



# ABVMA

Alberta Veterinary Medical Association

# MEMBERS' MAGAZINE

MARCH-APRIL 2023



## In This Issue

Welcome Incoming ABVMA Members  
of Council

March is National Tick Awareness Month:  
Alberta Ticks – Laboratory Update

**2023 ABVMA President  
Dr. Natasha Kutryk, WCVM 2014**

# Thinking of buying or selling a veterinary practice?

Partner with the industry leader to optimize your transaction



Simmons has transacted over **\$2 Billion** in veterinary practice sales

Simmons Educational Fund has donated over **\$3 Million** to the veterinary profession through education, sponsorships, and student awards

## Testimonials

*"Dr. Elizabeth Bellavance helped us sell our practice in 2021. It was a big decision, and a long process with many facets. Thankfully, due to Elizabeth's experience, calm demeanour and good communication skills, we were able to achieve our goals. We knew she had our best interest in mind as she took the time to discuss the pros and cons of each offer. With Elizabeth's guidance, the process was less stressful, we received a higher selling price and we were confident that we got the best deal possible for our staff, clients and ourselves."*

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

*"Having gone through a process of purchasing and selling a hospital with a professional (who is also a veterinarian!), we can only highly recommend this to anybody who is thinking about either. It will be money well spent. Negotiations between the sellers initially, and the purchasers subsequently, of the hospital, in the end were left to Elizabeth. Not only was this less stressful for us and a great time saver, it also vastly improved the outcome of the negotiations. Elizabeth was extremely diligent and detail oriented and worked very hard on our behalf."*

Dr. J

**Contact us today:**

**800.333.1984 | [canada@simmonsinc.com](mailto:canada@simmonsinc.com) | [simmonsinc.com](http://simmonsinc.com)**

**Practice Valuations · Practice Sales · Buyer Agency · Sale Facilitation**

## Features

**7**

Welcome Incoming ABVMA Members of Council

**12**

March is National Tick Awareness Month: Alberta Ticks – Laboratory Update

**20**

Equity, Diversity and Inclusion | Microaggressions – What they are and how to do better

**24**



### On the Cover

**2023 ABVMA President  
Dr. Natasha Kutryk,  
WCVN 2014**

## Editor's Notebook

### CHANGE. CHANGE IS CONSTANT.

Change can be difficult, it can be scary and there can be work required to manage change.

Occasionally, we face a transformational change: crisis, divorce, change of employment, a new business enterprise, or a new organizational mission or objectives.

More often we are faced with making incremental or one degree shifts that keep us on course. The impact of being off by one degree can seem insignificant. Walking across the room, you may be off target by a few inches. The further one travels, the greater the impact. A one-degree error in the trajectory of a rocket to the moon will put it 6,670 km off target.

What ABVMA must do to manage change is understand where we have been, take stock of where we are now and have a clear objective of where we want to be. We must recognize and act on the opportunities to make those one-degree shifts.

Policy changes including the Continuing Professional Development Program and the VCPD, Telemedicine and Delegation of Veterinary Medicine Professional Standards are incremental changes for veterinary medicine in Alberta. These will help us stay the course. The pending *Professional Governance Act* may present additional change for the veterinary profession but should not fundamentally alter the objectives of the ABVMA and the veterinary profession.

My long-time colleague Dr. Darrell Dalton resigned from the position of Registrar of the ABVMA on Jan. 9, 2023. Dr. Dalton worked for the ABVMA for seventeen years, serving as Assistant Registrar from 2006 to 2013 and then as Registrar and CEO.

I will take this opportunity to thank Dr. Dalton for his steadfast service to the ABVMA and for his commitment to veterinary medicine. His dedication to representing veterinary professionals on behalf of the association was unwavering throughout his tenure. His dad jokes were groan-worthy and staff will miss him.

We will continue to manage the transition at the ABVMA office, making the one-degree shifts to stay on course, meeting core operational and legislated obligations and advancing strategic initiatives.

### Phil Buote, DVM

**Interim Registrar and Complaints Director,  
Alberta Veterinary Medical Association**

Editor's Notebook .....	3
President's Report .....	4
Interim Registrar's Report .....	5
Council Highlights .....	6-7
Complaints Director's Report .....	10-11
Membership Matters .....	14-16
CVMA Report .....	18-19
Vintage Veterinary Exhibit Association Reaches Fundraising Goal .....	22
In Memoriam .....	22
Public Recognition Corner .....	26
ABVMA in the Community – MLA Jackie Lovely .....	27
ABVMA Student Leadership Awards .....	27
Meet the ABVMA Team .....	27
PIPS Tip: Completing Tracked Prescription Program Forms .....	28-29
Dean's Corner (UCVM & WCVN) .....	30-31
Student's Corner (WCVN & UCVM) .....	32-33
ABVTA News .....	34-36
CE Opportunities .....	37-38
Classified Ads .....	39-46
Advertiser's Index .....	46

**VOL. 25, ISSUE 2**

#### PRODUCTION

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

#### ADVERTISING

Display Advertising – Sarah Eisner Munn  
Classified Advertising – Lee Anne Winter

#### 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.

ABVMA staff contact information is available at [abvma.ca](http://abvma.ca).

#### CONTACT US

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

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



# President's Report



**Natasha Kutryk, DVM**

President, Alberta Veterinary Medical Association

## WHO OUT THERE HAS BEEN ENJOYING

the newest season of "All Creatures Great and Small"? I have to admit that it is one of my guilty pleasures, and I realized while watching it that the romance of Herriot's stories was a definite influence on my decision to locum as a rural veterinarian in England a few years ago.

The idea of walking in the shoes of this man who made our profession so relatable and accessible to millions of readers was thrilling. And although almost 100 years have passed and new medicines and technologies have come along, I can't help but think how much hasn't changed.

All of us can sympathize with the newly graduated James Herriot as he struggles to communicate with clients who are suspicious of trusting the untried vet. And how many of us have sweated bullets performing a necropsy on an animal we recommended to be humanely euthanized while also holding our breath that our diagnosis was right? Times change, but people do not.

However, our means of connecting with people is one advantage James Herriot never had. We can call, text or video chat with colleagues when we need help in the field. There are online social media and discussion groups we can join to work up cases or share the stresses we are experiencing. Think of the money and time we save with virtual continuing education and networking from the comfort of our practices or homes.

We also have the ability to deliver telemedicine. In January, the ABVMA Council approved changes to policy related to telemedicine, including an updated Telemedicine – Professional Standard and a new Veterinarian-Client-Patient-Relationship – Professional Standard (VCPR). The VCPR – Professional Standard permits that:

*In certain exceptional circumstances where a VCPR has not been established, a veterinarian may determine through their professional judgement that there is sufficient information obtained through telemedicine or virtual means (virtual examination of animal(s) or virtual site visit) to prescribe treatment if:*

1. *Through the virtual examination of the animal(s) or virtual site visit, the veterinarian has conducted sufficient investigation and collected sufficient information to arrive at a diagnosis and determine the medical need for a prescribed drug,*
2. *The quantity of the drug prescribed is limited to an immediate, short-term need or is the minimum amount necessary to allow the client a reasonable opportunity to obtain in-person veterinary services for the animal(s) or group of animals,*
3. *The veterinarian is readily available to manage adverse reactions to the drug or failure of the regimen of therapy,*
4. *No prescribing of controlled drugs is permitted in these circumstances, and*
5. *The veterinarian assumes responsibility and accountability for the case.*

Please take the time to read more details about the policy in your ABVMA Enews or Members Facebook group. Policies are posted on [abvma.ca](http://abvma.ca).

I also encourage all of you not to view telemedicine as a "reduced" alternative and charge appropriately for the service. You are bringing to bear all of your skills and experience in diagnosis and treatment, not to mention introducing a format to make you more valuable and accessible to your patients and clients.

I would like to extend a huge thank you to Dr. Darrell Dalton for his service and for leading our association through many changes. He was on the ABVMA executive since 2006 and was our Registrar since 2013; his presence on Council will be missed.

Yes, time flows on and as much as I enjoy dipping into nostalgia, I am also energized by the shifts our profession is experiencing right now. Things might get uncomfortable as we grow and adapt, but thinking about how successive generations of veterinarians and veterinary technologists will benefit from the changes we implement today makes the worries all worthwhile.

# Interim Registrar's Report

## ON THE WALLS OF THE DR. DUANE

Landals Boardroom are the photos of ABVMA Councils from 1979, 1983 and 1989 through to this year and Registrars since 1929. I find inspiration in those photos as they symbolize the incredible collective commitment to the advancement of veterinary medicine and the ABVMA. This is not nostalgic contemplation; those pictures include the current Council.

## Volunteer Recognition

ABVMA meets legislated obligations and makes progress on strategic initiatives because of the dedicated work of members who volunteer for Council and legislated and advisory committees. I am perennially struck but seldom surprised at the passion, enthusiasm and selfless volunteerism of ABVMA members on display at Leadership Weekend. This year was no different. Thank you to all ABVMA members who contribute to the Leadership Weekend and the ABVMA.

## Labour Mobility Act

The *Labour Mobility Act* (LMA) received royal assent on Dec. 2, 2021.

ABVMA has been engaged with the previous Ministry of Labour and Immigration and the new Ministry of Skilled Trades and Professions to ensure that ABVMA is compliant with both the *Fair Registration Practices Act* and the LMA.

The LMA helps support the seamless movement of out-of-province certified professional workers to Alberta to meet the province's labour needs and spur Alberta's economic recovery and future growth. The legislation introduces uniform legislative requirements for regulatory authorities that govern over 100 regulated occupations in Alberta, including veterinarians and veterinary technologists.

Despite being passed in late 2021, the LMA will not come into effect until proclamation, which is expected during the spring sitting, when the accompanying regulations are passed.

ABVMA and other Alberta regulatory bodies received an update on the draft LMA regulations from Assistant Deputy Minister Mike Fernandez and his team on Jan. 27, 2023.

While we are confident that qualified veterinary professionals seeking licensure with the ABVMA do not experience unnecessary delays in registration, ABVMA will continue to work with government department officials to ensure ABVMA is in compliance as the LMA regulations come into force.

## ABVMA Member Wellness Program

We are all-too-well acquainted with veterinary professionals experiencing stress and burnout, high rates of attrition from clinical practice and the profession, mental health and addiction difficulties and suicide.

The ABVMA Member Wellness Program originated from a Council decision in 1995 to approve a new Wellness Program for the ABVMA. At the time, the program covered the costs, anonymously, for an initial interview between a member in need and a counsellor or psychologist under a contract with the ABVMA. As the program and membership grew, ABVMA contracted a coordinating psychologist who maintained a network of psychologists to provide tailored counselling to members across the province.

To expand offerings that also included proactive supports to maintain member wellness, ABVMA looked to expand services offered through the ABVMA Member Wellness Program by contracting Homewood Health. They have been the ABVMA Member Wellness Program service provider since 2018.

To ensure that the program meets the needs of our members, ABVMA has engaged Jillian Carr, Steady Gait Planning, to survey and connect with members willing to share their experiences and thoughts about the services offered through the existing ABVMA Member Wellness Program. If you would like to contribute, Jillian can be reached at [jillian@steadygaitplanning.com](mailto:jillian@steadygaitplanning.com).

We expect that this data will help inform Council decisions of member wellness supports going forward.

## Communications Audit

ABVMA undertakes communications as a core activity. Primary audiences are ABVMA members and the public, but also



**Phil Buote, DVM**

Interim Registrar and  
Complaints Director, Alberta  
Veterinary Medical Association

stakeholders, governments and affiliated organizations. The media channels and preferences for how people receive communications have changed drastically in recent years.

While ABVMA has been engaged on social media for a decade and the ABVMA *Members' Magazine* is envied by other veterinary organizations, we must remain current in our communications to achieve legislated responsibilities and strategic objectives.

There have been some questions about ABVMA communications, including engagement on social media, the effectiveness of the ABVMA Member's Private Facebook group and the economics and wisdom of printing a paper magazine in 2023.

So that decisions on these questions are properly informed, Council has approved that staff investigate conducting an ABVMA communications audit or gap analysis. This is expected to contribute to the development of an ABVMA Communications Strategy. We expect that members will be consulted and engaged to provide feedback during the audit.

# Council Highlights

## 2023 ABVMA Members of Council

Dr. Kirsten Aarbo, Dr. Chris Berezowski,  
Dr. Serge Chalhoub, Angela Denbow, RVT,  
Dr. Jami Frederick, Sarah Golinowski, RVT,  
Dr. Navjot Gosal, Mick Howden, Dr. Lindsey  
Kurach, Dr. Natasha Kutryk, Dr. Keith Lehman,  
Dr. Christy Leslie, Dr. Daren Mandrusiak,  
Dr. Gillian Muir, Leilani Mustillo, RVT,  
Ross Plecash, Dr. Noel Ritson-Bennett,  
Dr. Lisa Scott, Dr. Renate Weller

**2023 Council photo coming soon.**

### Council Highlights

**Nov. 16-17, 2022, Edmonton, AB**

**Dr. Jami Frederick, Member of Council, Edmonton Region**

**ABVMA COUNCIL MET NOV. 16 AND 17, 2022, AT THE  
ABVMA office in Edmonton.**

#### November 16:

- Council discussed the Terms of Reference, making some amendments to better ensure that all Council members are held accountable and participate fully in meetings and engagements.
- The hard work of the Telemedicine Policy Research Committee was reviewed and approved. Council thanks the members involved for their dedication and time. This policy will be shared with ABVMA members.
- Council discussed relations with WCVN. The January Council meeting is normally held in Saskatoon at the college to engage with students and faculty of WCVN. Due to the small number of Alberta students and their rotation schedules, chances for engagement are greatly reduced, and Council decided that this meeting will now be held virtually instead of in Saskatoon. More will follow on how Council plans to foster relations with WCVN in the face of fewer Alberta students attending.
- A number of new members were approved to the numerous ABVMA committees. These members will be contacted so that they may accept their new positions for the upcoming year.

#### November 17:

- The format for ABVMA Annual General Meeting (AGM) minutes was discussed. Council supports maintaining detailed minutes of the AGM. Council requests that ABVMA staff also prepare a document providing highlights of the meeting to allow members to have the option of a shorter document to read.
- Council reviewed the North American Essential Competency Profile for veterinary medicine, which was released recently. Its primary purpose is for use by the regulatory community as a foundational document supporting a focus on competence for regulated veterinarians.
- Council directed ABVMA staff to work on a resolution to be presented at the AGM. The resolution is to amend the Veterinary Profession General Regulation and ABVMA Bylaws to streamline the registration of veterinary graduates from non-accredited colleges and accommodate NEB candidates selecting the clinical year option.
- ABVMA Council reviewed the results of the Equity, Diversity and Inclusion (EDI) Survey that ran August to September 2022. Council supports ABVMA Council and committee members completing EDI training.
- A CVMA position statement, Castration of Piglets, was reviewed.
- Council directed that a letter be sent to Health Canada and Alberta Environment and Protected Areas regarding the use of strychnine in wolf and skunk control.

## 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





### **Dr. Jami Frederick**

**Member of Council, Edmonton Region**

**JAMI DISCOVERED THEIR PASSION FOR ANIMALS AND VETERINARY** medicine as a young child. They spent their days caring for their many acreage pets and most of their summers were spent out at the barn from dawn to dusk riding horses.

They attended the University of Alberta from 2009 to 2012 in the Faculty of Agriculture, working on their pre-veterinary studies, where they had the pleasure of volunteering with the dairy cows, the pigs and the poultry.

The University of Calgary, Faculty of Veterinary Medicine, accepted them in 2012, much to Jami's delight, and they graduated in 2016 as a DVM.

After graduation, Jami worked for a time out in Viking, AB, at a rural mixed practice, which they enjoyed, but small animals stole their heart and they decided to move back to Edmonton in 2017.

Jami now works in emergency medicine and is very much enjoying the new challenges that come with that. She loves her team and loves the excitement that the ER brings.

Jami spends their free time going on adventures with Orion, the most amazing golden retriever, or cuddling their cats in their Edmonton home.

Jami is so grateful to have the opportunity to serve their veterinary community as a member of Council, and looks forward to helping to improve the profession here in Alberta.

Jami is a strong advocate for diversity, equity and inclusion in veterinary medicine.

---

## **Welcome Incoming ABVMA Members of Council**



### **Dr. Navjot Gosal**

**Edmonton Region**

**DR. NAVJOT GOSAL WAS BORN IN PUNJAB,** India, where he grew up doing chores on his family's farm and caring for their livestock. He graduated from Punjab Agricultural University in 2003 with a bachelor's in veterinary medicine and animal husbandry and went on to complete his master's in veterinary pharmacology and toxicology in 2005. After graduation, he worked as a mixed animal practitioner in Punjab before moving to Edmonton in the winter of 2008. He obtained his license to practice in Canada after successfully passing his exams in 2010 and began working in a mixed animal rural practice in Alberta before moving to a small animal private practice in Edmonton.

For his meaningful contribution toward the advancement of the discipline of veterinary pharmacology, he was awarded fellow status

by the American Academy of Veterinary Pharmacology and Therapeutics. He also received the Young Veterinarian of the Year Award in 2011 from the ABVMA, in recognition of emerging leadership in the veterinary profession.

In 2015, he opened his own companion animal practice in partnership and has since enjoyed growing his business by caring for the pet population and their humans in Edmonton and surrounding area.

Dr. Gosal has been a volunteer with the ABVMA since 2012, serving on advisory and legislated committees. He has also been part of the Edmonton Association of Small Animal Veterinarians, including as past president. When he isn't busy with the practice or his local and provincial associations, he enjoys camping and boating with family and friends.

## Welcome Incoming ABVMA Members of Council continued



### Leilani Mustillo, RVT

#### South District

**LEILANI IS A BORN AND RAISED ALBERTAN** who completed the Olds College Animal Health Technology program in 2009. Since graduating, she has worked in specialty and emergency medicine in both nursing and management roles. From 2015 to 2022, she taught in Olds College's Animal Health Department.

As an advocate for RVT advancement, she has a love for mentoring and training those who are new to

emergency medicine, with her favourite topic being emergency triage.

