



ABVMA

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

WINTER ISSUE 2024



In This Issue

No Surprises – Obtaining Informed Consent

2023 CanWest Veterinary Conference

An Evening with Siksika First Nation

Veterinary Agri-Health Services

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Dr. M

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Dr. B

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Dr. J

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I WOULD LIKE TO WISH EVERYONE ALL THE BEST IN

2024. In addition to a brand-new year, this edition of the *Members' Magazine* has me embarking on a few "firsts," including the opportunity to communicate to ABVMA members as a new Registrar and serve as magazine editor. I am new to the editing game, but thankfully I have a team of folks and contributors helping to pull the magazine together.

As I have reviewed the content for this month's magazine, it strikes me what an important role it plays in keeping members informed, sharing new and innovative initiatives emerging in our profession and recognizing the successes of veterinary professionals and practices in Alberta.

I am also acutely aware that effective communication is critical to the success of any organization, particularly a professional association dependent on the engagement of our members in advancing and moving the organization forward. The findings of the ABVMA communications audit tells me we have some work to do, and I am excited about that. Any organization that thinks they don't have work to do to improve communications is probably wrong. We do have some changes planned over the coming year, and I think change is a good thing.

To kick things off, we will be renaming the *Members' Magazine*. I hope to see some creative and engaging new name ideas coming in from our members and practices. If there is a topic you would like to see in the magazine, please feel free to reach out to us and share your suggestions.

This is your magazine, and it is important to the ABVMA team that it meets your needs.

Megan Bergman, DVM (she/her)

Registrar, Alberta Veterinary Medical Association

See page 7 for magazine naming contest details.

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PRODUCTION

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

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Display Advertising – Sarah Eisner Munn

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

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

VETERINARY PROFESSIONALS LOVE A

good gossip. C'mon, admit it. Who doesn't love having a chin wag and spilling the tea over morning coffee? This, hopefully lighthearted, analysis of other people's shortcomings helps the day go by and acts as a pressure release of sorts. A distraction from the grim realities of life and death decisions.

But, are we keeping it classy? Are we fostering a culture that embraces failure and learns from it or are we just being mean? Lots of practices have staff

meetings as a forum to troubleshoot problems that crop up, however, they can turn into a grumble fest with no practical solutions presented. And is there ever a post-game analysis to measure player performance?

Maybe sports metaphors are not your thing, but we all understand accountability. We are accountable each day to our clients for the outcomes of our diagnoses and treatments. Are we being accountable to ourselves for the failures in our practices?

I get it. It is much easier to wring out hands and blame outside forces for the difficulties we are facing. Who wants to ask themselves the truly tough questions like, why am I having trouble retaining staff? Or will my clients all abandon me if I raise my rates? And once we ask the questions, are we willing to hear the answers and do the difficult work of being accountable for the results?

The ABVMA and the CVMA are developing more resources to help veterinarians and practices deal with these difficult topics. There is the CVMA's Working Mind Course to support our mental health. There is the ABVMA's WorkPack Toolkit to help practices build effective teams and retain employees. But these initiatives won't do us any good if we don't do the hard work of implementing them and then sticking with them until we see results.

We also need to talk to each other about it more, and no I don't mean have a gossip fest. It is time to utilize our

networks of mentors and classmates and that vet student who did that externship with you that one time whose cell number is still in your phone. Call them up or text them and ask them exactly what they did to improve their mental health. Find out what happened when their boss sent RVTs to pregcheck. Find people who are implementing changes and ask them how it is working out.

You'll discover people's pressure points. It is likely that a failure somewhere pushed them to enact the real change in their lives. Maybe a boss sold out to a corporate and their dreams of practice ownership fell through, so they moved to a practice in a new town and became a partner. Maybe as a practice owner they realized they had to implement yearly evaluations and cost of living raises to keep their employees happy, even though it made them uncomfortable to do it.

It is a powerful thing to see others being vulnerable and honest about their own shortcomings and failures. It makes us all realize that we are not alone and that we don't have to struggle along learning everything the hard way. We can mentor each other and encourage each other to do the scary-hard things that we need to be successful in this business.

So let's chat. Let's have a big ol' gossip about the state of the profession, and let's focus in on the people turning failure into success and incorporate those lessons into improving our own game.

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

Registrar's Report

AS I WRITE THIS MESSAGE, I AM IN

month two of my role as Registrar of the ABVMA. During this time, I have had the opportunity to meet with many of our committee and Council members. Meeting these dedicated and passionate professionals who volunteer their time to contribute to the profession and the ABVMA reminds me why I love what I do, and how very fortunate we are to have the privilege of self-regulation.

What does self-regulation really mean? It means that the veterinary profession in Alberta, and for that matter across Canada, has entered into an agreement with government which delegates regulatory powers which are to be applied to protect the public. It also means that veterinary professionals are a part of the review and decision making on regulated committees for these delegated responsibilities. Who better to be involved in decision making about your profession but the professionals who have lived the same experiences, been in the trenches and who bring an understanding of the realities of practice to the discussion? In some cases, our committees also benefit from the participation of government appointed members of the public who help to apply the lens of what the public would and should expect from the veterinary profession. Their perspectives and contributions are invaluable to the committees and the ABVMA and remind us how important it is to consider issues from all perspectives.

With this great privilege of self-regulation comes great responsibility. ABVMA committee members are faced with making complex decisions on registration, practice approvals and discipline matters. This is not an easy job; in fact, sometimes it is downright difficult. There are always nuances to every issue, and details that can alter the direction of a decision.

I know these are responsibilities that are not taken lightly as committee members are acutely aware that some of these decisions have potential impacts on the public, veterinary professionals and the profession.

Are there alternatives to self-regulation? Sure, but alternative models have their own set of challenges and involve appointment of a government agency populated by civil servants or government appointed members who may not have the expertise or understand the intricacies of the profession.

In Alberta, the ABVMA has the added complexity of regulating, while also providing member support and advocacy. This is not an easy task, and we need to work hard to strike the right balance. This model does, however, ensure that your association is aware of the challenges facing the profession from both a regulatory and a member perspective. To do this effectively, we are dependent on the willingness of veterinary professionals to continue to give their time and dedication to Council, legislated and advisory committees so that decisions can continue



Megan Bergman, DVM
she/her

Registrar, Alberta Veterinary
Medical Association

to be informed by the broad experiences of the members of our profession. Veterinary professionals are at the centre of the public-protection circle supported through self-regulation in maintaining a standard of care, and in making improvements and course corrections should they be required. In short, my ask is that when the next call out is made for volunteers to the ABVMA, please consider putting your name forward. Your perspectives are valued, and you will have your say in setting the direction of your profession and ensuring a fair and transparent approach to regulation. Finally, I would like to extend my thanks to those who are already sitting on Council and our many committees and look forward to continuing to support you in advancing the veterinary profession in Alberta.

2023 ABVMA Annual Report Notice to Members

The 2023 Annual Report will be available online in January 2024 and printed copies will be available at the Annual General Meeting (AGM).

The AGM is scheduled for Sunday, Feb. 25, 2024, at the Westin Calgary Airport, 671 Aero Drive NE, Calgary, AB, T2E 7Y5.

Watch your email for details on accessing the AGM package and Annual Report online.



2023 ABVMA Council



Council Highlights

October 14-16, 2023: Banff, AB
Dr. Navjot Gosal, Member of Council, Edmonton Region

THE OCTOBER COUNCIL MEETING

was held for 2.5 days at the Fairmont Banff Springs Hotel prior to the CanWest Veterinary Conference. Council reviewed and discussed the nominations for Council members for the upcoming year. The names were shared with members in November 2023. Dr. Lindsay Kurach was elected Vice President for the upcoming 2024 year. She will be a great fit for the position and its associated tasks going forward. In addition, Council reviewed the nominations for the various ABVMA service awards. The successful candidates are published in this issue on page 13 and were shared with members in Enews in December 2023.

Council voted for Dr. Annabelle Denson to be the representative for Alberta on the National Examination Board for the next term, based on the vast experience she brings to the table.

Council met and received an update from Joel Neuheimer, CVMA's new CEO and Registrar, Dr. Trevor Lawson, President of the CVMA, and Dr. Gillian Muir, Dean WCVM. They are working together with a government advocacy company hired by the CVMA to have a meeting with Members of Parliament on behalf of our profession to discuss the current workforce shortage and other key CVMA objectives. The Dean of WCVM stated that to decrease waiting times for Preliminary Surgical Assessment (PSA) and Clinical Proficiency Exam (CPE), they are offering

additional seats in 2023-2024; they are planning to further expand the program in the future with proper federal funding, if and when it becomes available, to have a standalone testing centre.

