



# ABVMA

Alberta Veterinary Medical Association

# MEMBERS' MAGAZINE

SEPTEMBER-OCTOBER 2023



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Sustainability | Single-Use Plastics

Equity, Diversity and Inclusion |  
Reconciliation and the Importance of Treaty

## Compassion for Collectors – Alberta SPCA

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Dr. M

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Dr. B

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Dr. J

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Peace Officer Karen Stevenson greeting dogs at collector investigation in July 2023

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## Editor's Message

"None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful." – Mother Teresa

### WITH THE CHALLENGE OF A CRISIS-LEVEL WORKFORCE

shortage, the importance of teams, teamwork and working together became obvious. Teams function at their best when members have the right technical competencies, engage in collaboration and communicate effectively.

It is the development of these soft skills, along with trust, leadership and a supportive and safe workplace culture that can make a difference in the work satisfaction of team members and success of the practice or organization.

I encourage all members to explore the ABVMA/ABVTA WorkPack resources at [workpack.abvma.ca](http://workpack.abvma.ca). All members can benefit from the resources, and any member can be a champion in a practice, you do not have to be in a leadership position. While the volume of resources might seem overwhelming at first, there is no need to do it all at once. Just pick one small thing and implement it in your practice. It will make a difference.

Celebrating Animal Health Week and RVT Month in your practice through "RVTs Unleashed" are great ways to support your high-performing team. Check out the resources on the CVMA and ABVTA websites.

My team, ABVMA staff, are a capable and dedicated team. In addition to their core responsibilities across registration, complaints, PIPS and communications, staff support many activities that advance Council's strategic directions. On top of that, team members have been adapting and working diligently through the transition in ABVMA leadership and the recent office move.

I am taking this opportunity to recognize and celebrate our team, ABVMA staff members.

I couldn't imagine this position without them, and I encourage you to recognize and celebrate your team too.

**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](http://abvma.ca).

VOL. 25, ISSUE 5

### PRODUCTION

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Communications and Professional  
Enhancement – Kathy Naum

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# President's Report



**Natasha Kutryk, DVM**  
she/her

President, Alberta Veterinary Medical Association

## Accentuate the Positive

**I HATE SMALL ANIMAL SURGERY. IT** makes me sweat and is one of the reasons I am no longer in general practice. There is one surgical case that I do look back on with fond memories. It was a cattle dog named Amy who was run over one weekend when I was on call.

Amy was a champ. Stoic in the face of severe injury, she never flinched or tried to bite as I examined her abdomen, which had extensive skin trauma and what I discovered was a nasty inguinal hernia. The clients, well aware that I felt more at home with their cattle, nevertheless asked me to do my best to save Amy.

What followed was weeks of therapy, failed skin grafts and repeated anesthetics. I agonized over every decision, cried in my car after work each time the wounds refused to close and asked the heavens why I chose to practice in a place so far away from a referral centre.

But I also grew as a professional. I tried and I failed, and I tried again. I learned that time and perseverance are sometimes our only tools. And I was humbled that this family would repeatedly give me their trust with no guarantee that we would win in the end.

We did though. Amy recovered and went back to her working dog life. I even preg-checked alongside her that fall. In fact, Amy lived another five years and when she passed away this spring her family reached out to let me know and thank me once more for caring for her.

It is the positive stories, the triumphant outcomes, that we tend to forget day to day. Veterinary medicine is a difficult, stressful career with high stakes no matter what area of the profession you are in. And, veterinarians are problem solvers trained to identify disorders and find solutions, so it is no wonder that our mindset trends toward the negative.

The problem is getting stuck there. We are all guilty of it. Letting the stressors and disappointments build until our view of our jobs, our workplaces and our very profession becomes pessimistic. Even our recognition of the mental health challenges faced by the profession is sometimes couched more like diagnosing pathology than accepting routine health care.

How do we shift that focus to be more positive? The ABVMA has recently released the Work Pack Tool Kit, a resource designed to help veterinary practices create work environments that support strong recruitment and retention. The CVMA is promoting Togetherall, an online peer-to-peer mental health support platform that is completely free. These resources make it easier to get help with the everyday human struggles we face in practice.

At the CVMA conference in Quebec City, I got the chance to catch up with many classmates who I haven't seen since convocation. Of course, we compared lives, and it was interesting to see the different



paths everyone has followed. The equation for happiness and success differed wildly for each individual, but underlining it all was stories of joy around casework and relationships made with clients and being trusted as community leaders. Fellowship and sharing the joy, rather than dwelling on the frustrations, uplifted everyone.

During the Calgary Stampede, I was fortunate to meet with many government officials of the UCP and NDP in advocating for support for our profession. Every minister and MLA I spoke with expressed great respect for veterinary professionals. It was a timely reminder to me that many people outside of our profession look up to us and value the work that we do.

There are going to be haters, as well as things that we hate about the jobs that we do (for me, that will always be small animal surgery), and there are not very many of us who can face each day with relentless cheer. Finding the positives in veterinary medicine instead of just searching for the problems may be a necessary skill to carry us into a brighter future. And finding joy, in overcoming challenges, in favourite patients and in clients who become friends. Those are the things that make it all worthwhile.





# IT TAKES A TEAM

**ANIMAL HEALTH WEEK**  
**OCTOBER 1-7, 2023**

## Animal Health Week: October 1–7, 2023

**Animal Health Week (AHW)** is an annual national public awareness campaign organized by the **Canadian Veterinary Medical Association (CVMA)** and hosted by veterinarians across Canada. Each year, through AHW, the veterinary community draws attention to an important health-related message.

**FROM OCTOBER 1 TO 7, 2023, THE CVMA CELEBRATES OUR ANNUAL ANIMAL HEALTH WEEK BY HONOURING THOSE** working in the industry who safeguard the health of animals each and every day – the entire veterinary team. This year's theme is **It Takes a Team... To Protect Your Animal's Health and You**. We will raise awareness about the importance of animal healthcare teams and the valuable role each team member plays in protecting your animals' health and wellness.

View more details here: <https://www.canadianveterinarians.net/veterinary-resources/practice-tools/animal-health-week-ahw/ahw-2023>

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# Interim Registrar's Report



**Phil Buote, DVM**

he/him

Interim Registrar and  
Complaints Director, Alberta  
Veterinary Medical Association

## Credentialing and Registration of Internationally Trained Veterinarians During Veterinary Professional Workforce Shortage

**THE VETERINARY PROFESSION IS IN A** crisis-level veterinary professional workforce shortage. This is a global issue and has been a priority for ABVMA and our partner organizations including the Canadian Veterinary Medical Association (CVMA). I am directly involved with the CVMA as Chair of the CVMA Workforce Advisory Group.

There are number of initiatives that the ABVMA and partners are pursuing across the pathways of veterinary professional education, immigration and professional retention to address the workforce shortage.

ABVMA is acutely aware of the issue of reduced access to veterinary care. As the professional regulatory organization, we must balance the safeguards in place to protect the public and integrity of the profession while at the same time removing unnecessary barriers to registration of veterinary professionals trained internationally.

I am happy to report on progress being made in the credentialing and registration of internationally trained veterinarians.

### National Examining Board (NEB) Examination Capacity

The administration of the NEB exam sequence towards obtaining a Certificate of Qualification is undertaken on behalf of the Canadian veterinary regulatory organizations. The registrars meet regularly with the NEB to bring forward any concerns or issues. The capacity of the examinations, particularly the Clinical

Proficiency Examination (CPE) is a matter of regular discussion.

The NEB has recently been provided with a significant number of additional seats for the Pre-Surgical Assessment (PSA) being offered in the fall and winter of 2023-24.

Next PSA sessions planned:

- WCVN September: 54
- WCVN November: 54
- WCVN December: 36

As of July 5, 2023, 226 candidates are on the waiting list for a PSA seat. Note: 131 of these candidates will be added to the December and January sessions.

Regarding the Clinical Proficiency Examination (CPE), the WCVN is the only Canadian site that administers the clinical proficiency examination for international veterinary graduates. With the growing need for veterinarians, WCVN is collaborating with the CVMA to increase the CPE capacity. This is a very complex and resource intensive examination to administer.

Next CPE sessions planned:

- WCVN SAM Retake September: 12 candidates planned
- WCVN October: 18 candidates
- WCVN December: 18 candidates

It is estimated there are 60 candidates eligible to take the CPE.

In addition to these initiatives to increase national exam capacity, there are two other processes in development that are intended to streamline the manner in which veterinarians who are trained and licensed internationally may be credentialed to be registered in Canada.



## NEB Clinical Year Option

The NEB and Canadian Council of Veterinary Registrars (CCVR) approved an additional pathway to the C of Q, the Evaluated Clinical Experience (ECE) in which the applicant becomes an NEB candidate, passes the BCSE and joins the clinical year at a CVMA/AVMA Council on Education (CoE) accredited school. The candidate's clinical competence will be assessed exactly the same way as the other members of that class.

There are currently no programs in Canada for completing the clinical year option, though the Faculté de médecine vétérinaire (FMV) has announced that it will offer the first iteration of the ECE in 2024.

The University of Calgary, Faculty of Veterinary Medicine (UCVM), has submitted a proposal to the Government of Alberta for funding of a program where an internationally trained veterinarian enrolled with the NEB would undergo a clinical assessment and subsequently complete any required "bridging" courses, a process of microcredentialing, to prepare the candidate to enter the fourth clinical year of the DVM program in the UCVM Distributed Veterinary Learning Community (DVLC) practices.

The candidate would be required to successfully complete the NAVLE but would not be required to complete the CPE. Successful completion of this process would provide a Certificate of Qualification and eligibility for registration.

## CCVR, CVMA and NEB Project on Limited Licensure

The second initiative to streamline the registration of international veterinary graduates is a limited licensure project. The CCVR is collaborating with the NEB and CVMA to undertake a project to develop tools to assess the competency of veterinarians trained internationally and with experience in clinical practice.

These tools for assessment would include a portfolio review and an evaluated clinical placement. The project is looking at three designated areas for registration including companion animals, production animals and equine.

The current scope of work is to develop tools with the project running through December 2023. It is expected that these tools will come online with the NEB in 2024.

## Acceptance of the Accreditation of Veterinary Education Programs Not Already Accredited by the AVMA COE/CVMA.

The CVMA is a member of the International Accreditation Working Group (IAWG), which meets every two years to discuss and compare standards used in different parts of the world. The NEB obtained from the IAWG a comparison of standards of the COE, the Royal College of Veterinary Surgeons (RCVS, United Kingdom), the Australasian Veterinary

Boards Council (AVBC, Australia and New Zealand), and the European Association of Establishments for Veterinary Education (EAEVE, Europe). The standards used by the RCVS and the AVBC are quite comparable to those of the COE.

The standards and procedures of EAEVE have more differences. When the comparison was reviewed by the CCVR it was noted that both the RCVS and AVBC standards were under review. The NEB was asked to redo the comparison when the new standards were available. The new standards have since become available, and the NEB will proceed with the comparison in the near future.

The solutions to addressing workforce are complex. There is no single initiative that will solve the issue. ABVMA is active across the pathways of veterinary professional education, immigration and professional retention. As the professional regulatory organization, ABVMA is working with partners on initiatives to improve the process for credentialing of internationally trained veterinarians immigrating to work in Alberta.

## OUR VISION

Healthy animals and people  
in a healthy environment

## OUR MISSION

Serving the public by regulating, enhancing and providing leadership  
in the practice of the profession of veterinary medicine in Alberta

## OUR VALUES



### Professionalism

Demonstrating  
ethics, fairness,  
responsibility and  
accountability



### Integrity

Exemplifying  
honesty,  
trust and  
transparency



### Leadership

Inspiring a  
path that is  
adaptable  
and visionary



### Inclusivity

Fostering a safe,  
positive and  
collaborative  
environment



### Respect

Interacting  
with empathy,  
compassion  
and dignity

# 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

**June 17-19, 2023** Dr. Daren Mandrusiak (he/him), Past President, Member of Council, Edmonton Region

**COUNCIL HAD THE PLEASURE OF MEETING THIS JUNE** under special circumstances. It has been years since Council has had the pleasure of going on a regional road trip, an event previously held annually. COVID had interrupted the outreach activity that allows Council to get out annually and touch base with the membership. The goal is for Council to visit members both in their practices and in their hometowns throughout the province. It is a chance to touch base with the membership and open up some conversations but also get to see other practices than our own. Many members of Council, me included, are day-to-day practicing veterinarians and technologists. However, our profession is diverse and getting out to experience a different side of it is always eye-opening.

A full summary of the road trip and outreach activities that took place in conjunction with the road trip is available on page 24.

Over the course of the three-day trip, Council met to conduct regular business. Items discussed at the June meeting are highlighted below:

- Member Wellness Program: Council received a presentation comparing the performance of our current member assistance

program delivered by Homewood Health with other options. Additional information on an alternative service provider is on the agenda for the August Council meeting. The intention is to provide better supports for our members, particularly those facing the challenges of mental health in our profession.

- Council approved the 2022-2025 ABVMA Strategic Plan with the following updated Strategic Directions:
  1. Ensure the veterinary workforce meets the needs of the future
  2. Cultivate professionalism and the privilege of profession-based regulation to protect the public interest
  3. Advance One Health
- ABVMA Bylaw Amendments: Council directed that the proposed Bylaw amendments be circulated to members for consultation.

Council's next meetings will be Aug. 28-29, 2023, in Calgary, AB. Other Council activities that week will include the Welcome to the Profession Event for the UCVm Class of 2027 and Registration Day on Aug. 30, 2023.





## **Daren Mandrusiak, DVM (he/him), Past President Member of Council, Edmonton Region**

### **DR. DAREN MANDRUSIAK WAS BORN AND RAISED IN ST. PAUL, AB.**

He attended the University of Alberta in Edmonton prior to completing his schooling at the Western College of Veterinary Medicine in Saskatoon, SK. He currently practices at, and part owns, Harvest Pointe Animal Hospital in Edmonton.

His day-to-day practice is limited almost exclusively to exotic and wild animals with a particular interest in exotic animal surgery and a focus on avian medicine and surgery.

Outside of professional interests, Dr. Mandrusiak enjoys everything outdoors. He can often be found hiking, backpacking, kayaking, fishing, skiing or doing almost anything outside. When he is not busy working, volunteering or spending time outdoors, he is likely spending time with his wife, their dogs and his boa constrictor.



## **PIPS Tip**

**MANY VETERINARY PRACTICES, AND ESPECIALLY THOSE IN** northern Alberta, are experiencing ongoing and high levels of stress related to workforce shortages. This shortage compounds the already existing stressors of providing 24-hour veterinary services.

This is a reminder to veterinary practices that even though these are challenging times, minimum standards established by ABVMA members must be met. Veterinary services must not be provided when there isn't a veterinarian on duty.

Here are the relevant parts of the PIPS Bylaw:

### **US-1: Leadership, page 5:**

*Professional Responsibility:*

1. Veterinary medicine must only be practiced by a registered veterinarian or appropriately delegated to a registered veterinary technologist under the supervision of a registered veterinarian.
2. A registered veterinarian must be actively engaged in practice activity every day that the practice entity operates or offers service.
3. All veterinary activity performed within a certified veterinary practice entity must be under the direction and control of a registered veterinarian whose registration does not require supervision.

### **US-3: Professional Image and Responsibility, page 10:**

3. A registered veterinarian responsible for the delivery of veterinary medical services must be present and on duty during hours of operation when the practice of veterinary medicine is occurring. Notwithstanding, it may be necessary for the veterinarian to be absent from the facility for periods of time within the day for ambulatory services, lunch breaks or other reasons; however, they remain responsible for veterinary activity during this time.

## **Veterinary services must not be provided when there isn't a veterinarian on duty.**

Veterinary technologists are valuable and important members of the practice team and may perform many medical procedures under the indirect supervision of a veterinarian. Those procedures can be performed as long as there is a minimum of indirect supervision, which is once-daily, in-person supervision by a veterinarian. This supervision must be in person and cannot occur using telemedicine.

The definition of indirect supervision is: *the supervising veterinarian is on the same premises as the supervised person and where the veterinary practice activity takes place, at least once a day and during which time the supervising veterinarian has in person communication with the supervised person. All veterinary practice activity is performed pursuant to either written or oral instructions of the veterinarian specific to the activity. The veterinarian need not be on the premises at the time the activity is undertaken.*

The key point is that a veterinarian is responsible and on duty every day that the veterinary practice operates or offers services. The profession of veterinary medicine is stronger because of the conscientious efforts of veterinary teams across the province. This protects the public and is necessary to protect the integrity of the profession. There has been much discussion and consideration of balancing wellness of ABVMA members, animal welfare concerns when veterinary practices can't be open and sustainability of veterinary practices. There is no easy "one size fits all" answer, however, minimum PIPS standards are required.

If you have questions or to discuss further, please contact Dr. Phil Buote at 780-784-5223 or [phil.buote@abvma.ca](mailto:phil.buote@abvma.ca) or Dr. Jocelyn Forseille at 780-784-5232 or [jocelyn.forseille@abvma.ca](mailto:jocelyn.forseille@abvma.ca).

# Complaints Director's Report



**Phil Buote, DVM**  
he/him

Complaints Director/Deputy  
Registrar, Alberta Veterinary  
Medical Association

## Complaint Case #21-46

### A LETTER OF COMPLAINT WAS

received about a veterinarian from the owner of a 14-month-old neutered German shepherd. The dog was presented for left hind-leg lameness. The dog was examined and radiographs were taken. The veterinarian's differential diagnoses included cranial cruciate ligament rupture, trauma, tendonitis or Achilles tendon injury. The veterinarian prescribed rest and restricted activity, meloxicam, ice, massage and made a recommendation to purchase a stifle brace.

At the follow-up appointment on Sept. 17, 2021, the dog was still in pain and the owner noted that attempts to treat the affected area resulted in the dog pulling away and growling. The owner was concerned for the safety of their young son around the dog. The veterinarian ruled out ruptured cruciate and arrived at a diagnosis of Achilles tendon injury with recommendation for surgery. Gabapentin was added to the treatment and the veterinarian further recommended the owners purchase a tarsal brace and rest.

On Oct. 8, 2021, the dog was again seen for a follow-up and was noted to have erratic behaviour. The veterinarian again recommended surgery for a ruptured Achilles tendon, and ultimately the owner consented to referral for surgery. Three days later, an incident occurred involving the dog and the owners' son. Although no bite was sustained, the owners determined that the dog needed to be euthanized because of its behaviour.

The following day, October 12, the owner attended with the dog at the veterinary practice for euthanasia. The veterinarian sedated the dog and attempted unsuccessfully to inject pentobarbital intravenously. Numerous attempts were made in both front and back legs. Ultimately an intracardial injection was performed in front of the owner.

An investigator was appointed and through the course of the investigation, it was revealed that the veterinarian had performed another owner-attended euthanasia by intracardiac injection on an eight-year-old female border collie on Nov. 2, 2021.

The dog was presented with weight loss and inappetence. Radiographs and bloodwork were completed with no definitive answer. The veterinarian provided a list of differential diagnoses including pancreatitis, IMHA and neoplasia. The dog continued to decline despite treatment and the owners opted for humane euthanasia. No sedation was provided to the dog prior to the euthanasia and the dog was ultimately administered pentobarbital by intracardiac injection.

