



# ABVMA

Alberta Veterinary Medical Association

# MEMBERS' MAGAZINE

MAY-JUNE 2023



## In This Issue

Alberta's 2023 Provincial Election  
and the ABVMA: A Call to Action

WorkPack: A Professional  
Retention Toolkit

**Dr. Vicki Janes**  
**2022 ABVMA Veterinarian of the Year**

# 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

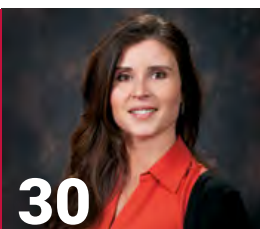
Contact us today:

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

Practice Valuations · Practice Sales · Buyer Agency · Sale Facilitation

## Features

- 14** Delegation of Veterinary Medicine – Professional Standard
- 16** WorkPack: A Professional Retention Toolkit
- 18** ABVMA Policy – Telemedicine
- 23** Emergency Preparedness
- 26** Alberta's 2023 Provincial Election and the ABVMA: A Call to Action



**On the Cover**  
**Dr. Vicki Janes, 2022**  
**ABVMA Veterinarian**  
**of the Year**

Editor's Message .....	3
President's Report .....	4
Interim Registrar's Report .....	5
2023 ABVMA Council .....	6
Council Highlights .....	7-8
2023 Leadership Weekend .....	10-11
Membership Matters .....	12-13
Keeping you Current - Refreshed! .....	20-21
Equity, Diversity and Inclusion .....	22
2022 Registered Veterinary Technologist Review Report for Alberta, Saskatchewan and Manitoba .....	24-25
Dimensions of Diversity .....	28-29
CVMA Report .....	36-37
PIPS Tip: Dental Record Keeping .....	39
In Memoriam .....	40
2023 CanWest Veterinary Conference - Program at a Glance .....	41
Dean's Corner (UCVM) .....	42
WCVMA Alberta Student Profile .....	43
Student's Corner (WCVMA & UCVM) .....	44-45
ABVTA News .....	46-48
CE Opportunities .....	49-50
ABVMA Communication to Members .....	50
Classified Ads .....	51-58
Advertiser's Index .....	58

## VOL. 25, ISSUE 3

### 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

### CONTACT US

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

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

### EDITORIAL POLICY

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

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

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

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

# Editor's Message

**I HAVE THIS PRINTED ON A SHEET OF PAPER HANGING NEXT**  
to my desk:

*Diversity is a fact.  
Equity is a choice.  
Inclusion is an action.  
Belonging is an outcome.*  
- Arthur Chan

I found an online reference crediting this to Arthur Chan, a diversity, equity and inclusion (DEI) strategist with a background in clinical psychology. This provides me with some clarity about what EDI means and what I and we as an association hope to achieve.

I acknowledge that there are many ABVMA members who have different perspectives and lived experiences than I do. I have acknowledged that I am privileged; as a white male I have been afforded opportunities that others have not.

I had a phone conversation recently with an ABVMA member who is a visible minority/racialized person. This member said to me that Council is not a welcoming or safe space for all members. I found the comment surprising, and felt this validates the idea that "belonging" is the outcome that we must work towards. They offered a number of suggestions about how the ABVMA can be more inclusive and create a sense of belonging for all members. We had a great discussion that lasted more than an hour.

I recognize that some members may not understand or accept that ABVMA has identified EDI as a priority. Feedback from some members who completed the ABVMA Equity, Diversity and Inclusion Survey included skepticism about the value of this work and a few questions about why the ABVMA is prioritizing EDI. I encourage all members to do some reading, studying and personal reflection on EDI. ABVMA is curating EDI resources available on the member portal at <https://abvma.in1touch.org/site/memberresources/edi?nav=member>.

I am no expert on EDI, but I will offer some of my own reflections.

Two years ago, my young adult son was going camping with a friend whom I had not met. The sex of the friend was not evident to me from the person's name, and when my son referred to them using the pronoun "they," I failed to clue in. I asked repeatedly who else was going camping with them. I had absolutely no difficulty accepting his friend and their gender; my difficulty was coming to terms with my faux pas.

I continue to reflect on my own biases when I practiced and lived on Treaty 7 territory of the Stoney Nakoda First Nation. We regularly provided services and had loyal clients from the First Nations, and I participated in a vaccine clinic in their community. Still, I wonder about where our practice failed to take action to eliminate biases and exclusionary behaviour.

Listening to Marni Panas' story at Leadership Weekend about her personal experience and transition as a transgender woman was insightful. The exclusion she experienced by her immediate family as she transitioned was profound. Understanding her important work to create inclusive healthcare policy in Alberta was a relatable example of how an organization can make change to promote inclusion.

We are all on a journey of learning in a rapidly changing world. I think it is important to recognize that everyone will be in a different place on that journey. We will need to learn and sometimes re-learn as the landscape changes, reject racist and exclusionary behaviours and work collectively towards a profession and association where everyone experiences a sense of belonging.

**Phil Buote, DVM (he/him)**

**Interim Registrar and Complaints Director**



# President's Report



**Natasha Kutryk, DVM**  
she/her

President, Alberta Veterinary Medical Association

## New Perspectives

### I ATTEND A LOT OF CONFERENCES IN

a year. Probably more than your average veterinarian between my duties on Council and those as a technical services veterinarian, so I am a bit jaded when it comes to conference buffets and industry chit chat. However, my recent experience at the ABVMA Leadership Weekend left me feeling both excited and energized in a way that was completely new.

What is the ABVMA Leadership Weekend? As the name suggests, it is a gathering of ABVMA Council, staff, legislated and advisory committee members and invited guests. There are meetings, continuing education and discussion sessions that allow us all to get to know one another better and to receive training and share ideas about the functioning of our association.

It is also an opportunity to host the yearly Member Recognition Banquet to celebrate outstanding members of our association. One thing that struck me while listening to the presentation of awards was the diversity in our members' careers. Each individual had forged their own unique path to success within the commonality of ABVMA membership.

The most beneficial portion of the weekend for me were the facilitated sessions using Open Space Technology. Open Space Technology has been defined as:

- a simple, powerful way to catalyze effective working conversations and truly inviting organizations – to thrive in times of swirling change
- a methodological tool that enables self-organizing groups of all sizes to deal with hugely complex issues in a very short period of time
- a powerful group process that supports positive transformation in organizations, increases productivity, inspires creative solutions, improves communication and enhances collaboration
- an effective process for organizations and communities to identify critical issues, voice to their passions and concerns, learn from each other, and, when

appropriate, take collective responsibility for finding solutions.

A range of topics were covered from the mobilization of veterinary technologists in practices and attracting internationally trained veterinarians, to “does the ABVMA registrar have to be a veterinarian?” Initially, some of the subjects seemed theoretical, but our members dug in with passionate opinions and brought actionable, practical ideas to the table proving that these are issues that impact the quality of our working days and the very health of our profession.

Some of the conversations were difficult and uncomfortable, but I was struck by the changed opinions and consensus that occurred during the sessions. Everyone seemed committed to listening and overcoming personal biases to generate possible solutions.

And we need solutions. We have identified overwhelming challenges within our profession, such as veterinary shortages, inadequate mental health support for members, lack of member diversity and high turnover of staff. These challenges demand change, and it is the desire of our members to thrive within the profession that will propel us in a positive direction.

It is time to look both within ourselves and to outside resources for help. Can we learn about job flexibility from other sectors? Can we admit that lack of compensation is driving people from our industry? We need to be having Open Space style conversations at every level from the single-vet practice to the CVMA so that all of our members have a safe space to be heard. And, we have to be willing to listen and to just maybe change our minds.

## Strengthening our profession through volunteerism



**“Volunteerism is the voice of the people put into action.**

**These actions shape and mold the present into a future of which we can all be proud.”**

– HELEN DYER

### ONE OF THE ABVMA'S GREATEST STRENGTHS LIES IN ITS VOLUNTEERS. AS A NON-

profit organization, ABVMA volunteers contribute thousands of hours per year to further the mandate of the association. The strength of having a diverse base of volunteers cannot be understated. Volunteers bring their unique skills and experiences together to further and better the association and the delivery of veterinary medicine in Alberta. ABVMA recognizes the challenges everyone is facing these days in light of workforce shortages and juggling work-life balance. Even so, the ongoing progressiveness of the association relies on people committed to making a difference.

This July you will see a formal call for Council and committee volunteers. Please take some time to consider the difference you could make on ABVMA Council or a committee.

If you have questions about volunteering, expectations, time commitments, etc. please email: [jocelyn.forseille@abvma.ca](mailto:jocelyn.forseille@abvma.ca). We hope to see some of you on Council and committees very soon!



## Pan Canadian Action Plan on Antimicrobial Resistance

### ABVMA HAS BEEN A LEADER IN

stewardship of antimicrobials with policy and communication initiatives that support veterinarians providing oversight of antimicrobials. Resources that support veterinarians' communication with clients on antimicrobial stewardship are available on the ABVMA Raised with Care (RwC) website: <https://www.albertaanimalhealthsource.ca/raised-with-care>. See **RwC QR code** at the end of the article.

The Public Health Agency of Canada has recently circulated a draft *Pan Canadian Action Plan on Antimicrobial Resistance* (PCAP). The plan builds on the Pan-Canadian Framework for Action published in 2017.

The PCAP is necessary because the threat of antimicrobial resistance (AMR) cannot be addressed by any one government, sector or organization. Collective and coordinated action is required with all partners and interested organizations.

Canada, as a member state, is part of a global World Health Organization commitment. There are 148 countries with national action plans. PCAP is a five-year, multi-jurisdictional and cross-sectoral plan with shared commitment between federal provincial and territorial ministers of health and agriculture to address AMR.

Throughout 2018-2020, there was broad engagement and input from 130 stakeholders across human, animal and agriculture sectors to develop the Action Plan. There has been extensive consultation with agri-food and animal health sectors. In 2019-20, federal partners sought input from more than 45 stakeholders, provincial/territorial counterparts, industry and academic institutions in the sector to inform PCAP development.

The Action Plan sets out 10 Priority Actions across the five pillars of:

- Research and innovation
- Surveillance
- Stewardship
- Infection prevention and control
- Leadership

Of particular importance to the veterinary profession and the ABVMA are the actions under the Stewardship Pillar:

*Develop, implement and promote guidelines/standards for appropriate AMU in humans and animals through regulatory initiatives, monitoring and educational interventions/accreditation requirements for health professionals and prescribers.*

*Address social and behavioural change required to foster understanding of the risks of AMR and the importance of appropriate use of antimicrobials in humans and animals amongst public, patients and producers through awareness/education campaigns, feedback mechanisms and regulatory initiatives.*

The desired outcomes of these actions:

*Prescribers and other health professionals in Canada have the resources, training, and tools to facilitate appropriate AMU in humans and animals.*

*Canadians understand the importance of the appropriate use of antimicrobials.*

ABVMA has been active on initiatives that support antimicrobial stewardship, including communication with industry, animal owners and the public regarding increased veterinary oversight of antimicrobial use associated with regulatory and policy change in 2018.

It is expected that the veterinary profession will be called upon once again to play an important role as the PCAP is implemented. The profession will be expected to support veterinarians with resources, training and tools to facilitate appropriate use of antimicrobials and communicate the importance of stewardship to clients and animal owners.

### 2023 Annual General Meeting - Clarification of Audited Financials

During the presentation of the 2022 Independent Auditor's Report during the Annual General Meeting held Feb. 26, 2023, I provided incomplete and/or inaccurate information in response to a question from a member.

A letter to members has been posted with the approved minutes and the summary of the minutes of the 2023 Annual General



**Phil Buote, DVM**  
he/him

Interim Registrar and  
Complaints Director, Alberta  
Veterinary Medical Association

Meeting on the ABVMA member portal at <https://abvma.in1touch.org/site/member/memberhome> (login required). Please see the **Letter to Members QR code** at the end of the article.

Any member with further questions related to the 2022 Independent Auditor's Report should contact me at [phil.buote@abvma.ca](mailto:phil.buote@abvma.ca) or at 780-784-5223.

### ABVMA Office Relocation

ABVMA has hired and expects to hire additional staff to meet the needs of the growing membership and advance strategic initiatives. The current office space is limited and has already undergone renovations to accommodate additional staff.

With a favourable office space market and incentives provided by the landlord, ABVMA office will be moving to a new location in Commerce South Office Park, 4803 87 St., Edmonton, expected in the summer of 2023.

Watch for announcement of an Open House at the new office location this fall.



**RwC**



**Letter to Members**

# 2023 ABVMA Council



## 2023 ABVMA Members of Council

(BACK ROW LEFT TO RIGHT): Dr. Renate Weller, Dr. Lindsey Kurach, Dr. Navjot Gosal, Leilani Mustillo, RVT, Dr. Lisa Scott, Sarah Golinowski, RVT  
(CENTRE ROW LEFT TO RIGHT): Dr. Phil Buote, Dr. Chris Berezowski, Dr. Keith Lehman, Dr. Noel Ritson-Bennett, Mick Howden, Angela Denbow, RVT  
(FRONT ROW LEFT TO RIGHT): Dr. Kirsten Aarbo, Dr. Serge Chalhoub, Dr. Natasha Kutryk, Dr. Daren Mandrusiak, Dr. Jami Frederick  
MISSING FROM PHOTO: Dr. Gillian Muir, Ross Plecash

## 2023 Council Road Trip – Northwestern Alberta

June 19-21, 2023

### ABVMA COUNCIL WILL BE VENTURING NORTHWEST

to do member outreach during a road trip this June. Council road trips are held periodically to increase engagement with ABVMA members and practice staff in different geographical regions of the province. This year, Council will be visiting practices in the northwestern part of the province and will be hosting a regional dinner and meeting with members.

The regional dinner and meeting will include a presentation on the current strategic initiatives and will seek input from members on issues and challenges of importance to them that they want Council to be aware of. Please mark your calendars. All veterinary practices in the region are invited to attend the regional dinner and meeting. This is open to veterinarians, veterinary technologists and practice staff.

### Council Regional Meeting and Dinner

Tuesday, June 20, 2023, 5:30-9:30 p.m.  
Delta by Marriott Grande Prairie Airport  
11700 – 99 Ave, Grande Prairie, AB, T8W 0C7  
5:30-6:30 p.m.: Social hour  
6:30 p.m.: Buffet dinner  
7-8 p.m.: Council presentation/Q&A  
8-9 p.m.: Dessert and networking hour

### Registration open until June 6, 2023.

To register, scan the QR code or visit  
<https://bit.ly/ABVMA-Regional-Mtg-June2023>



# Council Highlights

## January 17-18, 2023, Virtual Meeting

**Dr. Christy Leslie (she/her), Member of Council, Calgary Region**

### **ABVMA HELD THE FIRST COUNCIL MEETING OF 2023**

virtually January 17-18. Highlights of the meeting are included below.

- Council reviewed and approved updates on the legislated and advisory committee reports, reports from each ex-officio member of Council, and several other reports on ongoing activities and programs of the association.
- Before the regular meeting, Council engaged in strategic planning to continue the review of recommendations of the Governance Task Force and consider updates to modernize the ABVMA approach to Council membership. Council considered at length the significant annual challenge of recruitment of incoming Council members. Two upcoming changes include moving several meetings per year to virtual to reduce travel time and expense to the association, as well as to allow Council meeting time to be included in the upcoming changes to Continuing Professional Development time. Future consideration will be given to including an honourarium, like some other provincial veterinary regulatory bodies.
- Council approved a motion to contract Janet Soles Executive Search as the recruitment firm to carry out the open search for a new ABVMA Registrar.
- The new Council onboarding mentorship process for incoming members was deemed a success in 2022. This will be continued going forward, with mentors selected for the three new incoming Council members.
- Council reviewed and approved the audited financials, profit and loss statement, balance sheet and risk management policy for the ABVMA.
- A proposal from the Edmonton Humane Society for low-cost humane euthanasia services offered to low-income families was accepted. Considerations for aftercare options will be explored, and details will be forthcoming to Edmonton area practices.
- Council discussed options to review the success of the recent campaign, Every Name Deserves Care. ABVMA funding has been earmarked to pursue similar campaigns in the future particularly around rural, mixed/large animal and agricultural food safety and security. Additional funding through the Sustainable Canadian Agricultural Partnership (SCAP) and collaboration with industry partners will be explored.
- The Program for the Assessment of Veterinary Education Equivalence (PAVE) for Veterinary Technicians was reviewed by Council, and agreement in principle was achieved in accepting graduates of the program for credentialed recognition. Further work with AAVSB and ABVTA is required on the details.
- Equity, Diversity and Inclusion training will be strongly recommended for ABVMA Leadership and made available to all members for inclusion in continuing education requirements.
- The upcoming Leadership Weekend program was reviewed, consisting of several exciting speakers and discussion

opportunities to bring together engaged veterinarians and technologists in the province. The Annual General Meeting (AGM) will be held, with Dr. Lindsey Kurach leading discussion of a resolution intended to streamline the restricted registration of veterinary graduates from non-accredited colleges and accommodate NEB candidates selecting the clinical year option. The post-AGM discussion will focus on the proposed Continuing Professional Development Program.

- As a core activity for the ABVMA, communication to members and the public is of great interest and importance. Council expressed support for conducting a thorough communication gap analysis to guide Council and the association.

## February 23 & 26, 2023, Edmonton, AB

**Sarah Golinowski, RVT (she/her), Veterinary Technologist  
Member of Council, North District**

### **ABVMA COUNCIL MET ON THURSDAY, FEBRUARY 23, AND Sunday, February 26. Highlights of the meeting are included below.**

- Council had a presentation by Kelly Cromwell, Vice President, Strategy, ev+ Agency, on the "Every Name Deserves Care" campaign that ran June-October 2022. Council supports surveying ABVMA members to ask them if they are aware of the campaign, did they feel that this campaign supported our industry and did it change affinity of clients.
- Council approved the Delegation of Veterinary Medicine – Professional Standard.
- Council discussed the Labour Mobility Regulations coming into force for Alberta this spring. The Labour Mobility Regulations do not allow for a condition placed on a license that cannot be resolved within a reasonable time. The requirement to attend Registration Day is a condition on all registrations. A Bylaw change will be required to consider Registration Day as mandatory continuing education for all new ABVMA members.
- A list of veterinarians and technologists whose memberships have been cancelled due to non-payment was approved by Council.
- Council reviewed the ABVTA RVT Compensation Report. Further information is required for discussion.
- ABVMA Council acknowledges and congratulates Dr. Renate Weller on being presented the Queen Elizabeth II Platinum Jubilee Medal.
- All Council members attended ABVMA Leadership Weekend at the Delta Hotels by Marriott Edmonton South Conference Centre, Edmonton. Council participated in numerous sessions including strategic initiatives and various committee meetings. The UCVI hosted in partnership with the ABVMA a graduate outcomes workshop.
- Council also attended the Annual General Meeting (AGM) and post-AGM discussion regarding the proposed Continuing Professional Development (CPD) Program.
- Council met on February 26 to formally affirm all positions and the Council schedule for the next year.





## Christy Leslie, DVM, MBA, COC

Member of Council, Calgary Region

### DR. CHRISTY LESLIE HAS BEEN INVOLVED IN THE VETERINARY PROFESSION

lifelong, given she is the daughter of two veterinarians. She grew up on a mixed hobby farm in rural Ontario and spent her childhood riding horses and deeply involved in dairy, beef and sheep 4H club activities. Christy attended the Ontario Veterinary College (OVC) and completed a rotating small animal medicine and surgery internship at OVC following graduation. Soon after, Christy moved to Calgary to work in emergency medicine at the CARE Centre.

After several years, Christy became interested in the practice management and leadership within the profession. She completed her master of business administration at the University of Calgary and has moved into progressively more senior leadership roles within VCA Canada, including General Manager of the CARE Centre, to where she currently serves as the Senior Director of Medical Operations.

Christy enjoys continued involvement in education through her role as a sessional instructor at the University of Calgary, Faculty of Veterinary Medicine, lecturing in the business stream of the Professional Skills program and serving as a communication coach.

Christy is passionate about involvement with the Alberta Veterinary Medical Association and has served as an investigator for the complaints process, and currently sits on the Practice Review Board. She is sincerely grateful to participate on Council to deepen her involvement in the ABVMA and continue her involvement in the important issues facing the profession and her colleagues.

Christy resides in Calgary with her husband David, their young son Lukas, and their two pets.



## Sarah Golinowski, RVT

Veterinary Technologist Member of Council, North District

### SARAH GREW UP NORTH-WEST OF VERMILION, AB, ON A CATTLE AND GRAIN FARM

outside of a small town called Myrnam. There she played sports, was very involved in 4-H and helped out on the family farm. This is how her love for animals grew. After graduation, she attended Lakeland College on the Vermilion campus, graduating in 2009 with an Animal Health Technology diploma. She then became a registered veterinary technologist. She has spent the past 14 years working in a local mixed animal practice in Vermilion and is now Lakeland College's animal health clinic manager.

Sarah lives in Kitscoty, AB, with her husband Matt and their cats Myrtyl and Ethel. In her spare time, you can find her playing competitive ladies' volleyball, curling, camping and helping out at the farm. She also started her own small business, called Bee Handmade Designs by Sarah, where she designs and makes promotional items and gifts.

Sarah is very excited to be a member of the ABVMA Council, as the North District veterinary technologist representative. She cannot wait to be involved in what the future holds for the veterinary industry.

## 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

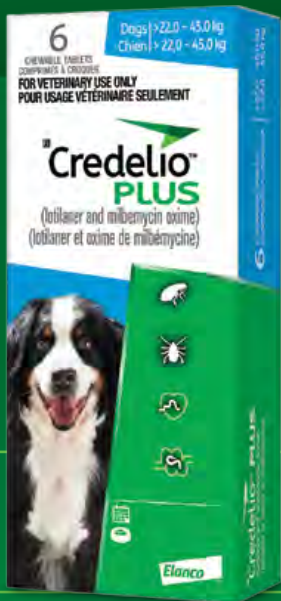
Interacting  
with empathy,  
compassion  
and dignity

# 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**



# 2023 Leadership Weekend, Feb. 24-26, 2023

**Kathy Naum (she/her), Manager, Communications and Professional Enhancement, ABVMA**

**The future is not something to predict. The future is something to build. – Franco Ongaro**

**ABVMA LEADERSHIP WEEKEND HAS EVOLVED SINCE IT** began in 2002; however, many of the objectives that drive the weekend forward remain constant. Leadership Weekend is intended to provide training to members of the leadership group on governance and structure of the ABVMA, as well as to provide training on topics pertinent to leaders within the association. Perhaps even more critical to the success of Leadership Weekend are the networking opportunities that serve as a forum for the exchange of ideas between committee members and Council and vice versa. This was evident in 2023 with a program that was designed to engage attendees in numerous thoughtful sessions and exercises. Having adopted an annual strategic planning cycle in 2022, an important outcome was to gather input from members, which is expected to inform future Council decisions.

Friday's program served to prepare the leadership group for the collaborative work they would be asked to do throughout the rest of the weekend. On Friday morning, a panel of Council members including Dr. Daren Mandrusiak, Dr. Natasha Kutryk, Dr. Serge Chalhoub, Dr. Lindsey Kurach and Dr. Jami Frederick participated in a panel presentation titled "Advancing ABVMA's strategic initiatives." Moderated by Dr. Phil Buote, Interim Registrar, the session outlined work conducted by the association to support the 2022-25 strategic plan, including updates on the activities to address the veterinary workforce shortage, the importance of government relations and collaboration with other organizations, activities to support equity, diversity and inclusion, the Continuing Professional Development Program, as well as policy updates on Telemedicine, Veterinarian-Client-Patient Relationship and Delegation of Veterinary Medicine. The session also provided updates on the Governance Task Force, the *Professional Governance Act*, emergency preparedness and communications. For details on many of these activities, members are encouraged to read the 2022 ABVMA Annual Report.



**Marni Panas**

Attendee work began Friday afternoon during committee training and meetings. In addition to their regular agendas, all committees were invited to review feedback previously compiled about the current strategic plan and help identify the most pressing topics that Council should be focussing on in the year ahead.

In the continued spirit of building trust, Marni Panas delivered an inspiring Friday evening keynote "My Life in Transition – a Journey to Authenticity" to share her experience in creating inclusive workspaces. Marni's personal

and moving presentation about her transition as a transgender woman reminded the audience of the importance of supporting equity, diversity and inclusion in the veterinary workspace, not only for fellow members of the veterinary team but also for the diverse clients the veterinary profession serves throughout our province.