Council attended a breakfast session offered to conference attendees, presented by Immigration, Refugees and Citizenship Canada. This interactive session was focused on different immigration pathways that employers can access to bring in more internationally trained veterinarians into Alberta/Canada.

Council met with Jackie Armstrong-Homeniuk, MLA Fort Saskatchewan-Vegreville, the Parliamentary Secretary for Settlement Services and Ukrainian Evacuees, and with Jason Hale, Deputy Minister of Agriculture and Irrigation. Council discussed the challenges presented by the workforce shortage and how to mitigate it.

Council thanked the government for the \$67 million support for increasing UCMV seats from 50 to 100. ABVMA Council and UCMV Dean Dr. Renate Weller asked for additional funding to help start a new program for internationally trained veterinarians, which would admit them into the fourth-year veterinary class to gain Canadian experience and ease the transition into the workforce faster and more smoothly. This pathway will qualify them directly for North American Veterinary Licensing Examination and can potentially decrease lengthy exam processes like the Basic Clinical Science Examination (BCSE), PSA and CPE.

Council is considering changing the number of attempts that provisional veterinary technologists have to pass the Veterinary Technologist National Examination. In an effort to support their continued learning and allow them to continue working under a provisional

license, Council is considering granting them the similar number of exam attempts as veterinarians currently have. The policy will be sent to the ABVTA Board for input and approval before final approval is granted by Council.

Council looked at the PIPS Quality Assurance Self-Verification Guide completion and returns, and agreed to update the name to PIPS Quality Assurance Annual Renewal.

Council discussed feedback brought forth from some members regarding the ability to attend the ABVMA Annual General Meeting virtually. Council gave ABVMA staff direction to look into the legal challenges involved with proxy voting virtually while considering the additional expense involved with it.

Dr. Phil Buote, Complaints Director/Deputy Registrar, gave an update to Council on the upcoming *Professional Governance Act* (PGA). The Assistant Deputy Minister Mike Fernandez has informed regulatory bodies in September that the PGA will not be reintroduced during the upcoming fall sitting but can be reintroduced in spring 2024. The ABVMA continues to communicate our position to the government that the ABVMA did not ask to be included in this legislation.

CVMA asked for input from the ABVMA regarding the transportation of dogs and cats in Canada. The ABVMA had requested input from both the Companion Animal and the Animal Welfare advisory committees. Their input and suggestions were considered at the Council meeting and this updated feedback will be sent to the CVMA for consideration.

Council discussed the operational budget for the upcoming fiscal year Nov. 1, 2023, to Oct. 31, 2024. The budget for 2024 reflects operating costs of \$6.7 million, representing a 7% increase from 2023 projections of \$6.2 million. The budget for 2024 includes a 3.4% cost of living adjustment for registration and permit fees for 2024. This growth is less than last year's cost of living adjustment of 7%.

Council had in-depth discussions on the unauthorized practice of veterinary telemedicine. It directed the ABVMA staff to use a multimodal communication approach to inform the membership of the specific parameters involved in this practice, and to clarify and caution the membership on the unauthorized practice of veterinary telemedicine in Alberta. Council also directed Dr. Phil Buote to raise this concern at a national level with our partner associations and the CVMA.



Dr. Navjot Gosal
Edmonton Region

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

For his meaningful contribution toward the advancement of the discipline of veterinary pharmacology, he was awarded fellow status by the American Academy of Veterinary Pharmacology and Therapeutics. He also received the Young Veterinarian of the Year Award in 2011 from the ABVMA, in recognition of emerging leadership in the veterinary profession.

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

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



The ABVMA Members' Magazine needs a name!

**With your team or on your own –
submit your ideas for a chance to win
one of these great prizes:**

One individual CanWest registration (one individual)
or one CanWest Practice Package (team)

One iPad (one individual)
or team-building activity up to \$1500 (team)

THE WINNER GETS TO CHOOSE THEIR PRIZE.

SOME CONSIDERATIONS:

The name should reflect the goal of the magazine: to keep members informed, enhance the profession and share human interest stories pertinent to the veterinary profession.

**Send your suggestions to sarah.munn@abvma.ca
by Friday, Feb. 2, 2024, for your chance to win!**

Complaints Director's Report



Phil Buote, DVM
he/him

Complaints Director/Deputy
Registrar, Alberta Veterinary
Medical Association

Complaint Case #22-30

A LETTER OF COMPLAINT WAS

received from a member of the public about two veterinarians, a veterinary technologist and the permit holder that were involved in providing care for her cat.

The complainant presented her 16-year-old cat to the veterinary practice for an examination with reported weight loss, and increased thirst and urination. The cat was noted to have dilute urine and was prescribed some Vitamin B12 injections and subcutaneous fluids. A dental was performed six weeks later which included teeth extraction. The owner called the practice looking for additional pain medication for the cat the same day following discharge.

A veterinarian prescribed an appropriate dose of Meloxicam for the cat. When the drug was being dispensed, Meloxicam was drawn up on the basis of between 0.5-0.7 cc of Meloxicam instead of 0.05 cc by a veterinary technologist. The syringe was not labelled at the time of dispensing.

The following day the drug error was identified, and the cat was hospitalized for 24 hours with the intent to re-evaluate the

cat's kidney values. Five days later, repeated blood work identified significant injury to the kidneys at which time the cat was hospitalized and treated for seven days.

On the recommendation of the medical director at the veterinary practice, the cat was examined by a specialist for ongoing care of the kidney injury after discharge from the veterinary practice. Representations were made by the veterinary practice for ongoing follow-up care with the specialist, the cost of which was agreed to be the responsibility of the veterinary practice.

In addition to Iris stage 3 renal disease, the cat had hyperthyroidism. There were issues with owner compliance treating the hyperthyroidism with methimazole.

Ultimately, 22 months following the overdose of Meloxicam, the cat was euthanized.

The four complaints were investigated, and the reports of the investigation were reviewed by the Complaint Review Committee (CRC). The CRC made decisions that the complaints against the two veterinarians and the veterinary technologist were dismissed. The veterinary technologist who was named in the complaint was found to not be involved in the dispensing of the medication. The technologist who performed the dispensing was no longer working at the veterinary practice and was no longer a registered veterinary technologist.

The CRC made a decision that the complaint against the permit holder be referred for a hearing. The permit holder was served a Notice of Hearing that set out the allegations of unprofessional conduct along with disclosure of the investigation report. The responsible veterinarian for the permit holder 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 Oct. 10, 2023.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT

Medical Management

1. The permit holder failed to have in place appropriate policies and procedures to

ensure the appropriate oversight of dispensing of Meloxicam for the cat. This specifically includes:

- a. Failing to ensure proper dispensation of the prescription;
 - b. Failure to ensure appropriate labelling of dispensed medication;
2. The permit holder failed to have in place appropriate policies and procedures to appropriately manage and/or implement responses to adverse events.

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

ACKNOWLEDGEMENT OF RESPONSIBILITY

It is acknowledged by the ABVMA and the permit holder that the conduct as described above constitutes unprofessional conduct. The permit holder has accepted responsibility for its conduct pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the VPA, R.S.A. 2000, c. V-2, as amended. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the permit holder.

NO RIGHT TO APPEAL

The ABVMA and the permit holder agree that there shall be no right to appeal from this Consent Order.

ORDERS AS TO SANCTIONS

The Hearing Tribunal orders that the appropriate sanctions in the circumstances of this matter are as follows:

1. A reprimand shall be issued as against the permit holder.
2. a. The permit holder shall be responsible for the review of the ABVMA Council Guidelines Regarding Prescribing, Dispensing, Compounding and Selling Pharmaceuticals and provide, within 90 days of the date of this Order, to the Complaints Director, the policies in place in the province of Alberta to satisfy Council Guidelines.
b. The permit holder shall provide to the Complaints Director within

- 90 days of the date of this Order, its Alberta policy with respect to reporting of adverse events. The permit holder shall also advise the ABVMA Complaints Director how its policies referenced in 2(a) and 2(b) shall be socialized (onboarded) with staff at the veterinary practice.
3. The permit holder shall pay a fine in the sum of \$1,000 with respect to inappropriate dispensing.
 4. The permit holder shall pay costs in the sum of \$4,000 within six months of the date of this Order.
 5. Any such failure to pay costs or fines within the time period prescribed shall cause such fines and costs payable to be subject to interest in the amount of 2% per annum.
 6. If the Complaints Director deems there to be a violation of this Order, the permit holder, 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.
 7. There shall be publication of this Consent Order on a "without-names" basis on the ABVMA website.