In October of 2020, Leilani founded Animal HealthLink, a teletriage company created to relieve the extreme pressure veterinary staff are facing and in turn promote sustainability of veterinary practices.

Leilani lives in Calgary with her husband and three children, two cats and a dog.



### Dr. Lisa Scott

#### Calgary Region

**DR. LISA SCOTT WAS BORN IN CALGARY** but grew up in Ottawa. She received her master's in epidemiology at the University of Guelph and went on to complete her DVM at the Ontario Veterinary College. While attending university, she worked for the Centre for Food-borne, Environmental and Zoonotic Infectious Diseases (CFEZID), Public Health Agency of Canada.

Upon graduation, she moved back to Calgary where she currently resides. She works full time at an emergency clinic in Calgary, and locums at a number of emergency and primary care clinics in and around Calgary, and occasionally in Nanaimo, BC.

She became active in the ABVMA in 2018.

During her time off from work, she loves to head to the mountains and play hockey.



### Dr. Chris Berezowski

#### Central Region

**COUNCIL IS PLEASED TO WELCOME DR. CHRIS Berezowski** for a second term on Council.

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.

Dr. Berezowski completed his MBA at the University of Calgary in 2019. In his spare time, Chris enjoys cooking, travelling and equestrian sports.





**P3 VETERINARY PARTNERS**

Pets. People. Practice.



Canadian  
founded,  
owned, and  
operated.

# Join the P3 family



## NURTURE YOUR CAREER, YOUR PASSION FOR PETS, AND YOUR WELL-BEING

Work with people who share your professionalism and who value your expertise. Our Canada-wide, community-based practices have the resources and capabilities of a large company combined with the personality and flexibility of an independently owned hospital.

### 8 reasons why you'll love being part of the P3 family



- Competitive, flexible compensation
- Comprehensive benefits
- Schedules that suit you
- Mentorship program
- Customized continuing education
- Canadian founded, owned, and operated
- A deep commitment to community
- Associate ownership opportunities

**Book a time to chat (the coffee is on us!)**

[www.p3vetpartners.ca](http://www.p3vetpartners.ca)

435 Reynolds St., Suite 306  
Oakville, ON L6J 3M5

1 888-473-2046

Copyright © 2023. All rights reserved.

Follow us



# Complaints Director's Report



**Phil Buote, DVM**

Interim Registrar and  
Complaints Director, Alberta  
Veterinary Medical Association

## Complaint Case # 21-37

### A LETTER OF COMPLAINT WAS

received about a veterinarian from the owners of a six-year-old intact male American Stafford bull terrier named Leo, presented to a small animal veterinary practice on Nov. 26, 2019. Leo was known to have a history of intermittent hematuria.

Radiographs were declined by the owners at this visit; however, blood and urine were collected. Following examination it was further recommended that radiographs and a neuter be performed. Leo was treated with antibiotics and preputial flushes.

In June the following year (2020), the owners again returned with a complaint that Leo was unable to urinate. Bloodwork and urinalysis were performed and confirmed hematuria and cystine crystalluria. A recommendation for an abdominal X-ray and neuter surgery was made, and antibiotics were prescribed.

On July 13, 2020, the owners returned, and orchiectomy surgery was performed. Abdominal X-rays were completed the same day following the surgery. The X-rays showed bladder calculi and a suspected urinary blockage. The veterinarian recommended cystotomy surgery be completed as soon as possible. The owners left without booking the cystotomy with the veterinarian, electing to seek quotes for the surgery from other veterinary practices.

The cystotomy was undertaken on July 17, 2020, at a different veterinary practice.

The complaint was investigated, and the report of the investigation was reviewed by the Complaint Review Committee (CRC). The CRC made a determination that the matter be referred for a hearing. The veterinarian was served a Notice of Hearing that set out the allegations of unprofessional conduct along with disclosure of the investigator's report. The veterinarian entered into consent discussions with members of the CRC which proved to be successful.

Through discussion with the veterinarian and the CRC members, the ABVMA agreed to withdraw two of the allegations

in the Notice of Hearing. The withdrawn allegations were related to the orchiectomy being a medically unnecessary surgery given the presentation and whether the veterinarian had obtained informed consent from the owner. The matter moved forward with an Admission of Unprofessional Conduct from the veterinarian on three of the five allegations.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held virtually Oct. 21, 2022.

### Agreed Statement of Facts:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2006.
2. The veterinarian is the responsible veterinarian for the veterinary practice.
3. TW and SW were the owners of a six-year-old intact male American Staffordshire bull terrier named Leo.
4. Leo was brought to the veterinary practice on Nov. 26, 2019, for an ongoing history of intermittent hematuria.
5. At that visit, X-rays were declined, and blood and urine were collected. Leo was treated with antibiotics and preputial flushes. A further recommendation of X-rays and a neuter was provided to the clients.
6. Leo returned to the veterinary practice on June 26, 2020, with a complaint that Leo was unable to urinate. Bloodwork and urinalysis confirmed hematuria and cystine crystalluria. A recommendation of abdominal X-rays was made, antibiotics were prescribed and a neuter surgery was recommended.
7. On July 13, 2020, orchiectomy surgery was performed by the veterinarian.
8. Abdominal X-rays were undertaken subsequent to the surgery on July 13, 2020, confirming bladder calculi and a suspected urinary blockage. A cystotomy surgery was recommended as soon as possible. The owners left to confirm prices at other locations.
9. Ultimately, a cystotomy surgery was undertaken by a different veterinary practice on July 17, 2020.

## Agreed Findings of Unprofessional Conduct:

### Medical Management:

1. That the veterinarian failed to properly diagnose and undertake treatment of Leo.
2. That the veterinarian inappropriately performed the orchiectomy surgery without first undertaking the radiographs to diagnose Leo.

### Informed Consent:

3. That the veterinarian failed to properly inform Leo's owners of the urgent need for radiographs at the November 2019 and June 2020 appointments.

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

### Acknowledgement of Responsibility:

It is acknowledged by the ABVMA and the veterinarian, that its conduct as described

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

### No Right of Appeal:

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

### Sanction Of The Hearing Tribunal

The Hearing Tribunal ordered that the appropriate sanctions for this matter are as follows:

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be required to successfully complete, at his own cost, within six months of the date of this order, the following continuing education obligations, as approved by the Complaints Director:
  - i. five hours on communications, including inter-team

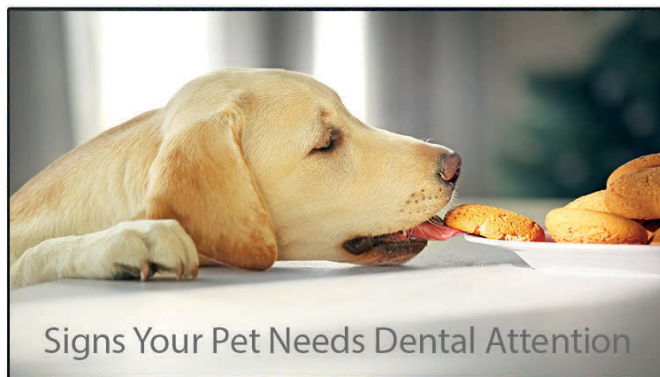
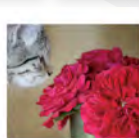
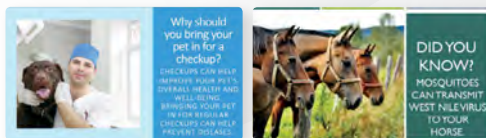
communication, client communication and obtaining informed consent.

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

# AdVantage™

## Client education made easy

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



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



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

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



"Your success is our business"



## Alberta Ticks – Laboratory Update

**Kinga T. Kowalewska-Grochowska, MD, FRCP(C)**  
Medical Microbiologist, Provincial Laboratory of Public Health (Microbiology)

### AS WE WRAP UP THE 2022 TICK

season, it is now time to look to the next year – and, while we are at it, review the past year.

In 2022, the tick surveillance program received over 360 ticks from veterinary practices across Alberta. Of those submitted, 170 were of *Ixodes* genus and were tested for the presence of *Borrelia* species bacteria. Twenty-one were found to have *B. burgdorferi* present and one was found to have *B. miyamotoi* present. Eighteen of the ticks positive for *Borrelia* spp were *Ixodes scapularis* and the other four identified to the level of *Ixodes* genus only. Travel history associated with the positive ticks was mostly unknown (16) with four positive ticks with no associated travel and two coming from hosts that had recently left Alberta.

Since mid-2021, the Alberta Precision Labs – Public Health Laboratory (ProvLab) has taken over laboratory support of [Alberta Health's Submit-a-Tick Surveillance Program](#) Lyme disease and tick surveillance | [Alberta.ca](#), working together with Bishop's University image-based platform ([eTick.ca](#)). ProvLab provides morphological confirmation of *Ixodes* ticks, as well as *Borrelia* testing. All results are incorporated into Alberta Health's Lyme Disease surveillance database as well as reported to the submitter.

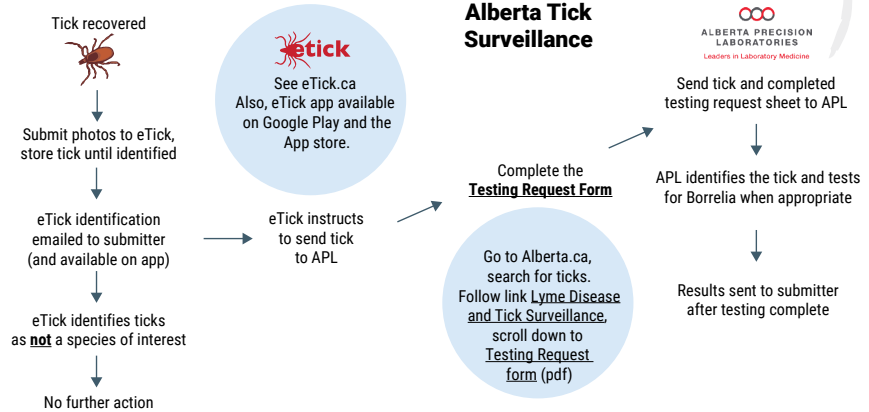
The Alberta veterinary community is an invaluable key partner in this initiative, and collaboration between all stakeholders including Alberta Health, ProvLab and eTick, is the key to better understanding of Lyme Disease in humans and animals.

There were a few challenges as the new process started, as is always the case when changes happen. We managed to resolve them together with big help from our veterinary partners – thank you for that! ProvLab looks forward to continued collaboration with veterinary practices and hopes this summary will be helpful to veterinary professionals.

### Process in a Nutshell

- Take a digital photo and submit it through the eTick app or website ([eTick.ca](#))

### Let's start with the birds-eye view of the process:



- Store tick in a hard plastic container with tight fitting lid (no moisture needed) for at least 10 days
- Wait for a response from eTick (usually in two business days); it will contain image-based identification with unique eTick number, as well as further instructions
- If applicable (as per message from eTick), mail specimen to APL for confirmation of ID and Lyme testing
- Do not forget to download [APL lab request form \(alberta.ca\)](#) – it contains all shipping instructions and address.
- Once testing is complete, APL will send results to the veterinary office via fax or mail

Please note a test request form (see above) must accompany all submissions.

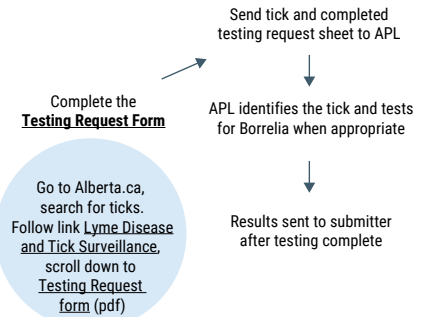
Additional information on laboratory identification of ticks/ectoparasites is available in ProvLab Guide to Services [Alberta Precision Laboratories | Lab Services \(albertahealthservices.ca\)](#).

### Tick Program FAQs:

#### What's the Submitter ID listed on tick testing request form?

The submitter ID number links all tick testing to an individual veterinary practice. If you don't have your vet Submitter ID, contact ProvLab and we will help you obtain that information. You may leave the space blank until a vet ID number is created for you.

### Alberta Tick Surveillance



### Does the veterinary practice pay for transporting the tick to ProvLab?

Only if it's sent through Canada Post. APL covers the cost if the sample is sent via FedEx or Purolator Courier as per 2022 email. If help is needed with this, please reach out to ProvLab (see contact details at the end of the article).

### I cannot enter the third party (ProvLab) billing information. What do I do now?

Purolator has the option to set up a "profile" or an "account." Companies that have an account can change third-party billing information and enter APL account information. Contact ProvLab for help with other billing issues.

### I have not heard back from eTick after two business days. How do I get my information?

Sometimes (though rarely) the email system fails to send a message to the user, or users miss the email that was sent to them (it may go to their spam folder). Contact eTick by email [admin@etick.ca](mailto:admin@etick.ca) and the issue will be resolved.

**Questions or concerns?** Contact [kinga.kowalewska-grochowska@aplabs.ca](mailto:kinga.kowalewska-grochowska@aplabs.ca) or [daniel.fitzgerald@albertaprecisionlabs.ca](mailto:daniel.fitzgerald@albertaprecisionlabs.ca).



**adventures made possible**

*time made magical* ✨



## Powerful nutrition designed for pets with cancer.

With taste beyond belief, for adventures beyond imagination.

- 1 Helps maintain weight & lean muscle with flavourful fats & highly digestible protein
- 2 Helps manage inflammation with added essential omega-3 fatty acids
- 3 Helps maintain consistent stool quality with our ActivBiome+ prebiotic blend

**SCIENCE DID THAT.**



# Membership Matters

Council approved the following at the January 2023 Council meeting

## Veterinarians | January 2023

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

Dr. Laurie Milne, #1167	Jan. 1, 2023
Dr. John Wilson, #475	Jan. 1, 2023
Dr. Sandra Black, #1225	Nov. 3, 2022
Dr. Pamela Goble, #1227	Jan. 1, 2023
Dr. Nicole Cucchet-Mayotte, #3272	Jan. 1, 2023
Dr. Crystal Mullen, #1210	Jan. 1, 2023
Dr. Zoe Gould, #3760	Nov. 22, 2022
Dr. Meaghan Berdini, #2670	Jan. 1, 2023
Dr. Lucas Nickel, #3523	Jan. 1, 2023
Dr. Catherine Waters, #917	Dec. 31, 2022
Dr. Rebecca Jackson, #3210	Dec. 1, 2022
Dr. Robert Ostrander, #586	Dec. 2, 2022
Dr. Glenn Merth, #1412	Jan. 1, 2023
Dr. Mary Bell, #3554	Dec. 8, 2022
Dr. H. James Neufeld, #568	Jan. 1, 2023
Dr. Tara Lee Walters, #1593	Jan. 1, 2023
Dr. Peter Blomfield, #1378	Jan. 1, 2023
Dr. Julie DeCubellis, #3201	Jan. 1, 2023
Dr. Andrew Bronson, #964	Jan. 1, 2023
Dr. Jessica Grieve, #3768	Jan. 1, 2023
Dr. Jessica Burn, #3146	Jan. 1, 2023
Dr. Sarah Barnes, #3332	Jan. 1, 2023
Dr. Beverly Wolney, #1962	Jan. 1, 2023

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

Dr. Disa Boyd, #2945	Nov. 3, 2022
Dr. Randi Glen, #3858	Dec. 31, 2022
Dr. Kira Tweed, #3740	Nov. 1, 2022
Dr. Yaseshwari De Silva Senapathi, #3860	Jan. 1, 2023
Dr. Heather Murphy, #3389	Dec. 30, 2022
Dr. Heather Loewen, #4117	Jan. 1, 2023
Dr. Katarina Weber, #4137	Jan. 1, 2023
Dr. Ilonka Geverink, #1828	Dec. 1, 2022
Dr. Lauren Deagle, #3420	Dec. 1, 2022
Dr. Shefali Lemaire, #3076	Jan. 1, 2023
Dr. Gordon McDonald, #1064	Dec. 31, 2022
Dr. Ryan Morgan, #4055	Jan. 1, 2023
Dr. Jennifer Hay, #3375	Dec. 30, 2022
Dr. Emery Cyfra, #697	Jan. 1, 2023
Dr. Sumandeep Sharma, #3576	Jan. 1, 2023
Dr. Elena Petrali, #2959	Dec. 31, 2022
Dr. Gregory Parks, #1577	Dec. 31, 2022
Dr. F. Peter Claffey, #585	Jan. 1, 2023
Dr. David Cartledge, #430	Jan. 1, 2023
Dr. Lia Morley, #1708	Jan. 1, 2023
Dr. Robert Allison, #890	Jan. 1, 2023
Dr. Raymond Lee, #833	Nov. 7, 2022

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

Dr. Rae-Leigh Pederzoli, #3910	Jan. 1, 2023
Dr. John McCurdy, #1634	Jan. 1, 2023
Dr. Teresa Boughen, #958	Dec. 4, 2022
Dr. Bruce Grahm, #694	Jan. 1, 2023
Dr. Edmund Purcell, #945	Jan. 1, 2023

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

Dr. Catherine Wagg, #2531	Jan. 1, 2023
Dr. Kaitlyn Matters, #3277	Jan. 2, 2023

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

Dr. Nicole Mudryk, #3245	Nov. 1, 2022
Dr. Danielle Fraser, #3493	Nov. 1, 2022
Dr. Christine Eliason, #3400	Nov. 28, 2022
Dr. Deandra Anand, #3248	Jan. 2, 2023
Dr. Sara Hartfeil, #2739	Jan. 1, 2023
Dr. Sarah Hanson, #3002	Jan. 3, 2023
Dr. Thuy-Duong Pham, #3121	Jan. 1, 2023
Dr. Katelyn Ford, #3177	Dec. 12, 2022
Dr. Ilonka Geverink, #1828	Dec. 21, 2022
Dr. Tracy Ho, #3635	Jan. 1, 2023
Dr. Jessica Fung, #2858	Jan. 1, 2023

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

Dr. Dave Bjolin, #1439	Dec. 7, 2022
------------------------	--------------

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

Dr. Hardeep Singh, #4112	Dec. 13, 2022
--------------------------	---------------