Committee engagement continued with two unique workshops hosted on Saturday, Feb. 25.

The leadership group took part in an "Open Space" workshop facilitated by Dr. Elaine Klemmensen. Building on developing trust between colleagues, attendees were invited to "host" conversations on topics of their choosing. These included existing strategic initiatives already identified in the Strategic Plan or emerging issues facing the profession. Over the course of three hours, 14 unique "conversations" were hosted on a variety of topics including: international veterinarians in Alberta, RVT engagement, reconciliation in veterinary medicine, the risk of being hyper-focused on the gold-standard, one health in veterinary medicine and finding joy/avoiding burnout, being on call, just to name a few.



**Panel Presentation: Advancing ABVMA's Strategic Initiatives**

The Friday morning plenary session "It Starts with Trust" featured a presentation by Dr. Elaine Klemmensen, Evolve Leadership Coaching and Consulting, to introduce the importance of trust at the leadership level in making decisions that affect the association.



**Dr. Elaine Klemmensen**



The information generated from this session was synthesized and reviewed by Council at their Strategic Planning session in April.

In the afternoon, ABVMA and UCVM collaborated to deliver a "Graduate Outcomes Workshop," facilitated by UCVM leaders Dr. Renate Weller, Dean, and Drs. Marina McConkey, Instructor, and Amy Warren, Associate Dean, Curriculum. This unique workshop will help inform updates to the UCVM curriculum. The workshop focused on gaining input from the veterinary community on the knowledge skills and attributes that will be required for Alberta's future veterinarians.


We frequently hear that attendees leave Leadership Weekend feeling inspired and motivated by their colleagues and energized by the collegiality experienced throughout the weekend, and 2023 was no exception. Council and staff of the ABVMA want to thank all committee volunteers for their time throughout the year and for


those that were able to attend the 2023 Leadership Weekend. While the weekend benefits Council by providing input into strategic initiatives, Leadership Weekend also serves to train and support its volunteers, who are vital to the success of the association.

Two other events were held in conjunction with Leadership Weekend, the ABVMA/ABVTA Member Recognition Banquet took place on Saturday, February 25, and the 2023 ABVMA Annual General Meeting on Sunday, February 26.

### About our speakers:

- Dr. Elaine Klemmensen, Evolve Leadership Coaching and Consulting, <http://evolvecoachconsult.com>
- Marni Panas, Canadian Certified Inclusion Professional (CCIP), <https://marnipanas.com>






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

*"Your Success is Our Business"*

<p><b>DIRECT: (403) 324-5926</b> Direct Fax: (780) 329-9332 Toll Free: 1-877-329-9332 ext. 1125 Email: <a href="mailto:bjdesjardins@wddc.com">bjdesjardins@wddc.com</a> Website: <a href="http://www.wddc.com">www.wddc.com</a></p>	<p>17611 - 109A Avenue Edmonton, Alberta T5S 2W4</p>
---	--








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

*"Your Success is Our Business"*

<p><b>DIRECT: 780-908-8159</b> Direct Fax: 1-800-329-9332 Toll Free: 1-877-329-9332 ext. 1127 Email: <a href="mailto:abarnes@wddc.com">abarnes@wddc.com</a> Website: <a href="http://www.wddc.com">www.wddc.com</a></p>	<p>17611 - 109A Avenue Edmonton, Alberta T5S 2W4</p>
---	--



## eCommerce made easy through ClientVantage™



**5,600+ Products**  
From pet food to toys & treats to grooming supplies. Your site will have it all!



**No Cost to Use**  
Providing your hospital is an active member with WDDC, the ClientVantage site is free, and provides support for free!!



**Mobile Friendly**  
Offer your clients a site that can be accessed through a PC or conveniently through their mobile device.



**Professional & Appealing**  
Site content looks clean and professional. Administration is simple and managed directly by your clinic staff (you have full control on content and pricing).

780-413-2508 • 877-746-9332 • [inservice@wddc.com](mailto:inservice@wddc.com) • [www.wddc.com](http://www.wddc.com) • [www.clientvantage.com](http://www.clientvantage.com)

# Membership Matters

Council approved the following at the February 2023 Council meeting

## Veterinarians | February 2023

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

Dr. Martin Wenkoff, #515	Jan. 1, 2023
Dr. Cindy Hague, #2637	Jan. 1, 2023
Dr. Rebecca Bezugley, #3275	Jan. 1, 2023
Dr. Lauren Hall, #1910	Jan. 1, 2023
Dr. Lloyd Keddle, #731	Jan. 1, 2023
Dr. Ernest Miciak, #1539	Dec. 31, 2022
Dr. I. Theresa Knox, #1656	Dec. 29, 2022
Dr. Tanja Preugschas, #2936	Jan. 1, 2023
Dr. Jeffrey Brooks, #1186	Dec. 31, 2022
Dr. Robert Hagan, #1051	Jan. 1, 2023
Dr. Susan Kutz, #2214	Jan. 3, 2023
Dr. Edward Doornenbal, #780	Jan. 3, 2023
Dr. Larry Frischke, #613	Jan. 3, 2023

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

Dr. Elaine Douglas, #2286	Dec. 31, 2022
Dr. Susan Ambrose, #1247	Jan. 1, 2023
Dr. Herbert Stretch, #603	Jan. 3, 2023
Dr. Megan Johnson, #3264	Jan. 3, 2023
Dr. Caroline Heffernan, #1963	Jan. 3, 2023
Dr. Amritveer Toor, #2814	Jan. 4, 2023
Dr. Darrell Dalton, #823	Jan. 9, 2023

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

Dr. Robert Jones, #871	Dec. 31, 2022
Dr. John Barlow, #693	Jan. 1, 2023
Dr. Margaret Scuderi, #3337	Jan. 5, 2023
Dr. S. Chris Misutka #1150	Jan. 12, 2023

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

Dr. Rebecca Tees, #3789	Jan. 1, 2023
-------------------------	--------------

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

Dr. Heath MacLeod, #3525	Jan. 4, 2023
Dr. Elizabeth Sargeant, #3743	Jan. 17, 2023
Dr. Marissa Weleschuk, #3136	Feb. 13, 2023

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

Dr. Sharilyn Terletski, #2575	Jan. 16, 2023
-------------------------------	---------------

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

Dr. Jismol Jose, #4119	Feb. 3, 2023
------------------------	--------------

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

Dr. Alysson Macedo da Silva, #3721	Jan. 23, 2023
Dr. Manzoor Ahmad, #4121	Jan. 25, 2023
Dr. Jason Dick, #4249	Jan. 26, 2023

### Cancel General Practice Registered Veterinarian

Dr. Iswarya Rajesh, #3989	Dec. 22, 2022
Dr. Kevin Schulz, #1749	Dec. 31, 2022
Dr. Sandipkumar Patel, #3208	Jan. 1, 2023
Dr. Rachael Lang, #3676	Dec. 27, 2022
Dr. Cameron Koerselman, #3973	Dec. 31, 2022
Dr. Zaeem Ul Islam, #3928	Dec. 29, 2022
Dr. Bruno Boutet, #4082	Dec. 30, 2022
Dr. Daina Domahidi, #2501	Dec. 31, 2022
Dr. Christopher Dunn, #1423	Jan. 1, 2023
Dr. Felicia Lloyd, #1670	Dec. 31, 2022
Dr. Penelope Buechner, #3218	Jan. 1, 2023
Dr. Haley Greenbank, #4067	Jan. 1, 2023
Dr. Savji Karmur, #4079	Jan. 1, 2023

Dr. Douglas MacDougald, #2028	Dec. 31, 2023
Dr. David Clarkson, #3454	Dec. 30, 2022
Dr. Cemaine Tsang, #4223	Jan. 1, 2023
Dr. Dirk Dekens, #1277	Dec. 31, 2022
Dr. Peter Pawluk, #1201	Dec. 31, 2022
Dr. P. Tim Guichon, #829	Dec. 31, 2022

### Cancel Time Limited Registered Veterinarian

Dr. Holt Tripp, #3353	Dec. 31, 2022
-----------------------	---------------

### Cancel Non-Practicing Veterinary Member

Dr. Raymond Penno, #2786	Dec. 31, 2022
Dr. Erika Brandson, #3731	Dec. 29, 2022
Dr. Marcin Myk, #4125	Dec. 31, 2022
Dr. Lia Morley, #1708	Jan. 12, 2023
Dr. Tara Murphy, #3639	Jan. 1, 2023
Dr. Erin Soles, #3388	Jan. 24, 2023

### Cancel Temporary Registered Veterinarian

Dr. Rohini Bhardwaj, #3824	Dec. 26, 2022
----------------------------	---------------

### Cancel Supervised Limited Practice Registered Veterinarian

Dr. Tunbosun Oladipo, #4130	Dec. 22, 2022
-----------------------------	---------------

### Cancel Unsupervised Limited Practice Registered Veterinarian

Dr. Ana Ulmer Franco, #3077	Jan. 1, 2023
-----------------------------	--------------

### Reinstated General Practice Registered Veterinarian

Dr. Waqar Karamat, #3130	Jan. 6, 2023
Dr. Maria Sung, #2693	Jan. 17, 2023

## Veterinary Technologists | February 2023

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

Jane Hetfleis, #3718	Jan. 1, 2023
Sarah-Lynn Hay, #3452	Dec. 23, 2022
Amanda Ransome, #3295	Dec. 22, 2022
Carolien Scholtens, #2666	Dec. 25, 2022
Haley George, #3408	Dec. 26, 2022
Janet Nielsen, #1342	Dec. 27, 2022
Erin Wozney, #3897	Dec. 31, 2022
Melissa Quarrie, #3198	Dec. 28, 2022
Justina Weenink, #2830	Dec. 28, 2022
Alison Whitehouse, #4269	Dec. 31, 2022
Julian Jacome, #3901	Jan. 1, 2023
Katie Ness, #3587	Dec. 29, 2022
Elizabeth Seguin, #3816	Dec. 29, 2022
Sierra Varley, #3648	Dec. 29, 2023
Catherine Stone, #2634	Dec. 31, 2022
Dominique Borduas, #4271	Dec. 29, 2022
Carly Sullivan, #4213	Jan. 1, 2023
Barbara McLellan, #1543	Dec. 30, 2022
Tracy Dickey, #1373	Dec. 30, 2022
Shantelle Fredriksen, #3585	Jan. 1, 2023
Katrina Mullen, #3932	Jan. 1, 2023
Kathy Boyle, #1709	Dec. 31, 2022
Joellyn Halchuk, #4412	Jan. 1, 2023
Quinn Facco, #3743	Jan. 1, 2023
Jodi McCracken, #3902	Jan. 1, 2023
Kelly Sears, #3330	Jan. 2, 2023
Melanie Bull, #2283	Jan. 2, 2023
Yejin Lee, #3544	Jan. 3, 2023
Candice Adam, #2799	Jan. 5, 2023
Chantal Dube, #3218	Jan. 6, 2023
Krista Lepp, #3149	Jan. 7, 2023
Brittany Keiller, #2602	Jan. 8, 2023
Jasper Margel, #4226	Jan. 9, 2023
Leanne Kadatz, #2904	Jan. 11, 2023
Candace Pritchard, #3847	Jan. 14, 2023
Marcee Andrews, #4058	Jan. 20, 2023
Kathleen Bergeron, #2600	Jan. 22, 2023

Kate-Lynn Dow, #3700	Jan. 24, 2023
Rebecca Kennedy, #3590	Jan. 28, 2023
Shelby Waugh, #2976	Jan. 29, 2023

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

Kelsey Nisbit, #3644	Jan. 2, 2023
Nychelle Yany, #3204	Jan. 1, 2023
Natasha Borys, #2536	Jan. 13, 2023
Madison Sheppard, #3994	Jan. 27, 2023
Marcy Plunkett, #2217	Feb. 6, 2023

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

Kayla Fielden, #4329	Dec. 21, 2022
Chelsey Chevrier, #2068	Dec. 31, 2022
Lindsey Alger, #4382	Dec. 31, 2022
Tara La Bas, #1971	Dec. 31, 2022
Chelsea Hayward, #3429	Jan. 2, 2023
Kolina Crowe, #3163	Jan. 3, 2023
Renee Shultz, #4212	Jan. 6, 2023
Eleonore Paslawsky, #647	Jan. 11, 2023
Megan Little, #4380	Jan. 11, 2023
Andrew Backer, #2972	Jan. 11, 2023
Kaycee Meggitt, #4131	Dec. 31, 2022
Marijke Edwards, #4048	Jan. 1, 2023
Teryn Whitton, #2750	Jan. 16, 2023
Loreen Gregory, #3146	Jan. 20, 2023

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

Megan Kolk, #3352	Dec. 22, 2022
Amanda Howlett, #4009	Jan. 1, 2023
Allison Haveman, #3734	Dec. 27, 2022
Miranda Winter, #3088	Jan. 5, 2023
Wendy Leah Uranau, #103	Jan. 6, 2023
Celeste Bernard, #4206	Dec. 1, 2022
Stacey Johnson, #1203	Jan. 18, 2023
Abigale Lokszy, #3065	Feb. 1, 2023

#### **Reinstated Provisional Registered Veterinary Technologist**

Katelyn David, #3104	Jan. 10, 2023
Justine Poirier, #2505	Jan. 17, 2023

#### **Cancelled for Non-Payment Veterinarians**

Amardeep Bajwa, #2694	Non-Practicing Veterinarian Member
Bethany Bass, #4163	Non-Practicing Veterinarian Member
Kendra Bernyk, #4123	Non-Practicing Veterinarian Member
Ciara Gibney, #3862	General Practice Registered Veterinarian
Genevieve Hammond, #3465	Non-Practicing Veterinarian Member
Maarten Hart, #3336	Time Limited Registered Veterinarian
Lawrence Heinrich, #2205	Non-Practicing Veterinarian Member
Mandeep Kaur, #3921	General Practice Registered Veterinarian
Mildred Kerr, #2255	Non-Practicing Veterinarian Member
Kimberly MacKinnon, #3774	General Practice Registered Veterinarian
Jennifer McCarron, #2627	Non-Practicing Veterinarian Member
Corinne P. Lafortune, #3548	General Practice Registered Veterinarian
Heather Poncelow, #4134	General Practice Registered Veterinarian
Linda Ratcliff, #2537	Non-Practicing Veterinarian Member

#### **Cancelled for Non-Payment Veterinary Technologists**

Patricia Armitage, #2677	Non-Practicing Vet. Tech. Member
Jessi Armstrong, #4338	General Practice Registered Vet. Tech.
Abigael Best, #3229	General Practice Registered Vet. Tech.
Candice Blum, #1636	General Practice Registered Vet. Tech.
Nancy Blystone, #1377	General Practice Registered Vet. Tech.
Theresa Bukatka, #958	General Practice Registered Vet. Tech.
Kate-Lynn Dow, #3700	Non-Practicing Vet. Tech. Member
Jennifer English, #1968	General Practice Registered Vet. Tech.
Karla Fawcett, #2192	General Practice Registered Vet. Tech.
Amanda Finnerty, #1760	Non-Practicing Vet. Tech. Member
Dakota Fleming, #4192	General Practice Registered Vet. Tech.
Ruby Franklin, #3258	Non-Practicing Vet. Tech. Member
Daniella Harding, #3141	General Practice Registered Vet. Tech.
Cole Harding, #4008	General Practice Registered Vet. Tech.

Callie Harkins, #3582	Non-Practicing Vet. Tech. Member
Amanda Haustein, #1488	Non-Practicing Vet. Tech. Member
Trisha Holubowich, #727	Non-Practicing Vet. Tech. Member
Heather Hood, #3845	General Practice Registered Vet. Tech.
Michelle Jahnke, #2133	Non-Practicing Vet. Tech. Member
Donna Kalischuk, #800	Non-Practicing Vet. Tech. Member
Valerie Kensett, #1943	General Practice Registered Vet. Tech.
Georgia Kerunsky, #2603	General Practice Registered Vet. Tech.
Dallas Law, #4235	General Practice Registered Vet. Tech.
Hailey Lessard, #4414	General Practice Registered Vet. Tech.
Sheila Lobreau, #2353	General Practice Registered Vet. Tech.
Jeanine Lynch, #904	General Practice Registered Vet. Tech.
Elizabeth Miller, #2768	Non-Practicing Vet. Tech. Member
Brittany Patten, #3231	General Practice Registered Vet. Tech.
Melissa Quarrie, #3198	Non-Practicing Vet. Tech. Member
Devon Riches, #3814	Non-Practicing Vet. Tech. Member
Victoria Roberts, #3545	Non-Practicing Vet. Tech. Member
Krystle Romkey, #2357	Non-Practicing Vet. Tech. Member
Shaylene Syrota, #3884	Non-Practicing Vet. Tech. Member
Tonmoy Talukder, #2951	Non-Practicing Vet. Tech. Member
Lauren Taylor, #4064	General Practice Registered Vet. Tech.
Ruth Thomson, #2122	Non-Practicing Vet. Tech. Member
Rebecca Trudel, #3674	Non-Practicing Vet. Tech. Member
Stephanie Warkentin, #2616	Non-Practicing Vet. Tech. Member

#### **Permits | February 2023**

##### **Permit Holder Approval**

C. Lee Investment Holdings Ltd. (Dr. Crystal Lee #3075)	Jan. 4, 2023
Royal Oak Veterinary Clinic Ltd. (VCA Canada Ltd., Clearview Veterinary Services Ltd.)	Jan. 13, 2023
Arvetro Holdings Corporation (Dr. Garry Arvesu #3333, Dr. Louren Tronqued #2610)	Jan. 18, 2023
Rigby AVD Holding Corp. (Dr. Brittany Rigby #3637)	Jan. 18, 2023
Tightline Enterprises Ltd. (Dr. Lucas Nickel #3523)	Jan. 18, 2023
AVC Vetco Holdings Ltd. (Dr. Daniel Joffe #1130, Dr. Oded Marcovici #2808)	Jan. 18, 2023
2251745 Alberta Ltd. (Dr. Thomas Inglis #1988, Dr. Darko Mitevski #2202, Dr. Benjamin Schlegel #2991, Dr. Lucas Nickel #3523)	Jan. 26, 2023
Bowyer Veterinary Services Ltd. (Dr. Cerah Bowyer #2233, Dr. Christopher Bowyer #2110)	Jan. 30, 2023
Westlock Veterinary Centre Inc. (Dr. Collin Lawrence #2134, Dr. Robert Lawrence #2457, Dr. Tannis Jackson #1809, Dr. Reagan Cheshire #2665, Dr. Patricia Tulloch #2983, Dr. Jake Murphy #2978)	Jan. 30, 2023
Bodnarchuk Veterinary Services Ltd. (Dr. Stephanie Bodnarchuk #2651)	Jan. 31, 2023
<b>Closed Permit Holder</b>	
Westhills Veterinary Corporation (Dr. Lynnette Sinclair Smith #2194, Dr. Suzanne Adams-Hird #1357)	Dec. 16, 2022
2245798 Alberta Ltd. (Dr. Jagsir Gill #3325, Dr. Sameer Gupta #2397, Dr. Manpreet Singh #2416)	Nov. 17, 2022
Beck Veterinary Clinic Ltd. (Dr. Nick Beck #1488)	Dec. 31, 2022
626376 Alberta Ltd. (Dr. Sharron Oakey #1372)	Dec. 31, 2022

#### **Provisional Approval of New Veterinary Practice Entities**

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

<b><u>Practice Name</u></b>	<b><u>Location</u></b>
Sentient Veterinary Care	Calgary





# Delegation of Veterinary Medicine – Professional Standard

Jocelyn Forseille, DVM (she/her), Assistant Registrar,  
Alberta Veterinary Medical Association

**ABVMA COUNCIL AND THE ABVTA BOARD** are pleased to release the approved Delegation of Veterinary Medicine - Professional Standard. This document replaces the *ABVMA Council Guidelines for the Roles of Registered Veterinary Technologists, Students, and Unregistered Auxiliaries*.

The Professional Standard sets out the expectations for veterinarians delegating veterinary medicine. A focus of the new standard is to highlight the prominence and importance of registered veterinary technologists (RVTs) on the veterinary team and encourage the engagement of technologists in practice.

Veterinary medical procedures may only be delegated to RVTs. **Any procedure that does not constitute making a diagnosis, determining a course of treatment, prescribing or performing surgery may be delegated to a veterinary technologist.**

The working group that drafted this document seriously considered not including a list of RVT skills because the existence of a list can be seen as prescriptive and limiting. After much discussion, and the fact that many ABVMA members frequently refer to the list, the skills list has been retained with updates.

The public expects that that only qualified, registered and accountable professionals will provide medical services, so a separate list is provided for what may be assigned to unregistered auxiliaries.

Graduates of any certificate program related to veterinary assisting (VMA, VMR, VTA) are also valued members of the veterinary team, however they may not be delegated any medical procedures. Because these certificate programs are not accredited programs and graduates are not regulated, assigning tasks to these graduates is equivalent to assigning them to on-the-job trained auxiliaries. Members have requested clarity on the non-medical procedures that unregistered auxiliaries may perform, so the Professional Standard does identify tasks that can be assigned to unregistered auxiliaries compared with the preceding guideline:

- Discharge medical/surgical patients with communication of medical instructions **where a veterinarian or RVT has already spoken with the client**
- Medical and patient surgical admission of a patient **where informed consent already in place**
- Scribe/transcription of medical records dictated by veterinarian or RVT
- Maintain biosecurity protocols of the veterinary practice entity
- Assist with CPR team by recording keeping (and chest compressions, if formally trained such as through the RECOVER program)

“ There is no better time than the present to foster great teams in veterinary practice. This means that every person is working at the top of their skills and abilities for quality patient care and exceptional client service. For RVTs this means expanding the previous "norms" by spending more time in front of clients, building great relationships with them and bonding clients to the veterinary practice they are part of. The revised Delegation of Veterinary Medicine addresses this progression and advanced way of thinking. As part of this renovated role for RVTs, let's do away with the term "utilize" when speaking of things RVTs can do and let's "mobilize" them instead. Veterinary community, we are ready, we need this and our entire profession is on it's way to progressing like never before. It's no longer about a simple list of tasks. It's about professional responsibility, taking some risks and leading the way. And, of course, at the heart of all this is great communication.

Veterinary teams, let's do this!"

**Becky Taylor, RVT, MA,**  
**Owner and Co-Founder, BS**  
**Communication Strategies**

The intent of this professional standard is to further develop the veterinary team and provide best use of the skills with which veterinarians and veterinary technologists graduate. When veterinary technologists employ their full range of skills, veterinarians are able to focus on patient treatment plans and medical records.

It is the veterinarian's responsibility to determine the level of supervision required when delegating a procedure. The level of supervision is based on the complexity of the task, competency of the technologist and risk to the patient. There are procedures for which a minimum level of direct or immediate supervision is required: anesthesia, surgical and peri surgical procedures, dental prophylaxis, breeding soundness\* (\*with the exception of RVTs trained to perform Bovine and Small Ruminant Pregnancy Detection using Ultrasound).

Many veterinary practices have veterinary technologists performing booster vaccine appointments where a veterinarian in the veterinary practice has an existing veterinarian-client-patient relationship with the animal and client. This works well when the RVT already has a working

relationship with the client. If there are any abnormalities found on examination to discuss, or there is a request for a prescription medication, the RVT discusses this with the attending veterinarian. For example, a client calls to book a Bordetella vaccine booster because their dog will be going to a boarding kennel. The dog has been seen three weeks previously by the veterinarian for annual vaccines and exam. The vaccine is booked for the RVT. On the day of the appointment, the client mentions that they will be travelling this summer with the dog and although they have declined heartworm preventative medication in the past, they are wondering about heartworm medication for their trip out of province. The technologist collects the relevant information from the client, reviews the medical record, performs an examination then consults with and provides information to the veterinarian that is supervising the technologist. The technologist relays the information necessary for the veterinarian to write the prescription for heartworm medication. The medication can then be dispensed by the RVT.

The level of engagement of technologists in a given practice will vary. Practices that have not integrated veterinary technologists to perform entire client appointments, may consider starting by having the technologist start and end the appointment. The technologist takes a history, TPR, listens to client concerns. The veterinarian comes into the appointment to perform a physical exam, answer questions and write any required prescriptions. The RVT then reviews the prescription and other go home directions with the client.

The veterinarian should sign the vaccine certificate as that is the expectation at the border when vaccine certificates are used in travel situations.