COMMENTARY

This complaint case is a good example of two common issues in complaint cases:

1. Medical errors in practice are a reflection of systems, not just the individual that is part of the practice environment. There is shared responsibility among the veterinary technologist, veterinarian and permit holder when a drug is prescribed and dispensed. The responsibility of the permit holder that owns and operates the veterinary practice is to have appropriate protocols in place to ensure safe and proper dispensing. This does not absolve the veterinary professional of their responsibility.

2. The complaints process is driven by the letter of complaint. The complaint submitted identified a veterinary technologist that was ultimately shown to have no role in the dispensing of the drug. If the veterinary technologist who performed the dispensing was still a registered veterinary technologist, it may be that a complaint would have been initiated against them.

Complaint Case #22-29

A LETTER OF COMPLAINT WAS

received from the owner of a rabbit that was presented to a veterinary practice for removal of an enlarged testicle.

Prior to undertaking the surgery, there was no informed consent obtained from the owner, particularly regarding the unique risk of possible complications associated with anesthetizing rabbits, including axial skeletal fractures and gastrointestinal stasis. The rabbit was anesthetized, and surgery proceeded uneventfully. However, following recovery, the rabbit was found to be unable to move its hind legs.

The practice did not perform radiographs or any other diagnostics that day to determine the cause for the hind-end paresis. A laser treatment was performed on the lumbar area prior to discharge. The rabbit was sent home with three days of Metacam.

The rabbit returned to the practice three days later, at which time radiographs showed a lumbar fracture. The owner was not interested in referral or euthanasia. There was information provided to the owner about how to care for the rabbit.

Two weeks after the event, the owner presented the rabbit to another veterinary practice. There were significant skin lesions from urine scald. The veterinarian provided information on husbandry diet and litter to maintain the rabbit. The rabbit did well with extensive nursing care by the owner for approximately four months, at which time it was euthanized.

The complaint was submitted against the permit holder and was investigated. The report of the investigation was reviewed by the Complaint Review Committee (CRC), which decided that the matter be referred for a hearing. The owner of the permit holder and veterinary practice 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 Oct. 11, 2023.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT

Informed Consent

1. That the permit holder failed to have proper policies and/or procedures in place to obtain appropriate informed consent from the owner with respect to the rabbit's surgery and neuter.

Medical Management and Diagnosis

2. That subsequent to the surgery of May 27, 2022, upon determining that the rabbit was unable to move his hind legs, the permit holder failed to take appropriate steps to diagnose the lumbar and rib fractures in the rabbit.

Medical Records

3. That the permit holder failed to create and or maintain appropriate medical records with respect to the rabbit.

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 permit holder that the conduct as described above constitutes unprofessional conduct. The veterinarian has accepted responsibility for the permit holder pursuant to s. 1(n.1)(i), (ii), (x) and/or (xi) of the VPA, R.S.A. 2000, c. V-2, as amended. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinarian.

NO RIGHT TO APPEAL

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

ORDERS AS TO SANCTIONS

The Hearing Tribunal orders that the appropriate sanctions in the circumstances of this matter are as follows:

1. A reprimand shall be issued against the permit holder.
2. The responsible veterinarian for the permit holder, shall be required to successfully complete, at their own cost, within six months of the date of this Order, the following continuing education obligations (in addition to the annual required continuing education), as approved by the Complaints Director:
 - a. Five hours of continuing education on the issue of informed consent and the appropriate standards of practice relating to informed consent; and
 - b. Ten hours of medical records (VetMed Team, Medical Records: The Road Map to Quality Care Course).
3. The veterinarian shall facilitate, within one year and after completing the obligation in Paragraph 2 herein, at their own cost, 10 hours of additional continuing education in support of the practice and its staff regarding the following issues:
 - a. Informed consent
 - b. Appropriate communication with staff
 - c. Medical records

4. The permit holder shall pay costs in the amount of \$4,000 within six months of the date of this Order.
5. If the Complaints Director deems there to be a violation of this Order, the permit holder, 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 Order on a "without-names" basis on the ABVMA website.

COMMENTARY

The veterinarian submitted to the Hearing Tribunal that it was their intention that the practice would no longer accept rabbits as patients.

The veterinarian for the permit holder also submitted to the Hearing Tribunal that there were initiatives undertaken in the practice to mitigate any future risk of axial skeletal injuries in rabbits. This included substantial continuing education of veterinarians and veterinary technologists at the practice.

That a practice or veterinarian would cease to practice in a particular area that is subject of a complaint is not typically a desired outcome of the complaints process.

The principal objectives of the complaint process, hearing and sanctions are to protect the public interest through **rehabilitation** and **deterrence**. If these objectives are met through successful completion of the ordered sanctions, then this veterinary practice is well positioned to provide quality care for rabbits going forward.

The Hearing Tribunal agreed and noted in their decision.

The Hearing Tribunal accepts the joint submission and sanctions as written. We do find that the sanctions are lacking in failing to recommend additional CE in medical management of the axial skeletal injuries in rabbits. We do note however that [the permit holder] has, of their own volition, completed additional CE to address this already. This was factored into our acceptance of the sanctions as written.

The Hearing Tribunal would also comment that [the veterinary practice] has a long history of successful treatment of rabbit patients and should not cease practice in this underserved area based on this incident alone.



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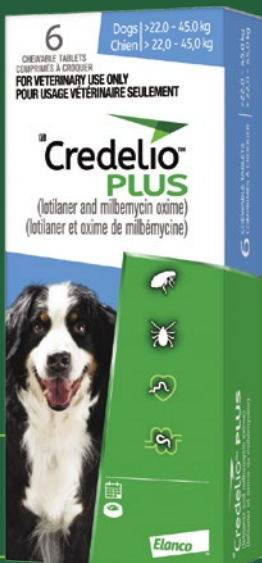
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[†]For dogs and puppies as young as 8 weeks or weighing greater than 1.4 kg

1. Rufener L, Danelli V, Bertrand D, Sager H. The novel isoxazoline ectoparasiticide lotilaner (Credelio[™]): a non-competitive antagonist specific to invertebrates γ-aminobutyric acid-gated chloride channels (GABA_{Cl}s). Parasites & Vectors. 2017 Dec;10(1):1-5.

2. Elanco CVMP assessment report for Credelio Plus CA 2021

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Keeping You Current

Oct. 14-15, 2023

GOVERNMENT ENGAGEMENT DURING CANWEST

On Saturday, Oct. 14, MLA Jackie Armstrong-Homeniuk attended the CanWest President's Reception followed by the conference Meet and Greet. The following day, several ABVMA Council members and executive staff met with the Honourable Jason Hale, Deputy Minister Agriculture and Irrigation. The ABVMA is grateful for these opportunities to showcase the profession to the government and to discuss with government the issues facing the profession, including workforce shortages, attracting professionals to rural Alberta and after-hours call sharing challenges.



L-R: Pam Cholak, Hon. Jason Hale, Deputy Minister Agriculture and Irrigation, Dr. Natasha Kutryk



L-R: Dr. Navjot Gosal, MLA Jackie Armstrong-Homeniuk

Oct. 15, 2023

CVMA EXECUTIVE HOSTED A MEETING WITH ABVMA

Council in conjunction with the CanWest Veterinary Conference. The meeting included an update from CVMA and provided an opportunity to discuss current issues affecting ABVMA and CVMA.

Oct. 23, 2023

JACKIE LOVELY, MLA CAMROSE, DR. MEGAN BERGMAN, ABVMA Registrar, and Pam Cholak, What Matters Consulting, toured Boreal Veterinary Centre, Edmonton's newest 24-hour veterinary emergency clinic.

Nov. 18, 2023

DR. NATASHA KUTRYK, ABVMA PRESIDENT, AND

Dr. Megan Bergman, ABVMA Registrar, attended the Alberta Veterinary Technologist Association's Annual General Meeting, hosted virtually. Dr. Kutryk brought greetings on behalf of the ABVMA to the RVT members and invited guests in attendance.

Nov. 20, 2023

ABVMA OPENED ITS DOORS TO MEMBERS AND INVITED

guests for the ABVMA Open House to celebrate the opening of the office's new location in south Edmonton.



