this area of pig production and of supporting those involved. The pork industry was determined to find ways to connect with these small producers to spread the word and knowledge regarding farm biosecurity. However, it was met with skepticism. It became clear that the people involved in small-scale ownership desired to not be associated with large commercial production. In 2020, BC Pork published the BC Pork Small Lot Pork Producer Management and Production manual developed by Dr. Gray. She also created educational

videos and protocols for a new Small Scale Pig Farming website (<http://smallscalepigfarming.com>). Dr. Gray continues to contribute to collaborative efforts from the Prairie Swine Centre, Canadian Pork Council, Alberta Farm Animal Care (AFAC), Western Canadian Animal Health Network (WeCAHN) and many of the pork boards across Canada. The resources developed by the Canadian Pork Council were distributed through the Canadian Association of Swine Veterinarians to distance these resources from the commercial industry and to use veterinarians to support its trustworthiness. Since then, each practitioner at our clinic has become well versed in small-lot and small-flock production with our technologists guiding the support in this area of practice.

An educational website is available from the Prairie Swine Centre (<https://www.prairieswine.com>). This centre is a Saskatoon-based research group dedicated to “produce and distribute knowledge derived through original research, scientific review and economic analysis.” It provides a unique approach to connecting with small-scale producers as it combines incredibly valuable information from subject matter experts while acting as a neutral liaison to a group that typically prefers to not be associated with commercial pig production. The Prairie Swine Centre has reduced the gap in communication that has been difficult to close.

Ultimately, the final goal of this massive endeavour to communicate with the growing number of small-lot pig owners has been to educate them and reduce the risk of introducing ASF into the national pig herd. ASF virus is an asfivirus that originated in sub-Saharan Africa in wild warthogs and has become one of the most significant global threats to domestic pig production since foot-and-mouth disease (FMD). Unlike FMD, there are no effective vaccines available for ASF despite being first described over a century ago. There have been some promising developments in the last two years; however, two large hurdles have been the lack of international recognition or acceptance of a vaccine and ensuring that an attenuated live vaccine doesn't revert to virulence. ASF is critical to international trade, and the use of a vaccine would be contingent on it being recognized by the international community.

Many tabletop risk analyses have been performed for ASF entering Canada. The key risk factors include travellers, importation of feed, importation of infected meat products, potentially poor small-scale producer biosecurity and the wild pig population. Wild pigs are at risk of contracting ASF and have shown up as some of the first cases in countries affected by ASF. Small-scale producers are known to interface with wild pigs due to the lack of confinement and the difficulty in eliminating contact with outdoor pigs and wildlife. The other concern with small-scale producers or uninformed pig owners involves the feeding of contaminated meat. Although Canada is ASF negative and maintains stringent regulations around importing meat from infected countries, the smuggling and illegal importation of meat is a real risk to our national herd. Canada Border Services Agency is training 18 detector dog teams and has over 20 in service currently to address this risk. The federal government increased funding to this program in 2020 and 2021, showing its commitment to the importance of eliminating meat smuggling.

Feed ingredients are another risk area for the introduction of ASF to Canada. The Government of Canada was among the first to initiate special feed controls to prevent ASF. The virus can spread through feed and feed ingredients, thus the requirements for imported feed to be quarantined at specific temperatures for prescribed periods of time prior to being fed to pigs in Canada. These guidelines requiring extended downtime between arrival to Canada and delivery to a pig site are significant to the impact on



Top: Dr. Jessica Law performing an ultrasound on a Kunekune sow at an outdoor operation. Photo credit: Urban Video



Left: Dr. Kelsey Gray cuddling a Kunekune pig. Photo credit: Katrina Boulter

Opposite Page: Dr. Rienske Mortier interacting with a pen of replacement gilts. Photo credit: Dr. Kelsey Gray

viral decay and protection of the herd. The guidelines account for the different survival times of ASF virus in different feed ingredients, as some feed ingredients are known to be better mediums for ASF virus survival.

Educating the public concerning the risk of spreading this foreign animal disease through infected meat, illegal meat importation and feeding meat or contaminated feed to pigs is critical. These concepts along with the risk of another disease ultimately resulted in the investments made by the pork industry to collaborate and educate small-scale producers. This task has not been simple, and using every communication channel possible is essential to this educational endeavour. Veterinarians are ultimately one of the most trusted sources that livestock owners turn to for information. When interacting with pig producers and pig owners, it is essential that veterinarians share resources with these owners, but also emphasize the risks of feeding garbage and contaminated meat products to pigs.

For further information on pork production, pig health and management, both owners and veterinary professionals can start with <http://smallscalepigfarming.com>.

Veterinary practitioners and technologists can learn more about raising and caring for pigs and other small-scale livestock at <https://wecahn.podbean.com>.

Joining WeCAHN is a great idea for all veterinary practitioners <https://members.wecahn.ca/register>.

You can join the swine listserv, in which questions on small scale swine medicine and surgery are answered by swine experts and receive updates on current sector issues and training opportunities.

More information on applying for a premise identification can be found here <https://www.alberta.ca/register-with-the-animal-premises-identification-program.aspx#jumplinks-1>

Letter to the Editor

October 26, 2022

To the Editor,

My graduation year was 1977. I have seen many changes over the years which have improved both the care and safety of our patients and service to our clients. Every swinging pendulum usually reaches equilibrium – occasionally not.

When I graduated, there were few specialists, and those that existed were in universities not readily accessible to distant areas. The saying “see one, do one, teach one” was a reality which strengthened collegiality between neighbouring clinics and use of dog-eared textbooks and classroom notes. This culture was good for the vets, the patients and the clients.

Today, I am astonished that some younger veterinarians are quick to send cystotomies, intestinal foreign bodies, C-sections, and exploratories (all “easy” procedures) to specialists where the client experiences more than double the costs. The more complicated cases should be referred for help, but your clients want YOU to help them, and you are trained for this. Use the experienced veterinarians you know before they are all retired.

Another growing concern is cases where vets are quick to jump on cases of perceived distress experienced by pets they see. In 2019, our Bylaws rightly brought in the term, “Mandatory Reporting,” reflecting the universally accepted notion that animal welfare is always a prime focus for us. But have we forgotten that our regulations also charge us also to be ethical and dedicated to our clients and members of the public?

In the last two years I have been privy to some cases where mandatory reporting and laying of a complaint by Calgary veterinarians to Calgary Humane Society Peace Officers has resulted in charges leading to attempted prosecution. Some of these cases involve seniors with little or no income to access proper veterinary care, and when they do so, are given options to surrender or euthanize their sole companions. I believe a clarification of the intent of Mandatory Reporting is needed. Have vets forgotten that clients are coming to us for help for their pets? In our zeal to act as animal advocates, have we failed to look at the whole picture? Time has taught me few things are black and white and I mostly see shades of grey.

A veterinarian presented with a case may be shocked that the animal's health issue has gone on longer than she/he would have preferred. But many clients were, and still are, unable to get appointments in a reasonable time because of COVID restrictions and our workforce shortage issues. Wouldn't it be better to help that elderly lady with the obese, long-haired cat with feces stuck to and scalding the perineum by cleaning it up, showing her how to manage it and then discuss weight loss? The cat is loved, fed and likely enjoying mom's lap on the couch. Is this cat better off in a shelter, not very adoptable, or is it better for you to help this lady who has come to you for help?

Clients that present with their injured or seriously ill pet are already under duress with worry and fear. It seems distasteful to present the client with a plan and fee quotation they can't handle, with the only options being surrender or euthanasia. Can we not come up with other options? If a clinic demands surrender, does

repairs and sends the animal to a shelter for adoption, who wins? Can the original owner now adopt his own pet back to a home and people the pet is familiar with and loves?

Pet ownership should not just be for the wealthy and college educated. Many books and articles outline the benefits of pet ownership to the single parent family, lonely senior, autistic child etc. Our seniors' only companions may be the dog with bad teeth or the old cat with chronic renal failure – a final connection to a deceased spouse. We have a duty to look at and find options other than seizure, forced surrender or euthanasia. Compounding their life situation with fines and prevention of future pet ownership seems cruel to the human.

Do pet owners delay a visit to the vet for fear of unmanageable charges, monetary fine or ban on pet ownership as experienced by a neighbour or friend? Veterinarians as a group and as individuals can set a tone for our profession. With our current Bylaw, we still have a choice to educate, explain that current care is inadequate and find a plan to help both the animal and the owner while being compliant to that first line of animal defense.

Perhaps if animal welfare societies would provide low-cost veterinary care to those who can't afford our rapidly rising fees, we could avoid filling our courts and spending taxpayer dollars. I am sure donors would approve this over prosecution in many cases. Peace Officers must not be placed in a position where they investigate and lay charges because funding to their employer comes from the province, and they have to justify just like traffic cops obtaining their quota with photo radar to achieve income goals.

Sincerely,

Bruce Rodger, BSc, DVM

Editor's Note:

This Letter to the Editor raises several issues that the writer has identified as important for the veterinary profession, including mandatory reporting of animal abuse, neglect and addressing animals in distress. The article on the following page provides information for consideration by veterinarians and veterinary technologists when presented with cases of abuse, neglect and animals in distress. Your feedback is welcome. If you have feedback or questions, please contact the editor.

Reporting Animal Abuse, Neglect and Animals in Distress – Expected Professional Standard

COUNCIL IS RESPONSIBLE FOR SETTING AND

articulating the expected professional standards for veterinary professionals in Alberta to ABVMA members and the public.

Council researched and brought forward a resolution to the ABVMA membership at the Annual General Meeting in 2019 related to reporting of animal abuse, neglect and taking action in cases of animals in distress.

The resolution was to amend the Veterinary Profession General Regulation section on Ethics to include provisions that would mandate veterinary professionals to report cases of animal abuse and neglect and to take appropriate action, which could include reporting, in cases of animals in distress.

The amendments to the regulation have not proceeded to this point. Council did implement a policy in the interim to provide guidance to members and strengthen animal health and welfare and the public.

The "Mandatory Reporting of Animal Abuse and Neglect and Addressing Animal Distress and Welfare Infractions" is available on the member portal.

The policy sets out and differentiates the expected conduct of veterinary professionals when faced with cases of 1) abuse/neglect and 2) animals in distress. These terms, abuse, neglect, and distress, are defined in the policy, recognizing that the Alberta *Animal Protection Act* definition of "animals in distress" includes animal abuse and animal neglect.

