



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

NOVEMBER-DECEMBER 2023



In This Issue

Food Animal RVTs Put Their Skills
to Use in Peace Country

Investing in Employee Health and
Well-Being Part One

Horizon Veterinary Services

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Dr. M

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Dr. B

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

Dr. J

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PRODUCTION

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

ADVERTISING

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

CONTACT US

Alberta Veterinary Medical Association
Commerce South Office Park, Building E
Suite 300, 4803 - 87 St NW
Edmonton, AB T6E 0V3
Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

Editor's Message

BEGINNINGS.

We are all accustomed to beginnings. Some are memorable milestones, others not so much. From the routines that start each day, to the opportunities of a Monday morning, a new project launch, the temporal landmarks of anniversaries, birthdays and New Year's Day to the milestones of graduation, new employment opportunities and partnerships, we experience many types of new beginnings.

Daniel Pink's "When – The Scientific Secrets of Perfect Timing" explores the importance of timing. That is, when one takes action is equally important as what one does. He explores the importance of beginnings, specifically "starting right," "starting again" and "starting together."

On the importance of starting right, Pink uses examples that most of us can relate to. The first explores the benefits of teenagers starting their day after 8:30 a.m. to coincide with their chronobiology; the results in school performance are striking. The other example is observations on the career trajectory for new graduates, depending on the economy when they enter the workforce. Entering the workforce during good economic times will have a lasting impact on employment trajectory.

Starting right is important, though there are some aspects of beginnings that strictly fall to good (or bad) fortune and are out of our control. We need to recognize the importance of good starts as there are lasting benefits to "getting off on the right foot."

In cases where the beginning might not be what we are looking for, we are fortunate that we have many opportunities for fresh starts. We can always start over, and there are personal and social landmarks (anniversaries, calendar events, etc.) that provide such opportunities for a new beginning. There may be more significant events that call for a fresh start – like loss of a team member, an audit, growth in business or new team members. These times allow for a mental reset and in many cases provide an opportunity to take a big picture view of our lives. These landmarks and fresh starts allow us to slow down our thinking, deliberate at a higher level and make better decisions.

The impacts of starting right (or not), including those aspects over which we have no control, can be mitigated by starting together. Whether there has been a recurring issue within your work or practice, perhaps a project did not get the traction you had hoped or there is an upcoming opportunity for a reset, working together and supporting each other will ensure we collectively make the best of any chance at fresh start.

Wishing you all the best for a fresh beginning in 2024.

Phil Buote, DVM (he/him)

Complaints Director/Deputy Registrar

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.

President's Report



Natasha Kutryk, DVM
she/her

President, Alberta Veterinary Medical Association

Teamwork

OKAY, I ADMIT IT. SOMETIMES I AM

not the most organized person on the planet. I have been known to leave for a call thirty minutes late texting the staff for driving directions as I pull out of the parking lot. And if my equipment and my person return to home base looking like we've been through a mud bath, well that's just a reflection of how focused I am on my work.

Lucky for me, I have always had kind and tolerant staff to dust me off and send me back out in the right direction every time I end up a little the worse for wear. And that's a precious thing, isn't it? Being surrounded by people who've got your back. People whose job it is to ensure the smooth running of the veterinarians and the practice so that clients can be served and patients can be cared for, full stop.

Who else would be willing to take a wave of amniotic fluid and lube to the face for you during a difficult calving, if not an RVT? Who else would hold your hand as you perform your first canine blood transfusion and give you the nudge to get on with it when you are hesitating? I know we dedicate October for RVT appreciation month but is thirty days long enough to acknowledge all that they do?

I don't think RVTs get near enough credit for the emotional support they provide their doctors in a day. Reminding us which pet is which when we have seen five Maggie's in four hours. Sorting out that the client's next of kin is her husband and not her father before you put your foot in your mouth. Running to Tim Horton's for honey glazed donuts and coffee when they sense that your internal fault lines are trembling, and they need you to make it through the afternoon. None of which is in their actual job description. They just do it because they care.

They see you at your most vulnerable. Soaring from the heights and sobbing during the lows. You spend so many waking hours together under such stressful conditions that you know deep down that your relationship with them transcends the simple concept of team.

RVTs are doing right by us vets, but are we doing right by them? Do they enjoy their jobs and are they getting to use their training and expertise and really flex their skills? Do they get paid a wage commensurate with their value? Our surveys indicate that some are not and that we need to do better.

We need to remind ourselves what RVTs are capable of and let them do it. As our bylaws state:

"The scope of practice that may be delegated to a veterinary technologist, pursuant to a VCPR being in place

between the client and the veterinarian, is defined as:

A technologist may practice all aspects of veterinary medicine other than (a) making a diagnosis (b) determining a course of treatment (c) applying surgical techniques."

So, are the technologists on your team being trusted to handle patients, run diagnostics, perform hospitalization and treatments, and communicate with clients under your direction, or are they sitting on the sidelines?

And while we are on the topic of teams, I would like to send a shout out to our ABVMA staff. Stalwart personnel who keep our organization running for every vet and tech in Alberta, but who go largely unrecognized. I know that during day-to-day practice life, the ABVMA can seem like a distant faceless regulatory body and that many of us never meet or even speak to our squad in the ABVMA office, but I am here to tell you that these are great people, several of them RVTs, and all who know exactly what it is like to walk in our shoes.

And I would like to welcome and introduce you to the newest member of our team, Dr. Megan Bergman, our Registrar! Dr. Bergman has a proven track record of creating and leading effective teams, and I cannot wait to watch what the ABVMA achieves under her leadership. Learn more about Dr. Bergman in her bio published on page 8.

So many layers. Teams within teams. People all working to ensure that this profession we call veterinary medicine, but is so much more than just the vets, not just maintains, but grows and thrives. Who knew we all had so much support?

Season's Greetings

Many faith-based celebrations and cultural traditions take place during this season. In recognition of these different celebrations and observances, the ABVMA wishes you a safe and happy holiday season from:

Dr. Megan Bergman, Dr. Phil Buote, Dr. Jocelyn Forseille, Kathy Naum, Lisa Barry, Monica Clair, RVT, Mandi Duggan, Sarah Eisner Munn, Terri Johnson, RVT, Bryan Kurylo, Margaret Massey, RVT, Tina Skare, RVT, Sandra Ward, Lee Anne Winter

Deputy Registrar's Report

ABVMA Communications Audit

EFFECTIVE COMMUNICATION IS

vital to ABVMA fulfilling its mandate to support members and protect the public interest. Communication underpins all regulatory, professional enhancement and strategic initiatives. In an effort to review and continuously improve, Council approved that ABVMA would conduct an audit of communication activities. A request for proposals was issued, and Karen Gilchrist and Associates was selected to undertake the audit between June 16 and Aug. 19, 2023.

The audit was performed using a combination of qualitative and quantitative surveys and website technical analysis tools in addition to a thorough objective evaluation of ABVMA's communications strategy, plans, tools and practices.

The recommendations are based on the analysis of the data collected combined with the audit firm's experience and expertise in communications, public relations and website building. A high-level summary of the significant recommendations in the report:

1. Websites: ABVMA.ca website should be rebuilt on a new website platform, and content from other campaigns/websites be integrated into a single, "flagship" website for ABVMA.
2. Better target the primary audiences ABVMA serves. The organization serves to protect the public as a regulator of veterinary medicine in Alberta, and it also supports its membership.
3. Engage younger members. Ask for more feedback from the younger audience (veterinarians and veterinary technologists in the 20-to-45-year age group) through focus groups, and target content so that it is more appealing and digestible for this digital-savvy group.
4. Increase the capacity and skill complement of the communications team by hiring an experienced (8-10 years) communications position in-house to monitor, manage and

measure social media as well as assist with other content management.

5. Use best practices in developing and elevating the ABVMA Communications Strategy to ensure targeted messaging that reaches the right audience and aligns with ABVMA strategic objectives and expected outcomes.
6. Improve communications tools, ease communications workload and improve reception of content easily with quick style, content and publication changes.
 - a. Magazine: Give the magazine a name to give it an identity, reduce the frequency to quarterly, shorten the articles and reduce the size of the publication.
 - b. Social media: Engage in more storytelling by increasing the number of people-focused stories per month. Repost and engage with other organizations' content more often through retweets, shares, etc., to increase reach, in particular with younger members (Generation Y and Generation Z) and the public.
 - c. Annual Reports: Shorten the length of annual reports by half. Use more graphics to represent the results.
 - d. Enews: Give Enews a name and brand it. Make Enews content searchable for members using a database or other means required.
 - e. All publications: Continue to follow Canadian Press (CP) Style Guide or a modified CP Style Guide for the organization.
 - f. Additional tools: texting and Zoom town halls; generally, no need for more tools/tactics, however above adjustments to the use and frequency of current tools can help reduce workload and increase capacity for better messaging and resource planning.

Council and staff are working to operationalize the recommendations arising from the audit. Some of the



Phil Buote, DVM

he/him

Complaints Director/Deputy Registrar,
Alberta Veterinary Medical Association

recommendations will be implemented immediately and others will take some time and resources. Watch for opportunities to provide input on proposed recommendations and changes coming soon.

Professional Governance Act: Update

Members have been previously informed about the Government of Alberta's plan to consolidate the legislation governing the 22 non-health professions, including veterinary medicine, under a single act: the *Professional Governance Act* (PGA).

The PGA was first introduced in the legislature in the spring of 2022 but was not passed before the UCP leadership race and provincial election.

Assistant Deputy Minister Mike Fernandez updated regulatory bodies at an event on September 20 that the PGA will not be re-introduced during the upcoming fall sitting but can be expected in the

Continued on next page

spring of 2024. ABVMA will continue to communicate our position to government that ABVMA did not ask to be included in this legislation and explore solutions that serve the public interest and members.

Virtual Participation in the 2024 Annual General Meeting

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

Council has heard directly from members and through the communication

audit that virtual participation in the AGM by members is a means to engage more members in the governance of the ABVMA.

Staff are working with service providers to implement virtual participation at the 2024 AGM.

ABVMA Member Dues and Fees

Council sets the annual budget for the ABVMA and determines the member dues and fees to support the activities of the association. The recent high rates of inflation are having widespread impact including at the ABVMA. The increase in budget (and member dues and fees)

for 2022-23 was below the inflation rate as measured by the 12-month average Consumer Price Index. This year the dues and fees have been increased by 3.4%. The 12-month average CPI for July was 2.9% and for August was 4.3%.

Welcome Dr. Bergman

I want to extend a warm welcome to Dr. Bergman as ABVMA Registrar. I have worked with Dr. Bergman on various working groups of the Canadian Council of Veterinary Registrars and look forward to supporting her leadership and vision for the ABVMA.

You're Invited

ABVMA Open House

Monday, Nov. 20, 2023 | 6:00 PM - 9:00 PM

ABVMA COUNCIL AND STAFF INVITE YOU TO ATTEND AN OPEN HOUSE

to celebrate the opening of your new association office location. Join us for office tours, light refreshments and hors d'oeuvres.

Our New Address

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

Schedule and details coming soon. Please watch your Enews for more information.

This event is open to ABVMA members, practice staff and invited guests.
Please RSVP your attendance by Friday, Nov. 10, 2023, to: leeanne.winter@abvma.ca



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- Dr. Sara Casebeer

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ABVMA Welcomes Dr. Megan Bergman, New Registrar/CEO

MEGAN BERGMAN HAS A DVM FROM THE WESTERN

College of Veterinary Medicine. She began her career as an equine veterinarian with a primary focus on thoroughbred racetrack practice and sport horse medicine.

After five years of practice work, a torn rotator cuff and a desire for new opportunities, Megan accepted a position as a veterinarian in a District Office with the Canadian Food Inspection Agency (CFIA). In this role, she developed skills and experience in regulatory veterinary medicine. The CFIA provided the opportunity to advance into management roles, and in 2010, Megan became the Inspection Manager for Manitoba East, and later Inspection Manager for Animal Health in Manitoba. In 2013, she was given the opportunity to act as the Regional Director for CFIA in Manitoba.

In 2014, Megan accepted the position of Chief Veterinary Officer for the province of Manitoba, where she worked collaboratively with industry and government partners. In this role, she was responsible overseeing Manitoba Agriculture's Animal Health, Animal Welfare and Food Safety programs, as well as Manitoba's Veterinary Diagnostic Services Laboratory.

Megan accepted the position of National Farmed Animal Health and Welfare Council (NFAHW Council) Executive Director in August 2018. The NFAHW Council (Now Animal Health Canada), is the only national organization in Canada that brings together industry, federal, provincial and territorial partners to provide collaborative guidance on a cohesive, functional and responsive farmed animal health and welfare system in Canada.

In 2021, Megan stepped back into regulatory work in her role as the Registrar and CEO of the College of Veterinarians of British Columbia (CVBC) where she supported the CVBC in developing and implementing a strategic plan, which included reforming the complaints and investigation process, enhancing fairness and transparency, improving communication and reforming regulation to adapt to the evolution of veterinary medicine.



Megan is looking forward to the opportunity to support her profession and assist the Alberta Veterinary Medical Association in achieving its goals.

Megan, her husband Tyler, their dogs Katla and Freya, and their horse Urban are excited to be calling Alberta their new home.

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



PIPS Tip

When is advice provided or a procedure performed on an animal considered veterinary medicine?

ANY ADVICE PROVIDED OR

procedures performed by a veterinary professional for or on an animal is considered veterinary medicine. When the public is informed that a veterinary professional is providing a service for or on their animal, they have a higher expectation of the skill, care, competence and professional accountability of that person. Certainly, an owner can perform procedures on their own animals such as trimming hooves, nail trims and more; however, when these procedures are done by a veterinarian or veterinary technologist, it is considered the practice of veterinary medicine and subject to regulation.

The *Veterinary Profession Act* (VPA) defines who can practice veterinary medicine in Alberta. It also requires the ABVMA to set standards of practice and to certify veterinary practices that meet these standards. The goal is to provide the public with the assurance they want and the protection they need in the delivery of veterinary health care procedures in the province. Professional leadership and clear practice standards through the PIPS Bylaw are essential in meeting this goal.

The PIPS Bylaw requires that all veterinary professionals provide veterinary services through a certified veterinary practice, whether the veterinary service is provided in a veterinary facility, provided virtually, by consultation with the client or at the client's ranch or home.

In addition, veterinary technologists must provide animal services under the supervision of a veterinarian. Recently there has been increased interest from registered veterinary technologists (RVTs) to expand their engagement in practice, which includes contracting their services to one or more practices. This is certainly possible and may be appealing to allow independence and flexibility in a work schedule. An RVT who is considering providing veterinary services must do so within a certified veterinary practice and under the supervision of an unrestricted veterinarian who directs (employs or contracts) the veterinary technologist. This relationship with a certified and inspected veterinary practice not only

ensures compliance with legislation but also provides a client base.

The ABVMA PIPS Bylaw Universal Standard 1: Leadership reads:

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.*

The legislation provides a protected scope of practice for registered veterinarians and by virtue of an exemption (see VPA excerpt below), permits the limited practice by technologists, registered and practicing in accordance with the Veterinary Profession General Regulation.

Excerpt from VPA, Part I, Scope of Practice:

Except as otherwise provided in this Act, no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine.

(2) Subsection (1) does not apply to the following:

(a) a technologist practising under the direction or control of an unrestricted veterinarian and in accordance with the regulations;

Both the Veterinary Profession General Regulation (s10(1)) and the ABVMA PIPS Bylaw require a minimum of once daily in-person communication between the supervising veterinarian and the veterinary technologist being delegated veterinary services.

This is explained in the Member Advisory, Unauthorized Practice of Veterinary Telemedicine, August 2021:

ABVMA members are advised to provide veterinary medical services only to the public, including any telemedicine

consultations (telehealth and teletriage), out of a certified and inspected veterinary practice entity under the ownership and direction of a registered veterinarian or permit holder. Members who advertise and provide veterinary telemedicine services to the public through an unregulated business or platform are at risk of a complaint or finding of unprofessional conduct.

Veterinary practices may use an external provider to support telemedicine services delivered through and advertised by the VPE. Only a registered veterinarian or permit holder operating a certified and inspected VPE may engage in the practice of veterinary medicine and hold out to the public that they may engage in the practice of veterinary medicine.

The type of employment available to veterinary technologists in veterinary practices is broader than it has ever been. New and expanding opportunities to engage in veterinary medicine are crucial to retaining veterinary technologists in clinical practice as well as crucial to veterinary practice sustainability. The important consideration is that the veterinary technologist, whether employed or contracted, is working under the supervision of a veterinarian and within a certified veterinary practice(s), as required under the legislation. An RVT can advertise their availability to provide specific services to veterinary practices but cannot advertise directly to the public.

With veterinary practices being very busy and clients requesting more services, an RVT contracting their services to provide home care procedures for a veterinary practice is a viable option to be considered by many veterinary practices. These services must be delegated by a veterinarian and under, at minimum, indirect supervision of a veterinarian and may include procedures such as nail trims, expressing anal sacs, SQ fluids, glucose curves, injectable medications. Please refer to the Delegation of Veterinary Medicine – Professional Standard.

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

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

August 28-29, 2023 Dr. Lisa Scott, Member of Council, Calgary Region

KAREN GILCHRIST AND ASSOCIATES PRESENTED THEIR findings of the ABVMA Communications Audit. Council underwent a communications audit of various platforms to identify gaps and receive direction. We are undergoing discussions to make improvements moving forward in order to better engage our members and the public.

Pam Cholak, What Matters Consulting, presented an update on what we have accomplished, our current situation and how to proceed moving forward.

Council reviewed and approved the following:

- Minor edits to the Strategic Plan initially approved in June 2023.
- A 3.4% fee increase for 2024 member fees, which aligns with the requirements of the ABVMA Financial Guidelines.
- The upcoming dates for Bylaws Amendments draft for Member Consultation.
- A draft of Council Competencies and Attributes Profile to be passed along to committees to review.
- Supporting the Alberta Farm Animal Care Association.
- The draft policy of registration of technologists from non-accredited programs. The PAVE program was initially approved at the June 2023 meeting.
- Supporting the CVMA position statement on the Safety of Raw Meat-Based Pet Food Products.
- Supporting in principle moving forward with a reconciliation initiative working with an Indigenous liaison to communicate with the Papaschase First Nation in an effort to acknowledge the new ABVMA office is on their traditional lands.
- Supporting in principle that an award from the ABVMA be instituted for a UCVm graduate.

Council approved directing staff to bring a plan for review and update of the Council Guidelines Regarding Prescribing, Dispensing, Compounding, and Selling Pharmaceuticals. Updates will aim to include Stewardship of Antimicrobials by Veterinarians and Prudent Use Guidelines.

Council approved supporting ABVMA staff to enter into discussion with the CVMA with regards to sharing WorkPack in an effort to take this initiative to the national level. Council understands the value in sharing WorkPack at a national level to advance our industry as a whole in efforts to encourage healthy workplaces, leadership and high-performing teams.

Dr. Annabelle Denson, the Alberta National Exam Board (NEB) representative, provided an update on the National Examining Board process, statistics for each level of the process and updates on plans moving forward.

Rachel Smitheman and Marston Owens from Inkblot Therapy presented information on their Member Assistance Program. Council acknowledges the struggles our members are facing and is considering a Member Assistance Program that is more tailored to veterinary medical professionals and may better fit your needs.

Council discussed marketing activity guidelines. We are in the process of creating a working group to research and investigate this topic further.

On August 28, Council members attended the UCVm banquet and White Coat Ceremony. We would like to congratulate the incoming UCVm graduating class of 2027. We look forward to welcoming you to the membership in the future!



Dr. Lisa Scott

Member of Council, Calgary Region

DR. LISA SCOTT WAS BORN IN CALGARY AND RAISED IN ONTARIO.

She received her master's in epidemiology at the University of Guelph and went on to complete her DVM at the Ontario Veterinary College. While attending university, she worked for the Centre for Food-borne, Environmental and Zoonotic Infectious Diseases (CFEZID), Public Health Agency of Canada. Upon graduation in 2014, she moved back to Calgary where she currently resides.

Dr. Scott locums full-time at a number of emergency practices in and around Calgary and occasionally in Edmonton and Nanaimo, BC. Locuming has allowed her to mix work with pleasure and, during her time off, she loves to head to the mountains and play hockey. She has volunteered her time with the ABVMA since 2018.

Notice of the ABVMA Annual General Meeting Leadership Weekend and Member Recognition Banquet

February 23-25, 2024

THE ANNUAL GENERAL MEETING (AGM) OF THE

Alberta Veterinary Medical Association will take place on Sunday, Feb. 25, 2024, 9 a.m. MST at the Westin Calgary Airport, 671 Aero Drive NE, Calgary, AB, T2E 7Y5. Members are encouraged to participate in association affairs and are invited to attend the AGM.

Council has approved that a virtual attendance option will be available for members. Details will be provided in January 2024.

The Member Recognition Banquet will be held on Saturday, Feb. 24, 2024.

Details about events hosted during Leadership Weekend (including committee meetings, committee training and the member recognition banquet) will be announced in January 2024.

Please watch your January/February 2024 *Members' Magazine* for more details.

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Complaints Director's Report



Phil Buote, DVM
he/him

Complaints Director/Deputy
Registrar, Alberta Veterinary
Medical Association

Complaint Case #22-39

A LETTER OF COMPLAINT WAS

received about a veterinarian from the owner of a 10-month-old great Dane puppy. On Sept. 4, 2022, the puppy was presented as an after-hours emergency with a three-day history of lethargy, vomiting and diarrhea. The owner suspected a dietary indiscretion.

