



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

JULY-AUGUST 2023



In This Issue

It's Not Black or White and Certainly Not Gold:
Contextualized Veterinary Care

My Observations on Complaints

One Health at UCalgary

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Dr. M

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Dr. B

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Dr. J

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Editor's Message

ONE HEALTH

Veterinary Education, chapter five in *The Veterinary Profession in Alberta 1991-2010*, includes a great account of the origin and development of the University of Calgary, Faculty of Veterinary Medicine (UCVM), including the critical role of the ABVMA.

There are many interesting facets to the history of UCVM, including the political impetus for the decision for University of Calgary over University of Alberta, disagreement over whether there was a shortage of veterinarians and the necessity for a school, concerns of the potential impact on WCVMA, the haste with which the decision was made and lack of fulsome consultation with the ABVMA.

In August 2004, the Learning Minister at that time announced that the government was committed to start up funding to develop the school of veterinary medicine. The school was envisioned as an integration of veterinary medicine, human medicine and biomedical sciences, the first of its kind in Canada. It was further characterized as being unique, not just in Canada but also in North America, in that it will focus on the relationship between human and animal health.

UCVM has grown substantially over the years, along with the undergraduate and research programs. The idea that veterinary and human medicine programs would be integrated has come to fruition on the research side with the creation of One Health at UCalgary. Their vision is strikingly similar to that of the ABVMA, addressing the health of people, animals and the environment.

ABVMA is sponsoring One Health at UCalgary's One Health Summer Institute as an initiative that aligns with ABVMA's strategic plan. I encourage all members to read the feature article on pages 28-30 and check out the One Health at UCalgary website.

On another note, ABVMA continues to hear from members who are feeling the strain of practice, whether workplace conflicts, long hours, short staffing conditions, bad case outcomes or upset clients. It has been suggested that veterinary professionals are quite poor at self-care; our empathy that makes us well suited for veterinary medicine can be our downfall at times as we often "empty our buckets" for clients and patients.

Veterinary professionals need to be well to provide care. Please take time and seek out resources to support your wellness.

ABVMA, ABVTA and CVMA all have resources to help members.

Please find a list of ABVMA wellness resources located on page 36.

Phil Buote, DVM (he/him)

Interim Registrar and Complaints Director

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.

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President's Report



Natasha Kutryk, DVM
she/her

President, Alberta Veterinary Medical Association

One Health

VETERINARY PROFESSIONALS ARE

leaders in One Health. We are involved at every level from grassroots animal welfare to decision making internationally with organizations like the Centers for Disease Control and Prevention, which makes sense when you think about our training, not just in epidemiology but as problem solvers.

I think that the concepts of One Health are so ingrained in our everyday actions that we take them for granted: the vaccines we administer to companion animals to protect against zoonotic diseases, the biosecurity measures we use in our clinics to prevent transmission of bacteria and viruses, our choice of large animal anthelmintics and their impact on pasture health.

We have intimate knowledge of how interconnected humans, animals and the environment are, and it is second nature for us to incorporate practices that benefit and nurture the relationships between all three.

Isn't it remarkable how we excel in recognizing the significance of One Health and our role within it, yet sometimes overlook the areas where our profession could improve its own health?

I have mentioned before that change is upon us. How people outside of veterinary medicine view us and value us has changed. How people within the profession want to work and live has changed. As uncomfortable as that may be, we must accept it.

It is so much easier to go along with the status quo. It is so much easier to say that we are all doing okay, and that okay is good enough. Council would certainly have a lot less to do if we passed the buck to the next set of volunteers. But I can tell you, ignoring the needs of the membership for the ease of a comfortable term in office wouldn't sit well on the conscience of any of us.

My biggest role as President is to listen. To listen to what our membership wants. To

listen to new ideas about what is best for our association and the public that it serves. And then to bring those ideas into the light.

And then my job is to listen to the objections and the fear that those new ideas might raise. To listen also to the hope and the relief and the optimism voiced from quieter corners. I value all these opinions. Council values all of your opinions. That's why we send out so many surveys asking for your opinions! We want you to be involved, to speak up and to vote on the direction you want your association to take.

Joining Council has been a way to open up my mind, to really get to know the different life experiences of our members. Becoming a conduit for the concerns of our profession from both the inside and the outside has deepened my love and appreciation for veterinary medicine and given me the confidence that we can do things as a group that will have positive effects for everyone.

The call for Council nominations and committee volunteers is out now (see pages 7 and 8, respectively, for details). I urge you, if you can, to put your name forward. It is so important for everyone's voices to be heard. And, if there are roadblocks to becoming involved, let us know what they are. One of Council's jobs is to find new and improved ways of communicating and connecting with all ABVMA members.

We are professional problem solvers, but if we refuse to voice or acknowledge the problems we face, we have no chance of diagnosing or treating the disorder. We need to have the uncomfortable but necessary conversations to bring out every point of view and then we need to decide on a plan for the future, together.

We have the skills to do what is best for ourselves, our businesses, our patients and our clients. One Health for Our Health.

Interim Registrar's Report

Continuing Professional Development Program

THE ABVMA CONTINUING PROFESSIONAL

Development (CPD) Program has been approved by Council. This approval follows a two-year process for development, which included consideration of feedback from ABVMA advisory committees, an online Member Forum and a post-AGM discussion in February 2023. Feedback from members at the post-AGM discussion was largely supportive of the program.

The program is approved as optional for members until such time as the program is formally approved by members, along with ABVMA Bylaw amendments required before the program becomes mandatory for all members. For the year 2023, a member may follow the existing Continuing Education Guidelines or the new CPD Program. This will allow for a gradual implementation process that was suggested in member feedback.

The CPD Program is expected to provide flexibility for members who are stretched thin in practice and those in rural and remote areas who may have trouble accessing in-person continuing professional development activities. The outcomes-based approach will support relevant learning to support members in their practice.

The approved CPD Program, a list of CPD Program FAQs, the CPD Program Interpretation Document and sample CPD Plans are now posted on the ABVMA member portal.

Optional use of the CPD Program until ABVMA Bylaws are amended will provide members with the option to take advantage of unstructured learning activities as set out in the program. This is expected to ease some of the burden in acquiring approved continuing professional development activities, while still meeting the objectives of acquiring CPD. Members who choose to use the CPD Program will be required to adhere to the program in its entirety, with the required documentation of a learning plan and reflection for all learning activities. Appropriate documentation, including the reflection of how the activity supported your professional work, is required.

ABVMA is working with the database vendor to update the ABVMA CPD log to

allow members to upload their CPD Plan and reflection along with the log of CPD learning activities.

ABVMA will continue to work on socializing the program and informing members. A webinar on using the CPD Program is expected to be scheduled for September. More details will be provided in Enews.

Amendments to the ABVMA Bylaws making the CPD Program mandatory, are expected to be presented to the membership at the AGM in 2024.

ABVMA Bylaw Amendments

Council is working on several ABVMA Bylaw amendments arising from recent initiatives. These include:

- Amending the registration category for restricted veterinarian membership as a result of the passing of Resolution 23-1 at the AGM in February 2023
- Council governance and structure arising from Recommendations of the Governance Task Force accepted by Council including
 - addition of position of "President Elect" as an officer of Council
 - elimination of geographical representation by regions and districts
- Amending current section "Continuing Education" to incorporate the CPD Program
- Updating use of pronouns

The proposed Bylaw amendments will be available to members on the Member Forum for feedback and comment. Council will consider feedback in development of final version to be included as a Resolution at the 2024 AGM.

ABVMA Office is Moving

With the growth of the veterinary profession and required increase in staff to maintain operations, we have outgrown the current space that has been home for the past nine years.

Please see the full notice on page 21.



Phil Buote, DVM

he/him

Interim Registrar and
Complaints Director, Alberta
Veterinary Medical Association

ABVMA Government Relations Advocacy

There has never been as much public and political attention on veterinary medicine as there has been over the past four years.

With the new government, there are new relationships to build and we must continue to foster relationships with elected and unelected government officials to ensure ongoing support for the veterinary profession.

The veterinary profession has momentum. Council and staff will continue to work with the ABVMA Government Relations Advocate to raise issues of importance with newly elected MLAs and ministers.

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

Council Highlights

Virtual meeting April 17-18, 2023 Dr. Lindsey Kurach, Member of Council, Central Region

- Council engaged in a strategic planning session based upon feedback from the leadership weekend.
- ABVMA has engaged MNP starting April 19 to provide external financial advice to review and improve reporting and communication with the Audit and Risk Committee and Council.
- The 2023 Financial Guidelines were reviewed and approved by Council.
- Audit and Risk Committee Terms of Reference was updated and approved by Council. This committee, struck by Council, ensures there is oversight of the ABVMA finances and of risks to the organization.
- Registrar Selection Committee reviewed the member survey results and information from Leadership Weekend about whether the next registrar must be a veterinarian. ABVMA Council also met with legal counsel, Karen Smith, regarding the privilege and responsibilities of self-regulation. Council is in favour of amending the bylaw to open the position to a non-veterinarian given the regulatory portion of the registrar position. A bylaw will be written and distributed to members with a 60-day notice period. The vote will be an electronic vote and be open for two weeks.
- Council approved directing staff to create a draft to update the ABVMA bylaws to capture governance changes to Council structure, limited and temporary veterinarian categories, Registration Day requirement, continuing education section, and other changes as needed. There will be time to receive member input through the online member forum.
- A Council Nomination Committee has been appointed and is tasked with recruiting two veterinarian members to be nominated for Council. Calls for nominations are forthcoming, and Council encourages members to consider volunteering for Council.
- Council approved support for the One Health at UCalgary 2023 One Health Summer Institute, as was done in 2022. This falls in line with the ABVMA's strategic direction to support One Health Initiatives.
- Continuing Professional Development (CPD) Program was discussed and well received at the post-AGM meeting. The CPD Program has been approved by Council with an implementation plan and gradual transition period to allow members the opportunity to choose to follow the current Continuing Education Guidelines or the CPD Program Details of implementation will be forthcoming.
- The North American Essential Competency Profile for Veterinary Medicine was shared with Council. This document is a final document approved previously by the Canadian Council of Veterinary Registrars, American Association of Veterinary State Boards, Canadian National Examining Board, the International Council for Veterinary Assessment, the American Association of Veterinary Medical Colleges and the Educational Commission of

Foreign Veterinary Graduates. Council accepted, recognized and endorses this reference document.

- Medical Records Project – a new project is being supported by Council to update the Medical Records Handbook and provide additional references/resources for ABVMA members.
- Council approved that the PIPS Committee will use the standards of the Alberta College of Pharmacy for inspection of veterinary practice entities (VPEs) where the compounding of medications is the main function of the VPE. It is only required for a VPE where the main function is compounding medications; it is not meant for VPEs that occasionally compound medications.

- *Professional Governance Act* (Bill 23) did not come forward in the Spring 2023 session. Ongoing conversations with our government relations advocate are occurring as this legislation may be re-introduced. Council supports the position that the ABVMA prefers not to be part of the *Professional Governance Act* and would prefer to continue to be self-regulated under veterinary specific legislation, the *Veterinary Profession Act*.
- Council reviewed and supported a draft CVMA position statement for Responsible Breeding of Companion Animals with some suggested edits. This is being sent back to the CVMA for review.



DR. LINDSEY KURACH GREW UP JUST WEST OF EDMONTON IN SPRUCE GROVE, AB. She obtained her BSc in cell biotechnology with honours from the University of Alberta in 2006. Following this, she completed her DVM at the WCVN in Saskatoon in 2010. With a passion for specialty veterinary medicine, she completed a one-year small animal rotating internship at the Veterinary Emergency Clinic in Toronto, followed by a one-year surgical internship at Guardian Veterinary Centre in Edmonton.

She then moved to Michigan and completed her three-year residency in small animal surgery at Michigan State University from 2012 to 2015. During her residency, she presented twice at the ACVS Surgery Summit, where she was awarded several national research awards for her work on tracheal collapse as well as wound healing in dogs. Dr. Lindsey Kurach returned to Edmonton after completing her residency and became board certified as a Diplomate of the American College of Veterinary Surgeons in 2016. She has been working in Edmonton as a surgeon since completing her residency. She is now an owner of Boreal Veterinary Centre, which is a brand-new emergency and specialty clinic in Edmonton that opened July 2023.

In her spare time, she enjoys HIIT and baking, as well as spending time with her husband, three young daughters, dog and cat. Dr. Kurach enjoys working with colleagues in the ABVMA to be a strong voice for the industry.

Call for Nominations – 2024 ABVMA Council



Nominations close: Friday, Sept. 15, 2023

Council nominations to fill the positions of Veterinarian Members of Council whose terms are scheduled to end at the conclusion of the next Annual General Meeting are now open. Upcoming vacancies are one Veterinarian Member of Council for the South Region and one Veterinarian Member of Council for the Calgary Region.

The Future of the Association Relies on Council

The future vision and strategic direction of the association are directed by ABVMA Council. As the governing body for the veterinary profession in Alberta, ABVMA's future success relies heavily on a strong Council. Council's success hinges on having a diverse set of veterinary professionals nominated for three-year terms. A fulsome, well-functioning Council will have members from small and large animal practice, industry and academia, as well as diversity of members represented through different gender, age and cultural groups.

Undoubtedly, serving on Council is a significant commitment, and members are encouraged to familiarize themselves with the expectations. Previous ABVMA committee experience is advantageous. If you aren't sure if you or the nominee you have in mind is ready for Council, read through the nomination package (see details below) and speak to a current or past Member of Council. Members thinking about getting involved in leadership of the ABVMA may want to consider joining a committee first. The call for committee volunteers is also now open. See page 8 for details.

The full nomination package is now available on your member portal (login required), and includes:

- An Invitation from Dr. Natasha Kutryk, ABVMA President to Join Council
- ABVMA Council Terms of Reference 2023
- 2024 ABVMA Council Nomination Form

Completed nomination forms should be emailed to lisa.barry@abvma.ca.

Call for Committee Volunteers for 2024



ABVMA legislated and advisory committee members perform an essential role in the core functions of the association. Are you interested in helping to support and improve the association? Reach out to the ABVMA office. We want to hear from you.

Please see details below on the members needed.

Legislated Committees

ABVMA legislated committees carry out specific roles in accordance with the *Veterinary Profession Act* (VPA), *Veterinary Profession General Regulation* and *ABVMA Bylaws*.

ABVMA requires volunteer members for the following vacancies on legislated committees starting February 2024:

- **Hearing Tribunal:** veterinarians and veterinary technologists to be appointed to a list. Hearing Tribunal members are appointed by the Hearings Director to sit on a given Hearing Tribunal for each hearing.
- **Complaint Review Committee (CRC):** two veterinarians (companion animal, rural or large animal practice). The CRC reviews the reports of investigations into formal complaints and makes decisions on whether complaints are dismissed or referred for a hearing. Members may also be asked to participate in consent discussions. Meetings are held by teleconference on an ad hoc basis.
- **Practice Review Board (PRB):** one veterinarian. The PRB may carry out a review of a registered member's practice with the approval of Council and dealing with matters of incapacitation. The PRB is the committee appointed by Council that is responsible for sec 65.1 of the VPA, "Assessing Incapacity."

For more information on serving on one of these committees, please contact Dr. Phil Buote at phil.buote@abvma.ca or 780-784-5223.

- **Practice Inspection and Practice Standards (PIPS) Committee:** one veterinarian. This committee reviews practice inspection reports and identifies deficiencies assuring compliance with the PIPS Bylaw. The committee meets approximately three to four times/year, some meetings are in-person and others virtual, to review reports from the practice inspectors as well as holding some shorter videoconference meetings.
- **Registration Committee:** one veterinarian. This committee meets two to three times yearly to review registrations and registration processes for all

veterinarian and veterinary technologist members.

Occasional videoconference meetings are conducted to deal with timely matters requiring a decision.

Professional Advisory Committees

ABVMA professional advisory committees are established by and serve as a resource for the Registrar. Committees meet in person twice/year and have videoconferences as needed. Members who have experience or interest in the following areas and would like to become involved in the leadership and governance of the ABVMA are invited to submit their name for consideration as a potential committee member. Members to the committees are appointed by Council. The following positions are available for terms beginning February 2024:

- **Animal Welfare Advisory Committee:** three veterinarians, one veterinary technologist
- **Companion Animal Advisory Committee:** one veterinarian
- **Equity, Diversity and Inclusion Advisory Committee:** two veterinarians, one veterinary technologist
- **Food Animal Advisory Committee:** one veterinarian
- **Human Resource Development Advisory Committee:** one veterinarian
- **Member Wellness Advisory Committee:** two veterinarians
- **Wildlife and Ecosystem Health Committee:** one veterinarian, one veterinary technologist

The deadline to submit your name for consideration is Friday, Sept. 15, 2023.

For more information on participating on the PIPS, Registration or advisory committees, please contact Dr. Jocelyn Forseille at jocelyn.forseille@abvma.ca or 780-784-5232.

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



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Interacting
with empathy,
compassion
and dignity



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Complaints Director's Report



Phil Buote, DVM

Complaints Director/Deputy Registrar, Alberta Veterinary Medical Association

Complaint Case #22-10

A LETTER OF COMPLAINT WAS

received about a veterinarian from the owner of a seven-year-old spayed Yorkshire terrier mix, which presented to a small animal veterinary practice on Feb. 15, 2022, for dental cleaning and extractions.

The dog had previously been presented to the same veterinary practice with weakness and diarrhea in August 2020, which was tentatively diagnosed as septic shock. Follow-up bloodwork revealed increased ALP 1219 (ref-20-50 U/L) ALT 816 (ref-10-118 U/L) GGT 23 (ref-0-7U/L) BA 70 (ref-0-25 umol/L) TBIL 12 (ref-2-10umol/L) and low albumin, 24 (ref-25-44g/L). A definitive diagnosis of the ongoing hepatopathy was not made.

The dog was examined in November 2021 and found to have severe dental disease, which required a comprehensive oral health assessment and treatment. The bloodwork performed in advance of the comprehensive oral health assessment and treatment (COHAT) showed marked increase in WBC 27.79 (ref 6-17 10⁹/L) Neutrophils 24.76 (ref3-12 10⁹/L), marked increases in ALT 830 (ref10-118 U/L) ALP

992 (ref20-150 U/L) AST 395 (ref 14-45 U/L) and total bilirubin 11 (ref2-10 umol/L).

The veterinarian noted in the medical record that the liver enzymes were still elevated but a little improved from August 2020 and that the dog's leukocytosis was due to neutrophilia and likely reflective of periodontal disease.

The owner was not notified of the results of the bloodwork. The dental cleaning and extractions proceeded on Feb. 15, 2022. Following the procedure, the owner attended at the veterinary practice and paid the invoice. The owner then spoke with the veterinarian and was then advised the dog had a "sick liver."

Following the dental procedure, the veterinarian, who was the practice owner and only veterinarian at the practice, was absent from the practice for a period of four days.

On Feb. 19, 2023, the dog died at home with the owner.

There were some efforts on behalf of the dog's owner to follow up with the practice to address their concerns. There was not appropriate communication with the owner by the veterinary practice staff.

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

Through discussion with the veterinarian and the CRC members, the ABVMA agreed to re-word one allegation and withdraw another allegation in the Notice of Hearing. The withdrawn allegation was related to the surgical record for the Feb. 15, 2022, dental procedure. The matter moved forward with an admission of unprofessional conduct from the veterinarian on nine of the 10 allegations.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held virtually May 3, 2023.

Agreed Statement of Facts:

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 2004.
2. The veterinarian is the responsible veterinarian for the veterinary practice.
3. The dog was a seven-year-old female terrier mix owned JG and KG.
4. The veterinary practice was tasked with undertaking veterinary medical care for the dog.
5. On Nov. 1, 2021, it was determined that the dog had severe dental disease and required a comprehensive oral health assessment and treatment (COHAT) requiring a general anesthetic.
6. On Feb. 12, 2022, pre-anesthetic bloodwork was drawn prior to the scheduled dental of Feb. 15, 2022. Bloodwork had also been taken Aug. 1 and 7, 2020.
7. Given the blood results of Aug. 1 and 7, 2020, and/or Feb. 12, 2022, the veterinarian did not properly consider hepatitis and/or liver failure as a potential differential diagnosis.
8. Subsequent to obtaining the pre-anesthetic bloodwork on Feb. 12, 2022, the veterinarian did not advise the clients of the results of the bloodwork.
9. Given the blood results of Aug. 1 and 7, 2020, and Feb. 12, 2022, the veterinarian did not undertake an appropriate anesthetic protocol and pain management for the dog with regard to the dental.
10. On Feb. 15, 2022, the dog was brought to the veterinary practice and a dental was undertaken. The dog was discharged the same day to the care of her owners.
11. Post-surgical communication by the staff and co-owner of the veterinary practice was inappropriate.
12. Prior to proceeding with the dental on Feb. 15, 2022, informed consent was not obtained from the owners with respect to the anesthesia and dental. There were no practices in place to ensure that appropriate informed consent was obtained from clients with respect to the anesthesia and dental procedure.
13. Subsequent to the dental procedure, during Feb. 18 to 22, 2022, the veterinarian was absent from the veterinary practice's premises. As the only working veterinarian at the veterinary practice, the veterinarian failed to ensure that there was appropriate supervision and oversight

during the period of time the veterinarian was absent from the clinic.

14. The medical records with respect to the dog were incomplete and failed to meet minimum standards.
15. Subsequent to this dental being performed on the dog on Feb. 15, 2022, the veterinarian did not ensure appropriate post-surgical communication with the owners of the dog.
16. On Feb. 19, 2022, the dog died at home with JG. She was brought to the veterinary practice for cremation.
17. The veterinary practice has been sold effective June 30, 2023.

Agreed Findings of The Hearing Tribunal

Medical Management:

1. Given the blood results of Aug. 1 and 7, 2020, and/or Feb. 12, 2022, the veterinarian failed to properly consider hepatitis and/or liver failure as a potential differential diagnosis and undertake appropriate case management.
2. That subsequent to obtaining the pre-anesthetic blood results on Feb. 12, 2022, the veterinarian failed to advise the clients of the results of the bloodwork.
3. Given the blood results of Aug. 1 and 7, 2020, and/or Feb. 12, 2022, the veterinarian undertook an inappropriate anesthetic protocol and pain management of Stella.
4. That the veterinarian failed to provide that a veterinarian was available at the veterinary practice or make appropriate arrangements with another veterinary practice to conduct follow-up assessment and treatment.