This differentiation of abuse and neglect from animals in distress is important for veterinary professionals. All will agree that reporting cases of willful abuse and neglect to the point of permanent injury or death of an animal is expected of veterinary professionals. Some will argue it should be expected of all people.

However, veterinary professionals encounter animals in distress daily. Animal owners seek veterinary care to relieve animal distress, that is their obligation under legislation. To have a policy that would mandate veterinary professionals to report all cases of animals in distress would place members in conflict daily. There are cases where an animal owner seeks veterinary care later than what may have been appropriate. That is, the animal was in distress for a longer period than what may be deemed acceptable, or put another way, the owner did not act quickly enough to relieve the distress. A veterinary professional may decide that there is an opportunity for educating the animal owner that the patient should have been seen earlier than when it was presented. This opportunity to educate may precede a decision as to whether subsequent reporting is necessary. Certainly, there are cases where the veterinary professional may decide that reporting is necessary.

Registration Day for new veterinarians and veterinary technologists provides an opportunity to discuss policy. Animal welfare and related legislation has been a priority topic for discussion for several years with some recent changes. The table discussion question has been about reporting a case of a dog with a fractured leg where the owner declined any diagnostics and treatment and returned home with the dog with a fracture. The discussion was normally short, and the unanimous conclusion was to report the case as the distress was not relieved.

There are now additional scenarios presented where the expectation of the veterinary professional's decision on reporting is

not so evident. Consider whether the following should be reported as an animal in distress:

- A long-time senior client who lives alone on a fixed budget with her senior cat that has not sought veterinary care for over a year. The client reports the cat has recently lost weight, is drinking more water, has vomited occasionally but is still eating. The owner can't afford diagnostics or hospitalization and is not ready to euthanize.
- A healthy dog has an increased Alkaline Phosphatase on a pre-surgical chemistry panel. The client won't comply with confirmatory tests for hyperadrenocorticism.
- A dog with Stage 3/4 dental disease including periodontal disease and several loose teeth.
- A cat that has dental disease including feline odontoclastic resorptive lesions where the owner will not consent to dental surgery under anesthesia and will only consent to pain management.
- A senior client who presents their emaciated senior cat for euthanasia but cannot afford the cost and then ends up at an animal welfare organization seeking pro bono euthanasia at a time when the cat has been anorexic for several days.

In all cases, the professional expectation is that the veterinary professional takes action to relieve the animal distress. This may include educating the owner, providing options under the acceptable "spectrum of care" and referral to organizations supporting access to care for qualified individuals where cost of services is a concern.

In all cases where an owner may not be immediately compliant with relieving animal distress, members are advised to clearly document their assessment of the animal and the distress in the medical record. A deliberate assessment and record of the condition of the animal as "in distress" or "abused/neglected" that aligns with the definitions in Council policy is recommended. In addition, the action taken to address the distress, recommendations, the owner compliance and any decision to report the animal in distress should be clearly documented.

Veterinarians are advised that the medical records created for an animal in distress may have consequences for the owner and the animal. For example, if a veterinarian documents "needs dental" in an animal's medical record and there is no compliance, a peace officer or police officer may take action including charges under the *Animal Protection Act* for failing to provide appropriate veterinary care. If the veterinarian is of the opinion that administration of pain medication is appropriate to relieve an animal's distress, then that should be clearly recorded in the record. This may not be necessary for all clients and all animals, but strongly recommended for cases presented for examination on the order of a Peace Officer.

Veterinary professionals are expected to safeguard animal health and welfare. Reporting cases of animal abuse and neglect leading to permanent injury or death is expected of all veterinary professionals. The veterinary professional's decision to report cases of animals in distress should be thoughtful and with consideration of additional steps that may be taken to educate and support owners to relieve the distress prior to making the decision to report. Clear documentation of the animal distress and the appropriate veterinary care that is required to relieve distress should be included in the medical record.

Public Recognition Corner

The following letter of appreciation was received from Doug Workman regarding his experience at Crestwood Veterinary Centre, reprinted here with his permission.

I WANTED TO EXPRESS IN WRITING

our sincere appreciation for the wonderful care that our Lab cross, Hughie, received at the Crestwood Veterinary Centre over the last several years.

Dr. Doug Heffelfinger, Dr. Todd Scott and Dr. Erika Duperreault provided first-class veterinary care, which undoubtedly extended our best friends' quality of life by several years.

Sadly, this morning, faced with a number of deteriorating health issues, we made the collective decision to euthanize Hughie.

As we are all too aware animals become a very important and integral part of our families. Hughie provided us with 16 years of precious memories and wonderful companionship.

Dr. Scott and the entire staff at Crestwood, from the front office to the technologists, provided us with compassionate, caring and objective advice

and guidance as we went through the decision-making process.

Dr. Scott's and the technicians' bedside manner were nothing short of exemplary. Collectively they made a heart-wrenching process much easier for myself and for my spouse Penny.

The level of compassion and caring will not be forgotten by us, and we just wanted to share this heartfelt story with you and your colleagues.

We are so fortunate to have Crestwood Vet Centre essentially right across the street from us.

Thank you, and if this story brings an element of positivity within your profession please share as you see fit. As we discussed I do know it is nice to hear positive stories during times of duress.

Doug, Penny and, most importantly, Hughie.



ABVMA COMMUNICATION TO MEMBERS

Members' Magazine

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

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

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

Email Communications (Enews and Database)

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

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

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



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Focus on Wellness

Bringing Trauma-Informed Care to Veterinary Medicine

Article 3 of 3: Strategies to prevent and mitigate the negative impact of trauma in the veterinary workplace

Terrie McKinley and Dr. Kathy Keil



WARNING, THIS ARTICLE TALKS ABOUT TRAUMA. Please decide if you feel safe reading it. If you feel overwhelmed or distressed as you read it please reach out for help. You are not alone. Please share your story with someone. There are people who are ready to listen and help. Contact the Canadian Crisis Suicide Support line at 1-833-456-4566 or find a call centre near you at <https://suicideprevention.ca/im-having-thoughts-of-suicide>. Or call Homewood Health anytime 1-800-663-1142.

THE FIRST ARTICLE IN THIS SERIES¹

covered the definition of trauma, its prevalence in society and its effect on the whole person. The second article² focused on when trauma comes to work in our veterinary world, recognizing trauma signs in oneself and others and using principles of trauma-informed care (TIC) in interactions with clients and each other. This article will focus on exploring a range of strategies to prevent and mitigate the negative impact of trauma in the veterinary workplace.

How to prevent and mitigate the negative impact of trauma in the veterinary workplace

First, at the individual worker level:

As a caregiver your work can be incredibly satisfying. It is also a balance between feeling good and feeling bad, having times of joy and times of sadness. Many caregivers will bounce back and be resilient after experiencing trauma. Ultimately, it is an ethical duty to practice to the best of your ability and that cannot be fulfilled unless, at the same time, there is a duty to self-care. To help counter the negative effects of trauma, do:

- Recognize that processing trauma is unique to each person. Debriefing with a trusted friend can give perspective to

your response and help determine if you are processing the situation rationally. Remind yourself that experiencing vicarious trauma at work does not mean that you have done something wrong; it is the nature of the work.

- Join an EASAV Peer Support³ meeting to talk through things with peer supporters who have experience with the stress and trauma of veterinary workplace experiences while providing a positive, safe and supportive environment. Another option is Togetherall,⁴ an online peer-to-peer 24/7 platform available to all CVMA member veterinarians, providing a closed anonymous vet-to-vet community with clinical oversight by licensed mental health practitioners.⁴
- Take emotional intelligence training from Workplace Strategies for Mental Health^{5A} to learn how to reframe emotions from being difficult and uncomfortable to manageable.
- Access a trauma-informed therapist through ABVMA's EAP Homewood Health (1-800-663-1142, <https://homeweb.ca>), clinic EAP program or find an Alberta therapist from <https://www.psychologytoday.com/ca/therapists/alberta>. In some cases, undergoing cognitive behavioural therapy (CBT) with a therapist may be enough to transform maladaptive ways

of thinking. If not search for a therapist on <https://www.psychologytoday.com/ca/therapists/alberta> using terms such as:

- trauma focused
- trauma informed
- somatic
- EMDR
- IFS
- attachment-focused, or
- emotionally focused

to narrow your search. "Trauma-informed interventions would be more likely to aid veterinarians in dealing with traumatic losses and difficult clients. In addition, through use of...trauma-informed therapy, psychotherapists are well situated to provide critical support to address this population's unique psychological concerns."⁶

- Engage in self-soothing, self-care activities that serve as a distraction such as journaling, visual arts and crafts, gardening, physical movement, games, puzzles.
- Engage in body-based approaches such as movement (yoga, walking, running), drumming, tapping, mindfulness and somatic therapy.
- Ensuring that nutrition, exercise, and sleep are optimized goes a long way to providing a solid foundation to wellness.
- Choose relationships that are positive, safe, supportive, consistent.

Secondly, at the veterinary workplace level:

Veterinary workplaces have a responsibility to protect the veterinary workers from harm, including from psychological injury related to trauma experiences, secondary traumatic stress and vicarious trauma.

Veterinary workplaces can:

- Schedule team meetings to watch the Alberta Health Services TIC modules together.⁷ Debrief to identify how everyone can integrate TIC into day-to-day conversations, workplace processes and practices. Workplaces that provide access to trauma-informed training have workers with higher job satisfaction, less compassion fatigue and more desire to stay in the job.
- Vary the caseload of trauma and non-trauma appointments to limit/reduce exposure. Ask staff for their involvement and ideas on how to vary intense work with less challenging work with the goal of limiting trauma exposure over time.
- Schedule regular team huddles to provide an opportunity for group discussion and debriefing after traumatic events or critical situations.
- Ensure that everyone learns how to recognize trauma responses and stress in each other and provide them with timely support to limit exposure to more trauma.
- Recognize the accomplishments of all workers.

Thirdly, at the veterinary employer level:

Veterinary employers/supervisors/managers are unable to guarantee that workers will never be exposed to trauma in the workplace. However, they must and can take action to help prevent the most debilitating effects of exposure to trauma by adequately preparing workers. Preparation includes both the ability to respond in the moment and having knowledge of the necessary supportive resources for after the incident.