Since the puppy was not fully vaccinated, a parvo test was performed in the vehicle before admission to the veterinary practice. The veterinarian perceived the puppy to be aggressive since it was growling upon their approach to the vehicle.

The parvo test was negative, and the owner and puppy proceeded into the clinic, at which time the veterinarian completed an examination and determined the puppy was well hydrated. There were no other signs of disease or distress present, and the veterinarian determined symptomatic treatment was appropriate with a recommendation for further diagnostics if the puppy was not improving. The puppy was treated with cerenia in clinic and was sent home with cerenia, metrodiazole and

gastrointestinal diet with directions to administer probiotics that the owner had at home.

The following day, the owner contacted the practice as the puppy had not improved and the owner believed the puppy was declining. The veterinarian agreed to see the puppy at 3 p.m. that day, which was a holiday. Due to the owners' financial constraints and miscommunication between the owner and the practice's triage service regarding the requirement for upfront payment, the owner did not attend the appointment. The veterinarian perceived this as a "no show."

The owner proceeded to contact other practices and posted on social media seeking assistance in accessing veterinary care and financial assistance via a payment plan. The puppy continued to decline and during the evening of September 5, the owner contacted the practice again concerned about the puppy and was advised that due to the social media post and the missed appointment at 3 p.m., the owner should seek veterinary care elsewhere.

The owner was unable to access veterinary care at any of the other local clinics and the nearest 24-hour practice was two hours away. The puppy ultimately died at home the early morning hours of Sept. 6, 2022.

An investigator was appointed to investigate the complaint. The report of the investigation was reviewed by the Complaint Review Committee (CRC), which decided 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 Aug. 8, 2023.

AGREED STATEMENT OF FACTS

1. At all material times, the veterinarian has been a registered veterinarian with the ABVMA since 2020.

2. At all material times, the veterinarian was employed at the veterinary clinic in Alberta.
3. At all material times, JB was the owner of a 10-month-old female great Dane.
4. That, on Sept. 4, 2022, the owner brought the great Dane puppy to the veterinary clinic during after-hours emergency as the puppy had symptoms of lethargy, vomiting and diarrhea. Treatment was administered.
5. The owner attempted to facilitate care for the great Dane puppy on Sept. 5, 2022, at the veterinary clinic. An appointment was made for 3 p.m. on Sept. 5, 2022. The owner did not attend at that appointment.
6. Later in the evening of Sept. 5, 2022, at 10 p.m., the owner attempted to attend at the veterinary clinic. The veterinarian declined to see the great Dane.
7. The great Dane died the morning of Sept. 6, 2022, at home.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Medical Management and Treatment

1. That subsequent to the great Dane attending at the veterinary clinic, the veterinarian failed to provide emergency care to the great Dane on Sept. 5, 2022.

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 provide to the Complaints Director, within 90 days of the date of this order, a 1,000-word paper articulating their professional responsibilities in respect of a veterinarian-client-patient relationship and how it relates this matter.
3. The veterinarian shall pay costs in the sum of \$4,000 within six months of the date of this order.
4. Any such failure to pay costs within the time period prescribed shall cause such fines and costs payable to be subject to interest in the amount of 2% per annum.
5. If the Complaints Director deems there to be a violation of this order, the veterinarian, upon notice by the Complaints Director and/or the Registrar, shall be suspended from the practice of veterinary medicine pending a hearing into allegations of unprofessional conduct resulting from the breach of this order. The Complaints Director and/or the Registrar shall maintain this discretion until such time as all provisions of this order are satisfied.

6. There shall be publication of this Consent Order on a "no-names" basis on the ABVMA website.

COMMENTARY

I understand that publication of these disciplinary cases may not provide sufficient details of the case to allow members to draw sound conclusions. I am aware of instances where members have drawn conclusions from a published case that are not intended. I will increasingly provide commentary to support understanding of reported cases.

For example:

In the report of Complaint Case #21-46 in the September/October 2023 *Members' Magazine*, there was a finding of unprofessional conduct:

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

There were several aggravating factors related to the euthanasia that collectively resulted in the finding of unprofessional conduct. The fact that the veterinarian performed an intracardiac injection was only one factor. This led to a question from a member as to whether "intracardiac injections are unprofessional conduct." That is not the case; there will be times when a veterinarian may appropriately use an intracardiac injection for euthanasia.

In the case reported here, I would like to emphasize that the veterinarian was expected to have seen the great Dane on the evening of September 5 because they

were previously involved in providing care for the dog the day prior. **This case does not set out that the veterinarian is expected to attend and see every case that calls on emergency service.** There remains in ABVMA Council Guideline on Consultation, Referral and Owner Initiated Second Opinion a section that sets out that a veterinarian may decline to provide service:

7. *Declining a Client - declining to examine or treat an animal, and subsequently sending the client elsewhere is not a referral. Referrals only follow an initial examination, workup and/or treatment of a patient by the initial attending veterinarian. Reasons for declining a client may include:*
 - a. *the client asking for service that is outside the scope or species of the VPE*
 - b. *human resources not available at the VPE to provide the service*
 - c. *previous history with the client*
 - d. *the VPE has documented the official termination of a client*

Disciplinary cases are complex, and members are cautioned about drawing a dogmatic conclusion from a case report such as "a veterinarian may never do an intracardiac injection" or "a veterinarian must see all emergency cases that call after hours." There are frequently several additional circumstances that contribute to the decisions on a member's conduct.

The writer appreciates feedback on this article.



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T5S 2W4





WESTERN DRUG DISTRIBUTION CENTER LIMITED



BJ Desjardins, PTA, CCRA
Client Service Representative
(Southern Alberta)

"Your Success is Our Business"

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

17611 - 109A Avenue
Edmonton, Alberta
T5S 2W4



Keeping You Current

ABVMA Holiday Office Closure

THE ABVMA OFFICE WILL BE CLOSED DEC. 25, 2023, to Jan. 1, 2024, inclusive. Reminders will be sent out in Enews in December.

Aug. 3-4, 2023

AFTER NEARLY A DECADE IN THE PREVIOUS OFFICE SPACE

at Elm Business Park, the ABVMA office relocated to a new space just east of the previous office. Our new address is Building E, Commerce South Office Park, Suite 300, 4803 87 Street NW, Edmonton, AB, T6E 0V3. The new office includes much needed additional meeting room space, as well as additional offices to accommodate staff growth.

ABVMA invites members to join us for an **Open House** at the new office, **Monday, Nov. 20, 2023**. Please RSVP to: leeanne.winter@abvma.ca. See the full invitation on page 6.



ABVMA office move

Aug. 10, 2023

ALBERTA MLA JACKIE LOVELY, ALONG WITH DR. NATASHA

Kutryk, ABVMA President, and Pam Cholak, government relations advocate, toured four practices in MLA Lovely's provincial riding of Camrose. The purpose of the practice tours was to provide MLA Lovely an opportunity to meet with veterinary practices in her constituency, discuss issues facing veterinary practices — including workforce shortages — understand the impact of the shortages and explore opportunities for the Alberta government and ABVMA to work together to support veterinary practices, particularly those in rural Alberta. Thank you to Stockyards Veterinary Services, Viking Veterinary Clinic, Iron Creek Veterinary Hospital and Camrose Veterinary Hospital for their hospitality and time to meet with MLA Lovely on these important issues.



MLA Lovely and Dr. Kutryk at Viking Veterinary Clinic

Sept. 20, 2023

DR. PHIL BUOTE, INTERIM REGISTRAR, AND MARGARET

Massey, RVT, Administrator Member Registrations, attended the Labour Mobility Regulatory Body "Promising Practices" Event, in Edmonton, AB. The event was hosted by the Ministry of Skilled Trades and Professions. The interactive event included several table exercises to facilitate the exchange of ideas among regulatory bodies, informing the Ministry of Advanced Education on the challenges around streamlining registration practices for applicants, and to learn what government can do to support regulatory bodies in improving registration processes.

Sept. 21, 25, and Oct. 5, 2023

ABVMA EXECUTIVE AND MANAGEMENT HOSTED THREE

virtual member consultation sessions to seek member input on the proposed ABVMA Bylaw Amendments and the new Continuing Professional Development (CPD) Program. The CPD Program and the proposed Bylaw Amendments will go to the membership for approval at the 2024 ABVMA Annual General Meeting (AGM), scheduled for Sunday, Feb. 25, 2024, in Calgary, AB. See page 11 for more details on the AGM and other Leadership Weekend activities.

Sept. 28, 2023

DR. JOCELYN FORSEILLE, ASSISTANT REGISTRAR, ATTENDED

the 2023 edition of the Embassy Liaison Tour. The tour is hosted by Immigration Refugees and Citizenship Canada (IRCC) in collaboration with the Réseau de développement économique et d'employabilité du Canada (RDÉE Canada), the Conseil de développement économique de l'Alberta (CDÉA) and Accès Emploi Alberta. The Embassy Liaison Tour is an opportunity to:

- learn about IRCC and government programs that support Francophone immigration
- discover potential francophone candidate pools
- identify services available to assist you in skilled labour recruitment in Canada and abroad (Destination Canada Mobility Forum, virtual recruitment fairs, public employment services)
- target services that can guide you in the integration and retention of newcomers, and
- discuss labour market needs in the post-pandemic and longer-term context.

Sept. 28, 2023

IN RECOGNITION OF THE NATIONAL DAY FOR TRUTH AND

Reconciliation on Saturday, Sept. 30, 2023, numerous staff participated in a webinar, From Reconciliation to Reconciliation, offered by the Canadian Centre for Diversity and Inclusion. The ABVMA hopes to plan a wider campaign for members in 2024 to support National Day for Truth and Reconciliation.

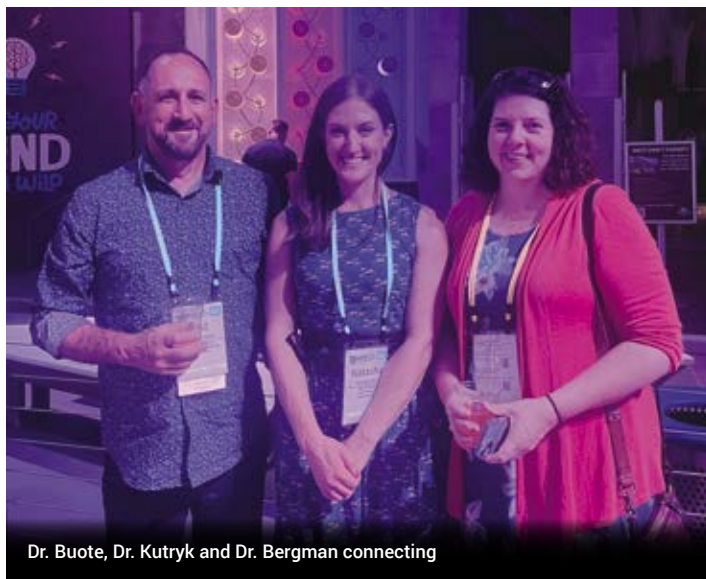
Sept. 28-30, 2023

THE AMERICAN ASSOCIATION OF VETERINARY STATE

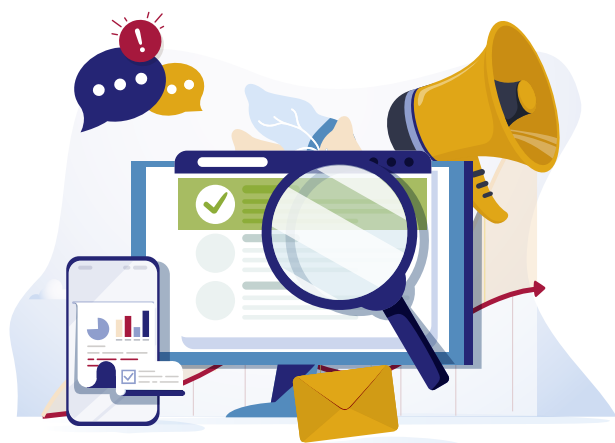
Boards (AAVSB) hosted their Annual Meeting and Conference. ABVMA was represented at this event by Drs. Natasha Kutryk, President, and Dr. Phil Buote, Interim Registrar.



Dr. Buote and Dr. Kutryk networking with CEOs/Registrars from Ireland (Niamh Muldon), UK (Lizzie Lockett) and New Zealand (Iain McLachlan)



Dr. Buote, Dr. Kutryk and Dr. Bergman connecting



ABVMA in the Media



Alberta pet owners surrendering animals due to ownership expenses – Aug. 16, 2023

<https://calgary.ctvnews.ca/alberta-pet-owners-surrendering-animals-due-to-ownership-expenses-1.6522444>



Cattle rancher worries as northern Alberta vet clinic reduces services – Aug. 27, 2023

<https://www.cbc.ca/news/canada/edmonton/alberta-vet-shortage-high-prairie-1.6943604>

2023 ABVMA Registration Day

August 30, 2023

Stacey Vos (she/her), DVM, Acting Chair, ABVMA Registration Committee

THE ABVMA HELD THE SECOND OF REGISTRATION DAY of the year on Aug. 30, 2023, at the Deerfoot Inn & Casino in Calgary. We were able to welcome a total of 232 new registered and pending veterinarians and veterinary technologists to the profession in Alberta.

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

Veterinary Profession Act and General Regulation, Bylaws, Practice Standards and the complaints process. The team building activity was a hit again! There was also a lot of engagement during the question-and-answer period, which was great to see. It is encouraging to see so many new faces, both entering and returning to the profession in Alberta.

Welcome to the profession!

Veterinarians

4255	Mohammed Abdelmonaem	Supervised Limited Practice Registered Veterinarian	4384	Alexa Dixon	General Practice Registered Veterinarian
4352	Mohammed Agar	General Practice Registered Veterinarian	4387	Sarah Edwards	General Practice Registered Veterinarian
3941	Nurmukhammet Atabayev	General Practice Registered Veterinarian	4368	Kaleigh Eichel	General Practice Registered Veterinarian
4234	Fayyhad Babiker Abdelrahim Mohammed	Temporary Registered Veterinarian	4247	Megan Fairfield	General Practice Registered Veterinarian
3379	Benjamin Baird	General Practice Registered Veterinarian	4347	Brendan Farrelly	Supervised Limited Practice Registered Veterinarian
4303	Emily Ball	General Practice Registered Veterinarian	4350	Shannon Finnegan	General Practice Registered Veterinarian
4357	Camille Bernhard	Supervised Limited Practice Registered Veterinarian	4321	Emma Foxcroft	General Practice Registered Veterinarian
4334	Diego Borin Nobrega	Unsupervised Limited Practice Registered Veterinarian	4008	Lauren Friedl	General Practice Registered Veterinarian
4342	Hayley Bowling	General Practice Registered Veterinarian	4298	Kate Galloway	General Practice Registered Veterinarian
4331	Jessica Boyer	General Practice Registered Veterinarian	4265	Lorraine Gaudet	General Practice Registered Veterinarian
4240	Harmandeep Singh Brar	Supervised Limited Practice Registered Veterinarian	4348	Prabhnoor Kaur Ghuman	Supervised Limited Practice Registered Veterinarian
4383	Elizabeth Brezina	General Practice Registered Veterinarian	4311	Alana Graham	General Practice Registered Veterinarian
4338	Lauren Broda	General Practice Registered Veterinarian	4325	Kieren Gray	General Practice Registered Veterinarian
4278	Charity Brookes	General Practice Registered Veterinarian	4367	Agathe Guillemet	Supervised Limited Practice Registered Veterinarian
4246	Arianna Brugnola	General Practice Registered Veterinarian	4225	Kyle Hager	General Practice Registered Veterinarian
4370	Caroline Budziak	General Practice Registered Veterinarian	4271	Ehab Hamed	General Practice Registered Veterinarian
4333	Amber Carson	General Practice Registered Veterinarian	4353	Beata Harcarikova	Temporary Registered Veterinarian
4373	Helen Chen	General Practice Registered Veterinarian	4269	Leoncio Hernandez-Valdivia	Supervised Limited Practice Registered Veterinarian
4371	Kineta Cousins	General Practice Registered Veterinarian	4332	Alexandra Hiemstra	General Practice Registered Veterinarian
4250	Nathan Cross	General Practice Registered Veterinarian	3602	Willow Holmes	General Practice Registered Veterinarian
4260	Jacqueline Denton	General Practice Registered Veterinarian	4309	Daniel Hung	General Practice Registered Veterinarian
4268	Ajaypal Deol	Supervised Limited Practice Registered Veterinarian	4366	Venessa Ibsen	General Practice Registered Veterinarian
4274	Manpreet Dhaliwal	Supervised Limited Practice Registered Veterinarian	3980	Chinju Therese Johnson	Temporary Registered Veterinarian
4249	Jason Dick	General Practice Registered Veterinarian	3130	Waqar Karamat	General Practice Registered Veterinarian
			4291	Sotirios Karvountzis	Unsupervised Limited Practice Registered Veterinarian
			4277	Ramneet Kaur	General Practice Registered Veterinarian

Veterinarians Continued

4267	Ravneet Kaur	Supervised Limited Practice Registered Veterinarian
4337	Morgan Kelley	General Practice Registered Veterinarian
4286	Robert King	General Practice Registered Veterinarian
4382	Jack Krone	General Practice Registered Veterinarian
4261	Raman Kumar	Temporary Registered Veterinarian
4258	Amy Larkin	General Practice Registered Veterinarian
4349	Kaitlan Linnell	General Practice Registered Veterinarian
4365	Logan Linnell	General Practice Registered Veterinarian
4245	Annabelle Loustric	General Practice Registered Veterinarian
4340	Erika MacDonald	General Practice Registered Veterinarian
2753	Charlotte MacFarlane	General Practice Registered Veterinarian
4305	Anmol Mangat	Supervised Limited Practice Registered Veterinarian
4052	Perwez Mann	General Practice Registered Veterinarian
4244	Monika Marcakova	Temporary Registered Veterinarian
4235	Somayeh Matin	General Practice Registered Veterinarian
4386	Shelby McDougall	General Practice Registered Veterinarian
4344	Courtney McNeilly	General Practice Registered Veterinarian
4312	Dara McQueen	General Practice Registered Veterinarian
4329	Fiona Moser	General Practice Registered Veterinarian
4310	Brittany Munro	General Practice Registered Veterinarian
4330	Angela Murray	General Practice Registered Veterinarian
4256	Kathleen Eizel Narciso	Supervised Limited Practice Registered Veterinarian
4363	Andrea Alejandra Navarro Mercado	General Practice Registered Veterinarian
4361	Cara Newberry	General Practice Registered Veterinarian
4283	Victor Palomino-Tapia	Unsupervised Limited Practice Registered Veterinarian
4282	Kelsie Paris	General Practice Registered Veterinarian
3546	Lindsay Parker	General Practice Registered Veterinarian
4369	Erin Patterson	General Practice Registered Veterinarian
4374	Ninoska Pereira	Supervised Limited Practice Registered Veterinarian
4322	Nicole Phillips	General Practice Registered Veterinarian
4297	Gregory Pottie	General Practice Registered Veterinarian
4355	Jaskaran Purba	General Practice Registered Veterinarian
4364	Dona Rabano	Supervised Limited Practice Registered Veterinarian
4290	Angela Reynolds	Time Limited Registered Veterinarian

4346	Tiago Ribeiro Waselcoski	Supervised Limited Practice Registered Veterinarian
4323	James Ritchie	General Practice Registered Veterinarian
4275	Dawson Ruschkowski	General Practice Registered Veterinarian
4251	Morgan Shipka	General Practice Registered Veterinarian
4306	Sierra Shoemaker	General Practice Registered Veterinarian
4294	Jase Skelton	General Practice Registered Veterinarian
4296	Zora Smidova	General Practice Registered Veterinarian
3407	Bailey Smith	General Practice Registered Veterinarian
4313	Taylor Smithson	General Practice Registered Veterinarian
4359	Magdalena Smrdelj	General Practice Registered Veterinarian
4287	Heather Souder	General Practice Registered Veterinarian
4252	Patrick Tiernan	General Practice Registered Veterinarian
4308	Quinn van Engelen	General Practice Registered Veterinarian
2636	Jolanda Verhoef	General Practice Registered Veterinarian
4300	Katie Waine	Unsupervised Limited Practice Registered Veterinarian
4354	Rebecca Walder	General Practice Registered Veterinarian
4263	Aiyana Warren	General Practice Registered Veterinarian
4270	Katherine Weston	Supervised Limited Practice Registered Veterinarian
3503	Alison Williams	General Practice Registered Veterinarian
4362	Charlene Wyatt-Swain	General Practice Registered Veterinarian
4351	Tory Yont	General Practice Registered Veterinarian
4385	Kayla Ziegler	General Practice Registered Veterinarian

Veterinary Technologists

4599	Chelsea Andrews	General Practice Registered Veterinary Technologist
4561	Reanna Bala	General Practice Registered Veterinary Technologist
4655	Lily Bell	General Practice Registered Veterinary Technologist
4632	Megan Belt	Provisional Veterinary Technologist Member
4559	Ellie Bernas	General Practice Registered Veterinary Technologist
4674	Viktorii Bezzakonova	General Practice Registered Veterinary Technologist
4652	Alexis Black	General Practice Registered Veterinary Technologist
4618	Megan Boettcher	Provisional Veterinary Technologist Member
4583	Emily Boyle-Alba	General Practice Registered Veterinary Technologist
4648	Holly Burke	General Practice Registered Veterinary Technologist