Practices and technologists are encouraged to seek out continuing education opportunities that will support technologists' competence in face-to-face interactions with clients, not only when conducting appointments, but also when obtaining informed consent and discharging patients.



The ABVTA is proud to have contributed to the development of the Delegation of Veterinary Medicine Professional Standard, which was recently approved by the board. The implementation of this standard not only enhances the patient and client experience, but also acknowledges the importance of a team approach in delivering safe and quality care. By delegating to veterinary technologists, veterinarians can focus on diagnosing, prescribing and surgery while optimizing RVTs job satisfaction, retention and practice profitability."

**Vanessa George, RVT, Executive Director, ABVTA**

The PIPS Bylaw lays out the requirement that "a registered veterinarian responsible for the delivery of veterinary medical services must be present and on duty during hours of operation when the practice of veterinary medicine is occurring. Notwithstanding, it may be necessary for the veterinarian to be absent from the facility for periods of time within the day for ambulatory services, lunch breaks or other reasons; however, they remain responsible for veterinary activity during this time." Technologist appointments require a veterinarian to be on shift at the time of the appointment. When the veterinarian is out on call at the time of a technologist appointment, the veterinarian must be available by telephone for consultation.

Let's work together to improve the efficacy and flow of the veterinary team to improve client service and retention of veterinarians and veterinary technologists in clinical practice.



As the ABVTA president, I am proud to support the Delegation of Veterinary Medicine Professional Standard. This document emphasizes the importance of a team approach to provide optimal care for animals and their owners. By recognizing the specific skills and knowledge that veterinary technologists bring to the table, we can maximize job satisfaction, job retention and practice profitability. We are pleased to have had input into this important standard and to support its implementation in our profession, in accordance with the *Veterinary Profession Act*."

**Darryl Haugen, RVT, President, ABVTA**

**The Standards of Practice of the Alberta Veterinary Medical Association (ABVMA) are the minimum standards of professional behaviour and ethical conduct expected of all regulated members registered in Alberta. It is important to note that these standards may be used by the ABVMA or other bodies in determining whether appropriate standards of practice and professional responsibilities have been maintained.**

# WorkPack: A Professional Retention Toolkit

Jocelyn Forseille, DVM (she/her), Assistant Registrar, ABVMA

## THE ABVMA/ABVTA VETERINARY

Professional Workforce Project final report (April 2021) identified retention of veterinarians, and especially veterinary technologists in clinical practice, as a key factor in stabilizing and sustaining the veterinary workforce in Alberta.

The ABVMA has created a toolkit of available resources including activities that can be undertaken in individual veterinary practices to address retention.

The name WorkPack, a play on words of “wolf pack,” gives homage to the Native Wolf Symbol, which represents loyalty, strong family ties, good communication, education, understanding and intelligence.<sup>1</sup> Two significant tenets of professional retention are strong communication and trust in the team. As with wolf packs, strong **communication** is essential.

In the book *Leading Peak Performance, Lessons From the Wild Dogs of Africa* by Stephen Hacker and Marvin Washington, it is noted that “a pack is a type of team. A team is but a particular form of community.... Pack leadership is a recognition that, in order for the community to be successful, leadership must come from many members, not just from the alpha males and females.”

The word **pack** can also be taken as “pact” in that staff recruitment and retention will only be accomplished by carefully listening to what staff are saying, using continuous improvement strategies to improve workplace culture and developing trust within the team.

WorkPack contains ideas and possible actions to positively impact staff recruitment and retention in veterinary workplaces. The toolkit lays out many options. Practices are advised to consider gradual change – for example, discussing one option for change at every staff meeting.

Another approach would be to select a champion in the team who will further research or take training in a particular area to implement a change in the workplace.

The WorkPack Professional Retention Toolkit contains nine chapters. Here is a brief description of the focus for each chapter:

### 1. High Performing Teams

Experts have been analyzing teams and what makes a team successful for about a hundred years. Three critical characteristics have been identified in high performing team: the right technical competencies, engagement in collaboration and good communication.

### 2. Relational Coordination

The initial research is related to the airline industry. Relational coordination research with healthcare workers has been associated with higher job satisfaction and intention to stay in the job, better job performance, decreased burnout, reciprocal learning, improved motivation and better patient outcomes, especially when work is highly interdependent, uncertain or time sensitive. Dr. Jason Coe, University of Guelph, is doing veterinary research on this topic.

### 3. Supportive Workplaces

A supportive workplace will mean different things to different people. For the purposes of this chapter, a supportive workplace is considered as one that optimizes teamwork. The chapter focuses on teamwork with information on diversity and inclusivity and healthy organizational structure.

### 4. Peak Performance

The field of positive psychology studies the conditions and processes that influence the optimal functioning of individuals, teams and organizations. This chapter discusses workflow and engagement as they relate to well-being and business success.

### 5. Psychological Safety

Canada developed safety standards on workplace psychological health & safety in 2013. This voluntary standard, published by the Canadian Safety Association, provides employers with a framework and also a guide to a documented and systematic approach for developing and sustaining a psychological healthy and safe workplace.

### 6. Resiliency

Evidence shows that resilience is a skill and competency and more than an inherent personality trait or natural

tendency. Personality or genetics accounts for approximately 50% of the variance in resiliency; 40% is learned as adaptive coping strategies or can be controlled by one's mindset; and 10% is determined by circumstances.

### 7. Win-Win Contracts

This chapter discusses onboarding, wage and benefit packages, overtime and emergency schedules and the importance of flexible scheduling for staff.

### 8. Practice Viability and Sustainability

Several factors that can positively influence practice viability and sustainability are discussed, including provision of emergency services, patient wellness plans, animal insurance, payment plans, practice management, efficacy in medical recordkeeping, contextualized care and mentorship.

### 9. Life Skills

Learn about PERMA-H, the eight domains of wellness, boundary setting, mindfulness, gratitude and joy snacks.

The 13 Standards of Psychological Safety are woven throughout the toolkit. After the Standard was launched in 2013, the Mental Health Commission of Canada in collaboration with the Canadian Medical Association developed a [Psychological Safety Healthcare Toolkit](#). The toolkit was specifically designed to help healthcare organizations take action on implementing the Standard and its continuous quality improvement cycle. While the core 13 factors are universal to all workplaces, two additional factors, applicable to the unique hazards of healthcare work environments, were developed and were added. These two additional factors are moral distress and psychological self-care, which also apply to veterinary medicine.

Watch for an introductory webinar coming soon or dive in today at <https://workpack.abvma.ca> (login required). The toolkit has a robust search function so try searching for any word in this article that piques your interest.

Reference: 1. <https://spiritsofthewestcoast.com/collections/the-wolf-symbol>.





Transforming Lives



# let's end pet obesity together



**90% of pet parents  
with an overweight pet  
don't realize it.<sup>1</sup>**

**Get tools to make weight  
conversations easier**



# ABVMA Policy – Telemedicine

**Phil Buote, DVM (he/him), Interim Registrar and Complaints Director, ABVMA**

**IN AUGUST 2019, ABVMA COUNCIL APPROVED “ABVMA POLICY – Telemedicine.”** This was months before the COVID pandemic required veterinary practices to comply with public health measures and adapt with innovations such as curbside practice and telemedicine.

COVID propelled telemedicine into the spotlight. However, long before COVID, telemedicine was being used frequently in all types of practices. Initially phone calls, but later texts, photos, videos and emails have frequently been used for the exchange of information between the veterinary team and clients to support delivery of veterinary medical services.

With COVID public health measures restricting in person access to veterinary professionals and also driving innovation and acceptance of online, real-time video communication, opportunities for veterinary practices to incorporate telemedicine into their practices emerged.

Council reviewed the policy through 2021 and 2022 and approved a “Telemedicine – Professional Standard” in November of 2022.

Council policy supports the use of telemedicine by veterinary professionals within the existing legislation. This means that services provided through telemedicine must be consistent with the standard of care and scope of practice for hands-on care.

Members using telemedicine need to consider how the services will meet their obligations for other legislation and policy including veterinarian-client-patient relationship (VCPR), Practice Inspection and Practice Standards (PIPS), prescribing and dispensing, continuity of care, medical records and supervision of veterinary technologists.

Council recognizes the value of telemedicine to improve access to veterinary care, augment the patient visit and improve animal health and welfare. It is also clear that telemedicine is not a unique and novel way to practice veterinary medicine.

Telemedicine is also viewed as a tool that will help veterinary practices deal with critical shortages of veterinary professionals to ensure access to care for clients.

## Prescribing Drugs

Within the context of a valid VCPR and adhering to the professional obligations to appropriately prescribe, telemedicine is a valuable tool and is used frequently to support decisions by veterinarians to prescribe a drug.

In addition to establishing a valid VCPR, a veterinarian must undertake some investigation to determine the medical need for a drug in order to issue a prescription. ABVMA policy regarding prescribing and dispensing pharmaceuticals has been clear since 2017 that within an existing, valid VCPR, a veterinarian may use telemedicine to collect the necessary information to determine the medical need to prescribe a drug.

Although a hands-on examination of an animal or group of animals is a cornerstone to diagnosis and prescribing treatment, not in every instance must an animal be examined in person, where a valid VCPR exists, in order to prescribe a drug.

## Teletriage

A significant revision in the updated Telemedicine – Professional Standard is one that sets out the professional expectations related to teletriage.

The development of teletriage services to support the continuity of care for patients and clients after regular business hours has been a great benefit to practices during the time of veterinary workforce shortages.

Though teletriage does not replace the practice obligation to provide for continuity of care by assigning a veterinarian or referral to

another veterinary practice entity, it can complement and support a veterinarian on call.

The policy sets out how veterinary technologists providing these services appropriately document client interactions to be included in the practice's medical record and how supervision is appropriately provided.

Council is happy to set policy that supports utilization of teletriage services, which in turn can ease the pressure for veterinarians who provide after hours services.

## VCPR

Council policy on establishing a valid VCPR has not changed with the advancement of telemedicine. The VCPR is the foundational basis for professional interactions between veterinary professionals, clients and patients and is vital to the provision of veterinary medical services and the health of animals.

A VCPR exists when a veterinarian establishes a relationship with a client to provide veterinary medical services and has appropriate professional knowledge about the animal or group of animals. The knowledge about the animal(s) is normally by virtue of an examination of the animal(s), by medically appropriate and timely visits to the premises where the animals are kept or by both examination and visits.

A VCPR cannot be established through telemedicine alone.

Notwithstanding the expectations of examination of the animal(s) or timely visits to the premises, Council has considered what aspects of veterinary medicine may be practiced when all the conditions of a VCPR are not satisfied.

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.

Council has approved revised policies “Telemedicine – Professional Standard” and “Veterinarian-Client-Patient Relationship (VCPR) – Professional Standard” which have been posted to members on the ABVMA public website.

These policy revisions are intended to support veterinarians and practices making adaptations in delivery of services while safeguarding the public through maintaining professional standards.

ABVMA is undertaking communication to members and the public on these updated policies. Watch for upcoming articles on the Alberta Animal Health Source to inform your clients and the public about the value of telemedicine to support delivery of care.





**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





# Keeping You Current – Refreshed!

## ABVMA Community Engagement | February/March 2023

### Deputy Premier Kaycee Madu attends ABVMA Annual General Meeting – Feb. 28, 2023

**ON SUNDAY, FEB. 28, 2023, KAYCEE MADU, DEPUTY PREMIER** and Minister of Skilled Trades and Professions, attended and brought remarks to the assembly at the 2023 ABVMA Annual General Meeting. Deputy Premier Madu commended the veterinary profession for their effort amid the pandemic and the ongoing workforce shortage. He went on to thank the profession saying, "With critical workforce shortages, maintaining a healthy pet population and the security of our food supply by ensuring food animals have been well cared for for Albertans, thank you all for your dedication and service to Alberta." Deputy Premier Madu spoke about budget funding to veterinary education and the importance of collaborating with ABVMA on upcoming legislative changes to ensure the regulations impacting professional regulatory organizations are streamlined and consistent. ABVMA Council thanks Deputy Premier Madu for taking the time to attend the AGM.



ABVMA Council and Executive from the ABVTA pose for a photo with Deputy Premier Madu during the 2023 ABVMA AGM on Sunday, Feb. 28, 2023

### ABVMA/ABVTA Information Session for Graduating AHT Students – March 1, 2023

The ABVMA and ABVTA partnered to host a virtual information session for final-year AHT students. The session included presentations by Dr. Jocelyn Forseille, Assistant Registrar, Margaret Massey, RVT, and Sandra Ward from the ABVMA registration department. The session included information about the ABVMA, the registration application process and frequently asked questions, as well as information about the Veterinary Technologist National Exam.

### 2023 Provincial Budget Lunch – March 7, 2023

Dr. Natasha Kutryk, President, and Dr. Phil Buote, Interim Registrar, attended this event, hosted by the Edmonton Chamber of Commerce and presented by CPA Alberta. The luncheon featured a post-budget 2023 address from the Honourable Travis Toews, President of Treasury Board and Minister of Finance, to provide further insights into the new announced provincial budget.



2023 Provincial Budget Lunch, Dr. Kutryk, Mayor Sohi, Dr. Buote

Following the presentation, ABVMA representatives were able to advance the issues facing the profession with several individuals including Ministers Toews and Neudorf, Steve Buick, Senior Press Secretary, Office of the Minister of Health, and Edmonton Mayor, Amarjeet Sohi.

### Sustainable Canadian Agricultural Partnership (SCAP) Resiliency and Public Trust Stakeholder Awareness Session – March 15, 2023

Dr. Jocelyn Forseille, Assistant Registrar, attended this session to gain an understanding of future grant money that ABVMA may be able to apply for to complete project work to support the ABVMA's strategic initiatives.

### AgKnow Engagement Session – March 16, 2023

Dr. Jocelyn Forseille attended this session hosted by AgKnow, that is conducting a study on farm animal epidemics and depopulation and is seeking feedback from producers and veterinarians. AgKnow is a network by farmers, for farmers, that seeks to de-stigmatize mental health and promote resilience among farmers and farm families. Given the important relationship that food animal veterinarians have with producers, engaging with other stakeholders on mental health issues in agriculture is beneficial to all parties. To learn more about AgKnow, visit: <https://www.agknow.ca>.

### Premier's Summit on Fairness to Newcomers – March 17, 2023

ABVMA was invited to attend the Premier's Summit on Fairness to Newcomers, hosted in Calgary. This full-day summit focused on immigration and welcoming newcomers. This opportunity supports a key ABVMA pathway to solutions for the veterinary workforce shortage – immigration of internationally trained professionals. The summit provides an opportunity to hear from and understand some of the challenges faced by newcomers. Regulatory bodies have an important role to play in welcoming new professionals, and a panel of regulatory bodies highlighted some of the opportunities and actions being taken to increase internationally trained professionals registration, particularly in human health.

### ABVMA, ABVTA and UCVMA Present to Rural Municipalities of Alberta (RMA) – March 20, 2023

Dr. Natasha Kutryk, President, ABVMA, Dr. Phil Buote, Interim Registrar, ABVMA, Vanessa George, Executive Director, ABVTA, and Dr. Rob McCorkell, Associate Dean of Admissions and Outreach, UCVMA, presented "Caring for Country Critters; Addressing Rural

Veterinarian Shortage" at a pre-convention workshop on March 20, 2023, as part of the RMA Spring Convention in Edmonton.

The veterinary profession was invited to give a presentation about the profession and the crisis-level professional workforce shortage, including solutions to support veterinarians and technologists working in rural Alberta.

Information was presented by Dr. McCorkell regarding the admissions process changes and that the UCVM class has significant representation from small communities in Alberta.

There was a warm reception from municipal representatives in attendance and good engagement with questions and conversation following the presentation.

Municipalities are vital partners in supporting the profession to address workforce shortage in rural Alberta and the profession was delighted with the invitation and opportunity to present.



RMA Presentation March 2023

### Stethoscope Presentations to Government Officials – Feb. 25, March 20, and March 22, 2023

In December 2022, ABVMA and ABVTA partnered to purchase stethoscopes with personalized engraved name tags for several government officials. Stethoscopes are significant to incoming DVM students and are a daily tool used by both veterinarians and veterinary technologists. Stethoscopes were presented to elected government officials whose support for veterinary medicine were critical to the 2022 Alberta Budget announcements that provided funding to UCVM and to other post-secondary programs. MLA Jackie Armstrong-Homeniuk was the first elected official to receive her stethoscope at the ABVMA/ABVTA Member Recognition Banquet, presented by Dr. Daren Mandrusiak. On March 20, 2023, Dr. Natasha Kutryk, President, ABVMA, presented stethoscopes to Hon. Nate Horner, Minister of Agriculture and Irrigation, Hon. Travis Toews, President of Treasury Board and Minister of Finance, Hon. Demetrios Nicolaides, Minister of Advanced Education, and Hon. Tyler Shandro, Minister of Justice. On Wednesday, March 22, 2023, Dr. Navjot Gosal, Member of Council, presented a stethoscope to Hon. Jason Copping, Minister of Health. Dr. Gosal was then introduced in the legislative assembly by the Honourable Tyler Shandro that afternoon.



Dr. Kutryk with Minister Nicolaides

### CVMA Committee Weekend – March 23-27, 2023

The 2023 event took place in person in Ottawa. The weekend included CVMA Council meetings as well as CVMA committee meetings. Several ABVMA members attended: Dr. Kirsten Aarbo, the Alberta Representative to CVMA Council, Dr. Serge Chalhoub, Vice President, ABVMA, member of the CVMA National Issues Committee, and Dr. Jocelyn Forseille, Chair of the Animal Health Technology/Veterinary Technician Program Accreditation Committee (AHTVTAPAC).

The need for bridging programs to support internationally trained professionals was mentioned frequently. This aligns with one of the initiatives of the veterinary profession. A UCVM proposal has been submitted for funding to create a micro-credentialling program that would allow an internationally trained candidate to get credentialled through the NEB's clinical year option by completing the final year of the UCVM program. We are awaiting news on the funding proposal.

## Veterinary Medicine in the Media February/March 2023

### Feb. 7, 2023 – National shortage of veterinarians puts pressure on clinics, pet owners

Highlights the workforce shortage

<https://www.ctvnews.ca/lifestyle/national-shortage-of-veterinarians-puts-pressure-on-clinics-pet-owners-1.6263064>



### Feb. 8, 2023 – Telemedicine is a way to get your veterinarian's eyes on your farm

Highlights the use of telemedicine in veterinary medicine in Alberta

<https://www.albertafarmexpress.ca/news/telemedicine-is-a-way-to-get-your-veterinarians-eyes-on-your-farm>



### March 7, 2023 – Owner says dog ingested meth, opioids and THC at Edmonton off-leash park

Highlights animal health, caution for pet owners

<https://globalnews.ca/news/9534989/edmonton-dog-park-drugs>



### March 25, 2023 – Avian Flu threat fades but may be back in the fall

Highlights current state and possible upcoming risks of ongoing Avian Influenza outbreaks

<https://www.cbc.ca/news/canada/avian-flu-threat-outbreak-canada-birds-mammals-1.6790903>



### March 28, 2023 – Edmonton wildlife rescue performs rare porcupine blood transfusion

<https://edmonton.ctvnews.ca/stars-all-lined-up-perfectly-edmonton-wildlife-rescue-performs-rare-porcupine-blood-transfusion-1.6332531>



Over the years, Keeping You Current has taken various forms in the *Members' Magazine*. This feature will continue to evolve to remain informative and engaging to members.

The refreshed format will include sections on ABVMA Community Engagement, Veterinary Medicine in the Media, and when appropriate, ABVMA call to action for members. The ABVMA Community Engagement section will highlight specific meetings or activities attended by ABVMA Council or leadership to further the association's work. Veterinary Medicine in the Media will include a brief summary of recent media stories where veterinary medicine or ABVMA members made the news. We welcome your thoughts and suggestions on this new format. Email [kathy.naum@abvma.ca](mailto:kathy.naum@abvma.ca).

# Equity, Diversity and Inclusion

## National Indigenous History Month June 2023

**IN JUNE EACH YEAR WE STOP TO RECOGNIZE THE RICH HISTORY, HERITAGE, RESILIENCE AND DIVERSITY OF**

First Nations, Inuit and Metis peoples across Canada. To learn about the journey Canada is on, please consider reading the following foundational documents:

- The United Nations Declaration on the Rights of Indigenous Peoples: [https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)
- The Truth and Reconciliation Commission of Canada Calls To Action: [https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls\\_to\\_action\\_english2.pdf](https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf)

## Pride Month June 2023

**TO RECOGNIZE PRIDE MONTH, IT IS OFTEN VALUABLE TO LOOK AT HOW FAR THE VETERINARY PROFESSION HAS COME.**

It is the 30th anniversary of Pride Veterinary Medical Community, founded in 1993. The video, **A History of LGBTQ+ People in the Veterinary Profession**, is thought provoking and calls out to do more. View it here: <https://pridevmc.org/history>

Find out what is happening in Alberta for Pride Month: <https://www.alberta.ca/lookup/pride-month-events-search.aspx>

## EDI Resources Now Available

**THE ABVMA MEMBER PORTAL NOW FEATURES EQUITY, DIVERSITY AND INCLUSION (EDI) TRAINING FOR MEMBERS. TO**

access the EDI training, login to your member portal > Member Resources > Equity, Diversity and Inclusion.

**Please feel free to detach this sticker for use in your work or personal space.**





# Emergency Preparedness

**Phil Buote, DVM (he/him), Interim Registrar  
and Complaints Director, ABVMA**

**ABVMA HAS BEEN ENGAGED WITH** partner organizations to plan for companion animal emergency response. The provincial Companion Animal Disaster Response Capability (CADRC) Operational Plan and the Veterinary Profession Companion Animal Emergency Response Plan are posted on the ABVMA member portal.

These plans support municipalities in planning for and responding to emergencies involving companion animals and how veterinary professionals will engage to provide care for companion animals during an emergency.

Alberta hazard season starts March 1 and Emergency Preparedness Week is May 7-13, 2023. Now is a good time to review emergency preparedness.

## Veterinary Workforce Shortages

The CADRC Steering Committee met on March 22, 2023. One of the topics of discussion was the veterinary professional workforce shortage and the capacity for professionals to respond in the event of a large-scale emergency.

The call for volunteers that went out from ABVMA and ABVTA in May 2022 to support the Veterinary Profession Companion Animal Emergency Response Plan was met with a relatively low response rate compared to the volunteers that came out in May 2016 in response to the Fort McMurray wildfires. It was agreed at the meeting that during an emergency activation, the volunteerism of veterinarians and veterinary technologists is expected to increase.

The Master List for potential call-out in an emergency activation and the list of members interested in being a Team Lead are being updated. Please watch the Enews for an announcement or contact Lisa Barry at [lisa.barry@abvma.ca](mailto:lisa.barry@abvma.ca).

## Animal Welfare Organizations are at Capacity

Alberta Animal Rescue Crew Society, the Canadian Animal Task Force and the Alberta Emergency task Force are partner

organizations with the ABVMA and ABVTA on the CADRC Steering Committee.

Not unlike the veterinary profession, animal welfare organizations, facilities, foster homes and personnel are at capacity. Following the Fort McMurray wildfires, animal welfare organizations including rescues and humane societies fostered, reunited and adopted many animals displaced by the wildfires.

In the event of a similar or even smaller emergency, the capacity of animal welfare organizations to house displaced animals is expected to be limited. This may require the use of boarding facilities or other solutions for the longer-term housing of animals. Temporary facilities and use of crates are not suitable for long-term care.

## CADRC - Supporting Municipalities in Planning and Response

Alberta legislation the Local Authority Emergency Management Regulation (LAEMR) requires that municipalities plan for social support services during an emergency. Municipalities are encouraged to consider companion animals in such plans.

CADRC encourages municipalities to consider planning for companion animals and to contact local veterinary professionals, practices and animal welfare organizations such as rescues and humane societies to support the local planning and response.

Many people will be inclined to think about large-scale emergencies, such as the People and Animal Reunification Centre that was used in 2016 to house animals displaced from Fort McMurray. Planning should start with smaller-scale emergencies requiring a local municipal or regional response that may be required. These would include, for example, a local flooding, fire or evacuation of a multi-unit apartment building or development.

Veterinary practices may be approached by municipalities in planning. Resources are available through CADRC and on the ABVMA website.

## VetShield



### Owner-Operator Opportunities

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

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

Partnerships currently available at new practices in Calgary and Lethbridge.