Informed Consent:

5. That the veterinarian failed to obtain informed consent prior to undertaking the anesthesia and dental on Feb. 15, 2022.

Inappropriate Delegation:

6. That the veterinarian failed to have appropriate practices in place to obtain informed consent for the anesthesia and dental procedure on Feb. 15, 2022.

Clinic Operations:

7. That the veterinarian failed to ensure that a registered veterinarian was on the veterinary practice premises once per day and during open hours for appropriate oversight and supervision

during the period Feb. 17, 2022, through to Feb. 22, 2022.

Medical Records:

8. That the veterinarian failed to create and/or maintain appropriate medical records for the dog.

Responsible Veterinarian:

9. That the veterinarian failed to ensure that the staff of the veterinary practice properly communicated with the owner of the dog with respect to post-surgical issues.

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

Acknowledgement of Responsibility

It is acknowledged by the ABVMA and the veterinarian that its conduct as described above constitutes unprofessional conduct. The veterinarian has accepted responsibility for their conduct pursuant to s.35.1 of the VPA, R.S.A. 2000, c. V-2, as amended. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinarian.

No Right of Appeal

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

Sanction of the Hearing Tribunal

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

1. A written reprimand shall be issued against the veterinarian.
2. The veterinarian shall be prohibited from any ownership in any ABVMA permit holder and/or holding the position of Responsible Veterinarian for any Veterinary Practice Entity (VPE) for a period of three years from June 30, 2023.
3. Having represented the veterinary practice has been sold effective June 30, 2023, the veterinarian shall provide documentation to the ABVMA confirming the sale of the veterinary practice by July 15, 2023. In the event that the sale of the veterinary practice does not proceed by the aforementioned date, the Complaints Director may refer the matter back to this Hearing Tribunal for further consideration of sanctions.
4. The veterinarian shall be required to successfully complete, at their own

cost, within six months of the date of this order, the following continuing education obligations (in addition to the annual required continuing education), as approved by the Complaints Director:

- i. 10 hours of continuing education with respect to small animal anesthesia and pain management; and
 - ii. The VetMedTeam Medical Records course (10 hours)
5. The veterinarian shall, within 30 days of the date of this order, provide to the Complaints Director a letter from their medical practitioner that they are fit to provide veterinary medical services to the public. In addition, although not ordered by the Hearing Tribunal, it is strongly urged that the veterinarian continue any ongoing mental health counselling available to them.
 6. The veterinarian shall pay a fine in the sum of \$500 with respect to medical records and \$5,000 with respect to inappropriate communication with the clients for a total of \$5,500 within six months of the date of the order.
 7. The veterinarian shall pay costs in the sum of \$4,000 within six months of the date of this order.
 8. Any such failure to pay costs or fines within the times period prescribed shall cause such fines and costs payable to be subject to interest.
 9. If the Complaints Director deems there to be a violation of this order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
 10. There shall be publication of this Consent Order on a "without-names" basis on the ABVMA website.

Complaint Case #22-24

A LETTER OF COMPLAINT WAS

received from a veterinary technologist about the responsible veterinarian for the veterinary practice where the technologist worked.

The practice regularly used unregistered auxiliaries who had been trained on the job as surgical assistants, scrubbing in for surgeries, assisting and suturing patients.

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

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and Consent Order at a hearing held virtually March 21, 2023.

Agreed Statement of Facts

1. At all material times the veterinarian has been a registered veterinarian with the ABVMA since 1999.
2. The veterinarian has been the majority shareholder of the permit holder of the veterinary practice and the responsible veterinarian.
3. An unregistered auxiliary had been employed at the veterinary practice since 2014.
4. The unregistered auxiliary provided assistance during surgical procedures, including performing as a surgical assistant and, specifically, suturing patients during surgery.

Agreed Finding of Unprofessional Conduct

Unauthorized Use of Unregistered Auxiliaries

1. That in the course of her employment, the veterinarian allowed the unregistered auxiliary to undertake veterinary medical procedures while she was an unregistered auxiliary, specifically performing as a surgical assistant and the suturing of patients during surgery.

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

The Hearing Tribunal noted in the decision:

[the veterinarian] allowed an unregistered auxiliary employee to participate in procedures of veterinary medicine under his supervision. This was a systemic issue in [the veterinarian's] practice. Tasks that are allowed by unregistered auxiliary employees are clearly outlined in the ABVMA Guidelines for the Roles of Registered Veterinary Technologists, Students, and Unregistered Auxiliaries. These guidelines have been developed, based on Veterinary Profession Act, and the Veterinary Profession General Regulation, by your colleagues of veterinarians and registered veterinary technologist (RVT) of Alberta to ensure the public is protected and the professional Standard of Care is met. Unregistered auxiliaries are effective team members of a practice; however, individual veterinarians do not have the right to decide that a self-trained unregistered auxiliary is just as qualified as a formally educated and trained RVT.

Agreed Sanctions

As a result of the findings of the Hearing Tribunal with respect to unprofessional conduct and consistent with the Orders as to Sanctions in the Consent Order, the Hearing Tribunal makes the following orders in accordance with s.41.1 of the VPA for the following reasons.

1. A reprimand shall be issued as against the veterinarian.
2. There shall be a condition on the veterinarian's annual certificate prohibiting unregistered auxiliary staff from participation as a surgical assistant at the veterinary practice.

3. The veterinarian shall pay a fine in the sum of \$1,000 with respect to the unauthorized use of unregistered auxiliaries, payable within six months of the date of this order.
4. The veterinarian shall pay a portion of the costs in the amount of \$4,000 within six months of the date of this order.
5. If the Complaints Director deems there to be a violation of this order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
6. There shall be publication of this Consent Order on a "without-names" basis on the ABVMA website.

Comment

In this case, the ABVMA Guidelines for the Roles of Registered Veterinary Technologists, Students, and Unregistered Auxiliaries were in force at the relevant times. Council has recently reviewed and updated this policy document in consultation with the Alberta Veterinary Technologist Association (ABVTA). The matter of delegation of surgical assistant duties to unregistered individuals was addressed. With the agreement of the ABVTA, Council determined that these activities are medical in nature and pose a significant risk to the patient and therefore may only be delegated to a registered individual. The updated policy "Delegation of Veterinary Medicine – Professional Standard" is available at abvma.ca.

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2023 ABVMA Member Service Award Nominations Now Open

Nominations close: Friday, Sept. 15, 2023

Each year, the ABVMA and ABVTA present awards of distinction to members for their service to the association and the profession.

ABVMA Member Service Awards to be presented include:

- Veterinarian of the Year Award
- Meritorious Service Award
- Young Veterinarian of the Year Award
- Communications Award
- ABVMA Veterinary Technologist of the Year Award
- Outstanding Mentor - Individual Award
- Outstanding Mentor - Practice Award

ABVMA and ABVTA award nomination forms are located on your member portal or here: bit.ly/ABVMAnewsannouncement. (Login required.)

The 2023 Awards will be presented at the ABVMA/ABVTA Member Recognition Banquet, on Saturday, Feb. 24, 2024, in Calgary, AB. More details will be provided this fall.

Why do awards matter?

To be recognized for your professional contributions by your association is a significant milestone.

Members who have attended a Member Recognition Banquet previously can attest to the special camaraderie felt throughout the event. ABVMA regularly receives messages from members following the event, applauding how special the evening was for themselves as winners, as well as the elevation of the profession overall. Celebrating excellence is a motivator for future excellence.

When asked his thoughts on receiving the 2022 Meritorious Service Award, Dr. Louis Kwantes had this to say:

"Veterinary team members are known for giving. Giving of self, expertise, time and care. It is something that we often take for granted, and I am only one of a host of individuals who desire to give back to the profession in many ways. So, it was a surprise to hear that I had been honoured by being awarded the Meritorious Service Award from ABVMA. Realistically speaking, none of what I have been able to

contribute would have been possible without the support and help of a host of others, many of whom in my estimation are just as worthy of merit as I am. I see the ABVMA awards in part as a way of celebrating our profession as well as the great people who make it up, but I would be remiss if I did not mention that the recognition of being selected for an ABVMA award warms my heart and is a great encouragement to me. I hope it is to others as well – there are many worthy recipients so let's not miss out on the chance to highlight and celebrate our many colleagues who also deserve it."

The ABVMA can only recognize great members if they get nominated! So, if you know of a deserving member, nominate them. The nomination package is now available on your member portal (login required).

To read more about last year's award recipients, see pages 57-60 of the 2022 ABVMA Annual Report.

2024 ABVMA Annual General Meeting: Call for Resolutions



The Annual General Meeting (AGM) of the Alberta Veterinary Medical Association will be held on **Sunday, Feb. 25, 2024**, at 9 a.m. at the Westin Calgary Airport, 671 Aero Drive NE, Calgary, AB, T2E 7Y5.

Members of the association may recognize issues that might best be acted upon through amendments of the association's governance documents. Such members are encouraged to bring this information to Council directly or through an individual Member of Council or advisory committee member.

Members wishing to bring resolutions directly to an annual general meeting, not through Council, are entitled and encouraged to do so in accordance with the Council Policy – Resolutions Presented to an Annual General Meeting, available on the member portal. (Legislation > ABVMA Council Policies > Policies Relating to Governance, Committees and Council, login required).

The deadline for Member Resolution submissions is Oct. 15, 2023.

2023 ABVMA Registration Day

June 6, 2023

Hayley Kosolofski (she/her), DVM, Chair, ABVMA Registration Committee

THE ABVMA HELD ITS BI-ANNUAL REGISTRATION DAY ON June 6, 2023, at the Delta Hotels by Marriott Edmonton South Conference Centre in Edmonton. This was an opportunity for new veterinarians and veterinary technologists to be welcomed into the profession and make new connections as they start their careers in Alberta.

New registrants were welcomed by the association's dignitaries. Throughout the day, they participated in small group discussions and lectures to better understand the *Veterinary*

Profession Act and General Regulation, Bylaws, Practice Standards and the complaints process. New this year was a team building activity! A total of 140 new and pending veterinarians and veterinary technologists were welcomed into the veterinary profession in Alberta.

We extend a warm welcome to all the new members and wish them success as they start their careers with us!

Attendance | Veterinarian

NAME	MEMBER TYPE	REG NO.
Dr. Camilo Acuna	General Practice Registered Veterinarian	4248
Dr. Jessica Adam	General Practice Registered Veterinarian	4285
Dr. Garry Arvesu	General Practice Registered Veterinarian	3333
Dr. Muhammad Osama Azam	Supervised Limited Practice Registered Veterinarian	4272
Kelsey Brandt	Pending Veterinarian Applicant	
Dr. Kim Burke	Supervised Limited Practice Registered Veterinarian	4292
Saskia de Jong	Pending Veterinarian Applicant	
Patrice Fradette	Pending Veterinarian Applicant	
Dr. Shelby Fretwell	General Practice Registered Veterinarian	4171
Dr. Peter Gilbert	Unsupervised Limited Practice Registered Veterinarian	2764
Phoebe Giltner	Pending Veterinarian Applicant	
Mallory Goodmanson	Pending Veterinarian Applicant	
Dr. Kelsey Gouthro	General Practice Registered Veterinarian	4279
Brett Gramiak	Pending Veterinarian Applicant	
Megan Haas	Pending Veterinarian Applicant	
Dr. Sharlee Haas	Unsupervised Limited Practice Registered Veterinarian	4218
Mandy-Mae Hackert	Pending Veterinarian Applicant	
Dr. Nicole Hayday	General Practice Registered Veterinarian	4273
Jessie Hellquist	Pending Veterinarian Applicant	
Dr. Mohammad Iqbal	General Practice Registered Veterinarian	4239
Dr. Julia Israel de Oliveira Campos	Supervised Limited Practice Registered Veterinarian	4254
Dr. Antonious Issac	Supervised Limited Practice Registered Veterinarian	4237
Chloé Jackson	Pending Veterinarian Applicant	
Dr. Leah Janssen	General Practice Registered Veterinarian	1990
Meghan Johnston	Pending Veterinarian Applicant	
Dr. Jismol Jose	Temporary Registered Veterinarian	4119
Dr. Ajaypal Kahlon	General Practice Registered Veterinarian	4289
Molly Kavanagh	Pending Veterinarian Applicant	

NAME	MEMBER TYPE	REG NO.
Dr. Cheyenne Knight	General Practice Registered Veterinarian	4216
Ryan Koop	Pending Veterinarian Applicant	
Dr. Andrea Lam	Time Limited Registered Veterinarian	4281
Dr. Winnie Lam	General Practice Registered Veterinarian	3167
Megan Loo	Pending Veterinarian Applicant	
Dr. Holly Lowther	General Practice Registered Veterinarian	4208
Dr. Khizar Matloob	Supervised Limited Practice Registered Veterinarian	4280
Katelyn McEwen	Pending Veterinarian Applicant	
Dr. Dylan McGarel	Supervised Limited Practice Registered Veterinarian	4304
Dr. Andreanne Morency	General Practice Registered Veterinarian	4259
Jacob Narbonne	Pending Veterinarian Applicant	
Dr. Kirstin Park	General Practice Registered Veterinarian	4238
Dr. Pilar Peterson	General Practice Registered Veterinarian	4181
Erin Richards	Pending Veterinarian Applicant	
Dr. Elizabeth Riddett	General Practice Registered Veterinarian	3998
Dr. Ariel Paul Rupa	Supervised Limited Practice Registered Veterinarian	4188
Dillon Scott	Pending Veterinarian Applicant	
Dr. Brittany I. Smith	Time Limited Registered Veterinarian	4293
Ashley Smolley	Pending Veterinarian Applicant	
Daniela Solis	Pending Veterinarian Applicant	
Chelsea Stone	Pending Veterinarian Applicant	
Dr. James Stretton	General Practice Registered Veterinarian	4295
Dr. Princyl Subasinghe	Temporary Registered Veterinarian	3569
Dr. Maria Sung	General Practice Registered Veterinarian	2693
George Thelwell	Pending Veterinarian Applicant	
Cale Toews	Pending Veterinarian Applicant	
Sara Toner	Pending Veterinarian Applicant	
Dr. Louren Tronqued	General Practice Registered Veterinarian	2610

NAME	MEMBER TYPE	REG NO.
Dr. Liselotte van der Togt	Supervised Limited Practice Registered Veterinarian	4241
Dr. Silke Verhoye	Supervised Limited Practice Registered Veterinarian	4242
Dr. Stephanie Wakefield	General Practice Registered Veterinarian	4264

NAME	MEMBER TYPE	REG NO.
Dr. Danica Wolkowski	General Practice Registered Veterinarian	4262
Deborah Yee	Pending Veterinarian Applicant	
Dr. Volodymyr Zarutskyi	Temporary Registered Veterinarian	3983

Attendance | Veterinary Technologist

NAME	MEMBER TYPE	REG NO.
Tate Allen	Pending Veterinary Technologist Applicant	
Emily Bachand	Pending Veterinary Technologist Applicant	
Sienna Bowker	General Practice Registered Veterinary Technologist	4446
Abigail Brodhead	Pending Veterinary Technologist Applicant	
Jody Mae Brown	Provisional Veterinary Technologist Member	4612
Kayla Bruce	Pending Veterinary Technologist Applicant	
Mackenzie Bunney	General Practice Registered Veterinary Technologist	4617
Chelsea Burton	Pending Veterinary Technologist Applicant	
Danielle Buscholl	General Practice Registered Veterinary Technologist	3097
Madison Calvin	General Practice Registered Veterinary Technologist	4566
Kelly Chopoidal	General Practice Registered Veterinary Technologist	2702
Mackenzie Chretien	Pending Veterinary Technologist Applicant	
Lisa Cocker	General Practice Registered Veterinary Technologist	797
Madison Conrad	Provisional Veterinary Technologist Member	4595
Kelsie Cygan	Provisional Veterinary Technologist Member	4570
Dreanna Da Costa	General Practice Registered Veterinary Technologist	4630
Makenzie Dickie	General Practice Registered Veterinary Technologist	4611
Kiarra Dziaekewich	General Practice Registered Veterinary Technologist	4538
Elizabeth Evans	General Practice Registered Veterinary Technologist	4580
Sabrina Fagan	General Practice Registered Veterinary Technologist	4006
Amanda Fairbairn	General Practice Registered Veterinary Technologist	4540
Teena Flemming	General Practice Registered Veterinary Technologist	4568
Adalyn Franczak	General Practice Registered Veterinary Technologist	4634
Oksana Glamazda	General Practice Registered Veterinary Technologist	4615
Amanda Gocal	General Practice Registered Veterinary Technologist	4555
Brittany Gooden	General Practice Registered Veterinary Technologist	4601
Keanna Gorgichuk	Pending Veterinary Technologist Applicant	
Katie Graham	General Practice Registered Veterinary Technologist	4545
Christie Grant	General Practice Registered Veterinary Technologist	4549
Tarynn Haag	General Practice Registered Veterinary Technologist	4447
Emily Henning-Broydell	Pending Veterinary Technologist Applicant	
Jade Kawulich	General Practice Registered Veterinary Technologist	4573
Shauna Kelliher	Pending Veterinary Technologist Applicant	
Livia Keogh	Limited Practice Registered Veterinary Technologist	3893
Laura Kiepal	Provisional Veterinary Technologist Member	4631
Maria Koller	Pending Veterinary Technologist Applicant	
Debbie Laturnus	General Practice Registered Veterinary Technologist	4393
Devyn Lay	Provisional Veterinary Technologist Member	4654
Lacey Lubovicki	General Practice Registered Veterinary Technologist	4513
Alisa Lund	General Practice Registered Veterinary Technologist	4643

NAME	MEMBER TYPE	REG NO.
Katlyn MacDonald	General Practice Registered Veterinary Technologist	4639
Kassia Martel	General Practice Registered Veterinary Technologist	4609
Carly McArthur	General Practice Registered Veterinary Technologist	2842
Cali McElroy	Pending Veterinary Technologist Applicant	
Vanessa McLeod	Provisional Veterinary Technologist Member	3736
Marcey McMaster	General Practice Registered Veterinary Technologist	4640
Mackenzie McNeil	Pending Veterinary Technologist Applicant	
Danielle Meier	General Practice Registered Veterinary Technologist	4389
Sasha Noeth	Pending Veterinary Technologist Applicant	
Ashley Obrecht	General Practice Registered Veterinary Technologist	4562
Emily Pietsch	General Practice Registered Veterinary Technologist	4578
Bailey Pilgrim	Pending Veterinary Technologist Applicant	
Justine Poirier	General Practice Registered Veterinary Technologist	2505
Adam Ramson	General Practice Registered Veterinary Technologist	4644
Ella Reutlinger	General Practice Registered Veterinary Technologist	4604
Karlene Riley	Pending Veterinary Technologist Applicant	
Jodi Robertshaw	General Practice Registered Veterinary Technologist	1753
Jackie Rosher	General Practice Registered Veterinary Technologist	2248
Victoria Rowley	General Practice Registered Veterinary Technologist	4646
Yuko Sakamoto	General Practice Registered Veterinary Technologist	4587
Jana Schroeder	Pending Veterinary Technologist Applicant	
Gabrielle Sever	Pending Veterinary Technologist Applicant	
Brianne Sliwkanich	General Practice Registered Veterinary Technologist	4645
Alexandra Slugoski	General Practice Registered Veterinary Technologist	4509
Shae-Lynne Smith	General Practice Registered Veterinary Technologist	4629
Shelbi Stordahl	Pending Veterinary Technologist Applicant	
Taylor Strilchuk Yeske	Pending Veterinary Technologist Applicant	
Hannah Sullivan	General Practice Registered Veterinary Technologist	4625
Kendra Sutley	General Practice Registered Veterinary Technologist	4579
Jateil Takhar	General Practice Registered Veterinary Technologist	4541
Robyn Urlichuk	Pending Veterinary Technologist Applicant	
Brooke Villeneuve	Provisional Veterinary Technologist Member	4358
Raegan Wasilka	General Practice Registered Veterinary Technologist	4585
Ashley Weber	General Practice Registered Veterinary Technologist	4237
TJ Wiebe	General Practice Registered Veterinary Technologist	4435
Jensen Wilk	Provisional Veterinary Technologist Member	4531
Cassandra Woolman	Pending Veterinary Technologist Applicant	
Alyssa Yarocki	General Practice Registered Veterinary Technologist	2354

Membership Matters

Council-approved transfers, reinstatements, cancellations and permit holders

Veterinarians | April 2023

Transfer General Practice Registered Veterinarian to Time Limited Practice Registered Veterinarian

Dr. Martha Lucia Rangel, #3417 March 4, 2023

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Joanna Varga, #3761 Feb. 9, 2023
 Dr. Rob Nixon, #1640 Feb. 15, 2023
 Dr. Angela Le, #2998 Feb. 17, 2023
 Dr. Geisa do Amaral Mainardes, #3977 March 1, 2023
 Dr. Proabhleen Basi, #3254 Jan. 1, 2023
 Dr. Mohamed Abdellatif, #2692 Jan. 1, 2023
 Dr. LeeAnne Bruce, #3395 March 12, 2023

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

Dr. Ana da Silva, #4105 Feb. 13, 2023

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

Dr. Andrea Storch, #3276 Feb. 9, 2023

Transfer Time Limited Practice Registered Veterinarian to General Practice Registered Veterinarian

Dr. Amandeep Bath, #2199 Jan. 1, 2023

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Che Varsek, #3604 March 6, 2023
 Dr. Wendy Hudson, #3254 March 1, 2023
 Dr. Meghan McCarty, #3003 April 3, 2023

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Augustine Odika, #3975 Feb. 9, 2023
 Dr. Nedra Chaouachi, #4075 Feb. 10, 2023
 Dr. Luis Adrian Martinez Uribarren, #3960 Feb. 9, 2023
 Dr. Raman Kumar, #4261 Feb. 13, 2023
 Dr. Fayyhad Babiker Abdelrahim Mohammed, #4234 Feb. 15, 2023