Veterinary Technologists Continued

4592	Holly Busby	General Practice Registered Veterinary Technologist
4684	Erin Camp	General Practice Registered Veterinary Technologist
4582	Aurora Carless-Papastratis	General Practice Registered Veterinary Technologist
4586	Abree Caseley	Provisional Veterinary Technologist Member
4563	Ansel Cater	General Practice Registered Veterinary Technologist
4710	Brittnee Chappell	Provisional Veterinary Technologist Member
2068	Chelsey Chevrier	General Practice Registered Veterinary Technologist
4594	Danica Christoffersen	General Practice Registered Veterinary Technologist
4703	Kayla Clarke	General Practice Registered Veterinary Technologist
4675	Kennedy Collins	Provisional Veterinary Technologist Member
4706	Angelika Cormier	Provisional Veterinary Technologist Member
4557	Kendel Cross	General Practice Registered Veterinary Technologist
4719	Jaxson Cuning	General Practice Registered Veterinary Technologist
4711	Leanne Gail De Guzman	General Practice Registered Veterinary Technologist
4614	Julia Dean	General Practice Registered Veterinary Technologist
4613	Catherine DeCock	General Practice Registered Veterinary Technologist
4717	Jaida DeNobrega-Kroeker	Provisional Veterinary Technologist Member
4697	Breanne Dias	General Practice Registered Veterinary Technologist
4635	Laurel Dimmock	General Practice Registered Veterinary Technologist
4678	Rae-Lynn Dixon	General Practice Registered Veterinary Technologist
4558	Erika Drygas	General Practice Registered Veterinary Technologist
4679	Mikaila Dunbar	General Practice Registered Veterinary Technologist
1629	Krista Duncan	General Practice Registered Veterinary Technologist
4627	Savanna Dunkin	General Practice Registered Veterinary Technologist
4700	Lisa Duong	Provisional Veterinary Technologist Member
4698	Traci Edmondson	General Practice Registered Veterinary Technologist
4642	Meghan Eggertson	General Practice Registered Veterinary Technologist
4571	Tyrone Eleazar	General Practice Registered Veterinary Technologist
4565	Shannon Elliott	General Practice Registered Veterinary Technologist
4712	Kelly Emmett	General Practice Registered Veterinary Technologist
4572	Julianna Epp	General Practice Registered Veterinary Technologist
4637	Jessica Evans	General Practice Registered Veterinary Technologist
4597	Ellian Ferguson	General Practice Registered Veterinary Technologist
4660	Taryn Fischer	General Practice Registered Veterinary Technologist

4416	Mykelti Fisher	General Practice Registered Veterinary Technologist
4695	Brooklyn Fournier	General Practice Registered Veterinary Technologist
4647	Emma Gallant	General Practice Registered Veterinary Technologist
4628	Avery Gammel	General Practice Registered Veterinary Technologist
4702	Amber-Lynn Gawreletz	General Practice Registered Veterinary Technologist
4715	Kaylee Gayton	General Practice Registered Veterinary Technologist
4688	Cassandra Gerow	General Practice Registered Veterinary Technologist
4694	Danielle Gervais	General Practice Registered Veterinary Technologist
4590	Agustina Gomes Namesny	General Practice Registered Veterinary Technologist
4603	Danielle Grasse	General Practice Registered Veterinary Technologist
4626	Maira Groeneveld	General Practice Registered Veterinary Technologist
2423	Brittany Gushue	General Practice Registered Veterinary Technologist
4708	Firminich Gutierrez	General Practice Registered Veterinary Technologist
4607	Katherine Hall	Provisional Veterinary Technologist Member
4616	Megan Harms	General Practice Registered Veterinary Technologist
4731	Sierra Hatton	Provisional Veterinary Technologist Member
4367	Sedona Hayward	General Practice Registered Veterinary Technologist
4716	Kasandra Heintz	General Practice Registered Veterinary Technologist
4718	Paige Hess	General Practice Registered Veterinary Technologist
4591	Angelina Hodgson	General Practice Registered Veterinary Technologist
4722	Jordan Hopfe	Provisional Veterinary Technologist Member
4677	Kayla Jacobs	General Practice Registered Veterinary Technologist
4709	Ane Janse Van Rensburg	General Practice Registered Veterinary Technologist
4687	Hannah Jenkins	General Practice Registered Veterinary Technologist
4548	Alexa Jones	General Practice Registered Veterinary Technologist
4699	Leisa Keyes	Provisional Veterinary Technologist Member
4704	Boyana Kircheva	General Practice Registered Veterinary Technologist
4605	Lauren Kittelson	General Practice Registered Veterinary Technologist
4638	Katelyn Konrad	Provisional Veterinary Technologist Member
4693	Samuel Krukowski	Provisional Veterinary Technologist Member
4574	Jayda Krushel	General Practice Registered Veterinary Technologist
4575	Lexi Lafreniere	General Practice Registered Veterinary Technologist
4730	Rebecca Lavallee	Provisional Veterinary Technologist Member
4721	Jocelyn Lazowski	General Practice Registered Veterinary Technologist

Veterinary Technologists Continued

3737	Mortisha (Tish) Lear	General Practice Registered Veterinary Technologist
4663	Sophia Linke	General Practice Registered Veterinary Technologist
4600	Amber Lischka	General Practice Registered Veterinary Technologist
4701	Alisha Lundy	General Practice Registered Veterinary Technologist
4624	Amanda Madson	General Practice Registered Veterinary Technologist
4593	Ashtyn Maki	General Practice Registered Veterinary Technologist
4692	Tabitha Martin	Provisional Veterinary Technologist Member
4657	Cherie May	General Practice Registered Veterinary Technologist
4636	Shelby McFarlane	Provisional Veterinary Technologist Member
989	Tinille McKenzie-Wyatt	General Practice Registered Veterinary Technologist
	Victoria Miles	Pending Veterinary Technologist Applicant
4720	Ashley Neary	General Practice Registered Veterinary Technologist
4576	Chelsea Niekamp	General Practice Registered Veterinary Technologist
4577	Alicia O'Keefe	General Practice Registered Veterinary Technologist
4691	Jeremina Osi	General Practice Registered Veterinary Technologist
4608	Laura Parker	Provisional Veterinary Technologist Member
4649	Kate Penton-Welsh	General Practice Registered Veterinary Technologist
4690	Jocelyn Percival	Provisional Veterinary Technologist Member
4726	Michael Perri	Provisional Veterinary Technologist Member
4729	Alexandra Potiuk	General Practice Registered Veterinary Technologist
4623	Katie Poulin	General Practice Registered Veterinary Technologist
4665	Katherine Quimper	General Practice Registered Veterinary Technologist
3469	Fallon Racette	General Practice Registered Veterinary Technologist
4598	Amanda Rezansoff	General Practice Registered Veterinary Technologist
4686	Sydney Ruskowsky	General Practice Registered Veterinary Technologist
4651	Heather Schellenberg	Provisional Veterinary Technologist Member
4653	Elizabeth Schenkey	General Practice Registered Veterinary Technologist
4622	Amy Schoepfer	General Practice Registered Veterinary Technologist
4621	Ashley Schrauwen	Provisional Veterinary Technologist Member
4683	Hayley Severin	General Practice Registered Veterinary Technologist
4589	Larissa Shoop	General Practice Registered Veterinary Technologist
4724	Morgan Simpson	General Practice Registered Veterinary Technologist
4581	Shannon Sitter	General Practice Registered Veterinary Technologist
4735	Rienne Smethurst	General Practice Registered Veterinary Technologist
4620	Ashley Spoletini	General Practice Registered Veterinary Technologist
2378	Nadine St Peter	General Practice Registered Veterinary Technologist

4673	Kaylee Stegmaier	General Practice Registered Veterinary Technologist
4641	Lauren Thom	General Practice Registered Veterinary Technologist
4602	Sadie Thomas	Provisional Veterinary Technologist Member
4656	Kayleigh Tobola	Provisional Veterinary Technologist Member
4619	Kristine Tomas	General Practice Registered Veterinary Technologist
4610	Christy Vivic	General Practice Registered Veterinary Technologist
4564	Julita Vilaykeo	General Practice Registered Veterinary Technologist
4552	Rebekah Walker	General Practice Registered Veterinary Technologist
4713	Dayna Wheatcroft	General Practice Registered Veterinary Technologist
4705	Tiara Wiseman	General Practice Registered Veterinary Technologist
4689	Natalia Wisniewski	General Practice Registered Veterinary Technologist
4714	Aislinn Young	General Practice Registered Veterinary Technologist



Membership Matters

Council-approved transfers, reinstatements, cancellations and permit holders

Veterinarians | August 2023

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Stephanie Wong, #3778	June 9, 2023
Dr. Mohammad Iqbal, #4239	June 29, 2023
Dr. Cassandra Lapham-Simpson, #4233	July 7, 2023
Dr. Tathiana Lima Anacleto, #3363	July 29, 2023

Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Jesse Bommaert, #3303	June 6, 2023
Dr. Joana Varga, #3761	July 17, 2023
Dr. Margaret Scuderi, #3337	July 5, 2023
Dr. Kira Tweed, #3740	Aug. 11, 2023

Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Yadwinder Sidhu, #3987	June 8, 2023
Dr. Mahsa Moeini, #3830	June 9, 2023
Dr. Mahmoud Salem, #3991	June 14, 2023
Dr. Daavini Maharaj, #4003	June 9, 2023
Dr. Luis Adrian Martinez Uribarren, #3960	July 7, 2023
Dr. Rami Ghebreal, #3990	July 10, 2023
Dr. Somayeh Matin, #4235	July 18, 2023
Dr. Stephanie Jaggard, #3693	July 18, 2023
Dr. Phillip Deng, #3414	July 19, 2023
Dr. Gaurav Sharma, #3992	July 20, 2023
Dr. Rohini Bhardwaj, #3824	July 27, 2023
Dr. Navdeep Aujla, #3835	July 28, 2023

Cancelled Temporary Registered Veterinarian

Dr. Shahid Rashid, #3961	June 21, 2023
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Cancel General Practice Registered Veterinarian

Dr. Natalia Wycislak, #4202	June 30, 2023
Dr. Catherine Fiset, #4164	July 1, 2023
Dr. Chantel Dunlop, #4189	June 23, 2023
Dr. Hannah Morrison, #4229	June 30, 2023
Dr. Carmen Girard, #4192	June 30, 2023
Dr. Nolan Dempsey, #4174	June 30, 2023
Dr. S. Elizabeth Maloney, #3956	June 30, 2023
Dr. Anna King, #4176	June 30, 2023
Dr. Elina Kalamkarova, #44185	June 30, 2023
Dr. Kathryn Illing, #4156	June 30, 2023
Dr. Jack Jarvis, #4155	June 30, 2023
Dr. Colin Smith, #4196	June 30, 2023
Dr. Rosalie O'Hara, #4153	June 30, 2023
Dr. Lindsay Trainor, #4160	June 30, 2023
Dr. Olivia Ciccozi, #4194	June 30, 2023

Reinstated General Practice Registered Veterinarian

Dr. Lindsay Parker, #3546	Sept. 1, 2023
Dr. Karinn Carter, #3504	Aug 1, 2023

Reinstated Temporary Registered Veterinarian

Dr. Monika Marcakova, #4244	June 28, 2023
Dr. Chinju Johnson, #3980	Aug 11, 2023

Permit Holders | August 2023

Pinner Veterinary Services Ltd. (Dr. Kelli Pinner #2656)	June 13, 2023
Coaldale Pet Clinic Ltd. (Bodnarchuk Veterinary Services Ltd., Pinner Veterinary Services Ltd., Wallace Veterinary Services Ltd.)	June 13, 2023
2518634 Alberta Ltd. (Dr. Tammy Nay #1575)	June 28, 2023
Bonnie Doon Veterinary Clinic Inc. (Dr. Muhammad Siddique #3038)	June 14, 2023

Century Park Veterinary Services Inc. (Dr. Anthony Abo El Saad #3128)	July 14, 2023
948926 Alberta Ltd. (Dr. Kelly Loree #1737)	July 18, 2023
Alberta Veterinary Specialists Inc. (Dr. Aylin Atilla #2765)	July 24, 2023

Veterinary Technologists | August 2023

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

Hailey Trainer, #3278	May 23, 2023
Madison Sheppard, #3994	June 7, 2023
Janelle Comte, #4436	July 6, 2023
Caitlin McNeil, #3195	Aug. 18, 2023

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

Leanne Avery, #3721	May 16, 2023
Shasta Grundberg, #3955	June 15, 2023
Madison Stymiest, #3935	June 19, 2023
Karyn MacDonald, #1550	June 7, 2023

Transfer Provisional Veterinary Technologists to General Practice Registered Veterinary Technologist

Maira Groeneveld, #4626	April 14, 2023
Jody Mae Brown, #4612	July 24, 2023
Alisha Lundy, #4701	Aug. 1, 2023
Jaxson Cuning, #4719	Aug. 3, 2023
Breanne Dias, #4697	Aug. 3, 2023
Rae-Lynn Dixon, #4678	Aug. 3, 2023
Emily Henning-Broydell, #4658	Aug. 3, 2023
Ane Janse Van Rensburg, #4709	Aug. 3, 2023
Jocelyn Lazowski, #4721	Aug. 3, 2023
Sydney Ruskowsky, #4686	Aug. 3, 2023
Jana Schroeder, #4667	Aug. 3, 2023
Morgan Simpson, #4724	Aug. 3, 2023
Abigail Brodhead, #4696	Aug. 4, 2023
Cali McElroy, #4681	Aug. 4, 2023
Megan Harms, #4616	Aug. 10, 2023
Katie Poulin, #4623	Aug. 10, 2023
Erin Camp, #4684	Aug. 10, 2023
Traci Edmondson, #4698	Aug. 10, 2023
Kaylee Gayton, #4715	Aug. 10, 2023

Cancel General Practice Registered Veterinary Technologist

Jessica Bushell, #4682	June 27, 2023
Ehab Hamed, #4189	June 28, 2023
Cheng-Juei Juang, #4253	July 6, 2023

Reinstated General Practice Registered Veterinary Technologist

Jaclyn Colter, #4403	July 18, 2023
Tiegan Kowerchuk-Webster, #4176	July 27, 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
Straight Arrow Veterinary Care	Water Valley
HD Veterinary Services	Ponoka
Alberta Veterinary Specialists	Calgary
Century Park Animal Hospital	Edmonton

Public Recognition Corner

THIS LETTER IS WRITTEN IN RECOGNITION OF DR. MANPREET SINGH OF AIRDRIE

City Centre Animal Hospital. Our family has truly been blessed to have such a dedicated, passionate and caring professional for the past 13 years. Dr. Singh has gone above and beyond in his care for our dog, Buster, who just recently passed away. Buster was diagnosed with diabetes at the age of six years. With continued support and guidance, we were able to provide the medical attention that Buster required throughout the years and as other complications developed with age. Dr. Singh was open and honest with all of his recommendations, and he always provided the needed resources outside of his professional realm. Dr. Singh was consistently "present," engaged and involved in Buster's life journey. He always took time to consult, suggest, and "just be there." Dr. Singh provided the human care that kept a smile on Buster's face, his tail wagging, and his love of life. Dr. Singh was there from the beginning to the very sad ending. On the night the final decision had to be made, Dr. Singh left his dinner with his family on his day off and came to the office to be with our family. There are no words to express how deeply moved and touched we were by this unconditionally loving act. Our family would like to express our utmost gratitude and appreciation to Dr. Singh. Not only do we want to acknowledge his incredible dedication and exceptional care to his many patients, but also his contribution to the progression of the veterinary profession. Throughout the years, Dr. Singh has mentored and guided veterinary students in their professional journey.

Many thanks,
Victoria Smith and Family



In Memoriam



Rochelle Leigh Simpson Aug. 10, 1994 - June 25, 2023

ON JUNE 25, 2023, ROCHELLE LEIGH SIMPSON, 28, PASSED SUDDENLY IN AN unfortunate single vehicle accident near Stavelly, AB.

Rochelle was born on Aug. 10, 1994, and spent most of her life in Sherwood Park, AB. She had a deep faith in her Savior Jesus Christ. Taking the lead from her family, she found a love for music and acting at an early age and participated in many musicals and festivals throughout her life.

After graduating from Bev Facey Community High School in 2012, Rochelle attended Brigham Young University – Idaho, and explored the degree of performance arts before reigniting her passion for animals and earning a bachelor of science in animal sciences in 2017.

In 2019, she landed her dream job at Foothills Veterinary Clinic in Cardston, AB, a place where she could work with a wide variety of animals as she continued her studies, working towards becoming a registered veterinary technologist. She was a cornerstone of the Foothills Clinic, filling many roles and helping many people and animals along the way.

Rochelle held a deep love for her family and, although she physically lived far away, could often be found on the phone with one of her family members. Her love for her nieces and nephews was undeniable as she made each of them feel special every time she visited.

Rochelle was predeceased by her maternal grandfather, Ken Kile. She is survived by her parents: Randy & Cindy Simpson, her siblings: Krystal Watson (Todd), Chantal Chiu (Jeremy), Janelle Simpson, Michael Simpson (Julia) and Joel Simpson, her grandparents: Jeanette Kile and Basil & Yvonne Simpson, and her nieces and nephews: Jonah, Eden & Micah Chiu, Markus, Katy & Emma Watson and Rowen Simpson. She is also survived by her beloved chocolate Lab, Halle.

Welcome to the Profession

UCVM Class of 2027



THE WELCOME TO THE PROFESSION

Event is an annual event that has been hosted to welcome the incoming class since UCVM's inception. The event is now hosted as a collaborative event by the ABVMA in partnership with the Canadian Veterinary Medical Association and UCVM.

The class of 2027 was welcomed to the profession on Monday, Aug. 28, 2023, by members of ABVMA Council, representatives from CVMA and executive faculty members from UCVM.

The ceremony included greetings from Dr. Natasha Kryger, ABVMA President, Dr. Trevor Lawson, CVMA President, and Dr. Renate Weller, UCVM Dean.

Students are presented with their white coats, gifted by CVMA, and their stethoscopes, gifted by the ABVMA. Students then participated in the recitation of the Veterinary Oath and the UCVM Honour Statement.

Thank you to the Calgary Academy of Veterinary Students, Alicia Srinivasagam, President, and Kamryn Henderson, Vice President; ABVMA Student representatives, Kaitlyn Lomsnes, senior rep, and Catherine Dewaal, junior rep; CVMA student representatives, Sukhji Sidhu, senior rep, and Matthew Tornoposki, junior rep, for their attendance and participation in welcoming the class of 2027.

The event is a special celebration for the incoming class, their families, fellow senior students and partnering organizations, recognizing the community and welcoming the students to the profession. The white coat and stethoscope serve as a reminder



of the tools these students will learn to use through the education they receive under the tutelage and guidance of UCVM faculty.

The ABVMA, CVMA and UCVM send sincere congratulations and best wishes to the class of 2027:



Sarah Barrett
Nicole Berdusco
Ramona Bokhout
Kerra Boyko
Meagan Bradbury
Cassidy Brault
Erin Casper
Maggie Chan
Stephanie Cheung
Rachael Deaver
Alexander Deikoff
Makaela Douglas
Reillee Duperron
Kinley Dyce

Jessica French
Neshani Gunendra
Lindsey Hampton
Christina Hansen
Angela He
Phoenix Hetland
Shaelyn Houlder
Emily Huff
Alexandra Huisman
Blaire Hutton
Emma Jamieson
Melanie Jarbeau
Shelby Jennings
Matthew Kingdon

Natasha Kryger
Tesse Lind
Jill Lindemulder
Janine Lock
Courtney McClary
Emily Mertens
Dana Osborn
Nicole Osinchuk
Chloe Ozga
Kaitlin Paul
Iuliana Popa
Tausha Prisnee
Hiruni Ranaweera
Jordyn Sands

Alison Schulze
Sarah Skarsgard
Jaden Spady
Taylor Stern
Claire Stewart
Aimee Supinski
Krista Swinton
Aurora Tupechka
Terry Van Der Wind
Veronica Welke-Olmos
Regan Wiebe
Keilan Williams
Andrija Zubac

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One Profession. One Strong Voice.

2024 CVMA Awards — Nominate a Deserving Colleague

Each year, through its awards program, the CVMA proudly recognizes individuals and teams who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Nominations are accepted from **Nov. 1, 2023, until Jan. 31, 2024**. Recipients receive **complimentary registration** to the 2024 CVMA Convention in Calgary, AB. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members; however, they can be nominated by non-members. Find more information on the CVMA Awards page of canadianveterinarians.net.

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

Workforce Shortage Social Media Awareness Campaign

The CVMA has created a social media campaign to help inform the public about the ongoing veterinary workforce shortage. Campaign messages are shared across Facebook, X (formerly Twitter), Instagram, and LinkedIn. Keep an eye out for our posts with the hashtag **#VetCareEverywhere**. Visit the Veterinary Workforce Shortage page of our website for workforce updates.

WE OFFER FIRST-CLASS CONTINUING EDUCATION AND NETWORKING OPPORTUNITIES

Call for Proposals Now Open: 2025 CVMA Convention

The CVMA Professional Development Committee is accepting speaker proposals for the 2025 CVMA Convention in Victoria, BC, from June 26 to 29, 2025. The application portal will close on Jan. 31, 2024. Find more information under the Latest News section of canadianveterinarians.net.

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

All Veterinarians Can Now Access Free Peer-To-Peer Support

Togetherall 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. The high demand for mental health resources among veterinary professionals spurred Togetherall, the CVMA and Western Financial Group to create **open access to Togetherall for all veterinarians across Canada**. Visit the Veterinary Health and Wellness Resources section of our website to access Togetherall.

The Working Mind Program

The **Working Mind** program is a must for all veterinary staff as it addresses workplace mental health issues caused by inherent workplace stresses such as day-to-day workflow pressures, interpersonal relationships and conflicts, and some unique to veterinary medicine like ethical and moral distress. Visit the Veterinary Health and Wellness section of canadianveterinarians.net to learn more and register.