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

### Contact Us

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



# 2022 Registered Veterinary Technologist Compensation Review Report for Alberta, Saskatchewan and Manitoba



**Vanessa George, RVT (she/her), Executive Director, ABVTA**

## THE 2021 VETERINARY PROFESSIONAL WORKFORCE

Project found that Alberta's veterinary technologists face retention challenges due to insufficient compensation, leading to some leaving the profession for other fields. Many registered veterinary technologists (RVTs) also report feeling undervalued for their important contributions to the profession due to inconsistent compensation practices.

This led to the initiation of the 2022 Registered Veterinary Technologist Compensation Review for Alberta, Saskatchewan and Manitoba. The Alberta Veterinary Technologist Association (ABVTA), in collaboration with Saskatchewan Association of Veterinary Technologists (SAVT) and Manitoba Veterinary Technologists Association (MVTA), conducted a review to gain a thorough understanding of compensation and benefits for RVTs in the Prairies. The objective was to identify areas of improvement and recommend industry-wide changes to ensure sustainable career opportunities and consistent practices for RVTs as an integral part of addressing workforce challenges.

The Compensation Review Report used data from surveys sent to ABVTA, SAVT and MVTA members, along with information from Statistics Canada, Conference Board of Canada, provincial association wage surveys and the 2021 Alberta Veterinary Professional Workforce Project. CC Consulting's Human Resource and Compensation specialists produced 17 recommendations for the industry in providing compensation consistency for RVTs.

The review revealed several concerning issues related to compensation practices and provided the following areas of opportunity:

- No correlation of compensation to years of practice.
- No correlation of compensation of RVTs with specialized responsibilities and/or training.

- Limited paid training for RVTs.
- Inconsistent starting wages for new graduates, some of which fall below provincial Employment Standards.
- Hourly compensation is lower in rural areas compared to urban areas.
- Overtime and on-call rates are inconsistent and, in some cases, may not meet provincial Employment Standards.
- Performance reviews are inconsistent and not always linked to pay increases.
- Pay increases are also inconsistent and sometimes absent.
- Benefit packages are inconsistent and may not meet RVTs' needs.
- Limited flexibility for personal needs is available.
- Almost 30% of survey participants plan to leave their employers in the next two years due to compensation and working conditions issues, including stress, burnout, high turnover, limited advancement opportunities, poor management and physical demands that become too difficult as they age.

Alberta's shortage of RVTs is a serious concern that affects timely access to veterinary care and poses challenges to animal welfare and food safety. Practices are highly impacted by low retention and high-turnover rates as hiring and mentoring new RVTs is both costly and time-consuming, leading to lost productivity and lost revenue. Veterinary employers and managers should prioritize employee retention through equitable remuneration, transparent communication and efficacious retention initiatives.

The Compensation Review Report has identified 17 recommendations for the profession, including 15 aimed at optimizing sustainable and equitable compensation practices for RVTs. By implementing these recommendations, we can decrease attrition, boost profits, and improve access to care for animals in need.

## Top 6 Employer Recommendations

1

Provide Compensation Packages to all Employees

Provide clear communication regarding rates of pay, how and when increases happen, overtime and on-call rates.

Update and review often

2

Provide a Comprehensive Benefits Statement to All Employees

Summarize all benefits provided and outline which are employee and employer paid. Include benefits such as discounted service rates and pet food.

Update and review often

3

Provide Paid Training for RVTs including VTS Specialization

When providing additional and specialized training, enter into Return of Service (ROS) Agreements with employees.

4

Employees Must Be Paid to Employment Standards Code

New graduates should be provided, at minimum, a starting rate a \$5.00 over minimum wage.

Align payment structure with professional experience.

Urban and rural RVTs should be paid the same if the work is the same.

5

Review Salaries Annually to Recognize Cost of Living Adjustments

Separate Cost of Living Adjustments (COLA) from performance reviews and associated merit increases.

Establish salary scales that COLA can be applied to.

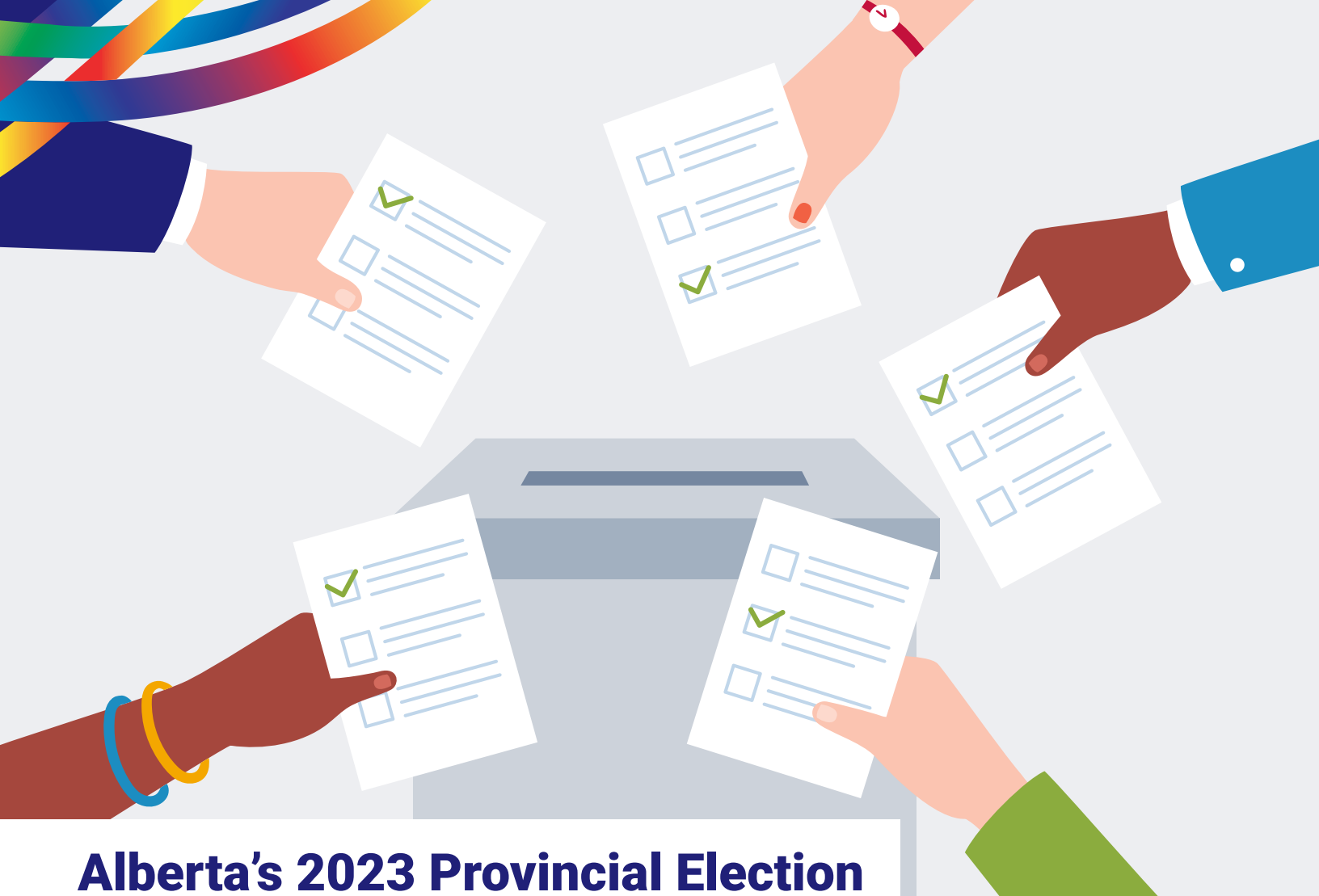
6

Be Familiar with Overtime Employment Standards

Overtime for all employees must be compensated in accordance with Alberta Employment Standards.

To view all Employer Recommendations and the full report, visit [www.abvta.com](http://www.abvta.com).





## Alberta's 2023 Provincial Election and the ABVMA: A Call to Action

**Pam Cholak (she/her), President, What Matters Consulting, Government Relations Advocate, ABVMA**

### ALBERTA'S LAST PROVINCIAL

election was held on April 16, 2019, with the United Conservative Party (UCP), led by Jason Kenney, defeating the incumbent New Democrat Party (NDP), led by former Premier Rachel Notley. The UCP elected 63 MLAs to form a majority government with the NDP becoming Official Opposition with 24 MLAs elected mostly in Edmonton and Calgary. Following the 2019 election, the ABVMA goal was to ensure all 87 elected MLAs understood the importance of veterinary medicine to Alberta's health and economy.

Over the last four years, there has been tremendous progress made in raising the profile of the veterinary profession to ensure government and opposition members understood the importance of the profession to animals and their owners throughout the province. Some of the highlights over these four years include historical funding announcements

**Our call to action for the profession is to raise your voice during this election about the importance of government policy and funding decisions that will impact veterinarians, veterinary technologists and your teams.**

for veterinary education, no proclamation of the former Bill 31, *A Better Deal for Consumers and Businesses Act (2017)*, engagement of government in grant funding for antimicrobial stewardship activities, funding for attraction of international veterinarians and recognition of the importance of veterinary medicine to future rural economic development. There has never been as much political attention on veterinary medicine as there has been over the past four years and we

will continue building on the momentum as we look to this year's election of a new Alberta government.

On May 1, 2023, Alberta Premier Danielle Smith will drop the writ, commencing a 28-day election campaign in Alberta. May 29, 2023, will be Alberta's provincial election day, the 31st election since becoming a province in 1905. This election will result in 87 newly elected MLAs and the party with the majority of seats will form government. The

leader of that party will become Alberta's 20th Premier. Our call to action for the profession is to raise your voice during this election about the importance of government policy and funding decisions that will impact veterinarians, veterinary technologists and your teams.

This election provides a unique opportunity for the veterinary profession to continue raising issues of importance with the various candidates of all political parties. Nominated candidates will be attending events, participating in debates and standing on your doorsteps asking for your support. A visit by a candidate to your door provides a fantastic opportunity to highlight the importance of the veterinary profession to Alberta while also noting the workforce shortages that are at a crisis point, both in the urban and rural areas.

Take the opportunity to understand where the candidate and their party stand on a number of issues related to veterinary medicine. These include asking if the candidate and their party will support continued investment in veterinary education at UCVM and in colleges providing animal science programs. Great progress has been made to increase seats from 50 to 100 at UCVM, but this should be considered a start not an end. With RVTs in demand and programs oversubscribed, there is a need for further investment to the animal science programs.

Further educational funding is also needed at UCVM for a micro-credential program that will assist in the attraction of international veterinarians from non-accredited schools. This program will ensure that Alberta can attract from a much larger pool of applicants in a very competitive landscape. Further, a sustainable funding model is needed to ensure that the Diagnostic Services Unit (DSU) at UCVM is able to remain operational. Year-to-year funding needs to be replaced with a multi-year investment that will result in benefits to patients of veterinary clinics, producers and students.

Lastly, policy decisions affect the profession and proposed legislation such as the *Professional Governance Act* (PGA) needs to be well communicated, with ABVMA engaged in consultation with government. Legislation should not come as a surprise to a profession. It should be clear in its purpose; its requirements and the profession should understand how legislation will impact

operations. Government policies that affect affordability of Albertans (e.g., utility rebates), business operations and costs (e.g., taxes and access to internet) and social programs (e.g. daycare and housing costs and availability) should also be considered as affecting the profession.

Your voice in this election is imperative to ensuring all candidates hear from you, the active and engaged members, about your passion for your profession and the need for government partnership on issues impacting the profession. To help you elevate your voice, the following is some information and questions to raise to the candidate on your doorstep, at the debates, at candidate functions, and by phone or email to your candidate:

- The veterinary profession is a critical part of the Alberta economy. Total direct, indirect and induced output of the veterinary sector in Alberta is estimated at \$2.021 billion. Total GDP is estimated at \$1.075 billion, with total government revenues of \$206 million.
- 10,000 total FTE jobs are created in Alberta from the veterinary sector, including direct employment of over 6000 FTEs, indirect employment of 2000 FTEs and induced employment of 1600 FTEs. These jobs generated \$76 million in provincial tax revenue.
- Veterinary medicine is critical to research and industry initiatives, public health, animal health and welfare and the education sector. It is also critical to Alberta's agriculture sector, from livestock production to dairy products, poultry production, meat processing, exports and pharmaceutical distribution. Alberta also has the highest pet ownership rate in Canada. Veterinary medicine affects daily life in our urban and rural communities.
- Addressing the workforce shortages is a priority for our profession. We need continued investment in education and assistance with immigration.
- To the candidate:
  - Will you be an advocate for the veterinary profession and support government investment to further veterinary medical education?
  - Will you support continued advocacy to our federal government for improvements to the immigration system that will permit more international veterinary professionals to be working in Alberta?

- Will you support government investment that supports more sustainable diagnostic services at UCVM?
- What is your approach to policy development? Will you and your government work with our association and our profession?

A provincial election is an exciting time as it provides an opportunity for renewed interest and advocacy on the matters that matter to you. One vote really does count. I encourage you to become engaged, ask the questions of your candidates and ensure you vote!

Voting information is available at: <https://www.elections.ab.ca/elections/albertas-next-election>

## Addressing Workforce Shortages – Navigating the Immigration Process

**IN FEBRUARY 2023, THE CVMA** in partnership with Immigration, Refugee and Citizenship Canada (IRCC) hosted a series of regionally based webinars to veterinary employers.

The interactive webinars focused on the immigration pathways best suited for recruiting and bringing international veterinarians to Canada for employment.

These sessions were presented by Outreach Officers from IRCC and focussed both on pathways that do and do not require a Labour Market Impact Assessment (LMIA), options for supporting a foreign worker through permanent residence, and immigration programs that provide flexibility for regional areas in Canada.

If you were unable to attend the webinar, the recording for the Alberta session is now available (duration: approximately 20 minutes).



**View the Alberta recording**

# Dimensions of Diversity

**DIMENSIONS OF DIVERSITY INCLUDE GENDER, RELIGIOUS BELIEFS, RACE, MARTIAL STATUS, ETHNICITY, PARENTAL** status, age, education, physical and mental ability, income, sexual orientation, occupation, language, geographic location and many more components.

ABVMA wants to celebrate these dimensions with the new “Dimensions of Diversity” article, which will be featured periodically in the ABVMA *Members’ Magazine*. The objective of Dimensions of Diversity is **“fostering a community of belonging through the celebration of diversity.”** Dimensions of Diversity will replace Member Mentions, the article which inspired the idea to highlight diversity in the profession.

## Dr. Savannah Howse-Smith, Wild Rose Vet

**Sarah Eisner Munn (she/her), Communications Associate, ABVMA**

**DR. SAVANNAH HOWSE-SMITH IS A** veterinarian at Rocky Rapids Veterinary Services and star of the “Dr. Savannah Wild Rose Vet” TV show. She is also the responsible veterinarian for Alberta Helping Animals Society (AHAS) and Canadian Animal Task Force (CATF).

Dr. Howse completed her bachelor of science, animal science major, at the U of A, and went on to WCVN, where she graduated with her DVM in 2013.

We talked about her experience at veterinary school and if there were any challenges for her as a Métis woman. She said not so much as a woman, as most vet students are women these days, but there was a difference for people with a lower socio-economic status. Many DVM students are from relatively affluent families, so she didn’t feel like there were a lot of other students at a similar socio-economic level as her, although she says there were probably a few. Dr. Howse chose not to work while studying as she felt it would be too difficult to do both at the same time, which resulted in taking on a lot of debt, although she is thankful that veterinary school is heavily subsidized in Canada. During her studies, Savannah lived in what was called “Alphabet City” in Saskatoon because it was affordable. She says Alphabet City typically has a high Indigenous population as well as low socio-economic status. Her residence was located on Idylwyld Drive in Saskatoon, a major arterial road that is one of the main roads in and out of downtown.

Dr. Howse shared her experiences with microaggressions<sup>1</sup> at WCVN. She occupied one of the two Indigenous student seats available through the



Indigenous Equity Access Program<sup>2</sup> and comments were made to her that she got into vet school via “back door” entry rather than on merit, despite the fact that students accepted under this program still had to get the academic standing and pass the interview. Knowing this, those comments were not valid.

Since graduating in 2013, Dr. Howse has worked at Rocky Rapids Veterinary Services in Drayton Valley. She feels more suited to a rural mixed practice rather than a city practice, as many clients in rural Alberta share a similar socio-economic status that she is familiar with. She also enjoys the informality of rural living and running into clients while out in the community. She feels that may not happen as much in bigger cities.

Dr. Howse grew up in a rural area, which also factored into her choice to practice

in a rural community. She recognizes how much veterinary services are needed and rural practices are few and far between. Even for Drayton Valley, which isn’t as remote as many communities, the next-closest practice that does after-hours calls is approximately 1.5-2 hours away and the emergency centre is 1.5 hours away. This may seem extreme, but she acknowledged that in places up north it could be more than a six-hour drive.

Dr. Howse has been volunteering with CATF since graduation. These experiences have yielded “a ton of cool opportunities,” and she’s met some fantastic people. At CATF, she works mostly with Indigenous communities. Because she occupied one of the seats meant for an Indigenous student at WCVN, she feels it’s fitting (in her words, an obligation) to provide veterinary services and contribute to Indigenous communities. Similar to how the hope with provincially funded seats at WCVN is that graduates will return to their province to practice, she feels graduates from Indigenous seats ideally should be providing services to Indigenous populations, because that’s partially why they were created.

While volunteering with CATF, Savannah met Connie Varnhagen, RVT, with AHAS. Following that meeting, Dr. Howse began working with AHAS and has had the opportunity to go up north to Cambridge Bay and work with the community there. She is also licensed to practice veterinary medicine in Nunavut.

Dr. Howse enjoys serving under-served, rural communities. It’s challenging and rewarding at the same time – and could be called an art form.



She became involved with the Wild Rose Vet TV show after the producers contacted WCVM and said they had an idea for a documentary and were looking for an Indigenous veterinarian. They asked WCVM to send a request out to students who had occupied one of the Indigenous seats or who identified as Indigenous. She was one of the few who volunteered.

Savannah notes it was at times distracting having the cameras filming while she worked – not due to performance anxiety; she quickly lost that due to working in rural practice and volunteering at CATF, where the owners are often right there watching the surgery – but more so that the filming crews sometimes got in the way. She says with a laugh that she is definitely better at being a veterinarian than doing “tv stuff.” “Dr. Savannah Wild Rose Vet” is currently filming season two. You can watch season one of the show on the APTN network at <https://www.apntv.ca/wildrosevet>.

Dr. Howse says it’s been helpful to have lost her performance anxiety years ago for when she teaches students. She jokes with them that the task normally goes more smoothly until someone is watching her work. “I haven’t had to fish for a uterus for months, but as soon as a student is watching me, I can’t find it,” she laughs.

At Rocky Rapids, they take UCVM students and some WCVM summer students. Dr. Howse is the practice rotation coordinator for the practice, and really enjoys teaching them. She says good-humouredly that she loves bringing students to CATF and having them perform 200 physical examinations in a weekend. It’s a good learning experience for them to see things they wouldn’t normally see in practice.

When asked what the ABVMA and other veterinary practices can do to support inclusion in the workplace, she replied they should remain curious. People sometimes do and say things and are not necessarily intending to be malicious, rude or racist. Much of it is unconscious bias that they’re likely unaware of.

For example, if they’re interacting with people they don’t usually interact with, or have a different skin colour or are a different socio-economic status, remain curious and ask questions politely. Ask from a place where you genuinely want to know more. If you do say something offensive and the other person doesn’t feel like answering, the onus is on the person who said something. That person needs to do the work and educate themselves on why what they said was inappropriate.

Dr. Howse had an experience where a former colleague – who is a good friend now – said something ignorant, and Savannah pointed her to a resource learning course, which the colleague took.

“Always be curious, always be learning. Don’t be offended if somebody says they’re offended because it’s not your place to decide if they should be offended or not.”

Her advice to young people from minority backgrounds who want to enter the veterinary profession is to rely on any support networks they have. If they don’t have one already, actively try to cultivate one. She says one of the main reasons Indigenous youth struggle so much is that many of them have poor support networks.

Having support is key, and they may need to reach beyond family and friends. There are a lot of youth and support groups out there. Having a strong support network



will help when times get tough, through financial difficulties, etc. and can even serve as a form of networking. That’s what will help you succeed.

Dr. Howse emphasized that the most important thing is to remain curious – you don’t know until you ask. Many people are afraid to ask questions, but it’s worse to not ask and remain silent. Have conversations with people – don’t be afraid to talk to them.

### See yourself here?

Do you have something diverse to share, something that makes you stand out based on the dimensions outlined here, or because of something else? If so, we want to hear from you.

Contact [sarah.munn@abvma.ca](mailto:sarah.munn@abvma.ca).

### References:

1. <https://en.wikipedia.org/wiki/Microaggression>
2. <https://admissions.usask.ca/veterinary-medicine.php#Admissionrequirements>

On the  
Cover



## 2022 Veterinarian of the Year

**Dr. Vicki Janes**

**Presented by Amanda Willard, RVT**

**THIS AWARD IS PRESENTED TO A VETERINARIAN** who has made an outstanding contribution to veterinary medicine, and Amanda feels lucky to work alongside this year's recipient.

Dr. Janes first started her career in the veterinary field as a veterinary technologist in 2005. She then went on to vet school and graduated from WCVN in 2011. Throughout her profession, she has practiced in general large and small animal practices as well as emergency care. And in 2021 (through a pandemic mind you), she opened her own clinic in Fort Saskatchewan, AB.

Amanda has worked with Dr. Vicki for over six years. She is a kind, intelligent and a warm-hearted person. The way that she practices medicine is truly outstanding. Her love for helping animals is truly evident in her work. She practices fear free techniques during her appointments to make patients and clients as comfortable as possible during their visit. During the construction of her clinic, she was able to use these fear free tactics when planning exam rooms, dog and cat kennels, and recovery areas.

She is a great mentor to students, techs and fellow veterinarians. When talking to clients, she makes sure that the client is heard, and she relays her findings to them in a way that they understand. Dr. Janes even goes out of her way on weekends to answer any messages.

Dr. Janes is passionate about veterinary care in our community. She donates her time to the ABVMA Complaint Review Committee, her practice continues to host blood drives, make up raffle baskets to help animals in need, perform Q&As for students and other interviews, and she implemented a financial fund within her practice to help pets that need veterinary care.

Congratulations, Dr. Vicki Janes, on receiving the Veterinarian of the Year award.

She is a kind, intelligent and  
a warm-hearted person.  
The way that she practices  
medicine is truly outstanding.





# 2022 Young Veterinarian of the Year

## Dr. Rita Baumann

Presented by Drs. Graeme Boender and Stephen Radostits

### DR. BAUMANN JOINED LEDUC FARM ANIMAL HOSPITAL

following her graduation from WCVN. Within a few years she has become a highly respected veterinarian within the area. Rita has an outstanding level of knowledge – unmatched really, at this stage of her career. She is constantly reading and researching to make sure she is providing clients with the best treatment and prevention options available. Rita is a very talented surgeon, having the gift of coordinated hands, the desire to learn new techniques and the creativity to work her way out of the unexpected. Dr. Baumann has performed surgeries never done before in the practice such as tube cystotomies, vesiculopreputial anastomoses, complex umbilical repairs, unique orthopedic repairs and has even fabricated some prosthetic limbs. She graciously asks us to “assist her” with these surgeries – which was a little concerning at first, but she is so well prepared it is easy to be her surgical assistant.

Rita is now the primary veterinarian for some of the larger cow/calf and dairy clients. Her high level of competency and her positive, easy-to-do-business-with attitude is what clients appreciate. Many of them comment on her excellent work ethic, knowledge, strength and her ability to communicate using regular words. It is very common for our clients to call in and say, “Send Rita out!” She has built up a very loyal group of small ruminant clients as well – some which drive several hours to seek her help.

Dr. Baumann gives back to the veterinary community through her mentoring of students interested in the profession. She has mentored dozens of RVT, pre-veterinary and veterinary students. The students really enjoy her willingness to teach, her calm demeanor and the fun environment she creates. Rita also does a great job of getting clients’ children involved in the diagnosis and treatment of their farm animals.

Rita is an excellent team player. She has quickly become a leader within the Leduc Farm Animal Hospital team. She mentors our receptionists and RVTS by encouraging them to try new things and answers all of their questions about the cases they are working on. She ultrasounds absolutely everything and has made all of us better!