Managers, supervisors, clinic owners can:

- encourage employees to reach out for support by informing them of EAP (available to ABVMA members through Homewood Health), clinic EAP programs if available and encourage them to ask for a trauma-informed counselor when making an appointment. Provide access and encourage participation in Veterinary Peer Support programs such as EASAV's Program³ and CVMA's Togetherall Program.⁴

- Host a workplace discussion on trauma, burnout and stress using this guide as a framework^{5B}
- Help employees gain an objective perspective of trauma that was outside of their control
- Ensure adequate time and space to grieve, rest and support each other after a traumatic loss
- Ask the employees what they need, rather than telling them what they need to do
- Show concern for employee well-being by asking questions such as "How are you doing today?" rather than "How are you?" or "How is work?" Keeping the focus on "today" is important as it helps the employee respond from where they are at, rather than how they felt the day before or how they may feel in the future

"The essence of trauma is a disconnect from the self. Therefore, the essence of healing is not just uncovering one's past, but reconnecting with oneself in the present." - Dr. Gabor Mate

The veterinary industry needs a compassion boost. It may seem counterintuitive to suggest that being more compassionate to others is a way out, but that is exactly what we are suggesting. This is far too big of a topic for a series of three short articles to thoroughly educate you, but we hope it was enough to inspire you to educate yourself more, perhaps through watching some of the AHS modules⁷ or checking out some of the resources listed below. Creating a more compassionate society often begins with observing ourselves. Taking responsibility for our own reactions sometimes means looking at our own history and seeking help from a mental health professional. If you find yourself reacting in situations and later regretting it, that could be a sign that you have your own trauma to work through. Doing so will make responding to others more compassionately a more natural thing to do and that feels better for everyone.

This is the final article of a three-part series delving into TIC. Hopefully, the next time you see a coworker or client fly into a temper with little provocation, rather than wondering, "What is wrong with this person?" you will ask yourself, "I wonder what has happened to this person?"

References:

1. Article 1 of 3: Bringing Trauma-Informed Care to Veterinary Medicine, September/October ABVMA *Members' Magazine*, page 42.
2. Article 2 of 3: Bringing Trauma-Informed Care to Veterinary Medicine, November/December ABVMA *Members' Magazine*, page 22.
3. EASAV Peer Support Program for Veterinarians and RVTs <https://www.easav.ca/viewpage.aspx?id=2792>
4. Togetherall Peer Platform <https://www.canadianveterinarians.net/veterinary-resources/veterinary-health-and-wellness-resources/togetherall>
5. Free evidence- and practice-based tools and resources for workplace mental health and psychological safety developed by Canadian experts from Mental Health Commission of Canada, the Canadian Standards Association for the Psychological Health and Safety Standards, and Canada Life at Workplace Strategies for Mental Health.
 - 5A. Free activities to increase your ability to manage your reactions and control how you impact others. Building your emotional intelligence can help reduce stress. <https://www.workplacestrategiesformentalhealth.com/resources/emotional-intelligence-for-employees>
 - 5B. Free tips to prepare employers, leaders and employees to respond to traumatic incidents at work. <https://www.workplacestrategiesformentalhealth.com/resources/trauma-in-organizations>
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7. 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.



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

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

AS THE WEATHER BECAME COOLER

and the holiday season approached, UCVM students and faculty were hard at work welcoming new staff and celebrating the accomplishments of their peers.

I was delighted to see students and faculty mingle and even take part in a rather heated game of tug-of-war at our fall UCVM BBQ. It was a great opportunity for students to meet their mentors and for all graduate years to be together, strengthening the sense of community that UCVM strives for. This was also an opportunity to greet and announce new faculty and staff, like Betty Jo Bradley, an experienced bovine practitioner who we are lucky to welcome to our faculty, Juan Jovel, who specializes in Bioinformatics and Sarah Parker who will lead our development efforts going forward. We are fortunate to add these brilliant minds to our team.

Our students and staff really "rocked" it this month! Our student team won the 2022 Quiz Bowl Champions at the American Association of Bovine Practitioners (AABP) Convention in Texas. This is the third year in a row that the Calgary team took that title under the expert mentorship of our very own Gord Atkins – and, to top this –

Caroline Beninger, UCVM class of 2024, was awarded the Amstutz Scholarship and the AABP Bovine Veterinary Student Recognition Award. The first-ever Canadian to receive this highly prestigious award – needless to say that some of my fellow deans in the US were somewhat envious.

Our faculty have also done us extremely proud; Ashish Gupta successfully passed his board exam and is now a Diplomate of the American College of Veterinary Pathologists. Dr. Maria Camila Ceballos was awarded the New Investigator Award from the International Society of Applied Ethology. Dr. Ceballos is the first Latin American researcher to get this award. Stephen Pollo was awarded the pre-doctoral Killam scholarship award (Izaak Walton Killam Memorial Scholarship), and "hot of the press," Dr. Sabine Gilch was awarded a 5 million NSERC Alliance program grant on CWD mitigation strategies bringing together an interdisciplinary team from UofC, UofA, UofS and UBC in partnership with Indigenous communities, Governments of Alberta and Saskatchewan, Parks Canada, CFIA and the Alberta Conservation Association to develop comprehensive strategies to stop the spread of CWD, including oral vaccine development, environmental decontamination and genetic resistance, complemented by community consultation on acceptance of such measures. This is a prime example of how collaborative efforts will make a huge difference!

UCVM played a key supporting role at this year's CanWest Veterinary Conference that took place October 15-18 in Banff, AB. Two pre-conference wet labs were led by UCVM faculty: Small Point-of-Care

Ultrasound (POCUS) and RECOVER BLS and ALS. I and several faculty members attended the conference, and it was as always a wonderful place to learn and network.

W.A. Ranches has been busy welcoming students and teachers through our educational outreach efforts. Funded by the Canadian Cattle Foundation, our fall programs have included Calf Handling courses for 4H members and professional development for teachers from across Alberta, who spent an afternoon at the ranch learning about responsible grazing practices and grassland conservation. We are excited to continue to expand on our public education and outreach efforts at the ranch.

As I watch students taking part in hands-on learning in our labs, studying in our atrium and sitting in lectures, I am excited to think that in three years time, double the students will be preparing for their careers in veterinary medicine through UCVM. Thanks to funding from the Government of Alberta, we continue our work to expand our program and double our cohort of students. Designs for our new building are nearly complete and faculty continue preparing for this exciting expansion.

If you would like to learn more about what UCVM is up to, or have thoughts to share, please don't hesitate to contact me – I would love to chat.



Left to right: Ryan Koop, Jacob Narbonne, James Ritchie and Cale Toews, winners of the 2022 Quiz Bowl Champions at the AABP Convention.



Veterinary career combines all of student's One Health passions

Lynne Gunville

AFTER COMPLETING A DOCTOR OF Medicine (MD) degree and a residency in family medicine in 2005, Dr. Pamela Thompson dedicated herself to a career in human health that encompassed clinical work, teaching and community collaborations.

But still, Thompson maintained an interest in veterinary medicine — a career she had considered earlier in her university education.

"The recent pandemic allowed me the opportunity to reflect on my own sense of value in the context of my professional

unique Housing First program that provided housing and support services to individuals with mental health and substance use disorders. She also co-developed a curriculum that enhanced the knowledge and skills of health care providers delivering these services.

Over the next several years, Thompson worked as director for Calgary's Alex Pathways to Housing Program, then as a consultant for the Government of Alberta and finally as a family physician at a clinic that provided care to underserved patients.

In 2013 Thompson moved to Arizona

"I desire to be of value to my community by redirecting my background and passions toward veterinary medicine as it combines my love of animals, medicine, teaching and research."

direction and passions," says Thompson, now a first-year student at the Western College of Veterinary Medicine (WCVM). "I desire to be of value to my community by redirecting my background and passions toward veterinary medicine as it combines my love of animals, medicine, teaching and research."

Thompson's connection to animals began at a young age when she became involved with English and Western riding and competed at high-level competitions across North America. She went on to own three top-level competition horses including her favourite horse, Tiger Day.

Thompson ultimately chose a career in human medicine and was particularly passionate about advocating for individuals facing barriers to achieving their best health. She started her medical career working as a family physician in Calgary for underserved individuals.

After witnessing the challenges and the health inequities that faced the homeless, Thompson became involved as a volunteer in Calgary's efforts to address homelessness. Her efforts resulted in a

where she took an assistant professor position at Arizona State University. There she worked with students and faculty from Arizona's three state universities to create a student-run community health initiative called the Student Health Outreach for Wellness (SHOW) for underserved populations.

Once Thompson decided to focus on veterinary medicine, she volunteered at small and large animal practices. She also sought advice and support from WCVM alumna Dr. Erin Parchello (DVM '99) at Cranston Veterinary Hospital, WCVM graduate Dr. Neil Nyberg (DVM '18) and his team at Agrifarm Veterinary Services and Cat Harbord at ImPAWSible Possible Inc., who taught her more about canine behaviour. In addition, Thompson became involved with the Canadian Animal Blood Bank (CABB) — first as a volunteer on the CABB Foundation Board of Directors and later as an operations consultant.

A dog owner herself, Thompson and her two rescue dogs participate in agility, flyball and scent detection events. As well as attending regular classes, workshops and



First-year veterinary student Pamela Thompson from Heritage Pointe, AB.
Photo: Christina Weese.

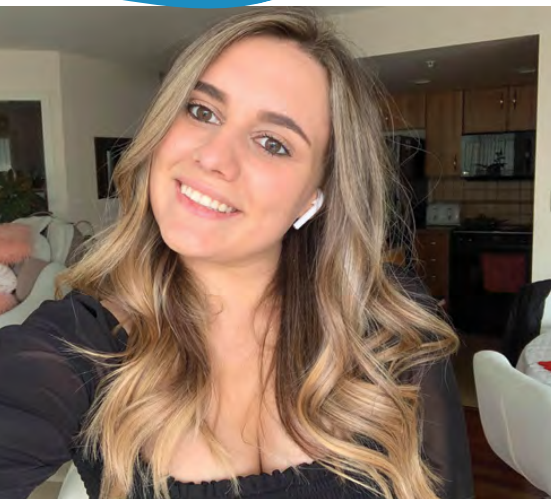
training sessions with her dogs, Thompson has created an at-home training facility.

"My early experiences in equine competition provided me with transferable knowledge and skills that I have applied in the competitive canine sports environment," says Thompson. "It's such a joy to work with my dogs as they love to learn new skills in our training classes and leave with big dog grins on their faces!"

While Thompson's plans include working at mixed animal clinical practices in rural underserved communities, she also intends to work internationally and has a strong interest in public health and One Health.

"I aspire to be a veterinary clinician and professional who provides exceptional care, advocates for continual improvements in animal welfare and contributes to work in both public health and One Health initiatives to achieve the best possible global health outcomes," says Thompson.