ABVMA Office Open House

Dec. 1, 2023

ABVMA WAS PLEASED TO PARTICIPATE IN THE GROUND-

breaking ceremony for the new Veterinary Learning Commons (VLC) at UCMV. ABVMA representatives Dr. Serge Chaloub, Vice President, Dr. Megan Bergman, Registrar, Dr. Phil Buote, Deputy Registrar, and Dr. Pat Burrage, Past President, joined the Hon. Rajan Sawhney, Minister of Advanced Education, MLA Jackie Lovely (Camrose), U of C President Dr. Ed McCauley and UCMV Dean Dr. Renate Weller for the government announcement of an additional \$10 million for the building of the new VLC at UCMV's Spy Hill Campus. This new building will help accommodate the additional 50 UCMV students as announced in the government's 2022 budget. The \$68.5 million is a historic investment to secure public veterinary education in Alberta.

The December 1 ceremony also celebrates the \$1.2 million government investment for molecular diagnostic equipment at the Diagnostic Services Unit (DSU) within UCMV. This equipment is critical for our rural veterinarians and livestock owners. The ABVMA continues to work with UCMV to secure longer-term, sustainable funding to the DSU.

ABVMA thanks the Government of Alberta and the UCMV for their leadership and partnership with the profession to build and sustain veterinary educational capacity in Alberta. This is milestone moment as this building represents historic public funding, partnerships, attraction and training of incredible talent and a bright future for our profession in Alberta.



L-R: Dr. Phil Buote, Dr. Megan Bergman, Dr. Renate Weller, MLA Jackie Lovely, Dr. Serge Chaloub, Hon. Rajan Sawhney, Dr. Ed McCauley and John Alho

2024 ABVMA Leadership Weekend

Feb. 23-25, 2024

Westin Calgary Airport Hotel, 671 Aero Drive NE, Calgary, AB, T2E 7Y5 | Phone: 403-452-5406 | Toll-free: 1-888-236-2427

Member Recognition Banquet

Saturday, Feb. 24, 2024

Blackfoot Crossing D

5:30-6:30 p.m.: Networking

6:30-11 p.m.: Dinner and Awards

YOU ARE INVITED TO CELEBRATE WITH YOUR colleagues as they are recognized for the following ABVMA awards:

- Veterinarian of the Year: Dr. Stephen Radostits
- Veterinary Technologist of the Year: Kate Simon, RVT, VTS (ECC)
- Young Veterinarian of the Year: Dr. Teryn Girard
- Communications Award: Dr. Savannah Howse-Smith
- Mentor – Practice Award: Nolan Hill Veterinary Hospital
- Mentor – Individual Award: Dr. Eoin Clancy
- Meritorious Service Award: Dr. Annabelle Denson
- ABVMA Honourary Life Membership – Pam Cholak

The weekend will also include the presentation of several ABVTA recognition awards as well as 35-year, 50-year and Council and committee appreciation awards.

Please see ABVTA award recipients on page 40 in the ABVTA News section.



TICKETS ARE COMPLIMENTARY to ABVMA members who attend the Annual General Meeting (AGM). All others are \$70 plus GST.

Pre-registration is required. Deadline to purchase is Friday, Feb. 9, 2024. Tickets are not available at the door.

AGM

Sunday, Feb. 25, 2024

Blackfoot Crossing C & D

8 a.m.: Breakfast, 9 a.m.: Meeting

THE AGM WILL BE HOSTED IN PERSON ALONG WITH A virtual attendance and voting option for those unable to attend in person. ALL attendees (in person and online) must have a device with internet in order to vote. Watch for your AGM Package in January 2024 for full details. The AGM is open to ABVMA members and invited guests only. Formal sign-in process is in place. Pre-registration is recommended.

Accommodations

MEMBERS AT LARGE ATTENDING

the Member Recognition Banquet and/or AGM are responsible for their own accommodations. To reserve your room, please contact the Westin Calgary Airport Hotel at **403-452-5406** or toll-free at **1-888-236-2427** and **indicate 2024 ABVMA Leadership Weekend when booking.**

Or reserve online: <https://www.marriott.com/event-reservations/reservation-link.mi?id=1671473325943&key=GRP&app=resvlink>

King (or two queen bed) rooms are \$179/night (plus applicable taxes).

Deadline to access the reduced group rate is Thursday, Jan. 18, 2024.

Committee members:

PLEASE USE THE LEADERSHIP GROUP REGISTRATION form online to RSVP. Do not use the link above or contact the hotel directly to book your accommodations.

Committee deadline to RSVP is Jan. 15, 2023.



Membership Matters

Council-approved transfers, reinstatements, cancellations and permit holders

Veterinarians | October 2023

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Madeleine Kuan, #3952	Sept. 9, 2023
Dr. Stephen Lee, #1705	Aug. 4, 2023
Dr. Chantelle Phillips, #3257	Sept. 23, 2023

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Karen Wagner, #3479	Sept. 10, 2023
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Transfer Non-Practicing Veterinarian Member to General Practice Registered Veterinarian

Dr. Georgina Hill, #1782	Sept. 5, 2023
Dr. Amritveer Toor, #2814	Aug. 1, 2023
Dr. Angela Le, #2998	Aug. 9, 2023
Dr. Andrea Storch, #3276	Aug. 11, 2023

Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Navpreet Kaur Mann, #4150	Sept. 29, 2023
Dr. Dylan McGarel, #4304	Sept. 29, 2023

Transfer Supervised Limited Practice Registered Veterinarians to General Practice Registered Veterinarian

Dr. Kelby Tannas, #3999	Sept. 1, 2023
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Transfer Temporary Registered Veterinarian to General Practice Registered Veterinarian

Dr. Ibijuwon Olatayo, #3857	Sept. 1, 2023
Dr. Neven Ghaly, #4086	Oct. 2, 2023

Cancelled Supervised Limited Supervised Registered Veterinarian

Dr. Darleen Grewal, #4098	Sept. 8, 2023
Dr. Silke Verhoye, #4242	Sept. 19, 2023
Dr. Liselotte van der Togt, #4241	Sept. 16, 2023

Cancel General Practice Registered Veterinarian

Dr. Lindsay Kehler, #4276	Aug. 17, 2023
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Reinstated General Practice Registered Veterinarian

Dr. Sherisse Sakals, #3309	Aug. 15, 2023
Dr. Erin Simmonds, #2801	Oct. 1, 2023

Permit Holder Approval | October 2023

2540698 Alberta Ltd. (Dr. Karinn Carter #3504)	Aug. 24, 2023
Cloven Hoof Veterinary Services Ltd. (Dr. Ian Warrington #3779, EMCO Holdings Alberta Ltd., Emil Veterinary Services Ltd.)	Aug. 25, 2023
Altarose Animal Health Ltd. (Dr. Isabell Stamm #4232)	Sept. 21, 2023
2477489 Alberta Ltd. (Dr. Jared Lawrence #3050)	Sept. 23, 2023
2311924 Alberta Ltd. (Dr. Gagandeep Singla #3828)	Sept. 25, 2023
2251082 Alberta Ltd. (Dr. Medhat Hanna #3173)	Sept. 27, 2023

Closed Permit Holder | October 2023

Jim Veterinary Service Ltd. (Dr. G. Kee Jim #980)	May 23, 2023
Artvet Enterprises Ltd. (Dr. Olaniyi Olaloku #3455)	Sept. 11, 2023

Registered Veterinary Technologists | October 2023

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

Emil Aquino, #4033	Dec. 15, 2023
Caralea Dowson, #4365	Sept. 15, 2023
Angela Vermeer, #3575	Aug. 21, 2023
Kristi McKenzie, #3187	Aug. 26, 2023

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

Jasper Margel, #4226	July 21, 2023
Brittany Krowchuk, #2645	Sept. 18, 2023
Karen Lesnick, #1178	Sept. 5, 2023

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

Vanessa McLeod, #3736	Sept. 11, 2023
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Transfer Provisional Registered Veterinary Technologists to General Practice Registered Veterinary Technologist