Rita is likely cringing right now because all of this attention is being directed right at her. Winning awards does that. But Rita’s success is truly something to celebrate. She has taken full advantage of the opportunities presented to her, including her education at WCVN, the support of her family, the network of colleagues she has, the clinic staff and clients to make her a very worthy recipient of the Young Veterinarian of the Year Award. Congratulations, Dr. Baumann!







## 2022 Veterinary Technologist of the Year

### Tammy Brooks, RVT

**Presented by Dr. Terrie Faber**

#### **TAMMY HAS ALWAYS HAD A DEEP PASSION FOR**

animals. She graduated from the Fairview AHT program in 2001, winning the Jason Lang Scholarship for high academic grades and the AHT award for class achievement and participation.

Tammy has been part of Dr. Faber's working life for over 20 years, starting as a brand-new tech right out of school and later joining the Alberta Veterinary Dentistry team. Tammy is an exceptional RVT and team member with excellent technical skills, a positive and caring nature and a strong dedication to her patients. Tammy's ability to "MacGyver" just about anything and her corny sense of humour add to her charm and appeal.

In 2016, Tammy decided to pursue a technician specialty in dentistry through the Academy of Veterinary Dental Technicians (AVDT). This rigorous program required completion of two years of dentistry logs, five detailed case reports, multiple hours of dentistry-specific CE and a completed skills list. Tammy presented one of her case reports at the 2016 Veterinary Dental Forum, winning the award for Best Case Report Presentation. Tammy's completed credentialing package was accepted in 2018, allowing her to sit the written and practical examinations. She successfully achieved her VTS(Dentistry), one of only two in Canada with the designation at that time.

Tammy is passionate about teaching, impressing RVTs and DVMs alike with her ability to instruct with confidence, empathy and patience. She has participated in all the AVDT CE seminars, with hands-on involvement in the dental cleaning and oral radiography wet labs. Tammy has also provided in-clinic dentistry training locally and across the country and lectured at the 2022 Veterinary Dental Forum.

Tammy volunteers as a member of the Credentialing Committee of the AVDT and serves as a mentor for technicians tracking toward their dentistry specialty. She has been an active member in Toastmasters International, serving both as VP of Education and as Treasurer. Finally, she is never too busy to volunteer to speak about veterinary medicine in the schoolroom.

Outside of the workplace, Tammy is a devoted wife to Don and mother to Lilian, and helps to manage their family businesses.

In summary, Tammy is a highly skilled and dedicated RVT. She is a congenial and collegial team member and is wonderful with patients and clients. She is committed to improving knowledge and awareness of veterinary dentistry within the profession and beyond. Tammy is a role model and an outstanding RVT who is well-deserving of this special recognition.

# 2022 Communications Award

## Dr. Margitta Dziwenka

Presented by Dr. Bob Coppock

**DR. MARGITTA DZIWENKA, WHO PRACTICES IN AN** unconventional manner, is known on the world stage for her communications. In a few words, her communications focus on the “one health concept” applied to safety of substances that worldwide are generally regarded by the regulators as being safe. Disclosing the unconventional side of her practice, she is a veterinary pioneer in communications on generic non-food ingredients, cosmetics, etc. that, across governments worldwide, are generally considered safe. This dynamic classification is based on research data published in the public domain literature and expert opinions. Her communications in this arena are demonstrating to the regulators and other decision makers the value of veterinary medical expertise in assessing safety. And, is not comparative medicine is a major essence of our profession. Dr. Dziwenka is recognized for her high standard of excellence in communicating comparative medical toxicology on a wide variety of nonpharmaceutical generic substances that many of us, while assuming they are safe, apply to our skin or consume daily. Examples of these substances range from anti-caking agents, pH adjusting agents, texture modifiers, essential oils, fragrance terpenes, to the products of bioengineered organisms, which for example include food processing enzymes. Generally considered as safe also applies to substances for animal use.

Dr. Dziwenka also publishes communications on the safety of natural products. An example of representing the veterinary profession in these communications is her recent publication on the toxicology of cannabidiol-rich extract from hemp that has been cited by the European Union regulators as exemplary in defining the toxicology of cannabidiol-rich extracts (contains less than 2% THC).

In conclusion, Dr. Margitta Dziwenka, although unconventional, is most deserving of the ABVMA Communications Award for the worldwide recognition of her communications on the safety of substances and natural products, which are generally considered as safe.







## 2022 Outstanding Mentor of the Year – Individual

### Dr. Debra Bear

Presented by Dr. Jami Frederick

#### NO ONE IS MORE DESERVING OF THIS AWARD IN

Dr. Frederick's mind than Deb Bear, as she helped Dr. Frederick to restart their career. Dr. Frederick had a bad bout of mental health culminating in a brain injury in 2018 and had to take a two-year long medical leave. Due to hardships in their career before, which contributed to poor mental health, Dr. Frederick had given up on returning to veterinary medicine. They recovered well enough and decided to give their career a second chance, and got hired at Riverbend Veterinary Hospital, where Deb has been working for 30-plus years.

Deb took Dr. Frederick under her wing immediately and had faith in them despite their brain injury and previous bad experiences in the field. She continuously gave Dr. Frederick words of encouragement. They had an extreme fear of surgery, and was very hesitant to try it again, but Deb is such a confident surgeon and loves to teach so much that Dr. Frederick can now say that they are confident in their surgical skills again. They are doing surgeries they never thought they'd ever attempt.

Dr. Frederick had many questions, as someone that was basically new to the profession for the second time would, but Deb never one time got frustrated with them. She was always more than willing to explain everything to them in detail, give them a second opinion on a lump or some radiographs, or come give them a hand in surgery when they hit a tough spot. She even helped Dr. Frederick to expand their practice to exotics and avians, something they had never considered. She truly has a passion for teaching.

When Dr. Frederick was a vet student, they did a fourth-year rotation at Riverbend, part of the reason they decided to return. They remembered very little about their time there due to their injury, but they remembered that Deb had been the most patient mentor they had that year. And Dr. Frederick has seen this again and again with new students who came through their clinic. She immediately does what she did with Dr. Frederick, takes them under her wing and gives them confidence like no one else can. No one is more deserving of this award than Deb. Dr. Frederick feels they owe her everything.



# 2022 Meritorious Service Award

## Dr. Louis Kwantes

Presented by Dr. Kevin MacAulay

**A FEW WEEKS AGO, DR. MACAULAY WAS ASKED IF HE** would be interested in presenting Dr. Louis Kwantes with this year's ABVMA Meritorious Service Award. Without hesitation, he said he would be honoured to do so for such a well-respected member of our profession and association. Dr. MacAulay was surprised, in some way, that Louis was receiving this award. He was not surprised that Louis was being considered for this award; he was just shocked that Louis was receiving this award now as many of us do not think Louis is contemplating retiring from his ABVMA volunteer service anytime soon.

The reason we don't think Louis is done volunteering is because that is the essence of Louis and that is what he does. He loves to help and serve others, and Louis has been helping and serving the association for almost 20 years now. Think about it, Ralph Klein was Alberta's premier when Louis first started to volunteer for the ABVMA. That is a long time ago and a lot has changed since then! At the beginning of Louis' service for the association, he volunteered on the Complaint Review Committee for six years. Louis then started to volunteer on the Animal Welfare Advisory Committee in 2011. While still serving on this committee, Louis took his contribution to the association to another level when he was elected as the Central Region Council member in 2012.

Little did Louis know at that time that he was about to become a semi-permanent fixture around the ABVMA Council table. For the next decade, Louis contributed to the activities of the association from the Council table, serving as ABVMA President in 2015, and as Past President and Council representative to the Human Resources Development Advisory Committee in 2016. However, just like some players on sports teams, some individuals are all-stars and get the call for greater things, and that would be the case for Louis. He continued to serve the association on the national stage by volunteering as the Alberta representative on the Canadian Veterinary Medical Association (CVMA) Council from 2016 to 2021 and served as the 73rd CVMA President from July 2021 to July 2022. Incredibly, while he was doing all of his CVMA duties, he served in an ex officio capacity on ABVMA Council for several years and was a member of the ABVMA Hearing Tribunal from 2017 until now.

With the provision of outstanding service, recognition followed, and a couple of acknowledgements have occurred for Louis, starting back in 2006 when he co-shared with a couple of other ABVMA members the CVMA Hill's Public Relations Award. Most recently, in December 2022, Louis received another prestigious recognition by being awarded the Queen Elizabeth II's Platinum Jubilee Medal (Alberta) for his long-term advocacy for animal welfare and the veterinary profession.

As illustrated by this extensive list, Louis has always been and continues to be an outstanding contributor to the profession and association. Many who have volunteered on the same committees and on Council with Louis can attest to his kind nature. His



ability to be diplomatic and to look at all perspectives of an issue or situation served the association well whenever Council grappled with contentious issues. Louis is always prepared and ready to give well thought out ideas. One example Dr. MacAulay recalls of Louis' outstanding service shone through during Louis' time as ABVMA Vice President when he stepped up, despite his already busy schedule, to take on a number of additional responsibilities to ensure that these very important matters of the association were completed. Louis is a very intelligent individual and he also has the gift of humour. If you get the pleasure of spending some time conversing with him, you will get to see this witty side of him on display as he makes you either chuckle or groan with his many puns or one-liners otherwise known affectionately to most of us as "Dad jokes."

"On behalf of the ABVMA, we extend our heartfelt appreciation to Louis' wonderful wife Janet and his three children, Derrick, Katrina and Allison, for kindly sharing their husband and father as well as his many talents with our association for the past two decades (and hopefully for a couple more)! We express our deepest gratitude to Dr. Kwantes for his past and ongoing exceptional contributions to the ABVMA. Congratulations, Legendary Louis!" – Dr. Kevin MacAulay



**Dr. Kirsten Aarbo**  
she/her

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.

### CVMA Welcomes New CEO

The CVMA is pleased to welcome Joel Neuheimer as our new Chief Executive Officer. Joel Neuheimer has over 25 years of experience in federal government advocacy, leadership and governance, and will use these skills to further the CVMA's goals to be seen and heard more and to foster a better understanding of veterinarians across Canada. He is determined to deliver on the CVMA's vision, mission and priorities which underpin our ambition of embodying, "One profession. One strong voice." Read more about Joel under the Latest News section of [canadianveterinarians.net](http://canadianveterinarians.net).

### MVMA Awards Jost am Rhyn with Honorary Membership

Jost am Rhyn has demonstrated a lasting commitment to veterinary medicine and the animal industry in Canada with over 20 years as the Executive Director of the CVMA. The Manitoba Veterinary Medical Association (MVMA) Council presented Jost am Rhyn with this year's honorary membership to mark his outstanding service to Manitoba and Canadian veterinarians.

### 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.

### National Tick Awareness Month Kick-Off Webinar with Dr. Scott Stevenson, DVM, MSC Recording Available

Dr. Scott Stevenson delivered a webinar on March 1, 2023, sharing how veterinary teams can target the knowledge gaps which are preventing our owners from providing optimal protection for their pets. Please note, you must register to view the recorded webinar and download your CE certificate. Find the recorded webinar under the Latest News section of our website.

### Outsmart Ticks! Anytime. Anywhere. Veterinary Teams can Help "Fill the Gaps" in Pet Owner Understanding

The CVMA in partnership with Merck Animal Health, has supported the **National Tick Awareness Month campaign** and provided education and awareness tools for clinics and pet owners since 2016. Recent survey results from a study conducted by the CVMA in collaboration with the Public Health Agency of Canada, *Narrowing the Knowledge Gap in Tick and Tick-Borne Disease Awareness and Prevention: The Roles of Canadian Veterinarians*, revealed

there is generally good awareness of Lyme disease and the risks ticks pose to human and animal health, but there remain gaps in knowledge concerning awareness and adherence to appropriate tick preventative behaviors for both people and their pets, and understanding Lyme disease in animals. Visit the National Tick Awareness Month page under the Veterinary Resources section of our website more information.

## **WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES**

### **A Guide to Supporting Diversity, Equity, Inclusion and Belonging (DEIB) in the Workplace**

CVMA's Affinity Partner HRdownloads invites you to take a closer look at DEIB and how you can help create a safe and positive work environment for all employees. DEIB is a strategy to help employees experience a workplace free from discrimination every day of the year. It involves celebrating diversity, as well as recognizing and addressing ongoing challenges that equity-deserving groups face in the workplace. Visit the Latest News section of our website to read the entire article.

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

### **CVMA Writes Letter to Nathaniel Erskine-Smith, House of Commons, Re: Bill C-293**

The CVMA brings attention to two areas of concern highlighted in his private member's Bill C-293 ("An Act respecting pandemic prevention and preparedness") where the CVMA is particularly active, namely antimicrobial use (AMU) in animals, and One Health. Visit the Latest News section of our website for more information.

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

### **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 our website.

### **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 Manager courses use trained facilitators, workshop manuals, contact-based videos, discussion exercises 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 you can share with up to five friends and family. Visit the Member Benefits section of our website for more information.

### **LifeLearn Benefits**

CVMA members receive 10% 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) learn more about putting WebDVM to work for your practice.

**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



# Maxed out?



Good money management begins with the right knowledge. Get yours from us.

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



## PIPS Tip Dental Record Keeping

### IT IS WIDELY ACCEPTED THAT GOOD MEDICAL RECORDS

are crucial to providing optimum care for our patients and for ensuring continuity of health management. Dental records are no exception.

All veterinary practices administering dental procedures must ensure accurate, succinct and complete dental records are maintained for every patient. This standard for dental medical records not only supports an accurate diagnosis, appropriate course of treatment for the patient, but it also allows sound communication between veterinarians, veterinary technologists and other colleagues.

ABVMA's Practice Inspection and Practice Standards outline requirements to ensure a complete dental medical record is created for any patient undergoing a dental procedure.

A complete dental medical record shall include:

1. Informed consent
2. Procedure performed – this would include documenting a dental prophylaxis or extractions (including suturing and materials). Standard Operating Procedures (SOPs) documents are permitted to be referenced within the medical record, in lieu of including the entire SOP in the body of the medical records. However, the SOP must be complete and available for reference within the practice.
3. Dental exam findings, diagnosis and treatment plan
4. Dental chart
5. Anesthetic chart

Obtaining client informed consent for dental procedures can be difficult, as the veterinarian often is unaware of the extent of pathology before the procedure is initiated. "Unexpected findings" are specifically referenced in the ABVMA PIPS Bylaw, Service Category 6: Companion Animal Dentistry, page 60, #8 and #10:

*Dental procedures must not be performed on an animal without first obtaining informed consent. As part of informed consent, the owner should be advised that unexpected findings often occur and that it is important that an owner provides accurate contact information to the registered veterinarian in case consent for additional treatment is required during a procedure. This informed consent must be documented and forms part of the medical record.*

*Records of dental procedures, including anatomic dental documentation or charts, are part of the medical record.*

Dental medical records must consider extractions as surgery and appropriate records of extractions must be completed. Dental medical records may reference SOPs in accordance with the ABVMA PIPS, Universal Standard 7: Medical Records, page 26, #11:

*Medical records shall include documentation of all surgical procedures. Any procedure described in a medical record as being "routine" shall have a corresponding Standard Operating Procedure (SOP).*

- a. *The SOP provides a complete description of the procedure for each veterinarian on a given species.*
- b. *The SOP is on file & available for reference in the VPE.*

Dental charts are an efficient way to capture increased visual knowledge in the medical record while minimizing the quantity of words. They are useful for applying abbreviations and schematic treatment references of anatomical abnormalities, a patient's condition, and performed periodontal, endodontic, and surgical therapy modalities, as well as for assessing the effectiveness of treatment by comparing it to charted data on follow-up visits. A dental chart provides the means to accurately chart the patient's mouth.

Sample Feline/Canine/Equine Dental charts as well as sample SOPs for a canine and feline prophylaxis are available on the ABVMA website for practices to use and customize for themselves. These can be found on the Member Home/Practice Resources/PIPS/PIPS Sample Forms. (Login required.)

Though not required in the ABVMA Bylaws as mandatory for all cases, dental radiographs are considered an essential tool to performing quality veterinary dentistry, providing a complete overview of the patient's overall health.

If a practice is performing dental procedures, X-ray equipment must be present and in use within the facility in accordance with ABVMA PIPS Bylaw, Service Category 6: Companion Animal Dentistry, page 60, #5, 6:

*Radiographic equipment is available on the premises. This can be in the form of either a standard X-ray machine or dental X-ray machine. If only a standard X-ray machine is available, then proper dental films (ideally sizes 1, 2 and 4) should be available, and a means of developing the films.*

*Intraoral radiographs should be done where teeth are extracted, in cases of advanced periodontal disease and where teeth are missing or broken.*

If dental X-rays are completed on a patient, the patient information must be included on the X-ray log, whether that be the standard X-ray log, or the dental X-ray log. These logs and the X-rays are considered part of the patient medical record and must be labelled appropriately and easily retrievable.

Additional questions about Dental Medical Records? Contact [pips@abvma.ca](mailto:pips@abvma.ca).

**All veterinary practices administering dental procedures must ensure accurate, succinct and complete dental records are maintained for every patient.**

# In Memoriam

## Dr. Andrew Gray Strang Sept. 25, 1943 – March 11, 2023



**DR. ANDREW** Gray Strang, beloved husband of the late Joan Marilynne (MacDonald) Strang, passed away unexpectedly in Cardston, AB, on Saturday, March 11, 2023, at the age of

79 years.

Andy was born on Sept. 25, 1943, in Claresholm, AB, to Claude Gray Strang and Eleanor Margaret (Anderson) Strang. He is survived by seven children, Gerald (Liz), Joe (Lacey), Jeff (Jolene), Jim (Anita), Janet (Steve), Shannon (Dennis), and Eric as well as 20 grandchildren and 10 great grandchildren. He is also survived by his two sisters, Joan Ready and Robin Riehl.

Andy grew up on a farm east of Claresholm. That farm life ultimately led him to the University of Saskatchewan to

study veterinary medicine. In 1968, Andy married Joan, a package deal that came with five children under the age of ten. After graduating with a degree in Doctor of Veterinary Medicine in 1969, Andy, Joan and their five children moved to Cardston where Andy became a partner with Dr. Glen Jones at the Foothills Veterinary Clinic. After a few years of marriage, two more children were added to the family. Andy continued to work at the Foothills Veterinary Clinic for the next 41 years until his well-earned retirement in November 2010. Andy and Joan travelled extensively in their retirement, an activity they enjoyed together until, after 53 years of marriage, Joan passed away in 2021.

Throughout his life, Andy gave countless hours of service to the community, including over 50 years as a member of the Lion's Club, 37 years on the Aetna Irrigation Board, many years of involvement with Scouts Canada, Heritage Days Pet Show, Cardston Festival of Lights and regular visits to residents in Lee Crest just to name a few.

## Dr. James (Jim) Anthony Stone

May 23, 1945 – Feb. 10, 2023

**DR. JAMES (JIM) ANTHONY STONE** passed away peacefully, and on his own terms, on Feb. 10, 2023, after battling cancer. He was surrounded by friends and family in his last days. Jim was born in Nottingham, England, trained as a veterinarian and moved to Calgary in 1970. There he purchased a small veterinary clinic and grew that into what became, at one time, the largest veterinary practice in Canada. He prided himself on always doing what was best for his clients and the animals in his care. While working, and after retirement, he travelled the world, and pursued his passion of scuba diving, always marvelling at the beauty and variety in the world around him. He is survived by his loving wife Vivien, three children and 10 grandchildren, all of whom gave him great joy.

(No photo available)



## 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.

### PROVIDING A FULL RANGE OF VETERINARY DIAGNOSTIC SERVICES

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

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

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



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



**Fairmont Banff Springs Hotel and Conference Centre, Banff, AB Oct. 14-17, 2023**

### Sunday, Oct. 15, 2023

#### COMPANION ANIMAL TRACK 1

**Morning:** Emergence of Echinococcus species across Canada, Emerging issues associated with parasites in dogs

*Dr. Andrew Peregrine,  
Ontario Veterinary College*

**Afternoon:** Issues associated with importation of dogs both from within and outside Canada, Issues associated with importation of cats both from within and outside Canada

*Dr. Linda Jacobson,  
Toronto Humane Society*

Exportation of Companion Animals

*Dr. Krista Puddester,  
Canadian Food Inspection Agency*

#### COMPANION ANIMAL TRACK 2

Wounds, spays and more! A variety of soft tissue surgery topics

*Dr. Kelley Thieman,  
Texas A & M University,  
School of Veterinary Medicine*

#### EQUINE

Equine Behaviour Topics

*Dr. Sue McDonnell and Dr. Cade Torcivia,  
University of Pennsylvania,  
School of Veterinary Medicine*

#### FOOD ANIMAL

**Morning:** The Impact of Climate Change: Problems in livestock, Solutions – opportunities for professionals

*Dr. Colleen Duncan,  
Colorado State University*

Precision Ranching Tech for Cattle Production

*Dr. John Church,  
Thompson Rivers University*

**Afternoon:** Treatment of Lameness in Cattle, Approach to Down Cattle, Approach to Weight Loss in Cattle

*Dr. Meredyth Jones, Oklahoma State University, Veterinary Clinical Sciences*

#### RVT

Dermatology: Skin Structure, Common Derm Cases, New Technologies, When to Refer, Utilizing the RVT on Derm Cases

*Dr. Anthony Yu and Martha Rusk, RVT,  
VADER Clinic, Morriston, ON*

#### VETERINARY TEAM

Moving from Compassion Fatigue to Compassion Resilience, Facilitating Euthanasia Decisions, Dealing with Grief

*Dr. Debbie Stoewen, University of Guelph*

### Monday, Oct. 16, 2023

#### COMPANION ANIMAL

Dermatology: Don't fear the smear, How diet can help itch-food allergy and epidermal barrier, Canine Atopic Dermatitis, The Itchy and Scratchy Cat, The Complete Ear Exam, Therapy for Otitis

*Dr. Ashley Bourgeois,  
The Derm Vet, Portland, OR*

#### EQUINE

**Morning:** Anesthesia

*Dr. Naomi Crabtree, University of Georgia*

**Afternoon:** Parasitology

*Dr. Amy Lack, University of Guelph*

#### FOOD ANIMAL

**Morning:** Small Ruminant Medicine for Cow Doctors, Diagnostic and Therapeutic Techniques

*Dr. Meredyth Jones, Oklahoma State University, Veterinary Clinical Sciences*

**Afternoon:** Discuss the Unbullable, Culture beats strategy, Finding fairness in practice transition

*Elaine Froese, Farm Family Transition Expert. Sponsored by 33seven*

#### RVT

**Morning:** Mentorship – how to find a mentor, the role of mentor and mentee,

building a sustainable career

*Dr. Leann Benedetti, The Veterinary Coach*

**Afternoon:** Veterinary Technician Careers and Utilization, Utilizing Technicians to Develop Herd Health Programs Through a Risk Based Approach, Large Animal Necropsies: Techniques & Sample Collection for Veterinary Technicians

*Meg Harrington, Nashville Animal Hospital*

#### VETERINARY TEAM

Inventory Best Practices and Developing SOP's

*Monica Dixon Perry, CVPM,  
Burzenski & Company, P.C., East Haven, CT*

### Tuesday, Oct. 17, 2023

#### COMPANION ANIMAL

Cardiology Topics: Degenerative Mitral Valve Disease, Degenerative Dilated Cardiomyopathy, Heart Murmurs in Cats, Diagnoses of Heart Failure-radiographs and beyond, Diagnoses of Heart Failure: Lasix and Beyond

*Dr. Sandy Tou,  
North Carolina State University,  
College of Veterinary Medicine*

#### EQUINE

Emergency Medicine Topics

*Dr. Naomi Crabtree, University of Georgia  
and Dr. Amy Lack, University of Guelph*

#### FOOD ANIMAL

**Morning:** Preventing livestock injuries during transport, Feedlot Transportation Audits

*Jennifer Woods, J Woods Livestock Services; Transportations Codes for Livestock, Karen Schwartkopf-Genswein, Agriculture and Agri Foods Canada*

**Afternoon:** Teletriage and more

*Dr. Sean Neate, Animal Health Link*

#### VETERINARY TEAM

Telemedicine

*Dr. Christiane Orsini*

#### KEYNOTE LUNCH

Spectrum of Care

*Dr. Emily Tincher, Nationwide*



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

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

### THE MONTHS OF MAY AND JUNE

always bring mixed emotions as we say congratulations and goodbye to our newest graduates. Thanks to their, as well as our team's, hard work and effort, we are delighted to welcome them to the veterinary profession and are excited to see what the future will bring for them.

This will also be our last year of a graduating class of 30 students. Next year, we will celebrate 50 students and, in 2025, we will celebrate 100 students. What an exhilarating time for UCVM!