"I will bring my love of animals, professional and personal experience, and passion to be of value to the veterinary profession."



Miruna Munteanu

WCVM Class of 2024

**ABVMA Student Representative
2022/2023**

HAPPY NEW YEAR, EVERYONE! THE

fall semester has ended, and the winter semester is well underway. Congratulations to the Class of 2026 who have officially finished their first semester of veterinary school. The Class of 2025 has completed a large portion of the difficult exams and labs associated with second year. The fall semester of second year is considered the most exam-heavy with 16 exams in just 18 weeks. The Class of 2024 has finished their exams and surgeries and are excited to start on their elective courses this upcoming winter semester. Classes such as Equine Surgery, Theriogenology, Food Animal Production, Diagnostic Imaging, and Dentistry have come to a close for third-years during the fall semester. Third-year students will now be perusing 14 elective credits in addition to the current academic curriculum. Finally, fourth-year students have completed numerous clinical rotations and many students have finished writing their NAVLE. Lastly, a new addition to the academic calendar this year has been the introduction of the fall reading break for first-, second- and third-year students from October 10 to October 14. This break was very well received by students and went a long way in preventing burnouts and improving mental health.

Outside of the classroom, numerous club events have been hosted. The Production Animal Club has brought back their annual trip in which students had the opportunity to tour clinics across the prairies. This has been a valuable experience for students who wish to obtain more large animal exposure. Students have also had the opportunity to take part in dehorning labs with the Production Animal Club. Furthermore, the Small Animal Club has been hosting once a month Cageside rounds whereby students are walked through clinical cases at the Veterinary

Medical Centre by small animal medicine clinicians. In addition, both the Small Animal Club and the Emergency and Critical Care Club are hosting ICU shadowing shifts for student to get more hands-on emergency experience. For students who are interested in exotics, the Wild and Exotic Animal Medicine Society hosted an Edmonton Zoo trip on November 18 where students had the opportunity to tour the facility and speak to veterinarians at the zoo. Lastly, many clubs have organized various lunch talks that feature guest speakers from numerous clinics or organizations that present on different topics. These talks are meant to assist students with expanding their knowledge in different fields and will surely help them following graduation or in their fourth-year rotations.

Many traditional activities have been brought back to the WCVM this year following the lifting of COVID restrictions. Numerous Halloween events were implemented including pumpkin carving on October 20 and Halloween Happy Hour on November 3. Halloween Happy Hour is a long-time WCVM tradition in which staff and students put together their best costumes and can get to know each other better over a few drinks. Christmas-related events such as Secret Santa and Christmas carolling have also been brought back this year.

In terms of mental health, many services have been available to WCVM students through Student Wellness Services. However, this year the WCVM has introduced appointed councillors with whom students may book an appointment should they require any advice. This has proven to be a great resource for students in terms of both mental health and career advice.

Thank you all for taking the time to read about what is happening at the WCVM. I hope you had a great holiday season and I look forward to updating you all again soon!

HAPPY NEW YEAR, ABVMA MEMBERS!

The new semester at UCVM brings a whole new set of events, learning opportunities and coursework. The first- and second-years have begun the new semester and are feeling refreshed after a nice Christmas break. They are starting to look ahead to summer opportunities and jobs, and many will be looking to the ABVMA community for such experiences. Meanwhile, the third-year class has had the fourth-year rotation draft, and we are excited to head to our first placements in early May. Before heading out, we have a few more months of didactic classes, including our surgery weeks through January and February. During this time, the third-year students will have the opportunity to spay, neuter and anesthetize animals from the community, under the supervision of our faculty mentors. Last but not least, the fourth-year students have just three more rotation blocks before graduation. We look forward to sending them off with their DVM degrees in April.

Our annual Vetball gala will be happening in early March this year. Vetball is a fun-filled formal evening for faculty, students and guests to enjoy good food, dancing, raffle prizes and video skit by each class, with the intent of raising money for a good cause. This year, the proceeds from Vetball will be going towards Tails of Help, a non-profit supporting low-income families with their vet bills. To put this gala on, the organizing committee has run a number of exciting fundraisers, including a Christmas Purdy's chocolate campaign and a Pie the Prof bidding war. After all their hard work, we are looking forward to the event of the year!

The Trade Fair, our annual networking and fundraising opportunity, is scheduled for February of this year. Trade Fair offers community partners and students an evening to meet, enjoy some good food and form connections. It is the largest

fundraising opportunity for our student organization (CAVS), and proceeds from the event will support all of the initiatives taken on for our students for the upcoming school year. Last year, 23 companies attended to meet with the entire student body, and over \$20,000 was donated.

The UCVM extra-curricular clubs have been hard at work since the recruitment Club Fair in the fall semester. These clubs offer a huge variety of social, networking and educational opportunities for their student members at a minimal cost. For example, small animal, equine and ecosystem and public health clubs offer volunteer shadow shifts at specialty referral hospitals in the area. These shifts are popular for students looking to gain exposure and hands-on experience in these prospective fields of medicine. In terms of social events, Pathology Club has hosted their annual bake-off, where students create an edible masterpiece inspired by their favourite gross pathology. Other popular club-hosted social events included a terrarium building night (Investigative Medicine Club) and the Halloween pet photo contest (Small Animal Club). On the educational front, the clubs are also hard at work, creating numerous in-person and online offerings for the students. New events this year include radiology rounds presented by VCA Canada C.A.R.E. Centre (Radiology Club), and the Burwash Equine foaling and wet lab seminar (Equine Club), and many more. This small insight in our vibrant school community shows that our students are engaged and ready for more.

That's all from me for this month – spring semester is always my favourite with the hustle and bustle of the school and renewed energy after winter break. I look forward to sharing it with you in the months to come.



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

WITH A NEW YEAR COMES NEW

opportunities, new challenges and another year of success.

As we close one door to 2022 and look ahead to 2023, I would like to welcome the new ABVTA Executive Committee: Karen Melnyk as Past President, Angela Denbow as Vice President, Shea MacCallum as Treasurer and Courtney Ziegler as Secretary. I am excited to collaborate with this team for the next year and cannot wait to see what the future holds for the ABVTA.

January was the first time the new Board met in person and included an opportunity for everyone to get to know each other, reviewing the strategic plan and approving 2023 work plan.

Some things for our members to look forward to in the next year:

- Governance Management with upcoming Bylaw revisions
- Updated Award and Recognition Policy, including a new member award
- Diversity and Inclusion Policy and what that looks like for the Board and association
- Key messages from the RVT Compensation Survey conducted with SAVT and MVTa
- Commencing planning on a 45th anniversary event for 2024
- Continued work on the workforce shortages

We look forward to celebrating our members in February at the Members Recognition Banquet, co-hosted with the ABVMA. That evening, we will celebrate the leaders of the veterinary profession and recognize their contributions. This night is always an inspiration to see what one person can reach in their potential or what one group can accomplish together. Thank you to all the members for submitting their nominations for these amazing RVTs and veterinarians across Alberta.

Please join me in congratulating the following ABVTA award recipients:

- Technologist of the Year:
Jessica Beech, RVT
- Meritorious Service Award:
Treena Barnett-Ritcey, RVT
- Appreciation Award:
Penny Steffen, RVT
- Lucille Landals Emerging Leader Award:
Gabrielle Namchuk, RVT

I want to encourage all our members this year to nominate a fellow RVT when the nominations open again in the summer to highlight RVTs who make a difference in our industry or stand out with their exceptional work and dedication to animal health.

In March, the Board will meet to review and approve our 2022 year-end Financial Report. I would like to take the time to express many thanks and gratitude to Allen & Associates and the ABVTA bookkeepers Marilyn and Maria for their hard work and time spent on this report.

The New Year is a blank slate to start something new or reignite a passion that you once had before. There is no better time than now to begin or renew your path as an RVT. You can decide to learn something new, such as a new technique for surgery, a new area of medicine that you might have an interest in, gain that specialty you might have been thinking about, or even volunteer in a new position to gain experience and/or network with other like-minded individuals. Does anyone remember that commercial in the 90s, "Everybody's got a thing"? I believe this relates to our industry as RVTs and I will leave you with this message: Nobody's good at everything, but everybody is good at something. So, what is your thing? Continue learning something new every day and have an amazing year in 2023.

2023 Board of Directors

Vanessa George, RVT

WITH OUR 2022 ANNUAL GENERAL MEETING (AGM)

passing on October 15, we're excited to introduce our new Board for 2023!

President – Darryl Haugen, RVT

Darryl joined the Board in 2017 and has served in various positions throughout her terms, including Treasurer and Vice President. A Northwestern Polytechnic alumni, Darryl has volunteerism at heart and enjoys being able to learn new skills and meet people from around the province. She is a Wildlife Rescuer and a Director with other local boards in the Grande Prairie region and has volunteered with the local theatre and folk festival. She enjoys working with all animals, big and small, and loves how every day is different, and that RVTs can incorporate science, medicine and advocacy within their careers.

Vice President – Angela Denbow, RVT

Angela joined the Board in 2019 to make personal connections, and to contribute to improving and expanding the veterinary technology profession. A Lakeland alumni, she is a highly active and engaged Board member and has been involved in the Member and Public Relations Committee and several task forces and working groups.

Treasurer – Shea MacCallum, RVT

Shea joined the Board in 2021 after being a part of the Member and Public Relations Committee and the magazine editor previously. Before graduating from the AHT program at NAIT in 2015, she completed the VMA program in 2013. She is a committed advocate for RVT roles within shelter medicine and a powerful animal welfare advocate, thriving on public education and outreach.

Secretary – Courtney Ziegler, RVT, cAVN, CERP

Courtney joined the Board in 2021 after volunteering with the CE Committee. Graduating from Olds, she has worked in equine practices in Canada, the USA and Qatar with a primary focus on sports medicine. Currently working as a part-time Instructor Assistant, she also is a consultant to a veterinary medical device distributor. She completed her Advance Veterinary Nursing Certificate from the Royal College of Veterinary Surgeons in 2022 and is working on her master's degree in Advanced Practice in Veterinary Nursing from the University of Glasgow, in addition to her Equine Rehabilitation Practitioner Certification (CERP) and FEI Permitted Therapist designations.

Director at Large – Rhonda Browning, RVT

Rhonda's passion lies in zoo medicine and has also received her certification in veterinary rehabilitation and enjoys performing rehabilitation on a wide variety of species. Joining the Board in 2020, she is back, elected for her second term, beginning at the completion of the 2022 AGM in October. A NAIT alumni, Rhonda has also volunteered with wildlife rehabilitation groups as well as on the Association of Zoo Veterinary Technicians (AZVT) Board in a variety of roles, including President-Elect.