### Cancel General Practice Registered Veterinarian

Dr. Annika Johnson, #4057	Dec. 31, 2022
Dr. Caroline Dahlen, #2317	Dec. 31, 2022
Dr. Alyssa Eslinger, #2831	Dec. 31, 2022
Dr. Esther Derksen, #3917	Nov. 28, 2022
Dr. Clarice Halliday, #2864	Dec. 31, 2022
Dr. Alyssa Walthers, #3872	Dec. 2, 2022
Dr. Jenifer Parks, #1583	Dec. 31, 2022
Dr. Alexis Lara-Morales, #3945	Dec. 17, 2022
Dr. Patrick MacRae, #3278	Dec. 30, 2022
Dr. Christine Cater, #1685	Dec. 20, 2022
Dr. Anupreet Toor, #3687	Dec. 31, 2022
Dr. David Frazer, #3678	Jan. 1, 2023
Dr. Emily McEwen, #3352	Jan. 1, 2023

### Cancel Time Limited Registered Veterinarian

Dr. Juraj (Jay) Korbelik, #3916	Dec. 31, 2022
Dr. Jennifer Hewitt, #2984	Dec. 30, 2022

### Cancel Non-Practicing Veterinary Member

Dr. Cecelia Kung, #2785	Nov. 1, 2022
Dr. Hugh Semple, #956	Dec. 31, 2022
Dr. Sean Evans, #2082	Dec. 31, 2022
Dr. Mitchell Ashkin, #4060	Dec. 19, 2022
Dr. Kim Crisanti, #1918	Dec. 16, 2022
Dr. Robert Janzen, #611	Dec. 31, 2022

### Cancel Temporary Registered Veterinarian

Dr. Princyl Subasinghe, #3569	Nov. 1, 2022
-------------------------------	--------------

### Cancel Supervised Limited Practice Registered Veterinarian

Dr. Carlos Dominguez Sanchez, #4146	Nov. 11, 2022
Dr. Mohammad Soufi Siavash, #4097	Dec. 2, 2022



## Registered Veterinary Technologists | January 2023

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

Colleen Klassen, #3026	Oct. 29, 2022
Cayley Peltzer, #4193	Dec. 31, 2022
Wendy Kane, #2262	Nov. 30, 2022
Stacey Engel, #2197	Nov. 1, 2022
Michelle Jahnke, #2133	Nov. 2, 2022
Erica Posteraro, #3797	Dec. 1, 2022
Lisa Schultz, #3599	Nov. 14, 2022
Jordyn Hoszouski, #4372	Nov. 17, 2022
Kaela Hope, #3393	Jan. 1, 2022
Chelsey Wood, #4370	Jan. 1, 2022
Heather Campbell, #3161	Nov. 7, 2022
Chelsea Fletcher, #3664	Nov. 30, 2022
Kennedy Nelson, #3225	Nov. 22, 2022
Sandra Large, #2776	Nov. 23, 2022
Taurie Jocksch, #4443	Nov. 24, 2022
Josee Marcoux, #2885	Jan. 1, 2023
Erin Tellier, #4359	Nov. 30, 2022
Tatiana Hendriks, #4337	Dec. 1, 2022
Catherine Runte, #3633	Dec. 1, 2022
Nicole Gillette, #3909	Dec. 31, 2022
Karen Lesnick, #1178	Jan. 2, 2023
Tracey Parker, #3748	Dec. 31, 2022
Heather Latimer, #4051	Dec. 2, 2022
Nicole Payne, #3524	Jan. 1, 2023
Amanda McDonald, #3373	Dec. 31, 2022
Kathryn Baumber, #3725	Dec. 7, 2022
Michelle Heese, #2503	Jan. 1, 2023
Tori Zayonce, #3282	Dec. 11, 2022
Laura Montoya, #3602	Dec. 12, 2022
Lynn Klassen, #690	Dec. 31, 2022
Leanne Avery, #3721	Jan. 1, 2023
Aspen Conkhite, #1611	Dec. 17, 2022
Crystal Meggitt, #4067	Dec. 17, 2022
Jordan von Platen, #3661	Dec. 31, 2022
Brittany Krowchuk, #2645	Dec. 19, 2022
Jacqueline Jorsvick, #4056	Dec. 20, 2022
Kathy Miners, #1146	Dec. 31, 2022
Andrea Almhjell, #4032	Dec. 12, 2022
Amanda Torpe, #4479	Dec. 9, 2022

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

Katharine Dallen, #3424	Oct. 17, 2022
Jerry Carr, #3914	Jan. 1, 2023
Laisha Baschak Cole, #3580	Nov. 12, 2022
Kolina Crowe, #3163	Dec. 1, 2022
Erin Simmelink, #2765	Nov. 28, 2022
Laura Letourneau, #3319	Jan. 1, 2023
Jennifer Sauve, #2409	Nov. 25, 2022
Jennifer Klimochko, #1802	Nov. 28, 2022
Cassidy Newton, #2264	Jan. 1, 2023
Katelynn Croxford, #3522	Jan. 2, 2023
Alana Brochu, #3054	Jan. 3, 2023
Chanelle Therrien, #3745	Dec. 7, 2022
Hailey Trainer, #3278	Jan. 1, 2023
Elaine Suddaby, #2152	Jan. 1, 2023
Nicole Conner, #2390	Dec. 31, 2022
Jordyn Hommy, #3858	Dec. 19, 2022
Michelle Barker, #3613	Jan. 1, 2023
Elisa Christie, #2025	Jan. 1, 2023

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

Sydney Auld, #4469	Nov. 22, 2022
J'Lyn Corbett, #4496	Nov. 22, 2022
Bailey Katerenchuk, #4490	Nov. 22, 2022
Breanne Nadasde, #4537	Nov. 22, 2022
Sarah Spinks, #4466	Nov. 22, 2022
Jillian Zilinski, #4451	Nov. 22, 2022
Tyrone Eleazar, #4571	Nov. 24, 2022
Lexi Lafreniere, #4575	Nov. 24, 2022
Cobi Quiring, #4515	Nov. 29, 2022
Megan Squair, #4483	Nov. 29, 2022
Gina Allen, #4471	Dec. 1, 2022
Faith Cammock, #4474	Dec. 1, 2022
Haley Francoeur, #4498	Dec. 1, 2022
Jateil Takhar, #4541	Dec. 1, 2022
Ellie Bernas, #4559	Dec. 1, 2022
Julianna Epp, #4572	Dec. 1, 2022
Alanna Miller, #4511	Dec. 1, 2022
Shannon Sitter, #4581	Dec. 1, 2022
Amanda Joyce, #4426	Dec. 2, 2022
Jade Kawulich, #4573	Dec. 5, 2022
Taylor Moss, #4547	Dec. 5, 2022
Ansel Cater, #4563	Dec. 6, 2022
Kaylea Resch, #4470	Dec. 6, 2022
Madison Cunningham, #4318	Dec. 7, 2022
Aurora Carless-Papastratis, #4582	Dec. 12, 2022
Kendra-Lynn Sutley, #4579	Dec. 12, 2022
Chelsea Niekamp, #4576	Dec. 12, 2022
Jamie Eckstein, #3144	Dec. 13, 2022
Amanda Torpe, #4479	Dec. 9, 2022
Andrea Almhjell, #4032	Dec. 12, 2022
Elizabeth Evans, #4580	Dec. 14, 2022
Madisen Groves, #4353	Dec. 14, 2022
Molly Napier, #4461	Dec. 14, 2022
Emily Pietsch, #4578	Dec. 14, 2022
Emily Boyle-Alba, #4583	Dec. 15, 2022
Sara Longson, #4442	Dec. 15, 2022
Agustina Gomes Namesny, #4590	Dec. 16, 2022
Mykelti Fisher, #4416	Dec. 16, 2022
Alicia O'Keefe, #4577	Dec. 16, 2022
Janelle Walker, #4407	Dec. 16, 2022

### **Cancel General Practice Registered Veterinary Technologist**

Darla Bergstrom, #236	Dec. 31, 2022
Chantel Caughlin, #3265	Dec. 31, 2022
Athena De Marco, #3285	Dec. 31, 2022
Maria Wakefield, #3442	Jan. 1, 2022
Breanna Daubert, #2913	Nov. 24, 2022
Stephanie Mitchell, #2656	Dec. 31, 2022
Katlyn Dening, #3870	Dec. 28, 2022
Jennifer Ward, #4243	Dec. 3, 2022
Bonnie Hoover, #772	Jan. 1, 2023
Lyndsay Laing, #2320	Dec. 31, 2022
Shanae Thompson, #4151	Dec. 31, 2022
Samantha Willis, #2939	Dec. 19, 2022

### **Cancel Non-Practicing Veterinary Technologist Member**

Bonnie Hoskin, #684	Nov. 2, 2022
Jaclyn Colter, #4403	Dec. 31, 2022
Neenu Alex, #4108	Nov. 8, 2022
Kimberly Large, #1715	Nov. 23, 2022
Miranda de Haan, #1339	Nov. 25, 2022
Kaylyn Harrick, 2862	Nov. 28, 2022

Brooklynne Yamabe, #3368	Dec. 5, 2022
Krista Renschler, #1009	Dec. 4, 2022
Suzanne Pfiffner, #3148	Dec. 8, 2022
Sheryl Thompson, #811	Dec. 31, 2022
Zelda Matthee-Johnson, #1226	Dec. 31, 2022
Nicole Gillette, #3909	Dec. 14, 2022

#### Reinstated Provisional Registered Veterinary Technologist

Jodi Robertshaw, #1753	Nov. 25, 2022
------------------------	---------------

## Permits | January 2023

### Permit Holder Approval

Lucky Kitty Veterinary Services Inc. (Dr. Laurina LeBoldus #2556)	Nov. 8, 2022
1787012 Alberta Ltd. (Dr. Chad Hewlett #1534)	Nov. 8, 2022
CFFVS2017 Ltd. (Dr. Constanze Fancy #1491)	Nov. 24, 2022
Hanan Anwar Veterinary Services Inc. (Dr. Muhammad Anwar #2191)	Nov. 25, 2022
1437762 Alberta Ltd. (Dr. Lewis Barton #1957)	Nov. 25, 2022
Derk Pierik Veterinary Services Ltd. (Dr. Derk Pierik #2794)	Dec. 5, 2022
MacMillan Veterinary Services Ltd. (Dr. Nicole MacMillan #2888)	Dec. 6, 2022
Browndog Veterinary Services Ltd. (Dr. Michaela Bartolini #3415)	Dec. 7, 2022
NEBO Holdings Ltd. (Dr. Darko Mitevski #2202)	Dec. 19, 2022
2341637 Alberta Ltd. (Dr. Kevin Winder #1690)	Dec. 19, 2022
Lawson Veterinary Consulting Ltd. (Dr. Peter Lawson #2090)	Dec. 23, 2022
Rockyview Orthopedic Veterinary Referral Specialists Inc. (Dr. Tamara MacDonald #2873)	Dec. 23, 2022

### Closed Permit Holder

Bow Valley Veterinary Group Ltd. (Dr. Blake Balog #2845)	Nov. 3, 2022
Bellevue Veterinary Clinic Ltd. (Dr. Christine Cater #1685)	Nov. 3, 2022
Booker Veterinary Services Ltd. (Dr. Calvin Booker #1345)	Nov. 30, 2022
886590 Alberta Ltd. (Dr. Constanze Fancy #1491)	Nov. 13, 2022
391035 Alberta Ltd. (Dr. Peter Pawluk #1201)	Dec. 31, 2022
Western Plains Livestock Veterinarians Inc. (Dr. Frederic Beaulac #3971, Dr. Greg Dimmers #3725, Dr. Edward Metzger #3864)	June 30, 2022
LVC Ltd. (Dr. Peter Lawson #2090)	Jan. 3, 2023
Emery Cyfra Veterinarian Ltd. (Dr. Emery Cyfra #697)	Dec. 31, 2022
1207760 Alberta Ltd. (Dr. Kevin Winder #1690)	Dec. 31, 2022
1289198 Alberta Ltd. (Dr. Dana Somers #1893)	Dec. 31, 2022
Southfort Veterinary Clinic Inc. (902542 Alberta Ltd., BSM Veterinary Services Inc., Matta Veterinary Services Ltd.)	Dec. 31, 2022
Sherwood Veterinary Clinic Ltd. (902542 Alberta Ltd., Matta Veterinary Services Ltd.)	Dec. 31, 2022
2271374 Alberta Ltd. (Dr. Anne Rogers #1972)	Dec. 22, 2022
East Side Animal Clinic Ltd. (Dr. Rajesh Patel #2712)	Dec. 31, 2022

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





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



**[306] 966-7316 | www.pdsinc.ca**

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







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


*"Your Success is Our Business"*

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

17611 - 109A Avenue  
 Edmonton, Alberta  
 T5S 2W4








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

*"Your Success is Our Business"*

**DIRECT: 780-908-8159**  
 Direct Fax: 1-800-329-9332  
 Toll Free: 1-877-329-9332 ext. 1127  
 Email: abarnes@wddc.com  
 Website: www.wddc.com

17611 - 109A Avenue  
 Edmonton, Alberta  
 T5S 2W4



# Do you think well-being is the luck of the draw?



## Think again!

Well-being is about making good choices and taking the right action. We can help. Give us a call.

ABVMA members can access advice, counselling, “how to”, and coaching  
24 hours a day, 7 days a week by phone, internet or in person.  
All calls are confidential and private.

Call us anytime. It's your call.

**1-800-663-1142**

Numéro sans frais—en français : 1-866-398-9505 | TTY: 1-888-384-1152

International (Call Collect): 604-689-1717

[Homeweb.ca](http://Homeweb.ca)

Homewood Health delivers the **ABVMA Member Wellness Program**  
and we are your link to well-being—personal, family and work-related.



**Homewood**  
Health | Santé





**Dr. Kirsten Aarbo**

Alberta Representative on  
CVMA Council

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

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



Canadian Veterinary  
Medical Association

Association canadienne  
des médecins vétérinaires

## Questions or Suggestions?

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

## One Profession. One Strong Voice.

### WE RECOGNIZE OUTSTANDING ACHIEVEMENTS IN VETERINARY MEDICINE

#### CVMA Past-President Awarded Queen Elizabeth II's Platinum Jubilee Medal

Dr. Louis Kwantes, the CVMA's Immediate Past-President, was awarded the Queen Elizabeth II's Platinum Jubilee Medal (Alberta) on Dec. 8, 2022, for his long-term advocacy for animal welfare and the veterinary profession. The new commemorative medal was created to mark the 70th anniversary of Her Majesty Queen Elizabeth II's accession to the Throne as Queen of Canada. The Medal is recognized as a tangible way for Alberta to honour Her Majesty's service to Canada. The CVMA is grateful to Dr. Kwantes for his outstanding and continuing contributions to the association and the entire veterinary profession. We extend our warm congratulations for a well-deserved award.

### WE OFFER FIRST-CLASS CONTINUING EDUCATION AND NETWORKING OPPORTUNITIES

#### 2023 CVMA Convention – July 6 to 9 Joie de Vivre in Quebec City

The CVMA is excited to celebrate our 75th anniversary in historic Quebec City during the 2023 CVMA Convention. The CVMA Professional Development Committee has developed a stellar program offering over 100 hours of continuing education (CE) including business management, companion animal, equine, ruminant,

professional wellness, animal welfare, One Health topics and more.

The Convention features several signature events including the CVMA Summit facilitated by CVMA's President-Elect, **Dr. Trevor Lawson**; the CVMA National Issues Forum; and the CVMA Awards Gala. These signature events offer unique networking, engagement and learning opportunities. The CVMA looks forward to hosting you in Quebec City this summer. Please visit our event website for more information on the scientific program, speaker lineup, registration and tourism.

### WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

#### March is National Tick Awareness Month

**National Tick Awareness Month (NTAM)** is a client-education initiative introduced in 2016 by the CVMA in partnership with **Merck Animal Health**. Thanks to the enthusiastic Canadian veterinary community, a growing number of pet owners across the country are now aware of tick exposure risks and are taking measures to protect their pets and families. While the veterinary community may not be able stop tick expansion, there is a great deal we can do to help change public perceptions and behaviours when it comes to tick control. The 2023 Tick Awareness Month theme is, **"Outsmart Ticks! Anytime, Anywhere."** Visit [canadianveterinarians.net](http://canadianveterinarians.net) and [TickTalkCanada.com](http://TickTalkCanada.com) to access resources, graphics, and tools you can use to educate your clients and find information about our March 1 webinar.

## The CVMA Presents These New and Revised Position Statements:

### • **New: 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.

### • **Revised: Importation of Dogs into Canada**

The CVMA holds that importation of dogs into Canada should occur only after careful identification, assessment, and mitigation of individual and population-level risks to animal health, safety and welfare; human health and safety; and ecosystem and wildlife health.

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

## The CVMA Presents This Revised Position Statement:

### • **Revised: Veterinary Dentistry**

The CVMA holds that all dental procedures performed on animals are part of the practice of veterinary medicine and should only be performed by a licensed veterinarian within the scope of their education, training and experience or delegated by a licensed veterinarian to an appropriately trained individual in accordance with regulations of the relevant jurisdiction. The CVMA considers anesthesia-free or sedation-free dentistry, including non-professional dental scaling, to be inappropriate since these practices are associated with animal welfare concerns while offering only minimal health benefits for the animal.

View all position statements under the Policy and Outreach page of [canadianveterinarians.net](http://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 under the Veterinary Health and Wellness section of our website to learn more and register.

### The Working Mind Program

The Working Mind (TWM) program is a must for all veterinary staff as it addresses workplace mental health issues caused by inherent workplace stresses such as day-to-day workflow pressures, interpersonal relationships and conflicts, and some unique to veterinary medicine like ethical and moral distress. The Working Mind Employee and The Working Mind Manager courses use trained facilitators and personal goal setting to enact the coping skills within the program. Employees and managers who take this 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% off** any individual membership type that is offered at the club and **\$0 joining fee**. Visit the Member Benefits section of our website for more information.