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 investigation report. The veterinarian entered into a consent discussion with members of the CRC which was ultimately successful.

The Hearing Tribunal accepted the Admission of Unprofessional Conduct and the Consent Order at a hearing held virtually on March 20, 2023.

## AGREED STATEMENT OF FACTS

1. At all material times, the veterinarian has been a registered veterinarian with the Alberta Veterinarian Medical Association (ABVMA).
2. The veterinarian was, at the relevant time, employed as a locum at the veterinary practice entity (VPE).
3. MG and RG were the owners of a fourteen-month-old 44kg German shepherd cross.
4. The German shepherd attended the VPE during the period of August to November 2021 for veterinary medical services.
5. On September 2, the owners attended the VPE with the German shepherd with a presenting complaint of left hind-limb lameness. The veterinarian examined the dog and received consent for radiographs. Six radiographs were undertaken while the dog was sedated. Three of those radiographs (pelvis, the left lateral stifle and left lateral tarsus) were included as part of the medical record.
6. Those radiographs were undertaken by unregistered staff members.
7. On Sept. 17, 2021, the dog was brought to the VPE for follow-up with increasing pain and irritability. This pattern continued again to Oct. 8, 2021.
8. Although the veterinarian indicated a potential referral for surgery for the German shepherd, there was confusion with respect to whether that was to a friend or an independent referral.
9. On Oct. 11, 2021, an incident occurred in which ultimately the German shepherd bit the client's child. There is a discrepancy here between the client and the veterinarian. The client indicated the dog grabbed the child's hood and the veterinarian felt they were told the child was bitten on the head.
10. On Oct. 12, 2021, the German shepherd was brought to the VPE by the owners.
11. On Oct. 12, 2021, the German shepherd was euthanized at the VPE by the veterinarian.
12. Upon attendance at the VPE for the euthanasia, comments were made by



- the veterinarian to the owner with respect to the intention to euthanize the dog and the impact on the child/family.
13. Sedation was administered and the client was left alone with the dog for a period of five to ten minutes. The veterinarian attempted to inject pentobarbital intravenously, which was unsuccessful. Attempts were made on numerous occasions using both front legs and the dog's hind leg. Ultimately the veterinarian injected pentobarbital intracardiac.
  14. As a result of the euthanasia, the client observed fluid constituting gastric contents postmortem. Staff entering the room subsequent to the euthanasia witnessed blood on the floor and foamy blood evident on the dog's muzzle.
  15. SR was the owner of an eight-year-old female border collie cross.
  16. The border collie was presented to the VPE on Nov. 2, 2021.
  17. On Nov. 17, 2021, the border collie was euthanized at the VPE by the veterinarian.
  18. The border collie was presented to the VPE on Nov. 2, 2021, with a subjective assessment of losing weight and eating less than normal. Diagnostics and bloodwork were undertaken for the dog, although no ultimate diagnosis was obtained.
  19. The border collie continued to decline despite medication and ultimately a decision was made to euthanize.
  20. The border collie was not provided any sedation prior to the euthanasia. Ultimately an intracardiac injection of pentobarbital was undertaken.
  21. Unregistered auxiliaries completed narcotic and controlled substances logs.

## AGREED FINDINGS OF THE HEARING TRIBUNAL

### Radiographs:

1. That on Sept. 2, 2021, the veterinarian permitted unregistered auxiliaries to undertake radiographs for the German shepherd.

### Euthanasia:

2. That the veterinarian failed to undertake an appropriate and proper euthanasia for the German shepherd.
3. That the veterinarian failed to undertake an appropriate and proper euthanasia for the border collie.

### Narcotics Log:

4. That the veterinarian failed to maintain an appropriate narcotics log, specifically with respect to controlled drugs.

### Communication:

5. That the veterinarian undertook inappropriate communication and interactions with the owner of the German shepherd.

### Medical Records:

6. That the veterinarian failed to create and/or maintain appropriate medical records for the German shepherd.
7. That the veterinarian failed to create and/or maintain appropriate medical records the border collie.

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

## ACKNOWLEDGEMENT OF RESPONSIBILITY

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

## NO RIGHT 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

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, the Hearing Tribunal makes the following orders in accordance with s.41.1 of the VPA.

1. A reprimand shall be issued as against the veterinarian.
2. The veterinarian shall be required to successfully complete, at his own cost, within six months of the date of this order, the following continuing education obligations (in addition to the annual required continuing education), as approved by the Complaints Director:

- i. The VetMed Team Medical Records course; and,
  - ii. 10 hours of continuing education with respect to communication with the public; and,
  - iii. five hours of continuing education with respect to euthanasia and multi-modal pain control in small animals.
3. The veterinarian shall attend for 20 hours at a VPE approved by the Complaints Director for the purpose of technical skill development. This shall be completed within one year of this order. It is recommended that the VPE be an animal welfare VPE with a high volume of spay/neuter procedures.
  4. The veterinarian shall be required, for one year from the date of the Order, to obtain the consent of the Complaints Director for his employment as a locum at any veterinary practice. The veterinarian shall be required to practice with a registered veterinary technologist when employed as a locum. The veterinarian acknowledges the Complaints Director may disclose the terms of these orders to any such practice seeking to hire the veterinarian.
  5. The veterinarian shall provide a letter from a registered medical practitioner (e.g. family doctor) within 60 days of the date of this order confirming that they are fit to practice veterinary medicine.
  6. The veterinarian shall pay costs in the sum of \$4,000 within one year of the date of this order.
  7. If the Complaints Director deems there to be a violation of this order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.
  8. There shall be publication of this Consent Order on a "no-names" basis on the ABVMA website.

# Membership Matters

Council-approved transfers, reinstatements, cancellations and permit holders

## Veterinarians | June 2023

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

Dr. Jasmine Grewal, #3723	March 15, 2023
Dr. Megan Macleod, #3628	April 5, 2023

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

Dr. Lauren Deagle, #3420	May 1, 2023
Dr. Rae-Leigh Pederzoli, #3910	April 18, 2023
Dr. Kaitlyn Brown, #3752	April 18, 2023
Dr. Ryan Morgan, #4055	July 10, 2023
Dr. Darrell Dalton, #823	May 24, 2023

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

Dr. Kelly Mackenzie, #4142	April 26, 2023
Dr. Payal Sharma, #4149	May 8, 2023

### Transfer Supervised Limited Practice Registered Veterinarians to General Practice Registered Veterinarian

Dr. Artemis Sapountzi, #4257	April 21, 2023
Dr. Marco Soryal, #4113	June 1, 2023

### Cancelled Supervised Limited Supervised Registered Veterinarian

Dr. Rasha Hassan, #4253	April 7, 2023
-------------------------	---------------

### Re-instated General Practice Registered Veterinarian

Dr. Nurmukhammet Atabayev, #3941	March 17, 2023
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### Re-instated Temporary Registered Veterinarian

Dr. Princyl Subasinghe, #3569	April 24, 2023
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## Registered Veterinary Technologists | June 2023

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

Jodine Ure, #207	March 18, 2023
Ciara O'Higgins, #3954	March 21, 2023
Devyn Cook, #4282	March 27, 2023
Kayla Preston, #3181	April 1, 2023
Karen Perreault, #1304	April 9, 2023
Shannon MacLean, #1553	April 20, 2023

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

Julianne Aubin, #2464	April 1, 2023
Jordyn Hoszouski, #4372	March 22, 2023
Sarah-Lynn Hay, #3452	May 1, 2023
Leanne Kadatz, #2904	April 25, 2023
Stefanie Goodvin, #3400	June 10, 2023
Chloe Check, #2782	May 5, 2023
Erin Tellier, #4359	May 15, 2023

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

Amanda Madson, #4624	April 11, 2023
Adalyn Franczak, #4634	April 13, 2023
Karmyn Malmberg, #4231	April 14, 2023
Catherine DeCock, #4613	April 14, 2023
Amy Schoepfer, #4622	April 18, 2023
Oksana Glamazda, #4615	April 18, 2023

### Cancel General Practice Registered Veterinary Technologist

Ashley Eyndhoven, #4588	April 2, 2023
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### Reinstated General Practice Registered Veterinary Technologist

Fallon Racette, #3469	April 14, 2023
Lisa Cocker, #797	April 14, 2023
Chelsey Chevrier, #2068	April 18, 2023

## Permit Holders | June 2023

Alice Chan Veterinary Services Inc. (Dr. Alice Chan #2366)	April 10, 2023
Calgary Zoological Society (under Veterinary Profession General Regulation 11(1.1)-Calgary Zoo Animal Health Centre)	April 28, 2023
2493511 Alberta Ltd. (Dr. Swanand Sathe #4107)	May 1, 2023
Pixeldog Inc. (Dr. Lindsey Kurach #2775)	May 8, 2023
Cockwill Veterinary Services Ltd. (Dr. Kenneth Cockwill #2007)	May 8, 2023
Emergency DVM Corporation (Dr. Eoin Clancy #2887)	May 9, 2023
YEGVET Inc. (Dr. Eoin Clancy #2887, Dr. Kenneth Cockwill #2007, Dr. Lindsay Kurach #2887)	May 9, 2023
Heritage Hills Veterinary Clinic Inc. (Dr. Rupinder Khehra #1959)	May 10, 2023
2058906 Alberta Ltd. (Dr. Shelby Kimura #2442)	May 23, 2023
LSScott Veterinary Services Inc. (Dr. Lisa Scott #3240)	May 16, 2023
Vetcan Consulting Ltd. (Dr. Felipe Zeymer #3126)	May 25, 2023

## Provisional Approval of New Veterinary Practice Entities

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

Practice Name	Location
Impulsion Veterinary Fertility	Ardrossan
Alice Chan Veterinary Services	Calgary
Atlas Animal Clinic	Airdrie
Boreal Veterinary Centre	Edmonton

## RVT Month - October 2023

RVT Month is a time to acknowledge RVTs and the important work they do to advocate and care for the health and well-being of animals.

The ABVTA has more information and ideas for activities in the ABVTA News section on page 36.

View more about RVT Month at: [rvttcanada.ca/rvtmonth](http://rvttcanada.ca/rvtmonth)

Veterinary teams are encouraged to use hashtags:

#RVTMonth #ProudlyRVT  
#ThankanRVT #WeAreRVTs  
#AskForRVTs







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# Sustainability

## Single-Use Plastics

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

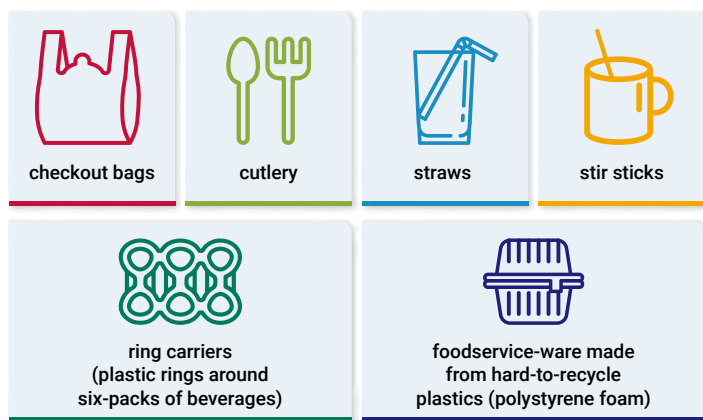
**MANY VETERINARY PRACTICES ARE BEGINNING TO** consider green initiatives. On a day-to-day basis, each of us as individuals make decisions that affect the environment, and each veterinary practice can also make a difference.

Below are some considerations for veterinary practices to be proactive during the transition away from single-use plastics in Canada:

### The Federal Picture:

Canadians throw away over three million tonnes of plastic waste every year. Only 9% is recycled while the rest ends up in landfills, at waste-to-energy facilities or in the environment. Plastic waste and marine litter burden our economy and threaten the health of the environment including wildlife, rivers, lakes and oceans. With the longest coastline in the world and one-quarter of the world's freshwater, Canada has a unique responsibility – and opportunity – to tackle this challenge.

The six categories of single-use plastic items in the [Single-Use Plastics Prohibition Regulations](#) were specifically selected because they are commonly found in the environment, are harmful to wildlife and their habitat, are difficult to recycle and have readily available alternatives. These six categories are:



To provide businesses in Canada with enough time to transition and to use their existing stocks, the regulations will enter into force through a phased approach:

- Starting Dec. 20, 2022, the prohibition on the import and manufacture of single-use plastic checkout bags, cutlery, foodservice-ware made from problematic plastics, stir sticks and straws; the prohibition on the sale of these items will come into force in December 2023.
- In June 2023, the manufacture and import of ring carriers in Canada will be prohibited and the sale of these items will be prohibited in June 2024.



- As of June 2024, the sale of flexible straws packaged with beverage containers will be prohibited.
- By the end of 2025, the Federal government will also prohibit the manufacture and import for the purposes of export of all six categories of single-use plastics, making Canada the first among peer jurisdictions to do so internationally.
- Exceptions to the ban on straws allow single-use plastic flexible straws to remain available for people in Canada who require them for medical or accessibility reasons. This includes for use at home, in social settings or in healthcare settings such as hospitals and long term care facilities. All other types of single-use plastic straws will be prohibited.

Veterinary practices have an opportunity to use up supplies and adjust to the federal regulations (discussed above), which start in December 2023 and will include veterinary practices.

### The Provincial Picture

Veterinary practices may have already seen communication around single-use plastics and heard of municipal bylaws coming into force.

The recent City of Edmonton's Single Use Item Reduction Bylaw does not apply to veterinary practices as they are regulated by ABVMA rather than falling under an Edmonton business license. Veterinary practices are not required to have a business license in Alberta (*Veterinary Profession Act*, Section 64).

However, under federal legislation, veterinary practices will be impacted. Currently veterinary practices in Alberta are allowed to use single-use plastic bags until December 2023.

The [City of Calgary Single Use Plastics Bylaw](#) comes into effect January 2024 after which Calgary business license holders will have to charge for paper or reusable shopping bags.

For smaller municipalities in Alberta, please check locally. From our research, Banff and the Wood Buffalo Regional Municipality are two centres that have banned single-use plastic bags.

Alberta Municipalities is currently working on the [Extended Producer Responsibility \(EPR\)](#) agreement. EPR represents significant change for all municipalities. The industries that create paper, plastics and hazardous materials will soon be responsible for the collection and management of those materials at the end of their product life. Producers must arrange to take over this

responsibility from municipalities. Essentially, recycling collection will soon be one less thing for municipalities to do. The costs for the recycling system will now be accounted for in the cost of a product – not in property taxes or utility rates. British Columbia and Ontario have implemented similar EPR systems.

More information will be provided as it is available. The federal regulations focus on production and availability of products and the provincial legislation focuses on waste reduction. There will be adjustments as details become available.

ABVMA biodegradable dispensing bags are available for order through WDDC: large size item code 142313 and small size 142114.

### ABVMA Strategy

Council approved a Strategic Priority - ABVMA works to support sustainable veterinary facilities in Alberta, which includes initiatives to promote "Green Practice." ABVMA encourages veterinary practices to take proactive steps to make a difference for our planet:

- Encourage clients to bring their own bags or repurpose cardboard boxes already on site
- Paper bags are better than plastic but still require resources to make
- Charge for bags as a deterrent for all of us to do better

### Sustainability Resources Now Available on Member Portal

A new Sustainability Resource page has been created under Practice Resources on your member portal. The page includes useful links and will continue to be developed with materials, resources, suggestions for CE, etc.

Visit the new Sustainability Resource page now on your member portal>Practice Resources>Sustainability <https://abvma.in1touch.org/site/pracresources/sustainability>.

#### Additional resources:

- <https://veterinarysustainabilityalliance.org>
- <http://environmentlethbridge.ca/federal-ban-on-single-use-plastics>
- <https://environmentlethbridge.ca/wp-content/uploads/2020/03/Sustainable-Business-Guide-compressed.pdf>
- <https://www.canadianveterinarians.net/policy-and-outreach/priority-areas/veterinarians-and-climate-change>
- Deluty, SB et al, *Client choice May Provide an Economic Incentive for Veterinary Practices to Invest in Sustainable Infrastructure and Climate Change Education* Vet Sci Jan 2020: 7(0):622199.
- Take this quiz from the United Nations: <https://plasticactioncentre.ca/news/quiz-plastic-pollution-crisis>




## GO GREEN!

### Opting out of the paper magazine

If you would like to opt out of receiving a printed copy of the ABVMA Members' Magazine, please contact **Lee Anne Winter** at [leeanne.winter@abvma.ca](mailto:leeanne.winter@abvma.ca).

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

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



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**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.*



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Association canadienne  
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## Questions or Suggestions?

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

## One Profession. One Strong Voice.

### The CVMA is Proud to Present our 2023-2024 Executive Committee

- Dr. Trevor Lawson, President (NS)
- Dr. Timothy Arthur, President-Elect (ON)
- Dr. Tracy Fisher, Vice-President (SK)
- Dr. Kathleen MacMillan, Executive Member (PE)
- Dr. Chris Bell, Immediate Past-President (MB)
- Dr. Brian Evans, Treasurer (ON)
- Joel Neuheimer, Chief Executive Officer (ON)

We are also pleased to welcome the following members to Council:

- Dr. Donald Buchanan, NS Representative
- Grace Munro, SCVMA Representative

### The CVMA is Proud to Present our 2023 Award Recipients

- **CVMA Humane Award:**  
Dr. Jordan Woodsworth (SK)
- **CVMA Small Animal Practitioner Award:**  
Dr. Barbara Ambros (SK)
- **CVMA Practice of the Year Award:**  
Tanglefoot Veterinary Services Ltd. (BC)
- **Merck Veterinary Award:**  
Dr. John Campbell (SK)
- **CVMA President's Award:**  
Dr. Darrell Dalton (AB)
- **CVMA Distinguished Member Award:**  
Dr. Robert Ashburner (BC)
- **CVMA Honourary Membership:**  
Dr. Roger Warren (ON)
- **R.V.L. Walker Award:**  
Allison Kwantes (AB)

## WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

### Animal Health Week 2023: Oct. 1-7, 2023

It is time to start planning for Animal Health Week (AHW) 2023! AHW is an annual

national public awareness campaign organized by the CVMA and hosted by veterinarians across Canada. Each year, through AHW, the veterinary community draws attention to an important health-related message.

During the 2023 campaign, we want to honour those working in the industry who protect the health of animals each and every day – the veterinary team.

This year's AHW theme is **It Takes a Team...To Protect Your Animal's Health and You**. From October 1 to 7, 2023, the CVMA will raise awareness about the importance of animal healthcare teams and the valuable role each team member plays in protecting animal health and wellness.

Read more under the [Animal Health Week](#) page of our website.

### Wellness Outreach to Veterinarians and RVTs Involved in HPAI Response

Highly pathogenic avian influenza (HPAI) is having an enormous impact, not only on birds but also on the psychological, emotional and physical health of veterinarians and veterinary professionals working with affected producers and their flocks. There is a high risk for negative psychological effects such as compassion fatigue and acute and prolonged traumatic stress. It is normal to feel overwhelmed and stressed in uncertain times and the added pressures and increased workload makes it difficult to manage emotional, psychological and physical health. Read more about HPAI and access resources under the Latest News section of [canadianveterinarians.net](http://canadianveterinarians.net).