Keanna Gorgichuk, #4661	Aug. 15, 2023
Kasandra Heintz, #4716	Aug. 15, 2023
Laura Kiepal, #4631	Aug. 15, 2023
Sophia Linke, #4663	Aug. 15, 2023
Boyana Kircheva, #4704	Aug. 15, 2023
Maria Koller, #4662	Aug. 16, 2023
Devyn Lay, #4654	Aug. 16, 2023
Robyn Urichuk, #4669	Aug. 17, 2023
Kayla Clarke, #4703	Aug. 17, 2023
Brooklyn Fournier, #4695	Aug. 17, 2023
Cassandra Gerow, #4688	Aug. 17, 2023
Paige Hess, #4718	Aug. 17, 2023
Kayla Jacobs, #4677	Aug. 18, 2023
Sasha Noeth, #4671	Aug. 18, 2023
Katherine Quimper, #4665	Aug. 18, 2023
Dayna Wheatcroft, #4713	Aug. 18, 2023
Emily Bachand, #4670	Aug. 21, 2023
Viktoriia Bezzakonova, #4674	Aug. 21, 2023
Leanne De Guzman, #4711	Aug. 21, 2023
Taryn Fischer, #4660	Aug. 21, 2023
Emma Gallant, #4647	Aug. 21, 2023
Amber-Lynn Gawreletz, #4702	Aug. 21, 2023
Danielle Gervais, #4694	Aug. 21, 2023
Firminich Gutierrez, #4708	Aug. 21, 2023
Shawnee Hunter-Baker, #4391	Aug. 21, 2023
Hailee Luchka, #4680	Aug. 21, 2023
Mackenzie McNeil, #4664	Aug. 21, 2023
Jeremina Osi, #4691	Aug. 21, 2023
Karlene Riley, #4666	Aug. 21, 2023
Hayley Severin, #4683	Aug. 21, 2023
Kaylee Stegmaier, #4673	Aug. 21, 2023
Shelbi Stordahl, #4668	Aug. 21, 2023
Kristine Tomas, #4619	Aug. 21, 2023
Natalia Wisniewski, #4689	Aug. 21, 2023
Aislinn Young, #4714	Aug. 21, 2023

Cancel General Practice Registered Veterinary Technologist

Shaunacee McKay, #3434	Aug. 29, 2023
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Cancel Provisional Veterinary Technologist

Jensen Wilk, #4531	July 20, 2023
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Reinstated General Practice Registered Veterinary Technologist

Melissa Scott, #3114	Sept. 14, 2023
Thierry Locati, #779	Sept. 26, 2023
Kaycee Meggitt, #4131	Sept. 28, 2023

Veterinarians | November 2023

Transfer General Practice Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Grainne Pierse, #3643	Oct. 6, 2023
Dr. Krissia Menjivar, #3007	Dec. 7, 2023
Dr. Hannah Viveiros, #3467	Dec. 31, 2023
Dr. Donald Church, #572	Dec. 31, 2023

Transfer General Practice Registered Veterinarians to Time Limited Registered Veterinarian

Dr. Gordon Atkins, #517	Jan. 1, 2024
Dr. Jamie Rothenburger, #2664	Nov. 6, 2023

Transfer Time Limited Registered Veterinarian to General Practice Registered Veterinarian

Dr. Robert Hagan, #105	Oct. 1, 2023
Dr. Marian Johnson, #1359	Jan. 1, 2024

Transfer Time Limited Registered Veterinarian to Non-Practicing Veterinarian Member

Dr. Timothy Keogan, #1312	Jan. 1, 2024
Dr. Beverly Wolney, #1962	Jan. 1, 2024

Transfer Non-Practicing Veterinarian Member to Time Limited Registered Veterinarian

Dr. Shefali Lemaire, #3076	Dec. 13, 2023
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Transfer Supervised Limited Practice Registered Veterinarian to Temporary Registered Veterinarian

Dr. Kim Burke, #4292	Oct. 26, 2023
Dr. Nadeem Ahmad, #4114	Oct. 26, 2023

Cancelled Supervised Limited Supervised Registered Veterinarian

Dr. Amritpal Singh, #4377	Oct. 12, 2023
Dr. Amandeep Kaur, #4378	Oct. 12, 2023

Cancel General Practice Registered Veterinarian

Dr. Matthew Tso, #4243	Dec. 31, 2023
Dr. Autumn Dunivan, #2946	Sept. 20, 2023
Dr. Megan Mackintosh, #4040	Nov. 1, 2023
Dr. Philip Hyndman, #3675	Sept. 29, 2023
Dr. Jennifer Wilson, #4390	Dec. 31, 2023
Dr. Sara Regehr, #4101	Jan. 1, 2024
Dr. Jessica Retterath, #4135	Dec. 29, 2023
Dr. Carmen Schneider, #3759	Dec. 31, 2023

Cancel Non-Practicing Veterinarian Member

Dr. Amanda Grant, #3269	Dec. 31, 2023
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Permit Holder Approval | November 2023

Prairie Veterinary Dental Services Inc. (Dr. Heather Lam #2245)	Sept. 28, 2023
Tanya Knittig Veterinarian Services Ltd. (Dr. Tanya Knittig #1748)	Oct. 2, 2023
Marok Veterinary Services Limited (Dr. Harninder Marok #3965)	Oct. 4, 2023
2241534 Alberta Ltd. (Dr. Shelby Kimura #2442)	Oct. 19, 2023
Ruszkowski Veterinary Corporation (Dr. Sebastian Ruszkowski #4172, Dr. Sara Stewart #4193)	Oct. 20, 2023
1680213 Alberta Ltd. (Dr. Atal Bahadur #2418)	Oct. 30, 2023
2400967 Alberta Ltd. (2311924 Alberta Ltd., 1680213 Alberta Ltd.)	Oct. 30, 2023
Alkali Creek Veterinary Services Ltd. (Dr. Tracey Logan #1413)	Oct. 30, 2023
Olds College (under Veterinary Profession General Regulation 11(1.2) – Olds College AHT Program/Equine Reprod. Center)	Nov. 2, 2023
BrandtManson Veterinary Services Ltd. (Dr. Clayton Brandt #3614, Dr. Layne Manson #2893)	Nov. 6, 2023

2056811 Alberta Inc. (Dr. Purnoor Samra #3101)	Nov. 6, 2023
2401179 Alberta Ltd. (Dr. Sameer Gupta #2397)	Nov. 7, 2023

Closed Permit Holder | October 2023

1491305 Alberta Ltd. (Dr. Sameer Gupta #2397)	Sept. 29, 2023
Pathways Animal Clinic Ltd. (Dr. Lilian Hidalgo #2192, Dr. Juan Garcia #2095)	Sept. 29, 2023
W.A. Veterinary Services Ltd. (Dr. Klaas Wiersma #817)	Oct. 30, 2023
Cats Behaving Badly Inc. (Dr. Destinee Dummer #3069)	Nov. 3, 2023

Registered Veterinary Technologists | November 2023

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

Emily Navickas, #3578	Aug. 31, 2023
Tegan Stolz, #3416	Oct. 1, 2023
Cindy Scott, #1244	Sept. 9, 2023
Stacey Barge, #3793	Oct. 5, 2023
Darcie Boussuge, #3676	Oct. 18, 2023
Megan Squair, #4483	Oct. 21, 2023
Kirsten Logan, #4284	Oct. 23, 2023
Kathleen Ritz, #3084	Oct. 24, 2023
Patrick Fuller, #4444	Nov. 5, 2023
Brianne Daudlin, #3362	Jan. 1, 2024
Kaylie Ozirny, #4455	

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

Catherine Stone, #2634	Oct. 25, 2023
Sierra Varley, #3648	Oct. 1, 2023
Kennedy Nelson, #3225	Oct. 10, 2023
Carolien Scholtens, #2666	Oct. 16, 2023
Lisa McCafferty, #3599	Nov. 10, 2023
Tanya McGee, #1948	Jan. 1, 2024
Kristen Reich, #2721	Dec. 1, 2023

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

Sadie Thomas, #4602	Oct. 26, 2023
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Cancel General Practice Registered Veterinary Technologist

Leanne Walton, #4333	Nov. 1, 2023
Elizabeth Wall, #3042	Oct. 13, 2023
Brittany Burgess, #4536	Nov. 3, 2023

Cancel Non-Practicing Veterinary Technologist Member

Lorinda Patterson, #891	Oct. 2, 2023
Emil Aquino, #4033	Nov. 1, 2023
Katherine Michaud, #635	Dec. 31, 2023

Cancel Provisional Veterinary Technologist

Kelsie Cygan, #4570	Nov. 2, 2023
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Provisional Approval of New Veterinary Practice Entities (Sept. 19, 2023, to Nov. 9, 2023)

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

Practice Name	Location
Aligned Veterinary House Calls Services	Okotoks
Dawson Creek Veterinary Clinic	
Ambulatory Services	Dawson Creek, BC
Wagner Veterinary Service	Claresholm

Public Recognition Corner



Susan Herbert, RVT

Celebrating Susan Herbert, RVT

AAHA 2023 Vet Tech of the Year

AT THE HEART OF EVERY VETERINARY PRACTICE, THERE ARE DEDICATED professionals who go above and beyond to ensure the health and well-being of our beloved pets. Today, we are thrilled to shine a spotlight on Susan Herbert, our Fear Free Level 3 Elite Certified RVT, who has just been awarded the prestigious American Animal Hospital Association (AAHA) 2023 Vet Tech of the Year.