### Bell Mobility Exclusive Offers

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 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% off** at LifeLearn. If your practice website doesn't save staff time and streamline admin tasks to reduce stress, LifeLearn WebDVM websites are custom designed to do just that. Request a free consultation today at [lifelearn.com](http://lifelearn.com) to learn more about putting WebDVM to work for your practice.

### The 2023 Suggested Fee Guides are now Available

Each year, the CVMA, in partnership with the provincial veterinary medical associations, conducts a Practice Owners Economic Survey. The purpose of this survey is to gather data on revenue, expenses, income, number of current and new clients, fees and DVM and non-DVM staff compensation. Access the fee guides under the Business Management section of the CVMA website.

RBC Dominion Securities Inc.

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

780-409-5355  
[steven.kim@rbc.com](mailto:steven.kim@rbc.com)

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



Wealth Management  
Dominion Securities

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



# Equity, Diversity and Inclusion

## Microaggressions – What they are and how to do better

**Jocelyn Forseille, DVM**

Assistant Registrar, Alberta Veterinary Medical Association

### MICROAGGRESSIONS ARE EVERYDAY

snubs and insults that marginalized groups face. Everyone is capable of bias, and psychologists suggest we have all most likely been on the giving or receiving end of microaggressions. They're often very subtle comments or actions that come from implicit bias and/or stereotypes. They might seem like a compliment ("You're too pretty to be a veterinarian/veterinary technologist"), a harmless comment ("Where are you really from?") or a subconscious action (crossing the street to avoid a racialized person).

For the receiver of a microaggression, the comment can hurt a person's feelings, decrease self-confidence, decrease trust, impact mental health, etc. For the giver of a microaggression, the act of constantly and openly perpetuating stereotypes and putting someone down can reinforce barriers, including in the workplace, when accessing leadership roles, etc.

No two people or experiences are the same. Some may find that many different categories apply to them when it comes to

their experiences with microaggressions. The Micropedia of microaggressions ([www.themicropedia.org](http://www.themicropedia.org)) is a valuable resource because it gives examples of microaggressions in different categories: 2SLGBTQ+, age, class-based, disability, ethnicity, gender, Indigenous, race, religion. The Micropedia includes what to do to avoid causing a microaggression as well as how to be accountable.

Here is an example of a saying that many of us in Canada have used: "low man on the totem pole." This statement is a microaggression towards ethnicity, Indigenous and class. It reduces Indigenous culture to a casual saying.

One frequent reaction on learning that a saying or word that you commonly use is harmful to others is "It's just a saying," or "I didn't mean for the comment to be harmful." That feeling is natural; however, it can't continue as a crutch. We can do better.

Another example is asking someone "where are you really from?" This question is often asked in casual conversation while

trying to make small talk. However, there is an underlying assumption that "white" is the default for the country, typically within a North American context, and anyone who isn't white must be from somewhere else.

To avoid causing a microaggression, pause, question yourself and reframe:

- Pause before making a comparison between someone and something else you have seen. These simple thoughts are where bias lives.
- Ask yourself: Is my brain getting stuck on differences that I am noticing? Am I making assumptions because of these beliefs?
- Acknowledge the uncomfortableness of your internal questions. Stop your defensive thoughts. Research other cultures and the history of certain phrases to acknowledge the systems that give you privilege.
- Acknowledge that you use microaggressions and it doesn't make you a bad person. Unlearning bias won't happen overnight.

### References and other resources:

The British Veterinary Association has produced a series of posters for the veterinary workplace:

[www.bva.co.uk/resources-support/practice-management/good-workplaces-resources-microaggression-posters](http://www.bva.co.uk/resources-support/practice-management/good-workplaces-resources-microaggression-posters)  
[prideatwork.ca](http://prideatwork.ca)

[hbr.org/2022/03/we-need-to-retire-the-term-microaggressions](http://hbr.org/2022/03/we-need-to-retire-the-term-microaggressions)

[hbr.org/2022/05/recognizing-and-responding-to-microaggressions-at-work](http://hbr.org/2022/05/recognizing-and-responding-to-microaggressions-at-work)

[www.canada.ca/en/department-national-defence/maple-leaf/defence/2021/12/ask-me-anything-microaggressions-mental-health.html](http://www.canada.ca/en/department-national-defence/maple-leaf/defence/2021/12/ask-me-anything-microaggressions-mental-health.html)

[www.psychologytoday.com/ca/basics/microaggression](http://www.psychologytoday.com/ca/basics/microaggression)

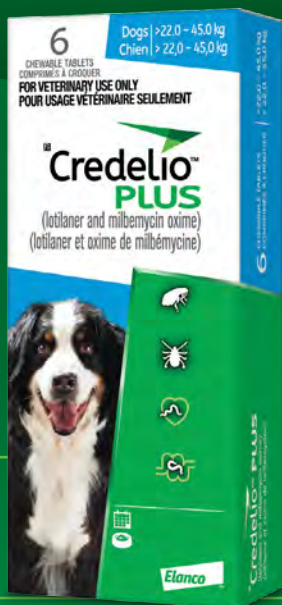


# Twogether



NEW

**Credelio<sup>®</sup>**  
**PLUS**  
(lotilaner+milbemycin oxime)



The first parasiticide to **combine** the two trusted ingredients, **extra-purified<sup>1</sup> lotilaner** and **long trusted milbemycin oxime**.

- **New** Credelio<sup>®</sup> PLUS is a single, once-a-month chewable tablet for dogs and puppies<sup>1,2</sup>
- **Protects** against internal AND external parasites
- **Contains** 50% more milbemycin oxime than Interceptor<sup>®</sup> Flavor Tabs<sup>®</sup>

*Helping dogs and their owners enjoy more together time.*

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

*Credelio<sup>®</sup> PLUS is brought to you by Elanco, makers of Interceptor<sup>®</sup> Plus and other parasiticide solutions for every lifestyle and risk profile.*

<sup>1</sup>For dogs and puppies as young as 8 weeks or weighing greater than 1.4 kg

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

2. Elanco CVMP assessment report for Credelio Plus CA 2021

The label contains complete use information, including cautions and warnings. Always read, understand and follow the label use directions. Credelio, Elanco and the diagonal bar logo and Interceptor are trademarks of Elanco or its affiliates. ©2022 Elanco or its affiliates.

PM-CA-21-0588

**Elanco**



## Vintage Veterinary Exhibit Association Reaches Fundraising Goal

### TO THE ENTIRE VETERINARY COMMUNITY:

The Vintage Veterinary Exhibit Association is very pleased to announce that our fundraising goal of \$225,000 is complete! In fact, thanks to attention received at the 2022 CanWest Veterinary Conference, we have exceeded our goal by over \$6,000. With the additional \$75,000 provided by our generous donors, the final phase of fundraising for the Vintage Veterinary Exhibit at Heritage Park Historical Village in Calgary is now complete. This final phase allows for the addition of a horse and buggy with a veterinarian dressed in period costume (1900-1915) to travel around the historical village, complementing our exhibit regarding Western Canadian veterinarians, which is on permanent display in the Nanton Livery site within the park. It will also result in the availability of additional

educational materials to our livery barn exhibit, which was such a big success in the summer of 2022. On one particularly busy summer day, as many as 780 visitors came through our exhibit in just five hours.

A big thank you to all our generous financial and veterinary artifact donors, big and small. The ABVMA has been a huge supporter from day one with both financial support as well as communication support through their various publications and at the CanWest conferences over the past few years to help spread the word about our fundraising efforts.

The need now is for people to volunteer their time in the exhibit, and this includes everyone: veterinarians, veterinary technologists and lay people. If you are interested in volunteering, please contact the Director of Volunteering Paula Bildfell at [PBildfell@heritagepark.ca](mailto:PBildfell@heritagepark.ca). Working in the

exhibit is truly a lot of fun and you get to meet a lot of interesting people, many of them from outside of North America. It is very rewarding.

Soon our official website will be taken down, but you can still get information through the Heritage Park website, as well as by visiting our Facebook page: [www.facebook.com/vintagevetexhibit](https://www.facebook.com/vintagevetexhibit).

Thank you again and please make sure to come by and say hi with a visit to the Vintage Veterinary Exhibit, which is open from 10 a.m. to 5 p.m., seven days a week, during the May to October tourist season.

**Dr. Ted Clark**

[tcd.clark@shaw.ca](mailto:tcd.clark@shaw.ca)

Vintage Veterinary Exhibit Association

## In Memoriam



**Stephanie Danielle Traub, RVT** Nov. 17, 1993 – Jan. 15, 2023

**STEPHANIE DANIELLE TRAUB OF EDMONTON, AB, PASSED AWAY SUDDENLY ON**

Sunday, Jan. 15, 2023, at the age of 29.

Stephanie was born on Nov. 17, 1993, and was the daughter of Allan and Vicki Traub. She was a dear sister to Vanessa Traub (Edmonton) and Luke Traub (Toronto). She leaves behind her son Bentley Traub, along with her grandmother (Norma), and many cousins, aunts and uncles.

Stephanie's love for animals took her to Lakeland College where she graduated in 2015 as a registered veterinary technologist (RVT). Her experience as an RVT encompassed Victoria, BC, Medicine Hat, AB, and Edmonton, where she last worked at the Edmonton West Animal Hospital.

She will be sadly missed by her son, family, friends and colleagues.





# 2023 CanWest Veterinary Conference

**SAVE THE DATE**  **Oct. 14-17, 2023**

**We hope to see you this fall at Fairmont Banff Springs Hotel, Banff, AB**

The 2023 program will include great CE, networking opportunities, two-day trade fair and more!

**Future dates:**

Oct. 19-22, 2024  
Oct. 18-21, 2025

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

**Full details available this July at [www.canwestconference.ca](http://www.canwestconference.ca)**



# On The Cover



## 2023 ABVMA President Dr. Natasha Kutryk, WCVM 2014

### WE ALL HAVE A PRECONCEIVED IDEA OF WHAT

veterinary practice is when we enter the profession. For some, it is the fast pace of a small animal emergency clinic in a major city. For others it is the diversity and surprise of mixed rural practice. Part of the undergraduate journey is to discover the possible career options available for working veterinarians.

But the reality is, until we start practicing, we really don't know where our experiences will take us.

I grew up on a farm near Beauvallon, AB, and like many rural kids, I always felt that my future would be in the agriculture industry. My father instilled in me the belief that a life lived as a steward of the land would provide rich rewards for both family and community.

But as a driven, ambitious girl, where do you point those values? When you survey the women in your world, where do you see yourself reflected? I saw myself in the large animal veterinarian who came to our farm. Here was a female role model, working alongside my dad with a competence and ease that impressed. I saw her educate and inspire better animal husbandry and health practices, and I knew that I wanted to have that kind of an impact on the world.

My first job was in New Zealand in a dairy practice, and while I learned the ropes as a young associate, I embraced the Kiwi mantra for life: "No worries mate." A couple of years flew by, and family

called me home. I transitioned into mixed practice in Provost, AB, an area with a lot of beef cows but not a lot of people! But it's the people that make this career what it is, and I left Provost with deep connections to my mentors and clients that will remain with me throughout my life.

By this time, I knew that large animal medicine and production was my passion. I turned my focus to experiences that would expand my knowledge and took a locum in England where I lived history on farms that have existed since the writing of the Doomsday Book. It was such a joy to work with these people and learn about agriculture on a scale so different from our own.

My next challenge was a learning scale on the opposite end of the spectrum when I became an associate for Feedlot Health by Telus Agriculture and Consumer Goods. I covered territory in Western Canada and the mid-western United States, making data-based decisions as a consultant for major beef operations.

Working with the Feedlot Health team was impactful as they were the ones to encourage me to join ABVMA Council. They truly taught me the importance of volunteering and giving back to our veterinary profession, and it is with their guidance that I now find myself as your President, something I had never imagined as an impressionable veterinary student.





Currently, I am employed with Merck Animal Health as Senior Specialist Scientific Marketing Affairs for Western Canada. Pushing outside my comfort zone and grasping new opportunities has kept me engaged and invested in my career, and I am excited to be working with a company that actively encourages diversity and work-life balance.

Balance is something all of us struggle with, and I am holding myself accountable to the girl who entered vet school knowing with brash confidence that she would have a lifestyle as fulfilling as her career. She never doubted that veterinary medicine would support and provide for all her dreams, whether that is to travel, run a business or be engaged in uplifting her community.

I am committed to this brand-new phase of my life where I spend a bit less time on the road for work and more time with my husband. Where I can end the week around a table with loved ones instead of on my phone attending to emergencies. I will embrace having come full circle and living close to where I grew up because I know that I can still have an impact on the wider world from my front porch.

Impact is something we all have within this association, and as President I hope to engage every one of you on the issues we face, both personally and as a collective. I look forward to a year full of conversation, interaction and shaking off the preconceived notions that hold us back in evolving as veterinary professionals.



**Until we start practicing, we really don't know where our experiences will take us.**



# Public Recognition Corner

## Dr. Marie Holowaychuk selected as finalist for Alberta Blue Cross Faces of Wellness Program

**WHETHER IT IS PROMOTING A** health-related cause, making the most of life while living with a chronic condition, standing up for mental health, or being a role model for others, the Faces of Wellness program recognizes those who have embraced the term health and wellness.

To be chosen as one of the finalists out of more than 350 applications is an absolute honour.



## 2023 Boehringer Ingelheim WCABP Veterinarian of the Year Award – Dr. Calvin Booker of Okotoks, AB

**THIS YEAR'S RECIPIENT OF THE** Boehringer Ingelheim WCABP Veterinarian of the Year award is Dr. Calvin Booker of Okotoks, AB.

This award honours a veterinarian for being a leader in advancing bovine health, and for demonstrating a strong commitment to veterinary practice, the cattle industry and the veterinary profession, specifically in Western Canada.

Dr. Booker is the General Manager, Services and Research with Feedlot Health Management Services, a Division of TELUS Agriculture Solutions Inc., with responsibilities that include heading up research and development. He is also Adjunct Professor in the Veterinary Medicine and Biomedical Sciences and VERO at Texas A&M University.

In addition, Dr. Booker is a respected innovator who was instrumental in the development of several ground-breaking concepts that revolutionized the delivery of feedlot veterinary services. Some of his significant accomplishments include the development and introduction of a data recording system for day-to-day feedlot operations and the use of applied



epidemiology to control disease in feedlot operations. Dr. Booker is named on four patents for his innovative work in developing a method and system for monitoring animals.

Congratulations to Dr. Booker for being recognized as the 2023 WCABP Veterinarian of the Year.

View the full announcement here: [www.wcabp.com/news/item/209-2023-boehringer-ingelheim-wcabp-veterinarian-of-the-year](http://www.wcabp.com/news/item/209-2023-boehringer-ingelheim-wcabp-veterinarian-of-the-year).



**From left to right:** Jordan Walker, MLA (Sherwood Park), Dr. Louis Kwantes

## Dr. Louis Kwantes Awarded Queen Elizabeth II's Platinum Jubilee Medal

**DR. LOUIS KWANTES, THE CVMA'S** Immediate Past President and ABVMA Past President (2015), was awarded the Queen Elizabeth II's Platinum Jubilee Medal (Alberta) on Dec. 8, 2022, for his long-term advocacy for animal welfare and the veterinary profession.

The new commemorative medal was created to mark the 70th anniversary of Her Majesty Queen Elizabeth II's accession to the Throne as Queen of Canada. The medal is recognized as a tangible way for Alberta to honour Her Majesty's service to Canada.

The CVMA is grateful to Dr. Kwantes for his outstanding and continuing contributions to the association and the entire veterinary profession. We extend our warm congratulations for a well-deserved award.



## ABVMA in the Community – MLA Jackie Lovely

### ABVMA THANKS MLA JACKIE LOVELY

(Camrose) for her ongoing support of and advocacy for the veterinary profession in Alberta. MLA Lovely attended the CanWest conference, bringing government remarks at the ABVTA AGM, meeting with ABVTA and ABVMA Executive and meeting trade fair participants who provided an important perspective on the workforce challenges facing veterinary practices. ABVMA also attended an event in Camrose with Premier Danielle Smith and MLA Lovely where challenges to the profession were also shared with the Premier. MLA Lovely has been a strong advocate for government support for post-secondary veterinary education in Alberta and has been working on solutions that will best serve Alberta, especially rural Alberta and the agricultural sector.



**From left to right:** MLA Jackie Lovely; Pam Cholak, What Matters Consulting; Dr. Phil Buote, ABVMA; Premier Danielle Smith; Dr. Jarret Ferrier, Iron Creek Veterinary Hospital; Dr. Taryn Ng, Camrose Veterinary Hospital; Angela Vermeer, RVT, Camrose Veterinary Hospital; Dr. Robert McCorkell, UCVM; Dr. Daren Mandrusiak, President, ABVMA

## ABVMA Student Leadership Awards

### THE ABVMA WAS PLEASED TO

recognize students from UCVM and WCVMA with the 2022 Student Leadership Awards. The ABVMA recognizes one ABVMA student member at UCVM and one at WCVMA in recognition of demonstrating interest and leadership in the professional organization of veterinary medicine by involvement with the ABVMA or other professional associations.

Congratulations to Hannah Sorenson at WCVMA and Erin Richards at UCVM, the recipients of the 2022 award.



**From left to right:** Dr. Gillian Muir, Hannah Sorensen, Dr. Karen Allen



**From left to right:** Erin Richards, Dr. Phil Buote

## Meet the ABVMA Team



### New Staff Introduction

#### Brian Kurylo – Administrative Assistant, Complaints and Discipline

**BRIAN STARTED WORKING AT ABVMA IN** November 2022 in the role of Administrative Assistant, Complaints and Discipline. In this role, he will support the Complaints Director, Dr. Phil Buote, and Lisa Barry, Executive Assistant, by providing administrative support in this area. Having a background in governance and disciplinary committees, Brian is looking forward to a rewarding

career with the staff at ABVMA and in applying that experience in the Complaints and Discipline department.

Brian grew up in north Edmonton and later moved to a rural area in the County of Lamont on his parent's original homestead farm near the hamlet of St. Michael, AB.

He attended Alberta College and graduated in 2000 with a Microcomputer Office Specialist Program Diploma.

Having a passion for art, Brian is a self-taught artist and enjoys oil and acrylic painting. In his down time, he appreciates listening to music, watching movies, cheering on the Oilers and learning to play guitar.