ABVTA Board at the 2022 ABVTA AGM/CanWest Veterinary Conference

Director at Large – Kate Simon, RVT, VTS (ECC)

Kate joined the Board as an appointed director for an abbreviated term in 2021 and was elected for a full term at the 2022 AGM. Previously, she was an RVT member of ABVMA Council and is also a current director with the RVTTC Board. A NAIT graduate, Kate has been a dedicated emergency and critical care technologist for the majority of her career and is a certified RECOVER instructor and brings an upbeat, positive attitude to everything she does.

Director at Large – Candace Olive, RVT

After beginning as a VMR in a companion animal practice, Candace graduated from Olds and began working in mixed animal practice. Candace joined the Board as one of the new Directors at the 2022 AGM. In addition to volunteering with the ABVTA, she also volunteers with the Canadian Animal Task Force and the Calgary Zoo. Living in northern Alberta, she is an advocate for northern and rural RVTs.

Director at Large – Karen Langtved, RVT

After graduating from Northwestern Polytechnic, Karen entered mixed animal practice. Her passion for reading and research led her to obtain an additional diploma in Library and Information Management and worked in a variety of libraries. She is currently enrolled in the Veterinary Human Support Certificate Program at the University of Tennessee/Knoxville and was a recently recognized by the ABVTA and ABVMA for her 35-years of membership. Karen joined the Board at the 2022 AGM and looks forward to her role as a Director.

Past President (Ex-officio) – Karen Melnyk, RVT

Joining the Board in 2015, Karen has served in a variety of roles throughout her three terms including Treasurer, ABVTA Representative to ABVMA Council, Vice President and President. After graduating from NAIT, she has been a long-time RVT within shelter medicine and management. She enjoys getting to make a difference for the animals she cares for and advocating for RVT wellness and mental health resources. In addition to volunteering with the ABVTA, Karen is a dedicated volunteer with minor hockey.

RVTTC Director (Ex-officio) – Penny Steffen, RVT

Penny is a long-time ABVTA volunteer, starting as a volunteer with the Continuing Education Committee. She served three terms as a director, fulfilling the roles of CE Committee Liaison, Vice President and President. Penny is an active and experienced volunteer with many non-profit organizations throughout Alberta and was awarded the 2019 Stars of Alberta Volunteer Award, presented by the Honourable Lois E. Mitchell, Alberta's Lieutenant Governor at the time. Now, serving her first term as a new director with the RVTTC Board, she is looking forward to utilizing her leadership experience on a national level.

Executive Director (Ex-officio) – Vanessa George, RVT

Graduating from NAIT, Vanessa has worked in various areas of veterinary medicine including zoo, mixed and companion animal

practice. Vanessa first joined the Board as a volunteer in 2010, serving various roles throughout her terms, including Newsletter Editor, CE and PR Liaison, Secretary, Vice President and President. She was hired as the ABVTA Executive Director in 2016 and is honoured to be entrusted to this role and is grateful to have the opportunity to engage with and advocate on behalf of veterinary technologists in Alberta and throughout Canada.

ABVMA Council Representative – Dr. Daren Mandrusiak

Daren joined the ABVTA Board in 2022 as the appointed ABVMA Council Representative. Serving as the ABVMA President at the same time, Daren is a supportive advocate of RVTs, ensuring they always have a voice at the table. A WCVM graduate, Daren works as an exotic animal veterinarian and is a self-described "bird nerd."



THE TRAINING ZONE IS AN ONLINE LEARNING CENTRE for ABVTA members, located in the ABVTA Member Portal. These on-demand courses are complimentary for all ABVTA members and have been approved for CE credit for RVTs.

Launched in early 2022, the course catalog continues to expand, with new courses being added monthly. Presently, over 12 courses are readily available for members to access 24/7 and include over 15 hours of CE credit.

Take advantage of this new member benefit by logging into your ABVTA Member Portal and visiting the Training Zone.

ABVTA AWARD RECIPIENTS

Please join us in celebrating the recipients of the ABVTA annual awards at the Member Recognition Banquet on February 25, 2023 in Edmonton.

Technologist of the Year: Jessica Beech, RVT
Meritorious Service Award: Treena Barnett-Ritcey, RVT
Appreciation Award: Penny Steffen, RVT
Lucille Landals Emerging Leader Award: Gabrielle Namchuk, RVT



The banquet will also include the presentation of the annual ABVMA awards and ABVMA-ABVTA 35-year service awards



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Alberta Veterinary Technologist Association



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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 join the waitlist, 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 join the waitlist, 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

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>

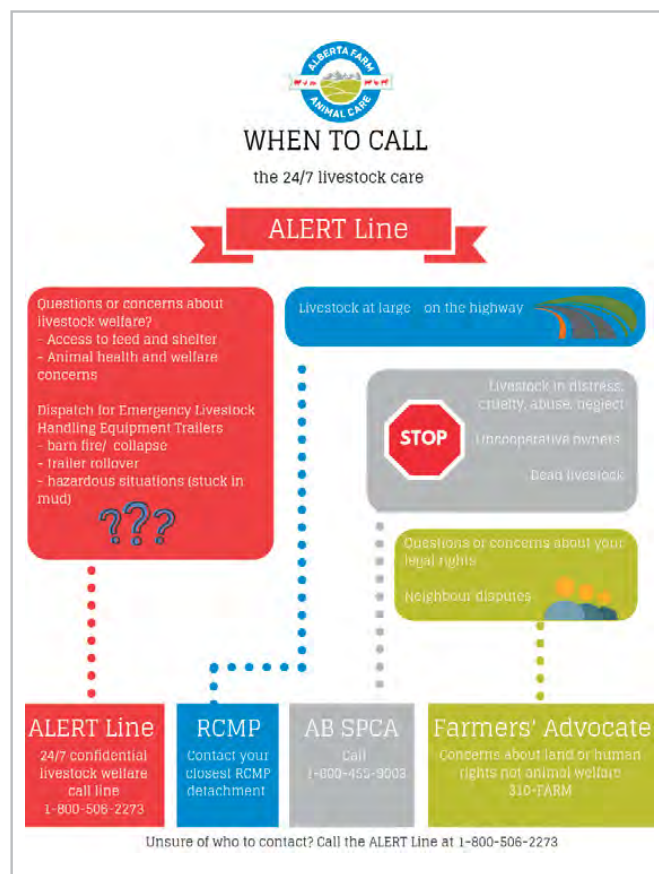
Sponsored by CommuniVet

MONTHLY OFFERINGS

MARCH 2023

March 7 to 10, 2023 - Western Canadian Dairy Seminar – 15 ABVMA CE Credits

This seminar is designed for dairy producers, extension specialists, researchers, and dairy service and supply representatives who want to improve their knowledge and decision-making abilities in dairy production and management. Each year a wide variety of topics are presented ranging from nutrition and reproduction to dairy policy and challenges facing the dairy industry. The dairy industry looks to this seminar for solutions to emerging issues, and for information about recent research results. The design of the conference is such that timely and relevant issues are the focus of the presentations. In addition to the formal program, there is ample opportunity for networking and one-on-one discussions between the speakers and participants. Location: Cambridge Hotel, Red Deer, AB. For more information and/or to register, please visit: <https://wcds.ualberta.ca/registration>.



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



ABVMA members have access to an Employee Family Assistance Program through Homewood Health. Please remember access is available at any time.

To access Homewood Health 24 hours a day, 7 days a week:

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

International (call collect): 604-689-1717

<https://homeweb.ca> (Access Code AVM913)

VETERINARIAN REQUIRED

TRI-MUNICIPAL VETERINARY CLINIC IN SPRUCE

Grove is seeking a mixed or small animal DVM to join our team in a brand-new 7000+ 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 90% small animal and 10% large animal ambulatory services, with after-hours emergency limited to large animal only. We are looking for a DVM with excellent people skills and a collaborative approach to practice. Salary is competitive and commensurate with experience. We offer 4 weeks vacation, a generous health spending account, paid ABVMA dues, CE allowance with paid CE days, paid personal days, uniform allowance, and built-in catch-up time each week. Mentorship and case support is available from our compassionate and experienced DVM team. Website: <https://trimunicipalvet.com>. Email: Hannah.Viveiros@trimunicipalvet.com.

HAVE YOU CONSIDERED PRACTICE OWNERSHIP,

but the concern of management responsibility is holding you back? Or you worry that the financial requirements would be overwhelming? If so, we would like to speak with you about an opportunity to participate in practice ownership with no money down; no encroachment on your salary; and no financial risk in an established practice in urban Alberta. We only require that you are fully licensed and can work as part of a team. Please contact us at yegdvm@gmail.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 5 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.

DIAMOND VALLEY VETERINARY CLINIC IS

looking for a FT/PT/Locum Veterinarian to become part of our team. We are a mixed animal practice (75% Small / 15% Equine / 10% Cattle) located in beautiful Turner Valley just 30 minutes south of Calgary. The clinic is family owned and operated. We offer competitive salary and can be extremely flexible with your work hours/days. Email us at info@diamondvalleyvet.ca or call us at 403-933-4397. Website: <https://diamondvalleyvet.ca>.

PARK VETERINARY CENTRE CONVENIENTLY

located in Sherwood Park, AB is seeking an experienced 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. At Park Veterinary Centre, we strive to provide a collaborative, supportive workplace with genuine clinical freedom. Our team consists of highly engaged, experienced veterinary health professionals which are passionate about teamwork. Fostering a collaborative

working environment is at the forefront of our values. Our total rewards package includes a competitive wage, Leadership Bonus, industry leading benefits, RRSP, commitment towards your professional goals through CE, dues, signing bonus, pension plan/RRSP, vacation days and much more! To learn more about us, visit us at: <https://www.parkveterinarycentre.com>. Email: susan.heppner@nva.com.

THE FORT MCMURRAY ANIMAL HOSPITAL IS

seeking a full time, fully licensed veterinarian to join our team. We are a busy, privately owned, small animal hospital with an established client base. We have been serving the community since 1976. We have a brand-new facility (recently renovated), modern diagnostic tools, and an enthusiastic support team! We are seeking an associate veterinarian to keep up with the demand for veterinary care in our region. The ideal candidate will be proficient in surgery and possess excellent client communication skills. We offer a competitive salary, benefit package, relocation assistance, paid CE, staff discounts and no evening or weekend hours are required so you can maintain a great work-life balance. Fort McMurray offers an abundance of outdoor recreational activities and is truly a beautiful region to both work and play. Please submit your resume to fmah.animalhospital@gmail.com. We cannot wait to chat with you!