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Perwez Mann, #4052 Feb. 13, 2023

Cancel Temporary Registered Veterinarian

Dr. Chinju Johnson, #3980 Feb. 22, 2023
 Dr. Marcia Lembo, #4115 March 16, 2023
 Dr. Monika Marcakova, #4244 March 21, 2023

Reinstated General Practice Registered Veterinarian

Dr. Lauren Friedl, #4008 March 1, 2023
 Dr. Elizabeth Riddett, #3998 March 7, 2023

Reinstated Non-Practicing Veterinarian Member

Dr. Megan Johnsen, #3264 March 7, 2023

Reinstated Temporary Registered Veterinarian

Dr. Rohini Bhardwaj, #3824 March 6, 2023

Registered Veterinary Technologists | April 2023

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

Kathleen Carlson, #290 Feb. 12, 2023
 Carla Edwards, #1617 Feb. 16, 2023
 Jennifer Roberts, #1546 Jan. 1, 2023
 Victoria Spalding, #3125 Jan. 1, 2023
 Shaylin Muller, #3342 Jan. 1, 2023
 Chelsea Anderson, #3317 Jan. 1, 2023
 Desiree Sieben, #3006 Jan. 1, 2023
 Mackenzie Schuurman, #3634 Jan. 1, 2023

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

Lovani Naidoo, #2493 Feb. 13, 2023
 Jessica Strashok, #3062 Feb. 13, 2023
 Sheila Gerwatoski, #3255 Feb. 14, 2023
 Courtney Koopmans, #3287 Feb. 16, 2023
 Tiffany Davis, #3906 Jan. 1, 2023
 Taurie Jocksch, #4443 March 31, 2023
 Jordan von Paten, #3661 March 9, 2023
 Tina Deines, #945 March 2, 2023

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

Laura Pethers, #4240 Feb. 22, 2023

Transfer Provisional Registered Veterinary Technologists to General Practice Registered Veterinary Technologist

Danica Christoffersen, #4594 March 16, 2023
 Mackenzie Bunney, #4617 March 17, 2023
 Ashtyn Maki, #4593 March 21, 2023
 Ashley Spoletini, #4620 March 27, 2023
 Julia Dean, #4614 March 28, 2023
 Jayda Krushel, #4574 March 31, 2023

Transfer Limited Practice Registered Veterinary Technologist (Small Animal) to Non-Practicing Veterinary Technologist Member

Ashleigh Gardiner, #4298 Jan. 1, 2023

Cancel Provisional Registered Veterinary Technologist

Catherine Brochu, #4529 March 27, 2023

Cancel Non-Practicing Veterinary Technologist Member

Chelsey Magee, #2851 Dec. 30, 2022
 Shelby Waugh, #2976 Feb. 14, 2023

Reinstated General Practice Registered Veterinary Technologist

Danielle Buscholl, #3097 Feb. 9, 2023
 Brittany Gushue, #2423 March 7, 2023
 Ciara O'Higgins, #3954 March 17, 2023

Permit Holders | April 2023

Permit Holder Approval

Garcia-Ramos Veterinary Services Ltd. Feb. 3, 2023
 (Dr. Alma Laura Ramos Rojas #3805)
 Wallace Veterinary Services Ltd. Feb. 3, 2023
 (Dr. Melissa Wallace #2242)
 2346027 Alberta Ltd. (Dr. Sharron Oakey #1372) Feb. 13, 2023
 SLMACC Ltd. (Dr. Stewart MacKenzie #2563) Feb. 16, 2023
 Badkitty Inc. (Dr. Mandy Buisman #3282) Feb. 21, 2023
 Marfleet Veterinary Services Ltd. Feb. 21, 2023
 (Dr. Travis Marfleet #3512)
 Chafa Holdings Ltd. (Dr. Charles Zachar #337) Feb. 27, 2023
 Prairie Mountain Inc. (Dr. Jennifer Currah #2509) Mar. 1, 2023

Tom Leboldus Ltd. (Dr. Thomas LeBoldus #1827, Dr. Laurina LeBoldus #2556)	Mar. 6, 2023	Closed Permit Holder Medicine Tree Holdings Ltd. (Dr. James Rhodes #564)	Feb. 1, 2023
2484429 Alberta Inc. (Dr. Thomas LeBoldus #1827, Dr. Stewart MacKenzie #2563)	Mar. 2, 2023	Greenbank Veterinary Services Ltd. (Dr. Ann Greenbank #794, Dr. Maritzabel Rivas #2298)	Mar. 16, 2023
Uppal Vet Services Ltd. (Dr. Harnarinder Uppal # 3704)	Mar. 9, 2023		
Goodbrand & Warwaruk Enterprises Ltd. (Dr. Ian Goodbrand #1308)	Mar. 13, 2023	Provisional Approval of New Veterinary Practice Entities	
Woodbeck Veterinary Inc. (Dr. Dev Gunputrao #3583)	Mar. 17, 2023	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.	
Diamond R Veterinary Services Inc. (Dr. Benjamin Reed #3531)	Mar. 23, 2023	Practice Name	Location
Irish Vets Ltd. (Dr. Steven Dillon #3335)	Mar. 28, 2023	Powerhouse Embryonics Bovine Reproductive Services	Provost Calgary
Downtown Animal Clinic Corp. (Dr. Joseph Waldman #1644)	Mar. 29, 2023	Trans Canada Pet Wellness Clinic Seton Veterinary Clinic	Calgary Calgary
YLM&M Services Limited (Dr. Yaguang Zhao #3541)	Mar. 29, 2023	Prairie Mountain Veterinary Services Diamond R Veterinary Services Inglewood Veterinary Clinic Fen Vet Beltline	Strathmore Exshaw Edmonton Calgary

ABVMA members and practices, please watch your email for the announcement and your mail in the coming weeks and months for invitations to participate in the CVMA Business Management Program surveys

Practice Owners Economic Survey:



3 Reasons to Contribute

Survey analytics produce complimentary benchmarking reports on revenues, expenses, hours worked, and more. These services cost thousands of dollars elsewhere (i.e., the United States); all it takes in Canada is submitting a survey!

- 1 Annual Suggested Fee Guide:** Your data helps estimate provincial fees required to cover overhead and maximize your income.
- 2 Individual Practice Diagnostic Report:** A confidential report identifies your practices standing regarding budgeting, client fees, and more!
- 3 Free Practice Value Estimate:** Discover the current value of your practice and track its evolution over the years!



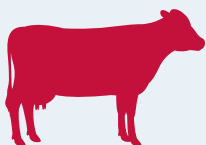
Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

Find economic reports and practice management resources here:
canadianveterinarians.net/veterinary-resources/business-management

It's Not Black or White and Certainly Not Gold: Contextualized Veterinary Care

Connie Varnhagen, PhD, RVT, (she/her), Alberta Helping Animals Society

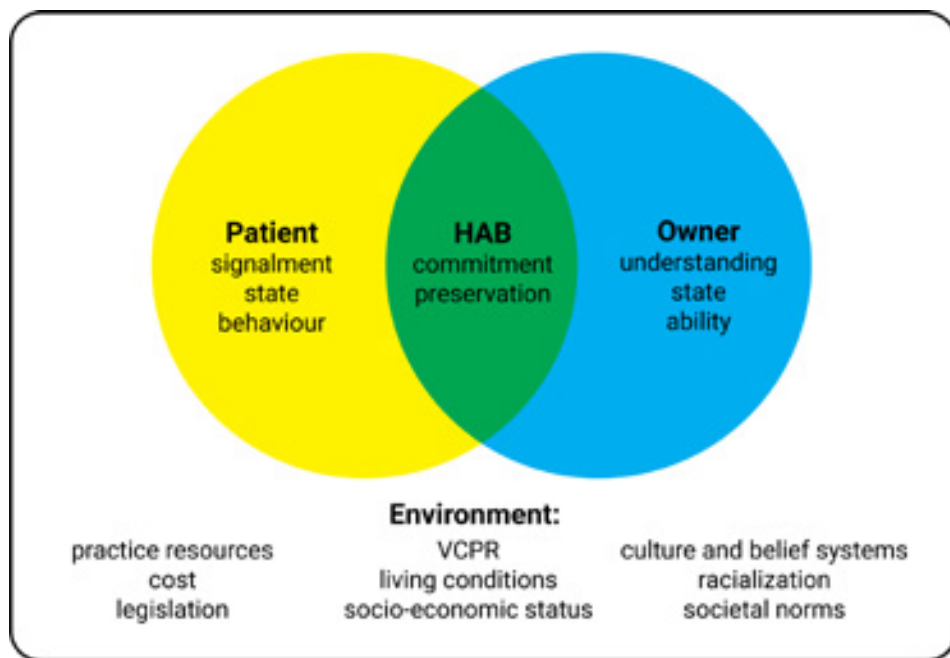
NOAH JOHNS* has a small hobby farm. This year, both of his calves are scouring. The gold standard treatment for calf scours is hospitalization, IV fluids and tube feeding. Noah's finances are severely limited, and he has declined hospitalization for the calves.



DEB FINKELSTEIN'S cat, Bucko, has moderately elevated blood glucose. The gold standard treatment for diabetes mellitus is insulin injection, blood glucose monitoring and prescription food. Suffering with rheumatoid arthritis, Deb lives alone and is quite mistrustful of other people. She will have a difficult time administering insulin, even with an insulin pen.



CARLA PETRIE reports that her husband, Don, doesn't accept the veterinary surgeon's recommendation for gold standard surgery for Stretch, the family dachshund with intervertebral disc disease, and wants to euthanize the young dog.



THE INABILITY TO FOLLOW THE “GOLD standard” in diagnosis and treatment causes frustration and angst across the profession. The fault is not in the owner or the animal but rather in attempting to meet a non-existent standard of perfection. “Gold standard” derives from 18th century economics, whereby trade was valued in relationship to gold.¹ The gold standard has become ubiquitous in veterinary medicine as the most advanced level of care possible.² In practicality, the gold standard also does not exist – in economics or in veterinary medicine. Noah's financial situation does not allow for gold standard scours treatment in hospital. Deb's physical limitations do not allow for gold standard diabetes treatment. Carla's family situation does not allow for gold standard surgery and rehabilitation.

Across the profession, veterinarians consider context in presenting and discussing diagnostic and treatment options with their clients. Pulling together all the situations that influence ethical veterinary care, we simultaneously consider the patient, the owner, the human-animal bond and the socio-cultural and professional environment

in which we practice. This approach is summarized in the contextualized veterinary care model shown in the figure pictured above.

The veterinary team is accustomed to considering the patient:

- How might signalment affect treatment outcomes?
- How might concomitant disease or injury states affect treatment outcomes?
- Will the patient's behaviour affect ability to diagnose and provide care?

The team must also consider owner characteristics:

- Does the owner understand the veterinary needs of the patient?
- Are there emotional or relational states to consider in offering diagnostic and treatment choices? How well can the owner participate in providing needed treatment?

The veterinary team must also respect the human-animal bond:

- How committed is the owner to the patient?

- How can the veterinary team preserve and enhance the human-animal bond?

The veterinary team often grapples with stresses related to these questions surrounding the patient, the owner and the human-animal bond. Advances in veterinary medicine have provided many options for diagnosis and treatment of the patient – these are the “gold standard” advances – but, when considered with respect to the owner and the human-animal bond, these advanced options are not tenable. These options are even less possible when the veterinary team recognizes the environment in which diagnosis and treatment are provided:

- Does the practice have the necessary resources or ability to refer the patient?
- Is the client really understanding the pet’s medical state when giving informed consent?
- How much will diagnosis and treatment cost?
- How does the veterinarian balance access to resources and costs against professional standards?
- What is the nature of the veterinarian-client-patient relationship (VCPR) and how will this particular VCPR affect discussion of diagnosis and treatment?
- How do living conditions and socio-economic status affect the ability to provide gold standard veterinary medicine?
- What about implicit bias due to culture and belief systems, racialization and societal norms affect decisions related to offering “gold standard” or less preferred diagnosis and treatment options?
- Is the veterinary team aware of their own implicit biases when explaining all the options to clients?

These are all difficult questions, and they lead to different diagnostic and treatment discussions. But the contextualized model of veterinary medicine can help the veterinarian and the veterinary team in offering appropriate care for the patient and owner while respecting the human-animal bond and the environmental conditions in which the veterinary care is provided.

Contextualized care allows for discussing the range of options with clients, helping them find the option that works best for

their family situation without judgement, protecting their dignity and individual wishes and truly achieving informed consent.

Let’s revisit the earlier examples, applying a contextualized care model.

NOAH’S calves need immediate rehydration and, if they are too weak to nurse or suck from a bottle, support in feeding. Noah cannot afford hospitalization of his calves, but the veterinarian can use the contextualized model to discuss home options, such as using YouTube videos from a respected source to learn how to place an esophageal tube, emphasizing there are risks and how to mitigate the risks such as accidental placement of the tube into the trachea. The veterinarian must ensure a strong bond with his calves because esophageal treatment requires commitment and Noah being physically and emotionally capable of passing an esophageal tube.

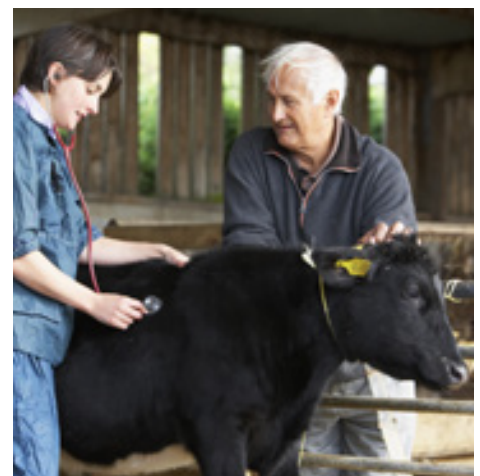
DEB is stunned by Bucko’s diagnosis and likely suspicious of the veterinarian’s diagnosis and treatment advice. In this case, the veterinarian needs to consider that the VCPR may be strained, and treatment of Bucko’s diabetes could start with nutritional management. In this example, follow-up calls and/or appointments with the RVT can help Deb begin to accept Bucko’s diagnosis and learn to use an insulin pen or receive help from a neighbour in administering insulin. If not, at least the model can help the veterinary team to understand how Bucko may not be able to be treated with insulin.

The contextualized model can also help the veterinary team understand **DON’S** reluctance to approve Stretch’s surgery and rehabilitation and work out alternative options, such as prescribing steroids and absolute rest. Maybe Don simply does not understand the need for surgery. Maybe he isn’t as bonded with Stretch as is the rest of the family. Maybe he is struggling with religious or cultural or economic concerns.

Contextualized veterinary care does not protect against all angst, however. Consider the case of Elissa Danforth and her aged rescue mare, Roxie. Roxie managed to develop an abscess at the base of her pinna. Unable to touch the ear, Roxie was sedated and the abscess lanced and cleaned. Although daily cleaning and application of an antiseptic cream may be the gold standard treatment, sedating the elderly mare daily is not practicable. In this case, the veterinarian must weigh administering an antibiotic injection, risking poor antimicrobial stewardship practice, against daily sedation. Regardless of the decision, the veterinarian can use the model of contextualized veterinary medicine to justify treatment options in conversation with Elissa.

The veterinary team revels in the latest advances in veterinary medicine. The team is socialized to provide the most technologically advanced, evidence-based care for patients. In many cases, however, less sophisticated veterinary care provides for a more satisfying and successful outcome for the patient, the owner and the veterinary team. Moving from trying to reach the non-existent “gold standard” to considering contextualized veterinary care helps the team provide the very best advice and care for patients and their owners within each patient’s and client’s specific needs and abilities. This model also helps the veterinary team feel more comfortable and confident in their VCPR with clients and patients.

Let’s step away from the term “gold standard” and progress to contextualized care where a range of options are presented in the context of what is best for the family and their human-animal bond.



*Client examples used in this article are fictional.

References:

1. <https://www.gold.org/history-gold/the-classical-gold-standard>
2. Skipper, A., Gray, C., Serlin, R., O'Neill, D., Elwood, C., & Davidson, J. (2021). 'Gold standard care' is an unhelpful term. *Veterinary Record*, 189(8), 331-331.

Keeping You Current

ABVMA Community Engagement | April/May/June 2023

ABVMA Presentation to NAIT Second-Year AHT Students – April 13, 2023

DR. JOCELYN FORSEILLE, ASSISTANT REGISTRAR, ABVMA, presented to second-year animal health technology students at NAIT.



NAIT AHT Presentation

ABVMA Presentation to Alberta Municipalities Association – April 19, 2023

DR. NAVJOT GOSAL, MEMBER OF COUNCIL, ABVMA, DR. ROB McCorkell, Associate Dean, Admissions and Outreach, UCVm, Vanessa George, Executive Director, ABVTA, and Dr. Phil Buote, Interim Registrar, ABVMA, presented to the Alberta Municipalities Economic Policy Committee.

Alberta Municipalities passed a resolution in 2022 to support veterinary medicine and UCVm programs and act as a conduit for information that will support municipalities attracting and retaining veterinary professionals. The meeting was one step in continuing dialogue and updating Alberta Municipalities on ABVMA, ABVTA and UCVm activities, the needs that will help attract students and professionals and political messaging through the election and into the new term of the newly elected government that will help ensure a sustainable veterinary profession in Alberta.

ABVMA Support of Mobilizing RVTs – April 23 and May 5, 2023

ABVMA EXECUTIVE ARE REGULARLY INVITED TO GIVE A presentation from the association at the Mobilizing RVTs sessions offered by BS Communications Strategies. Two presentations were made by the ABVMA in spring 2023. Dr. Phil Buote, Interim Registrar, ABVMA, presented on April 23, followed a presentation by Dr. Jocelyn Forseille, Assistant Registrar, ABVMA, on May 5. The presentation covers several topics including scope of practice for RVTs, professional responsibility and what RVTs can actually do, including a discussion of the newly approved Delegation of

Veterinary Medicine – Professional Standard. The ABVMA is pleased to be invited to present at events such as these to clarify and elevate the engagement of registered veterinary technologists and to support full scope of practice for RVTs in Alberta practices.

ABVMA Meeting with Alberta Beef Producers – April 27, 2023

DR. NATASHA KUTRYK, PRESIDENT, ABVMA, AND DR. PHIL Buote, Interim Registrar, ABVMA, attended the Alberta Beef Industry Meeting on Traceability New Regulations at the Alberta Beef Producers (ABP) office in Calgary. ABP hosted the meeting to discuss proposed Federal Traceability Regulations. The proposed Regulations would introduce movement reporting requirements for cattle, bison, sheep, goats and cervids to bring alignment with pigs and farmed wild boars, which are already subject to such requirements. The purpose of the meeting is to develop an Alberta response to the new traceability regulations that is consistent across sectors.

The meeting also included representatives from ABP, Alberta Cattle Feeders Association, National Cattle Feeders Association, Western Stock Growers Association, Canadian Cattlemen's Association, Canadian Cattle Identification Agency, Livestock Identification Services, and Alberta Auction Markets Association. ABVMA was very pleased to be included in this important discussion related to the Alberta beef industry.

UCVM Graduation – May 29, 2023

ALBERTA CELEBRATED THE GRADUATION OF 33

veterinary graduates from the class of 2023 program at UCVm. The ceremony was part of the overall University of Calgary graduation event at MacEwan Hall in Calgary. The event was attended by ABVMA representatives, Dr. Natasha Kutryk, President, and Dr. Phil Buote, Interim Registrar. In her comments to Alberta's future veterinarians, Dr. Kutryk stated, "As President of the ABVMA, I speak on behalf of the entire Alberta veterinary profession when saying: we have all been eagerly waiting for you to join us as Doctors of Veterinary Medicine." The ABVMA looks forward to welcoming these new graduates as members of the association at one of the Registration Day events hosted this year.



UCVM Class of 2023

WorkPack Webinar – June 1, 2023

DR. JOCELYN FORSEILLE, ASSISTANT Registrar, ABVMA, and Dr. Kathy Keil gave the first WorkPack webinar to introduce this newly developed resource to members. Launched in May 2023, this new microsite is available on the member portal and was announced in the May/June *Members' Magazine*.

This toolkit contains ideas and possible actions to positively impact staff recruitment and retention in veterinary workplaces. The toolkit lays out many options and includes nine chapters. See page 32 of this magazine for some key takeaways from Chapter 1 – High Performing Teams.

Visit workpack.abvma.ca to access the toolkit (login required).

ABVMA Council Road Trip and Regional Meeting, June 19-21, 2023

ABVMA COUNCIL AND STAFF, ALONG WITH ABVTA executive team members, travelled to the Northwestern Region of

the province for the first Council Road Trip since 2019.

The road trip is intended to further the strategic directions of the association by engaging with members throughout the province. This engagement provides input to Council on the issues and topics of importance to members.

Over the three days, ABVMA Council toured 17 practices, some collectively, as well as several practice tours carried out by four small Council sub-groups on Tuesday, June 20. In addition to practice tours, ABVMA Council held a regional meeting and dinner for all practices in the region. On Tuesday, June 20, ABVMA, ABVTA and UCVm met with representatives of the County of Grande Prairie and hosted a meeting of the Agricultural Services Boards of Big Lakes County, Saddle Hills County and the MD of Greenview.

Thank you to all the practices that participated and engaged with Council. A full report on the trip and photos from the event will be published in the September/October *Members' Magazine*.