## PIPS Tip

## Completing Tracked Prescription Program Forms

### PROPER COMPLETION OF TRACKED PRESCRIPTION

Program (TPP) forms has been a challenge for many veterinary practices. As mentioned in the November/December 2022 *Members' Magazine*, this was the number one deficiency found during practice inspections for the Fall 2021/Spring 2022 season.

As per the ABVMA PIPS Bylaw Universal Standard 9: Pharmaceutical Management, page 34, #4. f.

*Triplicate Prescription Program pads (TPP) are used in accordance with Council Guidelines.*

Pages 63-72 of the ABVMA *Prescribing and Dispensing Handbook* (2nd Edition) have information on prescribing TPP medications.

Since 2019, the TPP forms have moved from a three-part form to a two-part form to improve processes and save significant operational costs. Most practices should have used their three-part forms by now and are using the updated two-part form. For the purposes of this article, we will focus on the two-part forms.

The top copy of the TPP form is labelled as the PHARMACY/TPP COPY (also known as the dispenser copy). This copy, once completed, is to be mailed to the College of Physicians & Surgeons of Alberta (CPSA) by whichever veterinary practice (either the prescribing veterinary practice or another veterinary practice) or pharmacy that has dispensed the medication. If your practice has dispensed the medication, you are responsible for sending the PHARMACY/TPP COPY to the CPSA. CPSA return envelopes can be ordered for no charge through WDDC (item #120031).

The second copy of the TPP form is labelled as the PRESCRIBER COPY. This copy should be kept with the patient record to protect patient confidentiality. It should not be left in the prescription pad in case of pad loss or theft (this is a recent change). Inclusion of the PRESCRIBER COPY in the patient record can be accomplished by either:

1. Scanning the Pharmacy/TPP copy (that includes both prescribing and dispensing information) to save in the electronic medical record and mailing the original to the CPSA or
2. Photocopying the Pharmacy/TPP copy and storing the copy in the medical record and sending the original to the CPSA.
3. When the dispensing is not done in clinic, the PRESCRIBER COPY can be stored in the medical record.

Once the TPP prescription form has been saved to the patient record, the original prescription can be destroyed, provided a back up of medical records is in place.

When a prescription written by a veterinarian in one clinic is dispensed at another veterinary practice, then the practice dispensing the medication makes a copy of the Pharmacy/TPP copy for their records and sends the top copy to CPSA.

Frequency of mailing forms to the CPSA: Depending on the number of forms accumulated by a practice, the CPSA has requested that forms be submitted at a minimum every 30 days.

According to the CPSA, the recommended acceptable amount to dispense is three to six months worth of medication.

It is the responsibility of the veterinarian to ensure the security of their TPP forms (e.g., prompt securing upon delivery, storage of forms under lock and key) to reduce the risk of individuals improperly obtaining TPP medications. It is not acceptable to leave blank secure forms with office staff. TPP Alberta prescription forms should not be left in vehicles (even if they are locked) due to risk of theft.

As per the ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 34, #4. g:

*Security of TPP secure forms is essential and is the responsibility of the individual veterinarian. TPP secure forms must be kept in a secure, locked environment.*

### Step-by-Step Guide on proper completion of an Alberta TPP form.

The directions in the TPP Alberta Guide are written to cover all the participating health professions. These directions are specific to veterinary medicine and have been reviewed by CPSA.

1. The dispenser MUST be presented with the top copy of the TPP secure (i.e., the Pharmacy/TPP copy). If the prescription is faxed directly to the pharmacy, the prescriber keeps both original copies, voiding the top one. The pharmacy uses the faxed copy for dispensing and submits a photocopy to TPP Alberta.
2. Prescribers should not leave their copy in the TPP pad to protect patient confidentiality (i.e., if the pad is lost or stolen). Keep the prescription with the patient record.
3. Prescriptions are valid ONLY for 72 hours. A dispenser MUST fill the prescription within 72 hours of issuance. A secure prescription form cannot be honored after midnight on the third day.
4. Health care number: this field is to be left blank when the patient is an animal.
5. Provide the name of the animal, followed by the owner's full name in brackets.
6. Provide the animal's date of birth.
7. Provide the client's address to help further verify their identity.
8. A separate form is REQUIRED for each TPP medication. Different strengths of the same medications are acceptable on the same form only if the orders are legible and clearly indicate the prescribed dosage and quantity. Refills are not allowed, but interval dispense protocols are permitted (i.e., *release 14 tablets every Monday*).
9. Indicate the total prescribed quantity, both numerically and alphabetically.
10. The prescriber must provide the intended indication for therapy.
11. Directions for use must be as complete as possible, including routes of administration, to allow for verifying quantities. Part-fills are acceptable IF instructions are provided in this section about the amount to release each time as well as the interval between dispenses.

12. Prescriber address and contact information: Locums must manually enter on the form the veterinary practice entity (VPE) name, address, and contact number that they are prescribing from.
13. TPP Tracking Number is a sequential number assigned to each form within the pad. Prescribers MUST report this number(s) if the form(s) is lost or stolen.
14. ID Number is the prescriber's unique registration/license number through the ABVMA. Prescribers must use their own personalized TPP forms with their printed ID number.
15. The dispenser compares the date dispensed to the date issued. If the prescription is to be put on hold, the date it was logged should be documented here.

#### Pharmacy Use Only section of the TPP form:

16. Prescription number – to be left blank when the prescription is filled at a veterinary practice.
17. If the prescription is compounded, the drug identification number (DIN) of the TPP medication component is to be identified here, or the name of the compounding pharmacy and the lot number of that medication (do not use pseudo-DIN 999999).
18. The quantity dispensed is verified against the quantity ordered. Document part fills as the amount dispensed over the total quantity (i.e., 30/90 or 0/90 for a prescription placed on hold for later dispense).
19. Pharmacy License Number - Veterinary practices must record their veterinary practice identification number here. To find your identification number: On the VPE portal, after login, look to the left under Practice Profile. Below the VPE's name, the veterinary practice ID number is titled as "Practice Registration Number."
20. The RVT or veterinarian responsible for filling the prescription and assessing it for appropriateness, signs here and includes their ABVMA registration/license number as well.
21. The animal's owner must sign for the TPP medication upon receipt of the medication. Dispensers should not ask for the owner to sign for medication before it is dispensed. For a prescription put on hold, write "deferred" in this section.

**TPP Alberta**

Void after 3 days  
Tracked Prescription. Take to a pharmacy  
PLEASE PRINT CLEARLY

Health care number (1) (2) (3) Date issued (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21)

Patient full name (first, initial, last) (5)

Male Female (6) Date of Birth (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21)

Patient address (7) City/Town Province

\*Only one drug & strength per form. Part fills allowed if interval specified\*

Drug name & dosage (8) Quantity Numeric Quantity Alpha (9)

Indication for therapy: (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21)

Direction for use: (11)

DR. SMITH, MD (12) ANYTOWN CLINIC 10000 WYE RD NW EDMONTON AB T6T 0A1 780-888-9797

TPP Tracking #: (13) DIN: (14) Prescriber's Signature (15)

PHARMACY USE ONLY: (16) (17) (18) (19) (20) (21)

Rx # (16) Quantity (18) Date Dispensed (15)

DIN (17) Pharmacy LIC # (19)

Pharmacist Sign. & Reg. # (20) Medication received by (21)

PHARMACY/TPP COPY

**Questions regarding TPP forms?**  
Please contact [pips@abvma.ca](mailto:pips@abvma.ca)

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



Menu item #7 is not listed in the menu directory

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

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



# Dean's Corner

UCVM



UNIVERSITY OF CALGARY  
FACULTY OF VETERINARY MEDICINE



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

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

## Great end to 2022 and even better start to 2023.

### SO MANY EXCITING INITIATIVES

have taken place at the University of Calgary, Faculty of Veterinary Medicine (UCVM), over the last few months, including hiring new faculty, winning awards, planning events, acquiring new grants and of course the reporting of some ground-breaking research.

To receive the Queen Elizabeth II Platinum Jubilee Medal was a true honour. To me this is absolutely a team award. Without the exemplary work of the ABVMA in documenting the veterinary shortage in Alberta and the economic impact our profession has on Alberta's economy as the basis, our proposal to address the challenge, would have never had the ear of the government. Big, big thank you to the ABVMA and my own team here at UCVM working together so diligently. And a special "thank you" to Pam Cholak, ABVMA's government relations consultant, whose relentless advocacy was key to our success in securing the funding to double our student numbers going forward. Thank you!

Our students continue to do us proud. Nicole Phillips, a fourth-year student at UCVM, is the first Canadian recipient of the Coyote Rock Ranch Scholarship since its creation in 2015. The scholarship is presented by the Foundation for the Horse and awarded to four fourth-year vet med students who have displayed academic excellence and a dedication to equine medicine. Nicole says her interest in horses began as a child when she competed in show-jumping competitions and interacted with veterinarians at events. She dreamt of one day joining their ranks. Well done, Nicole!

Extraordinary students need extraordinary teachers, and we are very pleased to welcome a new member to our team. Dr. Diego Nobrega joined our faculty on January 1 as an assistant professor. He received his DVM and MSc from the Sao Paulo State University and his PhD in infectious diseases from the University of Calgary. His research focuses on the One Health aspects of antimicrobial resistance. We are also very pleased to have welcomed Kirsten Glowa Kobe as our new Marketing & Communications Manager. She will be generating stories and initiatives that build the UCVM brand and create awareness, while providing strategic counsel.

Did you know that reindeer velvet heals without scarring? Congratulations to Dr. Jeff Biernaskie, Dr. Robert McCorkell, Dr. Holly Sparks and Dr. Sarthak Sinha for their study, recently published in *Cell*, on how reindeer can help us understand tissue regeneration. A remarkable collaboration leveraging UCVM's large-animal veterinary and wildlife expertise with support from the Calgary Firefighters Burn Treatment Society providing a steppingstone to scar-free healing. Huge "thank you" to the Calgary Firefighters Burn Treatment Society for their ongoing support. This work has been pivotal in providing the basis of a clinical trial starting soon that has the potential to fundamentally improve the prognosis for burn victims.

UCVM is contributing fundamentally to the University of Calgary's Indigenous strategy. Thanks to a grant from the PetSmart Charities of Canada, the partnership between Stoney Nakoda and UCVM will be expanded to build a program that will include ongoing Nakoda youth engagement and mentorship, while also providing veterinary services in the community. This relationship will provide great learning opportunities for our students throughout their program and strengthen our links with our indigenous communities.

**We need your help! To get ready for our big expansion we have started the revision of our curriculum. Dr. Marina McConkey is spearheading this as our newly appointed Assistant Dean, Curriculum, and we are very much counting on every single one of you to help us with this. We will reach out to all of you through ABVMA and our DVLC to hear what you think the graduate of tomorrow should look like, what skills, attributes and knowledge vets need to have to thrive in their chosen profession. Start thinking!**

Thank you for your continued support, I'm always open to learning from you so please send me an email or visit me for a cup of tea or some ice cream: [renate.weller@ucalgary.ca](mailto:renate.weller@ucalgary.ca).



## THE LAST FEW MONTHS OF 2022

proved to be exciting for the Western College of Veterinary Medicine's (WCVM's) future and for the future of veterinary education in Western Canada.

## Provinces increase funding to WCVM

In September 2022, the governments of Saskatchewan and Manitoba announced their commitment to fund another five seats per province beginning in fall 2023. The additional funding increases Manitoba's annual Doctor of Veterinary Medicine (DVM) quota from 15 to 20 seats, while Saskatchewan's total seats increase from 20 to 25. This is a significant increase in investment by the Manitoba and Saskatchewan governments, and the WCVM is appreciative for their engagement with the college.

The additional seats for Manitoba and Saskatchewan applicants will be aimed at students with rural backgrounds who plan on returning to rural veterinary practice and supporting livestock and poultry industries. Similar agriculture-focused seats will be offered for applicants based in BC. The final number of agriculture-focused seats available for BC applicants will depend on whether the Government of BC will continue to support 40 DVM seats for the 2023-24 academic year. The government is expected to confirm its plans in late March 2023.

If BC does maintain its higher level of funding for the college, the college's partner provinces will support all 88 of the WCVM's DVM seats for the 2023-24 academic year.

## Addressing the veterinary shortage

The WCVM is aware of the current shortage of veterinarians and registered veterinary technologists (RVTs) across Canada, and we're helping to address the country's immediate need for more veterinary professionals. The WCVM recently increased its DVM class size from 78 to 88 students per year — a positive step but

one which has maximized our teaching resources and facilities. We can't increase class size further without addressing these constraints, so we have launched a feasibility study to determine the needs for a future increase in class size.

In addition to our DVM program, the WCVM helps to put up to 55 qualified veterinarians into the profession each year. The WCVM is the only Canadian site that administers the clinical proficiency examination for international veterinary graduates. With the growing need for veterinarians, the WCVM is collaborating with the Canadian Veterinary Medical Association (CVMA) to expand this program. For more details, read this story in *WCVM Today* [wcvmtoday.usask.ca/articles/2023/01/wcvm-plays-key-role-in-addressing-national-veterinary-shortage.php](http://wcvmtoday.usask.ca/articles/2023/01/wcvm-plays-key-role-in-addressing-national-veterinary-shortage.php).

## Hospital leadership team additions

Dr. Steve Manning, WCVM's associate dean of clinical programs, recently announced new members of the WCVM Veterinary Medical Centre's (VMC's) senior leadership team. While two employees are filling existing roles for health services and quality and operations, the VMC has created a new role: a chief operations officer (COO) who will manage the hospital's operations and finances in collaboration with the WCVM.

Tamara (Tammy) Lucas is the new COO while Janette Boden is the director of quality and operations and Deanne Kaar is the new director of primary health care. For more details, read *rDVM Report* [vmc.usask.ca/referring-veterinarians/rdvm/dec-2022/report.php](http://vmc.usask.ca/referring-veterinarians/rdvm/dec-2022/report.php), our newsletter for referring veterinary clinics.

## Small animal emergency and critical care services

Due to high demand and limited staff, the WCVM VMC continues to limit its after-hours service for small animal emergencies. Since October, the VMC has



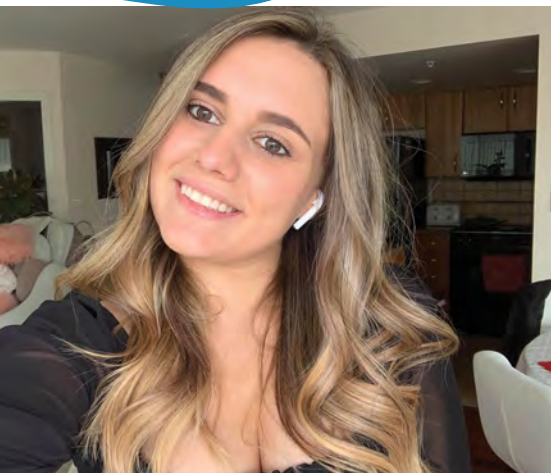
**Dr. Gillian Muir**

Dean, Western College of Veterinary Medicine (WCVM)

decreased its after-hours service for small animal emergency and critical care — restricting patient intake to life-threatening cases only from 10 p.m. to 7:30 a.m. each night.

Whenever staffing levels and caseload permits, the clinical team continues to see patients in urgent condition. But because of high demand for emergency services, the VMC has cautioned pet owners and referring clinics that it may need to further restrict patient intake to life-threatening cases even during daytime hours. This approach will be in place until Jan. 30, 2023, when the hospital's leadership team will review its options.

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



**Miruna Munteanu**

WCVM Class of 2024  
ABVMA Student Representative  
2022/2023

### HELLO AGAIN! I HOPE EVERYONE IS

staying warm; we have sure had a lot of cold weather this year with wind chills bringing things down to the minus forties. At the WCVM, the semester is almost coming to a close and summer will soon be around the corner. Third-year students are well on their way to finishing their final semester of lectures before moving into clinical rotations next year. The third-year winter semester marks the only time during the veterinary program where students are offered electives. These electives include both small and large animal options as well as a mandatory nutrition class in either small animal, equine or ruminant. Some of the unique electives offered at the WCVM include small animal oncology, bovine clinical procedures, mindful vet practice, the feline elective, dairy medicine, zoonotic disease, wildlife health, diseases of honeybees and many more. The electives allow students to focus on their own interests within the field of veterinary medicine and explore different topics outside of the set curriculum. Some of the electives offered are considered prerequisites to a few of the clinical rotations in fourth year.

Furthermore, the month of February brings back the annual rotation draft where third-years must select their rotations for the upcoming year. Alongside the mandatory clinical rotations at the Veterinary Medical Centre, third-years have the opportunity to pursue externships as well as various external rotations set up by the school. The second-year students are glad to be almost done what has historically been said to be the hardest year of vet school. First-year students are making their way through the last of their exams and their first Objective Structured Clinical Examination where they are tested on their practical skills.

In addition to academics, this semester has brought back a few traditional events that were postponed for the past couple of years due to COVID. On January 6, students celebrated the Winter Formal. This event typically involves a set theme for the night, lots of music and dancing, photobooths and a DJ. This year's theme was a formal masquerade dance involving all years at the WCVM. March at the WCVM is also mental health month whereby many events are planned in order to help students live a more balanced life. It is typically the Pawsitive Practice Committee that is in charge of putting these events.

From January 19 to 21, the CVMA symposium took place at the Atlantic Veterinary College, and many WCVM students took the opportunity to participate. The symposium itself gathers veterinary students from across Canada with interesting labs, lectures and even a CPR competition that students have the opportunity to be a part of. This year's theme for the symposium is perseverance in veterinary medicine and features talks on emotionally intelligent euthanasia, emergency in exotics, coughing in dogs and cats, equine anesthesia as well as many more. In addition to these talks, many hands-on wet labs are available for students. WCVM students are very excited for this educational opportunity and to make connections with various vet students from different provinces.

As always, thank you all so much for taking the time to read about life at the WCVM. Take care until next time!