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 at Maple Creek 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: danielle.nickel@maplecreekvet.com. Website: <https://maplecreekvet.com>.

DELANEY VETERINARY SERVICES (DVS) IS

seeking to add to our Doctor of Veterinary Medicine team. We are a full service, equine hospital that offers primary care to the greater Edmonton area (Alberta, Canada) and serves as a referral center. 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 other highly regarded general practitioners. We perform both elective and emergency surgeries, advanced dentistry, general health exams, spinal adjustment, acupuncture, rehabilitation, advanced imaging and have a strong reproduction program. The ideal candidate should be comfortable doing dental procedures, basic lameness workups, emergencies, reproduction ultrasonography, and medical exams. We offer a competitive package with an annual full-time salary of \$80,000 - \$110,000 based on experience, plus a production bonus incentive. We will provide a relocation stipend, CE compensation, clothing allowance and paid emergency fees. We offer flexible work schedule from full time or part time (working

2-5 days a week) and a shared-on call schedule. Email: management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

OUR PRIVATELY OWNED PRACTICE HAS AN

opportunity for a Veterinarian to join the 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>.

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 CT in spring 2023. 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>.

WE OFFER A GENEROUS SIGNING BONUS UP TO

\$20,000! Unique opportunity for a full time fully licensed veterinarian. Join us at Kanata Lakes Animal Clinic in one of the most beautiful places in Canada, the Nation's Capital. Enjoy all kinds of recreational activities, we are close to many ski hills, lakes and provincial parks and outdoor places. Work in a privately owned, family-like clinic. Feel part of the team. We have plenty of modern toys such as digital x-rays and ultrasound, state of the art surgical suites and fully equipped in house lab, you name it, we got it. If you are interested in partnership, we can consider discussing ownership. We are open to part-time or full-time hours and have flexibility with the schedule- only normal daytime hours with no on-calls. Well above average compensation, salary- \$150,000 / year and up for 40 hours/week depending on experience. New grads are strongly encouraged to apply, mentorship is available. CE allowance, generous pet discount, paid dues, and memberships as well as respect and compassion for all the staff, clients, and pets. Please submit a resume to oprikovs@gmail.com.

Classified Ads

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 5 veterinarians. Check out our website at www.centralvetclinic.ca. Contact: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; phone: 403-783-5200; email: laura@centralvetclinic.ca.

CENTRAL VETERINARY CLINIC IS HIRING A SMALL

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

BE PART OF OUR TALENTED AND

compassionate 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 (non-corporate) we care about each member of our team. We will work with you to find the right balance of autonomy, flexibility, mentorship, and professional development. You'll be part of a 3 doctor rotation, working 4 days per week. No on-call shifts! We offer 4 weeks of paid vacation time, and a \$15,000 signing bonus to help reduce student debt or cover moving expenses. There is a \$500 professional clothing allowance annually. Located 8 minutes south of Edmonton, the clinic is commuter friendly. It's big, bright, and clean. We're certified by the AAFP as a gold standard Cat Friendly Practice. We've got everything you need to practice Level 10 medicine and surgery. More perks: competitive base salary, production bonus, paid professional dues, AB Blue Cross benefits, pet spending account. We hope you'll consider this opportunity. Come for a tour and meet our crew! Please send your resume to: joinourteam@thepethospital.ca.

CYPRESS STREET ANIMAL HOSPITAL IN

Kitsilano, Vancouver is currently recruiting for a veterinarian that brings with them exceptional communication, surgical, and dentistry skills to join our team of highly engaged and committed veterinary professionals. This is an incredible opportunity for an experienced DVM to work with a team that is committed to the highest standards of patient care and providing medicine and surgery in a unique, collaborative environment. We are passionate about providing the ideal work/life balance with excellent flexible work schedules. We offer a competitive salary starting at \$120,000 - \$150,000 plus production depending on years of experience; \$15,000 moving and signing bonus. Newer graduates or foreign veterinarians are also welcomed to apply. We are a busy small animal clinic providing diagnostics, surgery, treatment, and dental service, including digital radiology, and in-house laboratory. Contact: Dr.

Tejpaul Bhatia, Cypress Street Animal Hospital, 1889 Cornwall Avenue, Vancouver, British Columbia V6J 1C7; phone: 604-512-4289; Email: dr.t.p.bhatia@gmail.com Website: <https://www.cypressvet.com>.

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. We may be biased, but we think that our team at Newell is pretty special. 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; Strong organizational skills which allow you to stay focused and work under pressure; 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://newellvet.com>.

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. We may be biased, but we think that our team at Fairview is pretty special. 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; Strong organizational skills which allow you to stay focused and work under pressure; 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://fairviewvets.com>.

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. We may be biased, but we think that our team at Peace River is pretty special. 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; Strong organizational skills which allow you to stay focused and work under pressure; 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://peacerivervet.com>.

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.

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, 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>.

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

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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>.

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. Website: <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.

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

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

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

DO YOU WANT TO LIVE IN THE BEAUTIFUL

Kootenays of BC? This area is a dream for any outdoor enthusiast. All the hiking, biking, rock climbing, golfing, skiing, that you can imagine, and so much more! We are surrounded by lakes, mountains, and some of the most picturesque scenes around. Steeples Veterinary Clinic is an established mixed-animal practice that has been serving Cranbrook and the surrounding area since 1978. We see ALL animals (small animal, equine/bovine/other farm animals, exotics, etc.) We can offer great mentorship to new graduates and provide many services to our community that might just help you find what you're truly passionate about! Some services include orthopedic surgeries (including TPLO), equine and small animal endoscopy, digital radiology, ultrasound, COHAT, and so much more! Steeples is also committed to the work/life balance and sustainable mental health of their staff as we

know this is of utmost importance for the morale and longevity of our workforce! We offer competitive pay, signing bonus, extended healthcare benefits, production bonuses, flexible schedule, and a great team! Send us a message to see how we can make your career goals come true! Email: admin@steeplesvetclinic.com. Website: <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 UCVN Distributed Teaching Hospital. Our team of veterinarians consist of a Board-Certified Small Animal Surgeon as well as General Practitioner Veterinarians with advanced training in canine reproduction, dermatology and rehabilitation. Our practice continues to grow and as such we are looking to renovate in 2022, adding additional exam and surgery rooms and CT. A positive work-life balance is very important to us; we offer an excellent compensation package, and we are only an hour away from the Rocky Mountains. If you would like to have a rewarding career, work with a great team of doctors and excellent support staff, and are interested in emergency medicine, this job is for you. Please forward your resume to Dr. Dagmar Schouten at dschouten72@gmail.com. Website: <https://www.animalemergencyhospital.ca>.

RANCH DOCS VETERINARY SERVICES IS LOOKING

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

PRIVATELY OWNED PRACTICE INNISFAIR

Veterinary Services is looking to add another Veterinarian to our team. We are seeking motivated, team-oriented veterinarian to join our hardworking team. Our mixed animal practice has small animal, Bovine and Equine components. We are just minutes outside of Red Deer and the west is close for fishing, hiking or skiing. Email: innvet@telus.net.

OUR TEAM AT HERMITAGE VETERINARY HOSPITAL

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

Classified Ads

AIRDRIE ANIMAL CLINIC IS LOOKING TO ADD A FULL

time or part time DVM to join our privately owned and operated clinic located near the beautiful foothills of the Canadian Rockies! We are offering a generous remuneration package that includes a signing bonus, competitive salary based on experience, \$2000 CE allowance and 5 paid CE days per year as well as paid provincial membership dues. We offer 3 weeks paid vacation and a generous benefits program as well as a discretionary health and wellness spending account to help you stay happy and healthy! In today's climate we know that a work life balance is important, and we are offering an employment package to help you do just that. We have a great staff ratio of 4 support staff to 1 DVM and offer a flexible schedule of 4 x10's, so you can maximize family time or explore the great outdoors! We do not offer after hours or on call services and have a very good relationship with the local area emergency hospitals. Are you ready to improve your lifestyle and develop your career further? We are excited to start the conversation with you today! Email: nicole@dandvetclinics.ca. Website: www.airdrieanimalclinic.ca.

GRANDE PRAIRIE ANIMAL HOSPITAL IS HIRING!

Significant signing bonus and Northern Living Allowance! An opportunity to join us in an AAHA-accredited clinic with small town living and a big career! We value veterinarians, and prove it by supporting your personal, financial, and professional growth through: Competitive Salary and Production Bonus; Continuing Education (CE) and learning opportunities with our Medical Advisory Board and hands on development via our sister clinic in Grande Prairie; A comprehensive Health Benefits package (100% of extended Medical, Dental, & Vision premiums paid); Enhanced mental health coverage & Professional Services coverage (chiropractor, massage therapist, physiotherapist, and more); Employee Assistance Program; Generous Veterinary Discounts; Paid Licensing & Membership Dues; Professional Liability Insurance coverage; Paid time off for Vacation and Personal/Sick Days; Relocation Allowance available to help with moving expenses! Medical Director with buy-in opportunity available if so desired; New grads welcome and mentorship support available. Text, call, or email Matt at 289-218-7041 or jobs@p3vetpartners.ca to learn more. Website: www.grandeprairieanimalhosp.ca.

CALLING ALL DVMS THAT LOVE THE MOUNTAINS!

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

NEW LEADERSHIP, EQUIPMENT & LOCATION!

Countryside Veterinary Hospital in Olds, AB is looking for a small or mixed animal DVM to join our amazing team. Join our hospital and be part of an exciting journey! Make your mark with us through leadership, team building, & implementation of your ideas. Countryside delivers small animal/equine services & is open to discuss other services. We are fully equipped with in-house lab, ultrasound, surg laser, digital dental x-ray, & new dr x-ray. Olds is 45 min from Calgary & offers a unique blend of small-town peace and affordability. Don't miss this chance to live in a quiet and quaint community with easy access to Big

City amenities & the Canadian Rockies. We offer a great work environment, an exceptional team to support you unconditionally, interesting cases, & unlimited CE - plus you will be appreciated, valued, & well compensated. We offer this & more. This opportunity provides buy-in opportunity &/or significant sign-on bonuses. Does this opportunity resonate with you? Contact Tammy at 403-899-7283 or thort@p3vetpartners.ca. We are excited to offer you an in-person tour to meet our exceptional team (or private tour for confidentiality). Website: <https://www.countrysidevet.ca>.