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Dr. Kirsten Aarbo
she/her

Alberta Representative on
CVMA Council

WE'RE WITH YOU EVERY STEP OF YOUR WAY

Whenever 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. Please see the following update on the CVMA's recent activities and resources that benefit our members in Alberta and across Canada.



Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

Questions or Suggestions?

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

X-RAY IN USE

Radiation Safety Week

November 5-11, 2023

Monica Clair, RVT, PIPS Administrator, ABVMA,
with support from the ABVTA

Radiation safety is important for all staff and patients within the veterinary practice entity (VPE).

Training and safe work practices and procedures are essential to keep radiation exposure of staff and patients to a minimum and encourage a safe workplace. The effects of chronic low-dose radiation may not be observed for a long period of time and appear years after the exposure. Implementing hands-free radiography techniques will reduce occupational radiation exposure to veterinary staff by increasing the distance from the X-ray source during exposure. Distance can range from a few steps to out of the room, when possible. Hands-free techniques must prioritize patient comfort and safety.

The PIPS Bylaw requires that each VPE using radiation equipment has a documented Radiology Quality Assurance Program in place, consistent with that outlined in the ABVMA's Radiation Protection and Laser Safety Program Manual.

One of the most common PIPS inspection deficiencies is an incomplete radiation quality assurance program.

The components of the Radiation Quality Assurance Program are:

- Radiology log
- Code of practice for employees

- Documented dosimetry records
- Documented annual testing of protective clothing
- Repeat analysis summarized for month-by-month comparison for each radiation unit
- Quality control tests performed on each radiation unit

The repeat/reject analysis must be completed monthly on each radiation unit. There are sample repeat analysis forms found on [page 36 of the manual](#) or in the [radiation sample forms](#) section of the ABVMA website.

The goal of quality control tests is to isolate and correct potential problems and to detect changes in X-ray equipment function from its original level of performance before the changes



“ I saw these videos that had been added to the ABVMA website when we were doing our checklist of the PIPS Post-Opening Inspection at Bowmont and I think the videos are fantastic!

When we were trying to create our Monthly/Weekly/Yearly Maintenance Schedule for our new digital X-ray machine we purchased for this hospital in 2019, I definitely struggled to find clear instructions on what tests to do and how to do them for digital radiograph Quality Control. I could only find older manuals that described the calibration tests and were difficult to follow...so I ended up making my own instructions with pictures at the time. I think these videos are very helpful as they clearly illustrate how to perform the QC tests properly and give detailed instructions on how to perform them. This will enable clinics to set up their Radiation Safety and Quality Control programs more easily and provide a great teaching resource for their staff on how to perform these tests.”

Lacey Arceneaux,
Bowmont Animal Hospital (1998) Ltd.



become significant enough to affect the quality of the diagnostic images or cause safety issues.

These are quality control tests and checks that are done daily, weekly, monthly, quarterly and annually to ensure radiation equipment is functioning properly. These test results must be recorded and maintained on all radiation equipment.

Sample templates are available on the member portal. Page 21 to 22 of the [Radiation Protection and Laser Safety Program Manual](#) has a template with daily, weekly, monthly, quarterly and annual testing.

In 2022, the ABVMA partnered with [Hands-Free Xrays](#) to develop a [Radiation Protection Program Quality Assurance Video Series](#). Guidance and information were sought out from radiation equipment manufacturers, an author of Lavin's *Radiography for Veterinary Technicians* textbook and the Radiation Safety Institute of Canada. These videos are intended to assist veterinary practices in conducting the quality control tests that are being performed by a registered veterinary technologist (RVT) or veterinarian. Some veterinary practices hire an X-ray servicing company to complete their annual quality control testing. This is considered acceptable; however, it is the practice's responsibility to retain these records for five years.

The 16 videos can be found after logging into your practice or member portal of the ABVMA website under Practice Resources/Radiation Program. The series includes brief videos on how to complete things such as monthly repeat/reject analysis, collimator alignment test (coin test), tube, table and tube stand stability, testing of PPE, and dental X-ray arm and tube head tests. Tests should be conducted

“ These videos have been very helpful in implementing a radiation safety program in our new clinic. These videos give straightforward instructions on how and why we are to perform these important safety tests. As an introduction/ training to radiation safety, I am having all staff watch the general radiation safety video. They are great, short and sweet videos that make, what (feels like) can be a daunting task, a little easier.”

Christine Carswell, RVT,
Seton Veterinary Clinic

on a regular, set schedule and should be arranged when the least amount of clinic disruption occurs. Veterinary practices must also follow the equipment manufacturer guidelines.

The video series also includes a [general radiation safety video for the entire team](#). This video is an excellent training tool for lay staff who assist with diagnostic imaging procedures.

The Radiation Protection and Laser Safety Program Manual has been revised to align with the release of these videos. Radiation sample forms have been updated and are now found [under the radiation program page](#).

Check out your ABVMA member portal under Practice Resources/ Radiation Program. There is an [ABVMA radiation safety poster](#) available to download and print.

If you have questions, please email pips@abvma.ca.

Radiation Safety Webinar coming soon

The ABVMA and ABVTA are recognizing Radiation Safety Week, Nov. 5-11, 2023, and will be hosting a webinar to promote radiation protection program quality assurance and radiation safety.



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A Season of Change: Government Priorities and ABVMA Opportunities

Pam Cholak, ABVMA Government Relations Advocate, President, What Matters Consulting

"The only constant in life is change." - Greek philosopher Heraclitus

ON MAY 29, 2023, ALBERTANS

elected the United Conservative Party (UCP) as their government for the next four years. Danielle Smith remained as Alberta's 19th Premier while Rachel Notley, leader of the NDP, retained her position as Leader of the Official Opposition. Despite the UCP retaining its majority government with 49 seats (44 was needed for a majority win), Premier Smith was down 11 seats compared to the 2019 election that saw the largest conservative government in Alberta. Meanwhile, the NDP won 38 seats, adding 15 seats over their 2019 election results. Alberta elected one independent MLA. This election significantly changed Alberta's political arena, making ABVMA's advocacy complex and essential amid change.

To some, neither a UCP majority government nor an NDP opposition indicates any change in the political landscape in Alberta. Yet, the election changed everything from a government relations perspective. This election provided Premier Smith with a slim conservative majority and the opportunity

for a complete rebrand from her days as Wildrose leader, as a floor crosser to the Jim Prentice led Progressive Conservatives, and as an unelected Premier and as a talk show host. In her election night victory speech, Premier Smith atoned:

"Whatever I may have said or thought in the past while I was on talk radio, Albertans are my bosses now and my oath is to serve you and no one else. I love this province and everything it stands for."


Meanwhile, Rachel Notley is facing criticism for her election loss and is facing ongoing pressure for the need to rebrand herself and her caucus as more aligned to Albertans than left wing federal socialists, as the NDP were portrayed by the UCP in the election. The Honourable Leader of the Opposition is also managing a relatively new caucus unfamiliar with legislature processes and caucus politics. Leadership has perhaps

never been so fragile and divided in Alberta post-election.

Since the May election, change has been constant in both structure of government, people and priorities. While more women are now in cabinet, there is no longer any government representation from Edmonton. The NDP swept the Edmonton region, eliminating the only UCP MLA and previous Minister of Labour and Immigration, Kaycee Madu, who attended the ABVMA AGM in February 2023. ABVMA also lost advocates Jason Copping and

Tyler Shandro, who lost their seats, and Travis Toews, who retired from political life.

Twenty-four ministers comprise Premier Smith's new cabinet, with an unprecedented 10 new caucus members taking the helm as ministers.



Leadership has perhaps never been so fragile and divided in Alberta post-election.



Ministry names have been changed, including the elimination of a Labour ministry, which is now divided between three ministries: Immigration; Jobs, Economy and Trade; and Advanced Education, where responsibility for professional regulation and the *Veterinary Profession Act* reside. There are eight parliamentary secretaries tasked with focusing on specific priorities including Indigenous relations, agrifood development, rural health and small business and northern development.

ABVMA must re-establish itself and its priorities with our new government and the new opposition.

Government priorities include health reform and addressing addictions, affordability, economic development, building targeted workforce capacity, addressing crime, red tape reduction, balanced budgets and building an Alberta First agenda, which advocates to the Liberal federal government for Alberta priorities and programs.

“So what?,” you may be asking. Does any of this impact the ABVMA and its government relations? Yes, is the simple answer. ABVMA must re-establish itself and its priorities with our new government and the new opposition. While previous relationships and education on veterinary medicine for re-elected MLAs is not lost, it is mission critical that the ABVMA establish relationships with new cabinet ministers and those re-elected who are all in new portfolios, such as the Honourable Nate Horner, formerly Agriculture and Irrigation Minister, who is now the President of Treasury Board and Minister of Finance. Acquainting new ABVMA leadership under Dr. Megan Bergman with the many new government and opposition MLAs is an opportunity to be leveraged.

Eleven ministries directly impact ABVMA, including Advanced Education, Agriculture and Irrigation, and Jobs, Economy and Trade and Immigration. Connection to these ministries is important as we highlight the significance of veterinary medicine to animal care, the Alberta economy and the sustainability of our communities. Also critical is ABVMA's alignment to government priorities that includes workforce development and rural sustainability. The *Professional Governance Act* has been identified as a priority item in the Premier's mandate letter to the Minister of Advanced Education, making it essential

This election significantly changed Alberta's political arena, making ABVMA's advocacy complex and essential amid change.

that the ABVMA is prepared for regulatory change and advocating for its position.

As I watch the world today, there are wars in Ukraine and Israel, protests are occurring across our nation and many face affordability concerns. Amid the world's state of turbulence and change, I remain grateful for the consistency of ABVMA leadership and advocacy engagement. My thanks to Dr. Buote and Dr. Dalton for their work on government relations and their dedication to educating me and many about your profession. I look forward to working with Dr. Bergman in this season of change.



Horizon Veterinary Services

Dr. Layne Manson and Dr. Clayton Brandt

Let us introduce you to Horizon Veterinary Services. We are Medicine Hat's newest veterinary practice. Our clinic is locally owned and operated. We have been in operation since Aug. 22, 2022, and just completed our one-year anniversary. Our focus is small animal general veterinary practice. We offer a variety of services, including wellness and vaccinations appointments, surgical and dental procedures, medical workups equipped with comprehensive in-house diagnostics (bloodwork, digital radiography and ultrasound) and euthanasia.

WE HAD THE PLEASURE OF DESIGNING the building from the ground up to fit our needs exactly. Due to the lack of architecture firms in our area familiar with veterinary clinic designs, we pooled our knowledge together to design a veterinary clinic that encompasses all of the characteristics that we were looking for. Throughout our education rotations and previous

employment, we were able to develop an understanding of the pros and cons of many different clinic designs to find what worked best for us. We wanted to focus on open-concept designs in our main areas including treatment, reception and surgery. The schematics we drew created the groundwork for our contractor and engineers to work off of and design our ideal clinic.

Altogether, the end design was approximately 9,000 square feet. The main level is 5,000 square feet and hosts the animal treatment facilities. This includes a large reception area with vaulted ceilings where we carry a selection of prescription and non-prescription diets. We have six exam rooms, a large treatment area with four examination tables, a surgical suite with two surgery tables, a brand new



Radiology



Treatment area

IDEXX digital radiology machine, small dog/cat kennel rooms, large dog runs and an isolation ward. With dental procedures being a key in overall animal health, we built in a designated dental suite fully equipped with radiology, a Prestige Dentaire machine and full anesthetic equipment. We are also equipped with a full in-house lab which features the latest IDEXX equipment.

We wanted to ensure that we are able to minimize stress for patients coming into the clinic and while staying in the clinic. As a result, we have implemented protocols that as patients come into reception, they are placed in an exam room immediately. This limits interactions between animals to reduce stress during waiting and has the added benefit of minimizing spread of infectious diseases and preventing confrontation in the waiting area. Our exam rooms are designed with two door access – one from reception and one from a back hallway

that connects to our treatment area. This allows a pet to be easily taken into the back for diagnostics without having to enter the reception area. This ensures a smooth workflow throughout the clinic and minimizes pinch points. We have built in a couple of hallways that also act as sound barriers to prevent a hectic atmosphere that is all too common in many clinic settings.

The upper level is a 4,000-square-foot mezzanine encompassing all of our staff areas. This includes a large kitchen/lunchroom, boardroom, multiple offices, a sitting area and a 1,400-square-foot gym/staff enrichment area. The staff enrichment area was a priority for us when we designed the clinic due to the mental stresses that plague our industry. It is equipped with a power rack for strength training, a complete set of dumbbells, two BowFlex machines for a total body workout and an elliptical, a treadmill and a Blitz/

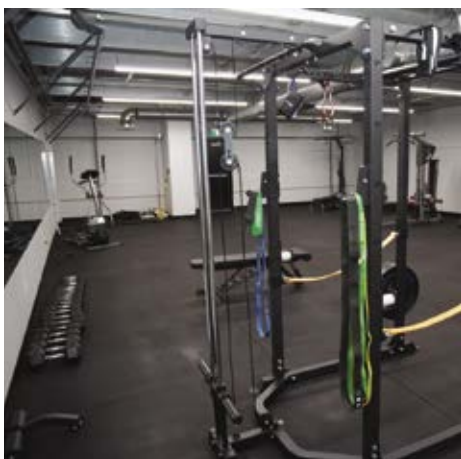
...we pooled our knowledge together to design a veterinary clinic that encompasses all of the characteristics that we were looking for.

Assault Bike for cardio. The entire floor is covered with CrossFit rubber mats, and we have installed mirrors lining the walls for a complete gym experience. The area also offers a nice spot for stretching, yoga and other activities.

We utilize a team approach at every level of our practice to ensure a comprehensive and smooth experience for our clients and patients from the moment that they walk into the door until the moment that they leave.

We work closely with the Medicine Hat Police Department to provide care for their canine unit and ensure that the police dogs are able to serve our community to their full extent.

At Horizon Veterinary Services, our team environment and push for strong mental health in our staff help ensure that we are able to provide optimal care to the patients and clients coming through the door.



Exercise equipment



Surgical suite



Staff kitchen

ABVMA is a Partner in TPP Alberta

Phil Buote (he/him), Deputy Registrar and Complaints Director

THINK ABOUT THIS: A YOUNG

veterinarian with a several years-long history of alcohol addiction and depression self-prescribed gabapentin. The prescriptions were filled outside of the practice and were deleted from the medical records. A non-fatal suicide attempt resulted in a period of hospitalization. The self-prescribing of gabapentin occurred before and after the period of hospitalization. Fortunately, the veterinary practice discovered the prescriptions and took action to get the veterinarian some assistance.

Another veterinarian dealing with chronic pain resorted to taking hydromorphone from a practice where they were working. This was discovered on the practice surveillance video and the practice owner took steps to get the veterinarian help.

These are real cases of diversion and addiction of drugs in a veterinary practice. The details are scant to protect the identity of the veterinarians involved. The cases are mentioned to provide context for the importance of measures to reduce risk to ABVMA members, including the ABVMA partnership in Tracked Prescription Program (TPP) Alberta.

Veterinary Professionals at Risk

Veterinarians are unique in that they are defined in Federal legislation as a practitioner who has the authority to prescribe and are entitled through Alberta legislation (the *Veterinary Profession Act*) to dispense drugs. With this privilege comes significant risks with regard to the accessibility of narcotic, controlled and targeted substances. The nature of these pharmaceuticals in these categories carry a risk of diversion and addiction. This risk extends well beyond the patient being treated and can impact the patient's owner and the general public as well as veterinarians, veterinary technologists and practice staff.

Incidents of addiction, self-medication, drug diversion, theft, fraud and other illegal activities are all too common. It is

the veterinary profession's responsibility to ensure that continued access to these necessary products is maintained through processes that guarantee their safe use in all situations.

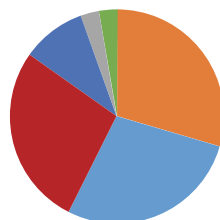
TPP Alberta

ABVMA is committed to the protection of public and member wellness. Accordingly, the Council directive for prescribing narcotics, controlled and other targeted substances is that the ABVMA participates fully in the TPP. ABVMA is a partner in the program that is administered by the College of Physicians and Surgeons of Alberta (CPSA).

Veterinarian prescriptions for animal clients are monitored by TPP Alberta, as it provides a safeguard for veterinary professionals and there is a potential for misuse by the human owners of the animal patients. The program publishes a TPP Opioid and Benzodiazepine Atlas to report on the program and outcomes. Highlights pertaining to veterinarian prescriptions for opioids and benzodiazepines and z-drugs are presented as follows:

In 2021, 997 veterinarians in Alberta prescribed 18,435 opioid prescriptions for animal clients. The five most commonly prescribed ingredients are shown here.

Opioid Prescriptions by Ingredient for Veterinarian Prescribers, 2021

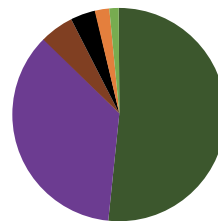


Note: The % column represents the number of prescriptions for each main ingredient as a proportion of all opioids prescribed by veterinarians. Proportion of veterinarian opioid prescriptions is not shown because they are available from a different source and for a different set of patients (non-human).

Main Ingredient	Prescriptions	%
Tramadol	5,435	29.5
Buprenorphine	5,181	28.1
Hydrocodone	4,955	26.9
Codeine	1,816	9.9
Oxycodone	522	3.0
Other Ingredients	496	2.2

In 2021, 499 veterinarians prescribed 1,678 benzodiazepines and Z-drugs prescriptions for animal clients. The five most commonly prescribed ingredients are shown here.

BDZ/Z Prescriptions by Ingredient for Veterinarian Prescribers, 2021



Note: The % column represents the number of prescriptions for each main ingredient as a proportion of all BDZ/Z prescribed by veterinarians. Proportion of veterinarian BDZ/Z prescriptions is not shown because they are available from a different source and for a different set of patients (non-human).

Main Ingredient	Prescriptions	%
Alprazolam	869	51.8
Diazepam	599	35.7
Clorazepate Dipotassium	87	5.2
Midazolam	61	3.6
Lorazepam	37	2.2
Other Ingredients	25	1.5

The data source for veterinarian prescriptions of controlled drugs for animals is the TPP Alberta prescription drug monitoring program, as prescriptions for animal patients are not captured in the Pharmaceutical Information Network (PIN).

ABVMA partnering in the TPP Alberta program provides an important measure to mitigate the risks of narcotic, controlled and targeted substances to veterinary professionals, practice staff and the public.

References:

The TPP Annual Report available at: <https://static1.squarespace.com/static/614c8a3e3da79a13089ab6a3/t/64667b8a5f639d7702/f6fa6f1684437905346/TPP+Annual+Report+2022-2023.pdf>



TPP Opioid and Benzodiazepine Atlas available at: <https://static1.squarespace.com/static/614c8a3e3da79a13089ab6a3/t/63924a93778117525d9dbb41/1670531735485/2021TPPAtlas.pdf>



Food Animal RVTs Put Their Skills to Use in Peace Country

Dr. Evan Lowe, Emerson Trail Veterinary Services

EMERSON TRAIL VETERINARY SERVICES IS A LIVESTOCK veterinary clinic that primarily focuses on beef cattle, bison and elk in the Peace Country. As a solo veterinarian, Dr. Lowe covers an enormous area (>250km radius) and can get stretched pretty thin. Fall is preg testing season for them, keeping them busy from September until the middle of January.

The policy change by the ABVMA in regards to delegation of pregnancy detection in cattle by ultrasound to RVTs has made an incredible difference to their clinic and clients.

We have one full-time RVT and one part-time RVT who both took Production Animal Ultrasound Pregnancy Detection at Northwestern Polytechnic in the fall of 2022. This course and extra training for our RVTs has truly altered the course of our veterinary practice. Covering such a large area often means that Dr. Lowe is unavailable for other farms and livestock – it's difficult to look at a down cow when he is preg testing 300 km in the opposite direction.

Now, having two highly skilled and qualified RVTs preg testing, they are able to service our clients in a timelier fashion, and they have more room in the schedule to accommodate for emergencies and smaller producers. It has also given Dr. Lowe, as the veterinarian, more time for disease outbreak cases, client education and individual animal medicine. They have already scheduled multiple client education events this fall and are able to have more time to develop clinic protocols and cattle health recommendations.

Preg testing has always been a way for vets to get on farm and visit with producers about their herd and build rapport. It is a valuable tool for producers in increasing their herds' efficiency and developing a relationship with their vet. An RVT can do a great job at this too, allowing the large animal veterinarian to focus more on medicine and prevention. Though Dr. Lowe greatly enjoys being on farm, he tends to learn more about a client's herd health management during an intentional conversation over the phone than in the midst of moving animals through a loud handling system.

Their RVTs have done a great job of turning their extra training into another valuable skill in their toolbox. They have thoroughly enjoyed the opportunity to expand their job description and to contribute to a need in the clinic and community. It is so important that our RVTs have job satisfaction and have avenues to demonstrate and use their skills. We are so thankful for all the positive change this program has brought to our team, our business and our livestock producers.

It is so important that our RVTs have job satisfaction and have avenues to demonstrate and use their skills.