This spring also marks the 10th anniversary of the graduation of UCVM's second class of DVM students – the class of 2013. To celebrate the occasion, UCVM will be hosting an alumni celebration on June 16. If you would like more information, please contact [ucvm.alumni@ucalgary.ca](mailto:ucvm.alumni@ucalgary.ca).

We have also begun UCVM's Strategic Plan coordination, and this plan will span from 2024 to 2028 and will encompass our values, mission, vision and strategic priorities as we look forward to the future. Stay tuned as we will reach out to the profession to gather your thoughts on where UCVM's future focus should be.

As part of planning our future, we are also looking at our DVM curriculum, and the first step has been to determine what skills, knowledge and attributes the vet of tomorrow needs...not an easy task! We would like to thank everyone who has already participated in the process. If you and/or your practice would like to contribute to our curriculum revision, please email Marina McConkey at [cr@ucalgary.ca](mailto:cr@ucalgary.ca).

Some great news: our Diagnostic Service Unit (DSU) was successful in their bid to host the 2025 International Symposium of the World Association of Veterinary Laboratory Diagnosticians (ISWAVLD). The symposium will be held at the Calgary Telus Convention Centre from

June 12 to 14, 2025. The theme for the specific program is "Partnerships in Health: From Disease Detection to Prevention."

Congratulations and happy planning to the team! The government has also granted our DSU the funding to expand our services to include molecular diagnostics.

More good news: recently, researchers at UCVM have published a collaborative study in the PLoS Pathogens journal showing that parasitic hookworms are resistant to one of the most important drugs and are now widespread in pet dogs throughout the United States. The next step in the research is to use a similar approach to assess the situation in the Canadian pet dog population which is currently unknown. Congratulations to UCVM's Dr. John Gilleard, PhD, whose research team led the study and PhD candidate Abhinaya Venkatesan.

Lecture of a Lifetime is a dynamic demonstration of academic talent and achievement, celebrating a distinguished career of learning, exploration and discovery. This year UCalgary has chosen our own Dr. Jay Cross as the keynote speaker. To be hosted on Wednesday, May 3, Dr. Cross is an internationally recognized scholar in animal and human health, as well as a leader and innovator who has pioneered many programs and signature initiatives at UCalgary. We hope to see you there! If you would like more information, please email [ucvmcomms@ucalgary.ca](mailto:ucvmcomms@ucalgary.ca).

In the months ahead we look forward to a whole series of exciting events including the Calgary Stampede, the Calgary International Equine Symposium September 7-8, and the Canadian Emerging Veterinary Scholars Summit October 26-29.

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

# WCVM Alberta Student Profile

## Vet students gain sled dog medicine experience at Canadian Challenge

Jessica Colby

### ONE OF EMMALYN ELGERSMA'S

favourite memories of the 2023 Canadian Challenge International Sled Dog Race took place around midnight while she and other volunteers waited for the first sled dog teams to arrive at the checkpoint in Missinipe — over 150 kilometres (km) north of Prince Albert, SK.

High above, the northern lights danced across the clear, cold sky and put on a "pretty spectacular show," recalls Elgersma, a fourth-year veterinary student at the Western College of Veterinary Medicine (WCVM).

She and three of her classmates — Steve Novakowski, Amber Carson and Lucas Grist — spent nearly a week in February as members of the Canadian Challenge's veterinary team led by WCVM veterinarian Dr. Romany Pinto.

Since 2019, a number of fourth-year veterinary students have volunteered with the race as part of a unique two-week clinical rotation offered during their final year of the veterinary program.

Elgersma, who loves dogs and the outdoors, jumped at the chance to learn more about the sport of sled dog racing.

"It was hands-down my favourite [rotation] so far," says Elgersma, who is originally from Brooks, AB. "I definitely would recommend it to any of the people in the years below me."

Dan Kirkup is president of the Gateway North Sled Dog Association, the non-profit organization that has organized the Canadian Challenge each year since the mid-1990s. He says the veterinary team plays a critical role during race week.

"[The race] also allows the veterinarians to train a few students each year in sled dog medicine," says Kirkup.

"They (the students) get the unique experience of meeting all these amazing people and dogs and seeing canine athletes at their prime," says Pinto.

The Canadian Challenge consists of four races: the 80-km (50-mile) six-dog open race and the 161-km (100-mile) eight-dog race, along with two categories for 10-dog teams — the 288-km (180-mile) race and the 448-km (280-mile) race. Teams compete from Tuesday to Friday with a final

awards breakfast on Saturday. Both 10-dog races also serve as qualifiers for the Yukon Quest and Iditarod races.

The day before each race starts, veterinary team members perform mandatory pre-race veterinary checks on all canine athletes and conduct additional exams at checkpoints along the trail. Team members also respond to emergencies or help mushers with any specific concerns.

"It's really the only exposure [that] students get to sled dog medicine," says Pinto, who serves as the event's head veterinarian. "It's pretty important to be able to find vets who have some training and desire to work with sled dogs. It's important for the sport."

After learning more about sled dog medicine in the rotation's first week, students put their new skills to practice at the Canadian Challenge. During the four days of racing, competitors follow a route that's similar to the original trail between Prince Albert and La Ronge, SK. This year, 18 teams with a combined total of 150 sled dogs competed in the races.

"They [the students] have a lot of practice doing physical and orthopedic exams," says Pinto. "They get to see acute injuries when they've happened, which is not something we as vets get to see very often."

Elgersma says each veterinary team member examined anywhere from 20 to 30 sled dogs per day. In particular, she learned more about looking for muscle knots and tightness, carpal effusions, dehydration, stomach ulcers and exertional myopathy.

Besides watching the spectacular northern lights, Elgersma says meeting the mushers and being a part of the race's sled dog community were among the highlights of the week. She says that she would "absolutely" do the sled dog rotation again and gives some advice for other veterinary students.

"Go into it with an open mind. It's something you probably won't get the chance to see a lot of [once out in practice]," says Elgersma. "Try to be really open to learning as much as you can and be ready to potentially not sleep a lot."



UNIVERSITY OF SASKATCHEWAN

Western College of  
Veterinary Medicine

WCVM.USASK.CA



Dr. Romany Pinto, head veterinarian for the 2023 Canadian Challenge, examines a sled dog during the pre-race veterinary check on Feb. 20 in Prince Albert, SK.



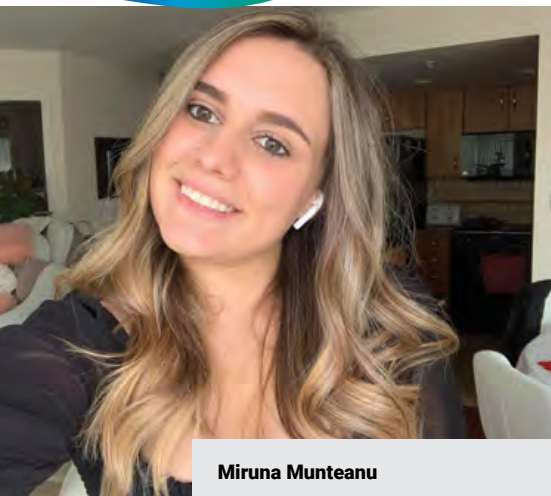
Musher Aidan Torres of Carlton, Wash., with his eight-dog team was one of the competitors in the 2023 Canadian Challenge International Sled Dog Race in February 2023.



Members of the 2023 Canadian Challenge's veterinary team included WCVM clinician Dr. Romany Pinto (second from right) and WCVM student Emmalyn Elgersma (centre, wearing orange pants).

Photos: Jim Williams





**Miruna Munteanu**

WCVM Class of 2024  
ABVMA Student Representative  
2022/2023

### HELLO EVERYONE! SPRING HAS

finally arrived in Saskatoon and all the students are looking forward to the warm summer weather. With the winter semester coming to a close, first-, second- and third-year students are finishing up their classes and exams. The students will be preparing for their OSCEs which take place near the end of March and beginning of April. The OSCE exam puts student's practical skills to the test and is based on concepts demonstrated in the clinical skills course that must be taken throughout the year.

Furthermore, third-year students have also been working on ranking their fourth-year rotations in a process known as "The Draft." During their final year, students must take 32 weeks of rotations, 18 of which are considered core rotations and are completed right at the Veterinary Medical Centre at the WCVM. Some of these core rotations include small animal medicine, diagnostic pathology, anesthesia, large animal medicine, surgery and many others. The remaining 12 weeks of rotations are considered electives whereby students have the freedom to choose rotations of their own interests. The WCVM offers opportunities to visit other clinics in various cities across Canada through external rotations. For rotations not offered through the WCVM, students may set up their own "externships" at clinics that they may be interested in visiting or working at following graduation.

Fourth-year students are finishing up the last of their rotations before becoming fully licenced veterinarians. Many students are signing contracts with various practices that they will work at post-graduation. Match day for internships took place on March 6 this year and many fourth-year students have received their match for

internships across Canada and even in the United States. Best of luck to the Class of 2023 going forward with their careers!

Aside from academics, there have been a multitude of events taking place at the WCVM. On March 22, the WCVM annual VIP Day was held. This event featured 34 organizations and vendors that set up booths in the WCVM to speak to students about various opportunities they offer. This is a valuable experience for students of all years allowing them to make connections and ask questions regarding various clinics, disability insurance as well as products that are for sale. Aside from the educational aspect, VIP Day is a fun event that features raffle prizes, free merchandise, and activities like bingo. The event runs from 7 a.m. to 3 p.m., so students may visit booths in between classes.

Lastly, as the academic year is slowly coming to an end, many clubs are putting together some fun activities throughout the last couple of weeks. The Small Animal Club offered a Mock OSCE for first-year students as an opportunity to practice for their first-ever OSCE. In addition, the club has also ran a scrub cap sale and various lunch-time talks. The Production Animal Club held a dehorning lab, and a blood donor clinic is took place where students assisted with blood draws from blood donor animals. On March 25, a western-themed WCVM event took place at a ranch 30 minutes outside of town. The event was a great way for students to unwind and featured animals and mazes, as well as campfires. Furthermore, many potlucks, happy hours and after school talks took place during the month of March.

Thank you so much for reading my update on life at the WCVM. Happy spring, everyone!

## WELCOME TO THE MAY/JUNE UPDATE!

Another academic year has come and gone at UCVM. The classes of 2025 and 2026 are off to their summer positions. The four months away from school are not necessarily time off, but will be invaluable in terms of formative experience, skills and friendships gained. We hope they enjoy their time out in the community! When you return in the fall, you will be the senior classes leading the next set of new students through the campus-based part of our curriculum. Meanwhile, the class of 2024 has spread their wings and is out on rotation (more on that to come later). Finally, the class of 2023 has officially graduated as veterinarians, concluding their UCVM experience with a beautiful convocation ceremony this spring. Everyone in the class has diverse future plans, with many students matching with various specialties, internships and job opportunities. We wish them all the best in their future endeavours.

This article will be published during my first rotation as a fourth-year student. After explaining how the curriculum works to many family members and friends over the last few months, I thought it might be helpful to delve into the unique fourth-year schedule at the University of Calgary. Many of our readers come from schools with teaching hospitals, and students only venture into the community on self-arranged externships. The University of Calgary flips this model on itself. We make use of distributed veterinary learning clinics (DVLC). These are private community clinics that have partnered with the school to take on students during their clinical year. As such, there is huge variety in the offerings and experiences that a fourth-year student may partake in

based on their interests. The DVLC offers everything from equine specialty hospitals to faculty-led skill-building weeks, to highly sought-after community health initiatives. This includes the four-week rotation spent in the Northwest Territories, providing essential preventative health care to remote communities.

Our rotations are currently broken down into several sections. First, every student must partake in six weeks at a rural community practice. These practices are generally mixed animal, reflecting the need of rural veterinarians to become something of a jack-of-all-trades. With students living this in real time, our rural community practice rotations help to accomplish UCVM's mandate of addressing the rural veterinary shortage in Alberta, or further. Additionally, students must spend six weeks in a focused general practice. These clinics are restricted to one of three areas: equine, small animal or food animal. As a mandatory rotation, these clinics allow students to gain comfort in the day-to-day skills needed in their chosen area. They can experience how life may look for themselves in the future. After that, the fourth year consists of 38 weeks of additional elective rotations, ranging from two to four weeks in length at our partner practices. These are selected based on a lottery system, with students able to rank their top choices for each "block." This system allows us to experience a wide variety of clinics over a short year, tailored to our individual needs and interests. Upon completion, we are released to the world as graduated veterinarians, with the confidence to take on our new jobs with ease.

Until next time!



**Brooke Whitmarsh**

UCVM Class of 2024  
ABVMA Student Representative  
2022/2023



**Darryl Haugen, RVT**  
she/her

President, Alberta Veterinary  
Technologist Association



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

## **WHAT CAN I DO TO BE THE CHANGE I want to see?**

I have been asking myself this question for many years and it pushes me to be a better version of myself. In 2017, when I was at the six-year mark of my career as an RVT, I was at a crossroads and questioning my next steps. It was then that I joined the ABVTA Board, and through this experience, I realized RVTs have the incredible skillset and can be great leaders when supported by their peers. In 2017, I was informed the average length an RVT spent in their career was five years, and I was heartbroken knowing this and almost leaving myself. By taking control of the people and situations I chose to involve myself with, I have been able to create a network of support and guidance that has helped me to become the change I wanted to see. It is never too late to make a positive change in your life, it takes effort and intention to make sure you are surrounded by the right people and are part of the right conversations.

Fast forward to 2023, and the ABVTA has a strategic plan that is incredibly impactful to our membership. One of our priorities is to support RVT career development through retention, professional fulfillment, and increased compensation. The Prairie RVT Compensation Review was developed in partnership with the SAVT and MVTA to address this goal. If you haven't had the chance to read through the report yet, I strongly urge you to do so. Among the highlights are some shocking statistics for Alberta, as well as recommendations for the recruitment and retention of RVTs. Though there's still a long way to go, we've seen positive changes over the past few years, like the average years of experience of RVTs increasing to ten years, and with

continued discussion and advocacy, the outlook will only get brighter.

I am ashamed to admit that as a young graduate, I allowed employers to label me as lesser than others in my working environment and remained silent for too long. But I have since realized that to create a positive working environment and culture, we need to take small steps, build trust within our profession, work hard and know our boundaries. We also need to talk about the positive aspects of our role with our colleagues and consider how we can help those who are new to the field. I love the saying, "be the person you needed when you were just starting out" — our new graduates will be thankful for the mentorship.

As an RVT, it's important to always stay committed to advocating for yourself, your patients and the profession. Advocacy means speaking up to bring positive change to your workplace. Your team needs your input, so make sure to use your voice when you have something to contribute. Strive to develop your skills to stay up to date on the latest industry trends. In addition to technical skills, make sure to invest in yourself and your personal growth. Finally, get involved in something meaningful that resonates with you. Volunteer in your community, start something new within your workplace, mentor a new graduate or stay up to date with what your provincial associations have to offer. It is a great way to stay motivated and connected to the RVT community. As you continue your journey as an RVT, these are my pieces of advice to ensure your success.

Let's break the pattern and take the steps necessary to redefine what it means to be an RVT and the true value of RVT utilization. Together, we can make a difference!



# ABVTA Strategic Plan

## 2023 Priority Focus Areas



## 2023 Continuing Education & Professional Development Program

**Vanessa George, RVT (she/her), Executive Director, ABVTA**

**THE ABVTA'S CONTINUING EDUCATION AND** professional development program provides a major benefit for members, providing veterinary technologists with the knowledge and skills necessary to succeed and advance the profession. The program offers a variety of complimentary live and on-demand courses that cover a wide range of topics, including the latest industry trends and new technology.

In 2022, the ABVTA provided over 40 hours of complimentary online professional development to members. These courses included refresher webinars, the Career Spotlight Series and What's New in Industry Series. The program was a huge success with over 1,900 members taking advantage of the opportunity to learn and grow their skills at no cost.

The ABVTA is continuing its commitment to providing high-quality professional development opportunities in 2023. Members can look forward to a range of new online courses, including an update on canine DCM, calf scours, neonatal foal care, rabbit anesthesia, dental instruments, blocks and anesthesia, osteoarthritis, financial planning, hematology, blood transfusions and rehabilitation.

In addition to live webinars, on-demand CE courses will continue to be provided through the Training Zone in the ABVTA Member Portal, giving members flexibility to learn at their

own pace and on their own schedule. These sessions provide an excellent opportunity for members to refresh their knowledge or explore new areas of interest.





## NAIT Update

### THE NAIT AHT PROGRAM IS BACK ON CAMPUS

for blended learning. For the AHT program, this means that most classes will be delivered face to face, including lectures. Only three fall term courses will include a scheduled online component of 1-2 hours each week.

NAIT will not be continuing with the delivery method of the structured part-time pathway due to high student attrition, scheduling difficulties and staffing demands. Alternatively, the on-campus program has expanded with an increase in eight full-time seats starting fall 2022, bringing the cohort to a total of 40 AHT seats. Although this increase in students is not equivalent to the part-time cohort, the lessons learned from that delivery method allowed for the internal increase of a fifth group of eight students for the animal clinics courses.

NAIT is proposing the addition of a co-op program between the first and second year of the AHT program. AHT students who choose to enroll in the co-op pathway option will receive work experience between the years of study. Employers will have the opportunity to partner with NAIT to provide the work experience component. All learning outcomes will remain aligned with the program level outcomes and students will still be required to complete the work-integrated learning course at the end of the second year. The program will be engaging with employers soon, with an information session to share more details regarding the co-op. The target for the AHT Co-op Program implementation is May 2024.

With the expansion in both animal studies programs, a new kennel room was added to the clinic and renovated to meet CCAC standards. This space and equipment were required for the increase in lab size.

The program acquired two canine basic life support simulators that allow students to practice basic CPR skills, venipuncture, positioning and bandaging. To support the radiology component of the program, NAIT is in the process of acquiring a full body dog phantom capable of ultrasound, X-ray and CT imaging.

Here at NAIT, we are proud of our ability to offer our students the opportunity to experience real-to-life clinical and communication scenarios through simulation, in addition to our hands-on clinics training.



### Did you know that NAIT has a dedicated simulation space called the Centre for Advanced Medical Simulation?

Our AHT students experience simulation multiple times throughout their program to build confidence and receive feedback in a safe, immersive and controlled environment before their clinical placements. Our most recent simulation experience was a medical history taking simulation. In the photos our students are debriefing with one of the "clients" from the scenario and are actively participating in a history taking simulated experience.



## ABVTA MEMBER BENEFIT



CleverOrcaVT has everything you need to pass the VTNE including study guides, practice questions and mock exams.

**CLEVERORCA**  
VET TECH



ABVTA members receive 30% off their success package using the code 'abvta'



@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 Togetherness, 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)



# Continuing Education Opportunities

## 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

### 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)

#### May 27 & 28, 2023 – EASAV 2023 CE Conference – 12 ABVMA CE Credits - 2-day Continuing Education Conference, Industry Trade Fair & Veterinary Comedy Festival

Dates: May 27 & 28, 2023

3 CE tracks: Cardiology with Dr. Sonya Gordon, Radiology with Dr. Kathy Spaulding and Behaviour with Dr. Lisa Radosta

34.5 hours of CE available/hours of live CE/day.

All seminars will be recorded and available for streaming at a later date by full conference attendees (at no additional fees).

Completion of CE Quiz is required for streamed CE credits.

Saturday, May 27: Veterinary Comedy Festival: Split Your Stitches

Featuring: Dr. Ted Morris, Dr. Caroline Brookfield, Dr. Sarah Boston and Velina Taskov, RVT

Day 2 features industry-led CE on: Rethinking OA Treatment, Antibiotic Resistant Pyoderma, Prebiotics For GI And Host Health And Conflict Resolution

Location: NAIT Edmonton Main Campus, Productivity and Innovation Centre Atrium and various theatres

Go to our conference website for more information: <https://easav2023.wixsite.com/2023>

Register at: <https://www.easav.ca/events.aspx>

Questions? Send email to [info@easav.ca](mailto:info@easav.ca) or phone (780)970-3728.

#### May 28, 2023 – Updates in Oncology – 6 ABVMA CE Credits – Speaker: Dr. Sarah Boston, DVM, DVSc, Dipl ACVS ACVS Founding Fellow of Surgical Oncology ACVS Founding Fellow of Oral & Maxillofacial Surgery.

Topics:

##### AM Session 9:00am-12:30pm Mountain Time

- How to approach a tumour in primary care practice
- Surgical oncology principles
- Soft tissue sarcoma

##### PM Session 1:30pm-5:00pm Mountain Time

- Injection site sarcomas in cats
- Mast cell tumours

Attendees submit or bring cases for the last lecture and do a rounds/answer questions

For more information, and/or to register, visit: [info@cavm.ab.ca](mailto:info@cavm.ab.ca) or phone: 403-863-7160

Sponsored by: Antech, VetStrategy, University of Calgary, Faculty of Veterinary Medicine

### JUNE 2023

#### June 4, 2023 – Patient Safety – 4 ABVMA CE Credits – Speaker: Dr. Rochelle Low, DVM, MHL, MaS & Dr. Scott Shaw, DVM, DACVECC.

Topics:

##### AM Session 10am-12pm Mountain Time

- Applying Patient Safety Science to Veterinary Medicine
- How medical errors impact our teams

##### PM Session 1pm-3pm Mountain Time

- How mistakes can save lives
- Patient Safety Case Discussion

For more information and/or to register, visit: [info@cavm.ab.ca](mailto:info@cavm.ab.ca) or phone: 403-863-7160

Sponsored by: VCA Animal Hospitals, MARS Veterinary Health, University of Calgary, Faculty of Veterinary Medicine

### 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).

## ABVMA COMMUNICATION TO MEMBERS

### Members' Magazine

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

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

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

### Email Communications (Enews and Database)

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

The ABVMA would like to remind members to check their spam/junk folder regularly. If ABVMA emails are ending up in your spam/junk folder, we recommend adding ABVMA to your safe-senders list through your email service provider.

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

# Classified Ads

## VETERINARIAN REQUIRED

### CATS, CATS, CATS MIDLAKE VETERINARY CLINIC

in South Calgary is looking for a FT DVM with a special interest in just the Feline species. We are a well-established, independently owned companion animal practice (20 yr.+ ) with a fantastic, loyal clientele and long-standing staff members. We also offer mentorship, health/dental benefits, CE allowance, paid professional dues, staff discounts, and uniform allowance. If interested in learning more about this unique opportunity, email your cover letter and resume with available references to: [midlakevet@shaw.ca](mailto:midlakevet@shaw.ca). Website: <https://www.midlakevet.com>.

### MIDLAKE VETERINARY CLINIC IN SOUTH

Calgary is looking for a FT maternity leave DVM to join our veterinary team. Tentative start date is August 2023. Permanent placement after one year is a possibility. We are a well-established, independently owned companion animal practice (20 yr.+ ) with a fantastic, loyal clientele and long-standing staff members. We currently have four veterinarians on staff and continue to grow! Salary is competitive based on experience. We also offer mentorship, health/dental benefits, CE allowance, prorated professional dues, staff discounts, and uniform allowance. If interested in joining our family-oriented practice, email your cover letter and resume with available references to: [midlakevet@shaw.ca](mailto:midlakevet@shaw.ca). Website: <https://www.midlakevet.com>.

### BOREAL VETERINARY CENTRE IS A NEW

emergency and specialty hospital opening summer 2023 in Edmonton. We are seeking veterinary specialists in all disciplines to join our team. At Boreal, you will work in an environment where you are consistently supported and given the resources you need to build your service and allow it to flourish. We have a strong focus on training and mentorship of all levels of staff in our hospital. We want to provide you with whatever is needed to maximize job satisfaction and earning potential, and to elevate hospital efficiency and patient care. Email [careers@borealvet.com](mailto:careers@borealvet.com). Website: <https://www.borealvet.com>.

### BOREAL VETERINARY CENTRE IS A NEW

emergency and specialty hospital opening summer 2023 in Edmonton. We are seeking ER veterinarians to join our team. At Boreal, you will work in an environment where you are consistently supported and encouraged to grow. We have a strong focus on mentorship for ER vets with all levels of experience. We employ highly trained support staff so you can focus on doing what you do best. We want to provide you with whatever is needed to maximize job satisfaction and earning potential, and to elevate hospital efficiency and patient care. No experience is necessary, but all levels of experience are welcome! Email [careers@borealvet.com](mailto:careers@borealvet.com). Website: <https://www.borealvet.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 at [www.hermitagevet.com](http://www.hermitagevet.com) or contact [Susan.Heppner@nva.com](mailto:Susan.Heppner@nva.com) to apply.