ARE YOU LOOKING TO MAKE AN IMPACT IN THE

Lethbridge community? Searching for a welcoming team that is passionate about mentorship, collaboration, and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected Veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care, and are excited to add our next DVM team member. Our commitment to work-life balance is complimented by No On Call, and our Total Comp package includes a Competitive Salary commensurate with experience, Medical, Dental, Vision, and Professional Services Coverage (Massage Therapy, Physiotherapy, Chiropractor, Acupuncturist & more), Paid Licensing Dues, Paid Vacation & Sick Days, CE, Eligibility for a Performance Bonus, & a Relocation Allowance is available. Text, call, or email Matt at 289-218-7041 or jobs@p3vetpartners.ca to learn more. Website: <https://www.chinookpetcliniclethbridge.ca>.

DO YOU WANT THE ABILITY TO OFFER YOUR

clients a complete range of in-house treatment options, while working with an experienced and collaborative team? Our multi-vet practice, Town Centre Veterinary Hospital located in Edmonton, AB is growing! We are a small animal practice offering conventional medical and surgical care as well as alternative therapies. We are looking for a DVM to join our tenured team, with a keen desire to learn new skills. This role is open to part-time, as well as full-time applicants. New graduates are welcome to apply. We pride ourselves on offering our team a healthy life/work balance, by offering no on-call or after-hours requirements. The ideal candidate will have a love of learning as we encourage continuing education and offer the possibility of chiropractic and acupuncture training. We are committed to providing you a supportive learning environment with a competitive total rewards package inclusive of excellent health benefits, generous bonus & CE allowance, professional dues assistance, staff discounts, relocation assistance & so much more! To learn more about us, visit us at www.towncentrevet.ca. Email: susan.heppner@nva.com.

***COMPETITIVE WAGE* INDEPENDENTLY OWNED AND**

only 15 minutes south of Calgary! Foothills Animal Hospital in Okotoks is looking to grow our team by adding a F/T, P/T, or CASUAL veterinarian. Our busy small animal practice boasts ultrasound, digital x-ray, and dental x-ray, and in house lab analyzers. We have an experienced team of support staff to assist you. Experience what it's like to work with management that cares about you and supports you. Let's have a conversation about what your ideal career in vet med looks like and see if we're a fit! Email: exec@foothillsanimalhospital.ca. Website: <https://www.foothillsanimalhospital.ca>.

CANADA VETWORK INC. HAS AVMA COE-

Accredited Vets currently seeking career opportunities. No Clinical Proficiency Exam is required, only a language exam and the NAVLE. Our process should not require an LMIA (Labour Market Impact Assessment). Contact us today! Website: www.canadavetwork.com. Email: info@canadavetwork.com. Phone: 403-507-3537.

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>.

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 a 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>. NVA Canada supports inclusive hiring practices. Email: susan.heppner@nva.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! NVA Canada supports inclusive hiring practices. Email: susan.heppner@nva.com.

CVS IS A NEWLY ESTABLISHED CLINIC (EST. 2018),

and with that, we have had the ability to carefully cultivate the culture, clientele and case-load we desire. We are looking to add a 3rd DVM to our team to allow us to grow, pursue specialties, and allow for a 4-day work week. While we are a mixed animal practice, we cater to our large animal clientele with the majority of our caseload being cow/calf and equine (with opportunity to expand companion animal caseload). We have a new equine facility, an excellent cattle facility (with hydraulic squeeze), and 99% of emergencies come to the clinic to be treated. Large groups of pregnancy-testing and semen testing is done on farm, all other appts are seen in-clinic. We utilize cloud-based software/EMR's, have in-house bloodwork, Stalo Cannon DR, Sonoscape Digital U/S, bovine u/s and the other usual clinic equipment. A locally owned and operated clinic we pride ourselves in our ability to sit down as team to make clinic decisions that best fit our goals, have flexibility in scheduling, or making changes to whatever may need it in real time. Contact Kyla or Luke at 306-662-4969 or kyla.runnion@gmail.com. Website: <https://www.creeksidevetsservice.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

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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 to dragos@vetinedmonton.com.

MEDICAL DIRECTOR OPPORTUNITY! UP TO \$100,000

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. Website: <https://www.grandeprairieanimalhosp.com>.

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. We look forward to hearing from you! Email: susan.heppner@nva.com. Email: <https://www.southfortvetclinic.ca>.

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: susan.heppner@nva.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: susan.heppner@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! Email: susan.heppner@nva.com. Website: <https://www.familypet.ca>.

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>.

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>.

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>.

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>.

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.

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

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 experience. Focus on areas of interest or stay general. This position is what you make it. Contact us for more information at: pgvets@telus.net. Website: www.poplargoovevet.com.

RVT REQUIRED

ARE YOU CURRENTLY WORKING IN AN

environment where you don't feel fulfilled or are being stretched too thin? At Properties Animal Clinic, we not only value and use our technologists to their fullest potential, but we are offering a balance of general practice combined with emergency appointments to keep you well-rounded and updated on your skills. Whether you have lots of experience or are a new grad, we would like to support your future goals by offering unique leadership opportunities as well as additional training and education within your desired field of expertise. We offer a balanced, flexible schedule with options for a condensed work week to maintain a healthy work-life balance. Our newly renovated practice provides our veterinary team with top notch equipment and a comfortable atmosphere to provide exceptional service to our clients and a fear free experience to their pets. Join our team, we'd love to start working with you! Email: properties@vet-care.ca. Website: <https://vetcare.applytojob.com/apply/GyLsPydzOf/Registered-Veterinary-Technician-RVT-Properties-Animal-Clinic>.

WE ARE LOOKING FOR A FT RVT FOR A BUSY 6 VET

practice in Fort Macleod, Ab. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities

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and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits, and a CE package. Please contact Dr. Todd Baker ph: 403-553-4887, fax: 403-553-2924, email: ftmacvet@hotmail.com.

MONTROSE PET CLINIC IN BEAUMONT IS

looking for an Animal Health Technician. We are a progressive small animal clinic in a small community 10 minutes away from South Edmonton. We are fully equipped 2 DVM clinic with Digital x ray, Dental x ray, Idexx Lab machines, Full surgical suit, and an Ultrasound. We offer high end pay (\$27 per hour), Health, dental and para medical coverage, CE allowance and Association dues for a suitable experienced candidate. New Graduates are welcome. It is a full-time position, but part time candidates also be considered. Please send your resume with confidence to montrosepet@gmail.com.

WE ARE ACCEPTING APPLICATIONS FOR A 30-

40hr/week RVT position to join our amazing team in an outdoor enthusiasts dream location! We offer in-house IDEXX Vetlab station, orthopaedic surgery, radiology, ultrasonography, cold laser therapy, dentistry and more. We offer competitive wages and a benefits package of health and dental benefits, annual RVT dues, CE allowance, uniform allowance, and amazing staff trips! Please apply with a cover letter, resume and references to jaspervetclinic@telus.net.

AMBLESIDE VETERINARY HOSPITAL IS

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

HAVE YOU EVER WOKEN UP AND WONDERED

when you would get to use all your skills and be a Registered Veterinary Technologist to your fullest potential? We are a privately owned veterinary hospital run by people who work with you side by side every day. Animal Emergency Hospital in Red Deer, Alberta is looking to add another RVT to our team. While we not only offer you top tier medicine, we offer an environment that allows for you to learn, grow, and succeed. Our 4 on/4 off rotation allows you to live life and love your career again. We strive to offer each employee balance; physically, mentally, and professionally. We know you can do amazing things in life, and we know you can do it with us because our care is infinite. If you want to finally grasp everything you were meant to be in this field, contact Ronnel Palmer at rpalmer@cedarwoodvet.ca. We cannot wait to meet you! Website: www.animalemergencyhospital.ca.

DELANEY VETERINARY SERVICES (DVS) IS

looking for an amazing RVT to join our evening team. We are a full-service equine referral facility with 7 veterinarians and many wonderful support-staff located in Sherwood Park, Alberta. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care and much more. The successful candidate will possess a positive attitude, highly skilled in equine handling, and self-motivated. Responsibilities include daily treatments, general care,

and maintenance of horses in the clinic, assisting with emergency surgeries and emergency cases. Full or part time positions available. We offer competitive wages and benefits. New grads and students welcome to apply! Email: management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

ARE YOU LOOKING FOR WORK-LIFE BALANCE IN A

fulfilling and friendly team environment? Coaldale Pet Clinic is looking for a part or full-time licensed Registered Veterinary Technologist or Technician Assistant to add to our amazing crew! As a small, client-centered, general practice in sunny Southern Alberta, our clinic offers a full and updated treatment area with IDEXX diagnostic laboratory suite, digital radiology, dental unit, dental radiology and ultrasound, all in a supportive environment. We offer competitive wages and benefits and require no weekend or on-call shifts. Located less than 10 minutes outside of Lethbridge, we are close enough for you to enjoy big city living or explore the wonderful outdoor opportunities that Alberta and British Columbia have to offer. If our clinic sounds like it would be a good fit for you, please submit your resume to Janna at: admin@coaldalepet.com. Website: <https://www.coaldalepet.com>.

RED WILLOW VETERINARY HOSPITAL IS LOOKING

to fill a full time position for a RVT or VMA. We are small, friendly, locally owned clinic in St. Albert that practices high quality medicine for our loyal clients. The position includes competitive salary based on experience, professional dues, health insurance, clothing allowance, paid CE time, and staff discount. We strive to do our very best for our clients, but maintain a very firm work/life balance. We are closed for all long weekends so that all staff can enjoy a regular break, plus we are closed for several additional days at Christmas. Sound good? Stop by and visit with our team and you will see the benefits our style of practice affords. meet our crew! Please send your resume to: joinourteam@thepethospital.ca.

GRANADA VETERINARY CLINIC IN SHERWOOD

Park AB is an independent, family-owned practice that is looking for a full-time registered Animal Health Technologist to join our team. We are a family-centered, patient-oriented facility looking for an enthusiastic individual who is a great communicator and is passionate about providing quality patient and client care. Our growing busy small animal practice offers paid dues, CE allowance, uniforms, and health benefits, along with excellent discounts on veterinary services and products. No weekends, nights, or on call. Applicants must be AHTs or RVTs that are registered or eligible to register with the AAHT. If you think this would be a good fit for you, applications can be sent to granadavet@shaw.ca. Website: <https://www.granadavet.com>.