Tamara Kuriga and Jennekah Olsen, RVTs



Jennekah Olsen, RVT

Bridging the Workforce Gap: Services Provided by Immigration, Refugees and Citizenship Canada for Employers



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

WITH THE ONGOING LABOUR

shortages in Canada, employers across various sectors, including the veterinary industry, find themselves grappling with the challenge of sourcing qualified workers locally. As of the first quarter of 2023, the demand for veterinarians and animal health professionals far exceeded the available workforce, with 900 job vacancies for veterinarians and 830 vacancies for animal health technologists and veterinary technicians nationwide.¹ While it is crucial for employers to prioritize Canadian citizens, permanent residents, Indigenous people and underrepresented groups when addressing skill shortages, the reality is that local talent pools often fall short of meeting demands. As a result, an increasing number of employers are turning to global recruitment to fill vital positions.

At Immigration, Refugees and Citizenship Canada (IRCC), the services provided by IRCC Outreach Officers play an important role in addressing these challenges. They understand the difficulties employers face in today's competitive job market and are dedicated to offering guidance and support to employers considering or currently engaged in global recruitment efforts.

How IRCC Can Help

IRCC has a dedicated network of Outreach Officers strategically located throughout Canada. They specialize in offering valuable information and guidance to employers, helping them navigate Canada's immigration system to attract and retain skilled workers from around the world. The complexities of the immigration process can be overwhelming, but IRCC Outreach Officers are available to assist employers every step of the way.

Employers can consult with Outreach Officers via phone calls, virtual meetings,

emails and seminars. Hiring foreign workers is an intricate process but the rewards are substantial when considering the wealth of benefits associated with employing internationally trained talent.

Real-World Success Stories

The following are two recent examples that highlight the significant impact IRCC Outreach Officers can have on companies:

1. A Western Canadian company faced a dire shortage of local talent necessary to run their operations at full capacity. They reached out to the IRCC Outreach Officer in their region, who provided invaluable guidance on the Temporary Foreign Worker Program. The company obtained Labour Market Impact Assessments to hire foreign workers abroad and ensured suitable housing was available for these new hires upon their arrival. As a result, the company transitioned from a seasonal operation to a year-round business, realizing the potential of global recruitment.
2. Another company encountered difficulties in staffing various positions crucial to their growth. An IRCC Outreach Officer offered a range of options, including information on Labour Market Impact Assessment exemptions. The company opted for the Francophone mobility program, enabling them to hire multiple foreign workers to sustain and expand their operations.

No Business Too Small or Large

It is important to note that no business is too small or large to seek guidance from IRCC Outreach Officers. While they do not process individual applications or expedite them, they are committed to providing clarity on available programs and the associated requirements for hiring

[IRCC is] committed to providing clarity on available programs and the associated requirements for hiring qualified international talent.

qualified international talent. Moreover, they actively listen to feedback and relay grassroots concerns to help improve the way IRCC serves employers and prospective applicants.



Contact IRCC Outreach Officers

If you are an employer seeking more information or guidance, please don't hesitate to

contact IRCC's dedicated Outreach Officers. They are available to assist you in navigating the complexities of Canada's immigration system and help you harness the benefits of global recruitment to bridge workforce gaps and drive your business forward. By providing expertise and guidance, IRCC Outreach Officers empower businesses to tap into the global talent pool, ensuring the continued growth and success of Canada's industries. Contact them today at promotion@cic.gc.ca and embark on a journey toward a more vibrant and dynamic workforce.

¹Statistics Canada <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410032801>

Investing in Employee Health and Well-Being

Part One: The current low-down on paid sick leave in vet med

Dr. Kathy Keil

IN THIS THREE-PART SERIES, WE'LL start a conversation about paid sick leave in vet med. We'll begin with the scary truth in part one.

According to [Public Services and Procurement Canada](#), sick leave is a form of paid leave and is intended to protect your income when or if you are incapable of performing your duties due to non-occupational illness or injury. In Canada, 58% of workers reported having no access to employer-paid sick days, based on a [University of B.C. analysis](#) of 2016 Statistics Canada data. This percentage is even higher for those who earn less than \$25,000 — more than 70% had no paid sick leave. A more recent report published in 2019 from the [Canadian Centre for Policy Alternatives](#), reported that “only 38% per cent of illness or disability leave and 23% of family responsibility leave



was paid by employers in 2019, compared to 72% of vacation leave.” And things are not going in the right direction. Based on a 2020 study, only 28% of the large Canadian companies surveyed offered adequate sick leave, which was defined as at least 10 paid days per year. [‘If you're sick, stay home’ is a non-starter for many Canadians](#) | [CBC News](#). According to the [2022 RVT Compensation Review Report](#), of the 1,253 respondents, 969 responded to the question of paid sick leave with a range of

Nearly one-third of the RVTs reported having no employer-paid sick days and 22% having five days per year.

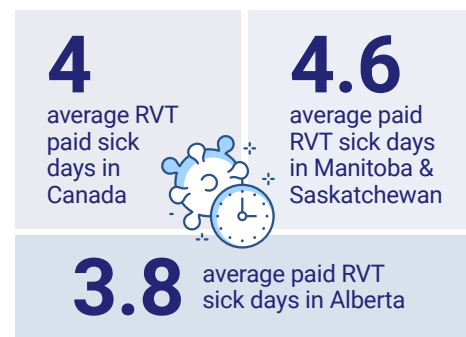
0 to 15 days per year for an overall average of four days per year. Alberta lagged slightly behind averaging 3.8 paid sick days per year (rural practice RVTs reporting average 2.7 days and urban practice RVTs reporting average 4.1 days) whereas both Manitoba and Saskatchewan averaged 4.6 days per year. Nearly one-third of the RVTs reported having no employer-paid sick days and 22% having five days per year. At the time of writing, no such data exists on paid sick leaves provided to veterinarians in Alberta. Based on this report, [ABVTA 2022 summary](#) recommends that while paid sick leave is not regulated, it should be provided as part of a comprehensive compensation package at a rate of five days of paid sick leave annually, and ideally employees have sick leave as opposed to using vacation leave when ill to ensure there is time set aside specifically for illness. While there has always been a need for paid sick leave, COVID-19 definitely shone a spotlight on how important and crucial it truly is, especially in veterinary medicine.

Earlier this year, ABVMA and ABVTA co-released The WorkPack, A Professional Retention Toolkit ([workpack.abvma.ca/](#)). This Toolkit contains ideas and possible actions to positively impact staff recruitment and retention in veterinary workplaces. Chapter 3, titled Supportive

Workplaces, describes the many aspects of the workplace that contribute to supportive workplaces. Providing employer-paid leave fosters a supportive and positive workplace by prioritizing employee health and well-being, which in turn can lead to improved morale, retention, teamwork and organizational success.

As such, this article delves into:

- the benefits of employer-paid sick leave
- the costs of not having paid sick leave
- tips for those in a supervisory role when managing longer-term sick leave
- actionable next steps



The reader will notice that there are numerous connections back to topics covered in Chapter 3.

It's not all doom and gloom. As employers, there is an opportunity to improve paid sick leave in the workplace.

Watch your next issue for part two of Investing in Employee Health and Well-Being: Why employer-paid sick leave is a good prescription for vet med, where we'll cover the benefits and cost of having or not having employer-paid sick leave.

Can't wait to read the rest? The full three-part series is available on the Wellness page on the ABVMA member portal.

Attracting Internationally Trained Talent

Darlene Donszelmann, DVM, CEO, Canada VetWork Inc.

THERE IS GROWING UNEASE AT THE

state of the veterinary workforce in Alberta, and in the rest of Canada. With population growth, a higher demand for veterinary care, and veterinarians retiring or changing vocations faster than our schools can replace them, the situation is growing dire. The veterinary profession in Alberta is currently in crisis mode: reducing emergency hours, booking far in advance, not to mention the mental health concerns facing team members. While Canadian schools have responded with additional seats, we know that veterinary graduates filling the 2025 expansion seats (rounding UCVM seats to 100) will not hit the workforce until 2029.

The situation demands swift action.

The Veterinary Professional Workforce Project study prepared for the ABVMA in 2021 by Malatest & Associates Ltd. reflected that one solution to the short- and medium-term gap in the workforce is hiring international veterinarians. Hiring internationally is not unknown in Alberta. For years Alberta veterinary employers have been relying on approximately 20% of the new veterinarians in our workforce to be coming from international sources. (Malatest, 2021)

What are the sources for these veterinarians?

There are five main sources of international graduates entering the Alberta workforce.

1. Canadian veterinarians returning after graduating abroad;
2. International veterinary graduates from AVMA COE Non-Accredited programs residing abroad;
3. International veterinary graduates from AVMA COE Non-Accredited programs who are currently residing in Canada and either working in other jobs, working in animal health positions, or taking post-graduate education;
4. International veterinary graduates from AVMA COE Accredited programs who are currently residing in Canada and either working in other jobs, working in

animal health positions, or taking post-graduate education in Canada; and

5. International veterinary graduates from AVMA COE Accredited programs.

When hiring internationally trained veterinarians, it is essential to consider and understand the differences between these groups of potential veterinarians. Consider:

- Immigration status: type of visa or work permit required and potential need for Labour Market Impact Assessment (LMIA)
- Credentials of the applicant including graduation from an AVMA-COE accredited school or lack thereof
- Clinical experience: derived from a combination of access to equipment, resources for learning and animal cases; or work experience

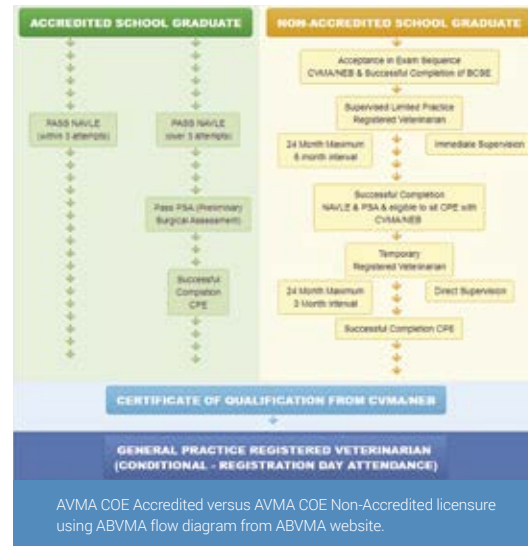
See Figure 1: AVMA COE Accredited versus AVMA COE Non-Accredited licensure using ABVMA flow diagram from ABVMA website.

Navigating immigration is often the first roadblock to hiring internationally. While some internationally trained veterinarians may already have the ability to work in Canada (based on Canadian citizenship or prior immigration to Canada), many employers will need to go through the LMIA process in order to hire them. Additionally, several opportunities exist that eliminate the need for an LMIA through new immigration programs and trade agreements, which significantly reduces the hurdle of immigration for veterinarians meeting LMIA exemption requirements.

The ABVMA recently engaged Immigration, Refugees and Citizenship Canada (IRCC) Domestic Network to present a session for employers. The session took place on Sunday, Oct. 15, 2023, at the CanWest Veterinary Conference.

There are several different sources for international graduates who could work in Canada, and the pathway to work in Canada is unique to each group. See Figure 2: Veterinarian Hiring Source Chart.

Figure 1



Canadian Graduates of International Schools

The first source of international veterinarians is thought to be quite small and select, however, immigration status is not currently required or collected by the National Examining Board (NEB). Canadians graduate from veterinary colleges outside of Canada each year. They may be graduating from either AVMA COE Accredited or Non-AVMA COE Accredited colleges (see Terminology below as well as the flow chart on licensure for implications). Some return and some delay or never return to Canada. This group faces very few hurdles with regards to immigration and acclimation to Canadian culture, though mentorship will still be a vital part of their success.





Non-AVMA COE Accredited, not residing in Canada

The second source is international graduates of Non-AVMA COE Accredited programs. This is a very large potential pool of candidates. There is a directory of non-accredited programs available at <https://www.avma.org/sites/default/files/2023-06/ECFVG-list-veterinary-colleges.pdf>. This is the most difficult of processes for both immigration and licensing. This group of veterinarians will

¹The Clinical Proficiency Examination includes seven sections offered over two days: Small Animal, Production Animal and Equine, Radiology, Pathology, Clinical Pathology, Anesthesia, and Surgery (SA).

need to complete the National Examining Board (NEB) exam sequence (Language exam > NEB Registration > BCSE > North American Veterinary Licensing Exam (NAVLE) > Pre-surgical Assessment (PSA)

Figure 2

Source	Time to Full Licensure	Eligibility for Supervised Licensure	Immigration Paperwork
1. Canadian Int'l Grads	COE-Accredited Non-Accredited	COE-Accredited ✓ Language Exam* ✓ NEB registration Non-Accredited ✓ Language exam* ✓ NEB registration ✓ BCSE	
2. Non-Accred. Grads not in Canada		✓ Language exam* ✓ NEB registration ✓ BCSE	 *Some exceptions to AVMA exist, including paperwork
3. Non-Accred. Grads in Canada		✓ Language Exam* ✓ NEB registration ✓ BCSE	 *AVMA process may apply depending on status in Canada
4. COE-Accred. Grads in Canada		✓ Language Exam* ✓ NEB registration	 *AVMA process may apply depending on status in Canada
5. COE-Accred. Grads not in Canada		✓ Language Exam* ✓ NEB registration	 *Some exceptions to AVMA exist, including paperwork

Veterinarian Hiring Source Chart. Credit: Joy Jensen, Canada VetWork Inc.

> Clinical Proficiency Exam¹ (CPE) (Figure 1) to obtain a certificate of Qualification (C of Q) and register to become fully licensed in Alberta. While this group of candidates can practice in Alberta under a "Supervised Limited Practice Registered Veterinarian" or "Temporary registered Veterinarian" license under Immediate, Direct or Indirect Supervision at specified times in the process; they and their employers face hurdles at every step.

The challenges may include language, exam fees, travel to examination sites and accommodation there, difficulty in obtaining timely and relevant production

animal and equine skills in preparation for those CPE sections, and often the necessity to retake failed examinations. Aside from those challenges, workers new to Canada (and their families) face relocation and

transitioning to work and live in another culture, at their workplace, and at home in their new community. Tasks such as obtaining a SIN, opening a bank account, and completing forms to receive Alberta Healthcare benefits can be quite daunting, especially when English (or French) is not your first language.

Non-AVMA COE Accredited, residing in Canada

The third potential group of international veterinarians for hiring in Alberta includes those who are already residing in Canada and working in some capacity or going to graduate school. This potential source of Non-AVMA COE Accredited program graduates and their employers face all of the same challenges noted for the second group above except they are likely already more language proficient, have some understanding of Canadian culture and lifestyle. They also will not face the deluge of "new to Canada" hurdles that those who are not yet in the country will need to overcome.

AVMA COE Accredited, residing in Canada

The fourth potential group of international veterinarians for hiring in Alberta includes those graduates of AVMA COE Accredited programs already residing in Canada and working in some capacity or going to graduate school. This group can be registered as a "Supervised Limited Practice Registered Veterinarian" working under supervision

once registered with the NEB, following the Language examination. Full licensure as a "General Practice Registered Veterinarian" can be applied for after passing the NAVLE and obtaining a Certificate of Qualification. As a result of the combined shorter process to licensure (Figure 1) and depending on their status with immigration, this potential group can be quite quickly mobilized into the veterinary workforce.

AVMA COE Accredited, not residing in Canada

The fifth source of International veterinary graduates are those who graduated from AVMA COE Accredited programs. There is tremendous potential for this group of applicants to enter the Alberta workforce much more quickly than groups 2 and 3 above. This group can be registered as a "Supervised Limited Practice Registered Veterinarian" working under supervision once registered with the NEB following the Language examination. Finally, this group of potential international veterinarians is also eligible for the shorter process to licensure (Figure 1). Veterinarians in this group are eligible for licensure as a "General Practice Registered Veterinarian" upon passing the NAVLE and obtaining a Certificate of Qualification.

Hiring international veterinarians can be both daunting and rewarding. Alberta stands uniquely poised to tap into a rich workforce of dedicated and skilled internationally trained veterinarians. All that is required is the courage to welcome new faces into our clinics, and to mentor and support them through their transition into Canadian practice. For the health of the veterinary workforce and animal welfare, we must find that courage.

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.

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WorkPack: A Professional Retention Toolkit

A Commitment to Teamwork

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

CHAPTER 3 OF WORKPACK IS ABOUT SUPPORTIVE

Workplaces. There is overlap – where there is a supportive workplace there is optimum teamwork and there are likely also characteristics of a high performing team (chapter 1) and aspects of relational coordination (chapter 2).

The definition of teamwork adopted in WorkPack is “a set of interrelated knowledge, skills and attitudes that facilitate coordinated, adaptive performance, supporting one’s teammates, objectives and mission” (TeamSTEPSS).

By optimizing teamwork, a veterinary practice will be investing in a supportive and positive workplace with the following expected benefits:

- Increased job satisfaction
- Increased engagement
- Increased patient safety
- Decreased compassion fatigue and burnout

Setting the stage

To set the stage for optimum teamwork, the goal is to create a culture where differences, diversity and inclusion are welcomed. This creates an atmosphere of psychological safety for people to take risks, work without fear, share their concerns, ask questions and be authentic. A good example of this is holding mistake meetings, discussed in chapter 2.

It may seem counterintuitive that workplace policies are important in establishing a workplace culture. Policies are important as they set norms and expectations for behaviours. Policies help to create a veterinary workplace where employees want to come to work, are physically and psychologically safe, are clear on their expectations and understand their responsibilities.

In the absence of consciously considering the shaping of workplace culture, culture will basically be left to chance or “the squeakiest wheel.”

It is sobering to consider that a toxic culture is 10 times more predictive of people leaving their employment than compensation.

Teamwork – steps to improve it

1. Strong onboarding process: leaders must be involved in the training and mentoring to model collaboration and a supportive culture from the top down.
2. Promote practice values
3. Focus on cultural diversity and inclusion
4. Joint reflection about teamwork during clinical event debriefings
5. Team training and systems improvement
 - a. check out this resource:
<https://www.workplacestrategiesformentalhealth.com/resources/team-building-activities>
 - b. host in-house continuing education sessions for the whole team such as communication skills for challenging clients, RECOVER CPR, etc. Learning together fosters a feeling of team.



6. Use the IPO framework systemic input–process–output (IPO) to review patient care and improve patient outcomes
7. Document a transparent process for progression and promotion
8. Recognize team members who achieve success

There are two key competencies that are particularly important in developing a healthy workplace culture, a supportive workplace and optimizing teamwork:

1. Trust (<https://www.workplacestrategiesformentalhealth.com/resources/building-trust-for-leaders>)
2. Psychological Safety (see chapter 5)

Trust takes time to develop within a team and is totally worth it once you are there.

Whether you are an employer or an employee, come from an attitude of curiosity in shifting from “this is what we’ve always done” (fixed mindset) to “this is what we’re going to try/could we try this” (growth mindset).

Workplace dynamics, from culture to teamwork, are interconnected and this chapter aims to provide a holistic approach to improving employee retention and well-being in the veterinary industry.

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



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

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

AS THE WEATHER COOLS DOWN AND

the holiday season draws near, UCVM students and faculty are hard at work with events and celebrating the accomplishments of their peers.

Our welcome back BBQ was a blast for both staff and faculty, featuring an exhilarating downhill karting adventure that fostered camaraderie and healthy competition. It served as an exciting launch into the new semester.

Later in the fall, we hosted two of our signature yearly events. In September, we were proud to bring together students, professors and researchers from all over the world at the Calgary International Equine Symposium. It was amazing to see the dedication that went into the posters and presentations. Dr. Nathalie Reisbig was the deserving recipient of the \$10,000 award for her presentation on rein-lameness associated with inflammation of the equine temporomandibular joint. Three other award recipients celebrated with \$1,000 each. This event was only possible because of support from our sponsors including presenting

sponsor Spruce Meadows, keynote sponsor Dechra, Boehringer Ingelheim, Nortev and the University of Calgary's Hunter Hub for Entrepreneurial Thinking.

In November, we held another personal favourite of mine, the Canadian Emerging Veterinary Scholars Summit (CEVSS), which united exceptional veterinary research scholars from all Canadian vet schools. Witnessing students expand their scientific knowledge, skills and professional networks was truly inspiring. We extend our heartfelt thank you to Merck for their ongoing support of CEVSS.

UCVM played a pivotal role in this year's CanWest Veterinary Conference held in Banff from October 14-17. Four pre-conference wet labs led by UCVM faculty, including two Small Point-of-Care Ultrasound (POCUS) labs, RECOVER BLS and ALS, and Practical Equine Ultrasonography for the Field, Abdomen (FLASH) and Thorax, displayed our expertise. UCVM was well represented at the conference and as always it proved to be an excellent platform for learning and networking.

Our UCVM researchers continue to make significant contributions. Dr. John Soghian leads a team studying the invasive northern house mosquito, *Culex pipiens*. The team is working in collaboration with the City of Calgary and City of Edmonton to understand the public health implications of the mosquito, which is now making its home in our backyards. Additionally, congratulations to Johnathan Canton and Sabine Gilch on their chair appointments as part of the new UCalgary Research Excellence Chairs program. They are among 22 faculty members in the inaugural program which provides significant funding to support top-tier researchers who advance knowledge, address critical societal challenges, and enhance the university's research reputation on a global scale.

Speaking of our team, they have been earning some well-deserved recognition. At the European Buiatrics Congress and Jubilee Symposium, Dr. Tshering Choden,

DVM from Bhutan and master's student in the lab of Dr. Frank van der Meer, was awarded the Gustav Rosenberger award for her foot-and-mouth disease research with cattle. Additionally, at the International Veterinary Emergency and Critical Care Symposium in Colorado, Dr. Søren Boysen was awarded the 2023 Dr. Jack Mara Scientific Achievement Award for "Advances in Point of Care Ultrasound." Dr. Kent Hecker also received some highly distinguished international achievements. He is the Inaugural Chief Assessment Officer for the International Council for Veterinary Assessment and has been selected as a Distinguished Expert for the Academy of Veterinary Educators. I am immensely proud of our team's ongoing achievements.