## **Sustainability. For Animals. For Us. For the Future. Webinar Recording Available Soon.**

The CVMA and the Veterinary Sustainability Alliance hosted a webinar on sustainability in the veterinary profession.

The burdens carried by animal health professionals feel ever-growing. Now, on top of workforce pressures and a global pandemic, we are surrounded by news about environmental crises that are impacting the health of all life on earth. Research has shown that veterinary teams (students, clinic staff and veterinarians) are concerned about the health impacts of environmental change and seek to minimize the impacts of veterinary care they provide but feel poorly equipped to act. This session worked through a proposed framework that supports animal health professionals in identifying and achieving their sustainability goals.

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

### **Protecting the Legitimate Use of Xylazine in Veterinary Medicine**

Recently, xylazine has emerged as an adulterant in the toxic illegal drug supply, primarily in combination with fentanyl. Its presence in drug samples in North America has been increasing, and it has been detected in some opioid-related deaths. In Canada, xylazine is regulated as a prescription drug under the Food and Drugs Act and its regulations for use in animals, but it is not approved for use in humans. The combination of xylazine and fentanyl has recently been designated as an emerging threat in the US. Health Canada has shared its concern about the emergence of xylazine as an adulterant in the toxic illegal drug supply and are considering what risk mitigation measures may be necessary. The department is mindful that xylazine is an important tool used for the safe and humane handling of animals. Read the CVMA's full statement under the Latest News section of [canadianveterinarians.net](http://canadianveterinarians.net).

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

### **CVMA Explores Workforce Shortage in a Disrupted and Demanding World at Canada's Only National Multi- Species Convention**

The CVMA explored issues and challenges pertaining to the veterinary workforce shortage in veterinary medicine during its 75th Annual Convention in Québec City. The CVMA Summit, Evolution of Veterinary Practice in a Disrupted and Demanding World, examined veterinary medicine as it emerges through a global pandemic while facing a global workforce shortage, creating new internal and external demands on veterinary teams. Read the full [media release](#) on our website.

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

### **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 CVMA's **Annual Mental Health in the Workplace Week**, Dr. Leann Benedetti shares her own career journey through a trauma lens. Visit the [Mental Health Webinars](#) page of [canadianveterinarians.net](http://canadianveterinarians.net) to view recorded webinars.

### **All Veterinarians Across Canada Can Now Access Free Peer-To-Peer Support**

The CVMA is happy to announce our continued and enhanced partnership with Togetherall by offering all Canadian veterinarians platform access. The platform offers the opportunity to improve mental health by providing and receiving support through a peer-to-peer community supported by integrated services that are safe, anonymous and overseen by licensed

clinicians, who empower members to share their experiences in an inclusive environment. While the platform has previously only been available to CVMA members, the high demand for mental health resources amongst veterinary professionals spurred Togetherall, the CVMA and funding partner Western Financial Group to create open access to the platform for all veterinarians across Canada. Visit the [Latest News](#) section of our website for more information.

### **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 [canadianveterinarians.net](http://canadianveterinarians.net) 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™**

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# Equity, Diversity and Inclusion

## Reconciliation and the Importance of Treaty

Contributions by:

Saskia de Jong (she/her), DVM (Vice Chair, ABVMA EDI Committee; Settler, Oji-Cree)

Amber Labelle (she/her), DVM, DAVCO (Settler)

Amy Silva (Cree)

The Truth and Reconciliation Commission (TRC) of Canada defined reconciliation as “an ongoing process of establishing and maintaining respectful relationships (2015).”

### THE TRC IS MODELLED ON ANOTHER COMMONWEALTH

country's (South Africa) process for public truth-telling and accountability processes after tremendous harm (apartheid) was created and enacted by the government. Critical to reconciliation is a re-learning of Canada's history and repair of damaged trusts. It also requires ongoing public education and regular dialogue at an individual, local, regional and national level.

As our National Day for Truth & Reconciliation on September 30 nears, it is important that we all recognize our roles as treaty members, whether Indigenous, visiting or non-Indigenous, and in Canada's long history of colonialism, cultural genocide and forced assimilation.

Blackfoot Elder Reg Crowshoe stated, “when we talk about the concept of reconciliation, I think about some of the stories that I’ve heard in our culture, and stories are important...We have stories about our ‘superheroes,’ how we treat each other, stories about how animals and plants give us authorities and privileges to use them for healing, but we also have stories about practices. How would we practice reconciliation? How would we practice getting together to talk about reconciliation in an oral perspective? Those practices are so important!”



“...when we talk about the concept of reconciliation, I think about some of the stories that I’ve heard in our culture, and stories are important...”

Blackfoot Elder Reg Crowshoe





Leanne Betasamosake Simpson

Each Indigenous community has stories that exemplify how treaty and reconciliation are incorporated into daily life. A short Anishinaabe story as told by Leanne Betasamosake Simpson is shared below to help encapsulate the ideas of treaty and reconciliation:

*In a time long ago, all the deer, moose and caribou suddenly disappeared from the Anishnaabeg lands. Maybe this change wasn't so sudden. At first, no one noticed the hoofed ones leaving. In the fall, the hunters came back with no meat. When snow blanketed the Earth, there were no tracks in the snow. By spring, people were getting worried. No one had seen a moose for nearly a year nor could remember the last time they had seen a caribou.*

*The Anishinaabeg got up before the sun one morning and lit a sacred fire. They prayed, sang and offered tobacco (a sacred medicine used in offerings and for prayer). After long discussion, the people decided to send their fastest runners out in the four directions to find the hoofed ones. Only with the return of the final runner did they learn the fate of their hoofed friends. "When I was in the very north part of our land, I saw one young deer. She explained to me that her relatives had left our territory forever because they felt disrespected."*

*The people, shocked, didn't know what to do, so they consulted with the wisest Elders who sent a delegation to visit the Hoof Clan.*

*The people learned that the Hoof Clan had left their territory because the Anishnaabeg were no longer honouring them; they had withdrawn from the territory and from their relationships with the peoples as the people had been wasting their meat and were not treating their bodies with proper reverence. They had stopped participating in treaty.*

*The Elders listened. They spent several long days listening to, acknowledging and discussing the concerns of the Hoof Clan. Negotiations then took place. The Anishnaabeg agreed to honour and*

*respect the lives of the Hoof Clan, both in life and in death. In exchange, the Hoofed animals would return to the territory so the peoples could feed themselves and their families when they were in need.*

Treaty is a relationship that binds both parties to a goal of sustainability using the ecosystem in ways that preserve an Indigenous land-based life. Treaties were also meant to secure healthy and sustainable living for non-Indigenous peoples settled on Indigenous lands. Subsequently, they were to allow all parties to benefit, the environment included.

Treaties were set forth with an understanding of how Indigenous nations and the Queen's people would live together as separate entities within a shared territory with a mutually beneficial, agreeable, and respectful relations. Colonialism however did not bring with it peace and order, nor did it support good governance with or for Indigenous nations.

As described by Elder Mary Deleary (Anishinaabe): "the dust of our ancestors' bones, Indigenous and non-Indigenous alike, is now part of the land. Settler peoples must remember our own history and must confront the truth of how we acquired and have benefited from the riches of Indigenous peoples' homelands while they have not." We have dishonoured these treaties.



**...the dust of our ancestors' bones, Indigenous and non-Indigenous alike, is now part of the land."**



Elder Mary Deleary (Anishinaabe)

Historically, government policies were developed with the intent of assimilating Indigenous peoples by eliminating their distinct cultures, governments and identities. Various initiatives and facilities were set up with this purpose, such as the residential school or day-school systems, the *Indian Act*, forced sterilization, medical experimentation and forced participation in research.

As members of colonized society, our ideas, world views, cultural identities and values are shaped not only in the classrooms, museums or by pop culture, but also in everyday social relationships and patterns of living.

These injustices continue to impact Indigenous peoples today. They are reflected in the continual systemic discrimination and racism that adversely affect health and well-being, education, income and housing, also known as the social determinants of health.

Given the history of settler society and logistics of colonialism and our roles as veterinary professionals emerging from colonized institutions, it is particularly important that we first understand both our own histories and impacts of colonialism. Why, in 2023, are we still talking about the legacy of colonialism? The impacts are ongoing and affect Indigenous peoples daily as demonstrated by disproportionate incarceration rates, the large numbers of Indigenous children in government care, lack of clean drinking water and the underfunding of schools in many Indigenous communities.

As members of colonized society, our ideas, world views, cultural identities and values are shaped not only in the classrooms, museums or by pop culture, but also in everyday social relationships and patterns of living. Collectively, we must learn to do more than just talking about past wrongs or sporting of an orange shirt on September 30. While marking the National Day of Truth and Reconciliation can be reflective, a single event is also performative. Instead, we need to practice reconciliation daily within ourselves, with our families, communities, schools, workplaces, places of worship and at the level of governance.

The story shared above speaks of the necessity of human agency in securing transformative change and the rebuilding of relations between nations. It draws on lessons of the land to tell of reconciliation and reminds us that collective action and leadership are both required to overcome. Reshaping history is a public process and happens through discussion, sharing and commemoration. As we gather to share memories, beliefs and ideas about the past, the collective understanding of the present and future is formed. After all, it takes many heads, hands and hearts to work together at all levels of society to create and maintain momentum into the years ahead. Collectively, we all play a role in redefining treaty partnerships and processes of reconciliation.

#### Images:

1. Reg Crowshoe: <https://calgaryunitedway.org/blog/an-elders-truth-on-reconciliation>
2. Mary Deleary: <https://thunderbirdpf.org/board-members-and-staff>
3. Leanne Betasamosake Simpson: <https://www.torontomu.ca/news-events/news/2017/06/q-and-a-with-leanne-betasamosake-simpson>

### Support is available for anyone affected by their experience at residential schools or by the media reports.

A national Indian Residential School Crisis Line has been set up to provide support for former students and those affected. People can access emotional and crisis referral services by calling the 24-hour national crisis line: 1-866-925-4419.

Mental health counselling and crisis support is also available 24 hours a day, seven days a week through the Hope for Wellness hotline at 1-855-242-3310 or by online chat at [www.hopeforwellness.ca](http://www.hopeforwellness.ca).



# Keeping You Current



ABVMA Council and staff at Animal Medical Centre North Inc

## Meeting with County of Grande Prairie and Meeting with Agriculture Services Boards from Big Lakes County, Saddle Hills County and the MD of Greenview

**June 20, 2023**

**WHILE IN GRANDE PRAIRIE FOR THE** Council Road Trip, several meetings were held with partner organizations in the region to discuss the ongoing veterinary labour shortages, selection of students at UCVM and approaches to addressing these issues. Discussion also included two resolutions passed by the provincial agricultural services board related to selection of more rural students at UCVM and implementation of a mid-level veterinary professional.

The meeting contingent included ABVMA representation: Dr. Natasha Kutryk, President, Dr. Phil Buote, Interim Registrar, Dr. Serge Chaloub, Vice-President (afternoon meeting only); ABVTA representation: Darryl Haugen, RVT, President, Vanessa George, RVT, Executive Director; UCVM representation: Dr. Robert

McCorkell, Associate Dean, Admissions and Outreach; Government Representation: Dr. Keith Lehman, Chief Provincial Veterinarian (afternoon meeting only); and Pam Cholak, ABVMA Government Relations Advocate, President, What Matters Consulting.

A breakfast meeting was held with representatives from Grande Prairie County including Councilor Bob Chrenek, Chief Administration Officer Joulia Whittleton and Agricultural Fieldman Sonja Raven. The discussion was centered on addressing labour shortages, including provision of supports to veterinary professionals such as housing, daycare and community engagement with veterinary professionals. There was also appreciation expressed for the veterinary services provided during the wildfires. There was a commitment to provide a letter of support to the government for the Diagnostic Lab Services at UCVM and for other investments that would reduce the veterinary shortages. There was good collaboration and a commitment to continue working to find resolutions to the lack of veterinary professionals in the northern community.

In the afternoon, following tours to practices, ABVMA, ABVTA and UCVM made a presentation to representatives from the Agricultural Service Boards of Big Lakes County, Saddle Hills County and the MD of Greenview. The presentation outlined the collaboration and steps being taken to address the veterinary workforce shortage in Alberta, with a particular focus on rural communities, and to discuss how UCVM has changed its selection process that has resulted in more rural based students selected to the program than in past years. The meeting also asked the regional partners to provide an update on their greatest veterinary services needs and how they are addressing the shortages. A robust and engaging discussion was held regarding the Big Lakes County bursary program, which is intended attract a large animal veterinarian to the county. Thanks to Dr. JM Pozniak and his team for attending the session and providing input from a local veterinary practice perspective. The session resulted in further understanding of the veterinary profession, the educational program at UCVM, the needs of northwest Alberta and how local decisions and incentives will be critical to helping to address labour shortages.



## ABVMA/ABVTA Meeting with Technical Colleges

June 28, 2023

**ON TUESDAY, JUNE 28, ABVMA AND ABVTA** met with representatives of the four Animal Health Technology (AHT) Programs from Northwestern Polytechnic, NAIT, Lakeland College and Olds College. The meeting was to discuss the shortage of veterinary technologists and to explore opportunities for increasing capacity in AHT programs across the province.

## Calgary Stampede

July 10 and 11, 2023

**ABVMA WAS REPRESENTED DURING** the Calgary Stampede with attendance by Pam Cholak, Government Relations Advocate, at several key events between July 6 and July 13. Pam was able to meet with newly elected provincial officials, key members of staff, federal ministers and staff and numerous municipal and regional leaders. Stampede provides an excellent networking opportunity with various corporate and government events that attract key officials and industry leaders who are important partners to the veterinary profession.

On Monday, July 10, 2023, Pam was joined by Dr. Natasha Kutryk, President, and Dr. Phil Buote, Interim Registrar, to meet with elected officials and organizational representatives to discuss the importance

of the veterinary profession and to ensure continued investments that will especially address the labour shortages. Meetings were held with NDP MLA and Agriculture and Irrigation critic Heather Sweet (Edmonton Manning), Government MLAs Martin Long (West Yellowhead), Parliamentary Secretary for Rural Health, MLA Jackie Lovely (Camrose), MLA Garth Roswell (Vermilion-Lloydminster-Wainwright) and newly elected MLA Nolan Dyck (Grande Prairie). These meetings provided an opportunity to discuss the veterinary profession and legislative goals of both the government and the opposition. There was continued interest in cooperation and seeking the best outcomes for the profession from all MLAs.

ABVMA representatives also attended the Alberta Beef Industry Stampede Summit, hosted by Alberta Beef Producers in conjunction with Stampede. Both the Hon. Nate Horner, President of Treasury Board and Minister of Finance, and the Hon. RJ Sigurdson, Minister of Agriculture and Irrigation, had an opportunity to speak to Dr. Kutryk and Dr. Buote about the veterinary profession and heard from them about the importance of continued government investments to veterinary education, supports for rural communities and lab services at UCVM. Dr. Kutryk also had discussion with NDP MLA and Opposition Leader the Hon. Rachel Notley. Dr. Buote also represented ABVMA at the ABP Board meeting. This was the first

meeting where key stakeholders were invited to send a representative to attend the Board meeting in an ex-officio capacity.

Dr. Kutryk also met with former premier Jason Kenney, presenting him with a personalized stethoscope for his support of the veterinary profession. Under his leadership, UCVM received a generational investment of \$69 million, allowing the DVM program to be expanded from 50 to 100 students.

## Agricultural Services Board Provincial Committee

July 19, 2023

### ABVMA, ABVTA AND UCVM

representatives made a virtual presentation to the Agricultural Series Board (ASB) Provincial Committee on July 19, 2023.

The meeting delegation included ABVMA representation: Dr. Navjot Gosal, Council Member, Dr. Natasha Kutryk, President, and Dr. Phil Buote, Interim Registrar; ABVTA representation: Darryl Haugen, RVT, President, and Vanessa George, RVT, Executive Director; UCVM representation: Dr. Renate Weller, Dean, and Dr. Robert McCorkell, Associate Dean, Admissions and Outreach; and Pam Cholak, ABVMA Government Relations Advocate, President, What Matters Consulting. Attending from the ASB provincial committee were representatives from all the rural regions of Alberta in addition to representative from the Rural



Left to right: Miles Wowk, ABP Board of Directors, Dr. Natasha Kutryk, ABVMA President  
(Photo courtesy of ABP)

Stampede provides an excellent networking opportunity with various corporate and government events that attract key officials and industry leaders who are important partners to the veterinary profession.

Municipalities of Alberta, the Association of Agricultural Fieldmen and the Government of Alberta.

The 2.5 hour meeting provided an opportunity for the ABVMA, ABVTA and UCVM to provide information on the current state of the veterinary profession, the labour force shortage and actions being taken and the current state of

selection and curriculum at UCVM. The ABVMA and ABVTA provided information that does not support the ASB resolution regarding implementation of a mid-level veterinary professional. UCVM also addressed the ASB resolution calling for UCVM to select more rural students. This presentation follows the discussion in northwest Alberta with the regional ASBs.

Questions were asked regarding mental health supports, bursary and incentive programs, program specialization at UCVM, attraction efforts and incentives needed to recruit from around the world. There was agreement that there is no quick fix to the shortages; working together will lead to better outcomes.

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## ABVMA in the Media

### **Dr. Savannah is doing her best Doolittle in the second season of Wild Rose Vet, June 21, 2023**

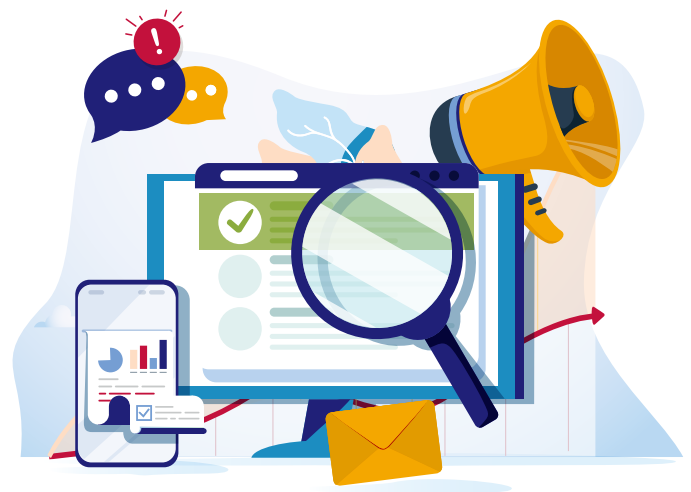
<https://edmontonjournal.com/entertainment/local-arts/dr-savannah-is-doing-her-best-doolittle-in-the-second-season-of-wild-rose-vet>

### **Dog Owners Want License Pulled from Edmonton Vet found "guilty" of systemic unprofessional conduct June 28, 2023**

<https://edmonton.ctvnews.ca/dog-owners-want-license-pulled-from-edmonton-vet-guilty-of-systemic-unprofessional-conduct-1.6460634>

### **Alberta seeing 'crisis' in veterinarian staff shortages, emergency animal care, July 11, 2023**

<https://www.cbc.ca/news/canada/edmonton/alberta-seeing-crisis-in-veterinarian-staff-shortages-emergency-animal-care-1.6902128>



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## Member Wellness Program

The program offers members that qualify access to recovery treatment due to incapacitation from addictions through interest-free loans for residential treatment. This program is funded entirely through voluntary member donations. Thank you for your support. Watch your renewals this November to donate or contact the ABVMA office. For more information on the member wellness program contact [phil.buote@abvma.ca](mailto:phil.buote@abvma.ca).