### 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 are looking to support a compassionate team of veterinary professionals, look no further. This is a unique opportunity to, along with the Hospital Manager, lead, grow and further develop a practice already providing exceptional care to their community. At Park Veterinary Centre, we strive to provide a collaborative, supportive workplace with genuine clinical freedom. Our team consists of highly engaged, experienced veterinary health professionals which are passionate about teamwork. Fostering a collaborative working environment is at the forefront of our values. Our total rewards package includes a competitive wage, Leadership Bonus, industry leading benefits, RRSP, commitment towards your professional goals through CE, dues, signing bonus, pension plan/RRSP, vacation days and much more! To learn more about us, visit us at: <https://www.parkveterinarycentre.com> or contact [Susan.Heppner@nva.com](mailto:Susan.Heppner@nva.com).

### CEDARWOOD VETERINARY & ANIMAL EMERGENCY

Hospital is looking for a Small Animal Surgeon. We are a 24-hour hospital that constantly strives for excellence in pet health care, is well equipped and is part of the UCVI Distributed Teaching Hospital. Our team consists of a Board-Certified Small Animal Surgeon, and General Practitioner Veterinarians with interests in emergency medicine, canine reproduction, dermatology, dentistry, ultrasound, and rehabilitation. We are adding CT in Spring 2023 to broaden our surgical services and would love to add another Board-Certified Small Animal Surgeon to the team. If you enjoy a fast-paced environment, high quality medicine, and working with a talented group all in a privately owned practice then this is the job for you. We work together to make workdays flow smoothly, and 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!! 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: <https://www.cedarwoodvet.ca>.

### DO YOU WANT THE ABILITY TO OFFER YOUR

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

### ARE YOU LOOKING FOR A FUN, PROFESSIONAL

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

### CASTLERIDGE VETERINARY CLINIC IS LOOKING

for a FT or PT DVM to join our team. We are a well-established, independently owned companion animal practice with a firm clientele base and long-standing staff. We currently have 1 FT DVM and 3 PT DVM's, some staff will be leaving us to enjoy their retirement. A DVM with general surgical skills would be preferred. Our vets are well supported by experienced RVT's and VMR, who have been part of our family for 20+ years. We offer a competitive salary with health/dental benefits, CE allowance, paid professional dues, staff discounts and uniform allowance. The candidate must be fully licensed with the ABVMA. If you are interested in joining our family, email your cover letter and resume to Cori Lepine, CVPM RVT: [management@castleridgevet.ca](mailto:management@castleridgevet.ca). Website: <https://www.castleridgevet.ca>.

### AT MOSAIC, OUR PURPOSE IS TO HELP PEOPLE

help animals. Mixed Animal medicine is what we do best, and the Mosaic crew is committed to supporting and leading practice teams by fostering an environment of collaboration, connection, and care. We offer diverse caseload amongst species, modern diagnostic equipment, internal and external mentorship opportunities, and access to an incredibly talented team and partner group. Our team is a close-knit group of professionals who will be the first to tell you how much they love working together. As our ideal candidate, you have: A passion and love for mixed animal medicine; A strong desire to educate and build strong relationships with clients; A positive team player attitude to enable our team to grow and flourish; 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: <https://rockyrapidsvet.com>.

### AT MAHOGANY VETERINARY CLINIC, WE'RE NOT

your average clinic. We are a small animal general practice with 5 DVMs who love to have fun, seeking an experienced Associate Veterinarian to join our fast paced, growing practice. The community of Mahogany is home to the largest private lake in Calgary - join our community and spend your days off swimming, paddling, floating, or relaxing on the beach! Are you looking for a flexible schedule with no on-call responsibilities? Join us! We believe in work-life balance, teamwork, and great culture. We're an inclusive group of animal lovers who share a passion for pets and building strong relationships with our clients and patients. Our beautiful clinic features state-of-the-art equipment such as ultrasound, x-ray, in-house lab, biopen, patient monitoring equipment and digital dental x-ray. We are pleased to offer a competitive compensation package with industry leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! For more information, please visit [www.mahoganyvet.ca](http://www.mahoganyvet.ca) or apply by emailing [Susan.Heppner@nva.com](mailto:Susan.Heppner@nva.com).

### RANGE ROAD VET IN BEAUMONT HAS THE

warmth of a neighbourly small town but is only minutes from Edmonton. We are looking for a small animal veterinarian for a permanent or maternity coverage position. 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

# Classified Ads

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: <https://rangeroadvet.com>.

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

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

## **ELEVATE YOUR CAREER, UNLOCK YOUR**

potential, live fully! WANTED – People with Passion, People with Heart, People who Love working with People! Join our expanding team as a part time practitioner (1-3 days per week)! We are an independently owned, AAHA and Fear Free accredited clinic. Be free to customize your treatment plan according to your patient's needs. Work with a supportive and inspiring team! Be fulfilled doing what you love while continuing to grow as a professional and individual. You'd describe yourself as enthusiastic, committed, compassionate, and a good communicator with a positive attitude. You enjoy finding solutions to challenges and are always thinking of how to improve. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. Previous experience is an asset, but most of all, you've got to have heart, you've got to have passion, you've got to want to grow and help others do the same. We're looking for someone to have a positive impact and participate in the growth of our practice. If this sounds like the position for you, send your cover letter and resume to Dr. Gabby Rotaru at [grrotaru@gmail.com](mailto:grrotaru@gmail.com). Website: <https://chestermerevet.com/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 - <https://www.pipercreekvet.com> or email [Susan.Heppner@nva.com](mailto:Susan.Heppner@nva.com) to apply. NVA Canada supports inclusive hiring practices.

## **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. To apply, please email [susan.heppner@nva.com](mailto:susan.heppner@nva.com).

## **MEADOWBROOK ANIMAL CLINIC ( SOUTHEAST**

Edmonton) is looking for a P/T or F/T Veterinarian DVM. We are a small, family-owned clinic offering friendly teamwork, flexible hours and a very attentive approach to any requests and needs. You will be working independently with a group of experienced and dedicated technologists and assistants. We offer competitive compensation, uniforms, paid CE, veterinary dues, health and dental benefits with HSA, generous pet policy and more. If you are looking for a balance between your work and personal life, we may be your perfect solution. Email: [meadowbrookanimalclinic@gmail.com](mailto:meadowbrookanimalclinic@gmail.com). Website: <https://www.meadowbrookvet.ca>.

## **THE EDMONTON HUMANE SOCIETY IS SEEKING**

PT Temporary Veterinarian to join our Mobile PALS Unit. This opportunity is for a skilled and confident surgeon who thrives in a fast-paced environment. Become part of our mission to create a more humane world today! Email: [hr@edmontonhumane.com](mailto:hr@edmontonhumane.com).

## **AT MOSAIC, MIXED ANIMAL MEDICINE IS WHAT**

we do best, and the Mosaic crew is committed to supporting and leading practice teams by fostering an environment of collaboration, connection, and care. We offer diverse caseload amongst species, modern diagnostic equipment, internal and external mentorship opportunities, and access to an incredibly talented team and partner group. Our team of five is a close-knit group of professionals who will be the first to tell you how much they love working together. As our ideal candidate, you have: A passion and love for mixed animal medicine; A strong desire to educate and build strong relationships with clients; A positive team player attitude to enable our team to grow and flourish; 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: <https://newellvet.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 team in Alberta's only private referral hospital. We encourage 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: <https://pulseveterinary.ca/about/careers>.

## **VETERINARY EMERGENCY GROUP (VEG) IS**

heading 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, while supporting and providing a fun work environment for all employees. 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 ER 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? 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 to warmer locations and explore new places? We have 40+ locations across the USA to choose from. Not an ER DVM yet? No problem. Let's chat about our 6-month Fellowship Program that will get you in the hero ER status fast. Reach out to Ivana @ [IvanaNovosel@veg.vet](mailto:IvanaNovosel@veg.vet). Website: <https://veterinaryemergencygroup.com/about>.

## **DO YOU DREAM OF A PLACE WHERE YOU CAN**

enjoy coming to work each day? Are you searching for a practice that believes in providing high-quality, individualized care to its patients? Does the thought of working with individuals who believe in collaboration and teamwork excite you? Great! We have the perfect opportunity for you! Busy independently owned small animal clinic in Airdrie, Alberta looking for a full OR part time veterinarian. Our team consists of 2 doctors, 4 RVTs, 3 tech assistants/receptionists. For each appointment, you'll have support staff in the exam room with you, so you won't be on your own! We use a CO2 surgery laser. In-house IDEXX lab. We have an ultrasound machine, typically used for collecting urine, but we'd love someone who's interested in using it diagnostically. Records, x-ray and dental x-ray are fully digital, using Cornerstone and IDEXX. We're looking for a person who's the right fit for our team. We work hard and play hard. Weekly staff meetings with everyone's opinion listened to and taking into account when making clinic decisions. Everyone says they're the best – come and meet us to make up your own mind! Email: [meagenl@heartlandvet.com](mailto:meagenl@heartlandvet.com). Website: <https://www.laservet.ca>.

## **PRACTICE CULTURE THAT VALUES EVERY TEAM**

member while instilling a positive experience important to you? Our clinics, Southfort Veterinary Clinic & Sherwood Veterinary Clinic are looking to add to their respective teams situated in close proximity to Edmonton. Our multi-vet team cares for small-companion animals and serves a loyal clientele base.



# Classified Ads

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! To apply, email: [susan.heppner@nva.com](mailto:susan.heppner@nva.com) or visit <https://www.southfortvetclinic.ca> for more information.

## 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! To apply, email [susan.heppner@nva.com](mailto:susan.heppner@nva.com) or visit <https://www.familypet.ca> for more information.

## 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. Contact 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, RRSPs, student loan repayments) + pet insurance + \$2,500 CE + future ownership opportunities + new graduates welcome + accommodations available/negotiable. Dr. Pozniak is always happy to answer any questions regarding this position. Email: [vyvetclinic@gmail.com](mailto:vyvetclinic@gmail.com).

## ARE YOU SEEKING A UNIQUE AND REWARDING

career working with Calgary's most vulnerable animal population? Calgary Humane Society is seeking to add a full-time Veterinarian (30 hours/4 days per week) to join our medical team in our expansive, newly constructed, fully equipped veterinary clinic. CHS offers a competitive salary, matching RSP, full health and dental benefits, paid vacation and sick time, wellness and flex days, uniform allowance, dues, CE allowance, and discounts on CHS services and products. Please connect with us at [careers@calgaryhumane.ca](mailto:careers@calgaryhumane.ca) if you would like to learn more about this opportunity or if you would like a tour of our incredible new clinic! Website: <https://www.calgaryhumane.ca/wp-content/uploads/2023/01/Veterinarian-Full-Time-01262023.pdf>.

## THE PET HOSPITAL IN LEDUC AB IS LOOKING FOR

a small animal veterinarian. As a privately owned clinic, we care about each member of our team. We'll work with you to find the right balance of flexibility, mentorship, and professional development. You'll be

part of a 3-doctor rotation working 4 days/week: no on-call shifts. We offer 4 weeks of paid vacation time plus a \$15,000 signing bonus to reduce student debt or cover moving expenses. The annual clothing allowance is \$500. Located 8 minutes south of Edmonton, the clinic is commuter friendly. Built in 2015, the clinic is large and equipped with everything you need to practice high quality medicine & surgery. More perks: AAEP Gold Standard Cat Friendly Practice certification, competitive base salary + monthly production bonus. ABVMA, CVMA, AAEP, EASAV, and VIN memberships paid. Alberta Blue Cross benefits: health, dental, Rx coverage + health spending account (physio, orthotics, eyewear). We hope you'll consider this opportunity. View our website at [www.thepethospital.ca](http://www.thepethospital.ca). Come for a tour and meet our team. Please send your resume to: [joinourteam@thepethospital.ca](mailto:joinourteam@thepethospital.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).

## 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 and Email: [fmavet@hotmail.com](mailto:fmavet@hotmail.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: <https://www.cedarwoodvet.ca>.

## OUR PRIVATELY OWNED PRACTICE ANIMAL

Emergency Hospital is looking to add another Emergency Veterinarian to our team. We provide after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. We constantly strive for excellence in pet health care, are very well equipped with in-house lab, digital x-ray, endoscopy, ultrasound, blood donor program and CT in spring 2023. If you enjoy a fast-paced environment, high quality medicine, while working with a talented group of veterinarians and support staff all in a privately owned practice then this is the job for you. We try to work together to make your workdays as smooth and enjoyable as possible, we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too! The Rocky Mountains are close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at [dschouten72@gmail.com](mailto:dschouten72@gmail.com). Fax 403-346-9925 or phone 403-347-2676. Website: <https://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: <https://www.centralvetclinic.ca>.

## CENTRAL VETERINARY CLINIC IS HIRING A

small animal veterinarian to be part of our highly skilled team in central Alberta. Our award-winning veterinary clinic can offer full or part time employment to a veterinarian who is interested in small animal practice. We can help grow any special interests such as echocardiograms, TPLO surgeries or rehabilitation for new grads. We are in a beautiful part of Alberta and close to Edmonton, Calgary, and the Rocky Mountains. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. No on-call work. Check out our website at [www.centralvetclinic.ca](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: <https://www.centralvetclinic.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

# Classified Ads

laboratory equipment. Experience is appreciated but new grads are welcome. We are located in Haliburton, Ontario which is about 2 hours north of Toronto. Live in the country, but practice and get paid like you live in the city. Website: <https://www.haliburtonvets.com>. If interested, please email [afilion05@gmail.com](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: <https://www.steeplesvetclinic.com>.

## POPLAR GROVE VETERINARY SERVICES IS A

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

## BARLOW TRAIL ANIMAL HOSPITAL IN CALGARY IS

looking for a Veterinarian to join our small, growing and enthusiastic team. The practice is a privately owned, full-service small animal hospital. The spacious clinic provides a great work environment that focuses on high-quality care. We are looking for a Full time or Part time Veterinarian that will mesh with our team while working to their strengths! Opportunities for growth and higher-than-average compensation. CR, health benefit plan, association dues, signing bonus and potential partnership available. We look forward to hearing from you! Contact: Dr Jacob Adserballe, Barlow Trail Animal Hospital, 2307 Centre Avenue, Calgary, Alberta T2E 0A9; Call/Text: 403-360-5002, Email: [barlowvet@gmail.com](mailto:barlowvet@gmail.com). Website: <https://www.barlowtrailanimalhospital.ca>.

## WEST SPRINGS VETERINARY HOSPITAL IS

looking for an experienced full-time veterinarian to join our privately owned clinic. We are located on the West side of Calgary in a diverse and rapidly growing area with a half hour drive to the mountains. We are so excited to be moving to a modern and bright, 5000 sq. ft. space with 6 exam rooms and so much more! We are offering: Signing bonus, Moving/relocation bonus, Competitive salary based on experience, \$2,000 CE allowance and 4 paid CE days per year, Paid provincial membership dues, Uniform allowance, Generous health and wellness plan with health spending account, Flexible 4 x 10 schedule, No on call or after-hours emergencies. 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 are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Are you ready to join an

amazing team? We are excited to start a conversation with you today! Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca). Website: <https://www.westspringsvet.ca>.

## THE VIKING VETERINARY CLINIC IN CENTRAL

Alberta is seeking a veterinarian to join our rural mixed practice team. Part-time or full-time opportunities available. We are located in a safe and friendly small town with all major services available and with easy access to larger centres of Edmonton, Camrose and Wainwright. There are also great nearby options for outdoor activities such as camping or boating. We are a close-knit team who enjoy each other's company and laugh a lot at work. We offer competitive salary and benefits including dues and CE allowance as well as flexible vacation time and great mentorship for new or recent grads. Email: [vvcmain@telus.net](mailto:vvcmain@telus.net). Website: <https://www.vikingvetclinic.com>.

## WE HAVE IT ALL! AIRDRIE ANIMAL CLINIC IS

looking for an experienced full-time veterinarian to join our 3 vet, privately owned clinic. We are located in Airdrie, AB which is a rapidly growing city with affordable housing that is 5 minutes north of Calgary and just over an hour from Banff. We are so excited to be moving to a modern and bright, 5,000 sq ft space with 6 exam rooms and so much more! We are offering: Signing bonus, Moving/relocation bonus, Competitive salary based on experience, \$2,000 CE allowance and 4 paid CE days per year, Paid provincial membership dues, Uniform allowance, Generous health and wellness plan with health spending account, Flexible 4 x 10 schedule, No on call or after-hours emergencies. 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 are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Are you ready to join an amazing team? We are excited to start the conversation with you today! Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca). Website: <http://www.airdrieanimalclinic.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.

## ARE YOU LOOKING FOR AN EXCITING AND

rewarding career in a rural setting? Stettler Veterinary Clinic has the perfect opportunity for you! Whether you are interested in Mixed, Small, or Large Animal medicine, we will work with your strengths to set you up for success. We offer competitive wages, production bonus, comprehensive benefits, and well above average paid time away from work. To join our team of dedicated and knowledgeable staff, send in your resume to [stetvet@stetvet.com](mailto:stetvet@stetvet.com) today! Website: <https://www.stettlervetclinic.com>.

## CALLING ALL DVMS THAT LOVE THE MOUNTAINS!

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

## NEW LEADERSHIP, EQUIPMENT & LOCATION!

Countryside Veterinary Hospital in Olds, AB is looking for a small or mixed animal DVM to join our amazing team. Join our hospital and be part of an exciting journey! Make your mark with us through leadership, team building, & implementation of your ideas. Countryside delivers small animal/equine services & is open to discussing 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: <https://www.countrysidevet.ca>.

## LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE

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

## COMPETITIVE WAGE\* INDEPENDENTLY OWNED AND

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

## LEDUC FARM ANIMAL HOSPITAL IS LOOKING FOR A

sixth large animal veterinarian to join our team. Our practice consists of primarily dairy and cow-calf work

# Classified Ads

with a small amount of equine and small ruminant work. We strive for work life balance by having a 4-day work week with rotating days off. We share call equally. We aim to provide the highest level of patient care in our fully renovated 5000 sq. ft. hospital that is fully equipped with the latest technology. A truck and bowtie are provided. Above average compensation benefits, CE, all dues included. This is a fantastic opportunity to develop your skills surrounded by a group of experienced veterinarians. Ownership opportunities are available to the right candidate. Please email cover letter and resume to: [boender.graeme@gmail.com](mailto:boender.graeme@gmail.com). Website: <https://www.leducfarmanimalhospital.ca>.

**TVVHS IS LOOKING TO HIRE A F/T OR P/T DVM IN** our mixed animal practice. Opportunities exist to develop other specialties or individual interests, and duties of the associate can be adjusted according to their expertise. We pride ourselves in mentorship and in taking a team approach to difficult cases. New graduates & seasoned applicants are welcome. The future of buying in with business mentorship is a possibility for the right candidate who is also passionate about our practice philosophy. Our facility has much of the modern equipment, is paperless, and strives to maintain a high level of customer service while practicing quality medicine in a friendly small-town atmosphere. If you are interested in hearing more about our values and philosophies along with our signing incentives, competitive wages, benefits, fair call rotations and continuing education allowance, please call Dr. Justin Noble @ 306-745-6642. Email: [admintv@sasktel.net](mailto:admintv@sasktel.net). Website: <https://www.twinvalleyvet.ca>.

**WHITEMUD CROSSING ANIMAL HOSPITAL IS** looking for a FT/PT veterinarian to join our compassionate team. We are a privately owned, small animal practice that strives to keep the fundamental principles of "family medicine" prevalent in the veterinary profession. Our team is composed of two veterinarians, 3 RVTs and several support staff who all understand that we can provide the best medicine when we maintain a kind and supportive work environment. With this in mind, we highly value teamwork and maintaining work-life balance for all our staff. Our hospital has 4 exam rooms, two treatment areas with a surgical suite, dental suite, full inhouse laboratory, digital radiography, and a hand-held ultrasound unit. We are offering flexible shift lengths/times, competitive salary, CE allowance and additional benefits upon request. If you are looking for a truly positive work environment where you can deliver a high standard of care to patients, please contact Cassidy via email [cassidy.kalke@whitemudvet.com](mailto:cassidy.kalke@whitemudvet.com) or call at 780-756-5070. Website: <https://www.whitemudvet.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: <https://animalsfirst.ca>.

**SIFTON PARK VETERINARY CLINIC IN EDMONTON** is privately owned and seeking to add a veterinarian to our small team of highly skilled staff. The practice is equipped to provide comprehensive medical, surgical and dental treatment. We pride ourselves in maintaining a family-like atmosphere for our loyal clients, patients, and dedicated staff. Work days and hours are flexible, choose your own schedule. Partnership opportunity. We offer a generous salary, health and dental insurance, benefits and staff pet discounts. Please contact Eva at [spxa101@gmail.com](mailto:spxa101@gmail.com). Website: <https://www.siftonparkvetclinic.com>.

**BARLOW TRAIL ANIMAL HOSPITAL IN CALGARY IS** looking for a Veterinarian to join our small, growing and family-oriented team. The practice is a privately owned, full-service small animal hospital. The spacious clinic provides a great work environment that focuses on high quality care. We are looking for a full or part-time Veterinarian that will mesh well with our current team, while working to their strengths! Opportunities for growth and higher than average compensation may be available. CE, health benefit plan, association dues and own pet discounts are available. Please apply to this position with your CV/Resume. Email: [barlowvet@gmail.com](mailto:barlowvet@gmail.com). Website: <https://www.barlowtrailanimalhospital.ca>.

**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@edsonvet.com](mailto:anne@edsonvet.com) or call 780-723-3354 for more info. Website: [www.edsonvetclinic.com](http://www.edsonvetclinic.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: <http://shuswapvet.com>

**WE HAVE NEWLY EXPANDED & RENOVATED OUR** clinic and are looking for 2 small animal veterinarians to join our well-established, privately owned 3 Vet/ 6 Tech practice in Fort Saskatchewan, AB. The successful applicant would work flexible daytime hours and the occasional Saturday. No evenings or Sundays required! We are located 20 minutes from Edmonton. The 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: <http://www.fortvetclinic.ca>.

**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).

**PRIVATELY OWNED PRACTICE INNISFAIL** 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).

## VETERINARIAN AVAILABLE

**LOOKING TO PRACTICE VETERINARY MEDICINE IN** Alberta from July to November and possibly on a recurring manner depending on how much I end up enjoying the experience. I've been a General Veterinary practitioner in small animals for 12 years mostly in Montreal. While being more focused on dentistry recently, I am also doing regular consultations and I enjoy alternative approaches. I am used to a variety of clinical cases, dentistry, routine surgeries, managing hospitalized cases, breeding medicine as well as emergencies. Looking for a locum position, (temporary position) as self-employed. I prioritize a clinic who could offer me a housing, including my two small dogs (Jack Russell and German Pincher). I would preferably stay around Airdrie, Cochrane, but I'm open to other propositions. You can contact me: [Zoradmv@gmail.com](mailto:Zoradmv@gmail.com).

## LOCUM REQUIRED

**LOOKING FOR A LOCUM TO COVER APPOINTMENTS** at a small animal clinic located in Hinton, Ab the month of May and Sept 2023. Responsibilities are 4 days a week, no weekends or holidays. Up to date equipment and good support staff. Email: [admin@solsticevet.com](mailto:admin@solsticevet.com).

## RVT REQUIRED

**HERITAGE VALLEY ANIMAL HOSPITAL LOCATED** in SW Edmonton is looking to hire a full time/part time RVT to join our growing practice. We offer competitive wages and benefits, great work life balance, flexible scheduling and mentorship. We serve a growing community with our best clients! Ours is a full-service animal hospital offering surgical, dental and medical treatments. Please reach out to us at [info@heritagevalleyvet.ca](mailto:info@heritagevalleyvet.ca) or contact us at phone no 780-243-3021.

**CENTURY PARK ANIMAL HOSPITAL IS OPENING** this summer. Our hospital is 3800 square feet, and it is located at the opposite side of Century Park Transit Center at the southside of Edmonton. We are running primary and emergency services until midnight. The hospital is equipped with a full in-house IDEXX lab, blood gas analysis, IDEXX X-Rays machine, two ultrasound machines, flexible and rigid endoscopes. We also offer orthopedic surgeries, advanced soft tissue surgeries, small animal rehabilitation, laparoscopic, and arthroscopic procedures. We offer; competitive wages, monthly bonus, health and dental benefits, uniform allowance, ABVMA dues, CE allowance, massive staff and Pet food discounts and paid yearly vacation. A signing and moving bonuses can be discussed. Mentoring and guidance are always available to new grads. Our technicians will be working with the rotation allowing 4 days off. If you are interested in learning more or applying for this position, please email your resume to [Centuryparkanimalhospital@gmail.com](mailto:Centuryparkanimalhospital@gmail.com).