Veterinary Medicine in the Media

April 19, 2023 - University of Calgary Vet Med-Stoney Nakoda Nation partnership expands to include 1st preventive vet clinic event in the Nation

<https://educationnewscanada.com/article/education/level/university/1/1016404/vet-med-stoney-nakoda-nation-partnership-expands-to-include-1st-preventive-vet-clinic-event-in-the-nation.html>

May 16, 2023 - Local vet notices an increase in marijuana poisonings in dogs

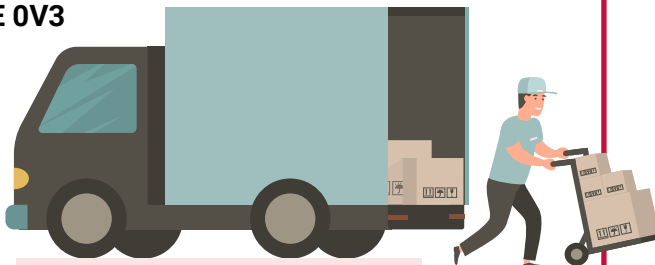
<https://chatnewstoday.ca/2023/05/16/local-vet-notices-an-increase-in-marijuana-poisonings-in-dogs/>

ABVMA OFFICE IS MOVING

Effective Tuesday, Aug. 8, 2023, the new address will be:

**Commerce South Office Park
Building E
Suite 300, 4803 – 87 Street NW
Edmonton, AB T6E 0V3**

The move is scheduled for Aug. 3-4, 2023. We expect minimal disruption to service during this time.



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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 celebrates diversity in the veterinary profession with the "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."**

Dr. Navjot Gosal's Journey

Dale Bochon, Strategist/Brand Storyteller, ev+ AGENCY

Dr. Gosal's commitment to animal care has taken him on a remarkable journey across continents, presenting him with unique experiences that have shaped him into the veterinarian he is today. Encountering challenges and biases along the way, Dr. Gosal's story is a testament to the power of perseverance. In this discussion with Dr. Gosal, he shared the path he's traversed to become a licensed veterinarian in Alberta.

A Journey from Punjab, India, to Alberta, Canada

Hailing from a farming family in Punjab, India, Dr. Gosal's passion for veterinary medicine was ignited when he witnessed the plight of his ailing dog, with no certified veterinarian in his vicinity to provide proper care. Determined to bridge this gap and make a difference, he embarked on a journey to pursue his dream of becoming a veterinarian.

Dr. Gosal graduated with a Bachelor of Veterinary Science and Animal Husbandry from Punjab Agricultural University in 2003 and Master of Veterinary Science in the discipline of Veterinary Pharmacology & Toxicology from Punjab Agricultural University in 2005. In 2008, he relocated to Edmonton, Alberta, where he encountered a new set of obstacles in his new country.

The Pursuit of Certification

Coming from an unaccredited veterinary program in India, Dr. Gosal faced the arduous task of obtaining his veterinary license in Canada. This involved a rigorous two-and-a-half-year licensing exam process, with a cost of \$15,000. Undeterred by the financial burden, he persevered, emerging triumphantly in October 2010 with his hard-earned certification. It wasn't until April 2011 that Dr. Gosal secured a full-time position as a

veterinarian after an exhaustive six-month search. His patience and dedication finally paid off.

Young Veterinarian of the Year

Within a year of practicing veterinary medicine in Alberta, Dr. Gosal's exceptional contributions were acknowledged when he received the ABVMA Young Veterinarian of the Year Award in 2012. Sharing this honour with Dr. James Stickney, he stood out among his peers for his enthusiasm, leadership and dedication to the profession, specifically within the Alberta Veterinary Medical Association (ABVMA). Dr. Gosal has also volunteered within the community on the Edmonton Association of Small Animal Veterinarians (EASAV).

In his practice life, Dr. Gosal has dedicated nearly six years serving as a small animal veterinarian at the Edmonton West Animal Hospital and Spay/Neuter Centre providing compassionate care to countless pets and their owners.

Resilience and Unity

Reflecting on these achievements, Dr. Gosal acknowledges that his success relied heavily on the unwavering support of his family and numerous others who believed in him. He speaks glowingly of the Bredin Centre for Career Advancement in Edmonton, a resource that provided him with invaluable



mentorship and financial assistance in realizing his goals. Dr. Gosal wholeheartedly recommends the centre to aspiring veterinarians on a similar path. He also speaks highly of the Cypress View Veterinary Clinic in Medicine Hat as they provide valuable

Dr. Navjot Gosal, Member of Council, Edmonton Region; Veterinarian at Edmonton West Animal Hospital and Spay/Neuter Centre

Resources:

- Bredin Centre: <https://www.bredin.ca/>
- Immigration, Refugees and Citizenship Canada (IRCC): <https://www.canada.ca/en/immigration-refugees-citizenship.html>

information for international veterinary professionals looking to move to Alberta.

What sets Dr. Gosal apart is not only his professional accomplishments but also his unyielding commitment to staying true to his beliefs. Proudly wearing his Turban, he embodies the rich cultural heritage of his Indian roots while embracing the diversity he has encountered in Alberta. Dr. Gosal's transformative experience in this vibrant community has shaped him into a more resilient and accepting individual, fostering a deep respect for individuals of all beliefs, sexual orientations and skin colours. As he looks toward

the future, Dr. Gosal anticipates continued progress and hopes for even greater acceptance and unity in the years to come.

Dr. Navjot Gosal's journey to practice veterinary medicine in Alberta came with no shortage of obstacles and serves as encouragement for aspiring veterinarians worldwide. Dr. Gosal hopes that other professionals with similar aspirations also emerge through the process in becoming new Canadians and working through the licensure process.

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.

ABVMA Immigration Project Underway

The ABVMA has received funding for a project in "Attracting Internationally Trained Veterinarians to Alberta." The objective of the project is to increase the number of internationally trained veterinarians coming to Alberta to practice veterinary medicine. A survey of members was conducted in Dec 2022/Jan 2023 to compile experiences in recruiting internationally. If you have additional information to share or would like more information about the project, please contact Jocelyn.forseille@abvma.ca or 780-784-5232.

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My Observations on Complaints

Lloyd Keddie, DVM, Associate, Complaints, ABVMA

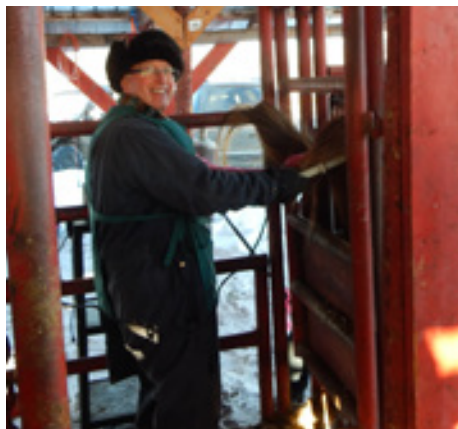
AFTER ALMOST FORTY YEARS OF

mixed animal practice, numerous Hearing Tribunals, many practice inspections and now working in a temporary position as Associate, Complaints, in the ABVMA office, I reflect on the circumstances that can come into play resulting in a complaint or complaints being lodged against a registered member, a permit holder or a student.

The first thing that must be acknowledged is that as a self regulated profession, the Alberta Veterinary Medical Association's primary mandate is to protect the public interest and safety. Because of this, every complaint from the public is taken seriously, even if our first impression may be that it is insignificant or unfounded. At the same time, it would be unfair to the member to decide about the legitimacy or gravity of the complaint based solely on the complainant's side of the story. Therefore, we have in place a very well-structured, transparent complaints process of investigation and review that is designed to be fair to both the public complainant and the registered member. This is augmented by an association staff that keep open lines of communication with all the parties involved throughout the disciplinary process. Despite this, at times, some members question the process since dealing with a complaint, whether the allegations against us are founded or not, takes time, resources and can take an emotional toll. While many formal complaints are dismissed at the Complaints Review Committee (CRC) level due to insufficient or no evidence of unprofessional conduct, the member must still be engaged as part of the process.

So how might the complaint that was dismissed by the CRC be avoided or why was there a complaint lodged in the first place? There are often many factors that come into play that can lead to a complaint. While taking these factors into account or being aware of them is no guarantee against a complaint being lodged, it can go a long way to eliminating many.

The **human-animal bond** comes into play with most complaints. The magnitude of this bond varies greatly depending on, among other factors, the individual person and the animal(s) involved. The relationship or bond between a person



and their small animal companion is quite different than the bond between a farmer and his production animals. This may partially account for the proportionally higher number of small animal than large animal complaints. The veterinarian-client-patient relationship (VCPR) can also be a factor when a complaint is lodged. **With a first-time visit to a clinic, a referral, or an after-hours emergency, there is most likely no pre-existing VCPR and therefore not a relationship built on trust and developed over time.** Every possible effort should be made to establishing a positive relationship with the client at these times, keeping in mind that this relationship involves everyone on the health care team that the client and patient has contact with. **Sometimes there are monetary issues involved.** Has the client been properly informed of the costs involved? How do we navigate the situation when there are insufficient funds to carry out the proper care for the patient? There are different personalities involved. This includes not only the client but also the veterinarian or technologist, the receptionist and all other staff that interacts with the client. On any given day, there can be unforeseen personal stresses involving both those in the practice and the client. Cultural differences may cause misunderstandings. We must be open to recognizing or being aware what these differences are and take steps to nullify the problems that may arise because of them.

In a vast majority of the complaints, there are communication issues. When several people are involved in the care of an animal it is very important that the

responsibility of each person is well defined and that there is good communication among the team. Are we really listening carefully to what the client is saying? Is the client hearing what we are trying to communicate? What is the temperament of the conversation? Is the client becoming frustrated? Is the veterinarian becoming irritated? Has there been proper communication with the client, not only while the patient is in the clinic, but after it is discharged? Have we properly documented the conversation? We must be cognizant of a client's demeanour as we treat the patient. If there is a loss or hardship involved, there is a tendency for some people to want to blame someone for their misfortune. Being compassionate rather than defensive at times like this can be advantageous.

Taking all of this into consideration, if we take proper care of our patients, have appreciative clients and a veterinary team has a feeling of satisfaction, the likelihood of a complaint is minimal. At times, this may mean that you do small things just to appease the client. Instead of disregarding a client's request, you accommodate them if there are no negative consequences to the action. **An apology can sometimes go a long way in diffusing a situation.** Perhaps you take the time to explain why your fees are what they are. Perhaps there are times you don't charge a fee for a minor service the client did not ask for or was not made aware of. Perhaps you ask a colleague to take over if there are obvious conflicts with the client. Sadly, there are times we may have to compromise care due to costs and this should be communicated to client in a non-confrontational manner and documented. Show true compassion when a client is suffering from having just been given a pet's poor prognosis or does not have the means to pay for a service. Be aware of situations that could precipitate a complaint. Often, we can have a premonition of things not going right with a client. Don't just ignore it; recognize it and defuse it in a professional manner. There is a saying that if you focus on the positive feelings that result from a good outcome and let that motivate you through a situation, the results are often very rewarding.



Registration is now OPEN

Register now at www.canwestconference.ca.

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Take advantage of **early bird pricing** and access to the Practice Package until Sept. 15, 2023!

Don't forget to book your room at the Fairmont Banff Springs Hotel early! **Scan the QR Code for Details.** For other rooming options, visit the CanWest website.



The ABVMA is pleased to welcome the following to our 2023 speaker roster

- **Dr. Leann Benedetti**
Mentorship (RVT)
- **Dr. Ashley Bourgeois**
Dermatology (CA)
- **Dr. John Church**
Climate Change (FA)
- **Drs. Naomi Crabtree and Amy Lack**
Antesthesia/Parasitology and Emergency Medicine (EQ)
- **Monica Dixon Perry**
Inventory and SOPs (VT)
- **Dr. Colleen Duncan**
Climate Change (FA)
- **Elaine Froese**
Culture and Practice Transition (FA)
- **Meg Harrington, RVT**
Engaging RVTs in Large Animal Medicine (RVT/FA)
- **Dr. Linda Jacobson**
Diseases Related to Importation (CA)
- **Dr. Meredyth Jones**
Beef Cattle Topics (FA)
- **Drs. Sue McDonnell and Cade Torcivia**
Behaviour (EQ)
- **Drs. Jonathan Leicht and Sean Neate**
Teletriage in large animal practice (FA)
- **Dr. Christiane Orsini**
Telemedicine (VT)
- **Dr. Andrew Peregrine**
Echinococcus/Parasitology (CA)
- **Dr. Krista Puddester**
Animal Exportation (CA)
- **Karen Schwartzkopf-Genswein, PhD**
Livestock Transportation (FA)
- **Dr. Debbie Stoewen**
Compassion Fatigue/ Euthanasia Decisions (VT)
- **Dr. Kelly Thiemen**
Soft Tissue Surgery (CA)
- **Dr. Emily Tincher**
Spectrum of Care (Keynote lunch)
- **Dr. Sandy Tou**
Cardiology (CA)
- **Jennifer Woods, PhD**
Livestock Transportation (FA)
- **Dr. Anthony Yu and Martha Rusk, RVT**
Dermatology (RVT)

Legend:

CA: Companion Animal

EQ: Equine

FA: Food Animal

RVT: Veterinary Technologist

VT: Veterinary Team

Also watch for numerous social and wellness activities, including the Meet and greet, Fun Run and Yoga, Meditation and an Indigenous Learning Experience featuring presenters from Stoney Nakoda First Nation.

CVMA Report



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, or contact your Alberta Council CVMA Representative: Dr. Kirsten Aarbo, at 403-690-3857 or kaarbo@hotmail.com.

One Profession. One Strong Voice.

CVMA Hosts IVOC Meeting in Taipei

The CVMA hosted the International Veterinary Officers Council (IVOC) meeting in Taipei, Taiwan, at the end of April. Read more under the Latest News section of canadianveterinarians.net.

WVA Welcomes Dr. Enid Stiles as New Communications Committee Chair

Dr. Enid Stiles, CVMA Past-President, was named Chair of the World Veterinary Association's (WVA's) Communication Committee during its 38th Congress in Taipei, Taiwan, at the end of April. The Congress, which hosted 3,000 participants, explored issues such as pharmaceutical stewardship, xylazine developments, One Health and veterinary education. Dr. Stiles, who is also a member of the WVA Animal Welfare Working Group, also provided an update on this issue. Read more under the Latest News section of our website.

CVMA Council Report: March 2023

The CVMA Council met in March to make policy decisions, provide staff direction and review the progress made towards the CVMA's established goals. Council members were also active contributors at the CVMA strategic planning session that will set the organization's goals for the next three years. Read the meeting highlights under the Latest News section of our website.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

National Baseline Survey of Tick-Borne Disease Awareness Webinar – Recording Available

Increasing incidence of ticks and tick-borne diseases (TBD) across Canada has become a significant emerging public health concern

with limited awareness of risk to human and animal health, as well as adoption of preventive behaviours in response to tick and tick-borne disease risk. In response to this knowledge gap, the CVMA conducted a study in collaboration with expert partners to characterize baseline public awareness of and preventive behaviours towards tick and TBD risk. The study respectively surveyed veterinarians and pet owners across Canada, as well as a group of hunters, anglers and trappers largely residing across Ontario. Find the recorded webinar presented by Dr. Katie Clow and hosted by the Infectious Diseases and Climate Change Fund of the Public Health Agency of Canada here: <https://youtu.be/czo0h5qOMEs>.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

New Position Statement: Horn Management of Small Ruminants

The CVMA recognizes that horn management (removal of horn buds or horns) in small ruminants may be desirable for human and animal safety reasons. The CVMA holds that veterinarians should engage with responsible and appropriately trained animal owners or caretakers in the development of individual herd horn management protocols and procedures. If horn removal is deemed to be necessary, removal should occur before horn attachment to underlying bone (between three and nine days of age: disbudding). Horn removal on small ruminants after this age (dehorning) should only be performed for medical reasons, and exclusively by a veterinarian skilled in the procedure.

View all position statements under the Policy and Outreach page of our website.

Advertising Imagery Guidelines CVMA Had a New Position Statement:

The CVMA recognizes that imagery used in advertising can have profound impacts on consumers regarding decision-making. While it can be a powerful tool to promote good animal welfare, some imagery may be linked to unanticipated negative or adverse consequences on animal welfare and should be used only after full consideration of the potential risks. This document outlines those risks. Read more under the Extreme Conformations page of our website.

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

WSAVA Certificate in Pain Management

The WSAVA Certificate in Pain Management includes prerecorded lectures in addition to mandatory and suggested reading materials, and quizzes at the end of each lecture. The educational content is primarily based on the recently published 2022 WSAVA *guidelines for the assessment and treatment of pain*, and on additional topics not covered by that document but considered to be important and relevant for professionals working with companion animal health and welfare globally. Lectures will be given by the authors of the guidelines and other invited experts in the field. Read more under the Latest News section of our website.

It's Time to Talk About Trauma in Veterinary Medicine: Build Awareness, Create Connection, and Inspire Hope Webinar – Recording Available

Trauma shows up everywhere in our world currently, and the veterinary medical workplace is no exception. In honour of the Canadian Mental Health Association's **Annual Mental Health in the Workplace Week**, join Dr. Leann Benedetti as she shares her own career journey through a trauma lens. Please visit the Mental Health Webinars page of canadianveterinarians.net to view recorded mental health webinars.

Supporting Veterinary Professionals Mental Health through a Peer-to-Peer Community – Recording Available

The CVMA and Togetherall discuss the unique stressors impacting the veterinary profession and how a peer-to-peer community can help. This webinar highlights the current state of mental health amongst the veterinary profession, personal stories about mental health challenges and how peer support can be instrumental in recovery and ongoing management of symptoms. The webinar also highlights a mental health resource that is available to all CVMA members and students – Togetherall, a clinically-moderated online 24/7 anonymous platform. Find the recorded webinar under the Togetherall page of our website.

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 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.

Clinician's Brief

Members receive a complimentary subscription to the monthly Global Digital Edition of Clinician's Brief, which provides practical clinical information to companion animal practitioners. Members who prefer the print edition are entitled to a discounted subscription price.

Plumb's Veterinary Drugs™

Enjoy a **30 per cent discount** on the Individual or Practice online subscription of Plumb's Veterinary Drugs™. Contact the CVMA office to obtain your discount code.

Petcard

The Petcard® Program provides convenient and affordable financing options for your clients to finance treatments or products their pet needs. Enjoy exclusive special benefits, incentives, and rewards. Visit <https://www.petcard.ca/> or call 1-888-689-9876.



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On The Cover



OH@UC Team, from left to right: Samantha Larose, Manager; Kayley McCubbin, Project Manager Alberta AMR Strategy; Janelle Jiminez, Manager AMR-OH Consortium; Herman Barkema, Director; Michele Anholt, Senior Specialist; Andrea Kormylo, Program Development Specialist; Golsa Kafili, Event and Training Specialist; and Fardad Baig, Strategy and Implementation Specialist. Missing: Rose Geransar, Project Manager

One Health at UCalgary

Michele Anholt, DVM, PhD, Senior Specialist OH@UC

THERE HAVE BEEN THOUSANDS OF papers written about COVID-19, most of them tracking its spread, measuring its impacts or evaluating the response. However, few have examined the drivers that may have contributed to its emergence. The commonly cited anthropogenic drivers of emerging infectious diseases are climate change, urbanization, deforestation, unsustainable agricultural intensification, globalization, socioeconomic disparities including food insecurity, and trafficking and eating wild animals. An analysis of the potential drivers of COVID-19's emergence is important for informing a more integrated and preventive approach to disease emergence.

Evidence supports Huanan Seafood Market as its source, likely a spillover event from wild animals (*Nature*). However, the animal origin of SARS-CoV-2 is still uncertain. Did the African Swine Fever (ASF) epidemic in China have a role in COVID-19's emergence? China first reported case of ASF was in August 2018 and it is

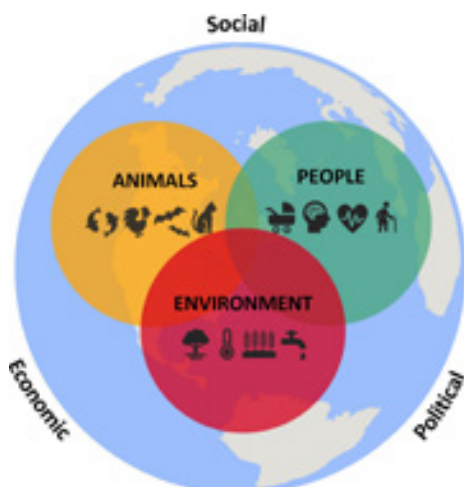
estimated that 30-70% of all Chinese pigs died or were slaughtered to contain the epidemic (*Nature Food*). With that immense disruption to the pork supply, alternative animal protein sources were undoubtedly exploited. A wide variety of wild animals are consumed in China and wildlife trade, production and market systems are poorly regulated. There is speculation, but apparently no formal analysis, regarding changes in wild meat consumption to support an association between ASF and COVID-19 emergence (*Front Microbiol*). However, it illustrates the importance of recognizing the convergence of events that can lead to infectious disease emergence and the role of veterinary medicine in addressing many of the world's biggest problems.

This example demonstrates the need for a One Health approach to emerging infectious disease preparedness and other complex, multifactorial problems such as climate change, environmental degradation, biodiversity loss, antimicrobial resistance,



Soderglen Ranch Manager Scott Lees and ranch veterinarian Craig Dorin describe the ranch's efforts to support a healthy water ecosystem at the ranch.

Cover Photo: Examining agro-ecological systems – participants of One Health Summer Institute 2022 visiting WA Ranches.



OH@UC's representation of a One Health approach

Using a One Health approach, OH@UC will create partnerships across UCalgary, our communities, and the world to improve our understanding of connections among people, animals, and the environment, and to solve complex problems for the benefit of all.



OH@UC's vision and goals

human migration and social inequalities. One Health is commonly depicted as sitting within a small portion of a Venn diagram at the overlap of human, animal and environmental health. However, One Health at UCalgary's (OH@UC) figure takes a broader view with a circle around the Venn diagram that encompasses all the upstream biological and non-biological determinants that can either promote or inhibit the wellness of all (Figures 1 and 2). The "all" is fundamental to our vision, "Improved health and wellbeing for people, animals, and the environment," in that solutions that benefit people but have a negative impact on animals or the environment are not truly solutions.