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## CVMA Convention Highlights

**THE ABVMA WOULD LIKE TO CONGRATULATE CVMA ON A** successful convention hosted July 6-19, 2023, in Quebec City, QC. The event also included special recognition that 2023 is the CVMA's 75th anniversary.

Several Alberta members were presented with CVMA/RVTTC awards during the event. Congratulations go out to:

- Dr. Darrell Dalton, CVMA President's Award
- Vanessa George, RVT, RVTTC Canadian RVT of the Year Award
- Allison Kwantes, Class of 2024, SCVMA Student of the Year Award

Dr. Trevor Lawson assumed his role as the 76<sup>th</sup> President of the CVMA following convention on July 10, 2023. We wish Dr. Lawson well in his coming year as President.



Canadian Veterinary  
Medical Association

Association canadienne  
des médecins vétérinaires

# Council Road Trip and Regional Meeting

**FROM JUNE 19 TO 21, 2023, ABVMA COUNCIL, SEVERAL** representatives from the ABVTA and several ABVMA staff ventured to the northwestern region of the province for the first Council Road Trip since 2019. The Council Road Trip is held periodically in the month of June and serves as an opportunity for Council to engage with members throughout the province.

In 2023, Council adopted a modified schedule compared to previous years. On Monday, June 19, and Wednesday, June 21, the group travelled together and visited four practices between Edmonton and Grande Prairie. The practices visited by the entire group were Onoway Veterinary Clinic, Sangudo Veterinary Clinic, Lac Ste. Anne Veterinary Clinic and Westhills Equine Veterinary Services.

On Tuesday, June 20, the group broke into three smaller teams in order to reach more practices.

## **Team 1 ventured west/northwest and visited the following practices:**

- West County Animal Clinic, Beaverlodge, AB
- Emerson Trail Veterinary Services, Sexsmith, AB
- Case Veterinary Services, Sexsmith, AB
- Morningview Veterinary Services, Sexsmith, AB
- Grande Prairie Animal Hospital, Grande Prairie, AB

## **Team 2 travelled north and visited the following practices:**

- Mighty Peace Animal Clinic, Grimshaw, AB
- Fairview Veterinary Clinic, Fairview, AB
- Northwestern Polytechnic Animal Health Technology Program Veterinary Hospital, Grande Prairie, AB

## **Team 3 stayed locally in Grande Prairie and visited the following:**

- Bear Creek Animal Hospital
- Animal Medical Centre North
- Animals First Clinic
- Rail Town Animal Clinic

In addition to visiting practices, Team 3 met with four regional organizations to discuss issues pertaining to veterinary medicine. Details of those meetings are available in Keeping you Current, on page 21.

Members shared that they need more vets who want to stay in rural Alberta and the UCVm selection process needs to support this, as well as call sharing successes and challenges.

Following the practice tours conducted that day, Council hosted a dinner and meeting for all members and practice staff in the region as an outreach initiative. The June 20 event was attended by approximately 35 members and practice staff.

The evening began with a panel presentation on the current ABVMA Strategic Plan and Council initiatives presented by Dr. Natasha Kutryk, President, Dr. Serge Chalhoub, Vice President, Dr. Daren Mandrusiak and Dr. Lindsey Kurach.

Members had an opportunity to raise questions with Council, which was well received by those in attendance. Council thanks all members for their time and engagement at this event.



At Westhills Equine Veterinary Services



ABVMA Council Vice President Dr. Serge Chalhoub (right) with Kianna Vandergraaf, fourth-year UCVm student on a clinical rotation through DVLC, at Onoway Veterinary Clinic



ABVMA Council panel (left to right): Dr. Natasha Kutryk, President, Dr. Serge Chalhoub, Vice President, Dr. Lindsey Kurach, Council Member, and Dr. Daren Mandrusiak, Past President.



# GREAT NEWS: the Alberta Challenge is back again!

- Your help is vital to keep our applications process open!
- IF YOU HAVE NOT ALREADY DONE SO, PLEASE REGISTER NOW!



## ALBERTA CHALLENGE! Nov-Dec 2023!

NOV 1 – DEC 31, 2023

**The Alberta Challenge** is our annual public fundraising campaign where members of the veterinary community can join together with animal lovers and businesses across Alberta to provide aid for pets in need.

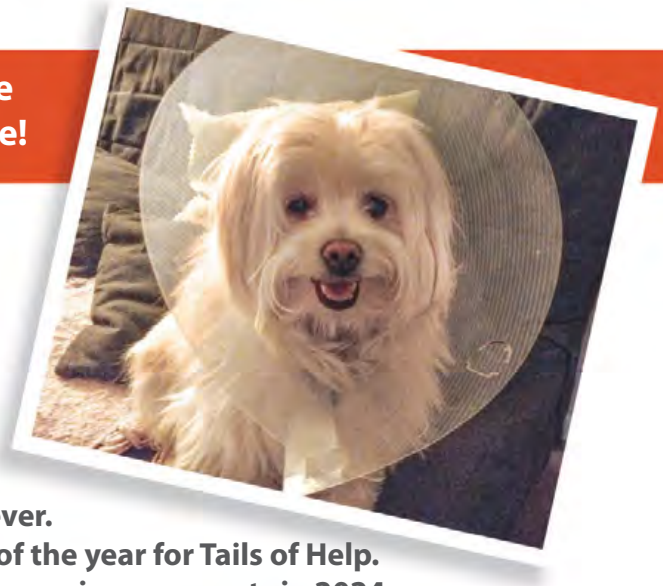
From November 1 through December 31, 2023, veterinary clinics and local groups/businesses lead small fundraising events to raise public awareness and funding for Tails of Help to fulfill our mission:

**Help keep more four-legged members of low income Alberta families healthy and happy for years to come!**

**In 2019 Tails of Help ran low on funding and had to place a temporary suspension on applications funding.** Then we had a very successful Alberta Challenge and during 2020 we helped save more pets than ever - more than 200! Your support is crucial for us to help more Alberta families keep their pets!

**Your support is vital:** During recent months Tails of Help has been working hard to save more pets than ever. The Alberta Challenge is the major public fundraising event of the year for Tails of Help. Donations made during this campaign will support us to keep saving more pets in 2024.

**For more information or to order your FREE Fundraising Kit, PLEASE REGISTER to participate in the Alberta Challenge today!** Registration now open at [tailsofhelp.ca/alberta-challenge](https://tailsofhelp.ca/alberta-challenge) or by email [alberta-challenge@tailsofhelp.ca](mailto:alberta-challenge@tailsofhelp.ca)  
Thank you again to our major supporters:



John Bowlen Legacy Flow Through Fund at Calgary Foundation - Grant Support 2023

## On The Cover



Peace Officer Karen Stevenson checking on cat (and, at left, with dog) at collector's property in July 2023

## Compassion for Collectors

Alberta SPCA manages hoarding situations with a focus on the well-being of the animals and the owner

Dan Kobe, Communications Manager, Alberta SPCA

When the Alberta SPCA Peace Officer arrives at a property to check on the welfare of animals, she's always on the lookout for indications of bigger problems. Sometimes, it's a nearby vehicle stacked full of clothing or bottled water, or perhaps it's the home's windows with curtains drawn and air fresheners hanging from the curtain rod. Another red flag: an abundance of human canned food visible through windows. Karen Stevenson has seen it all.

**"WHEN IT COMES TO COLLECTORS OF cats,** as the condition of the home deteriorates, the animals often get into the walls," explains Peace Officer Stevenson. "The electricity goes. The drywall and insulation are destroyed. What this means is that canned food is the only food the homeowner can keep because urine and feces don't get into the cans."

Peace Officer Stevenson, who is also a registered veterinary technologist, has taken extensive training to understand the mindset of collectors so she can better understand how to help them and the animals at the same time. For instance, she uses the term "collector" instead of "hoarder," as "collector" has fewer negative connotations associated with it.

While it can be easy for people with collector tendencies to accumulate cats due to their high reproduction rate, Stevenson sees situations involving many different species and, in some cases, numerous species on the same property, such as rabbits, sheep and miniature horses.

"I find many of the worst cases involving collectors are on hobby farms," explains





Horse seized in winter of 2019 from a collector

Stevenson. People in these situations might accumulate animals from their neighbours with good intentions, perhaps under the notion they're saving the animal from slaughter or euthanasia. Before too long, they have more animals than they can reasonably manage and their welfare declines.

"But many people don't look at these situations as involving collectors," Stevenson elaborates, "They see them as hobby farmers."

In these cases, it isn't necessarily the number of animals that's concerning, it's the individual's ability to meet the basic needs for nutrition, shelter, veterinary care and sanitation. Regardless of the species, Peace Officer Stevenson approaches each case with compassion, for the animals as well as for the owner.

"I talk to them like they're a human," says Stevenson, which often doesn't happen. It's much more common for collectors to be shamed.

"Often they feel they're doing good by helping the animals. However, the reality is, the housing conditions are causing serious negative impacts to the health and well-being of people and animals."

Many collectors understand their situation has grown out of control but lack the skills to deal with it. For Stevenson, goal number one is always to make a connection and gain trust.

"I feel you get a little more cooperation and help for the animals if you go in willing to listen to why this has happened, how this has happened."

**"Every single collector I've ever worked with wants the number of animals they have to come down," explains Stevenson, "but they fear their animals will be euthanized."**

## Managing the animals

Peace Officer Stevenson finds she's more successful if the animal owner is a part of the decision-making process on how to rectify the situation. She'll first offer to take just a few of the animals, usually the ones that are in immediate need of veterinary care.

"Every single collector I've ever worked with wants the number of animals they have to come down," explains Stevenson, "but they fear their animals will be euthanized."

Stevenson will start by bringing kennels to the home and allowing the collector to choose which animals will be leaving, and permitting them to put the animals inside the carriers. This limits stress on the animals and, in turn, reduces the anxiety of the owner and makes a return visit by the Peace Officer more acceptable to the collector.

This process was used by Stevenson in the winter of 2020 when she removed 143 cats from one Edmonton-area townhouse. The felines were slowly taken out over four visits, allowing the owner time to process what was happening and mentally adjust to the changes underway in their home.

"Once the carriers are loaded in my truck, I always allow the owner to come see the cats so they know they're okay," says Stevenson, "Because at that point, the owner's anxiety level is really high."

This is also a good time to make a plan for another visit by the Peace Officer so the collector has time to prepare emotionally for the next group of pets that will be leaving.

In the case of the 143 cats, most were relatively healthy and were rehomed via the

Edmonton Humane Society. Peace Officer Stevenson allowed the collector to keep six healthy cats and ensured all were spayed or neutered so the cats did not have the ability to quickly multiply once again. Leaving the owner with some animals is an important part of the process.

"Collectors tend to be isolated and lonely," Stevenson explains. "If we leave the collector with no animals, they'll start collecting again, and we'll be back at the property in three to six months removing animals." With fewer animals, collectors are better positioned to manage the health and well-being of the ones that remain.

While Peace Officer Stevenson makes an effort to work with the collector to reduce animals to a manageable number, there are circumstances where the owner cannot or will not cooperate. There are also situations where the distress level is significant, and the animals have to be removed all at once. Regardless, the Alberta SPCA ensures there are mental health supports available for the owner, whether it's the Alberta SPCA's One Family Welfare department helping to connect the collector with supports, or the Peace Officer ensuring a social worker is on site while animals are being removed.

Stevenson also does her best to stay in contact with the collectors she's had dealings with, even if it's just checking in every few months. It's a small step, but one Stevenson feels can go a long way to ensuring the collector feels validated. That, Stevenson says, helps prevent another out-of-control situation from emerging, once again putting animals at risk.



Several of the 143 cats surrendered as part of a file in January 2020



Assessing cats at collector investigation in July 2023



# 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](http://workpack.abvma.ca)

# WorkPack: A Professional Retention Toolkit

## Contemplating Animal Health Week and what it takes to make a team...and keep it

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

### THE THEME OF ANIMAL HEALTH WEEK 2023, IS IT TAKES A

Team...To Protect Your Animal's Health and You. We know it takes a whole team of people to work for positive patient outcomes as well as positive client experiences. Animal Health Week (AHW) 2023 focuses on the importance of animal healthcare teams and the valuable role each team member plays in protecting animals' health and wellness.

The CVMA AHW theme notes the role of each member of the team including veterinarians, technologists, assistants, hospital managers, receptionists and other workers. The importance of team and the integrated roles aligns with [WorkPack, Chapter 2, Relational Coordination](#) – all veterinary team members knowing each others' roles and being able to adjust to each other's actions and the changing environment, and having strong communication for the purpose of task integration.

Relational coordination research with healthcare workers has been associated with higher job satisfaction and intention to stay in the job, better job performance, decreased burnout, reciprocal learning, improved motivation and better patient outcomes especially when work is highly interdependent, uncertain or time sensitive.

WorkPack Chapter 2 delves into the elements of relational coordination including Stage One: recruiting, onboarding, job designs, shared accountability and rewards, shared conflict resolution, cross-functional liaisons, leadership roles, shared meetings, shared protocols and routines, shared information systems and shared space. Stage Two involves three practices that support relational coordination: psychological safety, empathetic connection and humble inquiry. Stage Three involves process interventions such as a plan-do-study-act cycle to monitor for the intended improvement.

Adding elements of relational coordination into a workplace encourages sharing knowledge about different areas of a veterinary hospital that build trust, reduce traditional staff and status boundaries and help mitigate any toxic culture of "it is not my job," which exists in some work environments.

### A Simplified Approach

The Agency for Healthcare Research and Quality has an interesting [TeamSTEPPS course](#) (Team Strategies & Tools to Enhance Performance & Patient Safety) that has adapted the concepts of relational coordination into a streamlined program.

TeamSTEPPS states that teamwork depends upon team members' ability to:

- "anticipate needs of others
- adjust to each other's actions and the changing environment
- have a shared understanding of how a procedure or plan of care should happen"

TeamSTEPPS simplifies the team skills to:

- team leadership
- situation monitoring
- mutual support
- communication
- overall teamwork improvement

[Example techniques](#) from the TeamSTEPSS training are:

- SBAR (Situation, Background, Assessment, Recommendation or Request) method of communicating critical information about a patient
- I-PASS (Illness severity, Patient Summary, Action List, Situation awareness & contingency planning, Synthesis by receiver) shift change transfer of a patient

The TeamSTEPSS website has training modules and resources available at no cost – check it out!

Please visit [WorkPack, Chapter 2](#) to learn more about how the concepts of relational coordination will improve teamwork, strengthen your team and lead to more stay interviews rather than exit interviews.



WorkPack, Chapter 2,  
Relational Coordination



TeamSTEPPS  
course

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# Letter to the Editor

## IN RESPONSE TO DR. RODGER'S LETTER DATED OCT. 26, 2022,

and published in the Jan/Feb 2023 issue of the *ABVMA Members' Magazine*, I would first like to thank Dr. Rodger for opening this conversation. While there are some inaccuracies concerning the enforcement of the *Animal Protection Act* (APA), which I will address later, the concept that I was drawn to was community veterinarians working with their clients. Medical neglect, or failure to provide adequate veterinary care for illness or injury, is rising year over year. Once a report is made to our office, we are duty bound to investigate so long as there are reasonable and probable grounds that an offense has been committed. Dr. Rodger is absolutely correct in his assertion that clients are coming to veterinary clinics for help. Often, the APA offence is not committed until a financial barrier is reached in relation to veterinary work already done or being quoted. Passive non-compliance or discharges against medical advice leave a gap in medical care and therefore require reports to law enforcement for intervention to resolve the animal's distress. Seizure of those animals is a last resort when compliance fails but is the vessel by which we can take care and control and direct medically necessary care.

Increasingly, we are seeing situations where non-offending veterinary clients, in the absence of adequate funding, are being presented with two alternatives: surrender ownership or euthanize the animal. Neither are ideal for the owner or for the animal as, in theory, the condition is treatable given adequate financial resources. I am fully aware that veterinary practices are businesses with overhead and staffing expenses, so I am by no means suggesting that veterinary staff ought to offer bargain-basement discounts at their own expense. I will say, however, that many medical neglect cases reported by practices are avoidable when finances are removed from the equation. I don't pretend to have the silver bullet solution but tend to agree with Dr. Rodger that working with the client to ensure adequate care is provided and getting creative with remuneration, whether that be payment plans, compassionate funds or performing non-specialist procedures in community clinics could significantly decrease unnecessary animal surrenders and reduce medical neglect cases.

Dr. Rodger laments the lonely, fixed income senior losing their pet due to inability to provide medical care. At Calgary Humane Society (CHS), we share this concern. We are not clamouring for more animal intakes and do practice intake diversion strategies wherever appropriate. In May, CHS launched a program with Calgary Seniors Resource Society, with a goal to connect seniors with the medical care their pets require. Community veterinary clinics can expect to hear from us on participation in this program aimed at keeping pets with seniors as a means of companionship to combat the issue of senior isolation.

Now for some myth busting about our animal protection program. This is actually a valuable opportunity to educate the veterinary community, who may not have a full understanding of this social service, so again, a thank you to Dr. Rodger for opening the dialogue. CHS is an authorized employer of Peace Officers, through the provincial government. As such, the organization carries a mandate to enforce the APA in Calgary. Despite government

authorization and law enforcement responsibilities, CHS does not receive any government funding. Nor does CHS receive any of the fine revenue levied against animal cruelty convicts. We are incredibly lucky to have a supportive donor base, which enables us to run a nationally recognized animal protection team, however, donor input has no bearing whatsoever on how investigations are handled. So, no, taxpayers do not pay our wages and there are no charge quotas tied to income goals. You may be surprised to learn that our charge rate hovers around 3-4% annually. The rest of our cases are handled through education, compliance and seizure when compliance fails. The files we send for prosecution are the most severe and prolonged offenses, including the one in which Dr. Rodger appeared as a defence expert witness.

I will conclude with a note on mandatory reporting. I wish it wasn't necessary and that professional ethics would satisfy the need. I know, however, there have historically been a few practices with policies against reporting, prioritizing human client relations and revenue over their primary clients, the animals. Alberta is literally the only province in Canada that does not have a mandatory reporting clause written into their animal protection legislation. At least Alberta has moved forward with the mandate from the regulatory body, but count on seeing it enforceable by law enforcement in the next set of amendments. From my perspective, mandatory reporting is not as black and white as it may seem. Obviously, violent crime such as physical abuse is a no-brainer to report if suspected. Neglect is the grey area. I do agree that if you are seeing your client and they are actioning the treatment plans required, that is great - nurture that relationship, educate the owner and treat the condition. I would be content if neglect reporting focused on non-compliance of treatment and severe or prolonged conditions that have forced the animal to suffer. At the end of the day, mandatory reporting removes the election to report, which can make the conversation with your client easier. Conveying the fact that you have a legal obligation is received better than you made a decision to report. It is important to remember that animal protection officers use discretion in their day-to-day duties, so a report does not set in motion a robotic rigid response. Sometimes charges are laid to help the human access resources that they are not voluntarily accessing or to impose a limit on animal numbers, allowing the owner to provide better care to the more manageable population. CHS is a hub of social services for the community, and this includes the law enforcement arm which I am incredibly proud to lead. Thank you again to Dr. Rodger for starting this conversation. We look forward to continuing it and invite anyone in the vet community to come in, tour our shelter and hear what we are able to offer our community to ensure animals are safe, well cared for, and their families have the resources they need to properly care for them.