## HELLO ABVMA! AS WE ROLL INTO

spring in Calgary, we are met with too many rapid weather changes to keep up with. Despite the ever-changing conditions, the UCVM students continue to work hard towards their degrees (while enjoying a wide variety of extracurricular activities as well). Most excitingly, the fourth-year class has all completed their North American Veterinary Licensing Examination and should know how they fared shortly. They have also completed their internship applications, with results coming in early March. This class is ambitious, with many students applying across North America for a variety of small animal, equine and specialty internships. As a testament to the motto “work hard, play hard,” many of our final year students will be ending vet school with trips abroad, including locations such as Europe and Costa Rica.

Back home on campus, the third-year class is busily preparing for rotations, which will be finalized by late March. Already, many students from our class have arranged for externships based on their interests and career aspirations. With the help of the entire distributed veterinary learning community, the class will be exposed to so much over the coming year. We have enjoyed a lighter semester, albeit with increasing levels of responsibility, so there has been ample time to enjoy our last months as a class together.

The second-year class is feeling much the same, taking a small breather before their assessments ramp up in February. They are excited to be moving into more senior leadership positions within the school as the third-year class transitions towards rotations.

Last but not least, the first-year class has officially passed their passport Objective Structured Clinical Examination, allowing them more freedom for teaching animal interactions within the school. Now that they are almost through their first year, the Beavers, as we affectionately

call them, will be beginning to step into leadership roles within the school. This began with a Calgary Association of Veterinary Students (CAVS) meet and greet at lunchtime in early January. The event allowed the younger students to meet the current student leadership team and learn more about our roles within the school. Soon after, the CAVS elections will be held, selecting the new junior executives and allowing the third-year class to transition out of the job. This gradual, mentorship-based approach allows our school events, meetings and organization to maintain continuity. For example, the third-year class hosts our largest annual event, Vetball, but it is spearheaded by a mixed committee of second- and third-year students. That way, the second-year students have some idea of their role when they take over the next year!

Speaking of CAVS and spring events, several traditions have returned since the world was forced online in 2020. First up, Vetball. In the second in-person year since COVID, the annual gala evening expects to see around 400 people in attendance. The night of dancing, awards and dinner is highly anticipated but, more importantly, Vetball is a charity event. The third-year class is proud to announce they have raised over \$2,000 for Tails of Help. Tails of Help is a non-profit organization enabling low-income families to access necessary vet care in Alberta. Additionally, the school has seen the return of our annual Student Veterinary Emergency and Critical Care Society CPR competition. Teams of students from all years work to keep a simulated patient alive, made all the more entertaining with costumes, actors and prizes!

That’s all from me for now – next time you hear from me it will be summer (hopefully with some more temperate weather), and I will be out on rotation. I can’t wait to share this unique UCVM experience with all of you. Until next time!



**Brooke Whitmarsh**

UCVM Class of 2024  
ABVMA Student Representative  
2022/2023



**Darryl Haugen, RVT**

President, Alberta Veterinary  
Technologist Association



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

## **2023 IS IN FULL SWING AND I AM**

excited to see everything come to fruition. The ABVTA Board met on February 3 and 4 for their first Board meeting of 2023 to engage in a focus meeting and develop a plan for the 2023. During this meeting, we reviewed our strategic plan, highlighted our accomplishments and determined our goals for 2023. There are many new announcements for the members to watch out for in the up-and-coming months.

During our strategic planning in early 2022, our Board reflected on the successful growth of the ABVTA and the veterinary technologist profession. RVTs have become more widely recognized and valued members of the veterinary team. As the profession grows, so does our association. In March 2022, the Board accepted a proposal from staff to establish a Mentorship and Retention Committee, and a working group consisting of volunteers, directors and staff was established to develop essential documents such as a terms of reference and job descriptions for the new committee. I am extremely excited to say that recently, the Board has approved the documents provided by the working group and will be announcing the launch of this committee very soon.

The Mentorship and Retention Committee will focus on the following areas:

- provide mentorship and outreach to new and reinstated abvta members
- provide access and referrals to resources for members
- provide exit interviews to members leaving the ABVTA
- provide recommendations to the ABVTA Board to increase RVT retention and mentorship

The committee will be composed of up to 10 members with diverse backgrounds with varying levels of professional experience, HR experience and experience with varying industries, species and

specialties. The ABVTA will be looking for members to volunteer on the committee soon. There will be two roles to volunteer within: The Member Interviewers and Ambassadors. If you would like more information, you can reach out to the ABVTA Executive Director, Vanessa George at [vanessageorge@abvta.com](mailto:vanessageorge@abvta.com).

In February, our Board was invited to attend the ABVMA Leadership Weekend held in Edmonton, Feb. 24-26, 2023. Friday was filled with exemplary topics and discussions with speakers Dr. Elaine Klemmensen and Marni Panas. I would like to thank the ABVMA for their continued support and inclusion of the ABVTA Board at the Leadership Weekend. Events like this demonstrate the essential partnership of the professional roles of veterinary technologists and veterinarians and the meaningful relationship between our two associations.

In conjunction with Leadership Weekend, we celebrated annual award recipients and those commemorating their 35th and 50th anniversaries with the associations. Reaching this milestone has meant dedication, commitment and constant learning for these individuals. Please join me as we acknowledge and honour the members presented with ABVTA and ABVMA awards this year.

As National Volunteer Week approaches from April 16 to 22, 2023, I want to acknowledge the hard work and commitment that our members showcase throughout the year on the ABVTA Board and committees. Thank you to the members who volunteer outside of work to give back to their communities and/or organizations that are important to you. Volunteers are integral within the animal health industry and together we can make a difference.

# 2022 ABVTA Award Recipients

Vanessa George, ABVTA Executive Director



## Technologist of the Year

### Jessica Beech, RVT

Nominated by: Grace Peterson, RVT

Jessica has been practicing as a full-time RVT for over eight years and continues to instill and maintain the community's confidence and trust in the profession by acting with honesty and integrity. Constantly advocating for change that enhances animal welfare, her dedication and leadership are demonstrated through mentorship, teamwork and stewardship.



## Appreciation Award

### Penny Steffen, RVT

Nominated by: Kate Simon, RVT, VTS (ECC)

Through her dedication as a long-time volunteer with the ABVTA, Penny constantly exemplifies leadership. She has been instrumental in advocating for the veterinary technology profession through her roles on the ABVTA Board and ensuring RVTs were considered essential professionals during the COVID-19 pandemic.

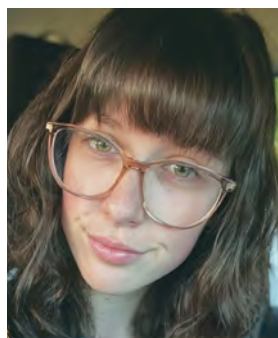


## Meritorious Service Award

### Treena Barnett-Ritcey, RVT

Nominated by: Vanessa George, RVT

Treena has been an integral member of the Continuing Education (CE) Committee since 2018. Organizing several well-attended webinars for RVTs, Treena has also volunteered as committee chair and vice-chair for several years. An outgoing and enthusiastic individual, she always displays a positive attitude, promotes the veterinary technology profession and association and exemplifies the association's values of approachability, integrity, professionalism and teamwork.



## Lucille Landals Emerging Leader Award

### Gabrielle Namchuk, RVT

Nominated by: Vanessa George, RVT

A 2022 graduate of the NAIT AHT program, Gabrielle began volunteering with the ABVTA's Member and Public Relations (M & PR) Committee during her practicum. Since her appointment to the committee, Gabrielle has consistently demonstrated leadership qualities, shown initiative and has been an excellent communicator.

For more information about the award recipients please visit [www.abvta.com](http://www.abvta.com).

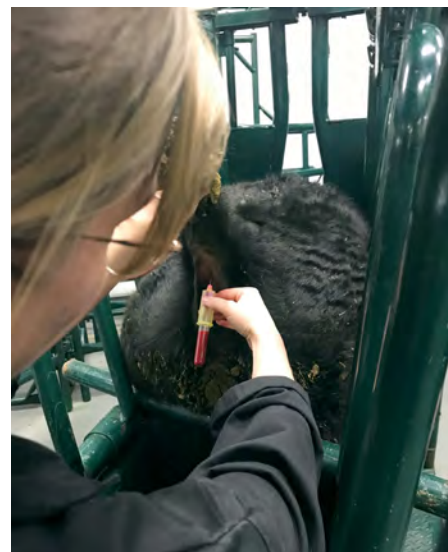


**HERE AT NORTHWESTERN POLYTECH,** autumn 2022 brought some changes, specifically in that some Educational Lab Techs moved on in their careers, and some new ones joined us. We appreciate and miss those who are gone from the program, but welcome and are getting to know those who have recently arrived.

In October 2022, Northwestern Polytechnic had the privilege of hosting Dr. Andrew Bronson for the Bovine Ultrasound Detection Continuing Education course, the first to be hosted at the Fairview Campus. The course was very successful, and we hope to host more courses in the future.

The program is happy to be once again providing a three-day field trip to Edmonton with our second-year students – the first time since the pandemic. The field trip itinerary included many exciting stops for our students so they could experience some of the different options available with their education. We would like to send a big thank you to all the locations the students visited.

Our second-year students are eager to be heading out to practicums in early April. We are very grateful to the practicum sites for providing our institute with ongoing support and helping to train future veterinary technologists.



## ABVMA and ABVTA Host Second-Year Northwestern Polytechnic Students at ABVMA Office

**ON JAN. 19, 2023,** students enjoyed lunch and a tour and received a brief presentation from Dr. Phil Buote, Interim Registrar, ABVMA, and Vanessa George, RVT, Executive Director, ABVTA.



## ABVTA MEMBER BENEFIT

Register for your Perkopolis membership to enjoy savings on entertainment, travel, attractions, shopping, health & wellness and more!

 **perkopolis**



Visit [perkopolis.com](https://perkopolis.com) and enter your member ID code (ABVTA + member ID number eg. ABVTA1234)



@abvta.official



@abvta



Alberta Veterinary Technologist  
Association



@abvta.official

# 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>  
Approved for 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

**Together, Restore the Bond** – CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVTs 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](http://www.vna.hillsvet.ca)

### Royal Canin Veterinary Diets Online

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

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

### Master of Veterinary Medicine, Massey

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

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

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

### WDDC Practice Tool Kit (WHMIS and SDS)

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

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

– 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](http://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](http://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: [www.communivet.com/en/ca/education/webcasts/reducing-inappropriate-use-of-antimicrobials-for-gi](http://www.communivet.com/en/ca/education/webcasts/reducing-inappropriate-use-of-antimicrobials-for-gi)

Sponsored by CommuniVet

## OFFERINGS BY MONTH

### 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: [wcds.ualberta.ca/registration](http://wcds.ualberta.ca/registration).

### MAY 2023

#### May 5 to May 10, 2023 – Ultrasonography and Embryo Transfer Workshops – 42 ABVMA CE Credits

These workshops are being conducted in tandem May 5-10, 2023 at the Western College of Veterinary Medicine, University of Saskatchewan with the intention of providing essential knowledge and hands-on experience for veterinary practitioners, research scientists and graduate students. The Ultrasound Workshop is a three day course covering principles of ultrasonography equipment and imaging, imaging of the reproductive tract in large animals and OPU/IVF. The Embryo Transfer Workshop is a three and half-day course covering all aspects of embryo transfer technology in cattle. For more information and to register, please contact: Jackie Bahnmann, Co-ordinator, Continuing Education, WCVIM

Email: [jackie.bahnmann@usask.ca](mailto:jackie.bahnmann@usask.ca)

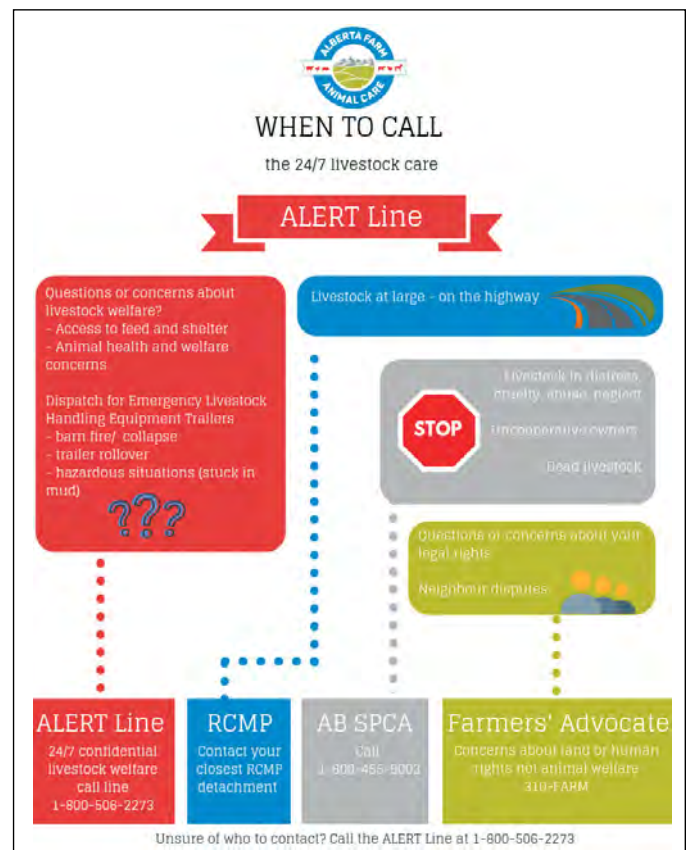
Tel: 306-966-7108 | fax: 306-966-8747

[wcvim.usask.ca/education/ultrasound.php](http://wcvim.usask.ca/education/ultrasound.php)

### OCTOBER 2023

#### October 15-17, 2023 – CanWest Veterinary Conference

The CanWest Veterinary Conference is renowned as the most engaging and informative veterinary event in western Canada, with high-calibre, world-class speakers. The conference offers an extensive educational program with five learning tracks – companion animal, equine, food animal, veterinary team and veterinary technologist – designed for the entire animal health care team. Hosted by the Alberta Veterinary Medical Association, CanWest takes place in beautiful Banff, Alberta, surrounded by the stunning Rocky Mountains. Come early or stay on afterwards and make it a vacation. More details available in July 2023 at [www.canwestconference.ca](http://www.canwestconference.ca).



## 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 **Lee Anne Winter** at [leeanne.winter@abvma.ca](mailto:leeanne.winter@abvma.ca).

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

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



## VETERINARIAN REQUIRED

### WESTERN VETERINARY SPECIALIST &

Emergency Centre is currently welcoming a Veterinarian, Rehabilitation Specialist to join our team. We offer an excellent compensation package, RRSP matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at [careers.canada@vca.com](mailto:careers.canada@vca.com). We look forward to connecting with you! Website: [www.vcacareers.com/ca/en/job/R-72964/DVM-Rehabilitation-Specialist-Western-Veterinary-Specialist-Emergency-Centre](http://www.vcacareers.com/ca/en/job/R-72964/DVM-Rehabilitation-Specialist-Western-Veterinary-Specialist-Emergency-Centre).

### ATTENTION! AMAZING OPPORTUNITY! SPRUCE

Grove Vet Clinic is looking for one more full time Vet to add to this dynamic, growing and awesome team. We are located just outside Edmonton, Alberta. Multiple doctor small animal practice, with the BEST and most supportive staff in the business. We are family owned and have been in the same location for 45 years. We have awesome clients, and lots of opportunities to grow your skills! New grads will appreciate the mentorship, and more experienced vets will appreciate being able to explore and grow their own professional interests. No Sundays, and no on call. We offer excellent benefits and CE allowances. Contact us at [draelliot@sgvet.ca](mailto:draelliot@sgvet.ca). Website: [www.sprucegrovetvet.com](http://www.sprucegrovetvet.com).

### WE HAVE AN OPENING FOR AN ASSOCIATE

Veterinarian in our family orientated, AAHA accredited small animal practice in Wetaskiwin, Alberta. We are seeking a compassionate team player with strong communication abilities and confidence in their medicine and surgical skills. This is an ideal opportunity to explore your full potential and to develop your special interests. Please visit our website [www.wacvet.ca](http://www.wacvet.ca) for greater details and feel free to contact any of our team members for more insight. We offer a competitive salary, dependent upon previous experience, along with a complete benefit package with group insurance, vacation, CE time, etc. New graduates are most welcome to apply since we offer plenty of mentorship and team support. Email: [wetanc1@telus.net](mailto:wetanc1@telus.net).

### 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: [www.parkveterinarycentre.com](http://www.parkveterinarycentre.com). Email: [susan.heppner@nva.com](mailto:susan.heppner@nva.com).

### OUR TEAM AT HERMITAGE VETERINARY HOSPITAL

is growing! Conveniently nestled in Edmonton, we are a multi-vet practice seeking 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! Email: [susan.heppner@nva.com](mailto:susan.heppner@nva.com). Website: [www.hermitagevet.com](http://www.hermitagevet.com).

### 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](http://www.towncentrevet.ca).

### DO YOU HAVE A DREAM OF WORKING FOR A FUN,

happy veterinary clinic, and still having lots of time off to enjoy life? Look no further, Legacy Veterinary Clinic is looking for the 4th full-time small animal DVM. We practice high-quality fear-free conventional and integrative medicine in a modern, fully equipped facility with an amazing support team. Our practice is perfect for mentorship opportunities too! There's no denying our passion for veterinary medicine. We are privately owned and by joining our company you will receive competitive compensation, generous CE allowance, paid membership dues, paid vacation, generous personal pet discounts in the clinic and so much more! Interests/certification in alternative medicine, Rehabilitation, and acupuncture are assets. If this interests you, please email your resume. Email: [careers@legacvetclinic.ca](mailto:careers@legacvetclinic.ca).

### DELANEY VET SERVICES IS LOOKING FOR AN

amazing intern to join our team in 2023. 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 where we perform both elective and emergency surgery. Our reproduction program offers advanced reproductive techniques. We also commonly perform advanced dentistry, general health exams, spinal adjustment, acupuncture, rehabilitation, and advanced imaging. On-call hours are divided amongst the clinicians and interns at the hospital. Throughout the internship all interns will be shadowed by a senior veterinarian/specialist. At the option of the intern, the hospital offers a free, newly built (2020), premier on-site residence for interns. Salary package equates to more than \$67,000 (\$40,000 base salary, on-call income, health, dental and prescription coverage, C.E. allowance, clothing allowance, ABVMA & CVMA dues). Email: [management@delaneyvetservices.com](mailto:management@delaneyvetservices.com). Website: [www.delaneyvetservices.com](http://www.delaneyvetservices.com).