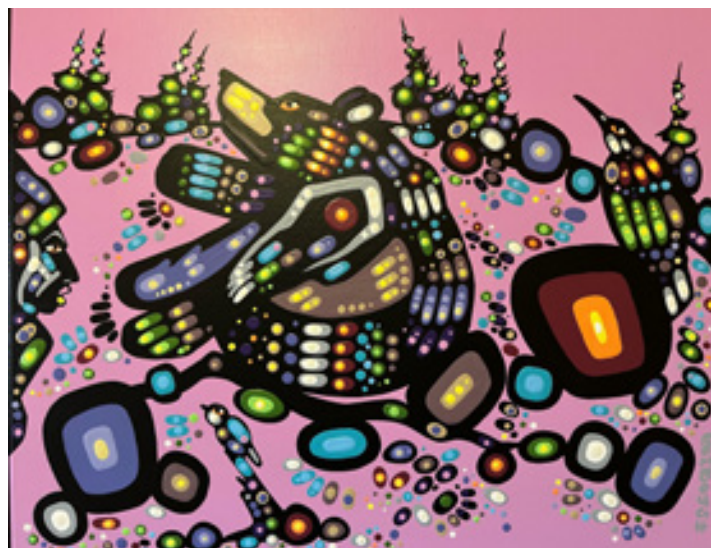
One Health at UCalgary was founded in 2019 as an emerging, cross-cutting research theme with financial support from the Office of the Vice-President (Research), and we look forward to becoming a full research institute within the University of Calgary. We are excited to continue to work toward achieving the following mission: "Using a One Health approach, OH@UC will create partnerships across UCalgary, our communities, and the world to improve our understanding of connections among people, animals, and the environment, and to solve complex problems for the benefit of all."

We connect people. We bring together expertise and resources to create research teams either in response to a funding call or when we see a need. We start by asking the following questions:

- Who can help?
- Who has the knowledge, skills and resources?
- Who needs to know what we know and need?
- With whom can we collaborate to find sustainable solutions?

We draw on our large (and growing) network of academic and government researchers, public servants, not-for-profit organizations, industry leaders and community members to create effective teams. Our transdisciplinary, cross-sectoral, community-integrated teams are working in the fields of antimicrobial resistance, infectious diseases and the microbiome, water and wastewater, community health and climate change to find effective and sustainable solutions within local social and economic contexts.

The interconnectedness of everyone and everything through the Great Spirit that animates all, is central to First Nations, Inuit and Metis worldviews (Figure 3). Traditional practices that respect relationships with each other and the world also promotes



Spirit Surrounding the Land by Chipewyan Dene artist, John Rombough

wellness, harmony and sustainability. These Indigenous worldviews long precede and inform One Health; we strive to incorporate, respect and elevate Indigenous ways of knowing, being, connecting and doing in all our work.

Children are our future. If we aspire to live in a more collaborative and connected world in which One Health is commonly understood and operationalized, then we must start educating children today about One Health. To this end, OH@UC has collaborated with the Alberta Society for the Prevention of Cruelty to Animals to create a [Humane Education Toolkit](#) for teachers. We also collaborate with

Continued on next page

UCalgary's Wagonstage Theater to provide entertaining children's summer theater around the themes of sustainability and resilience. For adult community learners, we host a monthly public webinar, One Health Circle, where a One Health topic is explored with two speakers from different perspectives.

To increase capacity for collaborative One Health research and outreach, university undergraduate, graduate and post-doctoral fellows are offered virtual courses in Antimicrobial Resistance from a One Health Approach, Fundamentals of Biostatistics, Applied Statistical Modelling for Data Analysis in R, and Science

Communication. Among others, we have hosted workshops on selective dry cow therapy for Canadian dairy veterinarians and producers and another on current and future AMR research needs with the UK. The One Health Summer Institute (supported in part by the ABVMA!) is a one-week field study held at the Barrier Lake Research Station. We have domestic and international students examining the impacts of climate change in montane ecosystems. By adopting different roles, they also practice seeing alternative perspectives and negotiating solutions for mitigation and adaptation. A one-year, non-thesis Masters of One Health is currently

under development with a target first intake in September 2024.

We thank our partners for their ongoing support. Engagement with people from across Alberta, Canada and the world maximizes the usefulness of our research. Our relationships and partnerships cross boundaries of communities, scientific disciplines, academia, government and the private sector. Following equity, diversity and integration principles, we are always working to expand our partnerships and meet regularly with individuals and organizations interested in working with us. If you are interested in learning more, please see our website or contact us, onehealth@ucalgary.ca.



Dr. Barkema addresses participants at the AMR – One Health Consortium Retreat September 2022.



Summer Institute 2022 participants assess the health of Lusk Creek in Kananaskis.

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 (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.

Feeling stressed?



Stress Solutions is designed to support those experiencing signs and symptoms of stress. Learn how to identify, manage and control stress in your life

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.

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Homeweb.ca

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



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PIPS Tip

Regular Audit of Controlled/Narcotic/Targeted Substances

RECONCILING CONTROLLED/NARCOTIC/TARGETED DRUGS

can be a source of frustration for many individuals in practice, but it does not have to be.

The purpose of reconciling each bottle of controlled/narcotic/targeted drugs is a necessity and an obligation to continue the privilege of using these medications, which have a risk of diversion or addiction. This protects at-risk practice staff.

Accurate records must be kept of all controlled/narcotic/targeted substances received, used, dispensed and destroyed.

The relevant section of the ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, pg. 34, #4 b, c, d is:

- b. *A current, verifiable inventory of all products is maintained.*
- c. *A drug acquisition log is maintained, which includes:*
 - i. *Date and quantity of drugs received*
 - ii. *Lot number and/or invoice number containing lot number*
 - iii. *Name and signature of responsible veterinarian or RVT receiving the product and entering it into inventory*
 - iv. *A unique number assigned to each bottle within the shipment*
 - v. *Name and signature or password protected computer ID of responsible veterinarian or RVT removing product from inventory*
- d. *A drug use log must be maintained, which includes:*
 - i. *Identification of patient*
 - ii. *Dosage/volume of drug used*
 - iii. *Remaining balance in container*
 - iv. *Identification of case veterinarian*
 - v. *Signature of registered veterinarian or RVT administering or dispensing the product or password protected computer ID*

Routine audits must be conducted on a regular basis to ensure accuracy of all controlled substance inventory. It is recommended that audits are done at a minimum once a month to ensure accurate reconciliation. In multi-veterinarian veterinary practices, audits may have to be done more frequently. Ideally, these audits should be conducted by different registered individuals each month if possible.

The process of a successful audit includes:

1. Confirm acquisition logs are accurate for the inventory of bottles.
2. Confirm the amount remaining in each open bottle of controlled substance.

Tablets are easily counted. Confirming the amount for injectable and oral liquid drugs is more difficult because we want to avoid drawing up the medication to measure it. Some practices have success with weighing drug bottles – this method is not always accurate. One method to audit the volume of a bottle of liquid is to draw lines on an empty bottle of the same medication by adding water to it in measured increments. Now, you can use the marked-up

bottle to visually compare with the bottle in use to know how much remains.

3. Calculate hub loss

The PIPS Committee expects that hub loss, including showing the calculation, is recorded on the drug use log as part of the regular audit process.

One of the common questions received by the ABVMA office is: what is acceptable hub loss? We recommend each practice calculate hub loss themselves for the syringes used in their practice. A rule of thumb is 0.05 - 0.07 ml/draw (i.e., 9 draws x 0.05 ml/draw = 0.45 ml potential allowable hub loss).

4. Reconciliation

When the expected volume from the drug use log and the actual volume remaining in the bottle is the same, the hub loss calculation is not used to adjust the balance.

When the actual volume is lower than the expected, the allowable hub loss is noted, and the balance adjusted at the end of the bottle.

When the hub loss does not account for the entire difference found between the actual count/volume and what the declining balance states on the use log, further investigation into the missing amount is required. This involves reviewing the appointment schedule and patient medical files to verify that all animals that received controlled substances were recorded in the drug use log and double checking all of the math calculations in the drug use log are correct.

The goal is to have 0.0 ml unexplainable loss for each bottle of controlled/narcotic/targeted substance. It has been noted that many drug manufacturers overfill drug bottles to account for hub loss. Many veterinary practices are successful at reconciliation and end up tracking into a "negative" number showing they can control loss.

When logs cannot be reconciled and discrepancies cannot be explained, the veterinary practice must consider other ways to increase accuracy when tracking controlled substances such as:

- more frequent audits
- require double signatures for each withdrawal of all drugs
- have two registered members conduct the audit
- limiting the number of veterinarians and technologists who access the controlled substance cabinet
- recording the number of syringes dispensed in the drug use log by patient (e.g., buprenorphine 0.6 ml (12 syringes))

Example – controlled substance use log entry:

In this example, the Sept 30/22 entry for “Tippy” Core indicates there should be 1.05 ml of this controlled substance left in the bottle. However, during the Sept 30/22, audit, it was discovered there was only 0.7 ml left in the bottle when an actual count of the controlled substance was done. This gives us a difference of 0.35 ml.

A hub loss calculation is then done to figure out if we can determine where the discrepancy is. We use 0.05 ml/per withdrawal for our fictional practice, and since we have made ten withdrawals since the last audit, this gives us an allowable hub loss of 0.5 ml.
(10 x 0.05 ml = 0.5 ml)

Since our difference of 0.35ml for the missing amount is less than the 0.5 ml we calculated for our allowable hub loss calculation, the missing amount can be explained by hub loss. If the difference in missing amount was higher than the hub loss calculation, further investigation would be required.

Blank sample controlled/narcotic/targeted drug forms are available to personalize for use in their practice and can be found on the ABVMA portal under Practice Resources/PIPS/PIPS Sample Forms.

Additional questions on reconciling controlled/narcotic/targeted substances? Contact pips@abvma.ca

ADDENDA, JULY 4, 2023:

The original article published above, did not include the example Narcotics Log referred to in the article. The full article with the attached Narcotics Log are available [HERE](#) (Login Required). Our apologies for any confusion.

CVMA Green Practice Initiative Committee

Colleen Pratt, DVM (she/her), Harvest Pointe Animal Hospital



I AM EXCITED TO BE THE ALBERTA REP FOR THE CVMA GREEN PRACTICE INITIATIVE COMMITTEE! AN EARLY GOAL IS TO develop a **concise information sheet** on what veterinary practices can do in their workspace to help the environment.

I was one of the veterinarians on the committee that attended the Carbon Literacy course with Vet Sustain (<https://learn.vetsustain.org/pages/carbon-literacy-for-veterinary-professionals>), a company that supports veterinarians interested in a sustainable future. This is a great introductory course for those interested in learning more about this topic. It was fun and engaging, and helped me to see the urgency of the climate crisis.

The committee will be meeting again this summer to continue to develop a practice information sheet. Areas of focus include heating your building, anesthetic gas emissions, commuting to work, the use of pesticides and cleaners, and much more. A challenging issue for food animal veterinarians is the role in supporting sustainable agriculture, and the committee plans to tackle this as well.

Don't wait! The wildfires in Alberta are an excellent example of the potential consequences from extreme weather due to climate change. The warming of the earth is not caused by volcanos or cycles of the sun, it is caused by us and how we live.

We need to change our lifestyle.



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.

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

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

WorkPack: A Professional Retention Toolkit

Chapter 1, High Performing Teams

Dr. Jocelyn Forseille (she/her), Assistant Registrar, ABVMA

Having More Good Days at Work on Purpose

Chapter 1 of the WorkPack Toolkit explores information on high performing teams. Three critical characteristics have been identified in high performing teams: the right technical competencies, engagement in collaboration and good communication.

The ideal state is to have high performing teams executing shared goals, achieving business success and producing favourable patient outcomes in an environment where individuals of the team can thrive.

The chapter on high performing teams includes several topics including sections on:

- optimizing competencies of the team
- collaboration and communication
- effective leadership
- sound management
- healthy organizational culture
 - workload management
 - clear leadership and expectations
 - civility and
- introduction to psychological safety that is woven throughout the toolkit

A key element to effective teams is where the workplace culture enables people to feel safe to ask a question or to ask for help, or to point to something they think might be an error or to flag a problem in any aspect of the work environment. A safe trusting team environment doesn't just happen, it takes fostering and leadership.

A lot of information is presented in this chapter, so it is fair to ask where to start. Considering your workplace, there may be one section of the chapter that resonates with you and that is the obvious place to start. If not, try one of these suggestions as a first step:

1. Establish Team Shared Values: refer to explanation of the activity at <https://workpack.abvma.ca/the-toolkit/high-performing-teams/>
2. Self-Assessment
 - a. Emotional Intelligence: Ask team members to take the emotional intelligence self-assessment (10 min). Emotional intelligence is the ability to manage one's own emotions, as well as recognize and appropriately respond to others' emotional distress. <https://www.workplacestrategiesformentalhealth.com/start-assessment>
 - Action Planning: Research indicates that we are much more likely to make effective changes if we write

out our goals. Then, we create accountability by sharing the goals with a trusted co-worker or manager. Ask each staff member to reflect on their self-assessment results and reach out to a co-worker or manager to share their goals and keep each other accountable.

- b. Personal Strengths Assessment: StandOut (from the book StandOut 2.0: Assess Your Strengths, Find Your Edge, Win at Work by Marcus Buckingham). This is the philosophy of identifying, using and further developing our personal strengths rather than berating ourselves for not improving our areas of weakness. There is no fee to take this assessment to discover your strengths and will take 15 minutes to complete. Take time to listen to the short video at the start because there is an irony there. The video includes the statement, referring to working in your area of strength "When you can spend a lot of time at work, not all of your time, but a lot of it here in this sweet spot, it's all the puppy dogs, ice cream and rainbows you can stand." The irony is that we all know that the public thinks we have dream jobs working with animals and yet our profession needs to get back to appreciating what drew us to the profession in the first place, be it companion or livestock animals. The sentiment of "having more good days at work on purpose" is noted – identify what is working for the team and do more of it.

3. At a staff meeting, watch one of the videos found in Chapter 1 and discuss learnings and possible actions for the team.
4. Start contemplating the 13 psychosocial factors as outlined in the National Standard of Canada for Psychological Health and Safety in the Workplace. Psychological health and safety is about optimizing employees' focus and energy, which leads to improved productivity and performance. It is about supporting every employee to do their best work.

The "On the Agenda" series through Workplace Strategies for Mental Health lay out presentations aligning with the 13 psychological safety standards and are found integrated throughout the WorkPack Toolkit. These resources can provide baseline information to encourage open discussion and ideas for improvement in the workplace and provide an opportunity for team building.

Use the tools in Chapter 1 as a means to open the conversation and begin the journey of developing a high performing team or sustaining the high performing team that you currently have.

WorkPack

A Professional Retention Toolkit

This toolkit is dedicated to the many high-functioning teams in veterinary medicine practicing in Alberta and a resource for those teams striving to be. Given the current workforce shortage being experienced in the profession, Workpack is an initiative undertaken to address retention in clinical practice. WorkPack is an online toolkit of evidence-based resources, including activities that can be implemented in veterinary practices to address and improve workforce retention.



The Toolkit contains 9 chapters:



Chapter 1
High Performing Teams
-optimum combination of technical competence, collaboration and communication



Chapter 2
Relational Coordination
-shared goals, shared knowledge, mutual respect



Chapter 3
Supportive Workplaces
-supporting teamwork through diversity, inclusivity and a healthy organizational structure



Chapter 4
Peak Performance
-optimizing employee engagement



Chapter 5
Psychological Safety
-the employee and employer benefits of providing a psychologically safe workplace



Chapter 6
Resiliency
-tools for improving adaptive coping strategies



Chapter 7
Win-Win Contracts
-satisfying both employer and employee needs



Chapter 8
Practice Viability and Sustainability
-provision of emergency services, patient wellness plans, efficacy in medical record keeping and more...



Chapter 9
Life Skills
-discover the eight domains of wellness, boundary setting, mindfulness and joy



workpack.abvma.ca

WELLNESS RESOURCES

- If you are experiencing personal, interpersonal or work-related problems, access the ABVMA Member Assistance Program through Homewood Health at 1-800-663-1142, 24/7, or online at www.homeweb.ca.
- Other veterinary team members, call Health Link at 811, call or text 211 or online at <https://ab.211.ca/>
- <https://www.wellnesstogether.ca/en-CA>: free on-demand wellness resources for all Canadians
 - Services include: basic wellness information, one-on-one sessions with a counsellor, participating in a community of support
- Member wellness resources are also available on the ABVMA member portal: Member Resources/Member Wellness
- Mental Health First Aid courses will be held in November in both Calgary (Nov. 16-17) and Edmonton (Nov. 23-24)
 - Registration opens Sept. 1, 2023
 - Watch Enews for more information



Equity, Diversity and Inclusion

What resources are on your portal?

AN EQUITY, DIVERSITY AND INCLUSION (EDI) PAGE ON THE MEMBER PORTAL HAS BEEN CREATED TO SERVE AS A

location for EDI resources for members in three key areas: Articles, Training and Land Acknowledgements. Members are encouraged to take some time to familiarize themselves with resources available on the portal to educate and to work towards creating more accepting and diverse workplaces. Each issue we will highlight some of the current resources available to you on your portal.

Not sure where to start? Training may be the answer.

One example the IDEA program offered by MacEwan University. Inclusion, Diversity, Equity and Accessibility (IDEA)

These courses will help you gain the following skills:

- An understanding of foundational EDI terminology and principles
- An understanding of true allyship and a commitment to changing language, dismantling colonial ways of thinking and uncovering unconscious bias
- An appreciation for new perspectives and views
- An awareness of the experiences of individuals from diverse backgrounds

Courses offered include:

- EDI Literacy: Foundations of Anti-Racism Level I
- EDI Literacy: Foundations of Anti-Racism Level II
- From Unconscious Bias to Conscious Inclusion
- Effective Diversity and Recruitment and Retention Strategies
- Advancing Equitable and Inclusive Strategies within your Organization

Visit the EDI Member Resource Page for more resources (login required).





See your article here.

ABVMA welcomes magazine
contributions from members.

If you have a topic or are willing to
contribute an article that would be
of interest to the membership,
please contact
sarah.munn@abvma.ca



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

she/her

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

SUMMER IS A WONDERFUL TIME.

Cycling to work, hiking in the mountains with my dogs and maybe one of these days I will be brave enough to float down the Bow River on a raft. Of course, our team has been working (and playing) hard at the Calgary Stampede, where our team provides animal welfare expertise and we also run a booth to inform the public about what vets do.

We have been busy the last few months preparing for our increase in student numbers. We have also been working on a new curriculum and a new strategic plan, while still doing our day-to-day jobs. On June 23, our faculty held a Strategic Planning Retreat at the Wilder Institute/Calgary Zoo. During the day we were able to priorities UCVM's values, mission, vision and priorities. We are excited about where this will take us, and I will share more with you as we progress.

We are very proud of the continued success of our summer vet camps. These weeklong camps introduce children grades 7-9 to the many things vets do. They learn how to take a heart rate, how a cow's stomach works, scrub, gown and glove for a mock surgery, work through a case to a diagnosis, practice with surgery simulators and much more. Awesome young vets in the making!

Also, the UCVM Summer Undergraduate Research Experience (SURE) is in full swing! We have 44 students registered, 11 of whom are from our DVM program. The SURE is an

excellent opportunity without the pressures of graduate school. I want to thank our supervisors for investing their time in helping our students engage with research, from Coulter counters, to classroom contrivances, to cow-side checks.

Are you looking for something to do September 7-8? Why not attend UCVM's Calgary International Equine Symposium at Spruce Meadows during the famous Masters' event. This internationally acclaimed symposium is a global celebration of equine health with this year's theme being Equine Sports Medicine. To register, visit: <https://web-eur.cvent.com/event/7112347b-18e6-432f-b7db-c3cd6d8b147f/regProcessStep1>. Watch some great sports, as well as learn about what is going on in the world of equine research.

In the months ahead we look forward to the Canadian Emerging Veterinary Scholars Summit from October 26 to 28, 2023. This annual forum brings the top DVM and graduate student researchers from each of the five Canadian veterinary colleges together for a three-day summit. This adjudicated summit will also help these scholars to develop their scientific knowledge, research skills, and professional networks.

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



IT'S AN EXCITING TIME AT THE

Western College of Veterinary Medicine (WCVM) as we celebrate our newest veterinary graduates and make plans for our future students. The Class of 2023 is the 55th graduating class from the WCVM and marks the end of Alberta's official involvement in the college.

As a former Albertan, I have been very grateful for Alberta's long partnership with the WCVM, and we continue to celebrate our many alumni in the province. I'm looking forward to our college's ongoing co-operation with the ABVMA and our strong collaborations with the University of Calgary, Faculty of Veterinary Medicine (UCVM).

Increased financial support of WCVM

The Government of BC announced on March 23 that it is permanently doubling the number of subsidized seats for BC veterinary students attending the WCVM. The number of provincially subsidized seats in the college's Doctor of Veterinary Medicine (DVM) program will increase from 20 to 40 seats with the support of an initial investment of \$21.8 million over three years. BC first increased its investment to the WCVM for the 2022-23 academic year — including support of additional seats for BC students.

The Government of BC's decision, combined with the increased support from the governments of Saskatchewan and Manitoba, help to address the shortage of veterinarians across Western Canada. With the recent funding increases announced by the WCVM's provincial partners, all 88 first-year seats offered for the 2023-24 academic year are provincially subsidized through the college's Interprovincial Agreement (IPA). Non-subsidized (non-IPA) seats will not be available for fall 2023 entry and for the foreseeable future.

To address the shortage of veterinarians in rural and remote communities, the WCVM and its provincial partners have designated "agriculture-focused seats" in the DVM program. These seats are allocated for candidates whose academic backgrounds and work experience help to make them more likely to practice in large/mixed animal clinics located in rural communities. For the 2023-24 academic year, Saskatchewan and Manitoba have each designated five agriculture-focused seats while B.C. is allocating six seats to the program.

WCVM's newest graduates: Class of 2023

The 78 members of the WCVM Class of 2023 will receive their veterinary degrees during the University of Saskatchewan (USask) Spring Convocation on June 7. The Class of 2023, which includes 20 graduates from Alberta, is the final class to include a full complement of Alberta-based students who were accepted to the DVM program through the college's IPA. During the ceremony, Courtney Cameron of North Saanich, BC, will also receive the WCVM's Faculty Gold Medal — the college's highest honour presented to graduating DVM students. Courtney is joining Ladysmith Animal Hospital, located on the eastern shore of Vancouver Island.