Susan's passion and commitment to her role as a veterinary technician are truly remarkable. Her areas of expertise span behaviour, internal medicine and nutrition. With a genuine love for animals, Susan's goal is crystal clear: to help you help your pet!

View the full post on the [Chestermere Veterinary Clinic Facebook page](#).



Dr. Doug Whiteside

Dr. Doug Whiteside, Calgary Zoo Head Veterinarian and Senior Manager of Animal Health

Awarded 2023 Presidential Service Award by the AAZV

THE AMERICAN ASSOCIATION OF ZOO VETERINARIANS (AAZV) IS AN international veterinary organization based in the US dedicated to advancing the health and welfare of zoo animals and wildlife. The award recognizes significant service contributions to the AAZV. Doug has served on the AAZV Board of Directors and as Chair of the International Committee over the past four years.

From his dedication to conservation and the highest standards of animal welfare to the outstanding leadership and mentorship he provides, we could not be more grateful for the work that he does here at the zoo and the impact he makes in the field of veterinary medicine. Join us in congratulating Dr. Doug on this outstanding achievement!

View the full post on the [Calgary Zoo LinkedIn page](#).

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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Dr. Jocelyn Forseille

Dr. Jocelyn Forseille, ABVMA Assistant Registrar, Retires

DR. FORSEILLE RETIRED AT THE END OF DECEMBER 2023 AFTER NINE YEARS with the ABVMA, beginning in 2014. Over the years, Jocelyn's portfolio included oversight of the advisory committees, approval of continuing education, managing the Strategic Plan, content development for the Alberta Animal Health Source and social media platforms and representing the association at meetings, including attending Council meetings. Additionally, she contributed to various projects for the association, including the ongoing immigration project, as well as the recently launched WorkPack Professional Toolkit – an excellent resource for veterinary teams – which she worked on diligently for several years.

Dr. Forseille has been an integral part of the association, and she will be missed very much by her fellow colleagues and ABVMA staff. Congratulations, Jocelyn, on your well-deserved retirement!



L-R: Dr. Murray Jelinski, Kaylyn Kubes, Dr. Gillian Muir

ABVMA Student Member Leadership Awards

THE ABVMA IS PLEASED TO RECOGNIZE STUDENTS FROM UCVM AND WCVM with the 2023 Student Leadership Awards. The ABVMA recognizes one ABVMA student member at UCVM and one at WCVM in recognition of demonstrating interest and leadership in the professional organization of veterinary medicine by involvement with the ABVMA or other professional associations.

Congratulations to Kaylyn Kubes, the recipient of the 2023 WCVM award.

The 2023 UCVM award will be presented January. Please see the Spring Issue of the magazine for award recipient details.

Notice of Unannounced OHS Inspections

THE ABVMA OFFICE HAS BEEN INFORMED BY MEMBERS THAT RANDOM, unannounced Occupational Health and Safety (OHS) inspections are occurring in Alberta. These have occurred in St. Albert and Edmonton and will be occurring all over the province. The PIPS Bylaw states that veterinary practices must follow all applicable federal and provincial OHS legislation.

The ABVMA office has met with OHS representatives to ensure ABVMA members have the information required for a successful OHS inspection.

[View more information.](#)



CVMA Report

The national and international voice for
Canada's veterinarians, providing leadership
and advocacy for veterinary medicine.



Dr. Kirsten Aarbo
she/her

Alberta Representative on
CVMA Council

One Profession. One Strong Voice.



Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

WE ADDRESS AND ACT ON NATIONAL VETERINARY ISSUES

Workforce Initiatives Update: Pre-Budget Submission, Economic Assessment and National Testing Centre

The CVMA has hired Impact Public Affairs, a full-service government relations and communications firm, to help lobby the federal government to provide support to address the workforce shortage and support the profession overall. We have recently submitted three recommendations to the government in advance of the 2024 Federal Budget.

Call for Proposals Now Open: 2025 Economic Impact Assessment

The CVMA is working with MNP, a business advisory firm, to undertake an economic impact assessment of the veterinary profession across Canada to demonstrate its contributions to the gross domestic product, employment, tax revenue and household spending from veterinary practices.

Supporting a National Testing Centre for Internationally Trained Veterinarians at the WCVM

Dr. Gillian Muir, Dean of the Western College of Veterinary Medicine (WCVM), with the support of the CVMA, recently submitted a briefing note to the federal government requesting funding to support a National Testing Centre for internationally trained veterinarians at the WCVM.

Find more information about these initiatives under the Latest News section of our website.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE

International Veterinary Associations Act to Protect Pregnant Horses Used for Blood Collection

The CVMA, Federation of Veterinarians of Europe (FVE), and the American Veterinary Medical Association (AVMA) recently endorsed the World Veterinary Association (WVA) Position Statement on the Use of Horses for Production of Biologics and Therapeutics in recognizing that compliance with recommendations for the care of horses used in these industries is necessary to ensure their good welfare. Find more information under the Latest News section of canadianveterinarians.net.

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Petcard

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

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 until **Jan. 31, 2024**. Award recipients receive **complimentary registration** to the 2024 CVMA Convention in Calgary, AB, in addition to other prizes specified to each 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.

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.

ANTIMICROBIALS DON'T WORK FOR THE MAJORITY OF **GI CONDITIONS** AND CAN CAUSE SEVERE SHORT AND LONG-TERM HARM TO THE GUT MICROBIOME.^{1-6,14}

For acute diarrhea, new recommendations advise that the first choice should be a medical grade clay, like **Montmorillonite**, with a synbiotic.¹ **Montmorillonite** is superior,¹ 10-15 times more absorbent than kaolin and 2-3 times more effective than attapulgite.⁷⁻¹⁰

Intervene early with **ENTERO AID +GI™**, an all-natural, vegan synbiotic containing montmorillonite clay. It supports and maintains a healthy gut and bowel function, including normal stool quality and frequency.



ROADMAP FOR THE MANAGEMENT OF MILD ACUTE GI UPSET.¹

Basics: O and P
and empirical deworm

Back-up plan:
Delayed prescribing
– **TELEMEDICINE!**

Diet/hydration support

Synbiotics

Early implementation
of a clay product

Pause on
antimicrobials

ENTERO AID +GI™
Available in 15 ml and 30 ml



SCAN THE CODE
TO LEARN MORE



cfpharma⁺

To learn more, visit [greywolfah.com](https://www.greywolfah.com)



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No Surprises – Obtaining Informed Consent

Peter Lawson, DVM

DURING MY MANY YEARS OF

involvement with complaints cases, both as a Complaints Review Committee (CRC) member and from my participation in many consent order discussions on behalf of the CRC, I have noticed that “lack of informed consent” has become an all-too-often theme in complaint cases. I would like to share with members an approach that I used as a practice owner and that I have recommended to members facing complaints to help them avoid future problems with informed consent. It’s simple: just remember, “No Surprises.” The client should never be “surprised.” This approach not only fulfills the requirement of informed consent and respects the rights of the client, but also creates smoother interactions between your staff and clients. A client must be well informed of all charges and all procedures and have a clear understanding of all risks. It is the veterinarian’s responsibility to ensure that informed consent has been obtained and documented.

Under our legislation, informed consent must be obtained either by the DVM directly or by an RVT to whom they have delegated this responsibility to act on their behalf. In several complaint cases, it has been revealed that the only client contact at the time of a surgery admission was with the receptionist; this will be found to be unprofessional conduct unless prior informed consent has been obtained by a registered member. Complete informed consent will be evident when a client

It’s simple: just remember, “No Surprises.” The client should never be “surprised.” This approach not only fulfills the requirement of informed consent and respects the rights of the client, it also create smoother interactions between your staff and clients.

returns to the practice to retrieve their pet and they are presented with an invoice, which is exactly what they expected. The itemized invoice and completed treatment plan will detail everything that they knew was going to be done, and it matches what was already given to them in their original treatment plan/estimate or one that has been updated and discussed with them throughout the patient’s assessment and treatment.