### EMERGENCY VETERINARY: RELOCATION

Assistance offered – 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 to further your skills and career, this position is 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. Feel the difference when you are truly part of the family in Alberta's only private referral hospital. We encourage new grads and all candidates with and without emergency experience to apply. Mentorship will be available to interested candidates. Relocation assistance will be offered to the right Candidate. Shadow shifts are encouraged to gain an understanding of how exciting your career at Pulse can be. Email: [Candace@pulseveterinary.ca](mailto:Candace@pulseveterinary.ca). Website: [www.pulseveterinary.ca/about/careers](http://www.pulseveterinary.ca/about/careers).

### 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 at [www.pipercreekvet.com](http://www.pipercreekvet.com).

### NVA CANADA SUPPORTS INCLUSIVE HIRING

practices. Email: [susan.heppner@nva.com](mailto: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 [www.parkveterinarycentre.com](http://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](mailto:susan.heppner@nva.com).

# Classified Ads

## VETERINARY EMERGENCY GROUP (VEG) IS A

rapidly expanding emergency company with a mission of Helping People and Their Pets When They Need it Most. Founded and led by an ER DVM Dr. David Bessler, we are revolutionizing ER medicine by improving clinical outcomes and access to care, creating unparalleled career opportunities, support and a fun work environment for all employees >> aka VEGgies. With the highest NPS score in our industry, we're ready to ensure that VEG is always the place where the best and brightest in the emergency world not only want to work but stay and continue to grow. We are looking to add more emergency superheroes to our family of amazing VEGgies to spearhead our mission in our US hospitals and future locations in Canada. Are you someone who is energized by helping people? In fact, you LOVE people and are passionate about solving their pet problems? Someone who is excited by the challenge of ER and seeks every opportunity to be a superhero to their customer. Are you looking to TRAVEL and explore new places? We have 40+ locations across the USA to choose from. Get in touch with us! We can't wait to meet you! Contact Ivana at [ivana.novosel@veg.vet](mailto:ivana.novosel@veg.vet). Website: [www.veterinaryemergencygroup.com/about](http://www.veterinaryemergencygroup.com/about).

## EXPLORE A NEW CAREER PATH IN NORTHERN

Alberta. The Greenview Veterinary Clinic located in Valleyview, gateway to the Peace River Country, is looking for a dedicated DVM to join our privately-owned, mixed animal practice. Every day in our clinic is different. One day we are seeing patients in our modern, well-equipped facility (In house labs, portable CR x-ray, laser machine, ultrasound, orthopedic equipment and dental x-ray, all aided by our super support team, the next we are on the road treating patients on the farm. We are an important part of the community. Not only do we act as a temporary animal shelter and treat emergency cases that need our help, but we also support local sports and events. We reward experience but are also willing to teach. Get in touch with us today to learn more about us and how we can work together to build your NEW FUTURE. Starting Salary: \$130,000 + \$10,000 signing/moving bonus + benefits (medical, RRSP's, student loan repayments) + pet insurance + \$2,500 CE + future ownership opportunities + new graduates welcome + accommodations available/negotiable. Dr. Poznaniak is always happy to answer any questions regarding this position. Email: [jomipoz@hotmail.com](mailto:jomipoz@hotmail.com).

## IS A 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 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](mailto: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! For more information, please visit [www.familyvet.ca](http://www.familyvet.ca). Email: [susan.heppner@nva.com](mailto:susan.heppner@nva.com).

## 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: [www.trimunicipalvet.com](http://www.trimunicipalvet.com). Email: [Hannah.Viveiros@trimunicipalvet.com](mailto: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](mailto: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](mailto:ftmacvet@hotmail.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](mailto:management@delaneyvetservices.com). Website: [www.delaneyvetservices.com](http://www.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](mailto:dschouten72@gmail.com). Fax 403-346-9925 or phone 403-347-2676. Website: [www.cedarwoodvet.ca](http://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](mailto:dschouten72@gmail.com). fax 403-346-9925 or phone 403-347-2676. Website: [www.animalemergencyhospital.ca](http://www.animalemergencyhospital.ca).

## WE ARE LOOKING FOR A MIXED OR LARGE ANIMAL

veterinarian to be part of our highly skilled team in central Alberta. Our award-winning veterinary clinic can offer full or part time employment to a veterinarian who would enjoy a rural setting. We can help grow any special interests in the areas of dairy, beef, pleasure and performance horse and small ruminant medicine. We are in a beautiful part of Alberta and close to Edmonton, Calgary, and the Rocky Mountains with locations in both Ponoka and Bashaw, AB. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. On-call is shared with 5 veterinarians. Check out our website at [www.centralvetclinic.ca](http://www.centralvetclinic.ca) Contact: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; phone: 403-783-5200; Email: [laura@centralvetclinic.ca](mailto:laura@centralvetclinic.ca). Website: [www.centralvetclinic.ca](http://www.centralvetclinic.ca).

# Classified Ads

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

**AT MOSAIC, OUR PURPOSE IS TO HELP PEOPLE** help animals. Mixed Animal medicine is what we do best, and the Mosaic crew is committed to supporting and leading practice teams by fostering an environment of collaboration, connection, and care. We offer diverse caseload amongst species, modern diagnostic equipment, internal and external mentorship opportunities, and access to an incredibly talented team and partner group. 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](mailto:cheri.johnston@mosaicvet.com). Website: [www.newellvet.com](http://www.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](mailto:cheri.johnston@mosaicvet.com). Website: [www.fairviewvets.com](http://www.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](mailto:cheri.johnston@mosaicvet.com). Website: [www.peacerivervet.com](http://www.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](mailto:veterinaryfoothills@gmail.com).

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

**\$130 000 A YEAR, \$10 000 SIGNING BONUS,** 10 paid sick days a year, 4 weeks' vacation a year, living accommodations provided for 1 year, Christmas bonus, health benefits plan including items such as massages, glasses, prescriptions and travel, CVO/OVMA/CVMA dues paid, CE included, VIN included, personal office space and personal pet policy. All of this is yours in exchange for working 4 days a week and rotating half day Saturdays with the other vets. No on call. Small animal only. We are looking for veterinarians who are team players, have a good work ethic, sound moral judgment and who are compassionate. We average 2 RVT and 1 receptionist per veterinarian. Clinic equipped with modern x-ray, ultrasound, and laboratory

equipment. Experience is appreciated but new grads are welcome. We are located in Haliburton, Ontario which is about 2 hours north of Toronto. Live in the country, but practice and get paid like you live in the city. Website: [www.haliburtonvets.com](http://www.haliburtonvets.com). If interested, please Email: [afilion05@gmail.com](mailto: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](mailto:admin@steeplesvetclinic.com). Website: [www.steeplesvetclinic.com](http://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](mailto:dschouten72@gmail.com). Website: [www.animalemergencyhospital.ca](http://www.animalemergencyhospital.ca).

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



# Classified Ads

**ARE YOU A NEW GRADUATE OR STILL EARLY IN** career and looking for strong mentorship and flexible schedule? Or are you at that stage of your career where you want to strengthen some particular skills? Join Edmonton West Animal Hospital where we are ready to help develop you into the best Veterinarian you can be. Our hospital is AAHA and AAFP accredited and focused to provide the best quality of care to our patients. We offer an excellent compensation package without the pressures of productivity, a generous signing bonus & relocation allowance, a collaborative team environment, flexible scheduling for a healthy work life balance, paid vacation, a decent CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership and lots of other benefits. Temporary license eligible veterinarians are welcome to apply. If you're interested in learning more or applying for this position, please email resume. Email: [dragosai@vetinedmonton.com](mailto:dragosai@vetinedmonton.com).

**LOOKING FOR A JOB WITH SOMETHING DIFFERENT** every day and great recreational pursuits nearby? Develop your interests and skills in our busy, mixed animal practice with great mentorship and future partnership potential! Edson Vet Clinic is looking for a full-time vet to join our multi-vet practice. Our experienced, friendly and team-oriented staff currently includes 6 vets, 5 fantastic RVTs and several long-term support staff. Call is shared equally between vets. New digital x-ray, dental x-ray, lab analyzers, ultrasound, laser and much more! Premium wage, full health and CE benefits. Located on Hwy 16 just 2 hours to Jasper and the Rockies, and an easy day trip to Edmonton for shopping and travel. Edson offers a wide variety of activities and recreational pursuits. Please submit resume to Dr. Anne Rogers, at [anne@edson.vet](mailto:anne@edson.vet) or call 780-723-3354 for more info. Website: [www.edsonvetclinic.com](http://www.edsonvetclinic.com).

**PEAK VETERINARY HOSPITAL IN PINCHER CREEK,** Southern Alberta is looking for a small animal veterinarian to join our friendly, collaborative and quality-oriented team. The practice is new, spacious, lots of daylight and is outfitted with top-of-the-line equipment, allowing us to provide high quality medicine, surgery, and customer service in an efficient and rewarding space. Our state-of-the-art clinic is located on the edge of the Rocky Mountains making it a great place to work if you enjoy mountain adventures and views. Some additional perks include competitive remuneration, association dues, a health benefit plan, and a continuing education allowance. Partnership opportunities may be available. New graduates are welcome to apply. Check us out at [www.peakvet.ca](http://www.peakvet.ca). Email: [dvmjacob@gmail.com](mailto:dvmjacob@gmail.com).

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

**SHUSWAP VET CLINIC IS HIRING A MIXED ANIMAL** veterinarian. We're independently owned with a large dairy clientele; a growing equine and ruminant population and we're home to a busy small animal practice. Our staff is our greatest asset. We provide a positive work environment, a \$10,000 signing bonus and a compensation package that includes a competitive salary, medical, dental, extended health, paid vacation & sick days, and a generous CE allowance. Our associates can expect a varied case load, ongoing support and mentorship and a flexible work environment. We encourage open collaboration on cases and provide an opportunity to develop skills in specific areas of interest. Your choice of a FT or PT position. Shuswap Vet Clinic is located in beautiful Salmon Arm in BC's interior. We have been serving the community since 1973 and we have an

excellent reputation with our clients. Please forward your cover letter and CV to Dr. Jay Thurgood, Partner: [jthurgood@shuswapvet.com](mailto:jthurgood@shuswapvet.com) or call us at 250-832-6069. Website: [www.shuswapvet.com](http://www.shuswapvet.com).

**WE HAVE NEWLY EXPANDED & RENOVATED OUR** clinic and looking for 2 small animal veterinarians to join our well-established, privately owned 3 Vet/ 6 Tech practice in Fort Saskatchewan, AB. Successful applicant would work flexible daytime hours and the occasional Saturday. No evenings or Sundays required! We are located 20 minutes from Edmonton. Clinic is complete with an inhouse lab, digital radiology, ultrasound, digital dental radiology and computerized medical files. We offer competitive wages, health/ dental benefits, CE allowance and pay professional dues. If you are energetic, willing to learn and seeking a position in a supportive environment, apply today! Email: [fortvet@shaw.ca](mailto:fortvet@shaw.ca). Website: [www.fortvetclinic.ca](http://www.fortvetclinic.ca).

**CALLING ALL COW VETS! VETERINARY AGRI-**Health Services is seeking to add a FT veterinarian to our team near Airdrie, AB. We are a 100% beef specialty practice servicing progressive cow-calf & feedlot operations across Western Canada. There is a good balance between seasonal field work & office duties (consulting, data analysis, research, etc.). VAHS offers a competitive compensation & health benefits package, mentorship, fully stocked vet truck, phone, etc. Click the 'About Us' tab at [www.vahs.net](http://www.vahs.net) or Email [ElizabethH@vahs.net](mailto:ElizabethH@vahs.net) to learn more.

**DAND VETERINARY CLINICS IS LOOKING TO ADD** a full time DVM to our privately owned and operated clinics located near the beautiful foothills of the Canadian Rockies! We have 4 clinics, Airdrie Animal Clinic, West Springs Vet, Springbank Integrative Vet Centre and Westmount Animal Clinic. For the right candidate, we are offering a very GENEROUS remuneration package, which includes a signing bonus, a retention bonus, a very 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 with the possibility of 4 x 10's, so you can maximize family time or explore the great outdoors! We do not offer after-hours or on-call services. Are you ready to improve your lifestyle and develop your career further? Contact us today. Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca).

**WE AT THE HEALING TRADITIONS HOLISTIC VET** Clinic are looking for a full time or part-time veterinarian to join our team. We are a privately owned companion animal veterinary clinic in Calgary, Alberta, and we are looking for an associate veterinarian with an interest in alternative medicine including acupuncture and Chinese herbal medicine. Interest and skills in surgery and dentistry are desirable, and enthusiasm to work with a team and acquire new skills are a must. We offer competitive wages, group health benefits, paid provincial membership dues, a \$2000 continuing education allowance, and an opportunity for partnership for the right person. We will also offer a relocation allowance for individuals who live in other provinces. If you are interested, please Email your resume to [info@hthvc.ca](mailto:info@hthvc.ca) or contact us at 825-882-2282 for more information. Website: [www.hthvc.ca](http://www.hthvc.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](mailto:jobs@p3vetpartners.ca) to learn more. Website: [www.grandeprairieanimalhosp.com](http://www.grandeprairieanimalhosp.com).

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

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

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

# Classified Ads

## 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](mailto:jobs@p3vetpartners.ca) to learn more. Website: [www.stvc.ca](http://www.stvc.ca).

## RANGE ROAD VET IN BEAUMONT HAS THE WARMTH

of a neighbourly small town but is only minutes from Edmonton. Four supportive, collaborative veterinarians who enjoy mentoring. Large, capable and willing support staff allowing vets to focus on vet tasks. Incredible clients (seriously, the best!!) The environment is spacious, yet cozy, filled with natural light. The energy is upbeat and excited about our profession and each other. Very flexible on start date-tomorrow or 6+ months from now. Flexible schedules, daily built-in catch-up time and systems to minimize time spent on records allow us to have strong work life balance. What's important to you? If you don't see it listed here, ask! Uniforms, competitive compensation, performance bonus, paid CE, personal days, vacation, dues, health benefits and generous pet policy. If you live your life in a kind and supportive way-we'd love to meet you. Please contact [katrina.ponich@rangeroadvet.com](mailto:katrina.ponich@rangeroadvet.com) for more information. Website: [www.rangeroadvet.com](http://www.rangeroadvet.com).

## SHUSWAP VET CLINIC IS HIRING A SA VET.

We offer a \$10,000 signing bonus, varied case load, mentorship & a flexible work environment. Our multi-vet practice allows for open collaboration and an opportunity to develop skills in your area of interest. We are a busy, independently owned, fully equipped practice for our SA, MA and LA vets. We also have 2 satellite clinics, one focusing on pets' wellness and the other on cats. Our staff is our greatest asset. We provide a competitive salary, medical, dental, extended health, paid vacation & sick days & a generous CE allowance. Choose from a FT or PT position. Salmon Arm is located in BC's interior. Families love the outdoor opportunities, the excellent school system & small-town feel while living in close proximity to larger centers like Kelowna & Kamloops. Shuswap Vet Clinic has served the community since 1974 and we have an excellent reputation with our clients. Grow your career with us and become part of the long-standing tradition of excellent vet care. Please forward your cover letter and CV to Dr. Morgan Stevenson, Partner: [mrutley@shuswapvet.com](mailto:mrutley@shuswapvet.com) or call us: 250-832-6069. Website: [www.shuswapvet.com](http://www.shuswapvet.com).

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

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

## UNIQUE OPPORTUNITY FOR A FULL OR PART-TIME

veterinarian. Join us in one of the most beautiful places in Canada, Qualicum Beach! Enjoy all kinds of recreational activities and work in a privately owned, family-like clinic. Feel part of the team by collaborating with experienced, but progressive DVM's and ample support staff. Looking for an ownership opportunity without all the headaches? We can offer partial ownership and look after the business stress for you. We are open to part-time or full-time hours and have flexibility with the schedule. We also offer a relocation allowance, above average compensation, generous CE allowance, paid dues, health benefits including health spending account (100% paid by employer), generous staff discount, no on-call, as well as respect and compassion for all the staff, clients and pets. Email: [midislevetosp@gmail.com](mailto:midislevetosp@gmail.com). Website: [www.midislevet.ca](http://www.midislevet.ca).

## PANORAMA HILLS ANIMAL HOSPITAL IS A

private, well equipped modern small animal veterinary clinic located just off Stoney Trail in the Northwest Calgary. We are looking for a full time Veterinarian that will mesh well with our current team while working to their strengths! We offer great opportunities for growth and development. Benefits include paid ABVMA dues, CE allowance, health care, vision care, dental care, pet discounts and many other perks. If you are looking for a cohesive, collaborative, compassionate, involved and growing team, please apply to this position with your CV/Resume. Email: [phahveterinary@gmail.com](mailto:phahveterinary@gmail.com).

## GREAT OPPORTUNITY TO WORK IN A WELL-

established veterinary clinic running since 2008. Perfect fit for a new or seasoned Veterinarian, and Veterinarian Technician. We offer competitive wages, and we really value work life balance, and family time. Apply by emailing us at [MillviewPetHospital@outlook.com](mailto:MillviewPetHospital@outlook.com). Website: [www.millviewpethospital.ca](http://www.millviewpethospital.ca).

## COLLINGWOOD, ON, A 4-SEASON DESTINATION OF

choice + Work Life balance! The Georgian Triangle Humane Society is looking for a Director of Medicine, Veterinarian. The role is 4-day workweek (or Full-time) in a non-client facing atmosphere working with incredible people who are all heart! Surgical skills (including dental) are necessary. We offer a competitive salary, relocation pay, benefits, sick time, vacation allowances and professional development opportunities! Full job description is on our website [www.gths.ca](http://www.gths.ca) or email [humanresources@gths.ca](mailto:humanresources@gths.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](mailto: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](mailto:innvet@telus.net).