Thank you,

**Brad Nichols**

Director of Operations and Enforcement  
Calgary Humane Society



## Editor's Note:

### WE WELCOME AND ENCOURAGE LETTERS TO THE EDITOR.

Veterinary professionals demonstrate leadership in animal welfare and are well positioned to report cases of animal abuse and neglect and work with clients to relieve animal distress.

ABVMA is committed to open dialogue with members, Peace Officers and animal protection agencies to foster understanding on how veterinary professionals can work cooperatively with Peace Officers to protect animal welfare in the public interest.

ABVMA members voted unanimously to support policy requiring Mandatory Reporting of Animal Abuse and Neglect within veterinary professional legislation. This maintains determination of a member's conduct within the profession by a panel of peers. We expect that ABVMA and the veterinary profession will be consulted and will have input into the development of provincial animal protection legislation amendments, including mandatory reporting by veterinary professionals.



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# Dean's Corner

UCVM



UNIVERSITY OF CALGARY  
FACULTY OF VETERINARY MEDICINE



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

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

**WELL SUMMER HAS COME AND GONE,** and the University of Calgary, Faculty of Veterinary Medicine (UCVM) now opens its doors to new and veteran students alike. It is such a great pleasure and privilege to welcome our new first-year students. Big "thank you" to the ABVMA in helping us welcome our new students to the profession with the traditional White Coat Ceremony. Of course it is also great having back our older years!

The highlight of our summer was our involvement with the Calgary Stampede. UCVM was very active at the Calgary Stampede through a variety of opportunities:

Fourteen DVM summer outreach students hosted a booth on grounds in the Agriculture building, showcasing calving simulators, providing W.A. Ranches information and overall UCVM facts. Over the 10-days of cowboy fun, hundreds and hundred of people including 15 provincial and federal government officials took an interest in our faculty and booth. We were honoured to host them!

Our team continued to play a crucial role in supporting animal welfare at the Stampede.

Dr. Ed Pajor, professor at UCVM and director of W.A. Ranches, has very much been involved in the development and implementation of welfare protocols that are in place at Stampede. These are industry leading and have been copied for rodeo events internationally. Dr. Renaud Léguillette, professor of Equine Internal Medicine at UCVM, and his students were busy continuing their research in chuckwagon horse animal welfare.

"At home," UCVM's Diagnostic Services Unit (DSU) has resumed their canine UTI research study and its cytology service this fall, after being closed over the summer. Some of the less routine cases the DSU team has dealt with over the past few months include a tail-based aneurysm in a bearded dragon, Coviella burnetii in beef cattle and NSAID toxicity in a dog.

UCVM continues its streak of claiming international awards; huge congratulations to Dr. John Gilleard for receiving the 2023 AAVP-Boehringer Ingelheim Distinguished Veterinary Parasitologist Award! This award honours contributions to veterinary parasitology that are widely recognized internationally as significant and important to the understanding and control of parasitic diseases of animals. Way to go Dr. Gilleard! You can also check out this super interesting paper in *Nature*, he co-authored, titled, "Selective control of parasitic nematodes using bioactivated nematicides" here: <https://www.nature.com/articles/s41586-023-06105-5>. This is an exemplary piece of collaborative work that shows exciting new ways to selectively target nematodes while minimising the effect on the environment.

Our faculty busies itself with a welcome back BBQ in September and the Canadian Emerging Veterinary Scholars Summit in October. This annual summit brings DVM and graduate student researchers from each of the five Canadian veterinary colleges together to develop their scientific knowledge, research skills and professional networks. Always a very enjoyable experience for us here at UCVM.

Looking ahead, we are excited to be working full steam on finalizing UCVM's new curriculum and strategic plan. Exciting things to come!

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



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## WCV.M Profile - Dr. Ted Clark

### Gifts from WCV.M pathologist create graduate student scholarships

By Tyler Schroeder

**EVEN AFTER RETIRING FROM THE CLASSROOM, DR. TED Clark** continues to provide support for the success of graduate students studying veterinary pathology at the Western College of Veterinary Medicine (WCV.M).

"It's a way for us to give back to the college but to also provide opportunities for students in pathology," says Clark.

The retired veterinary pathologist, along with his wife Lorna, gave \$100,000 to the WCV.M in 2018 to create a new graduate scholarship. Now, the couple has pledged an additional \$100,000 for another new scholarship that will support University of Saskatchewan (USask) veterinary pathology graduate students in any year of study at the WCV.M.

"There is no question that there is a significant demand for pathologists right now," says Ted. He adds that the scholarship funding will allow for students to explore a variety of practices within the field of veterinary pathology including diagnostic, research, teaching and pharmaceutical fields.

"I think it's important for anybody going into pathology to have some practice experience first because you have to be able to communicate effectively in your diagnostic reports," says Ted, who practiced as a veterinarian for nearly a decade before pursuing graduate training at the WCV.M.

"Clients and practitioners in the field need to be able to understand what you're saying."

The Dr. Ted and Lorna Clark Award in Pathology, which was created in 2018, is annually presented to two graduate students in their first year of veterinary pathology studies at the WCV.M, with a \$2,000 prize for each recipient. The new scholarship will be awarded annually to one or more graduate students in any year of veterinary pathology studies.

This year's recipients are Amber Allain, who is in the first year of her master of veterinary science (MVetSc) degree program in clinical pathology, and Calandra Chuback, another MVetSc student in veterinary pathology.

Ted has a long history with the WCV.M as a veterinarian and as a veterinary pathologist. After completing his veterinary degree at the Ontario Veterinary College in 1966, he worked as a large animal practitioner in Saskatchewan until 1975. Clark then went on to obtain his MVetSc degree in veterinary pathology at USask in 1977.

For the next three decades, Ted worked as a diagnostic veterinary pathologist at the WCV.M and Prairie Diagnostic Services — the provincial veterinary diagnostic laboratory. His focus included many research projects in addition to instructional teaching.

During this time, he made a strong impression on both students and instructors alike.

"He was an amazing, dedicated teacher with great enthusiasm in diagnostic pathology. He really wants to help graduate students succeed during their training program," says Dr. Susantha Gomis, professor and head of the WCV.M Department of Veterinary Pathology.

He says Ted's generosity reflects the type of instructor he was and addresses the critical needs of veterinary pathology graduate students.

"We have a very robust diagnostic pathology program at WCV.M, so this is a very valuable award for our students. It's very encouraging to our trainees, who are eligible in any stage of training to receive the award."

The Clarks now live in Calgary, where Ted is an adjunct professor at the University of Calgary, Faculty of Veterinary Medicine. He credits his time at the WCV.M for creating opportunities and relationships which have taken him and his wife across the globe. Grateful for their many years in Saskatchewan, the Clarks hope their awards will continue to help future veterinary pathologists.

"WCV.M was always very good to us, and we want to share in giving these types of experiences to others as well," says Ted.



Left to right: Dr. Ted Clark, WCV.M graduate student Amber Allain (2023 award recipient) and Lorna Clark. Photo: Dave Stobbe.





**Hasse van der Kamp**

WCVM Class of 2025  
ABVMA Student Representative  
2023/2024

### AS A NEW SCHOOL YEAR BEGINS, A

new WCVM representative comes to deliver updates about the happenings of vet students in Saskatoon. My name is Hasse van der Kamp, I am an Alberta student and I am entering my third year here at WCVM. This fall, many vet students are returning to the college ready to face the upcoming year. Fourth-years are heading into rotations and are busy studying for the NAVLE. Third-years are happy to have gotten through second year and are excited to get some more hands-on experience, especially in surgery. Third-years also have electives coming up this year, giving each student a choice as to what aspects of veterinary medicine they would like to get more information on.

Continuing second-years are getting ready to face what they say is the hardest year yet, usually including, if not more than, 30 exams. For these students coming back in the fall, it is always bittersweet. The joy of seeing classmates and friends again and playing cards and foosball over breaks and lunchtime. Campus rec sports start again, allowing the veterinary college to strut its stuff against other colleges within the school. Yet, it also comes with heaps of schoolwork and minimal income as everyone finishes up their summer jobs.

Lastly, the class of 2027 is coming in, excited to start on a new journey of vet school and ready to face the wrath of anatomy and form and function classes. These students will get to experience a welcome into the veterinary profession by participating in a white coat ceremony. Here they will receive a personalized lab coat and stethoscope from the CVMA.

The fall also includes many social activities to get the whole school together allowing everyone to get to know one

another. First, the first-years get their welcome party, organized by the second-years, where they get to know and meet all those within their class as well as some of the second-years. Second is round-up: a slow pitch tournament organized by the third-years for the whole school where teams are made, incorporating students from all years. This event comes with a cut-offs and suspenders dress code. Although recovering this event post-COVID-19 has been difficult, this year we intend to bring it back full force by ending it with a true western-themed dance.

Students this upcoming school year also get to experience a fall reading break around Thanksgiving. This break gives students a chance to head home for Thanksgiving and celebrate this holiday with their family or friends. It also allows students to catch up on any schoolwork they have fallen behind on, or get a head start on studying for upcoming exams, as those always exist. Lastly, October ends with Halloween. Often a holiday that calls for celebration. In the past, this has included personal parties or happy hours at the school. Happy hours have also been a struggle to truly recover post-COVID-19, although each year we attempt to bring it back better than the year before. This restart includes hosting it at the school, decorations and inviting all those involved with the students.

As I close, I would like to thank all the Alberta practices that took in WCVM students this summer and those that hired and welcomed WCVM 2023 graduates into their clinics. I look forward to continuing to update the Albertan veterinary community on what is going on at the WCVM and with the student community.

## HELLO, ABVMA, MY NAME IS KAITLYN

Lomsnes, and I am excited to be your Senior UCVM ABVMA Representative for the 2023-2024 academic year. Some of you may recognize my last name, and yes, my mother is Lisa Lomsnes, ABVMA Past President (2019). It really is true when they say the apple doesn't fall from the tree. My mother has set an example of how to make a consequential difference as a veterinarian. Every day I am inspired by her commitment to her patients, clients and the profession and am determined to continue her legacy as a difference-maker.

A bit about me: I will be entering my third year and I have a deep passion for equine medicine. I plan on completing an equine internship followed by an Equine Internal Medicine Residency. I have spent the last two summers working at Moore Equine Veterinary Centre where I have gained invaluable knowledge and skills.

I want to start off by sending a huge congratulations to the UCVM Class of 2023. From everyone at UCVM, we are so proud of you. You made it through the unpredictable COVID years and have become mentors, friends and colleagues. We can't wait to follow you through your careers and see what you are capable of. The Class of 2024 are thrilled to be out and about in the "real world" working through their clinical rotations. The DVLC exposes fourth-year students to real patients and unique cases. Students are given the opportunity to bring together all the skills and tools they learned in their first three years to problem solve, care for their patients and build relationships with clients.

The Class of 2025 and 2026 have been keeping busy during the summer by travelling, volunteering or gaining experience by working in clinics all over the country and abroad. I absolutely love

returning to classes and hearing about everyone's summer adventures. I never knew the full extent of what a DVM degree allows you to do but have quickly come to learn that the possibilities are endless, from public health to research to general practice and everything else in between. Our faculty members have always encouraged us to remain open minded and take the opportunity to try new or different things.

The Class of 2027 has been finalized and it is only a matter of time before we get acquainted with all the new faces. As a student body, we have implemented our own mentorship program where older years are partnered with younger years to offer advice, tips, tricks and support. Furthermore, our faculty, including Dr. Weller and Dr. Galezowski, have been instrumental in fostering a culture of inclusivity and support at UCVM. Every day I am in awe at the support and kindness that we receive from our faculty members and each other.

Construction for the campus expansion has not begun yet, but it is only a matter of time before we start breaking ground. As the fall semester approaches, this means it is time for intramural sports. This is a favourite at UCVM with many students participating in soccer, hockey, volleyball, dodgeball and basketball. It has been a great way to get know students in other classes as well as take a break from studying. There's a rumour that UCVM students are very competitive and intense when it comes to sports...who would have thought! Everyone at UCVM is very excited about the upcoming school year and the future of UCVM.

It is truly an honour to follow in my mother's footsteps and serve the ABVMA community. I will be back shortly with another update from UCVM. Until next time.



**Kaitlyn Lomsnes**

UCVM Class of 2025  
ABVMA Student Representative  
2023/2024



**Darryl Haugen, RVT**  
she/her

President, Alberta Veterinary  
Technologist Association



**PROFESSIONAL,  
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## AS THE SUMMER SEASON DRAWS TO

a close, I find myself reflecting on the memories and experiences that have made this past year unforgettable. I cannot believe my year as President has already come around full circle and it is time for a new journey.

I can only consider what the future holds for our profession as I write my final message for the *ABVMA Members' Magazine*. It has been a remarkable journey to be shared with all of you and I cannot even begin to express my gratitude for all your support, insight and knowledge through the entire process. Thank you for everything and the work that all of you do.

While serving on the ABVTA Board I have had the opportunity to meet many inspiring leaders, and as our profession continues to grow, I am confident that there will be many more to come. This brings me great joy to welcome Angela Denbow, RVT, into her new role as the ABVTA President starting in November.

When autumn arrives, it is merely a sign that October is right around the corner, which has taken on a special significance for me to celebrate RVTs. Every year, I always find myself asking: **what does it mean to be a registered veterinary technologist?**

Being an RVT requires more than medical and technical knowledge, it also necessitates teamwork, understanding, compassion and communication. Being an RVT means being an advocate, a healer and a listener. As an RVT you are on the frontlines, regardless of your chosen path such as practice, industry, research or education. Being an RVT means endless learning opportunities, unforgettable friendships and the satisfaction that comes from making a real difference in lives. You are the voice of the profession – never forget the importance of your role and the impact you will make as an RVT. It is a true calling.

As we celebrate RVT Month, we are looking forward to some exciting upcoming events held throughout the month such as:

- Lighting of the Saamis TeePee (Medicine Hat): Oct. 20-27, 2023
- RVTs Unleashed: A Province-Wide Social Spectacle: Oct. 21, 2023
- High Level Bridge (Edmonton) Light Up: Oct. 28, 2023

Watch for more information through the ABVTA website, e-newsletters and social platforms on how you can celebrate during the month of October such as joining me in Grande Prairie for the second annual Sun Dial light up. I hope to see some of you there.

As I reminisce over the past year, there is a long list of people I would like to thank but I would require a full magazine to list each individual and the impact they have made over the past year.

However, I must express my gratitude to the whole ABVTA Board for their support of me as President and for continuously volunteering their time to continue the growth of our association. Thank you to our Executive Director, Vanessa George, and our Event and Member Services Administrator, Michelle Welch, for the incredible work they do for the Board and our members. To the ABVTA committees for taking the time to volunteer to provide member engagement and CE. Thank you to the ABVMA Council and staff for the generous work they put in for our membership, the province and the veterinary profession. It has been an honour working with everyone.

Although we may feel a tinge of sadness as we bid farewell to the warm embrace of summer and the past year, it is never goodbye. Let us remember that every ending is also a new beginning. As the seasons change, so too do our opportunities for growth and discovery. I wish all of you the best and hope to see you in Banff at the CanWest conference! Make sure to stop by the ABVTA booth to say hello. Take care.



# Gratitude for RVTs: Partners in Care

## Thank you from the ABVTA

### AS RVT MONTH APPROACHES AND SHINES A SPOTLIGHT ON

the incredible contributions you make to the veterinary profession, we want to take a moment to express our heartfelt gratitude for your unwavering dedication to animal health and welfare. You are the unsung heroes, the compassionate caregivers and the tireless advocates who have chosen a path that goes beyond a career – it's a calling filled with purpose and passion.

Throughout your journey as an RVT, you have touched countless lives – from the tiniest paws to the most majestic of creatures. Your commitment to seeing pets through all life stages and educating pet parents and producers along the way has made a lasting impact on both animals and their families. Your knowledge, empathy and willingness to go the extra mile have helped strengthen the bond between humans and their beloved companions.

One of the most beautiful aspects of your role is the special connections you create with clients. Your kindness and understanding create a safe haven for pet owners during moments of worry and concern. Your compassionate support not only eases the journey for animals but also provides much-needed comfort to those who cherish them. Your ability to be a source of strength for others is truly remarkable.

It is no small feat to make a difference in the lives of animals and people every single day. Your chosen path fills your days with purpose and meaning, and that sense of fulfillment is something to cherish. Amid the challenges and heartaches, your resilience and determination shine through, reminding us of the profound impact you have on the world.

You are highly skilled professionals with a unique ability to accomplish anything you set your mind to. Your expertise extends far beyond medical know-how; it exemplifies genuine care and the pursuit of excellence. Your passion and humility create a nurturing environment that fosters healing and hope.

In the hustle of busy practice life, it's easy to overlook the significance of the little things – the comforting care with a nervous pet, an encouraging word to an anxious owner or the attention to detail in determining various protocols and procedures. But it's these small gestures that weave the fabric of exceptional veterinary care and set you apart as extraordinary veterinary professionals.

Every day, you touch lives, and it is essential to remember that even the smallest act of kindness can make a world of difference to someone in need. Your dedication to the welfare of animals is an inspiration, and it is a gift that keeps on giving, fostering a cycle of compassion and care.

As you continue through your professional journey, renew your excitement and passion, knowing that your impact stretches far beyond the walls of the practice. You are the heart and soul of the veterinary profession, and we are in awe of the incredible work you do.

Thank you, RVTs, for being the compassionate caregivers, the voice for those who have none, and the pillars of support for pet parents and producers. Your humility, support and professionalism make a profound difference in the lives of animals and their human companions. The veterinary world would not be the same without you, and for that, we are forever grateful.

With heartfelt appreciation and admiration,  
The Alberta Veterinary Technologist Association



## Embracing the Journey

### ABVTA's 45th Anniversary Conference

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

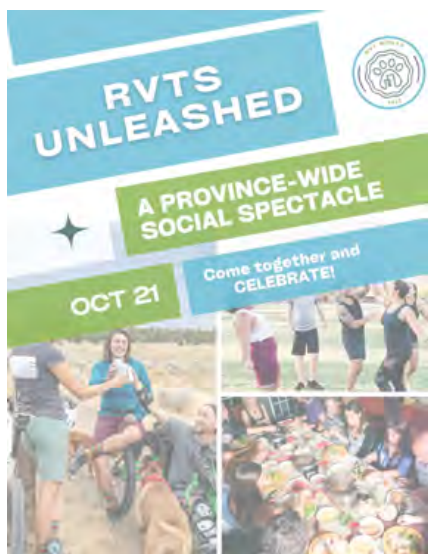
**SAVE THE DATE! WE ARE EXCITED TO ANNOUNCE THAT THE ABVTA IS** turning 45, and we're celebrating with a conference: Embracing the Journey. Mark your calendars for a fun experience that will take place from May 24 to May 26, 2024, at the Renaissance Edmonton Airport Hotel.