Occasionally, cases have unfortunate outcomes and clients are understandably distraught, but if you have full informed consent, the client acknowledges that they were informed that this may happen. Nothing should ever be done with a patient unless it has been approved by the client prior to the procedure, even if it is a “no charge” item. Dental procedures seem to be particularly prone to misunderstandings. Poor communication with clients about dental procedures has led to official complaints. Owners expecting a “few” teeth to be removed come to pick up their

pet and find out that the dental procedure was much more extensive than they were expecting, and no updates were given to the client during the procedure. It doesn’t matter if the teeth removed were obviously in need of removal or if it was simply in the pet’s best interest. Clients need to approve each and every tooth, and it doesn’t matter if removing additional teeth “stayed within the estimate.” Having financial approval is not the same as having approval for a procedure – you must have both.

If you adopt the “no surprises” approach to informed consent, your receptionists will never be hesitant to present an invoice. Your RVTs can enter a discharge appointment without fear of meeting with the client as the client has already been informed of all results, plans and procedures that have been performed. With “no surprises,” your client’s rights will be respected, your obligations with regard to informed consent will be fulfilled, and your interactions with your clients will be more enjoyable.



GO GREEN!

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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 **CLASSIFIED ADS/CPD/LIBRARY/EVENTS** tab.

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- Dr. Sara Casebeer

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On The
Cover

Veterinary Agri-Health Services

Celebrating 30 years in the beef business!

This past July, Veterinary Agri-Health Services, Ltd. (VAHS) celebrated its 30th anniversary. In 1993, Dr. Mike Jelinski founded VAHS on the philosophy that if his clients were successful, the practice would be as well. Soon after, Dr. Craig Dorin joined VAHS with the shared goal of providing high-quality veterinary and consulting services to progressive beef cattle clients. Together, they watched VAHS grow from a single vet truck and basement office to the impressive facility, fleet and team of 15 they have today.

"WE'VE BEEN FOCUSED EXCLUSIVELY ON BEEF CATTLE since the beginning. In 1993, most practices were still mixed, relying on revenue from small animal services to provide year-round financial stability," states Dr. Mike. "We used our off-season time to brush up on research, refine protocols and explore new technologies. We focused on what would make our clients money in the long run, not necessarily what generated the most revenue for us at the time," adds Dr. Craig.

Much has changed over the years, both at the back end of a cow and the front side of a computer. In the early 90s, there was very little in the way of health software for small-medium feedlots. Drs. Mike and Craig, in partnership with Coaldale Veterinary



VAHS staff



Dr. Elizabeth Homerosky, Dr. Brian Warr and Dr. Tommy Ware in front of the brand wall in reception

Clinic, built a health program that is now in its third version and used in over 40 feedlots across Alberta, Saskatchewan and Manitoba. "I remember running around to each feedlot, downloading data onto floppy discs," recalls Dr. Mike. "Throughout the years we've made an effort to embrace change and stay on the cutting edge, and it's paid off. Nearly every operation we work with today was referred to us by an existing client, and that's pretty humbling."

A growing practice radius and staff size eventually led to VAHS outgrowing their Airdrie, AB, office. In 2019, they found the perfect build site along Dickson Stevenson Trail just north of Airdrie. With a beautiful view of the Nose Creek Valley and Rocky Mountains to the west, ample parking and easy access for clients, it is now their forever home. "Our primary objective was to design a welcoming and comfortable environment that not only met our practical needs, but also fostered staff interaction and collaboration," notes Dr. Elizabeth. The library is the perfect setting for hosting virtual consultations with clients or weekly case rounds where faculty, colleagues from other practices and past students looking for guidance on challenging cases frequently join in. The spacious second-floor boardroom comfortably seats 30 people and is ideal for client events, as well as a hub for student teaching. "The state-of-the-art technology throughout our

"Staying connected to industry has had a lasting impact on our practice and the opportunities afforded to us."

new office provides the perfect platform for teaching and collaboration," adds Dr. Elizabeth.

Education is a core value at VAHS, having been part of the UCVm Distributed Teaching Hospital since its inception. All the veterinarians have a critical role in delivering their Advanced Beef Production Medicine rotation which welcomes 10 aspiring "cow vets" across the US and Canada each year. "My first exposure to VAHS was as a resident at UCVm, so I understand first-hand how important it is to open your doors to students," recalls Dr. Elizabeth. "Dr. Brian, Dr. Tommy and myself would never have found our way to Canada, let alone VAHS, had it not been for educational opportunities."

VAHS is also involved in various capacities with the WCABP, Prairie Diagnostic Services, the American Association of Bovine Practitioners, the Canadian Beef Industry Conference and the Beef Cattle Research Council, as well as numerous community organizations. "Staying connected to industry has had a lasting impact on our practice and the opportunities afforded to us," notes Dr. Craig. "One of the things we are most proud of is the network of veterinary colleagues we get to interact with on a daily basis. Strong connections at both UCVm and WCVm as well as with our colleagues at Feedlot Health Management Services by Telus Agriculture, Cattle Health Management and Cow Calf Health Management Services help us deliver a very high-quality suite of services to our clients."

Despite BSE, COVID and other challenging times, VAHS has always stayed true to their mission: to provide client-focused professional services and

evidence-based expertise in beef cattle health and welfare, production medicine, field research and veterinary education. VAHS was honoured to be awarded Practice of the Year by the CVMA in 2015. The practice's leadership has also been recognized by their peers for making a lasting impact on the profession. Dr. Mike was awarded Veterinarian of the Year by the Western Canadian Association of Bovine Practitioners Vet in 2013, Dr. Craig was recognized as ABVMA Veterinarian of the Year in 2016 and Dr. Elizabeth was honoured to receive the James A. Jarrett Award for Young Leaders by the American Association of Bovine Practitioners in 2021. In recent years, the practice has welcomed two new but equally talented veterinarians to the partnership team, Dr. Brian Warr in 2021, followed by Dr. Tommy Ware in 2023. Dr. Brian is currently completing his MSc in epidemiology through the WCVm, and Dr. Tommy has taken a lead role in implementing and utilizing electronic records at the cow-calf level.

"I think what we're most proud of is the culture we've created at VAHS. We've worked hard to attract the right people, and every team member is integral to the success and expansion of our practice," concludes Dr. Mike. "We believe in making time for fun and have monthly staff get togethers throughout the year. We've also put a lot of effort toward succession planning and have sought to bring in partners with different backgrounds and skill sets. As veterinary practice and the cattle industry continue to evolve, we look forward to new challenges and opportunities and are confident we are well positioned for the future."



Rounding with students in the library



Advanced Beef Production Medicine rotation with Dr. Natasha Kutryk (ABVMA President)



Dr. Michael Jelinski and Dr. Craig Dorin at build site

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

WorkPack: A Professional Retention Toolkit – Chapter 4

Peak Performance: Optimizing Employee Engagement

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

THE FIELD OF POSITIVE PSYCHOLOGY EXPLORES WHAT

contributes to optimal functioning of individuals, teams and organizations. From a work perspective, this can be contemplated as the internal climate that impacts positively on ways of thinking, feeling and behaving that are invigorating and can lead to better performance. Research of Alberta veterinarians and RVTs showed that meaningfulness of veterinary work is positively associated with well-being.¹ Meaningful work is related to engagement when individuals perceive their work as significant and fulfilling a sense of purpose. As such, in alignment with positive organizational psychology, work experts recommend shifting our attention from focusing on reducing the demanding aspects of veterinary work to also considering how to enhance the meaningful aspects of this work to improve the veterinary professional's well-being, health and efficiency.

One sector of research in positive psychology is that of flow and engagement. Flow and engagement are linked to superior results in business, worker performance and life satisfaction.²

Much like a runner who experiences the “runners high,” a worker who is experiencing flow and flourishing at work, has positive thinking, efficiency and resilience, which is both good for the person and for business.

In the Alberta research of veterinary health professionals, job demand variables such as financial concerns, negative client interactions, work overload and physical health risks were negatively associated with well-being.¹ Job resources that help to balance out the job demands include job autonomy, clarity of tasks, feedback on performance, organizational support and possibility to broaden competencies.

Research shows that when veterinary professionals are involved in work where they can help animals and people, truly belong to a team and experience self-actualization,* they experience a higher sense of meaningful work and well-being.

*involved in work that is varied and interesting, requires creativity, requires learning new things, lets them use their skills and abilities and lets them do a lot of different things.

There are eight characteristics of flow (go to workpack.abvma.ca for more information). Some of the characteristics of flow can be provided by helping to balance days and provide clarity where possible, providing a more predictable workplace.

Strategies for a more predictable workplace

Information on the following strategies are detailed in this chapter:

1. Written policies and procedures
2. Use of checklists
3. Debrief of significant events within 24-72 hours
4. Performance reviews
5. Evaluation of workplace health and psychological safety in a Plan-Do-Check-Act quality healthcare Continual Improvement Framework.