USask Distinguished Researcher Award

Dr. Cheryl Waldner, a professor in the WCVM's Department of Large Animal Sciences, will receive the USask Distinguished Researcher Award during USask Spring Convocation. Dr. Waldner received her DVM and PhD degrees from USask, and she applied these credentials to a remarkable research career that has transcended the boundaries of her discipline.

As a veterinarian, a professor and a scientist, Dr. Waldner's research spans



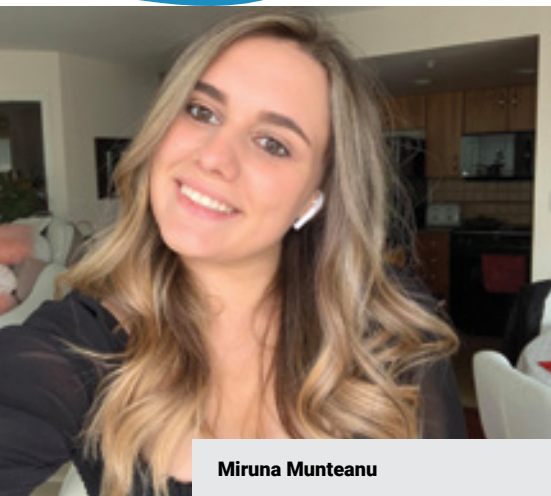
Dr. Gillian Muir

Dean, Western College of Veterinary
Medicine (WCVM)

and interconnects human, animal and environmental health, and her research has had an impact on a range of stakeholders. She is the Natural Sciences and Engineering Research Council of Canada/Beef Cattle Research Council Industrial Research Chair in One Health and Production-limiting Diseases and is well known for her work supporting the health, safety and sustainability of the beef industry. In her research chair role, she uses cutting-edge, evidence-based developments to address critical issues in the beef industry as well as in One Health.

During her career, Dr. Waldner has contributed to successful grants totalling more than \$35.9 million (over \$19.3 million as principal investigator). As well, she has over 250 peer-reviewed publications with 7,000-plus citations. Congratulations, Dr. Waldner!

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



Miruna Munteanu

WCVM Class of 2024
ABVMA Student Representative
2022/2023

HELLO AGAIN, ABVMA COMMUNITY! I

hope everyone is doing well and enjoying the summer season. Here at the WCVM, students have parted ways for the summer holidays. Many have gone back to their home provinces to pursue various work opportunities in small, mixed or large animal practice. While others have chosen to stay in town and work at the Veterinary Medical Centre, various clinics around Saskatoon, or pursue research opportunities at the WCVM. With everyone now finished their exams and OSCEs, the summer period allows students to catch a bit of a break and put their clinical skills to work.

The summer provides a unique opportunity for fourth-year students to start their rotations early. Students have the option to pursue summer rotations, which include bovine and equine field service, large animal surgery, theriogenology, emergency and critical care, as well as external rotations where students can leave campus to explore other practices across Canada. One of the more popular external rotations is known as the "Remote Clinical Practice Rotation," which takes place in May, August and September. Students get the opportunity to go up to La Ronge, SK, to help out communities by vaccinating, spaying/neutering and offering care for injured animals. It is a great opportunity for students to visit a remote location and volunteer as a group to assist animals. The rotation group in May successfully completed 50 spays, 39 neuters, vaccinated 162 animals and conducted 75 wellness appointments.

There were many events that took place near the end of the school year including the annual Purina Cup. The Purina Cup is a hockey tournament that invites students and staff to either play or watch. It's hosted in Clavet, SK, which is about 30 minutes out of town and features a barbeque lunch as well

as lots of cheering and laughs. The winning team is awarded a trophy; however, there are also other prizes that go out to individual players and even spectators who cheer the loudest.

I would like to give a huge congratulations to the WCVM Class of 2023 for finishing the veterinary medicine program and officially receiving their DVM degrees in June. While the veterinary program is very challenging both academically and emotionally, it is also filled with lots of laughs and bonding with classmates. I wish them the best of luck in their professional careers as many of them set off into various clinical practices, internship programs or further education such as master's or PhD degrees.

I am also very excited to welcome a new set of first-year students to the WCVM. Interviews for the Class of 2027 were conducted in May and acceptances went out in June. With new funding efforts from British Columbia, admissions for the fall of 2023 will feature 40 seats from the province of BC. Saskatchewan will be supporting 25 seats while Manitoba will support 20 seats. While non-provincially subsidized seats were offered in the past, they will not be offered this upcoming year. In addition, BC and Manitoba governments are hoping to prioritize students who are interested in mixed or large animal practice due to the shortage of veterinarians in rural areas.

As third year has come to an end, I will now be progressing into my fourth year of veterinary medicine. It seems like just yesterday I was meeting my classmates for the first time and entering first year. Thank you so much for reading these updates; it has been great to be able to update the ABVMA community on life at the WCVM. Hasse van der Kamp in the Class of 2025 will be the next ABVMA Senior Representative. Stay tuned for her updates and take care!

THE DOG DAYS OF SUMMER HAVE ARRIVED!

There is not much to report from the current University of Calgary students. We are all still out on our summer experiences or, in the case of my class, completing our third block of rotations. From working in speciality referral hospitals to participating in research projects, the summer “break” serves as a valuable time for students to further their professional development and broaden their horizons. Additionally, the current UCVM students are actively engaged in community service and outreach during the summer months. Many students participate in volunteer programs, providing veterinary care to underserved communities or assisting in wildlife conservation efforts. These experiences not only make a positive impact on the lives of animals and their owners but also instill a sense of compassion and social responsibility within the students. The summer also presents an opportunity for students to rejuvenate, recharge and engage in personal pursuits. Whether its spending quality time with family and friends, exploring new hobbies or travelling, students embrace this time to find balance and replenish their energy before returning to the rigorous demands of their studies.

At the time of writing, the incoming freshman class (class of 2027) is being selected and notified. This year, which marks the 16th graduating class of the University of Calgary veterinary program, there will be 60 available seats. To meet the increasing demand for veterinarians, UCVM is gradually expanding its program size. This began with a jump from 30 seats to 50 seats during my incoming year (class of 2024). Last year’s incoming class (class of 2026) had 55 seats available. This growth will culminate with the goal of 100 student seats for the class of 2029. The expansion allows UCVM to accommodate more aspiring veterinarians and contribute to filling the workforce gap in the field. By nurturing a larger cohort, UCVM

ensures a diverse and highly skilled pool of graduates, ready to address the complex challenges in animal health and welfare.

Increased funding from the Alberta government has also enabled UCVM to invest in state-of-the-art facilities, including a planned building expansion in order to accommodate 100 students at our site. These developments will not only enhance the learning experience but will also provide students with access to cutting-edge technologies and equipment. By providing students with world-class facilities, UCVM prepares them to excel in their studies and meet the evolving needs of veterinary medicine.

The expansion of the UCVM program and increased funding are crucial steps towards addressing the shortage of veterinarians. The demand for veterinary services continues to rise, yet the supply of veterinarians has not kept pace. By accommodating more students and providing them with quality education, UCVM aims to bridge this gap and ensure a steady supply of skilled veterinarians. The expanded program size and enhanced facilities will also attract a diverse range of students, fostering inclusivity and reflecting the broader communities they serve.

As I close this late summer update, I am also wishing you all the best. My junior representative, Kaitlyn Lomsnes, will be stepping into my role as I enter fourth year. Kaitlyn is an avid student leader and fellow equestrian. We have been working together for the last year on these articles, and I am confident that she will take the reins as your UCVM representative for 2023-2024 in a great way. Good luck, Kaitlyn! I would like to thank you for allowing me the privilege of updating you for the last year in each of our ABVMA issues. All the best and see you down the veterinary trail!



Brooke Whitmarsh

she/her

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.**

HOW DO YOU RECOGNIZE BURNOUT?

Mental health is crucial in our line of work, but historically it is often overlooked. In the past, I have noticed that many of us in the veterinary industry share similar characteristics. We have a culture of perfectionism, but we are also driven, detail-oriented and empathetic. Failure bothers us greatly, and we can frequently experience imposter syndrome. For generations, we promoted heroism in our profession when our peers worked long hours, accepted sleep deprivation and left their self-care on the back burner. I am guilty of all these behaviours because I felt that my self-worth was determined by how hard I worked. I gradually realized that all of us share these experiences and we are not experiencing them alone. The more I learn, the more conversations I find myself having. One of the most significant developments I have witnessed is that more individuals are setting boundaries, leaving work at work rather than bringing it home, leaving on time and, most importantly, making time for themselves. This encouraged me to take the steps to look at my own self-care plan and what I could do differently.

I am proud that these behaviours are becoming more prevalent and that we can now identify them. Although it might be challenging, I realize that to continue bringing about positive change, we must also serve as role models for those entering the profession. July 24 is International Self-Care Day, and I encourage each of you to take the time to set some goals and evaluate your individual plans to ensure you are looking after yourselves. There are seven pillars of self-care and self-love, and you do not need to focus on all of them. However, it is important to recognize which area needs the most attention:

1. **Mental** – creating a healthy mindset
2. **Emotional** – creating healthy coping strategies
3. **Physical** – taking care of your body
4. **Environmental** – taking care of the places around you
5. **Spiritual** – identifying values important to you
6. **Recreational** – making time for hobbies and interests
7. **Social** – making connections with peers

Having peer support is a remarkable benefit for us to be able to share experiences with others who understand what we are going through daily. It is important to watch out for one another and reach out to peers when in need. Not everyone has access to support groups or feels comfortable discussing personal information. The ABVTA thought it was crucial to include an extra membership benefit to support RVTs across Alberta because of this. With an ABVTA membership, you will now have full access to Togetherall.

Togetherall is a clinically managed, online community designed to improve mental health. The platform provides anonymous, peer-to-peer interactions so that as many people as possible can benefit from instant, easy-access, and round-the-clock support when you need it. Having digital access to peer support will allow people to share experiences, knowledge, advice and support anonymously. This will assist in reducing the need for mental health treatment by ensuring that everyone has access to the tools they require to self-sufficiently treat their individual needs. Additionally, you will have other materials you might be interested in such as online courses or additional resources in one convenient location. Please watch for further details on this new membership benefit, including how to access and build a profile. As Leo Tolstoy once said, "True life is lived when tiny changes occur."

Honouring Your Achievements: Welcome to the Veterinary Technology Profession, Graduates!

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

CONGRATULATIONS ON YOUR REMARKABLE

achievement of graduating from your animal health and veterinary technology programs! Your hard work, dedication and passion have brought you to this significant milestone, and we couldn't be prouder of your accomplishments.

As you embark on this new chapter of your professional journey, we want to assure you that your education is not just valuable; it is invaluable. The knowledge and skills you have acquired throughout your studies will serve as a solid foundation for your future path. Your commitment to the well-being of animals and your unwavering determination to provide them with the best care make you a significant, valued and respected member of the veterinary team.

Each day, as you step into your new role as an RVT, remember that you have the power to make a profound difference in the lives of the animals you meet. From administering preventive and life-saving treatments to providing comfort and support, your role as an RVT is vital in advocating for their health and well-being. Your compassion and expertise will touch countless lives, both animal and human, and your dedication will inspire others to follow in your footsteps.

We are thrilled to have you join the veterinary community, and we eagerly anticipate the positive impact you will make throughout your career. The ABVTA is here to support you every step of the way, offering guidance, mentorship and a network of like-minded professionals who share your passion.

As you embark on this exciting journey, we wish you the very best. May you find fulfillment and joy in your chosen path, and may your dedication and compassion continue to shine brightly, touching the lives of animals and their human companions. Congratulations once again, and welcome to the wonderful world of veterinary technology!



2023 ABVTA Student Award Recipients

NAIT

Jocelyn Lazowski, Paige Hess,
Sydney Upright (VMA)

Lakeland College

Keanna Gorgichuk, Carly Lynch,
Rebecca Curle (VMA)

Olds College

Samuel Krukowski, Megan Belt, Victoria
Rowley, Ranya Hofer (VMR)

Northwestern Polytechnic

Heidi Benson, Jennekah Olsen



Empowering Employers: Key Recommendations for Compensating Registered Veterinary Technologists in Alberta

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

AS EMPLOYERS IN THE VETERINARY INDUSTRY, IT IS crucial to stay informed about the latest findings and recommendations related to compensation and benefits for registered veterinary technologists (RVTs), especially considering the critical shortage of veterinary professionals. In a recent report commissioned by the ABVTA, SAVT and MVTA, key insights were provided regarding the challenges faced by RVTs in the prairie provinces. The report's findings highlight several employer recommendations to address the pressing issues of retention and recruitment of experienced RVTs. By implementing these recommendations, employers can foster a happier and more successful workplace environment, leading to improved client experiences, knowledge transfer, productivity, morale and service quality.

The report revealed that retaining and recruiting experienced RVTs is a significant concern in the profession. To address this, the report outlined several important recommendations for employers. First, it emphasized the need for transparent communication regarding rates of pay, increases, overtime and on-call rates throughout the employment lifecycle. Additionally, providing a comprehensive benefits statement that clearly outlines all benefits, including those paid by the employer and employee, was recommended. Employers were also encouraged to offer a robust benefits package that includes health and wellness benefits, paid personal days, flexible scheduling options, profit sharing, bonus programs, and discounted pet food and services.

To attract and retain experienced RVTs, the report highlighted some of the following recommendations specifically for employers:

- Clearly communicate compensation packages and benefits throughout the employment lifecycle.
- Provide a comprehensive benefits statement that outlines all benefits offered.
- Offer employer-paid benefits programs for RVTs and their families, including health and wellness benefits, paid personal days and flexible scheduling options.
- Invest in training, including specialty areas of practice, and consider entering into Return of Service (ROS) agreements to enhance the capacity to deliver specialized services.
- Strategically review and adjust salaries for experienced staff, ensuring that increases are proportionate to years of service.
- Avoid distinctions between urban and rural compensation rates and benefits.

To gain a deeper understanding of the report's findings and explore the detailed employer recommendations, we encourage you to visit the ABVTA website. By taking proactive steps to address compensation and benefits concerns, employers can create a more supportive and rewarding environment for RVTs. Let's work together to improve retention and recruitment in the veterinary industry and ensure the success of both RVTs and their employers.

Remember, commitment to fair and competitive compensation practices can make a significant difference in attracting and retaining valued and experienced RVTs. Visit the ABVTA website (<https://www.abvta.com/>) to access the full report and gain significant insights into optimizing compensation strategies for your veterinary practice.

Togetherall: A New ABVTA Member Benefit for Enhanced Mental Health Support for Veterinary Technologists

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

IN A WORLD THAT OFTEN FEELS UNCERTAIN AND CHALLENGING, FINDING SUPPORT AND CONNECTION IS MORE important than ever. We understand the significance of your mental health and well-being, which is why we are thrilled to introduce Togetherall as a remarkable new benefit for ABVTA members. Togetherall offers a wide range of free tools and support that empower you to take control of your mental well-being while fostering a sense of connection with others who share similar experiences. Within its anonymous community, you can freely share your own thoughts or explore the experiences of others in a safe and judgment-free space. With professionals moderating the platform, Togetherall is here to provide you with the support you need.

What is Togetherall?

Togetherall is an inclusive and anonymous online community available to all looking for mental health support and a sense of connection. It offers a supportive online community where you can freely share your thoughts, seek guidance and engage in conversations with other individuals in a safe space. No matter where you are, where you are at or what you are struggling with, there is a place in Togetherall for everyone.

How to Get Started:

Getting started with Togetherall is quick and easy. As an ABVTA member, you can sign up by visiting the ABVTA member portal and using the direct registration link. We understand the significance of family support and the well-being of your loved ones. Therefore, we are extending access to Togetherall to your family members who are over the age of 16.

Together, let's embrace this new chapter and empower each other on our journey towards wholistic health.

Mental health support online,
anonymous & 24/7.

At Togetherall you can speak
to someone who understands
what you're going through,
anytime & anywhere.



Animal Health Technology Update

Olds College

THIS PAST YEAR THE OLDS COLLEGE

Program has continued to evolve to ensure the student experience is both exciting and meaningful. Our year-round programming model is one that strives to immerse the student in the educational experience in a variety of areas throughout each semester. The first on-campus semester centres around foundational knowledge, while the two following semesters involve laboratory work and advanced disease and patient assessment techniques, and the final on-campus semester is primarily hands-on live animal learning within our live animal teaching environments. Adjustments continue to be made to various courses to align with industry standards and expectations. These include various small and large animal handling lab adaptations to ensure a well-rounded experience when students are first learning to interact with live animals through the lens of veterinary medicine. Our instructional staff have also made a concerted effort to collaborate across programming to create a learning environment that included VTA, VMR and AHT students in various communication scenarios. The students were able to have meaningful and constructive communication sessions that involved everything from discharge instructions to veterinary team conflict. This culminated with a communication seminar put on by Becky Taylor, RVT, BS Communication Strategies, that was both informative, fun and relevant to the industry! Semester 3 and 4 students in April also were involved in the Olds College Smart Farm, assisting with lambing out over 150 lambs in 2 weeks and learning about husbandry, neonatal care and parturition. This is always a big highlight for our students.

We continued to grow our instructional staff and added new faces to our instructional assistants to help support various aspects of programming including large animal streams and our VTA and VMR programming. These additions have created learning spaces with great support to students from RVTs and DVMs with industry experience, and some who are even Olds College Alumni.



Communication session presented by Becky Taylor, RVT, BS Communication Strategies, with AHT and VMR students

We also continue to expand our animal simulation models and have added a significant number this past year. These include a full-sized horse, a 3-D equine head and neck that can be used for venipuncture and haltering, additional small animal radiology phantoms, a small animal canine CPR simulator, various dental models and miscellaneous models and simulated skins to enhance student learning. As an adjunct to those acquisitions, we have also added a significant amount of new and updated equipment including a new small animal digital radiology machine, new ultrasound machine and therapeutic laser and are in the process of adding hands-free radiology equipment for our equine suite.

Last but not least, our new building is scheduled to be "move-in ready" by the end

of the summer! This means our fall 2023 start will be in our brand-new facility that includes two dental suites, a dedicated feline kennel ward with multiple rooms and playpens, a dedicated canine ward with outdoor runs, large learning spaces for anatomy and diagnostic labs as well as spaces for handling and restraint. We also boast a large surgical suite that has observational technology integrated into the learning spaces so that surgeries can be streamed to any TV on the network within our building! It's going to be very exciting on campus for both students and staff.



Assisting with lambing and visiting the lambs are always a highlight of the year!



New 3-D equine head and neck model



@abvma_official



@abvma



Abnansimany Technology Network



@abvma_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>
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 reading: <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

Royal Canin Veterinary Diets Online

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

Online Ultrasound Education

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

Master of Veterinary Medicine, Massey University 2023

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

Preceptor Training - Both in person workshops and online formats are offered. Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or preceptortraining@nait.ca. 6 CE credits.

WDDC Practice Tool Kit (WHMIS and SDS)

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

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

Event date commences April 5, 2021. This unique 4-week online program is designed

to give all members of the veterinary team the understanding, practical tools and doable steps for creating and communicating healthy boundaries. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session and is approved for 6 hours of CE credit in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries/>.

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

Event date commences May 3, 2021. This important month-long online program will give veterinary practice managers and leaders the understanding, practical tools, and doable steps for cultivating a thriving veterinary workplace. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific/>.

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

Harnessing the Power of Fiber to Manage Diarrhea in Dogs & Cats. This webcast will be available for on-demand viewing on CommuniVET.com starting September 30, 2022. Available until September 30, 2023. The content is presented by Dr. Valerie J. Parker DVM, DACVIM (SAIM, Nutrition) Sponsored by CommuniVet

Help! My Puppy or Kitten is Scratching – 1 Hour ABVMA Credit. Live Webcast presented on September 13, 2022, is available for on-demand viewing.

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

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

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

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

On-demand

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

Sponsored by CommuniVet

For more information and to register go to [communivet.com](https://www.communivet.com)

Changing the Narrative: Tools for reducing inappropriate use of antimicrobials for GI conditions in companion animals – 1 Hour ABVMA Credit. Live webcast presented on September 28 2022 at 10 a.m. MT, available for on-demand viewing afterwards.

Presented by Lisa Carioto, DVM, DVSc, Dipl. ACVIM, Susan Kilborn, DVM, DVSc, Dipl. ACVIM, Tatjana K. Mirkovic, BSc, DVM, Dipl. ACVIM
Register: <https://www.communivet.com/en/ca/education/webcasts/reducing-inappropriate-use-of-antimicrobials-for-gi>

Sponsored by CommuniVet

OFFERINGS BY MONTH

JULY 2023

July 12-July 16 2023 & November 15-19 2023 - Mobilizing RVTs – 32 Hours ABVMA Credits - RVTs who complete this program will be prepared to participate within their practices, under appropriate supervision, to see clients and patients for well vaccine appointments, following the scope of practice within their jurisdiction. This is an immersive, focused, learning event with opportunity to practice enhanced skills, share best ideas and be collaborative. Attendees can count on growing their communication skills, enhancing their small animal wellness knowledge, reviewing current veterinary legislation and growing your business know-how.

This a full, five-day program. For more information, and/or to register, visit: www.bscommunication.ca

OCTOBER 2023

October 14-17, 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.

NOVEMBER 2023

November 16-17, 2023 – ABVMA Mental Health First Aid Session – Calgary

Classroom CSB101A, UCMV Spy Hill Campus, 11877 – 85 St NW, Calgary, AB, T3R 1J3.

Please watch weekly Enews for further details and how to register.
November 23-24, 2023 – ABVMA Mental Health First Aid Session – Edmonton

ABVMA Office *New Address*: Commerce South Office Park, Building E, Suite 300, 4803 – 87 St NW, Edmonton, AB, T6E 0V3. Please watch weekly Enews for further details and how to register.