By the time this column is published, we will have bid farewell to Gordon Atkins as he embarks on his well-deserved retirement. Gordon has been a dedicated member of the UCVM since September 2008 and has also practiced veterinary medicine in Alberta specializing in the dairy field for over 35 years. We will miss his warm and friendly demeanour, passion and captivating storytelling.

As I watch students taking part in hands-on learning in our labs, studying in our atrium and attending lectures, I am excited to think that in two years' time, double the students will be preparing for their careers through UCVM. We continue our work to expand our program and double our cohort of students by being busy revising our curriculum, planning a new teaching building and rethinking our faculty's strategic plan. Stay tuned for updates on all these initiatives.

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



THE 2023-24 ACADEMIC YEAR IS

well underway at the Western College of Veterinary Medicine (WCVM). This fall, the college welcomed 89 new veterinary students to the profession during its annual white coat ceremony on September 25. We also celebrated the achievements of both students and staff at the WCVM's annual fall awards program — a joyous event that brings together our donors and stakeholders with members of the college's community. Here are some other highlights from the past few months.

'Living laboratory' for Canadian cow-calf herds

WCVM professor and researcher Dr. Cheryl Waldner is leading a nationwide cow-calf surveillance initiative with the support of other researchers on the USask campus and across Canada. The Canadian Cow-Calf Health and Productivity Enhancement Network (C3H-PEN) is a surveillance and research network of Canadian cattle herds that will operate from 2023 to 2028.

The network will serve as a "living laboratory" for 150 cattle herds across the country. It will help cattle producers and veterinary professionals understand the performance, management, health and disease, and economic viability of cow-calf operations nationwide. C3H-PEN, which will receive over \$1.37 million from the Beef Cattle Research Council, builds on the work of two previous cow-calf surveillance networks led by Waldner and WCVM professor Dr. John Campbell along with other Canadian research collaborators.

Veterinary outreach in northern Saskatchewan

A new funding partnership with PetSmart Charities of Canada will help a WCVM veterinary outreach program expand its impact in northern Saskatchewan communities where animal owners have little or no access to animal health services. The Canadian pet charity

will provide the college's Northern Engagement and Community Outreach (NECO) program with \$405,000 over three years to launch a pilot project.

NECO director Dr. Jordan Woodsworth describes the program's approach — with registered veterinary technologist Katara Chanin leading the delivery of remote veterinary care — as the first of its kind in Canada. The NECO team will focus on improving access to veterinary care as well as supporting community education, youth engagement and community-led problem solving.

Awards celebrate diversity

This year, the WCVM introduced two scholarships recognizing the positive impact of two student-led groups. WCVM DIVERSE (Diversity and Inclusion in the Veterinary Environment: Respect, Solidarity and Empowerment) and the WCVM Pride Club have played crucial roles in providing a safe space for 2SLGBTQ+ and minority communities on campus. Recognizing the groups' positive impact, the WCVM introduced the WCVM DIVERSE award and the WCVM Pride Award — each worth \$2,000. Co-recipients of the 2023 WCVM DIVERSE Award are Charlie Wyatt-Swain and Azy Behnam-Shabahang, who both graduated earlier this year. They created WCVM DIVERSE in 2020 after witnessing the need for a dedicated, inclusive space at the college. The first WCVM Pride Award recipient is Billy Anderson, another 2023 graduate, who started the WCVM Pride Club after seeing the DIVERSE club's positive impact.

CVMA awards for WCVM faculty

During its recent annual convention, the Canadian Veterinary Medical Association (CVMA) recognized three veterinarians from the WCVM for their exceptional achievements in improving health care for livestock and companion animals in Canada.



Dr. Gillian Muir

Dean, Western College of Veterinary Medicine (WCVM)

- **Dr. John Campbell**, a WCVM professor and researcher, was awarded the 2023 CVMA Merck Veterinary Award for his decades of cattle work that has led to overall improvements of the bovine industry. His work has particularly enhanced beef cattle production medicine and disease surveillance in beef cattle.
- **Dr. Jordan Woodsworth**, a WCVM clinical associate, PhD candidate and program lead for the WCVM's Northern Engagement and Community Outreach program, was the 2023 recipient of the CVMA Humane Award for her dedication to animal welfare in Canada.
- **Dr. Barbara Ambros**, a professor and veterinary anesthesiologist at the WCVM, received the 2023 Small Animal Practitioner Award in recognition of her contributions to small animal medicine and small animal practice.

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



Hasse van der Kamp

WCVM Class of 2025
ABVMA Student Representative
2023/2024

AS NOVEMBER STARTS, THE COOL

weather hits and is accompanied by the chill of more exams. The first few events we had to start off the year were a hit. Hurricane, the welcome party organized by second-years for first-years, got everyone, including third-years together to celebrate the start of another year! Clubs around the college have swung back into action, with dehornings, lunch talks, birdwatching, mare care and so much more. Round Up, our yearly softball tournament, had everyone coming together and getting to know those in different years. It was a great event, and every year really tried to come out and take part. October came with Thanksgiving, which was followed by our fall break, giving everyone a break and a week with family and friends. Intramurals have also been going strong. Many teams are within the college including competitive and recreational teams giving the students an athletic escape from studying. The last thing in October was Halloween, which come with costumes people have been planning since August, a happy hour and some sort of after party. The start of November means recovering and settling into some good study habits for two more months until Christmas break!

Settling in means everyone must find and develop their school and studying groove. First-years are starting to feel the weight of exams and the amount of information they have to get into their brains for the form and function and anatomy exams. Many have developed their friend groups and enjoy hanging out and studying together. The class of 2027 has been very open to being integrated into the social aspect of veterinary medicine and has been great at being able to get along with the other years. Second-years have been trying to catch a breath since week three, as there never seems to be a "mid-term" or "exam" season, its just continuous and never ending. Each year,

second-year students are faced with nearly thirty exams, meaning lots of time studying and minimal time for much else. Third-years are realizing that this year still comes with exams along with a lot of responsibility being the organizers of events, presidents of clubs, and leaders in the Western Canada Veterinary Student Association (WCVSA). Third-years have now also got to experience a few live surgeries, either being a surgeon, helper to the surgeon or anesthesiologist. Those who wanted to do a sheep typhlotomy have experienced those and everyone is now moving onto performing feline ovariectomies. In November, third-years are faced with the task of picking electives for second term. Some of these electives are prerequisites to do certain rotations in fourth year. This means students must start thinking about what rotations they want to do and prepare by taking proper electives. Lastly, fourth-years are busy writing their NAVLE exam and then waiting in anticipation of their results. They've already been running through multiple rotations, learning a lot and getting plenty of experience in the real world and art of veterinary medicine.

November also has its own school events. Many seasonal events end up occurring in November as the holidays and exams are right around the corner. First, carolling: here students in ugly holiday sweaters go to professors' houses, sing carols and enjoy socializing with their classmates and professors. WCVSA leaders will also continue to organize smaller events like karaoke and building and decorating gingerbread houses with the desire to keep student spirits high, and to give students another way to socialize. All in all, this year has started and continues to go well, students are in high spirits and desire to help and support each other through this challenging program.

WELCOME, ABVMA COMMUNITY, TO another update from UCVM!

The White Coat Ceremony for the Class of 2027 was truly a special night for all those involved. I was fortunate enough to attend this year and interact with the new students and their proud families. It was an honour to help welcome the first years to the profession.

My Junior ABVMA representative, Cathy Dewaal, and I were able to sit down with Dr. Natasha Kutryk and Dr. Serge Chalhoub to discuss how we can strengthen the relationship between ABVMA and UCVM. We are planning to host a Lunch and Learn to provide UCVM students the opportunity to ask questions about ABVMA.

The Class of 2027 are eagerly awaiting the reveal of their class animal, which will happen in the next couple weeks. It is always so great to have the first-years on campus with us because they bring a refreshing energy that radiates throughout the school. They have adjusted well to their new schedules and will be voting on a class president very soon.

Each year has a class president who acts as a liaison between their class, the faculty and the rest of the student body. They handle all the communication and keep our classes on track. The current class presidents/co-presidents are; Kaitlyn Busson and Jordan Bertagnolli (Class of 2026), Katie Jones (Class of 2025), and Ashley Finch (Class of 2024). Thank you to all our class presidents for their continuous dedication and hard work throughout the school year. You go above and beyond to make sure our needs and concerns are heard!

The Class of 2026 are excited to have a new variety of classes where they can build on the anatomy and physiology learned in first year. They have a good grasp of

“normal” and are starting to learn about the different diseases/conditions that affect the animals they will one day care for. They have been instrumental in creating a mentorship program with the first-years with the goal of easing the transition into vet school, and have enjoyed getting to know their first-year mentees.

The Class of 2025 are planning Vetball: a school-wide gala where we celebrate our year and achievements. Fundraising has begun and we have decided to donate to CUPS; a non-profit organization that assists adults and families in Calgary living with the adversity of poverty and traumatic events. This is a special organization to UCVM. Annually, the third-years get to interact with these people and their pets where we are exposed to real-life scenarios and difficult topics in a safe learning environment.

The Class of 2024 are preparing to write their NAVLEs throughout the month of November. They will be back together for a clinical pharmacology rotation and homecoming week in October. In fourth year, there are UCVM grand rounds where the students present unique clinical cases to the faculty and their classmates. It's a great opportunity to share what they've learned, and a great learning opportunity for audience members.

As a school we have a lot of exciting opportunities coming up. We have a new student club: Veterinary Specialist Club. It is designed to help those students interested in pursuing a residency get more acquainted with the process and connect with specialists in their intended field. UCVM is also the newest member of American Association of Feline Practitioners, with Dr. Serge Chalhoub as the faculty advisor. Finally, we are proud to announce that we are the newest student



Kaitlyn Lomsnes

UCVM Class of 2025
ABVMA Student Representative
2023/2024

chapter of the World Aquatic Veterinary Medical Association. This club provides students with opportunities in aquatic medicine, including marine mammals, fish and elasmobranchs. Our students will be able to participate in wet labs and network with aquatic veterinarians from across the globe.

I would like to thank all our faculty members, professors and support staff at UCVM for a wonderful start to the year. It is evident that you are all invested in the personal and professional growth of your students. The enthusiasm during discussions, lectures and labs is infectious, and we thank you for your ongoing support as we become progressive leaders in the field of veterinary medicine.



Angela Denbow, RVT
she/her

President, Alberta Veterinary
Technologist Association



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

GREETINGS! I'M ANGELA DENBOW AND

am excited to step into the role of ABVTA President. For those who may not be familiar with me, I would like to share a glimpse of my professional journey. In 2012, I relocated from Manitoba to Alberta to pursue my education at Lakeland College. While there was a brief return to Manitoba, I ultimately resettled in Alberta, which has been my home ever since. Over the past decade within our profession, I have had the privilege of gaining valuable experience in various sectors, including emergency services and industry roles. Throughout my journey, I have had the pleasure of making meaningful connections through both my professional endeavours and volunteer engagements.

The ABVTA has been working diligently over the years to provide our members with an extensive range of continuing education and professional development opportunities, exclusive benefits and perks, through the collaboration of the board of directors, volunteer committees and staff.

Our commitment to continuous improvement remains a priority and we invite members to share their thoughts. Member feedback is invaluable and provides our association leadership with information to guide discussion and make informed decisions. We're always interested in exploring additional areas of opportunity to support our members.

As we step further into November and embrace autumn, it's the perfect time to reflect on the wonderful events and accomplishments from October. Last month, we celebrated RVT Month and everything RVT! It was a joy to see the support and appreciation for the essential work of RVTs throughout the month.

During RVT Month, several iconic Alberta landmarks shone brightly to express gratitude for the invaluable contributions of RVTs to Alberta's pets and livestock. This heartfelt gesture serves as a testament to the dedication and passion that RVTs bring to their roles every day.

One of the highlights of the month was undoubtedly the RVTs Unleashed event that took place on October 21. This province-wide gathering provided an opportunity for RVTs and their teams to come together and celebrate their achievements. We were excited to hear about the creative and exciting team gatherings that took place.

The annual photo contest held in the Alberta RVTs Facebook Group was another source of inspiration and connection during RVT Month. Members shared fun photos – it was incredibly heartwarming to see the talent and passion within our membership.

Lastly, please join me in expressing our deepest appreciation to Trupanion for their generous support of our RVT Month events. Their partnership and support helped us make this month of celebration truly special.

The ABVTA Board had the pleasure of attending the CanWest Veterinary Conference in October as well. We engaged in insightful conversations with conference attendees about supporting and advancing RVTs in practice and the profession. We were also excited to have the opportunity to talk to so many members about our upcoming events, our advocacy efforts, and membership benefits and services.

A notable change this year was our decision to host the Annual General Meeting virtually on November 18. This adjustment aims to accommodate more of our members, providing them the opportunity to actively participate in our association's decision-making process.

We are also thrilled to announce the upcoming Radiation Safety Week: November 6-10. Using our annual theme, My Safety is Justifiable, underscores our commitment to ensuring the safety and well-being of RVTs. During this week, we will host a live webinar, sponsored by the ABVMA. Additionally, we recommend members explore past Radiation Safety Week webinars available in the Training Zone on the ABVTA Members Portal, which offers complimentary, on-demand CE opportunities.

Let's not forget to mark our calendars for the much anticipated 45th Anniversary Conference in May 2024! We encourage everyone to keep a close eye on their inboxes, the ABVTA website and social media for updates.

As we transition into another year, it's important to take a moment to honour the heartbeat of our association – our dedicated volunteers. Their unwavering commitment and the countless hours they contribute are the lifeblood that keeps our association thriving. To our new and returning board and committee members, as well as our dedicated volunteers, we extend a warm welcome. We would also like to express our heartfelt gratitude to those whose terms have concluded. Your contributions have left an indelible mark, and we wish you all the best in your future endeavours.

A special note of appreciation goes out to our outgoing president, Darryl Haugen, RVT. Darryl, your leadership has been nothing short of exceptional, and your dedication serves as a constant source of inspiration. Your legacy will serve as our guiding star as we journey ahead.

Additionally, I want to acknowledge the outstanding contributions of our exceptional staff members, Michelle Welch, Event and Member Services Administrator, and Vanessa George, Executive Director. They are the unsung heroes behind the scenes, ensuring that our association runs seamlessly and continues to propel us forward.

As I wrap up my first President's Message and anticipate the upcoming holiday season, I want to extend my warmest wishes for a safe and joyful celebration to everyone. The year ahead is brimming with promise, and I am eagerly anticipating the opportunities and achievements it holds. Your presence in our vibrant community is invaluable, and I'm excited to embrace the future alongside each one of you.

Thank you for being an integral part of our journey, and let's wholeheartedly embrace what lies ahead together!

Celebrating a Year of Success: 2023 ABVTA Highlights

AS WE REFLECT ON THE PAST YEAR, it's with immense pride and excitement that we share some of the outstanding accomplishments and contributions made by the ABVTA in 2023. These achievements not only reflect our commitment to our members but also our dedication to advancing the veterinary profession.

2023 Highlights

Analyzed and published the 2022 RVT Compensation Review and Recommendations in partnership with SAVT and MVTA



Over 20 hours of live, complimentary continuing education and professional development provided to members in 2023. More on-demand courses added to the Training Zone.

Partnership with Togetherall to provide members a safe, inclusive and anonymous platform for peer to peer support



Initiated planning of the ABVTA 45th Anniversary Conference and Celebration.

Worked with ABVMA to review and develop the Professional Standard for Delegation of Veterinary Medicine. Partnered with the ABVMA in launch of the WorkPack.



Collaborated with partners in advocating to address the critical workforce shortage - focusing on compensation, retention, professional fulfillment and increased awareness of post-secondary programs.

Worked with CADRC partner organizations to support animal care response during the 2023 Alberta Wildfires.



1. Strengthening Our Profession through Collaboration

One of our proudest moments in 2023 was our collaboration with the Saskatchewan Association of Veterinary Technologists and the Manitoba Veterinary Technologists Association. Together, we analyzed and published the *2022 RVT Compensation Review Report*. This invaluable report provided us with a foundation for our advocacy work, allowing us to address the pressing issues of workforce shortage and the need to increase compensation for RVTs. It also provided employers and practice managers with tangible information to support their staff and increase retention. In response to the report's recommendations, we conducted a follow-up poll with members and are actively working on producing important employment resources to support RVTs.

2. Fostering Professional Growth

The ABVTA has a commitment to continuous personal and professional growth and provided members with over 20 hours of live, complimentary continuing education and professional development opportunities in 2023. We also expanded our Training Zone with more on-demand courses that can be conveniently accessed through the ABVTA Members Portal. This investment in continuous educational development aligns with one of the ABVTA's priority focus areas: career development, retention, utilization and compensation. It underscores our dedication to advancing the veterinary technology profession and expanding the role of RVTs.

3. Prioritizing Mental Health and Well-being

Mental health and wellness remain a top priority for the ABVTA. In 2023, we proudly partnered with Togetherall, an inclusive and anonymous online platform offering peer-to-peer support. All ABVTA members and their families have free access to this invaluable resource.

4. Looking Forward: ABVTA's 45th Anniversary Celebration

2024 promises to be a year of celebration as we plan for the ABVTA 45th Anniversary Conference and Celebration in Edmonton in May. With three distinct learning tracks for RVTs, exciting social events and an industry trade fair, this

event will exemplify our dedication to advancing our profession and fostering camaraderie among our members.

5. Setting Professional Standards and Empowering RVTs

In partnership with the Alberta Veterinary Medical Association (ABVMA), we played an important role in reviewing and developing the "Professional Standard for Delegation of Veterinary Medicine." This document not only promotes effective workflow between veterinarians and technologists but also highlights the extensive skills, tasks and knowledge that RVTs possess, benefiting both practices and professionals. Additionally, our collaboration with the ABVMA led to the creation of the WorkPack, a vital toolkit supporting high-functioning teams in veterinary medicine.

6. Advocating for a Stronger Profession

Our commitment to addressing the critical workforce shortage continues to drive many of our actions. We've been actively championing the cause for sustainable compensation for RVTs, bolstering social support systems to enhance retention rates and raising awareness about post-secondary educational opportunities. Our efforts have led to stronger connections with governments at various levels, clearing the path for comprehensive solutions such as expanded access to education, affordable housing initiatives, childcare support, and funding dedicated to the growth and enhancement of animal health and veterinary technology programs and infrastructure improvements.

7. Responding to Emergencies with Compassion

During the unprecedented wildfires throughout 2023, the ABVTA worked alongside Companion Animal Disaster Response Capability (CADRC) partner organizations to ensure the inclusion of companion animals in all emergency response initiatives. Collectively, we provided assistance and resources to facilitate animal rescue and provide temporary housing and veterinary care. Though this year's wildfire season has undoubtedly presented us with considerable challenges, this response also underscores the determination of our profession. The ABVTA remains committed to working closely with our CADRC

Celebrating a Year of Success: 2023 ABVTA Highlights continued...

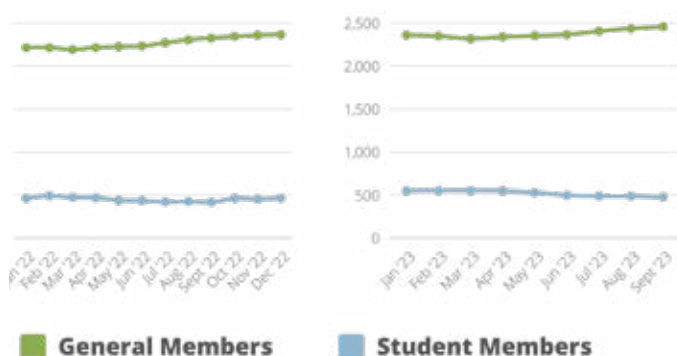
partner organizations and members to assess and improve our response to future emergencies.

We extend our heartfelt gratitude to all the individuals who stepped up during these challenging times to ensure animal welfare. Your dedication and compassion made a significant difference in the lives of both animals and their owners.

To those who were impacted by the wildfires, our thoughts are with you. We understand the difficulties and uncertainties you have faced. Please know that we are here to support you in any way we can as we work together to rebuild and recover.

In conclusion, 2023 has been a remarkable year for the ABVTA. We've tirelessly worked to serve our members and advance the veterinary profession. As we move forward, we remain dedicated to our mission of supporting our members, advocating for our profession and fostering a strong and resilient community of veterinary technologists. We look forward to continuing this journey together, as we strive for excellence in all that we do.

ABVTA Membership Numbers 2022-2023



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Alberta Veterinary Technologist Association



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Join us at the ABVTA 45th Anniversary Conference!

GET READY TO BE PART OF SOMETHING TRULY SPECIAL

- the ABVTA's 45th Anniversary Conference: "Embracing the Journey - Honoring Our Past, Shaping Our Future." Mark your calendars for May 24-26, 2024, in the vibrant city of Edmonton.

Discover Three Dynamic Learning Tracks

We've carefully crafted three learning tracks to cater to a wide variety of professional interests. Experience three dynamic tracks: companion animal track, large animal track (equine and mixed animal) and exotic animal track. Many sessions will be led by RVTs and cover topics such as nutrition, emergency care, nursing, dentistry and behaviour.

Empowering RVTs with Confidence

Our primary goal is to empower RVTs. This conference is an opportunity to equip RVTs with practical skills and knowledge that can be immediately applied in practice.

More than Just Learning

This conference is more than just learning; it's a celebration of our profession! Join us for memorable social events, perfect for networking and fun. We're also thrilled to host an industry trade fair to share the latest innovations and resources.