Join us for three packed days of learning and networking as we host various wet labs, an industry trade fair and three comprehensive learning tracks, including companion, exotic and large animal. In addition to the educational opportunities, join us for social events in the evenings of the 24th and 25th!

Stay tuned for further updates and registration information on our website at [www.abvta.com](http://www.abvta.com).

# Celebrating RVT Month: Let's Get Unleashed!

## October 21, 2023



**THE TIME HAS COME TO GET YOUR** party hats on and let loose and celebrate RVT Month! We are thrilled to announce "RVTs Unleashed," a celebration that will take place throughout Alberta on October 21. This province-wide social extravaganza aims to bring together all veterinary teams and colleagues to revel in the spirit of camaraderie and honour the incredible contributions of RVTs across our province.

### Join the Celebration:

"RVTs Unleashed" is all about you – RVTs – and celebrating your hard work and dedication. We want you to embrace your uniqueness and creativity by organizing a social activity of your choice within your location or area. Whether it's a pizza party, paint night, bike ride, or any other fun gathering, the possibilities are endless, and we can't wait to see what you come up with!

But wait, there's more! We want you to share your activities and photos of your celebrations for a chance to win fantastic prizes. For participating teams, we have an exciting contest in place, where entries will be judged and scored. The highest-scoring teams will be rewarded with a fun team meal,

such as a food truck feast or a scrumptious sundae bar. Additionally, there will be runner-up awards for other outstanding entries.

### Unleash Your Creativity:

Although RVT Month is celebrated nationwide, our event is exclusive to Alberta, offering opportunities for all members to come together regardless of their location. We encourage you to share the activities you're participating in and the faces of your group. Let's show Canada how Alberta celebrates RVT Month!

### Join the Fun:

We can't wait to see the magic you create and the memories you make during this month-long celebration. So, mark your calendars, gather your friends and get ready to unleash the festivities in honour of RVT Month!

### For More Information:

Visit the ABVTA website or reach out to us at [info@abvta.com](mailto:info@abvta.com). We're here to make RVT Month an unforgettable experience for all.

Let's come together, let's celebrate, and let's make this RVT Month one to remember! Get ready to unleash the party spirit!

## RVTs: Stay Ahead with Complimentary Continuing Education Courses

### LOOKING TO ENHANCE YOUR PROFESSIONAL SKILLS AND

stay up to date with the latest advancements and what's new in industry? ABVTA members have exclusive access to a long list of complimentary on-demand CE and professional courses in the Training Zone, located in the ABVTA Members Portal.

As one of our focus areas, the ABVTA is committed to supporting the growth and development of veterinary technologists. The Training Zone currently has more than 20 hours of high-quality CE and professional development courses, with more being added regularly. Whether you're a seasoned practitioner or just starting your career, these courses are designed to cater to

diverse skill levels and interests, ensuring you have the resources you need to excel as a professional.

The ABVTA Members Portal is easily accessible through the ABVTA website. Once logged in, you'll find a wide range of courses covering various topics, including refresher courses, ultrasonography, dentistry, large animal, exotics and more. Whether you're seeking to earn CE credits or simply expand your knowledge base, all courses in the Training Zone remain a complimentary benefit for all ABVTA members and provides flexibility to complete the courses at a time that's convenient to you.



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Alberta Veterinary Technologist Association



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**Early bird deadline is  
September 15, 2023**

## Registration is now OPEN

Register now at [www.canwestconference.ca](http://www.canwestconference.ca).

All in registration pricing provides great value for your CE dollar, and includes access to CE as well as breakfast, lunch and refreshment breaks each day.

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**  
Triage 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 Experience, which will feature storytelling, dancing and more, led by Treffrey Deerfoot. Treffrey Deerfoot is the Artistic Director of Blackfoot Medicine Speaks Dance Company and well-known beadworker from the Siksika Nation and Blood Tribe of the Blackfoot Nation, Alberta.



# Continuing Professional Development

## Continuing Professional Development (CPD) 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.

View the full notice, FAQs, interpretation document and sample CPD plans on your [member portal home page](#). (Login required.)

## ONGOING/WEB OFFERINGS

### Evidence-Based Internal Parasite Control

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

### 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](http://www.vna.hillsvet.ca)

### Royal Canin Veterinary Diets Online Modules –

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

### Online Ultrasound Education – Scil Vet Novations

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

### Master of Veterinary Medicine, Massey

**University 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](http://www.mvm.massey.ac.nz) or email [mvm@massey.ac.nz](mailto:mvm@massey.ac.nz).

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

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

**Preceptor Training – Both in person workshops and online formats offered.** Available to veterinarians and RVTs who supervise NAIT students. Contact Tiana Stuber at 780-378-5910 or [preceptortraining@nait.ca](mailto:preceptortraining@nait.ca). 6 CE credits.

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

This unique 4-week online program is designed to give all members of the veterinary team the understanding, practical tools and doable steps for creating and communicating healthy boundaries. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session and is approved for 6 hours of CE credit in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries>.

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

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

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

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

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

There is a common misconception that food allergies cause skin problems in pets. However, these types of allergies are actually quite rare. In fact, environmental allergies are the most common cause of allergies in pets. During this webcast, dermatology specialist Dr. Gabrielle Brosseau will discuss food and environmental allergies, as well as parasitic, viral, bacterial, fungal, inflammatory, and autoimmune dermatoses, which especially affect puppies and kittens. Presented by Gabrielle Brosseau, DVM, IPSAV, Dipl. ACVD. This webcast will be presented in French with simultaneous interpretation in English, so the PPT presentation is in French. Sponsored by CommuniVet.

### The Orthopaedic Surgeon's Perspective – 1

**Hour ABVMA Credit.** On-demand webcast available starting October 1, 2022. This webcast is presented as part of our new series on canine osteoarthritis addressing pathogenesis, disease awareness, canine and owner quality of life,

and osteoarthritis management, including new developments. Get one step ahead: How can we diagnose osteoarthritis in the early stages and slow down disease progression? Sponsored by CommuniVet. For more information and to register go to [communiVet.com](http://communiVet.com)

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

Live webcast presented on September 28, 2022, at 10 a.m. MT, available for on-demand viewing afterwards. Sponsored by CommuniVet

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>

## **OFFERINGS BY MONTH**

### **SEPTEMBER 2023**

#### **September 10, 2023 & September 17, 2023 -**

#### **From Mesial to Distal: a Surgical Extractions**

**Lecture and Lab – 7 ABVMA Credits** – Speaker: Christopher Sauvé DVM, DAVDC. Attendance to the webinar on Sunday, September 10, 2023 from 9 am - 12 pm MDT is mandatory, for attendance to the lab. Lab Date: Sunday, September 17, 2023 from 8 am - 12 pm (limited to 16 veterinarians) A second lab from 12:45-4:45 pm will open up if there is demand.

Abstract: This lecture and lab will cover surgical extraction techniques from start to finish, including a review of anatomy, regional anesthesia, diagnostic imaging, surgical equipment, mucogingival flaps, alveolar bone removal, surgical extraction techniques, releasing incision techniques, suture techniques and postoperative management. We will also explore more advanced topics such as fractured root retrieval, crown amputation with intentional root retention, interceptive orthodontics and oronasal fistula repair.

Early Bird Wet-lab Fees: EASAV/CAVM DVMs: \$775 (Late: \$875) Non-member DVMs: \$875 (Late: \$975). Wet-lab fees include the cost of the lecture.

To register: <https://www.easav.ca/event.aspx?id=1227>. Questions? Send email to [info@easav.ca](mailto:info@easav.ca) or phone (780) 970-3728.

The wet-lab and lecture is sponsored by Dispomed, Pulse Veterinary Specialists and Emergency, Part of the Family Pet Memorial Centre and VetSet.

#### **September 6, 2023 - Scaling Up Your Prophylaxis & Charts; A Small Animal Dental Course Lecture – 1 ABVMA Credit**

– Speaker: Kathy Istace RVT, VTS (Dentistry) Webinar Date: Wednesday, September 6, 2023, 7 p.m. - 8 p.m. MDT

This webinar is being offered in conjunction with a wet-lab and will be recorded and available for streaming at a later date from our video library Completion of CE Quiz is required for streamed CE credits.

Abstract: The online lecture is mandatory for those attending the lab and will cover the steps of a complete dental prophylaxis including how to use dental ultrasonic and hand instruments, the Modified Triadan system of dental nomenclature, common small animal dental pathologies, and the American Veterinary Dental College Nomenclature Abbreviations list. The lab will teach RVTs the steps of a complete dental prophylaxis on cadaver heads.

Fees: Lecture only. EASAV RVT Members: FREE. EASAV/CAVM Members: FREE. Non-member RVTs: \$15.75. Non-member DVMs: \$26.25

For info or to register: <https://www.easav.ca/event.aspx?id=1227>

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

This lecture is sponsored by Dispomed, VetRex and Part of the Family Pet Memorial Centre.

#### **September 24, 2023 - Recent Scientific Advances in Behavioural Medicine: What you don't know can hurt your patients.**

Speaker: Karen Overall, MA, VMD, PhD, DACVB Topics: Prevention and early redress of common behavioural complaints – what GPs need to know. A pocket guide to behavioural drugs you should learn to love. What top 5 meds should everyone be able to use? Overview of common canine aggressions: when is it about food, when is it about stuff, and when is it about control of humans or dogs? New approaches to separation anxiety – what role does attachment play? Behavioural medicine in general practice - what every practice can and should be doing. For more information and/or to register, email: [info@cavm.ca](mailto:info@cavm.ca) or phone 403-863-7160

Sponsored by: Virbac, Royal Canin & UCVM

### **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. Register now at [www.canwestconference.ca](http://www.canwestconference.ca).

#### **October 30-31, 2023 – Delta Equine Seminar - Foot Problems and Practical Ultrasound and Procedures in the Field – 12 ABVMA Credits**

– Speakers: Scott Morrison DVM, Matt Durham, DVM, DACVSMR

Topics: Everything practical about ultrasound in the field and everything you need to know about foot problems. [deltaequineseminar.com](http://deltaequineseminar.com)  
Contact: [deltaequineseminar@gmail.com](mailto:deltaequineseminar@gmail.com)

### **NOVEMBER 2023**

#### **November 8, 2023 – GI Disease – It's Not All Chronic Diarrhea (but sometimes it is)**

– 2 ABVMA Credits – Speaker: Ali Thomas-Hollands DVM, DACVIM. Live ZOOM session, 7:00 pm to 9:00 pm MTN time. An overview of causes of small animal gastrointestinal disease, recommendations for case workup, ways to obtain a diagnosis, and available treatment options. Hosted by Calgary Academy of Veterinary Medicine (CAVM) and sponsored by VCA Canada. To register, log-in to <https://cavm.ab.ca>, go to the Education tab/In-person & Zoom Sessions, and find this event where you can register & make the payment. Contact us if you need a username & password to login. Email: [info@cavm.ab.ca](mailto:info@cavm.ab.ca) or phone: 403-863-7160

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

Classroom CSB101A, UCVM 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](http://www.bscommunication.ca)

**Alberta SPCA**

**After-Hours**

**1-800-455-9003**

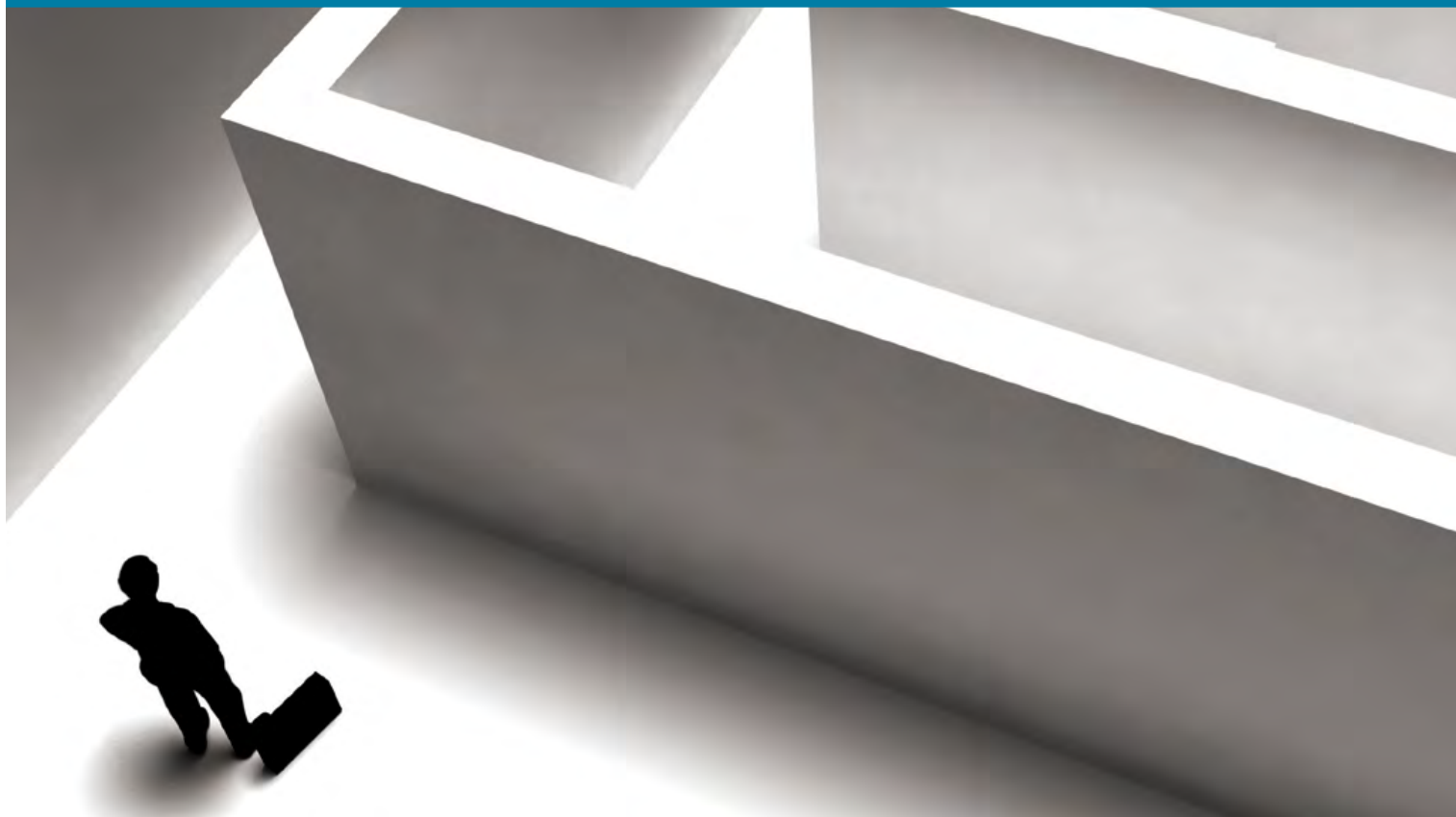
Press 7 to be connected  
to a Peace Officer



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.

There are a lot of choices to be made on your way to physical and emotional well-being.



Give us a call.  
We can help you choose the right path.

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

Call us anytime. It’s your call.

**1-800-663-1142**

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

International (Call Collect): 604-689-1717

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

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



**Homewood**  
Health | Santé



## VETERINARIAN REQUIRED

**AT ALPINE VETERINARY MEDICAL CENTRE,** we are looking to add another veterinarian to our fun and energetic, 8 doctor practice located in beautiful Whitehorse, Yukon! We are a small animal clinic that also sees a small caseload of exotics, equine, and farm animals. Our medical centre proudly serves an engaging and passionate clientele, and our facility is equipped with state-of-the-art medical equipment. We are open Monday to Friday, with 13 paid stat holidays. Veterinarians finish work at the end of their scheduled shift by utilizing two 30-minute blocks for call backs and medical notes – no staying late! We are offering a competitive compensation package with industry leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! For out of territory candidates, we are open to providing relocation assistance. For more information, please visit [www.alpinevet.ca](http://www.alpinevet.ca) or email [susan.heppner@nva.com](mailto:susan.heppner@nva.com) to apply.

**ARE YOU A NEW GRADUATE OR STILL EARLY** in your career and looking for strong mentorship and flexible schedule? Or are you at that stage of your career where you want to strengthen some particular skills? Join Edmonton West Animal Hospital where we are ready to help develop you into the best Veterinarian you can be. We offer an Above avg. compensation package without the pressures of productivity, a generous signing bonus & relocation allowance, a collaborative team environment, flexible scheduling for a healthy work life balance, paid vacation, a decent CE allowance, ABVMA dues, extensive health and dental benefits, VIN membership and lots of other benefits. If you're interested in learning more or applying for this position, please email resume to [dr.gosal@vetinedmonton.com](mailto:dr.gosal@vetinedmonton.com). Website: <https://www.vetinedmonton.com>.

**LIVESTOCK VETERINARY SERVICES IS** seeking a Bovine Veterinarian to join our progressive practice in Picture Butte, ALBERTA. We are a privately owned, 5 vet practice that takes pride in delivering 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 would be 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, camping and mountain biking just a short drive away. Check out our website [www.livestockvet.ca](http://www.livestockvet.ca) or visit our Facebook page to see a full list of our services and read more about our vets and incredible support staff. IF the candidate were to prefer 1 or 2 days of small animal work in combination with bovine practice, we could accommodate this at our sister clinic [www.coaldalepet.com](http://www.coaldalepet.com). Please forward emails and resumes to: [admin@livestockvet.ca](mailto:admin@livestockvet.ca).

**AMBLESIDE VETERINARY HOSPITAL IS** looking to add a full-time or part-time veterinarian to our growing hospital with 2 full-time veterinarians. Our promise to you, you will get excellent support by our well-trained technicians and experienced technician assistants, you will get a flexible schedule and extended appointment times, you will work in a fun, relaxed and friendly

environment. The clinic is equipped with an in house IDEXX lab, full digital radiology, and dental radiology as well. We offer competitive salary, health benefits, CE allowance, VIN membership, ABVMA dues. If you are an enthusiastic, quality focused veterinarian this is the right place for you, apply by sending your resume to: [new\\_vetclinic@yahoo.com](mailto:new_vetclinic@yahoo.com).

**SINK YOUR PAWS INTO A FULFILLING CAREER** with City Centre Animal Hospital! Our team of 5 dynamic DVM's 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 with City Centre Animal Hospital? Visit <https://www.cityvetsaidrie.ca> or contact [susan.heppner@nva.com](mailto:susan.heppner@nva.com) to apply.

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

**\*\*GREAT OPPORTUNITY\*\* LOCATED 15** minutes south of Calgary, our fast paced, independently owned small animal hospital still has that small town feel while offering high quality modern vet medicine. Financial compensation and benefits match or exceed what you are finding in the city. No on-call, no evenings, flexible hours. Supportive team atmosphere, compliant clients, easy commute to Okotoks. If you're a confident vet looking for a new opportunity, please email [exec@foothillsanimalhospital.ca](mailto:exec@foothillsanimalhospital.ca). Website: <https://www.foothillsanimalhospital.ca>.