PARKLAND VETERINARY HOSPITAL, LOCATED IN

the beautiful resort community of Sylvan Lake, 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. Check out our website at www.parklandvet.ca. For more information about this opportunity please email: shan@kbsl.ca.

POSITIONS AVAILABLE AT BOTH SOUTHFORT

Veterinary Clinic in Fort Saskatchewan, and Sherwood Veterinary Clinic in Sherwood Park. We are looking for a Registered Veterinary Technician and a Veterinary Medical Assistant. Must be confident with skills and willing to be a mentor to our newer techs. Experience in a veterinary clinic is a must. Our facilities are modern, well-equipped with digital x-ray, in-house lab equipment and more! We offer a competitive hourly wage with Health and Dental benefits included. If Continuing Education peaks your interest, let us know what area you want to learn more about and we can arrange it for you! If this sounds like a place you could thrive and enjoy, send us an email, we would love to hear from you! Email: amanda.samson@nva.com. Website: <https://www.southfortvetclinic.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://bvhlh.ca>.

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

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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.anemalemergencyhospital.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.

COME JOIN OUR TEAM! WE ARE A RURAL MIXED

animal practice with a supportive, team orientated approach. We offer our clients progressive medicine and surgery with an extensive in-house lab, x-ray and dental service. Our fear free approach reduces the anxiety of our patients supporting the human-animal bond. RVTs accompany vets on large animal farm calls and in clinic procedures, playing a vital role in farm animal medicine and surgery. Consider expanding your skills! we have specially trained RVTs performing wellness vaccines, BSE post-mortems and pregnancy exams on cattle. Check out our website and consider your future with us! Email: evelyn@ironcreekvet.ca. Website: <https://www.ironcreekvet.ca>.

CHAPPELLE VETERINARY CLINIC IS SEEKING A FULL

time RVT to join our team! We are a full-service, fast growing small animal clinic located in Edmonton-South. We are one of four privately owned veterinary clinics in the Edmonton and surrounding area. Our dedicated support staff consist of 2 RVTs, 1 AHT Student, 2 TA's, 1 full time and 1 part time Veterinarian. Our practice is equipped with in-house IDEXX lab, dental x ray, digital x-ray, Avimark software. We offer a competitive compensation package including group benefits paid annual dues, scrubs & paid continuing education. Sent resume and cover letter to info@chappellevet.ca, attention Bassam. Website: <https://chappellevet.ca>.

DO YOU WANT WORK LIFE BALANCE & SPEND TIME

with family over weekends? You are in luck, as we are looking for a RVT for M-F, 9.00-6.00pm, Thursdays closed. We are looking for enthusiastic, patient-oriented team player to join our team. We offer competitive wages (\$26-30/hr), paid membership dues, CE & scrubs allowance, health & dental benefits along with staff discounts! New Grads welcome! Please forward your resume to coppvet@telus.net. Website: <https://www.copperfieldvet.com>.

AIRDRIE ANIMAL CLINIC IS GROWING, AND WE ARE looking to add another RVT to our 3-doctor, privately owned practice where we foster your passion and mentor your

learning! We offer a signing bonus and a generous wage commensurate with experience. We allow our nurses to be nurses and encourage our RVT's to expand their knowledge with continuing education. Like exotics? We see a wide range of exotic pets however if that's not your thing, it's not required to work with us! We know how important the work/life balance is and are able to offer a schedule that is reflective of that. We offer health, dental and vision benefits with a health spending account, CE allowance with paid days off, ABVMA dues paid and a generous uniform allowance so that you can wear more Figs scrubs and so much more!!!! We look forward to starting the conversation with you today. Email: nicole@dandvetclinics.ca. Website: www.airdrieanimalclinic.ca.

MONTEREY VET CLINIC LOCATED IN NE CALGARY IS

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

THE EDSON VET CLINIC IS LOOKING FOR A FT RVT

to join our energetic, hardworking team. We are a mixed practice located in Central AB, only 1.5 hrs to Jasper and the beautiful Rocky Mountains and 2 hours to Edmonton. If you are looking for something new every day and a chance to develop your skills with friendly people to work alongside, then look no further! With our 5 Vets, 5 RVTs and multiple support staff you will find a well equipped, busy practice with a great work environment. New grads welcome and pay will be commensurate with experience. CE and uniform allowance as well as a great benefit package. Please email resume to anne@edsonvet.ca, attn: Anne Rogers or call 780-723-3354. Website: <https://www.edsonvetclinic.com>.

WETASKIWIN VETERINARY HOSPITAL IS SEEKING A

4th Full Time RVT to join our team! We are a progressive 2 Veterinarian mixed practice located 40 minutes South of Edmonton. We are looking for an enthusiastic, career oriented, team player with excellent interpersonal and client communication skills, wishing to maximize their technical skills in practice. We offer Cornerstone, in-house LA & lab facilities, also a competitive salary, health benefits, paid membership dues, and CE allowance. New grads welcome! Please forward your resume via fax: 780-352-6038, or email wet_vet@telus.net. Only candidates selected for interviews will be contacted. Website: <https://www.wetaskiwinvet.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 to: drgosal@vetinedmonton.com.

THE DAND VETERINARY CLINICS ARE LOOKING FOR

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

YOU ADORE CATS AND DOGS, THAT GOES WITHOUT

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

FULLER ANIMAL SPECIALTY SURGERY IS LOOKING

for a part time and full time RVTs. We perform orthopedic, soft tissue and oncologic procedures in the Calgary area. \$33+/hour starting wage. We offer CE, clothing allowance and benefits. Send a short letter and resume describing your interests to mfuller@fulleranimal.ca.

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>.

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>.

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>.

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

Classified Ads

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.

VETERINARY STUDENT WANTED

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 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.

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 to drgosal@vetinedmonton.com.

OTHER EMPLOYMENT

TRI-MUNICIPAL VET CLINIC IS SEEKING AN

outgoing, compassionate, and team-oriented client care specialist to join our team (full or part time). We are looking for an organized, reliable, and self-motivated person who will provide fantastic customer service. The successful candidate will have great attention to detail, the ability to multitask and thrive in a fast-paced environment. We value our fun, supportive and collaborative culture. We offer a competitive wage based on experience, staff pet discounts, health spending allowance, and other perks. Prior veterinary clinic experience is considered an asset. Email: hannah.viveiros@trimunicipalvet.com. Website: <https://trimunicipalvet.com>.

SABADILLA ANIMAL CLINIC IS SEEKING A FULL TIME

experienced Receptionist. A small animal practice located in SW Calgary committed to providing quality care. The successful candidate will be a team player, with excellent communication skills. If interested in joining our team forward your resume to sabadillavet@gmail.com. Website: <https://www.vets4pets.ca>.

P3 VETERINARY PARTNERS IS SEEKING AN

experienced Regional Operations Manager (ROM) to oversee select P3 hospitals in Alberta. P3's mission is to empower veterinary teams to live their passion and focus on unparalleled care for pets and the people who love them. The ROM is responsible for overseeing the quality of care and service provided to the pets and the people we care for, ensuring impeccable client service, and a supportive work environment through collaboration with the onsite leadership teams. Contact Matt at jobs@p3vetpartners.ca today to learn more! Website: <https://www.p3vetpartners.ca>.

PRACTICE FOR SALE

THRIVING SMALL ANIMAL VETERINARY PRACTICE

for Sale. Modern clinic design for both employee and client comfort. Fully equipped with state-of-the-art surgical suite, monitoring technology, digital radiology, complete digital dental unit and in-house diagnostic laboratory with hassle free cloud-based software. Currently a 2-Vet Practice with potential to be much more with expansion into adjacent vacant unit. Located in a new rapidly developing urban area outside Calgary. Opportunity to personalize a practice suited to your lifestyle. Contact: 403-971-5356. Email: victoriarmfielding@outlook.com.

HAVE YOU CONSIDERED PRACTICE OWNERSHIP, BUT

the concern of management responsibility is holding you back? Or you worry that the financial requirements would be overwhelming? If so, we would like to speak with you about an opportunity to participate in practice ownership with no money down; no encroachment on your salary; and no financial risk in an established practice in urban Alberta. We only require that you are fully licensed and can work as part of a team. Please contact us at yegdvm@gmail.com.

THIS SMALL ANIMAL COMPANION CLINIC OPENED

in 2008 in central Alberta in a bedroom community of Red Deer. The clinic is a 1 doctor practice with a dedicated support staff. Their annual gross revenues just under \$600,000, with plenty of growth opportunities available. This practice is the perfect fit for a new or seasoned DVM who is interested in growing the clinic and is devoted to the health and wellbeing of their clients' pets. The practice offers C02 surgical laser, dentistry, diagnostic imaging, in-house laboratory, nutritional support, emergency services, cremation, acupuncture and more. For more information, please email or call Raj Manek phone 780-909-4426. Email: rajm@odysseycpa.ca.

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licensed, fully functional & equipped for a Veterinary Cat Clinic located in a high exposure location in central Edmonton? Look no further! Visit <https://bit.ly/3fuLOQm> for more information or contact Hennadiy (Ghena) Menyaylov at ghena@naiedmonton.com or call 780-278-3398. Website: <https://www.naiedmonton.com>.

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TURN-KEY SMALL ANIMAL PRACTICE FOR SALE IN

the City of Calgary. Rather than a start up, why not buy something with excellent cash flow already? All equipment up to date, excellent staff, marketing program in place, on call referred to emergency practice, wonderful loyal clientele. Looking either for partnership or full asset sale depending on your preference. Email: maclal@shaw.ca. Website: <https://www.douglassepetclinic.com>.

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new management FOR SALE in the Hinton, Alberta area. Mainly small animal practice with some large animal clientele - and room to expand. Hospital recently renovated and equipment updated, including digital radiograph, in clinic Idexx blood machines and ultrasound. Completely equipped for medical and surgical cases. Call or email Taylor Sobchuk for more information: 780-865-3866, admin@solsticevet.com.

HIGH PROFITABLE SINGLE VET PRACTICE FOR SALE.

Successfully running since 2008 with digital x-ray machine, right in center of the city, and local bus 2 minutes away. Veterinarian working since 1983 in the profession decided to retire and serve the profession in other roles. Email: Millviewpethospital@outlook.com. Website: <https://www.millviewpethospital.ca>.

EQUIPMENT FOR SALE/ WANTED

LOOKING FOR STAINLESS STEEL KENNELS FOR

both cats and dogs. Please contact Cassidy Kalke via email (cassidy.kalke@whitemudvet.com) or over the phone 780-756-5070.

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