DECEMBER 2023

December 2-3, 2023 - Building Better Leaders – 12 ABVMA Credits

- Being a leader is hard work! Are you looking for ways to improve team culture, staff buy in, create understanding where your business is heading or how to talk with people who challenge you? Great communication starts with a great strategy, clear objectives and a path forward.

This 2 day workshop will take participants through the road map to communicating effectively with their teams (internally) and with their clients (externally). This will include building positive culture, creating clear messaging, and using dialogue skills for difficult conversations.

For more information and/or to register, visit: www.bscommunication.ca

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



Menu item #7 is not listed in the menu directory

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

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



Classified Ads

VETERINARIAN REQUIRED

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, 5000 sq. ft. space with 6 exam rooms and so much more! We are offering: Generous signing bonus, Moving/relocation bonus, Opportunity for partnership, Competitive salary based on experience, \$2000 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. Website: <http://www.airdrieanimalclinic.ca>.

ARE YOU LOOKING FOR A PAWSITIVELY AWESOME

opportunity? Sherwood Veterinary Clinic is seeking a passionate Associate Veterinarian to join our growing, 3 DVM practice located in Sherwood Park, Alberta. At Sherwood VC, we value providing a supportive and innovative environment for our team and being an active part of our community. We are well equipped with digital standard and dental radiology, an ultrasound, in-house lab and a high-end dental machine. Our services include high-standard preventative care, soft tissue and ophthalmic surgery, and dentistry. We are pleased to offer a strong life-work balance to our team, featuring a flexible schedule. We also offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! Are you ready to learn more about joining our team? Please visit <https://www.sherwoodvetclinic.ca> for more information or contact Susan.Heppner@nva.com to apply.

LIVESTOCK VETERINARY SERVICES IS SEEKING A

Bovine Veterinarian to join our practice in Picture Butte, Alberta. We are a privately owned, 5 vet practice that takes pride in delivering high-quality knowledge and service to Alberta's progressive farmers and ranchers. We are a primarily DAIRY practice (85%) with the remainder being cow-calf work on some of southern Alberta's most picturesque ranches. Our service model is preventive and consultation-based, with a minimal number of emergency calls. On-call rotation is 1 in 5 weekends and 1 night per week. Our practice is located close to the Rocky Mountains with world-class skiing, hiking, fly fishing, and mountain biking a short drive away. Check out our website or visit our Facebook page to see a full list of services and read more about our team and growing portfolio of specialty services. Competitive Wages, Health Benefits, Paid Vacation Time, Paid CE Time & Allowance, Clothing Allowance, Membership Dues, and Veterinary Truck, all supplied. If you are looking for an incredible opportunity to practice high-quality dairy medicine in a supportive work environment, please forward emails and resumes to: admin@livestockvet.ca. Website: <http://www.livestockvet.ca>.

AT ROCKY RAPIDS, 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. Website: <https://rockyrapidsvet.com>.

BLUFFTON VET SERVICES LOOKING FOR A 3 DAY A

week to full time associate veterinarian for our mixed animal practice. Located in Bluffton, Alberta. An interest/experience in equine medicine would be a huge asset. There will be some on call relating to all farm species split between our other LA vets using our 3 fully stocked vet trucks. We also have a busy small animal component to our practice, so some experience/interest is needed. We have a strong mentorship program, digital X-ray, multiple ultrasound for bovine and equine use, A class 4 treatment laser and an in-house Idexx Lab. We offer a great compensation package, full health and dental benefits, CE and licensing dues. We strive to ensure a family/work life balance and to ensure everyone has down time and that 5 pm home time is respected! Email: drjasduff@gmail.com.

IT'S TIME TO MOVE TO THE COAST! WE ARE

welcoming Emergency Veterinarians to join our team at Vancouver Animal Emergency & Referral Centre. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, lots of additional benefits and a hard-working team! For more details, please view the link provided or apply directly to careers.caanda@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-117361/Veterinarian-Emergency-Department-Vancouver-Animal-Emergency-Referral-Centre>.

IT'S TIME TO MOVE TO THE COAST! NOW HIRING

Emergency Veterinarians at Vancouver Animal Emergency & Referral Centre. Great schedules, compensation, wellness support, RRSP matching and a kind, fun and hard-working team! For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-115679/Veterinarian-Emergency-Department-Vancouver-Animal-Emergency-Referral-Centre>.

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.

FORT MACLEOD VETERINARY CLINIC IS LOOKING FOR

a FT associate to join our busy 7 vet practice. Located at the crossroads of Southern Alberta, the historic town of Fort Macleod is located 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 animal), 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 an above average salary. Call to be shared between 6 veterinarians. Come join an enthusiastic work environment with excellent support staff. Please contact Dr. Todd Baker PH: 403-553-4887 FAX: 403-553-2924 Email: ftmacvet@hotmail.com.

SINK YOUR PAWS INTO A FULFILLING CAREER WITH

City Centre Animal Hospital! Our team of 5 dynamic DVMs are seeking an Associate Veterinarian to join our rapidly growing, fast-paced and progressive practice. Our clinic offers a unique 4-day compressed work week with no on-call duties, allowing for a great life/work balance. Our services include gold-standard preventative care, dentistry, and soft tissue surgeries. Our hospital features 5 exam rooms, an isolation room, ultrasound, digital dental and standard radiology, and an in-house lab. As a veterinarian at City Centre Animal Hospital, you will have the opportunity to work with a diverse range of patients and cases, while being supported by our talented and collaborative team. Are you a graduating student or an early career DVM? Please reach out to learn more about our excellent mentorship opportunities! We are pleased to offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! Are you ready to sink your paws in at City Centre Animal Hospital? Visit <https://www.cityvetsairdrie.ca> or contact Susan.Heppner@nva.com to apply.

HAVE YOU EVER WANTED TO LIVE AND WORK IN FORT

Mac? Yeah, us neither! But it's actually pretty great. Sure, it's between Arctic cold and desert hot here but if your outdoorsy and know how to dress, it's great! How about the people? They are from everywhere, very community oriented and will give you the shirt off their back. Do you like to drive? Good! Because we are 2 hours from the next civilization. Now let's talk about NVS. The real gem we think! We are a privately owned 2 vet mixed animal practice (1 vet off on mat leave in Sept). We have 3.5 RVTs, and 7 support staff. We see dogs, cats, horses, exotics, some livestock and wildlife. NO COWS-Phew. We have a M-Th work week, shared on call with the local clinics, and use Vettriage. The real selling feature, we love learning, laughing, and doing ALL the things. Seriously! We do cool stuff. We are new grad friendly and very supportive. Perks: Mentorship. Competitive wages. CE budget. Scrub \$. Medical/Dental. Staff discounts. If we sound interesting to you, or even if you are just bored and nosey, check out our friendly faces on our website: www.northernvet.ca, send us an email, practicemanager@northernvet.ca, or give us a call! Website: <https://www.northernvet.ca>.

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 DVMs, some staff will be leaving us to enjoy their retirement. A DVM with general surgical skills would be preferred. Our vets are well supported by experienced RVTs and VMR, who have been part of our family for 20+ years. We offer a competitive salary with health/dental benefits, CE allowance, paid professional dues, staff discounts and uniform allowance. 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. Website: <https://www.castleridgevet.ca>.

ARE YOU A SKILLED AND MOTIVATED DVM LOOKING TO

sink your claws into a new opportunity where you can put your own stamp on a hospital? Does being surrounded by mountains and stunning views bring you joy? If so, Golden

Classified Ads

Veterinary Services is the perfect place for you! We are a small animal hospital located in the beautiful town of Golden, British Columbia. Our focus is on preventative medicine and triage. We refer our surgeries and dentals to our sister clinic, Invermere Veterinary Hospital. As a Veterinarian at Golden Veterinary Services, you will have the opportunity to work in a busy clinic where you can develop strong relationships with your clients and their pets. You will have the autonomy to manage your own schedule and practice medicine the way you see fit. Along with a healthy work-life balance and fresh mountain air, we are pleased to offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! Do you want to learn more about this unique opportunity? Contact Susan.Heppner@nva.com to learn more, or to apply. Website: <https://invermereveterinaryhospital.com>.

ARE YOU A COMPASSIONATE DVM LOOKING FOR A new opportunity in a supportive, fast-paced environment? Invermere Veterinary Hospital is seeking an Associate Veterinarian to join our practice. We are a small animal hospital, with deep roots in the community, located in the heart of Invermere, BC. Our patients are our top priority, and we pride ourselves on providing exceptional service. Our clinic is well-equipped with 2 exam rooms, a comfort room, surgical suite, x-ray, IDEXX lab, dental equipment, and portable ultrasound. Our doctors have a passion for all types of surgery, as well as dentistry and preventative care. We even have a wildlife permit that adds a little fun and variety. We are pleased to offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! Are you a graduating student or an early career DVM? Please reach out to learn more about our excellent mentorship opportunities! Want to learn more about our excellent team, and take the next step in your journey as a DVM? Visit us at <https://invermereveterinaryhospital.com> or contact Susan.Heppner@nva.com.

AT MAHOGANY VETERINARY CLINIC, WERE NOT YOUR average clinic. We are fortunate to be in a private lake community in Calgary, where the water is always crystal clear. We are a small animal general practice with 5 DVMs who love to have fun and save lives (and tails), seeking someone with an entrepreneurial spirit to manage and grow an already successful practice as Managing Veterinarian to lead our fast paced, growing practice. Are you looking for a flexible schedule with no on-call responsibilities? Mahogany Veterinary Clinic is the place for you! We believe work-life balance along with a fun atmosphere and great culture is key. Our beautiful clinic features state-of-the-art equipment such as ultrasound, x-ray, in-house lab, biopen, cardel monitors 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! If you're looking for a place where you can save lives and have fun, then Mahogany Veterinary Clinic is the place for you. For more information, please visit www.mahoganyvet.ca or apply by emailing Susan.Heppner@nva.com.

HOW WOULD YOU LIKE TO WORK AT THE CLINIC VOTED #2 in Victoria after its first couple years being open in the community? Our privately owned clinic in Victoria, BC, Fernwood Vet, is looking for a full-time Veterinarian to join our team and help us take the clinic to the next level. We want to support your personal, financial, & professional growth by providing: Assistance with housing, Signing/relocation bonus of up to \$20,000 available, Ownership/partnership opportunity available to the right candidate, Competitive salary with options to include production bonus, Comprehensive health benefits package with fully paid premiums & Health Spending Account, CE allowance & 4 paid days, Uniform allowance, 4 weeks paid vacation, Paid licensing & dues, Team pet discounts, Flexible 4 x 10 schedule so you can enjoy long weekends, No on-call or after hours - urgent care cases are seen during scheduled hours, Victoria is a beautiful place to

live, work and play. We are excited to start a conversation with you today! Email: nicole@dandvetclinics.ca. Website: <https://www.fernwoodvetclinic.ca>.

TRI LAKE ANIMAL HOSPITAL & REFERRAL CENTRE IS currently welcoming an Internal Medicine Veterinary Specialist to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you!

COUNTRY HILLS ANIMAL HOSPITAL IS CURRENTLY welcoming a Veterinarian to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-106653/Veterinarian-DVM-Country-Hills-Animal-Hospital>.

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. Website: <https://pulseveterinary.ca/about/careers>.

ELEVATE YOUR CAREER, UNLOCK YOUR POTENTIAL, live fully! WANTED - People with Passion, People with Heart, People who Love working with People! Looking for a full or part-time vet (1-5 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. Website: <https://chestermerevet.com/careers>.

CENTRAL VETERINARY CLINIC IS HIRING A SMALL animal veterinarian to be part of our highly skilled team in central Alberta. Our award-winning veterinary clinic can offer full or part time employment to a veterinarian who is interested in small animal practice. We can help grow any special interests such as echocardiograms, TPLO surgeries

or rehabilitation for new grads. We are in a beautiful part of Alberta and close to Edmonton, Calgary, and the Rocky Mountains. We offer competitive salaries, bonuses, CE allowance, ABVMA dues, health benefits and many other perks. No on-call work. Check out our website at www.centralvetclinic.ca. Contact office manager: Laura Duckett, Central Veterinary Clinic, 6610 46 Avenue, Ponoka, Alberta T4J 1J8; phone: 403-783-5200; email: laura@centralvetclinic.ca.

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

ARE YOU A VETERINARIAN LOOKING FOR AN EXCITING opportunity to grow with a team of exceptional professionals? Look no further! Join us at Piper Creek Veterinary Clinic, where we offer a supportive and stimulating environment committed to medical and surgical excellence. We welcome new graduates to start their careers here and provide comprehensive training and ongoing education to ensure your success. Our practice is located in Red Deer, a beautiful area in central Alberta with affordable living costs and plenty of year-round activities, including scenic trails, museums, and parks. Our small animal and exotics general practice features a surgery suite, digital x-ray, ultrasound, full in-house laboratory, and a range of surgeries. Our team of three doctors, three technicians, and three receptionists is dedicated to providing high-quality care, and we take pride in serving our local community. We offer a competitive salary, a \$15,000 signing/retention bonus, paid professional liability insurance, paid dues and memberships, CE allowance, and so much more. Join us at Piper Creek Veterinary Clinic and foster your passion for medicine while achieving a sound work-life balance. Email: susan.heppner@nva.com. Website: www.pipercreekvet.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 at our clinic in Brooks. As our ideal candidate, you have: A passion and love for mixed animal medicine; A strong desire to educate and build strong relationships with clients; A positive team player attitude to enable our team to grow and flourish; Strong organizational skills which allow you to stay focused and work under pressure; Ability to work overnights, evenings, and weekends. What do we offer? Competitive group benefits, vacation time, personal time and wellness benefits; Referral & signing bonuses; CE hours and allowances; Staff discounts at the clinics. Mosaic is proud to support relocations as well as licensing and membership dues. Email: cheri.johnston@mosaicvet.com. Website: <https://newellvet.com>.

ST. ALBERT ANIMAL CLINIC IS ACTIVELY LOOKING FOR a part time to full time veterinarian to add to our family-owned practice. We are a 2.5 veterinarian small animal practice located in downtown St. Albert, Alberta. Competitive salary, CE allowance, employee health benefit plan, and generous staff pet discounts are all offered. Our schedule is flexible

Classified Ads

with no evenings or weekends required. The ideal candidate has experience and confidence in basic surgery, dentistry and small animal medicine but we are open to all candidates. Our practice has recently upgraded our digital dental x-ray, we have a new ultrasound machine with probes and attachments for full cardiac and abdominal studies, digital radiographs and new in-house lab equipment. We have 2 therapeutic lasers and offer rehabilitative medicine in clinic. Please send us your resume or CV along with any questions to admin@stalbertanimalclinic.com. Website: <https://www.stalbertanimalclinic.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 today to learn more about our culture, total compensation, and relocation assistance. Website: <https://animalsfirst.ca>.

SUNSHINE COAST ANIMAL HOSPITAL IS CURRENTLY

welcoming a Veterinarian to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/search-results?keywords=R-112090>.

CALGARY NORTH ANIMAL HOSPITAL IS CURRENTLY

welcoming a Veterinarian to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you!

FOREST LAWN ANIMAL HOSPITAL IS CURRENTLY

welcoming a fixed-term Veterinarian to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-111529/Veterinarian-DVM-Forest-Lawn-Animal-Hospital-Contract>.

SOUTH TRAIL ANIMAL HOSPITAL IS CURRENTLY

welcoming a Fixed-term Veterinarian to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at careers.canada@vca.com. We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-104492/Veterinarian-DVM-South-Trail-Animal-Hospital-Contract>.

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

near Edmonton. Our multi-vet team cares for small-companion animals and serves a loyal clientele base. Our facilities are modern, well-equipped with digital x-ray, in-house lab equipment and more! Work/life balance is important to us. We offer a flexible schedule with no on-call. Our total rewards package includes a competitive wage, extended health/dental/vision benefits, commitment towards your professional goals through CE, paid dues, a generous bonus, vacation days and much more! Full-time or Part-time opportunities are available. We look forward to hearing from you! To apply, email 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 learn more, visit www.familypet.ca or email Susan.Heppner@nva.com to apply.

JOIN OUR TEAM OF EXCEPTIONAL VETERINARY

professionals at Park Veterinary Centre! We are seeking a talented and compassionate Managing Veterinarian to partner with our growing practice! This is a unique opportunity for someone with an entrepreneurial spirit to manage and grow an already successful practice and make it your own. We are also seeking Associate Veterinarians for immediate full-time, part-time or locum opportunities. We are a small animal hospital with a passion for exotics, offering interesting and diverse cases with manageable caseloads. Our culture is built on a foundation of inclusivity, compassion, and skill. We strive to provide a collaborative and supportive workplace with genuine clinical freedom. Our hospital is well-equipped with state-of-the-art technology, including a large surgical suite, dental imaging capabilities, and a separate ultrasound area. We offer competitive compensation, including a signing bonus, retention bonus, relocation support, health benefits, CE and much more! Visit our website at <https://www.parkveterinarycentre.com> to learn more or contact Susan.Heppner@nva.com to apply.

EMBARK ON A VETERINARY ADVENTURE AT TABER

Pet Clinic! Seek a rewarding opportunity as a talented veterinarian? Join our passionate team, delivering exceptional care to cherished animal patients. Located in quaint Taber, AB, our full-service facility offers various veterinary services. Our seasoned, compassionate professionals provide personalized attention to every patient. Experience diverse cases, from routine check-ups to intricate surgical procedures. Enjoy cutting-edge equipment and facilities, including an on-site lab, laparoscopy, DR, echo cardio, and ultrasonography. We value diversity, inviting candidates from all backgrounds to apply. The ideal candidate enjoys practicing veterinary medicine in a picturesque community and possesses a great sense of humor. Requirements: Exceptional communication and interpersonal skills, ability to excel independently and as part of a team. Benefits: Competitive salary package, comprehensive benefits, ongoing professional development opportunities, relocation assistance. Make a difference in animals' lives. Apply by submitting your resume and cover letter to wearehiring@taberpetclinic.ca. We can't wait to hear from you! Website: <https://www.taberpetclinic.ca>.

HEARTLAND FORT VETERINARY HOSPITAL IS SEEKING

a motivated and charismatic PT/FT veterinarian to join our team, new grads welcome! Monday–Friday and no weekends or after hours! We are a new, privately owned, full-service SA hospital just 15 mins from Edmonton and 10 mins from Sherwood Park. The hospital has been built to provide a fear free visit for all our patients, especially cats. We offer mentorship to strive for clinical excellence and have a great team of skilled support staff. We have built a solid clientele based on trust and outstanding medicine, and we wish to continue this gold standard care with a new veterinarian! We offer a competitive salary based on experience, CE and scrub allowance, paid dues, staff discounts, and a health spending account. Our work/life balance is unprecedented, and we are a super fun team that enjoys coming to work. Feel free to check out our reviews! Email: vicki@heartlandfortvet.ca. Website: <https://www.heartlandfortvet.ca>.

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

MIDLAKE VETERINARY CLINIC IN SOUTH CALGARY IS

looking for a FT maternity leave DVM to join our veterinary team. The 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. Website: <https://www.midlakevet.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 UCVM 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, fax 403-346-9925 or phone 403-347-2676. Website: <https://www.cedarwoodvet.ca>.

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

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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. 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. Website: <https://peacrivervet.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. Website: www.poplargrovetvet.com.

CAPILANO ANIMAL CLINIC IS SEEKING A FULL OR PART time veterinarian. The clinic is privately owned and has been providing our patients and clients with compassionate and professional veterinary care since 1982. We have undergone extensive modernization under new ownership and pride ourselves on respect, empathy and a passion for education. Flexible scheduling for a healthy work-life balance and a negotiable compensation package. If you would like to be part of our amazing team, please contact Dr. Kaylee-Bohaychuk-Preuss at management@capilanoanimalclinic.com. Website: <https://www.capilanoanimalclinic.com>.

MIXED ANIMAL VETERINARIAN REQUIRED IN VERMILION, Alberta in well equipped spacious clinic. The majority of large animal work is done in clinic in good facilities. Great support staff in a fun and supportive environment. The right candidate will be self motivated, eager to learn and develop, and able to work in a group. The position is full time with shared call. Generous compensation and benefits package, including RRSP matching program. Ownership possibility for the right candidate as retirement is on the horizon. timgoodbrand@protonmail.com.

HEALING TRADITIONS HOLISTIC VET CLINIC IS GROWING! We are seeking a FT Veterinarian to join our privately owned small animal practice in Calgary. An interest in holistic medicine is an asset but is not required. New grads are encouraged to apply! Flexible schedule and no on-call. Signing and relocation compensation options. Send CV and resume: info@hthvc.ca or call us at 825-882-2282 for more info. Website: <https://hthvc.ca>.

FOR A FT/PT VETERINARIAN, WHITEMUD CROSSING

Animal Hospital is offering flexible shift lengths/times, competitive salary, CE allowance/ benefits with no non-competes or contracts. Our privately owned practice highly values collaboration, teamwork and maintaining positivity in the workplace. Our practice is a fully equipped facility with a team dedicated to high standards of patient care. If you want to enjoy coming to work everyday and love what you do, please contact Cassidy Kalke via email cassidy.kalke@whitemudvet.com. Website: <https://www.whitemudvet.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 client relationships. The environment is spacious, with good flow and natural light. Our culture is positive, the camaraderie is engaging, and management is actively focused on creating a great workspace for each individual. Flexible start date. 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! Strong team and personal wellness plan, uniforms, competitive compensation, performance bonus, paid CE, personal days, vacation, dues, health benefits and generous pet policy. If you are collaborative and committed to contributing to a positive work environment-we'd love to meet you! Email katrina.ponich@rangeroadvet.com. Website: <https://rangeroadvet.com>.

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 kara@stetvet.com today! Website: <https://www.stetlervetclinic.com>.

LAKESIDE VETERINARY CLINIC, SHERWOOD PARK (FEW

minutes from Edmonton) is looking for a full-time veterinarian. Competitive salary, CE allowance, employee health benefit plan, and generous staff pet discounts are offered. The ideal candidate has experience and confidence in basic surgery, dentistry and small animal medicine but we are open to all candidates. We have digital dental X-ray, ultrasound machine, digital radiographs and in-house lab equipment. Please send us your resume to lsvet@live.ca. Website: <http://www.sherwoodparkvet.ca>.