**AT MAHOGANY VETERINARY CLINIC, WE'RE** not your average clinic. We are a small animal general practice with 5 DVMs who love to have fun, seeking an experienced Managing Veterinarian and Associate Veterinarian to join our fast paced, growing practice. The community of Mahogany is home to the largest private lake in Calgary – join our community and spend your days off swimming, paddling, floating, or relaxing on the beach! Are you looking for a flexible schedule with no on-call responsibilities? Join us! We believe in work-life balance, teamwork, and great culture. We're an inclusive group of animal lovers who share a passion for pets and building strong relationships with our clients and patients. Our beautiful clinic features state-of-the-art equipment such as ultrasound, x-ray, in-house lab, Cryopen, patient monitoring equipment and digital dental x-ray. We are pleased to offer a competitive compensation package with industry leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! For more information, please visit [www.mahoganyvet.ca](http://www.mahoganyvet.ca) or apply by emailing [susan.heppner@nva.com](mailto:susan.heppner@nva.com).

**DO YOU HAVE A PASSION FOR SMALL ANIMAL** preventative care, surgery, and dentistry? We are seeking a Managing Veterinarian and Associate 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 their own. If so, Invermere Veterinary Hospital has the perfect role for you! Our patients are our top priority, and we pride ourselves on providing exceptional service to both them and their owners by building relationships and providing the best possible options for their pets. Our clinic is well-equipped with x-ray, IDEXX lab, dental equipment, and portable ultrasound. We even have a wildlife permit that adds a little fun and variety. Along with a healthy work-life balance, we are pleased to offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! 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](mailto:susan.heppner@nva.com).

**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? If so, Golden Veterinary Services is the perfect place for you! We are seeking a Managing Veterinarian and Associate 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 their own. 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. 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](mailto:susan.heppner@nva.com) to learn more, or to apply. Website: <https://invermereveterinaryhospital.com>.

# Classified Ads

## HAPPY PAWS AIRDRIE: WHERE PASSION AND

fun are Prohibited! We're seeking individuals who thrive in a monotonous, joyless workplace. If you revel in a life devoid of laughter and anything remotely exciting, this job is perfect for you! Email your enthusiasm-free resume to [drerin@happypawsvets.com](mailto:drerin@happypawsvets.com) and embrace perpetual blandness. Disclaimer: This ad is for entertainment purposes only. Happy Paws does not actually discourage passion, creativity, or fun. We value a positive and engaging work environment. Check out our career's website below. Remember, laughter is the best medicine (but not at Happy Paws)! Website: <https://www.happypawsvets.com/associate-veterinarian>.

## 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](mailto:susan.heppner@nva.com). Website: <https://www.pipercreekvet.com>.

## PIONEER VETERINARY SERVICES IS

currently seeking an experienced mixed-animal veterinarian to join our team. We are particularly interested in candidates who have a focus on bovine medicine and are keen to provide progressive medicine, diagnostics, and consultation in a collaborative environment. As a local clinic group based in Olds and Sundre, Alberta, we pride ourselves on engaging with and supporting our community. We strive to create an inclusive environment for both our staff and clients, with our mission to provide high-quality veterinary services that are customized to suit each individual's needs. As a member of our team, you can expect a competitive compensation and benefits package, including paid wellness days, EDO for holidays and weekends, as well as complete health and dental care coverage. We prioritize our team's autonomy and wellness by conducting regular team meetings to improve our approach to veterinary medicine and management. If you are passionate about mixed animal practice and want to join a supportive team, we would love to hear from you. Contact our office manager, Christina, at [cklassen@pioneerpet.ca](mailto:cklassen@pioneerpet.ca) to learn more. We look forward to hearing from you! Website: <https://pioneerpet.ca>.

## PARTNERSHIP OPPORTUNITY AVAILABLE!

Join our talented, dedicated, and friendly team to help us deliver quality, best practice veterinary medicine. Our focus every day on ensuring a genuine work life balance delivers great outcomes for our patients and clients as demonstrated in our reviews online. We genuinely care about every employee, every client and every patient. Our core values are kindness, communication, and service. These core values not only direct our interactions with patients and clients but also how our team interacts with each other. Busy independently owned small animal clinic in Airdrie, Alberta looking for a full OR part time veterinarian. We are a clinic who utilizes our RVTs to the fullest so you will be well-supported. For each appointment, you'll have support staff in the exam room with you, so you won't be on your own! On-site laboratory, CO2 laser, therapy laser, digital x-ray, Cornerstone software, dental suite, and much more. Benefits like paid professional dues, CE allowance, uniform shirts, health benefits, employee pet program, etc. are available. Come in, look around and let us show you how great it would be to join our team! Email: [meagenl.heartland@gmail.com](mailto:meagenl.heartland@gmail.com). Website: <https://www.laservet.ca>.

## CALGARY ANIMAL REFERRAL & EMERGENCY

Centre (CARE) is currently welcoming a Veterinarian in the Emergency department to join our team. We offer an excellent compensation package, RRSP Matching, a generous signing bonus & relocation allowance, a collaborative team environment, benefits that support wellness, flexible scheduling for a healthy work-life balance, and lots of additional benefits. For more information, please email the VCA Canada Recruitment team at [careers.canada@vca.com](mailto:careers.canada@vca.com). We look forward to connecting with you! Website: <https://www.vcacareers.com/ca/en/job/R-98432/Veterinarian-ER-Calgary-Animal-Referral-Emergency-Centre-CARE>.

## STURGEON ANIMAL HOSPITAL IS HIRING A

full-time Veterinarian to join our team! We are a privately-owned, well-established small animal practice located in the north-end of St. Albert. Our full-service hospital provides services such as wellness exams and vaccinations, soft tissue and orthopedic surgery, extended ophthalmology services, dentistry (including a Piezotome Cube), endoscopy and laparoscopic surgery, electrocautery (including vessel sealing), cryosurgery, ultrasound, in-house Idexx laboratory, and both general and dental digital radiology. Our current patient-base is primarily canine/feline and one of our vets is a Diplomate of the American Board of Veterinary Practitioners (Canine and Feline Practice), so mentorship is also directly available to those wishing to pursue their own diplomate status. We are open to incorporating exotics, avian, or pocket-pets if the applicant is well-versed in these areas. Experience or interest with ultrasound would be an asset. We offer a competitive salary, CE and uniform allowances, paid association dues, paid dental and health benefits, as well as generous staff discounts. Please contact us at [sturgeonanimalhospitalhr@gmail.com](mailto:sturgeonanimalhospitalhr@gmail.com). Website: <https://www.sturgeonanimalhospital.ca>.

## UNLEASH YOUR POTENTIAL AND FETCH A

career with Southfort Veterinary Clinic. We are seeking an Associate Veterinarian who is

passionate about providing excellent patient care to join our 3 DVM, growing small animal practice. Our practice highly values teamwork and collaboration while encouraging growth and providing a supportive and innovative environment for our team. Our services include high-standard preventative care, soft tissue and orthopedic surgery, and dentistry. Our clinic is well equipped with digital radiography, an in-house lab, highend dental machines, and a surgical suite. 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 unleash your potential with Southfort Veterinary Clinic? Please visit <https://www.southfortvetclinic.ca> for more information or contact [susan.heppner@nva.com](mailto:susan.heppner@nva.com) to apply.

## 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](http://www.familypet.ca) or email [susan.heppner@nva.com](mailto:susan.heppner@nva.com) to apply.

## JOIN OUR TEAM OF EXCEPTIONAL

veterinary professionals at Park Veterinary Centre! We are seeking talented and compassionate 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](mailto:susan.heppner@nva.com) to apply.

## ARE YOU LOOKING FOR A FUN,

professional and low stress working environment that's located in the city of Calgary? Look no further than our state-of-the-art facility at Auburn Bay Veterinary Clinic! Our gorgeous practice has an in-house lab, digital dental x-rays, therapeutic and surgical laser, and much more! We are seeking

# Classified Ads

a FT/PT veterinarian who is compassionate, motivated and wants to be a part of our dedicated family. We are offering competitive wages, flexible hours, health/dental benefits, CE allowance and ABVMA dues, generous staff discounts, paid vacations, a signing/retention bonus, and more! New grads are welcome! If you think we're a match, please contact us at [auburnbayvet@gmail.com](mailto:auburnbayvet@gmail.com). Website: <https://www.auburnbayvet.com>.

**DO YOU HAVE A PASSION FOR SMALL ANIMAL** preventative care, surgery, and dentistry? We are seeking a Managing Veterinarian and Associate 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 their own. If so, Invermere Veterinary Hospital has the perfect role for you! Our patients are our top priority, and we pride ourselves on providing exceptional service to both them and their owners by building relationships and providing the best possible options for their pets. Our clinic is well-equipped with x-ray, IDEXX lab, dental equipment, and portable ultrasound. We even have a wildlife permit that adds a little fun and variety. Along with a healthy work-life balance, we are pleased to offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! 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](mailto:susan.heppner@nva.com).

**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? If so, Golden Veterinary Services is the perfect place for you! We are seeking a Managing Veterinarian and Associate 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 their own. 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. 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](mailto:susan.heppner@nva.com) to learn more, or to apply. Website: <https://invermereveterinaryhospital.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](mailto:ftmacvet@hotmail.com).

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

**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 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](mailto:admin@stalbertanimalclinic.com). Website: <https://www.stalbertanimalclinic.com>.

**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](mailto:vicki@heartlandfortvet.ca). Website: <https://www.heartlandfortvet.ca>.

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

**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 UCMV Distributed Teaching Hospital. Our team consists of a Board-Certified Small Animal Surgeon, and General Practitioner Veterinarians with interests in emergency medicine, canine reproduction, dermatology, dentistry, ultrasound, and rehabilitation. We are adding CT in Spring 2023 to broaden our surgical services and would love to add another Board-Certified Small Animal Surgeon to the team. If you enjoy a fast-paced environment, high quality medicine, and working with a talented group all in a privately owned practice then this is the job for you. We work together to make workdays flow smoothly, and we listen to our team! We value a work/life balance, and while we work hard, we support scheduling time to do the fun things in life too!! If you are interested in joining our wonderful team, please contact Dr. Dagmar Schouten at [dschouten72@gmail.com](mailto:dschouten72@gmail.com), fax 403-346-9925 or phone 403-347-2676. Website: <https://www.cedarwoodvet.ca>.

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



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## FAITES UNE DIFFÉRENCE DANS LA VIE DES

Canadiens. L'Agence canadienne d'inspection des aliments (ACIA) embauche immédiatement des vétérinaires à temps plein, permanents, débutants et superviseurs dans l'hygiène des viandes et la santé animale. Les postes sont situés dans le nord de l'Alberta (Lacombe et Red Deer) et en Saskatchewan (Moose Jaw, Regina et Wynyard). Découvrez les nombreux avantages de devenir vétérinaire du gouvernement du Canada: <https://inspection.canada.ca/a-propos-de-l-acia/possibilites-d-emploi/les-veterinaires-de-l-acia/fra/1646066202630/1646066203505>. Pour plus d'informations ou pour postuler, envoyez un courriel à Cristel Waldbauer, directrice des opérations pour le nord de l'Alberta et de la Saskatchewan à ACIA, à [cristel.waldbauer@inspection.gc.ca](mailto:cristel.waldbauer@inspection.gc.ca).

## MAKE A DIFFERENCE IN THE LIVES OF

Canadians. The Canadian Food Inspection Agency (CFIA) is immediately hiring full-time, permanent, entry-level and supervisory veterinarians in both meat hygiene and animal health. Positions are located in Northern Alberta (Lacombe and Red Deer) and Saskatchewan (Moose Jaw, Regina and Wynyard). Discover the many benefits of becoming a Government of Canada veterinarian: <https://inspection.canada.ca/about-cfia/job-opportunities/veterinarians-at-the-cfia/eng/1646066202630/1646066203505>. For more information or to apply, email Cristel Waldbauer, Director of Operations for Northern Alberta and Saskatchewan at the CFIA, at [cristel.waldbauer@inspection.gc.ca](mailto:cristel.waldbauer@inspection.gc.ca).

## GRANVILLE IS A PRIVATELY OWNED SMALL

animal clinic in West Edmonton - open M-F (8 am-6 pm) & Sat (9 am-2 pm) - closed Sunday/Stat Holidays. We offer CR digital table/dental x-ray, in-house IDEXX lab & Cornerstone software. We are seeking a motivated team player to join our staff of 3 DVM, 4 RVT and 3 support. We aim to offer excellent medical care, while still maintaining a healthy work/life balance. We are a group that enjoys being at work & having fun while here. Skills required include performing routine surgery/dental procedures/variety of medical appointments, effective communication, critical thinking, being a team player and a friendly manner when dealing with clients/staff members. We treat our patients as family members & strive to build relationships with our clients. Our goal is to spend the time required to get to know clients/work up cases properly. For this reason, we allow ample time for new patients and medical appointments. The position consists of 2 to 4 8-hour shifts M-F & 2 Saturdays monthly. Wage is negotiable. Benefits include ABVMA dues, annual CE/scrub allowances, VIN account and health plan if requested. We look forward to you joining our hardworking & fun team! Email: [granvillevetclinic@gmail.com](mailto:granvillevetclinic@gmail.com). Website: <http://granvillevetclinic.ca>.

## NEW LEADERSHIP, EQUIPMENT & LOCATION!

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

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

## LOCATED IN SUNNY LETHBRIDGE, NORTHSIDE

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

## SIFTON PARK VETERINARY CLINIC IN

Edmonton is privately owned and seeking to add a fully licensed veterinarian to our small team of highly skilled staff. We pride ourselves in maintaining a family-like atmosphere for our loyal clients, patients, and dedicated staff. Workdays and hours are flexible, choose your own schedule. New grads welcome. Partnership opportunity. We offer generous salary, health and dental insurance, benefits and staff pet discounts. Please contact Eva at [spxa101@gmail.com](mailto:spxa101@gmail.com). Website: <https://www.siftonparkvetclinic.com>.

## WE ARE SEEKING AN EXPERIENCED

Veterinarian to join our busy Small Animal Veterinary Clinic in High River, a small community 40 minutes south of Calgary. We specialize in small animal care and are looking for a compassionate and highly skilled individual to join our practice. We pride ourselves on providing excellent care for our patients and excellent service to our clients. If you are looking for a rewarding and challenging career in a small community setting, this is the job for you. If you're passionate about animal care and looking for a great opportunity, we'd love to hear from you! Email: [vet@riverwoodvc.com](mailto:vet@riverwoodvc.com). Website: <https://riverwoodveterinary.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](mailto:jobs@p3vetpartners.ca) to arrange an introductory conversation to learn more. Website: <https://www.p3vetpartners.ca>.

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

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

## BOWMONT ANIMAL HOSPITAL IS A BRAND NEW

5000 sq. ft. privately owned small animal facility in NW Calgary. We recently moved our growing business to this location and would like to add a DVM to focus on Urgent Care Medicine on weekends. Shifts on Friday, Saturday and Sundays. Potential for rotating weekly or bi-weekly schedules. We offer competitive salaries, paid annual dues, CE allowances and comprehensive medical plans. We are fully equipped with in-house laboratory, digital radiography, ultrasound, a dental suite, and 2 ORs. For more information regarding this opportunity please reach out to [bowmontmanager@shaw.ca](mailto:bowmontmanager@shaw.ca). Website: <https://www.bowmontvet.com>.

## VETERINARIAN NEEDED TO WORK IN PARADISE!

Do you dream about better balance in your life? Do you believe that such a workplace exists that can offer professional fulfillment, a happy workplace and happens to be located in one of the most beautiful locations in Canada? Locally owned and operated, Central Animal Hospital in Vernon, BC is looking for an individual confident in their skills and yet still looking to grow. We need an enthusiastic team player to fill a part time/full time position. Competitive salary with comprehensive benefits. The candidate must be a caring veterinarian, proficient in small animal surgery and medicine. We are a busy, full service veterinary hospital with referral board certified surgical services in house. Our brand-new facility offers ample room to practice as well as luxurious indoor and outdoor staff areas for relaxation. We value community, growth, fun, honesty, and trust within our team. If interested, then please apply with your resume and cover letter to [careers@centralanimalhospital.ca](mailto:careers@centralanimalhospital.ca). New graduates considered as well. We can't wait to hear from you. Signing Bonus offered! Website: [www.centralanimalhospital.ca](http://www.centralanimalhospital.ca).

## TIME TO HIT THE ROAD! WELLNESS HOME VET

is well established Edmonton - based small animal mobile practice offering a fantastic opportunity join our team. House-call practice is for vets who are happy to work at their own pace and set their own schedules. Enjoy less stress, more personal time, visit wonderful clients and earn a great living. To put it simply, we have created a fun and rewarding way to see patients in their homes and practice a high standard of medicine. Offering comprehensive training with our experienced mobile team, company vehicle, and competitive compensation package tailored to suit your needs.

Applicants must have about average medical and communication skills and have an Alberta Drivers' License. Not sure if house-call is for you? I would be happy to have a conversation or show you what we do. Please submit resume /cover letter or any questions to [marciawaye@gmail.com](mailto:marciawaye@gmail.com). Website: <https://www.wellnesshomevet@gmail.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](mailto: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](mailto:timgoodbrand@protonmail.com). Website: <https://www.vermilionvet.com>.

**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@telusagcg.com](mailto:andrea.sebok@telusagcg.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 the 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: [vvcmain@telus.net](mailto:vvcmain@telus.net). Website: <https://www.vikingvetclinic.com>.

## VETERINARIAN AVAILABLE

**AN EXPERIENCED, KIND, EASY-GOING,** versatile, efficient veterinarian registered with ABVMA is currently looking for a full time 32 hr. week in a clinic around Calgary/Canmore regions. I'm planning to stay in AB from July till the end of November. The clinic with housing provided will be an asset. My email: [Zoradmv@gmail.com](mailto:Zoradmv@gmail.com).

## RVT REQUIRED

### GRANADA VETERINARY CLINIC IN SHERWOOD

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

### MONTROSE PET CLINIC AT BEAUMONT IS

hiring a full time RVT. We are a progressive small animal clinic foster positive environment and provide opportunity for your personal development and growth. We are in a small city 10 minutes away from South Edmonton. We offer above average wages, Association dues, Dental and health coverage and discounted services for your own pets. The clinic is equipped with all modern tools like Avi Mark Software, Digital radiography, Dental x rays, Surgical suit, Pulse Oximetry, doppler and an Ultrasound machine. Great support staff and Great clientele make your life easy in this calm cool city. Please send your resume to [montrosepet@gmail.com](mailto:montrosepet@gmail.com). New graduates are welcome.

### EDMONTON WEST ANIMAL HOSPITAL IS

growing again, and we need you to be part of our team. We offer flexible schedule options that suits you and your family needs. We are looking for both part/full-time RVTs. Above avg. compensation includes signing bonus, 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 in confidence to [drgosal@vetinedmonton.com](mailto:drgosal@vetinedmonton.com). Website: <https://www.vetinedmonton.com>.

### ARE YOU LOOKING FOR WORK-LIFE BALANCE

in a fulfilling and friendly environment? The newly renovated Coaldale Pet Clinic is looking for a licensed part or full-time Registered Veterinary Technologist to add to our already amazing team! As a growing, 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. We offer competitive wages, CE allowance, uniform allowance, and benefits for full-time employees. No weekend or on-call shifts required! Located less than 10 minutes outside of 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](mailto:admin@coaldalepet.com). Website: <https://coaldalepet.com>.

### 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 Criticalist, 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. Follow the link to apply today! Email: [Robyn@pulseveterinary.ca](mailto:Robyn@pulseveterinary.ca). Website: <https://pulseveterinary.ca/about/careers>.