Stay Tuned for Registration

Excitement is building! Registration will open in winter 2024. Keep an eye on our newsletters, website and social media for updates.

Embrace the past, shape the future, and join us in Edmonton for an unforgettable ABVTA 45th Anniversary Conference!

MAY 24-26

2024

**EMBRACING
THE JOURNEY**

HONORING OUR PAST, SHAPING OUR FUTURE

ABVTA 45TH ANNIVERSARY
CONFERENCE

3

LEARNING
TRACKS

EXOTICS
LARGE ANIMAL
COMPANION
ANIMAL

FEATURING

SOCIAL EVENTS
&
AN INDUSTRY
TRADE FAIR

**REGISTRATION OPENS
WINTER 2024**



Lakeland College

LAKELAND COLLEGE IS DELIGHTED TO ANNOUNCE OUR inaugural graduating class from the AHT Blended program. Our students have successfully completed their practicums and are poised to undertake the Veterinary Technician National Examination (VTNE) in the upcoming examination window. We express our heartfelt gratitude to the practices that generously supported these students during their intensive six-week practicum, as well as to all practices that have graciously opened their doors to practicum students from our on-campus AHT and VMA programs.

The new academic year is now in full swing, marked by the warm welcome extended to a fresh cohort of enthusiastic students. They are actively engaging in hands-on animal handling and introductory surgery labs while exploring the world of anatomy and the language of terminology. We are eagerly anticipating yet another year of immersive learning experiences within our student-led clinic. Stay tuned for forthcoming updates on our upcoming career fair.

In conjunction with the influx of new students, we are pleased to introduce two invaluable additions to our AHT program team. We extend a warm welcome to Sarah Golinowski, RVT, who joins us as the Animal Health Clinic Manager, and Karen Andersen, who assumes the role of AHT Blended Program Coordinator.

Furthermore, we are excited to share news of an upcoming expansion. In the fall of 2024, we will be increasing the available seats in our blended delivery program. With the incorporation of these additional seats, our AHT program will be dedicated to nurturing the educational needs of over 240 students annually. This development stands as a testament to our commitment to addressing the prevailing shortages of registered veterinary technologists within the industry.



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 or by email alberta-challenge@tailsofhelp.ca
Thank you again to our major supporters:



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

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 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

Feline Environmental Needs – Sponsored by Royal Canin Canada, Online and ongoing E-Learning Module, 1 CE credit. For more information, contact your Regional Sales Representative.

Inventory, A Vital Organ in Your Practice – Sponsored by CDMV, Lunch & Learns, 1.5 CE Credits. Topics include but are not limited to; Inventory data reports, Marketing Tools. To learn more or to book a session with your Strategic Advisor, call 1-800-668-2368.

DOUXO Restore the Skin Barrier, Restore Togetherness, Restore the Bond – CEVA Animal Health – Lunch & Learns – 1 CE credit available for RVTs only. Speaker is Andrea Wasko, RVT. To register your clinic, contact your representative Andrea.

Renal Disease Diagnosis – Nutrition to Treat CKD – Nutritional Solutions – Royal Canin Canada. Online and ongoing 3 CE Modules; 1 CE credit available per module completed. For more information, contact your Technical Sales Representative.

Veterinary Nutritional Advocate Program – Hill's Pet Nutrition Canada. Online and ongoing CE Module; 15 CE credits available for completing all three levels. Topics include: basic nutrition, wellness nutrition, therapeutic nutrition. For more information and to register, visit www.vna.hillsvet.ca

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

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

Master of Veterinary Medicine, Massey University 2023 – Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New Zealand. For more info about the Master of Veterinary Medicine Program, enrolment and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz.

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

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

Building Better Boundaries: Fostering Balance Between Work & Life – 6 Hours ABVMA Credits Event date commences April 5, 2021. This unique 4-week online program is designed to give all members of the veterinary team the understanding, practical tools and doable steps for creating and communicating healthy boundaries. The program includes weekly webinars, reflection exercises, peer-to-peer

support, and a one-on-one coaching session and is approved for 6 hours of CE credit in jurisdictions that recognize RACE. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/building-better-boundaries>.

From Toxic to Terrific: Cultivating Wellbeing in the Veterinary Workplace – 6 Hours ABVMA Credits. Event date commences May 3, 2021. This important month-long online program will give veterinary practice managers and leaders the understanding, practical tools, and doable steps for cultivating a thriving veterinary workplace. The program includes weekly webinars, reflection exercises, peer-to-peer support, and a one-on-one coaching session. For more information and to register, please visit: <https://marieholowaychuk.com/learn-with-marie/from-toxic-to-terrific>.

Harnessing the Power of Fiber to Manage Diarrhea in Dogs & Cats – 1 Hour ABVMA Credit. Harnessing the Power of Fiber to Manage Diarrhea in Dogs & Cats. This webcast will be available for on-demand viewing on CommuniVET.com starting September 30, 2022. Available until September 30, 2023. The content is presented by Dr. Valerie J. Parker DVM, DACVIM (SAIM, Nutrition). Sponsored by CommuniVet.

Help! My Puppy or Kitten is Scratching – 1 Hour ABVMA Credit. Live Webcast presented on September 13, 2022, is available for on-demand viewing. There is a common misconception that food allergies cause skin problems in pets. However, these types of allergies are actually quite rare. In fact, environmental allergies are the most common cause of allergies in pets. During this webcast, dermatology specialist Dr. Gabrielle Brosseau will discuss food and environmental allergies, as well as parasitic, viral, bacterial, fungal, inflammatory, and autoimmune dermatoses, which especially affect puppies and kittens. Presented by Gabrielle Brosseau, DVM, IPSAV, Dipl. ACVD. This webcast will be presented in French with simultaneous interpretation in English, so the PPT presentation is in French. Sponsored by CommuniVet.

The Orthopaedic Surgeon's Perspective – 1 Hour ABVMA Credit. On-demand webcast available starting October 1, 2022. This webcast is presented as part of our new series on canine osteoarthritis addressing pathogenesis, disease awareness, canine and owner quality of life, and osteoarthritis management, including new developments. Get one step ahead: How can we diagnose osteoarthritis in the early stages and slow down disease progression? Sponsored by CommuniVet. For more information and to register go to communiVet.com

Changing the Narrative: Tools for reducing inappropriate use of antimicrobials for GI conditions in companion animals – 1 Hour ABVMA Credit. Live webcast presented on September 28 2022 at 10 a.m. MT, available for on-demand viewing afterwards. Presented by Lisa Carioto, DVM, DVSc, Dipl. ACVIM, Susan Kilborn, DVM, DVSc, Dipl. ACVIM, Tatjana K. Mirkovic, BSc, DVM, Dipl. ACVIM. Register: <https://www.communivet.com/en/ca/education/webcasts/reducing-inappropriate-use-of-antimicrobials-for-gi>
Sponsored by CommuniVet.

OFFERINGS BY MONTH

NOVEMBER 2023

November 6-18, 2023 – Animal Body Scoring – 8 ABVMA Credits – Olds College, online with an On Campus Lab Nov 18/23

This course provides learners with the necessary knowledge and skills to perform body condition scoring (BCS) and animal behavior assessment for a variety of select animal species. Learners will gain valuable insights into the significance of body condition scoring as an indicator of overall animal health and welfare. The course will also focus on developing low-stress handling techniques, equipping learners with the skills necessary to perform optimal assessments of animals in various settings.

Competencies:

- Identify signs of fear, anxiety, and stress in animals.
- Understand the principles and importance of low-stress handling techniques.
- Implement measures to create a calm and secure environment for animals during assessments.
- Describe the significance of body condition scoring in assessing animal health and welfare.
- Understand different body condition scoring systems used for various species.
- Demonstrate the practical skills required to accurately perform body condition scoring on select animal species.
- To learn more or to register, visit oldscollge.ca/microcredentials

November 8, 2023 – GI Disease – It's Not All Chronic Diarrhea (but sometimes it is) – 2 hours 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 our website, 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 or phone: 403-863-7160

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

Classroom CSB101A, UCVIM 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 hours ABVMA Credits

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

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

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

**Alberta SPCA
After-Hours
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.



GO GREEN!

Opting out of the paper magazine

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

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

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

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 or email, text or call Susan at 403-542-3862 / Susan.Heppner@nva.com to learn more.

ALPINE 24/7 PET HOSPITAL IS A PRIVATELY OWNED small animal veterinary hospital on Macleod trail just south of the Calgary city center. We offer a combination of GP services, 24/7 emergency and walk-in services, and board-certified referral surgical care. We offer in-house lab work, digital radiology, ultrasound, and two surgical suites. We are also in the process of setting up and training our ER team for endoscopy procedures. We are looking for a new veterinary associate to help expand and support our emergency and walk-in team. We are offering a generous starting salary for veterinarians with previous ER experience, but we welcome those with less experience in the ER space to apply as well. Our staff enjoy regular on-site CE events with boarded specialists, generous benefit packages, and ABVMA dues. Our hospital values an enjoyable, respectful workspace and we are excited to grow the team with people who share these values! Email: mnelson@alpine247.ca. Website: <https://alpine247.ca/>.

CEDARWOOD VETERINARY & ANIMAL EMERGENCY Hospital is seeking Veterinarians to join our fabulous team. If you are looking for an opportunity to grow and develop your skills in a welcoming environment this position is for you! Our hospital is well equipped with 4 surgery suites, CT, radiology, ultrasound, in-house lab and much more. We are a privately owned practice in Red Deer, located in central AB which offers affordable living, scenic trails, museums, parks and is close to the mountains. Our team is made up of 100 individuals, including a board-certified surgeon, who offer mentorship, quality 24-hour care and a fun work environment. We have a great compensation package which includes a signing bonus, competitive salary, paid dues, CE allowance and so much more. We believe in working hard while having fun, we care about our staff and provide a work-life balance. Email: dshouten72@gmail.com. Website: <https://cedarwoodvet.ca/>.

BARR-NORTH VETERINARY SERVICES IS LOOKING for two associate veterinarians FT or PT to join our collaborative team. New clinic in 2015, with updated equipment. We provide a strong mentorship, promote professional growth, and encourage a balanced lifestyle. Our clients and patients receive quality care and compassion. We are a progressive mixed practice and are excited for development of areas of special interest. We offer a competitive salary, benefits, CE and shared call. Barrhead is a small town with many indoor and outdoor activities, located 1 hour NW of Edmonton. Come and spend a day with us to see for yourself what we have to offer. We are on Facebook, Instagram & now Tik-Tok! Please send resume to barnnorthvet@gmail.com. Attn: Lisa. Website: <https://barnnorthvet.com>.

DO YOU HAVE A DREAM OF WORKING FOR A FUN, happy veterinary clinic, and still have lots of time off to enjoy life? Look no further, Legacy Veterinary Clinic is looking for the 5th full-time small animal DVM. We practice high-quality fear-free medicine in a modern, fully equipped facility with an amazing support team. Our practice is perfect for mentorship opportunities too! We are privately owned and by joining our company you will receive competitive compensation, generous CE allowance, paid membership dues, paid vacation, generous personal pet discounts in the clinic and so much more! Email: careers@legacvetclinic.ca. Website: www.legacvetclinic.ca/.

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 the animals in our care and their owners by 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 email, text, or call Susan at Susan.Heppner@nva.com or 403-542-3862.

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 an 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 via email, text, or call at Susan.Heppner@nva.com or 403-542-3862 to learn more. Website: <https://invermereveterinaryhospital.com/>.

ARDROSSAN VETERINARY CLINIC IS SEEKING A F/T or P/T Veterinarian for our busy, privately owned small animal practice. We are located a short 10 minutes east of Sherwood Park. Significant community growth is projected for the area. New clinic facility set to be completed November 2023. We provide competitive wages, vacation pay, comprehensive health benefits, CE & uniform allowance, staff discounts, and paid professional dues. Clinic hours are Monday to Friday with no weekends or on-call. Salary based on experience. We value a healthy work life balance and friendly work environment. Please email resumes to ardrossanvet@gmail.com.

HOW WOULD YOU LIKE TO WORK AT THE CLINIC voted #2 in Victoria after its first couple years being open in the community? Our privately owned clinics in Victoria, BC, Fernwood and James Bay Vet, are looking for two full-time veterinarians to join our fabulous teams and help us take the clinics to the next level. We are searching for a candidate who is motivated to practice gold standard medicine with a group of coworkers that make every day

a good day! Assistance with housing Signing/relocation bonus. Ownership/partnership opportunity available to the right candidate, Competitive salary, Comprehensive health benefits package with fully paid premiums & Health Spending Account, CE allowance & 4 paid days, Uniform allowance 4 weeks paid vacation, Paid licensing & dues, Team pet discounts, Flexible 4x10 schedule so you can enjoy long weekends. No on-call or after hours - urgent care cases are seen during scheduled hours. We are an equal opportunity employer and are committed to providing a respectful, inclusive and diverse workplace. Victoria is a beautiful place to live, work and play. We are excited to start a conversation with you today! Email: nicole@dandvetclinics.ca. Website: <https://www.fernwoodvetclinic.ca/>.

WHAT WE WANT: DVM WHO LIKES TO HAVE FUN AT work, has excellent communication skills, provides excellent client care, wants a long-term position and enjoys the diversity of mixed animal practice. WHAT WE OFFER: Mentorship, a positive supportive work environment where employees are important, competitive wages/bonuses, benefits, etc and all the usual toys in clinic. WHO WE ARE: Camrose Veterinary Hospital is a privately owned, 6 DVM mixed animal practice that does a lot of small animal, but is also busy with LA (cow calf, beef, dairy, equine, small ruminants). Camrose, AB is a city of 18,000 people an hour from Edmonton that feels like a small town but has all the big city amenities. Who we do NOT want: DVM's who can't work with a team, who take themselves too seriously or can't enjoy the odd practical joke. Please forward resumes to Dr. Jamie Whiting at camrosevet@yahoo.ca and come by for a tour. Only interested candidates will be contacted for an interview.

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

PULSE VETERINARY SPECIALISTS & EMERGENCY IS seeking motivated, team-oriented and passionate veterinarians to join our hardworking and growing ER team. To complement the ER team, we have specialists (or residency-trained veterinarians) in ER & critical care, surgery, internal medicine, radiology, neurology, ophthalmology, cardiology and dentistry/oral surgery. If you are looking at furthering your skills and career, this is the position for you. We offer generous salaries, personal pet discounts, paid dues, CE/uniform allowances and benefits to successful candidates. Our goal is to promote a healthy working environment centered around high standards of medicine and exceptional patient care. Come feel the difference when you are truly part of the team in Alberta's only private referral hospital. We encourage all candidates with emergency experience to apply. Mentorship will be available to interested candidates. Relocation assistance will be offered to the right Candidate. Shadow shifts are encouraged to gain an understanding of how exciting your career at Pulse can be. Please send your cover letter/resume if interested. Email: Candace@pulseveterinary.ca. Website: <https://pulseveterinary.ca/about/careers/>.

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

Classified Ads

provides services such as wellness exams and vaccinations, soft tissue and orthopedic surgery, extended ophthalmology services, dentistry, endoscopy and laparoscopic surgery, electrocautery, cryosurgery, and ultrasound. Our current patient base is primarily canine/feline; however, we are open to incorporating exotics, avian or pocket-pets if the applicant is well-versed in these areas. We offer a competitive salary, CE and uniform allowances, paid association dues, dental and health benefits after three months, as well as generous staff discounts. Contact: sturgeonanimalhospitalhr@gmail.com. Website: <https://www.sturgeonanimalhospital.ca>.

INDEPENDENTLY OWNED COMPANION ANIMAL clinic opening this fall in south Calgary. Job opportunities available for registered DVMs and RVTs as we build an amazing team. Progressive clinic with five exam rooms including comfort room, dedicated dental suite, full in-house Idexx laboratory, digital radiography, ultrasound and more. Please send cover letter, including areas of interest, and your resume to admin_vycpetvet@shaw.ca. Applications accepted until September 8, 2023.

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, high-end 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 email, text, or call Susan at Susan.Heppner@nva.com / 403-542-3862.

FAMILY PET HOSPITAL AND 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 and 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 and more! We offer relocation assistance and a sign-on bonus for those joining the team here in beautiful Lethbridge, AB. We are passionate about the well-being of our team and foster a culture of collaboration and support. Does this sound like a team where you can thrive? We'd love to talk to you! To learn more, visit www.familypet.ca or email, text, or call Susan at Susan.Heppner@nva.com / 403-542-3862.

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 email, text, or call Susan at Susan.Heppner@nva.com 403-542-3862.

ARE YOU LOOKING FOR A PAWSITIVELY AWESOME opportunity? Sherwood Veterinary Clinic is seeking a passionate Associate Veterinarian to join our growing, 3 DVM practice located in Sherwood Park, Alberta. At Sherwood VC, we value providing a supportive and innovative environment for our team and being an active part of our community. We are well equipped with digital standard and dental radiology, an ultrasound, in-house lab and a high-end dental machine. Our services include high-standard preventative care, soft tissue and ophthalmic surgery, and dentistry. We are pleased to offer a strong life-work balance to our team, featuring a flexible schedule. We also offer a competitive compensation package with industry-leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! Are you ready to learn more about joining our team? Please visit <https://www.sherwoodvetclinic.ca/> for more information, text or call Susan at 403-542-3862. Email Susan.Heppner@nva.com.

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 the freedom to invest in technology that you're interested in! We are offering a competitive compensation package, flexible hours, excellent health/dental benefits, CE allowance and ABVMA dues, paid vacations, a signing/retention bonus, and best of all, you don't pay for your pets! Email: auburnbayvet@gmail.com. Website: <https://www.auburnbayvet.com/>.

HEY THERE, ANIMAL LOVER! WE'VE GOT THE purrfect opportunity for an Associate Veterinarian at Riverside Small Animal Hospital in Kamloops, BC. Let's talk about the "empty" promise of work life balance. At Riverside, we take that promise very seriously; we mean it when we say you can hit the ski slopes on a Tuesday or Wednesday. We offer a flexible schedule with no overnight on-call so you can enjoy all that Kamloops has to offer. We have a modern, state-of-the-art facility equipped to undertake complex soft-tissue, orthopedic, and dental surgeries. Our focus is excellence in internal medicine, surgery, and preventative care, with special interest in oncology, and laser therapy. Are you a graduating student or an early career DVM? Please reach out to learn more about our excellent mentorship program. In addition to a fun and collaborative working environment, we offer a competitive compensation package with industry leading benefits (Health/Dental), Signing Bonus/Retention Bonus, paid vacation, CE and more! To learn more visit <https://www.riversidesmallanimalhospital.ca> or email, text or call Susan at 403-542-3862 / Susan.Heppner@nva.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 to learn more. We look forward to hearing from you! Website: <https://pioneerpet.ca/>.

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.

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

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

THE CLEARWATER VETERINARY CENTRE IN ROCKY Mountain House is accepting applications for a full-time veterinarian. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy, and equine. The clinic is equipped with a modern in-house

lab, clinic and portable x-rays and ultrasounds, small animal dental with x-ray, power floats and large animal handling facilities. Our multi-doctor practice has 12 support staff that will provide strong mentorship and allow for flexible scheduling and specialization. We offer a health spending account and comprehensive benefits package with an emphasis on continuing education. Please email applications or questions. Email: dmeyers@hotmail.com. Website: <https://clearwatervets.com/>.

LEDUC FARM ANIMAL HOSPITAL IS LOOKING FOR A sixth large animal veterinarian to join our team. Our practice consists of primarily dairy and cow-calf work with a small amount of equine and small ruminant work. We strive for work life balance by having a 4-day work week with rotating days off. We share call equally. We aim to provide the highest level of patient care in our fully renovated 5,000 sq. ft. hospital that is fully equipped with the latest technology. A truck and bowtie are provided. Above average compensation benefits, CE, all dues included. This is a fantastic opportunity to develop your skills surrounded by a group of experienced veterinarians. Ownership opportunities are available to the right candidate. Please email a cover letter and resume to: boender.graeme@gmail.com. Website: <https://www.leducfarmanimalhospital.ca>.

MATERNITY LEAVE POSITION - CVMA 2023 PRACTICE of the Year! Tanglefoot Veterinary Services is looking for a mixed-animal veterinarian to join our team. Tanglefoot Veterinary Services is a locally owned, mixed-animal facility located in Cranbrook, BC. The clinic employs 30 full and part-time staff, including 7 veterinarians and 7 RVTS's. The primarily small animal position would be from 01/24 to 12/24, with the potential for further employment. The successful candidate must have excellent customer service skills, as well as strong technical and diagnostic skills. This is a full-time position with on-call emergency and weekend hours, divided between a call sharing group of 7 clinics and 18 veterinarians. In addition to a competitive base salary, Tanglefoot Veterinary Services offers many benefits including health and dental, quarterly commission bonuses and an attractive emergency wage compensation structure. Cranbrook has a population of about 25,000 people and has unlimited four-season recreational opportunities. Please forward resume and cover letter to jeff@tanglefootvets.com. Website: <https://tanglefootvets.com>.

UP TO \$30,000 SIGNING BONUS AVAILABLE! THE Burlington Veterinary Emergency and Referral Hospital is looking for full-time, part-time, or casual Veterinarians to join our team for evenings, overnights and weekends. We are a Canadian-owned, fully equipped, after-hours emergency hospital with a full-time Boarded Neurologist, a full-time Boarded Dentist, and access to additional specialty services, including Cardiology, Internal Medicine, Critical Care, Surgery, and more to come. Join us at this exciting time as we expand into a full-scope Emerg & Referral Hospital. Our close-knit and positive team will welcome you with open arms. We also provide an exceptional level of mentorship and the opportunity to gain experience with a wide variety of cases. New graduates are welcome to apply! Text or call Matt at 289.218.7041 to arrange an introductory conversation to learn more. Submit email inquiries for more information to jobs@p3vetpartners.ca. Website: <https://www.bverh.com>.