## \*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](mailto:exec@foothillsanimalhospital.ca). Website: [www.foothillsanimalhospital.ca](http://www.foothillsanimalhospital.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](mailto:info@gparkvet.com) or visit our website [www.gparkvet.com](http://www.gparkvet.com)

## HEALTHY PAWS FORWARD VET IS NOT ONLY OUR

name but our way of thinking. Are you a veterinarian seeking the benefits and security of full-time employment in a HEALTHY work environment? Or are you a veterinarian looking to work one or two days a week in a HEALTHY work environment to accommodate your busy schedule? Do you believe in providing a high quality, thorough diagnostic approach and treatment plan for the PAWS that are in your hands? Are you a confident, Forward-thinking vet who understands the value of customer service? Yes? Then look no further. Join our fast-growing, locally owned hospital. Why wait? Apply now. Email: [manager@healthypawsvet.ca](mailto:manager@healthypawsvet.ca). Website: [www.healthypawsvet.ca](http://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](mailto:doug@ellersliepet.ca).

# Classified Ads

## RVT REQUIRED

**WE ARE ACCEPTING APPLICATIONS FOR A 30-40 hr/week RVT position** to join our amazing team in Jasper – a picture perfect mountain town and an outdoor enthusiast's paradise! The clinic is well equipped with idexx vetlab, digital x-ray, ultrasound, therapeutic laser, digital dental x-ray and much more. We will offer the right candidate competitive wages and benefits package and amazing staff trips! We strive to provide a fun, supportive and inclusive work environment where work life balance is a priority. If you would like to join our dedicated team of 2 vets, 2 RVTs, 3 assistants and a receptionist, please email your cover letter and resume with references to [jaspervetclinic@telus.net](mailto:jaspervetclinic@telus.net).

**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! We look forward to starting the conversation with you today. Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca). Website: [www.airdrieanimalclinic.ca](http://www.airdrieanimalclinic.ca).

**FULL TIME RVT REQUIRED FOR OUR SOUTH SIDE** companion animal hospital in Edmonton. We are a fully equipped, privately owned, three doctor practice that offers a great working environment. We offer full benefits including medical/dental, CE allowance, uniform allowance and all fees and dues as well as a competitive salary. If you would like to be part of our team, please contact either Jessie or Gayle at [westjessie@telus.net](mailto:westjessie@telus.net) or call us at 780-436-5073. Website: [www.westbrookvet.ca](http://www.westbrookvet.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 prioritizing embracing the organization's strategy, commitments, and goals 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](mailto:Robyn@pulseveterinary.ca). Website: [www.pulseveterinary.ca/about/careers](http://www.pulseveterinary.ca/about/careers).

**WE ARE LOOKING FOR A FT RVT FOR A BUSY 6 VET** practice in Fort Macleod, Ab. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits, and a CE package. Please contact Dr. Todd Baker Ph: 403-553-4887, Fax: 403-553-2924 Email: [ftmacvet@hotmail.com](mailto:ftmacvet@hotmail.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](mailto:rpalmer@cedarwoodvet.ca). We cannot wait to meet you! Website: [www.animalemergencyhospital.ca](http://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](mailto:management@delaneyvetservices.com). Website: [www.delaneyvetservices.com](http://www.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](mailto:admin@coaldalepet.com). Website: [www.coaldalepet.com](http://www.coaldalepet.com).

### 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](mailto:kym@coaldalevet.com) with your resume or questions. Website: [www.bvlh.ca](http://www.bvlh.ca).

### OUR PRIVATELY OWNED VETERINARY HOSPITAL

Cedarwood Veterinary Hospital is looking to add another Registered Veterinary Technologist. If you enjoy a fast-paced environment, high quality medicine, while working with a talented group of veterinarians and support staff all in a privately owned practice then this is the job for you. We try to work together to make your workdays as smooth and enjoyable as possible, we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too! The Rocky Mountains are close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Ronnel Palmer at [rpalmer@cedarwoodvet.ca](mailto:rpalmer@cedarwoodvet.ca). Fax 403-346-9925 or phone 403-347-2676. Website: [www.cedarwoodvet.ca](http://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](mailto:rpalmer@cedarwoodvet.ca). Fax 403-346-9925 or in person at 7644 Gaetz Ave. Website: [www.animalemergencyhospital.ca](http://www.animalemergencyhospital.ca).

### HIGHLANDS PET HOSPITAL IS SEEKING A

full-time RVT to join our team. We are a family-owned companion animal practice with a loyal and growing client base, located in Lethbridge. Our close-knit team offers a friendly and supportive work environment, where our core values enable us to provide our clients and patients with high quality, trusted and compassionate care. We offer a competitive salary, CE allowance, association dues, health benefits, uniform allowance and veterinary discounts. To learn more about us please visit [www.highlandspethospital.ca/careers](http://www.highlandspethospital.ca/careers). Email: [admin@highlandspethospital.ca](mailto:admin@highlandspethospital.ca).

### 5K SIGNING BONUS OFFERED! WEST LEDUC

Veterinary Clinic is a fast-growing beautiful state-of-the-art facility, equipped with digital X-RAY & IDEXX lab is seeking for a full-time registered RVT. We are offering generous signing & monthly bonus, competitive salary, health & dental benefits, CE, uniform allowances, discounted veterinary services, paid vacation and more! If you are willing to provide exceptional client service and pet care, please email us at: [leducwestvet@gmail.com](mailto:leducwestvet@gmail.com). Website: [www.westleducvet.com](http://www.westleducvet.com).



# Classified Ads

## WE ARE LOOKING FOR AN RVT TO JOIN OUR SMALL

and exotic animal practice in Stony Plain, AB! We have 4 full time RVTs and 4 Vets. Our young vets' interests include orthopedic and soft tissue surgery, echocardiograms, abdominal ultrasounds, naturopathic medicine, exotics, reproduction and beyond. We accept emergency cases during operating hours. This is a full-time, permanent position offering an average work week of 40 hours. Occasional Saturdays, and late night (until 8:30 pm) shifts. Our techs are currently working 10-hour days with the rotation allowing 3 or 4 days off in a row. Our RVT's must display enthusiasm, and commitment to animal care, with strong organizational and interpersonal skills while remaining calm under pressure. We show compassion for animals and owners alike. Our RVT's daily duties include anesthesia, diagnostic imaging and testing, client education and interaction including admissions and discharges, and filling prescriptions. We offer great wages, benefits, vacation, sick days, CE hours, staff discounts, subsidized gym membership, and the opportunity for advancement. We love to provide opportunity and responsibility for those who go above and beyond. Email: [reception@spvet.ca](mailto:reception@spvet.ca). Website: [www.stonyplainvetclinic.com](http://www.stonyplainvetclinic.com).

## WE AT CAPILANO ANIMAL CLINIC ARE DEDICATED

toward building and maintaining a great small animal community practice and are seeking a FT or PT RVT to become a large part of that vision. The ideal candidate will possess 2+ years in a veterinary clinic environment, strong written and verbal communication, experience with EzyVet software, a desire to practice their full scope as an RVT, and familiarity with gentle handling techniques. Please apply in confidence to [management@capilanoanimalclinic.com](mailto:management@capilanoanimalclinic.com). Website: [www.capilanoanimalclinic.com](http://www.capilanoanimalclinic.com).

## MIXED ANIMAL PRACTICE IN WAINWRIGHT, AB IS

looking for an RVT to start immediately. Spacious clinic includes a full laboratory, digital x-ray, and therapeutic/ surgical lasers. The right candidate should enjoy working in a fast-paced, yet fun environment! Recent grads welcome to apply – we will help train you! Please forward resumes to [vetmedcent@gmail.com](mailto:vetmedcent@gmail.com).

## \*\*SIGNING BONUS\*\* INDEPENDENTLY OWNED

and only 15 minutes south of Calgary! Foothills Animal Hospital in Okotoks is looking to add to our team with a F/T or P/T RVT. Our fast-paced small animal hospital offers competitive wages, benefits, and CE and uniform allowances. Experience what it's like to work with a team that cares about you and supports you. Let's have a conversation about what your ideal career in vet med looks like and see if we're a fit! Email: [exec@foothillsanimalhospital.ca](mailto:exec@foothillsanimalhospital.ca). Website: [www.foothillsanimalhospital.ca](http://www.foothillsanimalhospital.ca).

## EVER DREAM ABOUT WALKING DOWN THE STREET

on your lunch break and discovering the best coffee spots and shops Downtown Okotoks has to offer? This lively bunch will welcome a new tech into their family with open arms! Find out more about our available position on our website under About us – Careers! Website: [www.bigrockanimalclinic.com](http://www.bigrockanimalclinic.com). Email: [rvt@vetstrategy.com](mailto:rvt@vetstrategy.com).

## NO ON CALL OR WEEKENDS! JOIN OUR FANTASTIC

team – excellent group benefits, staff discounts, paid dues, CE allowance and great wages. New grads and students welcome. Privately owned AAHA accredited small animal and equine practice. Mon to Friday 8-5. Develop and utilize your skills and talents! Email resume to [k.mckinney@westwindvet.com](mailto:k.mckinney@westwindvet.com). Website: [www.westwindvet.com](http://www.westwindvet.com).

## WETASKIWIN VETERINARY HOSPITAL IS SEEKING

a 4th Full Time RVT to join our team! We are a progressive 2 Veterinarian mixed practice (S.A., EQ, Bovine and Small Ruminants) 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 software, in-house LA and lab facilities. In addition, we offer a competitive salary, health benefits, paid membership dues, and CE allowance. New grads welcome! Please forward your resume to via fax: 780-352-6038, or email [wet\\_vet@telus.net](mailto:wet_vet@telus.net). Only candidates selected for interviews will be contacted.

## BOWMONT ANIMAL HOSPITAL IS EXPANDING!

Are you looking for a welcoming work environment where you can use all your RVT skills and be appreciated by an amazing group of co-workers? Bowmont Animal Hospital is a privately owned veterinary hospital in NW Calgary that will be expanding into our new location opening in March of 2023. We are committed to providing a high standard of patient care and superior customer service. We are looking for PT and FT RVTs to help us grow our business! Condensed and flexible work schedules are available. Open to many different schedules. Health and dental benefits for FT employees. ABVMA dues paid for. We offer uniform and CE allowances, plus discounted pet health care and supplies. \$26-\$35/hour depending on experience. For more information about our facility, please check out our website: [www.bowmontvet.com](http://www.bowmontvet.com). Please send a resume and cover letter to: [bowmontanimalhospital@shaw.ca](mailto:bowmontanimalhospital@shaw.ca). Let us know what you are looking for!

## 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 generous starting wage and additional benefits as well as a signing bonus. Please email Dena Linnell at [linnell40@hotmail.com](mailto:linnell40@hotmail.com) or phone 403-346-8288.

## PANORAMA HILLS ANIMAL HOSPITAL IS A PRIVATE,

well equipped, small animal veterinary clinic located just off of Stoney Trail in Northwest Calgary. We are looking for a full or part-time RVT that will mesh with our current team while working to their strengths! The clinic provides opportunities for growth and higher-than-average compensation for skilled RVTs. Benefits include CE allowance, a health benefit plan, association dues, pet discounts and many other perks. If you are interested in learning more about Panorama Hills Animal Hospital, please contact us with your resume and CV. New grads are encouraged to apply. Email: [phahveterinary@gmail.com](mailto:phahveterinary@gmail.com). Website: [www.phah.ca](http://www.phah.ca).

## LOOKING FOR A PART TIME OR FULL TIME RVT TO

join us in one of the most beautiful places in Canada, Qualicum Beach, B.C. The clinic is under new ownership, we are a growing, family-like, privately owned clinic with an RVT owner. Have an RVT in the profession for 25 years mentor you and understand how to give the perks you really want and need! We offer a flexible schedule, competitive wage (experienced techs will make \$30-\$38/hour), uniform allowance, paid dues, benefits including a health spending account (100% covered by employer), CE allowance, relocation allowance, and a generous staff discount. Do you want to get extra skills in an area of interest, just tell us and we will make it happen. We want a team player who loves what they do, puts patient care as a top priority, and knows how to have fun at work. You will be respected, encouraged to share your ideas and enjoy a collaborative environment with experienced vet professionals that work as a team. Email: [midislevethosp@gmail.com](mailto:midislevethosp@gmail.com). Website: [www.midislevet.ca](http://www.midislevet.ca).

## UNDER NEW MANAGEMENT, SOUTHFORK ANIMAL

Hospital is looking to add a full time RVT to our team. We are a 2-veterinarian practice located in Leduc, with 1 current RVT and 3 wonderful support staff. We offer competitive wages, health benefits, CE allowance, paid dues and staff discounts. Aside from these wonderful benefits, we really value work life balance and family time. Please send your resume to clinic. [southforkvets@gmail.com](mailto:southforkvets@gmail.com). We are eager to hear from you! Website: [www.southforkvets.com](http://www.southforkvets.com).

## 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 TAs, 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](mailto:info@chappellevet.ca). Attention Bassam. Website: [www.chappellevet.ca](http://www.chappellevet.ca).

## 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](mailto:evelyn@ironcreekvet.ca). Website: [www.ironcreekvet.ca](http://www.ironcreekvet.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@edson.vet](mailto:anne@edson.vet). Attn: Anne Rogers or call 780-723-3354. Website: [www.edsonvetclinic.com](http://www.edsonvetclinic.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](mailto:midlakevet@shaw.ca). Website: [www.midlakevet.com](http://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](mailto:manager@healthypawsvet.ca). Website: [www.healthypawsvet.ca](http://www.healthypawsvet.ca).

# Classified Ads

## VETERINARY STUDENT WANTED

**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: [vyvetclinic@gmail.com](mailto:vyvetclinic@gmail.com).

## AHT STUDENT WANTED

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

## OTHER EMPLOYMENT

**DELANEY VETERINARY SERVICES IS LOOKING** for an animal care assistant (no formal training required), or RVT, to join our amazing team. We are a full-service equine referral facility with 5 veterinarians and many wonderful support-staff located in Sherwood Park, Alberta. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care. The successful candidate should possess a positive attitude, be self-motivated and have experience with handling horses. Responsibilities include assisting in surgery, daily appointments, emergencies, treatments and the general care and maintenance of horses. Full or part time positions available. New grads and students welcome to apply! Please contact Shannon Matthews at [management@delaneyvetservices.com](mailto:management@delaneyvetservices.com). Website: [www.delaneyvetservices.com](http://www.delaneyvetservices.com).

**MONTROSE PET CLINIC AT BEAUMONT IS LOOKING** for experienced receptionist. We are located 10 minutes away from South Edmonton and we are a progressive small animal veterinary clinic offering high end wages, medical and dental benefit. staff own pet discounts and so on. We are equipped with Idexx Lab Machines, Full equipped surgery suit, digital x rays and Avimark Software. Please forward your resume to [montrosepet@gmail.com](mailto:montrosepet@gmail.com).

**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](mailto:hannah.viveiros@trimunicipalvet.com). Website: [www.trimunicipalvet.com](http://www.trimunicipalvet.com).

## PRACTICE FOR SALE

**STATE OF THE ART, SPACIOUS AND WELL-** equipped small animal practice in Southwestern Alberta. Current revenue at over \$750K annually. Excellent staff. Great opportunity to take this practice to the next level and generate serious value over a few years, or to coast along with this great community. Owner having to move away. Opportunity to purchase or lease real estate. Confidential inquiries only. For more information please contact: [vetopportunity1@gmail.com](mailto:vetopportunity1@gmail.com).

**MOTIVATED SELLER. EDMONTON SA PRACTICE** since 2011 is for sale. Full service with laboratory and radiology and all other requirements in place. Favorable price compared to a startup. Loyal clientele and great location. Future growth potential. Lease to own or other options also considered. Contact [vetclinicsale19@gmail.com](mailto:vetclinicsale19@gmail.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](mailto:yegdvm@gmail.com).

**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](mailto:maclal@shaw.ca). Website: [www.douglassquarepetclinic.com](http://www.douglassquarepetclinic.com).

**ESTABLISHED PRACTICE THAT HAS BEEN UNDER** 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 for more information –Taylor Sobchuk 780-865-3866 or [admin@solsticevet.com](mailto:admin@solsticevet.com).

## EQUIPMENT FOR SALE/ WANTED

**WE HAVE A SINGLE-HORSE CHUTE FOR SALE,** located in Whitecourt, AB. Our large animal vet retired a couple of years ago and we no longer need it. Can be mounted on a trailer if desired, hardly used. A new one is about \$3000. Pictures and prices are available on request. Text or call 403-462-5010, Email: [wemaina@yahoo.com](mailto:wemaina@yahoo.com). Also, have a used older dental machine, recently serviced. The scaler is finicky, so we have an external scaler. Price negotiable/available on request.

### Advertiser's Index

Simmons Veterinary Practice Sales and Valuations <a href="http://simmonsinc.com">simmonsinc.com</a>	IFC	WDDC – BJ Desjardins <a href="http://wddc.com">wddc.com</a>	16	Elanco – Credilio Plus <a href="http://credilioplus.ca">credilioplus.ca</a>	21
p3 Veterinary Partners <a href="http://p3vetpartners.ca">p3vetpartners.ca</a>	9	WDDC – April Barnes <a href="http://wddc.com">wddc.com</a>	16	CanWest Veterinary Conference <a href="http://canwestconference.ca">canwestconference.ca</a>	23
WDDC AdVantage <a href="http://adv.wddc.com">adv.wddc.com</a>	11	Homewood Health <a href="http://homeweb.ca">homeweb.ca</a>	17	NVA Canada <a href="http://nvacanada.ca/careers">nvacanada.ca/careers</a>	IBC
Prairie Diagnostic Services <a href="http://dsinc.ca">dsinc.ca</a>	16	RBC Wealth Management – Steven Kim <a href="mailto:steven.kim@rbc.com">steven.kim@rbc.com</a>	19	Summit Veterinary Pharmacy Ltd. <a href="http://svprx.ca">svprx.ca</a>	OBC

# GET TO KNOW US IN A *heartbeat.*

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

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

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



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



# Prescribe with **Confidence**



**1-866-794-7387**

**www.svprx.ca**

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

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

PM 40014637

<<Name>>

<<Address>>

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