### THE WESTMOUNT ANIMAL CLINIC IS

looking for a lead surgical RVT to join our privately owned and operated clinic. We are located in the heart of Kensington, Calgary with a short walk to many local shops and trendy coffee spots. We are so excited to be expanding our current space and are in the process of working on a massive renovation and update! What we are offering you; Signing bonus, Moving/relocation allowance, Competitive wage and is based on experience. Do more of what you love – surgeries! Comprehensive health and wellness plan, Uniform allowance, Generous CE allowance, No evenings or on call, Flexible 4 X 10 schedule and paid association dues. We are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Wow! What an amazing opportunity to work in downtown Calgary, with a great wage and the opportunity to focus on your career as an RVT. We look forward to starting the conversation with you today. Email: [nicole@dandyvetclinics.ca](mailto:nicole@dandyvetclinics.ca). Website: <http://www.westmountvet.ca>.

### LONG WEEKENDS OFF, NO ON CALL OR AFTER

hours, generous benefits, and a drama-free small team environment. If this sounds appealing and you are committed to excellent patient care and client education, we are the clinic for you! Best Friend's Animal Hospital in Spruce Grove is looking for a FT or PT RVT to join our well equipped independently owned small animal and exotics practice. Apply via email at [office@bestfriendsah.ca](mailto:office@bestfriendsah.ca). Website: <https://www.bestfriendsah.ca>.

### DO YOU WANT THE ABILITY TO OFFER YOUR

clients a complete range of in-house treatment options, while working with an experienced and collaborative team? Our multi-vet practice, Town Centre Veterinary Hospital located in Edmonton, AB is growing! We are a small animal practice offering conventional medical and surgical care as well as alternative therapies. We are looking for a full-time RVT to join our tenured team, with a keen desire to utilize all his/her skills. We pride ourselves on offering our team a healthy life/work balance, with no on-call or after-hours requirements. As

# Classified Ads

a valued member of our team, you will receive a competitive compensation package with industry-leading benefits (Health/Dental), paid vacation, Continuing Education (CE) opportunities, and more! To learn more about joining our team, visit us at <http://www.towncentrepet.ca> or contact [Kari.Hogan@nva.com](mailto:Kari.Hogan@nva.com) for more information.

## MAGNOLIA VETERINARY SERVICES IS

looking for an RVT (FT or PT) to join our team. Located in Bonnyville, AB we are a 95% small animal clinic with a small equine sector. We are open Monday-Friday with no weekends or evenings scheduled. There is minimal shared and rotating on call required. We offer medical/disability coverage, matched RRSP contributions, clothing allowance, pet discounts, Vet Girl on the Run 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 boundary setting to protect our down time. We allow our RVTs to operate to their full potential. New graduates are encouraged to apply! Email: [info@magnoliaveterinaryservices.com](mailto:info@magnoliaveterinaryservices.com). Website: <https://magnoliaveterinaryservices.com>.

## THE AIRDRIE ANIMAL CLINIC IS LOOKING FOR

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

## OXFORD ANIMAL HOSPITAL CURRENTLY

welcoming Registered Veterinary Technologists to join our team. We are a well-established small animal practice in North Edmonton. We offer an excellent compensation package, \$5,000 signing bonus, salary (\$27-\$35/hr.), relocation allowance, flexible scheduling for a healthy work-life balance, paid association dues, staff discounts, clothing allowance, new grads are welcome to apply! Please submit your resume to [dr.tamer@oxfordanimalvet.com](mailto:dr.tamer@oxfordanimalvet.com). Or you can drop your resume for immediate interview. Website: <https://www.oxfordanimalvet.com>.

## PARK VETERINARY CENTRE IS LOOKING FOR

exceptional veterinary professionals! Join our growing practice as a talented and compassionate veterinarian! If you have an entrepreneurial spirit and a strong desire to lead a team, we want to hear from you! A skilled and compassionate team of client care representatives, RVTs, and veterinarians is the foundation of our hospital culture. Through

teamwork, collaboration, and advanced education, we provide a collaborative, supportive workplace with real clinical freedom. If you are ready to cultivate your passion for healing as part of our exceptional team of veterinary professionals, please contact [susan.heppner@nva.com](mailto:susan.heppner@nva.com). Website: <https://www.parkveterinarycentre.com>.

## TRINITY HILLS 24 HOUR PET HOSPITAL IS

looking for a skilled, caring, collaborative and friendly emergency RVT to join our existing team in providing superior specialty veterinary care in the Canadian Foothills. We pride ourselves in fostering an environment where all RVT's get to enhance and utilize a full complement of skills. The shift rotational schedule is 10.5-hour shifts and 4 days on and 4 days off with no overnights required and an hour paid lunch. Excellent benefits package and salary range is (\$27-33/hr.) Email: [admin@thph.ca](mailto:admin@thph.ca). Website: <https://www.thph.ca>.

## CEDARWOOD VETERINARY & ANIMAL

Emergency Hospital is looking for a RVT to join our general practice team. We are a progressive hospital that is well equipped and utilizes our technicians to their full potential. We offer a signing bonus and excellent compensation package. Our privately owned hospital cares about their employees and promote a positive work-life balance. We are looking for someone who is compassionate, positive, willing to learn and who loves a fast-paced environment. Please submit a resume by email to [rpalmer@cwaeh.ca](mailto:rpalmer@cwaeh.ca), or drop off in person at 7644 Gaetz Ave. attention Ronnel Palmer. Website: <https://cedarwoodvet.ca>.

## CASTLEDOWNS ANIMAL HOSPITAL IS

looking to add a FT/PT RVT to our fun and hardworking team! We are a well-established, AAHA-accredited small animal practice that is dedicated to providing top quality care to our clients and patients. We are looking for an energetic, enthusiastic and self-motivated candidate with strong communication skills that would thrive in a high-paced team environment. Position includes full benefits, uniform/CE allowance, competitive compensation and more! Please forward your resume and cover letter to Jennifer at [info@castledownsvet.ca](mailto:info@castledownsvet.ca). Website: <https://www.castledownsvet.ca>.

## RANCH DOCS VETERINARY SERVICES IS

looking for a Registered Veterinary Technologist to join our fast-paced team. Located just outside of Lethbridge, our busy 6 vet mixed animal practice is equipped with an in-house lab, in-clinic and portable x-ray and ultrasound machines, and an amazing facility that includes a full surgery and dental suite. The successful candidate will be working and learning alongside a wonderful team of DVMs, highly skilled RVTs, and amazing support staff. We offer a balanced schedule, competitive pay, paid association dues, staff discounts, clothing allowance, and annual paid CE. New grads are welcome to apply! Please submit your resume to Jesse at [jesse.ranchdocs@gmail.com](mailto:jesse.ranchdocs@gmail.com). Website: <https://www.ranchdocs.com>.

## JOIN BRAGG CREEK ANIMAL HOSPITAL!

Progressive, female-owned, single vet, SA clinic in beautiful Bragg Creek, AB. Mon-Fri, no on-call. Full surgery suite, DR body & dental rads, ultrasound, & in-clinic IDEXX lab. Positive workplace is priority.

Ideal candidate has great communication, initiative, detail-oriented, & exceptional client service. New grads welcome! LGBTQIA2S+, BIPOC inclusive. Wages \$22-29/hr. Paid dues, CE and scrub allowance, health benefits & staff discounts. Cover letter & resume to [info@braggcreekvet.ca](mailto:info@braggcreekvet.ca) or phone: 403-949-2650. Website: <http://braggcreekvet.ca>.

## SOUTHFORT VETERINARY CLINIC 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](mailto: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](mailto:amanda.samson@nva.com). Website: <https://www.sherwoodvetclinic.ca>.

## 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](mailto:ftmacvet@hotmail.com).

## 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](mailto:management@delaneyvetservices.com). Website: <https://delaneyvetservices.com>.



## MIDLAKE VETERINARY CLINIC IN SOUTH

Calgary is looking for a FT/PT experienced RVT to join our veterinary team. We are a well-established, independently owned companion animal clinic (25+ years) with a fantastic, loyal clientele and long-standing staff members. We offer a competitive salary based on experience and technical proficiency, 11 paid public holidays, plus paid membership dues, CE allowance, uniforms, and a health/dental plan to all FT employees. If interested in joining our family oriented veterinary practice, please email your cover letter and resume with available references to: [midlakevet@shaw.ca](mailto:midlakevet@shaw.ca). Website: <https://www.midlakevet.com>.

## FANTASTIC RVT OPPORTUNITY! LOCATED 15

minutes south of Calgary, our fast paced, independently owned clinic has 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. No on call, no evenings, flexible hours. Wages between \$25-\$32+ based on experience. Supportive team atmosphere and an easy commute to Okotoks. Email your resume to [exec@foothillsanimalhospital.ca](mailto:exec@foothillsanimalhospital.ca). Website: <http://www.foothillsanimalhospital.ca>.

## THE PET HOSPITAL LOCATED IN LEDUC;

Alberta is looking for a sixth full time RVT. We are a privately owned practice with 2 DVMs, 5 RVTs, 1 tech assistant and 2 administrative professionals in a large, newer clinic with modern equipment. We are a Gold Standard Cat Friendly Practice. The philosophy at TPH is stress free handling for all our patients. We are looking for a team player with natural client care skills, positive attitude, and aptitude to learn. Work life balance is important to us, our RVTs work on a rotating schedule of 4 days per week. Currently we are not open Saturdays. We offer a great supportive environment where you will continue to grow as a RVT with a competitive remuneration package which includes uniform allowance, health and dental benefits, health spending account, CE allowance, pet insurance, pet health spending account and staff discounts. Great opportunity for new grads looking to work alongside 5 experienced RVTs. Please send resume and cover letter to [joinourteam@thepethospital.ca](mailto:joinourteam@thepethospital.ca). To get to know us more, check out our website at [www.thepethospital.ca](http://www.thepethospital.ca).

## WE ARE LOOKING TO ADD A FULL-TIME

member to our team of 5 Vets, 3 Techs, 2 VMAs, and 2 Receptionists. We are a busy rural mixed animal practice located in Bluffton, Alberta. The ideal candidate would be a Registered Veterinary Technician with experience in mixed and/or small animal practice. For the right candidate, we would consider a new grad RVT or Tech Assistant/VMA. Duties will include, but are not limited to: assisting in examinations, digital radiographs, laboratory procedures (in house Idexx Lab), monitoring and prepping for surgical as well as dental procedures. The candidate should be a self-motivated individual who has a strong work ethic, positive attitude, and willing team member. This is a full-time position (Monday - Friday, 8:30 am - 5:00 pm), and there is no on-call required. We offer competitive wages with a benefits package, paid vacation, CE allowance as well as paid CE dues, yearly scrub allowance, and paid membership dues. Email: [blufftonvetservices@gmail.com](mailto:blufftonvetservices@gmail.com). Website: <https://www.blufftonveterinaryservices.com>.

## ANIMAL WELLNESS VETERINARY CLINIC IS

hiring a part time RVT for Mondays and Fridays, 8 am-5 pm. Our team takes pride in our positive work environment, and gold standard veterinary medicine with small town charm. Our techs are fully utilized members of our team and encouraged to grow and develop in their areas of strength. Our clinic is equipped with Digital x-ray, digital dental x-ray, in house Heska lab suite, IM3 dental machine. We offer competitive wages, CE allowance, Generous employee discount, and Membership dues. Email: [animalwellnessvetclinic@gmail.com](mailto:animalwellnessvetclinic@gmail.com). Website: <https://www.animalwellnessvetclinic.com>.

## LOOKING FOR A DEDICATED OF DVM AND AHT

to join our hard-working team. Working tirelessly since 2008, well established hospital in the middle of Edmonton. Approach to hospital is easy and nearby ETS. Flexible hours, negotiable pay and very comfortable atmosphere. Contact 587-712-1713 or [millviewpethospital@outlook.com](mailto:millviewpethospital@outlook.com).

## SLAVE LAKE VETERINARY SERVICES IS

looking for an enthusiastic, outgoing Registered Veterinary Technologist. We are a small animal practice in Slave Lake, Alberta; a community of around 6500 people. Our town is located on Lesser Slave Lake, well known for its beautiful sandy beaches, excellent fishing, camping, golf course and water sports. This is a full-time position - Monday to Friday with weekends off! We offer continuing education benefits, uniform allowance, AAAHT dues, medical/dental/disability group insurance plan, wellness benefit and a retention bonus. Our clinic is well-equipped with an in-house lab (Idexx Procyte Dx, Catalyst One and SediVue), ultrasonic dental unit, digital radiography (including dental radiography), Idexx ECG and Avimark software. Please email your cover letter and resume to Dr. Aimee Pankratow at [www.slvc1@telus.net](mailto:www.slvc1@telus.net).

## 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](http://www.bowmontvet.com). Please send a cover letter and resume Attn: Lacey at [bowmontanimalhospital@shaw.ca](mailto:bowmontanimalhospital@shaw.ca). Let us know what you are looking for!

## 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](mailto: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 Tik Tok! This is a full-time permanent position Monday-Friday with an occasional Saturday. Email resumes to [barnnorthvet@gmail.com](mailto:barnnorthvet@gmail.com). ATTN: Lisa.

## FULL OR PART TIME REGISTERED VETERINARY

Technician required for a small animal practice in Red Deer, Alberta. There is no on-call requirements and very flexible hours. This practice has digital x-ray, a full in-house lab, ultrasound and anesthetic monitoring. We are looking for a team-oriented person who has good interpersonal skills and a good work ethic. We are offering a generous starting wage and additional benefits as well as a signing bonus. Please email Dena Linnell at [linnell40@hotmail.com](mailto:linnell40@hotmail.com) or phone 403-346-8288.

## AHT STUDENT WANTED

### STUDENT PRACTICUM PLACEMENTS! VCA

Canada Animal Hospitals are happy to host work experience practicums for Animal Health Technologists (AHT) and Veterinary Technologists (VT). Our students are given the necessary tools, resources and mentoring to be successful! You will have opportunities to expand your learning through exposure and involvement in various cases and you will have access to our in-house University! When you join us after your practicum, your hospital will offer: a caring culture of Wellness and Appreciation! Tools in place for support because we understand that some days will pull at your heartstrings, RRSP 5% Match program! A great way to save for your future! Great hourly wages including paid wellness days, paid sick days and vacation time. Looking for support to write your VTNE? We can support you with our in-house library! For more info, please contact us at: [careers.canada@vca.com](mailto:careers.canada@vca.com). Schedule: Practicum schedules for part time and full time—we are flexible! Email your resume and cover letter to: [careers.canada@vca.com](mailto:careers.canada@vca.com), Subject: AHT Student Practicum.

## OTHER EMPLOYMENT

### HAPPY PAWS AIRDRIE: WHERE PASSION AND

FUN are Prohibited! We're seeking VMR's and VMA's who thrive in a monotonous, joyless workplace. If you revel in a life devoid of laughter and anything remotely exciting, this job is perfect for you! Email your enthusiasm-free resume to [drerin@happypawsvets.com](mailto:drerin@happypawsvets.com) and embrace perpetual blandness. Website: <https://www.happypawsvets.com/careers>. Disclaimer: This ad is for entertainment purposes only. Happy Paws does not actually discourage passion, creativity, or fun. We value a positive and

# Classified Ads

engaging work environment. Check out our website below. Remember, laughter is the best medicine (but not at Happy Paws)!

## EXECUTIVE DIRECTOR, THE ORGANIZATION,

The Alberta SPCA, whose mission is to protect, promote and enhance the well-being of animals, is a non-profit organization Edmonton-based, dedicated to promoting animal welfare and preventing cruelty to animals in Alberta. Founded in 1959 the Alberta SPCA enforces animal protection legislation and investigates reports of animal neglect, abuse, and abandonment. They have the authority to rescue animals in distress and provide medical care, as well as work towards finding them suitable homes. The full job description can be viewed on our website at <https://jobs.richardsonsearch.ca/job/executive-director-edmonton-alberta>. To learn more about the Alberta SPCA, visit their website at <https://www.albertaspca.org>. For more information, please contact Sandy Jacobson Phone: 780-944-1327, Email: [sandy.jacobson@richardsonsearch.ca](mailto:sandy.jacobson@richardsonsearch.ca). Website: [www.richardsonsearch.ca](http://www.richardsonsearch.ca).

## CASTLEDOWNS ANIMAL HOSPITAL IS LOOKING

for a tech assistant to add to our fantastic team! We are a well-established, small animal AAHA-accredited practice that is dedicated to providing high quality patient and client care. We are looking for a positive, reliable, and organized person with excellent communication skills. VMA training, and previous in-clinic experience would be considered assets. Position includes full benefits, uniform/CE allowance, and above average compensation. Please forward your resume and cover letter to Jennifer at [info@castledownsvet.ca](mailto:info@castledownsvet.ca). Website: <https://www.castledownsvet.ca>.

## LOOKING FOR A FULL TIME VTA/KENNEL

Assistant. We are a busy mixed animal practice located in Ponoka, AB. We are looking to complement our dynamic team of 5 veterinarians, 4 RVT's, 2 receptionists and 1 office manager. We are looking for a hard-working individual with strong organizational skills. Experience is an asset but not required as we are always willing to provide support.

Summary of responsibilities - Patient Care Assistants provide support to the Technicians and Veterinarians and basic care for patient - Responsible for basic animal husbandry for patients - Ensures that all kennels and working areas are cleaned, disinfected and properly maintained - Assisting in restraint of patients for medical procedures - Proper sanitization of clinic on a regular basis - Restocking hospital supplies - Cleaning, wrapping and sterilizing surgical instruments - Keeping up on laundry - Setting up for medical procedures and surgeries - Cleaning large animal equipment. Please call 403-783-4348 or email [brenda@ponokaveterinaryclinic.ca](mailto:brenda@ponokaveterinaryclinic.ca). Website: <https://www.ponokavet.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](mailto:hannah.viveiros@trimunicipalvet.com). Website: <https://trimunicipalvet.com>.

## PRACTICE FOR SALE

IF YOU'RE PLANNING TO ACQUIRE YOUR OWN veterinary practice or expand, don't miss this opportunity in Edmonton. The clinic boasts annual revenues of \$950 K from a 1,500 square foot leased space. We are pleased to present this well-established, industry-designed clinic with efficient workflow and technologically advanced facilities for small animals. The staff is highly trained and loyal. The facility is designed to allow for easy expansion of a veterinarian's schedule. For more information, please contact Raj Manek 780-909-4426. Email: [rajm@odysseycpa.ca](mailto:rajm@odysseycpa.ca).

## LOOKING FOR A PARTNER VETERINARIAN TO

buy-in and take over the business as the owner is planning for retirement. Small animal practice in desirable location in east Edmonton. Established for 18 years, clinic is well equipped to provide medical, surgical and dental treatment. Full body and dental DR radiography and in-house lab. Owned and operated by 1 DVM, but case load available to support 2 DVMs. Annual revenue \$1M, high net, low overhead costs. Please email: [742.hsp@gmail.com](mailto:742.hsp@gmail.com). Website: <https://www.siftonparkvetclinic.com>.

## LONG-ESTABLISHED 1-2 DVM SMALL ANIMAL

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

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- ✓ A thriving, inclusive and values-focused **community** of passionate professionals

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