BOWNESS ANIMAL HOSPITAL IS CURRENTLY welcoming a full-time or part time Veterinarian to join our team! We are a privately-owned, well-established small animal practice located in NW Calgary. Our practice provides services such as wellness exams and vaccinations, soft tissue surgery and dentistry. Our practice has an in house Idexx lab, digital radiography, dental X rays, ultrasound and more. We offer a competitive salary, CE and uniform allowances, paid association dues, dental and health benefits as well as generous staff discounts. Contact: Email bownessvet@shaw.ca. Website <https://www.bownessvet.ca>.

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. Website: www.foothillsanimalhospital.ca/.

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

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

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

INNISFAIL VET SERVICES IS LOOKING TO FILL THE need for Large and companion veterinary service is our small town (pop 7000), located 1 hour north of Calgary, just south of Red Deer. Our busy and growing practice offers great financial rewards and a challenging caseload. Flexible scheduling and a generous medical/dental plan. Ownership opportunities are also available. Our clinic is fully equipped to handle large and small cases in clinic but do offer on-farm services. Please contact us for more information. Email: innvet@telus.net.

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.

WE ARE LOOKING FOR A VET WHO LOVES THE VARIETY of mixed animal medicine to join our 6 vet team in beautiful High River. Our break down consists of 30% cow-calf and small ruminant, 10% Equine and 60% small animal, with no exotics. Our clinic has recently been expanded and renovated, to accommodate our growing practice. We offer 3 weeks paid vacation to start, along with paid personal time, CE allowance and paid time off for CE, clothing allowance, professional dues paid, health and dental benefits. Large animal after-hours call is shared equally among vets, with no small animal after-hours. There is potential for growth in equine, and we are willing to help foster any special interests with our vets. We are a collaborative practice and mentorship is always available. We have in house lab, portable small animal ultrasound, 2 bovine ultrasounds, digital equine, small animal and dental x-ray and surgical CO2 laser. We are looking forward to welcoming someone new to our team! Email: drgavel@telus.net. Website: <https://www.highviewanimalclinic>.

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.

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.

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. 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.

Classified Ads

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. New graduates considered as well. We can't wait to hear from you. Signing Bonus offered! Website: www.centralanimalhospital.ca.

VETERINARIAN AVAILABLE

FEELING STUCK WITH HIRING A VET TO JOIN YOUR team? Unsure about hiring options? Canada VetWork can help. In the world of recruitment, we are different! Specializing in recruitment and transition of COE-accredited veterinarians (no CPE - only the language exam and NAVLE) who do not need an LMIA to work in Canada. Our services go beyond finding the right match for a clinic/candidate; we provide monthly webinars, coach through the immigration/licensing process, exams, and provide personalized support through the candidate's transition into your community in Canada. Our goal is to provide a low-stress process that allows clinics to focus on mentoring their new team member. Want to learn more? Visit our website www.CanadaVetWork.com or contact us at info@canadavetwork.com. Canada VetWork: Recruitment by Vets, for Vets.

RVT REQUIRED

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

ROSSLYN VETERINARY HOSPITAL IS A PRIVATELY owned, single doctor practice, looking to add a RVT to our team. We offer digital radiology, digital dental and competitive wages. New grads are welcome to apply. We are an equal opportunity clinic and as such, we are committed to providing our team members with a workplace free of discrimination. Reach out to dawn@clincisolutions.ca to apply, or for answers to any questions you have. We would love to hear from you!! Website: <https://www.rosslynvet.com/>.

OUR PRIVATELY OWNED CLINIC CEDARWOOD Veterinary & Animal Emergency Hospital in Red Deer is looking to add another primary care Registered Veterinary Technologist. If you enjoy a fast-paced environment, high quality medicine, while working with a talented group of veterinarians and support staff then this is the job for you. We work together to make your workdays as smooth and enjoyable as possible; we listen to our team! We value a work/life balance and are offering a 4-day work week allowing time to do the fun things in life too!! We offer a great benefits package as well as a Signing Bonus. We are in central Alberta with the Rocky Mountains close enough to enjoy on days off! If you are interested in joining our wonderful team, please contact Ronnel Palmer at rpalmer@cwaeh.ca, fax 403-346-9925 or phone 403-347-2676. Website: <https://cedarwoodvet.ca/>.

PINCHER CREEK VETERINARY CLINIC IS LOOKING for a FT RVT for a great 1 vet small animal practice. The clinic has excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, dental and DR digital x-ray. We are looking for an enthusiastic team member to join a great work environment. We offer competitive wages, benefits

and a CE package. Please contact Jaime or Dr. Todd Baker at Ph: 403-553-4887, Fax: 403-553-2924, Email: fortmacleodvet@gmail.com.

WE ARE LOOKING FOR A FT RVT FOR A BUSY 7 VET practice in Fort Macleod, Ab. The clinic is a mixed animal practice with equal components of equine, bovine and small animal. We have excellent facilities and an enthusiastic work environment. We also have excellent equipment, including in-house blood analyzers, pulse oximeters, blood pressure and ECG monitors, ultrasounds, dental and DR digital x-ray. We offer competitive wages, benefits and a CE package. Please contact Jaime or Dr. Todd Baker at Ph: 403-553-4887, Fax: 403-553-2924, Email: fortmacleodvet@gmail.com.

OUR BUSY, WELL ESTABLISHED PRIVATELY OWNED mixed animal practice is looking for another RVT to join our dynamic team. Our ideal candidate is a self motivated, team oriented, communication superstar with a positive attitude. We value a work life balance, offer competitive wages, health and dental benefits, ABVMA dues, uniform and CE allowance and a plethora of snacks and coffee. Our fully equipped clinic allows our RVT's to utilize and develop their skills. Our clinic values education and communication and enjoys having fun at work. Full time, part time and maternity position available. Please forward your resume to Dr. Jamie Whiting at camrosevet@yahoo.ca.

DELANEY VETERINARY SERVICES IS LOOKING FOR A RVT, to join our amazing team. We are a full-service equine referral facility with 5 veterinarians and many wonderful support-staff located in Sherwood Park, Alberta. We offer surgery, digital imaging, reproduction, dentistry, lameness, rehabilitation, emergency care. The successful candidate should possess a positive attitude, be self motivated and have experience with handling horses. Responsibilities include assisting in surgery, daily appointments, emergencies, treatments and the general care and maintenance of horses. Full or part time positions available. New grads and students welcome to apply! Email resume to management@delaneyvetservices.com. Website: <https://delaneyvetservices.com/>.

PULSE VETERINARY SPECIALISTS AND EMERGENCY is currently hiring for 3 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. Website: <https://pulseveterinary.ca/about/careers/>.

INDEPENDENTLY OWNED COMPANION ANIMAL clinic opening this fall in south Calgary. Job opportunities available for registered DVMs and RVTs as we build an amazing team. Progressive clinic with five exam rooms including comfort room, dedicated dental suite, full in-house IDEX laboratory, digital radiography, ultrasound and more. Please send cover letter, including areas of interest, and your resume to admin_vycpetvet@shaw.ca. Applications accepted until September 8, 2023.

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

HERITAGE VALLEY ANIMAL HOSPITAL IS LOCATED on the Southside of Edmonton. We are growing and therefore we would like to add a full time RVT to our fantastic team! Our clinic offers a flexible work schedule and a great work life balance. We offer high end salaries to our staff and all the competitive benefits. New grads are welcome to apply and will have lots of training opportunities as well. If you are interested, please send us your resume to info@heritagevalleyvet.ca.

EDMONTON SPAY AND NEUTER CLINIC IS LOOKING to add a full time RVT to our team. We are a well established, privately owned, practice, located in NE Edmonton. We are looking for someone who is enthusiastic, displays strong communication skills, and thrives in a steady and often fast paced environment. You will work with a team of 3 Veterinarians, 4 RVTs and 6 other staff. Above average compensation, ABVMA dues paid, CE allowance, paid vacation, health/dental benefit premiums, staff discounts, and more. Interested candidates forward resume to edmontonspay@gmail.com. Website: www.spayneuterclinic.ca.

PRAIRIE VETERINARY DENTAL SERVICES IS HIRING! We are a small, family-owned practice that focuses exclusively on providing Gold Standard veterinary dental and oral health care to our much loved patients. Our team consists of veterinary professionals with advanced training in veterinary dentistry as well as anesthesia and pain management. We diagnose and treat oral and dental disease including periodontal disease, fractured teeth, malocclusions, oral tumors, and oral and maxillofacial trauma including jaw fractures. The ideal RVT candidate will have a genuine interest in dentistry and desire to continually learn and advance their training. We will support the right candidate through VTS training. Hourly \$25-30. Compensation commensurate with experience. We work Tuesday-Friday 8 am-6 pm. No weekends! Benefits: Comprehensive health and dental plan through Sun Life, Health spending account, Performance bonuses, Sick pay, CE Allowance including attending the annual Veterinary Dental Forum, Uniforms provided, Footwear allowance, Employee personal pet allowances and discounts, Paid membership dues, Career development incentives. Email: team@pvds.ca. Website: <https://www.pvds.ca>.

GRANADA VETERINARY CLINIC IN SHERWOOD PARK AB is an independent, family-owned practice that is looking for a full time registered Animal Health Technologist to join our team. We are a family-centered, patient-oriented facility looking for an enthusiastic individual who is a great communicator and is passionate about providing quality patient and client care. Our growing busy small animal practice offers paid dues, CE

allowance, uniforms, and health benefits, along with excellent discounts on veterinary services and products. No weekends, nights, or on call, 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. Website: <https://www.grnadavet.com/>.

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, or drop off in person at 7644 Gaetz Ave. attention Ronnel Palmer. Website: <https://cedarwoodvet.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. Website: <https://www.ranchdocs.com>

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

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

MIDLAKE VETERINARY CLINIC IN SOUTH CALGARY

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

THE CLEARWATER VETERINARY CENTRE IN ROCKY

Mountain House has an opening for a mixed animal RVT to join our team! We are a privately owned clinic only a short drive to the mountains and are committed to maintaining a work/life balance. The caseload consists of companion animal medicine and surgery (including orthopedics), cow/calf, dairy, and equine. Our fully equipped hospital has 6 RVTs and experienced support staff that will provide strong mentorship and allow for flexible scheduling. We offer health benefits, CE allowance, paid association dues as well as discounts. Email for more information or to apply. Email: drmeyers@hotmail.com. Website: <https://clearwatervets.com/>.

FANTASTIC RVT OPPORTUNITY! LOCATED IN

Okotoks, we are a fast paced, independently owned, small animal clinic. Your tech skills will be used to their fullest with us. No on call, no evenings, and 3 days off every week. Wages between \$25-\$32+ based on experience. Supportive team atmosphere and an easy 15 minute commute from Calgary. Email your resume to exec@foothillsanimalhospital.ca. Website: www.foothillsanimalhospital.ca/.

COME JOIN THE TEAM AT MACLEOD TRAIL ANIMAL

Hospital! We are an independently owned and operated small animal clinic centrally located in Calgary. We are currently a 4 vet, 3 RVT team, and would love to have you join us as a full or part time RVT (flexible schedule!). This is a great opportunity to practice under a board certified specialist in general practice, as our medical director is certified in Canine and Feline Practice. We value a healthy work-life balance and support our team through mentorship and CE. We are well equipped with digital radiography, digital dental rads, ultrasound, a full in-house laboratory, and newly renovated surgical and treatment spaces. We offer competitive wages, a generous CE allowance, paid membership dues, and full medical/dental benefits. If joining our team interests you, please contact taylor@mactrailvet.com. Website: <https://www.mactrailvet.com>.

TIME TO HIT THE ROAD!! WELLNESS HOME VET IS A

privately owned small-animal house call practice looking for a RVT to join our mobile team! We are offering a unique position for someone to work directly with our veterinarians to assist with patients during appointments as well as work independently with patients in their own homes. Applicants must also be comfortable going into clients' homes to administer injections/SQ fluids, client training for diabetics, nutrition counselling, and collecting samples. There will also be some in office client care responsibilities. The successful candidate will be reliable, compassionate and have a genuine interest in making each client/patient visit stress-free and enjoyable. Must have your own vehicle and have a valid drivers license. Please email Resume/CV to marciawaye@gmail.com. Website: <https://www.wellnesshomevet.com>.

IF YOU ARE A RVT WITH A PASSION FOR PROVIDING

excellent care and using all of your skills, then Best Friend's Animal Hospital is the clinic for you! We are a long standing, privately owned single doctor small animal and exotics practice in Spruce Grove. We offer competitive wages with a generous benefit package, including health & dental coverage, ABVMA dues, CE, staff discounts, long weekends off, and no on-call. If you are interested in working for a progressive, employee-centered practice, please send an email to: office@bestfriendsah.ca. Website: <https://www.bestfriendsah.ca/>.

FULL TIME RVT REQUIRED FOR BUSY MIXED ANIMAL

practice in Claresholm, Alberta. We are 40% Large Animal and 60% Small Animal. We pride ourselves in exceptional patient care and our practice is pleased to offer an in house laboratory, dental cart, digital dental and digital small animal radiographs, therapeutic laser and Idexx Neo practice management software. We offer competitive wages, uniform allowance, dental and health benefits, CE, paid dues, pet discounts and a fun team environment!! Email resume to reception@claresholmvet.ca. Website: <https://www.claresholmvet.ca>.

P/T - F/T RVT POSITION HAS BECOME AVAILABLE IN

our small animal practice in southeast Edmonton (Millwoods). We are a modern fast-paced practice with an in-house lab & digital X-ray (full body and dental). We are looking for a friendly individual with excellent communication skills and a passion for helping animals and the people who love them; a person who can bring excellent service and a smile to work. We offer competitive wages, paid dues, CE, health/dental benefits, and more. Please email your resume to: meadowbrookanimalclinic@gmail.com. Website: <https://www.meadowbrookvet.ca>.

OUR CLINIC IS LOOKING TO ADD TWO FULL TIME RVT

to our team of 2 vets/ 3 techs. We are only open during daytime hours and restricted hours on Saturday. No Sundays, holidays or evenings required!! Our modern

clinic is located in the beautiful city of Fort Saskatchewan, minutes from Edmonton. We offer competitive wages, health/dental benefits, CE allowance and pay professional dues. NEW GRADS WELCOME. Please contact Erin at 780-998-3755 or fortvet@shaw.ca. Website: <https://www.fortvetclinic.ca>.

BUSY MIXED ANIMAL PRACTICE LOCATED IN PONOKA,

AB looking for a full-time RVT to complement our dynamic team of 5 veterinarians, 4 technicians, 2 receptionist and 1 office manager. Ponoka is a vibrant town with a strong sense of community. We are offering competitive wages, employee benefits, professional dues and uniform allowance. If you have a professional attitude, good communication skills, are self-motivated and enjoy a wide variety of daily experiences, then this is the place for you. Ponoka Veterinary Clinic phone 403-783-4348, email brenda@ponokaveterinaryclinic.ca.

DEWINTON PET HOSPITAL IS AN AAHA ACCREDITED

family-owned small animal and exotic pet practice located a few driving minutes south of Calgary in Heritage Pointe. We value a healthy work-life balance and support our team through mentorship and CE opportunities. We are looking for an RVT to play a key role in the continued growth and success of our well-established practice. We offer competitive wages based on experience level. Health benefits, CE and uniform allowance, membership dues, and industry discounts offered. New RVT grads and students welcome! Please submit resume to manager.dewintonpethospital@gmail.com. Website: <https://dewintonvet.com/>.

RVT WANTED - CHINOOK PET CLINIC IN LETHBRIDGE

is hiring! Are you looking to fully utilize your RVT skills and make an impact in the Lethbridge community? Are you searching for a welcoming team that is passionate about mentorship, collaboration, and client education? Find everything you're looking for at Chinook Pet Clinic, a well-respected Veterinary practice focused exclusively on canine and feline medicine. We provide high quality, compassionate care, and are excited to add our next RVT team member to our amazing team. You will be scheduled for an average of 24 - 40 hours per week based on your preference, and with no on call - you'll feel empowered to achieve the work-life balance you've been searching for! Text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more. Submit your CV to jobs@p3vetpartners.ca. Website: <https://www.chinookpetcliniclethbridge.ca>.

AMAZING RVT OPPORTUNITY AT NORTHSIDE

Veterinary Clinic in Lethbridge! You are looking for a great team to call your own. You are looking for a practice that takes pride in quality medicine and delivering a superior experience for both clients and pets. You are looking for a place that values your ideas, input and personal development. Find everything you're looking for at Northside! We are looking for somebody who loves veterinary medicine and enjoys being part of a fun, hard-working team. We are an AAHA-accredited companion animal hospital, fully equipped with video endoscopy, ultrasound, digital dental x-ray and in-house Idexx lab. No "after hours call" compliments our dedication to work-life balance too. Part-time or Full-time schedules available. Text or call Matt at 289-218-7041 to arrange an introductory conversation to learn more. Submit your CV to jobs@p3vetpartners.ca. Website: <https://northsidevet.ca>.

WE ARE GROWING! TAMARACK VETERINARY CLINIC IS

looking for some fantastic people to join our team! We are currently accepting applications for RVT's, Veterinary Receptionists and Tech Assistants. We are a Fear Free certified practice with a gold AAFP feline friendly practice certification. We are looking for positive, team-oriented people who have an ongoing desire to learn and grow in a modern medical setting. We are seeking applicants who love working with people, are crazy about animals and possess strong communication skills. If you are a self-starter with excellent time management and organizational skills - we are looking for you! This is a locally owned veterinary practice where work life balance is truly important. Benefits include competitive wages, ABVMA dues, uniform allowance, fear

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free individual certification, and a staff pet care plan. If this sounds like the place for you please feel free to check out our website at www.tamarackvet.com and submit your resume to asmith.admin@tamarackvet.com. Thank you!

THE CALGARY PET WELLNESS & SPAY/NEUTER CLINIC

is looking to add a full time RVT to our team. We are a well established, privately owned, practice, located in Erin Woods, SE Calgary. We are looking for someone who is enthusiastic, displays strong communication skills, and thrives in a steady and often fast paced environment. Above average compensation, ABVMA dues paid, CE & Uniform allowance, paid vacation, health benefit spending allowance, staff discounts, and more. Email: calgarypetwellnessmanager@gmail.com. Website: <https://www.calgaryspayandneuter.ca>.

ARE YOU LOOKING FOR AN EXCELLENT WORK/LIFE balance in an intimate setting? Bowness Animal Hospital is recruiting a dependable and confident Full Time/Part time RVT to join our clinic. We are a small animal clinic with 1.5-full-time veterinarians and are equipped with digital x-ray (including dental x-ray), Idexx LaserCyte and Idexx Catalyst One. If you are a compassionate, self-motivated individual with the capacity to work well with others, and are efficient, knowledgeable, detail oriented, and enthusiastic about your chosen profession, we would love to have you join us. Excellent compensation commensurate with experience (\$26-30), extended health care, paid ABVMA dues and CE, pet discounts and paid vacation are just a few of the perks! We offer flexible hours with weekends and statutory holidays off. Email: bownessvet@shaw.ca. Website: <https://www.bownessvet.ca>.

IN DESPERATE NEED OF A RVT TO HELP AT A SINGLE vet, small animal/equine practice in Hinton, AB. Hinton is located close to the mountains and Jasper National Park with lots of activities in the area. Working environment is positive and supportive. Applicant will be able to use all their

skills but not burn out! Please contact for more information. We would love to have you! Dr. Taylor Sobchuk 780-865-3866 or admin@solsticevet.com.

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. Schedule: Practicum schedules for part time and full time – we are flexible! Email your resume and cover letter to: careers.canada@vca.com. Subject: AHT Student Practicum.

OTHER EMPLOYMENT

TECHNICIAN ASSISTANT/ CUSTOMER SERVICE.

Working in animal health provides many dynamic opportunities, and Precision Veterinary Services provides an even more unique opportunity in that we are a swine practice. We are searching for a friendly and driven individual to join our growing team. We offer you the opportunity to come and see the company, our facilities,

the atmosphere and meet your work colleagues on-site, as well as experience a typical day in your specialty. To find out more, visit our website: <https://www.precisionvet.ca/>.

DEWINTON PET HOSPITAL IS AN AAHA ACCREDITED

family-owned small animal and exotic pet practice located a few driving minutes south of Calgary in Heritage Pointe. We value a healthy work-life balance and support our team through mentorship and CE opportunities. We are looking for a receptionist to play a key role in the continued growth and success of our well-established practice. We offer competitive wages based on experience level. Health benefits, uniform allowance, and industry discounts offered. New VTA/VOA grads and students welcome! Please submit resume to manager.dewintonpethospital@gmail.com. Website: <https://dewintonvet.com/>.

PRACTICE FOR SALE

THIS 2,408 SQ. FT. CLINIC SITS ON A 12,364 SQ. FT. lot, strategically located on Calmar's main road with a daily traffic count of 6,790. The site is Ideal for a mixed practice, and comes equipped with an oversized garage attached. Making it easy to accommodate larger animals. Discover the charm of small-town living. As the only veterinary clinic in the town there's untapped potential at this location. For more information contact Joel, or visit the website listed to see the location! Email: joel@stonyplainvet.com. Website: <https://aux1.ca/calmar-commercial-site>.

ABVMA COMMUNICATION TO MEMBERS

Members' Magazine

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

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

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

Email Communications (Enews and Database)

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

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

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

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