GREAT OPPORTUNITY INDEPENDENTLY OWNED AND

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

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 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 5,000 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. Website: <https://thefarmanimalhospital.ca>.

CALLING ALL DVMS THAT LOVE THE MOUNTAINS!

Stoney Trail Veterinary Clinic in NW Calgary is a well-respected Small Animal practice that values open communication,

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

NEW LEADERSHIP, EQUIPMENT & LOCATION!

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

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 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 to learn more. Website: <https://www.grandeprairieanimalhosp.com>.

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DO YOU HAVE A DREAM OF FINDING A CLINIC WITH

positive and supportive work culture? Look no further, Legacy Veterinary Clinic is looking for the 4th full-time small animal DVM. We practice high-quality fear-free medicine in a modern, fully equipped facility with an amazing support team. Our practice is perfect for mentorship opportunities too! We are privately owned and by joining our company you will receive competitive compensation and benefits. If this interests you, please email your resume to Careers@legacyvetclinic.ca.

TWIN VALLEY VHS IS LOOKING TO HIRE A F/T OR P/T DVM

in our growing mixed animal rural practice, who is determined to fulfill a career in a diverse caseload with all species. 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. We have a full slate of support staff. New graduates or seasoned applicants are welcome. 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 CE allowance, please contact Dr. Justin Noble at 306.745.6642 or twinvalleyvet@sasktel.net. Be sure to check us out on Facebook. Website: <https://www.twinvalleyvet.ca>.

LETHBRIDGE ANIMAL CLINIC IS LOOKING TO HIRE A

Professional Services Veterinarian. Lethbridge Animal Clinic by TELUS Agriculture & Consumer Goods is located in the heart of Canadian feedlot country. We work with feedlots and cow/calf operations to determine ways to optimize production efficiency and overall animal health. We support our clients through the finest veterinary care and consultation services. We are also supported by professional consultants through Feedlot Health Management Services and Southern Alberta Veterinary Services, with specialties in animal health, nutrition, and research. Email: andrea.sebok@telusagcpg.com.

PANORAMA HILLS ANIMAL HOSPITAL IS A PRIVATELY

owned veterinary hospital in NW Calgary, currently looking for a full or part time veterinarian to join our growing family. We are looking for someone that will mesh well with our current team while working to their own strengths! We offer a high standard of care, 30-minute appointments, and have exceptionally compliant clients. We offer a flexible work schedule with no on-call or weekend hours and competitive wages/benefits. In process of becoming a Cat Friendly Practice and Low Stress Handling. Contact us at info@pnhah.ca for more information. Website: <https://www.panoramahillsanimalhospital.ca>.

P3 VETERINARY PARTNERS IS SEEKING A DIRECTOR OF

Operations to oversee our hospitals in Western Canada. P3 is an entirely Canadian veterinary practice group that empowers veterinary teams to live their passion and focus on unparalleled care for pets and the people who love them. Our vision is to be the best place to work in veterinary healthcare. We believe that supporting, motivating, and empowering our team members are the most critical ingredients to success. The Director is responsible for overseeing the quality of care and service that is provided to the pets and the people we care for, financial oversight, and fostering a supportive work environment through collaboration with the on-site leadership teams. If you are searching for an opportunity to join a progressive company and advance your leadership and organizational psychology skills – search no further! Routine travel to our clinic locations in Alberta and BC is required. Submit your Cover Letter & Resume to Matt at jobs@p3vetpartners.ca to arrange an introductory conversation to learn more. Website: <https://www.p3vetpartners.ca>.

IF YOU'RE A SELF MOTIVATED RVT WITH A POSITIVE

attitude and a sense of humor looking for a supportive work environment, we have a full-time position for you. Belle Rive Pet Hospital is an independent small animal clinic located in north Edmonton. In addition to an enjoyable work environment, we offer paid continuing education, uniform allowance, covered ABVMA/ABVTA dues, employee pet discounts and competitive wage. To apply, submit resume with references to Melody at brphpet@gmail.com. Website: <https://www.bellerivepethospital.com>.

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 centers 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: vwmain@telus.net. Website: <https://www.vikingvetclinic.com>.

SHUSWAP VET CLINIC IS HIRING A SA VET. WE OFFER A

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

VETERINARIAN AVAILABLE

HIRING? RECRUITMENT BY VETS, FOR VETS. WE CAN

help you have a qualified internationally trained Veterinarian join your team in a matter of months. Our candidates are COE-Accredited Graduates who only require a language exam and the NAVLE to become fully licensed in Alberta. No Labour Market Impact Assessment (LMIA) is required, and we will walk you through the entire immigration process. We are not just another recruiter; we provide personalized and knowledgeable support to both clinics and candidates from the initial interview to immigration and licensing to assist in transition and integration into the community. Connect with us to experience the CVW Difference. www.canadavetwork.com, or reach out to: info@canadavetwork.com.

RVT REQUIRED

WANTED—PEOPLE WITH PASSION, PEOPLE WITH

Heart, People who Love working with People! Hiring full-time or part-time. 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. <https://chestermerevet.com/careers>.

ARE YOU A REGISTERED RVT...WE ARE INTERESTED IN

getting to know you! Tudor Glen Veterinary Hospital a fully functional, family-owned clinic with all the technology, equipment, and benefits that a modern veterinary hospital has to offer. Instead of listing every detail, we want to highlight our priority of a positive work life balance, team bowling parties and lunch time BBQ's! We have a dedicated space for you to

bring your best friend to work as long as they are 4 legged or 3, (we like tripods too!) We have an amazingly supportive team and welcome new grads! If you are interested in chatting about the potential of making a positive change in your tech life, email us at hr@clincsolutions.ca to set up a time to chat. Website: <https://tudorglenvethospital.ca>.

ARE YOU LOOKING FOR A NEW CHANGE IN YOUR WORK

life in a friendly environment? Bowness Animal Hospital is looking for a part time or LOCUM Registered Veterinary Technologist to add to our already amazing team! We are a privately owned, client-centered general practice in Calgary, located in the heart of Bowness. Our clinic offers a full treatment area with Idexx diagnostic machinery, digital radiology, and dental unit, all in a supportive environment! We offer competitive wages and require no weekend shifts. If our clinic sounds like it would be a good fit for you, please submit your resume to Liz at: Bownessvet@shaw.ca. Website: <http://www.bownessvet.ca>.

SOUTHFORT VETERINARY CLINIC IS LOOKING TO ADD

an experienced full-time Registered Veterinary Technologist (RVT) to our team. If you enjoy teaching and helping others and you can support and supervise newer RVT's, then this is the positions for you! New grads are also welcome! Employee Perks: CE allowance, uniform allowance, paid Health/Dental/Vision coverage, staff pet discounts, employee bonus program and more! Offering Sign-on Bonus for eligible applicants! Pay range of \$25.00 - \$30.00+/ hour based on experience. For more information and applications please send your resume to Amanda Samson at amanda.samson@nva.com. Website: <https://www.southfortvetclinic.ca>.

SHERWOOD VETERINARY CLINIC IS LOOKING TO ADD

an experienced full-time Registered Veterinary Technologist (RVT) to our team. If you enjoy teaching and helping others and you can support and supervise newer RVT's, then this is the positions for you! New grads are welcome! VMA positions available. Employee Perks: CE allowance, uniform allowance, paid Health/Dental/Vision coverage, staff pet discounts, employee bonus program and more! Offering Sign-on Bonus for eligible applicants! Pay range for RVT \$25.00 - \$30.00+/ hour based on experience. For more information and applications please send your resume to Amanda Samson at amanda.samson@nva.com. Website: <https://www.sherwoodvetclinic.ca>.

ARE YOU LOOKING FOR WORK-LIFE BALANCE IN A

fulfilling and friendly environment? Coaldale Pet Clinic is looking for a licensed part or full-time Registered Veterinary Technologist to add to our already amazing team! As a privately owned, client-centered general practice in sunny southern Alberta, our clinic offers a full and updated treatment area with Idexx diagnostic machinery, digital radiology, dental unit, and ultrasound, all in a supportive environment! We offer competitive wages and benefits for full-time employees and require no weekend shifts. Located less than 10 min outside Lethbridge, we are close enough for you to explore the wonderful outdoor opportunities that southern Alberta and British Columbia have to offer. If our clinic sounds like it would be a good fit for you, please submit your resume to Shelbi at: admin@coaldalepet.com. Website: <https://coaldalepet.com>.

WE ARE LOOKING FOR A FT RVT FOR A BUSY 7 VET

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

Classified Ads

MAGNOLIA VETERINARY SERVICES IN BONNYVILLE,

Alberta is looking for 2 RVT's (FT or PT) to join our team. New graduates are encouraged to apply! We offer medical/disability insurance, matched RRSP contributions, clothing allowance, pet discounts, Vet Girl subscription, CE allowance, ABVMA dues, paid and unpaid vacation days, and paid Sick/Wellness days. We offer a competitive wage based on experience level. We have focused on creating a fun and supportive work environment with minimal drama and firm boundaries to protect our down time.

Email: drackert@magnoliaveterinaryservices.com Website: <https://magnoliaveterinaryservices.com>.

ARE YOU LOOKING TO JOIN A PROGRESSIVE AND

dynamic medical team with a goal of making a difference in the lives of animals? Do you desire the flexibility to work full-time? Do you enjoy diversity in your day-to-day duties? If you answered yes, and you have an accredited Animal Health Diploma and are a member in good standing with the Alberta Veterinary Medical Association, please send your resume and salary expectations via email to

hr@edmontonhumansociety.com. Website: <https://www.edmontonhumansociety.com/employment>.

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. Website: <http://www.hamptonsanimalhospital.com>.

LOOKING FOR DYNAMIC VETERINARIAN/RVT TO

manage program. Pay raise for your staff. Upgrade your hospital, implement telemedicine, generate \$400 per hour. Contact dermatology@iaemgroup.net.

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. Website: <https://pulseveterinary.ca/about/careers>.

DELANEY VETERINARY SERVICES IS LOOKING FOR A

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! Email resume to management@delaneyvetservices.com. Website: <https://delaneyvetservices.com>.

PRAIRIE LIVESTOCK VETERINARIANS (PLV) IS A

dynamic team of veterinary professionals who provide advanced strategies and solutions to support food animal production. We have strong roots in agriculture and a rich history of serving producers and industry stakeholders. We are committed to animal health, innovation, and successful and sustainable livestock production. PLV staff members can expect continuous learning, mentorship, collaboration, and job satisfaction. We are committed to a strong people-oriented culture. We are currently looking for an enthusiastic and motivated individual to join our team as a Veterinary Technologist. Benefits of Joining our Team: Comprehensive benefits package, Flex time, Staff events, Team member pricing – pet supply discounts, Paid CE days and budget, Opportunity for advancement, Supplemental work attire and supplies budget, Membership dues coverage, Paid vacation time, stocked kitchen, On-site parking. This is a full-time position that could be based out of Red Deer or Lethbridge, Alberta. Interested applicants may apply by emailing Mandi Ropp at: aropp@southwestvets.ca.

WE ARE HIRING! (ISN'T EVERYONE?). WHY SHOULD YOU

come work for us you ask? We are independently owned – NOT corporate. We are a small team big on teamwork! 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. Clinic days are Monday to Saturday, but we all share the weekend hours. We offer mentorship and growth opportunities in a supportive environment. Experienced or 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 resume to meagen.heartland@gmail.com. I look forward to meeting you! Website: <https://www.laservet.ca>.

\$5,000 SIGNING BONUS FOR THE RIGHT CANDIDATE!

Ellerslie Pet Hospital is under new management and is seeking an experienced RVT who has a special interest in surgery including advanced orthopedic procedures, above average wages commensurate with experience. Additionally, there are perks too numerous to mention including paid CE and group benefits. This is a great opportunity to pursue a specialized career in a state-of-the-art facility. Rehab opportunities available as well. Please submit your resume to info@ellersliepet.ca.

RVT/PRACTICE MANAGER POSITION AVAILABLE. WE

are looking to hire an RVT to fill a combined role of RVT and practice manager. Salary/wage negotiable. Paid vacation time, CE allowance, staff discount, scrub allowance and benefit plan included. Please send resume to calgarypetwellness@hotmail.com. Website: <http://www.calgaryspayandneuter.ca>.

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+ 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. Website: <https://www.midlakevet.com>.

FOOTHILLS ANIMAL HOSPITAL IN OKOTOKS IS LOOKING

to complete our team by adding a F/T or P/T RVT. We are independently owned; have in house lab equipment and

ultrasound that we would love to train you to use. Your tech skills will be used to their fullest with us. 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 (3 days off each week). Email a resume to exec@foothillsanimalhospital.ca and come get to know us. Website: <http://www.foothillsanimalhospital.ca>.

BOWMONT ANIMAL HOSPITAL - NEW 5,000 SQ. FOOT

facility in NW Calgary! Are you looking for a welcoming work environment where you can use all of your RVT skills and be appreciated by an amazing group of co-workers? Bowmont Animal Hospital is a privately owned clinic focused on small animal medicine and dentistry. We recently moved into a brand-new facility, and we are looking for PT and FT RVT's to help grow our business. We are committed to a high standard of patient care and personalized customer service. Condensed and flexible work schedules available. We are open to many different schedules and work arrangements. We offer uniform and CE allowance, plus discounted pet health care, food and supplies. Health care plans available and we pay your ABVMA dues. \$26-\$37/hour depending on experience. New grads are welcome to apply. For more information about our facility, please check out our website at www.bowmontvet.com. Please send a cover letter and resume Attn: Lacey at bowmontanimalhospital@shaw.ca. Let us know what you are looking for! Website: <https://www.bowmontvet.com>.

DO YOU WANT TO USE ALL YOUR SKILLS? NANTON

Veterinary Clinic is looking for a full time RVT (part time considered) for a maternity leave coverage, of 12-16 months (with possibility of becoming permanent) at our rural mixed practice just 40 minutes south of Calgary. Our team currently consists of 4 DVM and 3 RVT, we are a fully equipped modern vet hospital, with a busy diverse caseload. New grads welcome, we will provide training and mentoring as needed. Please inquire 403-646-2060 or info@nantonvetclinic.com. Website: <https://www.nantonvetclinic.com>.

ARE YOU WANTING TO ADVANCE YOUR SKILLS OR PUT

your new skills to practice? Then we are the team for you. Looking for a F/T RVT. We are a busy mixed animal practice that offers alternative therapies, companion animal, equine, beef /dairy & small ruminants services and surgery. If you enjoy a fast-paced environment that involves a lot of variety, this is for you! Our practice boasts a new clean facility, inhouse lab, portable x-ray, ultrasounds, hydraulic squeeze, and a top-notch horse stock to name a few perks. We offer competitive benefits, compensation for membership fees, and CE. Barrhead is a cute little town 1 hour NW of Edmonton. We have many seasonal activities to suit any lifestyle. We are a friendly, welcoming crew that can't wait to meet you. Please check out our website, Facebook, Instagram and now Tick Tok! This is a full-time permanent position Monday-Friday with an occasional Saturday. Email resumes to barnnorthvet@gmail.com. ATTN: Lisa.

BUSY MIXED ANIMAL PRACTICE LOCATED IN PONOKA,

AB looking for a full-time AHT to complement our dynamic team of 4 veterinarians, 4 technicians, 1 receptionist and 1 office manager. Ponoka is a vibrant town with a strong sense of community. We are offering competitive wages, employee benefits, professional dues and uniform allowance. If you have a professional attitude, good communication skills, are self-motivated and enjoy a wide variety of daily experiences, then this is the place for you. Ponoka Veterinary Clinic phone 403-783-4348, email brenda@ponokaveterinaryclinic.ca.

PASSIONATE ABOUT THE HEALTH OF ANIMALS BIG AND

small? Come to the place where we treat them all! Stettler Veterinary Clinic is seeking two Registered Veterinary Technologists to join our fast-paced and exciting mixed animal practice in Central Alberta. Our well-equipped facility includes Idexx Catalyst One, Procyte and Sedivue machines, large and small animal (including dental) digital x-ray machines, Class IV therapeutic laser, and more! Experience with both large and small animal procedures is an asset. New grads are welcome! Our competitive wages are based on experience, and we offer an extensive benefits package that includes health coverage, CE allowance, staff discounts, uniform allowance, and paid ABVMA dues. Visit our website to learn more and when you are ready to

Classified Ads

enhance your career in the veterinary industry, please send your resume to Mrs. Terra Heier: stetvet@stetvet.com, <https://www.stetlervetclinic.com>.

DIFFERENT! WE OFFER EVERYTHING EVERYBODY ELSE does that is important to you. What makes us "different" is our work atmosphere and focus on our staff. Happy employees ensure we deliver exceptional service to our clients and patients. At SRVC we work as a Team and have each other's back. We understand that life happens, and opportunities arise that you should be able to take advantage of. Work-Life balance is paramount. We participate in our community stamperede breakfast and social events and even ride horses in the parade! We invite you to come and visit our beautiful new clinic in Cochrane, Alberta. Victoria 587-892-9277. victoriampfielding@outlook.com. Website: <https://www.sunsetridgevetclinic.ca>.

IS THERE A SKILL YOU WANT TO STRENGTHEN OR A certification you have been tempted by? Join Edmonton West Animal Hospital where we are ready to help you to achieve your goals and develop you into the best RVT you can be. Our schedule is completely flexible, we can arrange just about anything that suits you, and your family's needs! We are looking for both part, and full-time RVTs. Multiple shift options are available, pick whatever you like. Compensation includes signing bonus, above average wages, CE allowance, association dues, staff pet discounts, clinic scrubs and group health benefits. New grads/ students are welcome, and lots of mentorship available! If you're interested in learning more or applying for this position, please email resume. Email: drqosal@vetinedmonton.com. Website: <https://www.vetinedmonton.com>.

SIFTON PARK VETERINARY CLINIC IN NE EDMONTON IS seeking full or part time or locum RVT. We are a small, busy, privately-owned practice proud of our skilled team and family-like environment. Clinic is equipped with digital radiology and in-house lab, we use Avimark software. Workdays and hours are negotiable, no weekends. We offer generous above average wages, paid dues, health/dental plan, scrub/CE allowance, and staff discounts. Bring your pet to work. Please email your resume to spxa101@gmail.com. Website: <https://www.siftonparkvetclinic.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: coppvet@telus.net. Website: <https://www.copperfieldvet.com>.

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.

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 or phone 403-346-8288.

RVT AVAILABLE LOCUM AVAILABLE

RVT LOCUM AVAILABLE WITH 28 YEARS OF experience. Email: maryloum675@gmail.com.

LOCUM VETERINARIAN WITH OVER TEN YEARS experience available to work from Monday to Saturday. Do you need that one day/days off a week to help you focus on family or holiday coverage? Experience in clinical, elective and soft tissue surgeries. If you would like to discuss options further, please email: drqkvvet@yahoo.ca.

OTHER EMPLOYMENT

THE ANIMAL SCIENCES DEPARTMENT OF Northwestern Polytechnic requires a Full-Time sessional instructor to teach in the Animal Health Technology Program at NWP's Fairview campus from August 15, 2023 through April 30, 2024. The successful applicant will be required to relocate in proximity to NWP's Fairview, Alberta campus. We are looking for a Licensed Doctor of Veterinary Medicine (DVM) or Registered Veterinary Technologist (RVT) who is registered, or eligible to register with the ABVMA with the applicable continuing education hours. For the full description please visit our website at: <https://www.nwpolytech.ca>. To apply, go to www.nwpolytech.ca and select careers. We review all applications to select candidates whose qualifications and experience most closely meet our needs. Only applicants selected for interviews will be contacted. For general inquiries, please contact HR at humanresources@nwpolytech.ca.

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

PRACTICE FOR SALE

FOR SALE: MIXED ANIMAL VETERINARY PRACTICE including building and land in Saskatchewan. Great location in high traffic area along a major highway in east central Saskatchewan within 2-hour drive of Regina and Saskatoon. Nearby lake resort community. The practice is situated in a growing community with plenty of family amenities including a waterpark. Currently a 1.5-person practice which allows for a good work/life balance. New clientele is available with the potential to grow to a 2+ person practice. The large animal workstation has multiple working chutes and includes a

hydraulic tipping table. This practice would be ideal for a couple with a growing family or a two-person partnership looking for a nice small-town community. Contact Greg at gwfvvet@gmail.com or 306-272-7604.

THRIVING SMALL ANIMAL PRACTICE ON EDGE OF Cochrane. Modern clinic design for both employee and client comfort. Fully equipped with state-of-the-art surgical suite, monitoring technology, digital radiology, complete digital dental unit and in-house diagnostic laboratory with hassle free cloud-based software. Currently a 2-Vet Practice with potential to be much more with expansion into adjacent vacant unit. Located in a new rapidly developing urban area. Opportunity to personalize a practice to suit your lifestyle with convenient access to Calgary and Mountains! Contact: 587-892-9277. Email: victoriampfielding@outlook.com.

COMPANION ANIMAL CLINIC OPENED IN CENTRAL Alberta in 2008. Since then, this 1-2 doctor practice has built a reputation by providing high quality care to its loyal clientele. This practice is the perfect fit for new or seasoned DVMs who prioritize work - life balance. No weekends or after hours will be required with plenty of growth opportunities still available. Support staff is knowledgeable and dedicated. The practice offers in house lab, diagnostic imaging, dentistry, acupuncture and more. Don't miss out on this great opportunity. For more information contact Raj Manek phone: 780-909-4426. Email: rajm@odysseycpa.ca.

IF YOU WANT TO MAKE YOUR DREAM, COME TRUE, TO BE a practice owner in Edmonton, please contact 587-712-1713. Email: millviewpethospital@outlook.com.

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). 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.

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.

EQUIPMENT FOR SALE/ WANTED

EXAGO ULTRASOUND FOR SALE, GOOD CONDITION, FULLY functional. Comes with 2 probes. Photos available on request. Shipping cost not included in price. Asking \$2,500. Email: lorrainegaudet@mac.com.

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