**MIDLAKE VETERINARY CLINIC IN SOUTH** Calgary is looking for a FT/PT experienced RVT to join our veterinary team. We are a well-established, independently owned companion animal clinic (25+



# Classified Ads

years) with a fantastic, loyal clientele and long-standing staff members. We offer a competitive salary based on experience and technical proficiency, 11 paid public holidays, plus paid membership dues, CE allowance, uniforms, and a health/dental plan to all FT employees. If interested in joining our family oriented veterinary practice, please email your cover letter and resume with available references to: [midlakevet@shaw.ca](mailto:midlakevet@shaw.ca). Website: <https://www.midlakevet.com>.

**HEARTLAND VETERINARY CLINIC IS A WELL-** established clinic that focuses on client relationship and exceptional patient care. We are looking for an enthusiastic and compassionate individual with great interpersonal skills to join our positively motivated smiling team to help focus on the pets of our devoted and engaged clients. We offer in-house lab, digital radiography, therapy laser, and great client relationships. Our team members are extremely important to us, and we focus on maintaining a positive enjoyable and team-oriented environment with work family life balance and offer flexible scheduling, rotating Saturday's and evenings. We offer mentorship and growth opportunities in a supportive environment; new grads are welcome to apply. We are offering competitive wages based on the experience, extended health and dental benefits, generous personal pet policy, discounts for pet food and retail, ABVMA dues, CE allowance and uniform shirts and much more. Email: [meagenl.heartland@gmail.com](mailto:meagenl.heartland@gmail.com).

**THE JAMES BAY AND FERNWOOD VET CLINICS IN** Victoria, BC are looking for a lead surgical RVT to join our privately owned and operated clinics. What we are offering you, \$10,000 signing bonus with a 1-year commitment contract, moving/relocation allowance with the opportunity for temporary accommodations, incentive bonus system \$35.00 or more hourly wage and is based on experience. Do more of what you love – surgeries! Comprehensive health and wellness plan, uniform allowance, generous CE allowance, no weekends, evenings or on call – Urgent care cases are seen during the day. Flexible 4 X 10 schedule, paid association dues. We are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Wow! What an amazing opportunity to work in beautiful Victoria BC where the flowers bloom in February, with a great wage and the opportunity to focus on your career as an RVT! We look forward to starting the conversation with you today. Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca). Website: <http://jamesbayvet.ca>.

**OUR VETERINARY DERMATOLOGY SPECIALTY** hospital is looking for a locum RVT for dates in May and June 2023. Hours include Tues-Fri dates from 9 am–5 pm. Responsibilities include blood collection, filling medications, and performing low stress patient handling. You will be expected to assist with procedures and must be proficient in anesthetic induction/maintenance. Visit our website at <https://www.vetderm.ca> to learn more about us! Please submit resumes to [mallory.stlaurent@vetderm.ca](mailto:mallory.stlaurent@vetderm.ca).

**JOIN BRAGG CREEK ANIMAL HOSPITAL!** Progressive, female-owned, single vet, SA clinic in beautiful BRAGG CREEK, AB. Mon-Fri, NO on-call. Full surgery suite, DR body & dental rads, ultrasound, & in-clinic IDEXX lab. Positive workplace is priority. Ideal candidate has great communication, initiative, detail-oriented, & exceptional client service. New grads welcome! LGBTQ2S and BIPOC inclusive. Wages \$21-28/hr. Paid dues, CE and scrub allowance, health benefits & staff discounts. Cover letter & resume to [info@braggcreekvet.ca](mailto:info@braggcreekvet.ca) or phone: 403-949-2650. Website: <http://braggcreekvet.ca>.

**SOUTHFORT VETERINARY CLINIC LOCATED IN** Fort Saskatchewan, AB, is looking to add a Registered Veterinary Technician to our team! Southfort Veterinary Clinic is a small animal practice. We have two full time DVMs and one part time DVM. Just like our sister clinic (Sherwood Veterinary Clinic), we see a variety of patients—from gerbils to Great Danes, and everything in between! Anticipated Schedule: We are flexible! Looking for five 8-hour shifts, three 12-hours shifts, two 12-hours shifts with two 8-hour shifts? Let us know what you're looking for! ONLY 1 SATURDAY/MO! Compensation: \$21-\$30+. Will increase with advanced knowledge and skills. Benefits: AVBMA Paid License Renewal Fees, CE Allowance, Uniform Allowance, Quarterly Bonus Opportunities, Employee Pet Discount, Medical, Dental, Vision, Life Insurance. Email: [southfortvc@nva.com](mailto:southfortvc@nva.com).

**SHERWOOD VETERINARY CLINIC LOCATED IN** Sherwood Park, AB is looking to add a talented RVT to our team! RVTs are the heart of the practice. They are the hand, eyes, and ears for our veterinarians. If you are looking for a team that supports and encourages your desire to learn more, look no further as we have THE opportunity for you! Anticipated Schedule: We are open 7 days a week and are flexible! Looking for five 8-hour shifts, three 12-hours shifts, two 12-hours shifts with two 8-hour shifts? Let us know what you're looking for! Compensation: \$21 - \$30+. Will increase with advanced knowledge and skills. Benefits: AVBMA Paid License Renewal Fees, CE Allowance, Uniform Allowance, Quarterly Bonus Opportunities, Employee Pet Discount, Medical, Dental, Vision, Life Insurance. Email: [sherwoodvc@nva.com](mailto:sherwoodvc@nva.com). Website: <https://www.sherwoodvetclinic.ca/copy-of-clinic-tour>.

**WANTED-PEOPLE WITH PASSION, PEOPLE WITH** Heart, People who Love working with People! Join our expanding team! Have you been looking for a career in a professional Fear Free clinic, helping pets and clients and working as part of a team? Are you interested in growing, expanding your knowledge, and increasing your expertise? We're looking for someone to have a positive impact and participate in the growth of our practice. You'll learn a great deal from us, but we're also looking for someone who'll teach us a thing or two. Previous experience is an asset, but most of all, you've got to have heart, you've got to have passion, you've got to want to grow and want to help others do the same. You'd describe yourself as enthusiastic, committed, compassionate, and a good communicator with a positive attitude. You enjoy finding solutions to challenges and are always thinking of how to improve. Some evenings and weekends will be required. Must be a Registered Veterinary Technologist with the ABVMA. Experienced and NEW grads are welcome! If this sounds like the position for you, send your cover letter and resume to Angela Meyer at [chestvet@telus.net](mailto:chestvet@telus.net). Website: <https://chestermerevet.com/careers>.

**THE CALGARY PET WELLNESS AND SPAY/NEUTER** Clinic is looking for an RVT. Full-time, part-time or locum. New grads welcome. Starting at \$25/hr; increasing with experience. Paid vacation time, CE allowance, staff discount, scrub allowance, and benefit plan. Please send resume to [calgarypetwellness@hotmail.com](mailto:calgarypetwellness@hotmail.com). Website: <http://www.calgaryspayandneuter.ca>.

**TABER PET CLINIC IS LOOKING FOR ANOTHER** fantastic RVT interested in working at a proud locally owned family-like team! We are very passionate about high-quality medicine. So, like in a big center, you will find the latest technologies in our clinic. In addition, we are very serious about work-life balance, so we can ensure you will have your breaks, lunchtime, and workdays are Monday to Friday with no on-calls. We love to help, teach, and guide candidates, so new grads are always welcome! We offer very competitive wages, a comprehensive benefits plan, International CE opportunities and scrubs allowance, paid professional dues, and a supportive

and transparent team that likes to have fun at work, making it easy to go throughout the day! Please email your resume if you believe our clinic would be a good fit to [wearehiring@taberpetclinic.ca](mailto:wearehiring@taberpetclinic.ca). We can't wait to hear from you! Website: <https://www.taberpetclinic.ca>.

**MONTROSE PET CLINIC, LOCATED IN BEAUMONT,** AB is looking to hire a Full time Or Part time RVT. We offer competitive wages, health & dental benefit, ABVMA dues, CE allowance and Pet food discounts. We are a small animal clinic fully equipped with Idexx Lab machines, Digital x ray unit, dental x ray, Dental unit, Surgery suit and 2 exam rooms. New Graduates are welcome. We are privately owned, 2 veterinarian clinic which provides healthy family environment for our staffs. Negotiation on wages is possible for a suitable candidate with experience. Please send your resume to [montrosepet@gmail.com](mailto:montrosepet@gmail.com).

**THE EDMONTON HUMANE SOCIETY IS SEEKING A** PT Temporary RVT to join our Mobile PALS Unit. This opportunity will work with a skilled medical team to make a difference in the lives of people and animals. We are looking for a passionate, independent individual who thrives in a fast-paced environment. Become part of our mission to create a more humane world today! Email: [hr@edmontonhumanesociety.com](mailto:hr@edmontonhumanesociety.com).

**HAMPTONS ANIMAL HOSPITAL, LOCATED IN** West Edmonton, is looking to hire FT-PT RVT. New grads are welcome. We offer hiring bonus, competitive salary, health insurance, veterinary services/food discount, ABVMA dues, CE allowance, and a friendly environment to make everyone happy and enjoy the work. Please forward your resume and cover letter to [manager@hamptonsanimalhospital.ca](mailto:manager@hamptonsanimalhospital.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: <https://pulseveterinary.ca/about/careers>.

**SPRUCE GROVE VETERINARY CLINIC IS LOOKING** for a full time RVT to join our team. We are a busy, privately owned, small animal clinic employing 7 DVM, 9 RVT's and many support staff. At our fully equipped clinic, you will be able to utilize and develop your skills and expand your knowledge. We see a wide variety of surgical cases, orthopedics, dentistry's and medical cases. We are a clinic that supports students. Mentoring and guidance is always available to new grads. Our ideal candidate will have: A positive attitude, A team player mentality, Exceptional multi-tasking skills, Strong organizational skills, Commitment to animal care, Excellent communication skills, The ability to keep detailed and accurate records. Daily duties comprise of but not limited to: Nursing care, Anesthesia, Client education, Surgical assistance, Diagnostic imaging and testing, Clinic maintenance, Discharging patients, Phone calls. We offer a generous CE allowance, paid dues, uniform allowance, health spending account, and

# Classified Ads

RRSP matching. If we sound like a fit for you, please contact [janelle@sugvet.ca](mailto:janelle@sugvet.ca) with your resume or for more information. Website: <https://www.sprucegrovevet.com>.

## THE PET HOSPITAL IN LEDUC, ALBERTA IS

looking for a 6th full time RVT. We're a privately owned small animal practice with 3 DVMs, 5 RVTs, 1 tech assistant and 2 admin professionals in a large modern clinic. We're an AAFP Gold Standard Cat Friendly Practice. Our philosophy is stress free handling for each patient. We're looking for a team player with natural client care skills, positive attitude, and aptitude to learn. Work life balance is important and our RVTs work a rotating 4 day/week schedule. Currently we're not open Saturdays. We offer a supportive environment where you will continue to grow as an RVT. Our competitive benefits package includes uniform allowance, health/dental benefits, health spending account, CE allowance, pet insurance, pet health spending account and staff discounts. Great opportunity for new grads to work with 5 experienced RVTs. Please send resume and cover letter to [joinourteam@thepethospital.ca](mailto:joinourteam@thepethospital.ca). Check us out at [www.thepethospital.ca](http://www.thepethospital.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: <https://www.westleducvet.com>.

## 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: [hospital@animalemergencyhospital.ca](http://hospital@animalemergencyhospital.ca).

## TOWN CENTRE VETERINARY HOSPITAL IS LOOKING

for a positive, motivated, and dedicated RVT to join our team! Must have a desire to provide exceptional patient care and client service in a friendly, caring and efficient manner, with a strong desire to be part of a team. Our practice offers our RVTs lots of opportunity to work independently and utilize technical skills. TCVH is home to many long-term employees, who are excited about having a new member join our team! We offer many benefits including CE and uniform allowance, health/dental benefits, product/service discount, production bonuses, and a positive, family-like environment. Contact Kari Hogan at [pet.care@towncentrevet.ca](mailto:pet.care@towncentrevet.ca). Website: <https://www.towncentrevet.ca>.

## SPRUCE GROVE VETERINARY CLINIC GROWING

again and looking to add another member to our awesome team. We are a busy, privately owned, small animal clinic employing 7 DVM, 9 RVTs and many support staff. At our fully equipped clinic, you will be able to utilize and develop your skills and expand your knowledge. We see a wide variety of surgical cases, orthopedics, dentistry, and medical cases. We are a clinic that supports students. Mentoring and guidance is always available to new grads. We offer a generous CE allowance, paid dues, uniform allowance, health spending account, and RRSP matching. If we sound like a fit for you, please contact [janelle@sugvet.ca](mailto:janelle@sugvet.ca) with your resume or for more information. Website: <https://www.sprucegrovevet.com>.

## THE AIRDRIE ANIMAL CLINIC IS LOOKING FOR A

lead surgical RVT to join our privately owned and operated clinic. We are located in Airdrie, AB which is a rapidly growing city with affordable housing just 5 minutes north of Calgary and just over an hour from Banff. We are so excited to be moving to a modern and bright, 5000 sq. ft. space with separate dental and surgical suites, 6 exam rooms, and so much more! What we are offering you; Signing bonus, Moving/relocation allowance, Competitive wage and is based on experience. Do more of what you love – surgeries! Comprehensive health and wellness plan, Uniform allowance, Generous CE allowance, No evenings or on call, Flexible 4 x 10 schedule, Paid association dues. We are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Wow! What an amazing opportunity to work in Alberta, with a great wage and the opportunity to focus on your career as an RVT in a modern and brand-new facility! We look forward to starting the conversation with you today. Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca). Website: <http://www.airdrieanimalclinic.ca>.

## \*SIGNING BONUS\* SUPERSTAR TECH WANTED! NOT

a superstar quite yet? That's OK, we can help! Foothills Animal Hospital in Okotoks is looking to complete our team by adding a F/T or P/T RVT. Located just 20 minutes south of Calgary, our fast-paced small animal hospital offers competitive wages and benefits, scrub allowance, a supportive work environment, and a compressed work schedule. Our motto is "where pets are family". If you agree, this could be the position for you! Email your resume to [exec@foothillsanimalhospital.ca](mailto:exec@foothillsanimalhospital.ca). Website: <https://www.foothillsanimalhospital.ca>.

## ARE YOU A GREAT RVT? DO YOU WANT TO WORK

somewhere that values your skills and surround yourself with great co-workers? MacTaggart Veterinary Clinic in Edmonton is expanding and looking for a PART-TIME RVT for Mondays, some Saturdays and holiday coverage! We pride ourselves on excellent customer service and superior client care (it's true, check our google reviews!). We support our employees and offer competitive wages, CE funds, health spending account, uniform allowance, staff discount and so much more! Send in your resume and cover letter and let's start a conversation! Email: [jlandalsmacvet@outlook.com](mailto:jlandalsmacvet@outlook.com). Website: <https://www.mactaggartvet.com>.

## LESSARD CALLINGWOOD VETERINARY HOSPITAL

Ltd. is looking to add an RVT to join our great team of long term and experienced veterinarians, RVTs, VMAs and CSRs. Our hospital provides a great supportive atmosphere with regular team meetings, ongoing CE and mentorship. We are an AAHA-accredited small animal practice located in west Edmonton with very easy access from the Whitemud Freeway and Anthony Henday Drive. Our practice utilizes Cornerstone software, is equipped with in-house Idexx laboratory, digital radiography, ultrasound and a dedicated dental suite with digital dental radiography. We offer a competitive compensation package including group benefits (medical, dental and disability), annual RVT dues, paid CE including CE hours and a scrub/footwear allowance. Please forward your resume to [manager@lessardvet.com](mailto:manager@lessardvet.com) and let us know why you would make a great fit to our team! Website: <https://www.lessardvet.com>.

## FULL TIME RVT (NEW GRADUATES WELCOME). WANT

work-life balance, our hours are 9:00-6:00 pm Mon-Fri, & closed Thur. We are a progressive clinic with Midmark dental unit, digital radiology, digital dental radiology. We are an independent practice, looking for an individual with great communication skills, positive attitude, team spirit and exceptional customer service. We offer competitive wages, health & dental benefits for full time employees, paid dues, CE & scrub allowance, and pet discounts right here in Calgary SE! Email: [coppyvet@telus.net](mailto:coppyvet@telus.net). Website: <https://www.copperfieldvet.com>.

## WEST SPRINGS VET HOSPITAL IN SW CALGARY IS

searching for an enthusiastic RVT to join our already amazing team! We are a privately owned clinic with only a 45-minute drive to the Canadian Rockies and are committed to maintaining a sound work/life balance. The ideal candidate for our fast-paced clinic will be confident in their nursing skills, is positive and enthusiastic with strong communication and customer service skills and is searching to be part of a vibrant work environment. We are committed to the providing the highest standards of medical and surgical patient care in a unique, compassionate, and friendly manner. We offer a signing bonus, competitive wages, health benefits with health spending account, mental health resources, CE allowance, paid association dues as well as discounts at our state-of-the-art daycare and boarding facilities. Contact us today! Email: [nicole@dandvetclinics.ca](mailto:nicole@dandvetclinics.ca).

## FULLER ANIMAL SPECIALTY SURGERY IS LOOKING

for full time and part time RVTs. We perform advanced orthopedic, soft tissue and oncologic procedures and operate out of Airdrie, Crossfield and Calgary. \$34+/hour starting wage. Please send a short letter describing your interests, along with resume to [mfuller@fulleranimal.ca](mailto:mfuller@fulleranimal.ca).

## SIFTON PARK VETERINARY CLINIC IN EDMONTON

is seeking to add RVT to our team starting in April. Ideal candidate is a team player, confident in the use of their professional skills. Mentorship available. We are a small and busy private practice equipped with digital radiology and in-house lab. We pride ourselves in offering the best medicine for our patients in a family-like environment. We offer generous wages, health/dental plan, benefits and staff discounts. Please email your resume to [spxa101@gmail.com](mailto:spxa101@gmail.com). Website: <https://www.siftonparkvetclinic.com>.

## 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).

## 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).

## 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.

# Classified Ads

## 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.

## CHAPPELLE VETERINARY CLINIC IS SEEKING A

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

## 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).

## 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: <https://delaneyvetservices.com>.

### MEADOWBROOK ANIMAL CLINIC IN EDMONTON IS

currently seeking a PT/FT Receptionist to join our wonderful team. We are a friendly and caring small animal clinic that takes pride in building great client relationships. Our modern and fast-paced clinic is staffed by a team of experienced DVMs and technologists. Previous experience in a veterinary-based environment is preferred. We are looking for enthusiastic, reliable, and hardworking individuals who love pets! We offer competitive wages and benefits, as well as a supportive and flexible work environment. If you are seeking a workplace with a family feel, we would love to meet you! Please get in touch to learn more about this exciting opportunity. Email: [meadowbrookanimalclinic@gmail.com](mailto:meadowbrookanimalclinic@gmail.com). Website: <https://www.meadowbrookvet.ca>.

### MONTROSE PET CLINIC, LOCATED IN BEAUMONT,

AB is looking for support staff, (receptionist & Veterinary Assistants). We are a small animal clinic which is fully equipped to cater the routine procedures required for dogs and cats. We offer high end wages, Health & Dental benefits, Employee discounts for employee-owned pets and so on. The position offers a possibility to get promoted to Clinic Manager. New graduates are welcome. Please email your resume to [montrosepet@gmail.com](mailto:montrosepet@gmail.com).

## PRACTICE FOR SALE

### IF YOU'RE PLANNING TO ACQUIRE YOUR OWN

veterinary practice or expand, don't miss this opportunity in Edmonton. The clinic boasts annual revenues of \$950 K from a 1500 square foot leased space. We are pleased to present this well-established, industry-designed clinic with efficient workflow and technologically advanced facilities for small animals. The staff is highly trained and loyal. The facility is designed to allow for easy expansion of a veterinarian's schedule. For more information, please contact Raj Manek phone: 780-909-4426.

### LONG-ESTABLISHED 1-2 DVM SMALL ANIMAL

practice for sale in east Calgary. Digital Xray, dental machine, 2 exam rooms, surgical suite and monitoring. Good clientele, prime location, reasonable lease rates. Gross revenues about \$500,000. Owner is looking to retire but happy to assist in transition to new owner. Serious inquiries only please Email: [justmozart@hotmail.com](mailto:justmozart@hotmail.com).

### THIS SMALL ANIMAL COMPANION CLINIC OPENED

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

### LOOKING FOR AN AFFORDABLE OPPORTUNITY TO

own your own practice and raise a family in a small and welcoming community? Home-based practice near Kaslo in the beautiful Kootenay district of southeastern BC (video: [shorturl.at/CDMPY](https://shorturl.at/CDMPY)). Established for 29 years, this 95% SA practice grosses over \$600,000 and nets in excess of \$300,000 due to low overhead, with opportunity for expansion for a young veterinarian with a serious work ethic. The current owner and sole practitioner is planning to retire within the year and is willing to facilitate the transfer and mentor if necessary. The priority is to ensure ongoing veterinary care to the dedicated clientele in the community, and the preferred arrangement would see the transfer of files along with the equipment and inventory, although sale of the real estate would be considered if desired. Email: [nkvet@kaslo.org](mailto:nkvet@kaslo.org).

### 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).

### ESTABLISHED 2 DOCTORS SMALL ANIMAL

practice opened since 2020 is for sale, the clinic is beautiful, state of art with brand new Digital x-ray, Idexx Blood work, Urinalysis station, Dentistry, basic ultrasound, monitoring and anesthesia machines, amazing clients and team. Annual gross revenue is +1.6 million this year with huge room for expansion located near Edmonton, please contact for more information: [Contramondum@gmail.com](mailto:Contramondum@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: <https://www.dougllassquarepetclinic.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  
[simmonsinc.com](http://simmonsinc.com)

IFC

Elanco – Credilio Plus  
[credilioplus.ca](http://credilioplus.ca)

9

WDDC – BJ Desjardins  
[wddc.com](http://wddc.com)

11

WDDC – April Barnes  
[wddc.com](http://wddc.com)

11

WDDC AdVantage  
[adv.wddc.com](http://adv.wddc.com)

11

Hill's  
[hillspet.ca](http://hillspet.ca)

17

p3 Veterinary Partners  
[p3vetpartners.ca](http://p3vetpartners.ca)

19

Vet Shield  
[vetshield.ca](http://vetshield.ca)

23

Homewood Health  
[homeweb.ca](http://homeweb.ca)

38

Prairie Diagnostic Services  
[pdsinc.ca](http://pdsinc.ca)

40

RBC Wealth Management – Steven Kim  
[steven.kim@rbc.com](mailto:steven.kim@rbc.com)

40

NVA Canada  
[nvacanada.ca/careers](http://nvacanada.ca/careers)

IBC

Summit Veterinary Pharmacy Ltd.  
[svprx.ca](http://svprx.ca)

OBC



# INDEPENDENT THINKERS WANTED



## IF YOU'RE LOOKING FOR...

- ✓ The **autonomy** to practice veterinary medicine on your terms
- ✓ An environment that focuses on **local** practices and celebrates individuality
- ✓ **Support** and mentorship from national and global resources to help you unlock your potential
- ✓ A thriving, inclusive and values-focused **community** of passionate professionals

## ...YOU'LL FIT RIGHT IN!

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

careers@NVACanada.ca

We're here to help you do more of what you do best,  
while we stay out of your way and take care of the rest!  
**Let your true colours shine through.**

Find out more at  
[NVACanada.ca/careers](https://NVACanada.ca/careers)



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



# Prescribe with Confidence.

**Formulating quality compounds since 2001.**

Summit Veterinary Pharmacy Ltd. (SVP) is accredited by the Ontario College of Pharmacists #308215. SVP will not compound a preparation in the same dose and dosage form as a commercially available product. TAHA

**SUMMIT**  
veterinary pharmacy

1 866 794 7387  
[www.svprx.ca](http://www.svprx.ca)

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

<<Name>>  
<<Address>>  
<<City>> <<Prov>> <<PC>>

PM 40014637