The chapter also includes information about

- Physical safety (short video included)
- Supporting members in gaining additional skills
- Patient safety culture
- Error reduction, including recovering from an error
- Wellness resources

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1. Wallace, J. E. Meaningful work and well-being: a study of the positive side of veterinary work. *Veterinary Record*, 2019,185(18), 571-571
2. Farina et al. Flow and Engagement at Work: A Literature Review <http://dx.doi.org/10.1590/1413-82712018230404>

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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

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Investing in Employee Health and Well-Being

Part Two: Why employer-paid sick leave is a good prescription for vet med

Dr. Kathy Keil



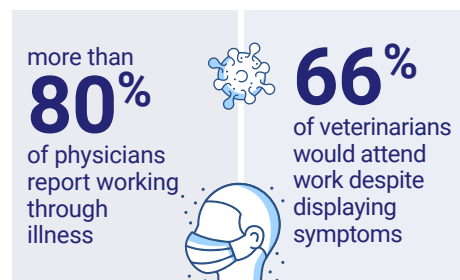
LAST ISSUE, WE UNCOVERED SOME troubling numbers around paid sick leave in Canada, and in vet med. What should employers consider next?

What are the benefits of employer-paid sick leave?

- Employees can regain their health and return to work healthy, reducing risk of disease transmission to their coworkers and be able to contribute their maximum work effort, boosting employers' productivity, output and efficiency.
- Parents are five times more likely to be able to care for sick children than similar parents without paid sick days. This supports sick children's shorter recovery times, improved vital signs and fewer symptoms.¹
- When employees have the ability to stay home to care for sick adult family members, the data shows that those with both acute and chronic medical conditions have substantially better health outcomes from conditions such as heart attacks and strokes. Also, elderly family members live longer with family support.¹
- Contributes to a positive organizational culture by promoting retention, longer work tenures and high levels of productive and satisfied workers while reducing recruitment and training costs and employers' overall absence expense. This is a win-win for everyone. Workplace culture, as described in Chapter 3 of the WorkPack, influences the degree of work involvement and engagement and organizational commitment. It also cultivates a sense of meaningful work. The latter which contributes as a protective factor to burnout. Chapter 3 also talks about the importance of leaders recognizing workplace

Turnover costs range from 20% to 200% of a worker's wages.

- factors that contribute to individual and organizational burnout and take proactive steps to reduce risk and help prevent burnout. Paid sick leave can be integrated into workplace prevention strategies to reduce the risk of burnout and help workers to recuperate if they are feeling overstretched.
- Reduce turnover, improve employee loyalty and retain the knowledgeable veterinary professionals and well-trained staff who provide the quality care and service that clients appreciate and desire. Turnover costs range from 20% to 200% of a worker's wages.²



What are the costs of not having employer-paid sick leave?

- People go to work feeling lousy, unwell and less able to provide an optimal work effort, which the human resource profession terms "presenteeism." Presenteeism has been associated with negative personal outcomes, such as decreased general health,

depression, burnout and future sickness absenteeism as well as decreased performance and productivity. The value of lost productivity has been valued at greater than the combined cost of employee absence and health and disability benefits.³

- Presenteeism is common among workers within the health services and is particularly seen among physicians. Data shows that more than 80% of physicians report working through illness, while being unable to carry out their duties to the best of their ability.³
- In a study evaluating factors associated with sickness presenteeism in New South Wales, registered veterinarians experiencing influenza-like illness, both before and since the beginning of the COVID-19 pandemic, 66% of veterinarians reported that they would attend work despite displaying symptoms.⁴
- Presenteeism has also been identified as a risk factor for serious errors including patient safety errors, workplace safety violations and occupational injuries. After paid sick leave was mandated in the state of Connecticut, there was a significant 17% decrease in occupational injuries compared with a 12% decrease in neighbouring states and the 8% decrease in the US over the same period.⁵
- Presenteeism increases risk of potential contagion of infectious diseases among coworkers, increasing the likelihood of more illnesses, both individually and within the workplace.⁶
- Worse health outcomes for ill family members and potential spread of disease if the employee is unable to take paid time off to provide care. This places more demands on healthcare resources.⁶



17%

decrease in occupational injuries, after paid sick leave was mandated in the state of Connecticut

Watch your next issue for part three of Investing in Employee Health and Well-Being: Moving from inaction to action – implementing paid sick leave in practice, where we'll explore some tips to consider when tackling paid sick leave in your practice.

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

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1. Heymann, J., Rho, H. J., Schmitt, J., & Earle, A. (2010). Ensuring a healthy and productive workforce: comparing the generosity of paid sick day and sick leave policies in 22 countries. *International Journal of Health Services*, 40(1), 1-22.
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2023 CanWest Veterinary Conference

Fairmont Banff Springs Hotel and Conference Centre



THE CONFERENCE SAW HIGH NUMBERS ONCE AGAIN

across five learning tracks, with a total of approximately 1,030 attendees. In addition to continuing education, several social events were hosted: the Meet and Greet on Saturday night, the Welcome Reception, sunset yoga and guided meditation on Sunday evening, and sunrise yoga and the Fun Run/Walk on Monday. New this year was an Indigenous Experience on Monday evening, which included a Siksika Traditional Land Acknowledgement, cultural storytelling, dance performance and food. See the summary of that event on pages 30-31. A wellness lounge was also available to attendees on Sunday, Monday and Tuesday.

Four pre-conference wet labs were hosted on Friday, October 13, in partnership with the University of Calgary, Faculty of Veterinary Medicine.

CanWest played host to several other organizations that held events in conjunction with the conference including:

- The Canadian Veterinary Medical Association
- Immigration, Refugees and Citizenship Canada
- Western College of Veterinary Medicine

Trade Fair Prize Winners

THE FOLLOWING PRIZES ARE FUNDED SOLELY BY THE contributions of each industry sponsor.

- **Sunday Daily Cash Prize Winner of \$750**, sponsored by Universal Workwear – Dr. Skylar Bieleny
- **Monday Daily Cash Prize Winner of \$750**, sponsored by BS Communications – Jaycee Deckert, RVT
- **Welcome Reception Door Prize #1, Litter-Robo 3** – Dr. Barbara Eatock
- **Welcome Reception Door Prize #2, Playstation 5** – Camila Hernandez-Solano, RVT
- **Grand Prize Draw, \$3,000 Travel Voucher** – Dr. Kirklin MacIse

Other Prize Winners

WELLNESS LOUNGE PRIZE:

\$150 Willow Stream Spa gift card – Dr. Maryam Jajouei

FUN RUN/WALK PRIZE:

\$150 Running Room gift card – Ciara Fankhanel, RVT

Attendance Statistics

By Learning Track

Companion Animal Program:

Sunday	
Track 1	80
Track 2	249
Monday	272
Tuesday	270

Equine Program:

Sunday	33
Monday	65
Tuesday	58

Food Animal Program:

Sunday	51
Monday	33
Tuesday	58

Vet Team Program:

Sunday	77
Monday	95
Tuesday	79

Veterinary Technologist Program:

Sunday	57
Monday	46

By Category

Veterinarians	346
Veterinary Technologists	136
Students	9
Speakers	37
Staff	28
Moderators	4
Practice Staff	38
Industry representatives	267
Invited Guests	10
Other	159

By Region

Canada	979
USA	49
New Zealand	1
Iran	1
Other/not indicated	4
British Columbia	89
Alberta	596
Saskatchewan	49
Manitoba	22
Ontario	165
Quebec	49
PEI	0
Nova Scotia	2
New Brunswick	6
NL	0
Yukon	1



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- ProNorth Medical
- P-L Squared Insurance Services
- Rayne Nutrition
- Reflex Integrated Inc.
- Simmons & Associates Inc.
- Solvet
- Tails of Help
- Talkatoo Inc
- Tavin Pharma Inc.
- Trupanion
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- UXR Inc.
- VCA Canada
- Vet Alliance
- VetCare Canada
- VetScalpel
- Vetrex Group Inc.
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- Wound Closure Solutions

An Evening with Siksika First Nation

Traditional Land Acknowledgement, Cultural Storytelling and Dance Performance

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

COOL RAINY WEATHER AND CLOUDS OVERHEAD DID

nothing to block out the moon rising over Rundle Mountain, a setting of pure beauty in Banff National Park. With the campfires lit on the Upper Bow Valley Terrace, the stage was set for this unique event to be held for the first time at the CanWest Veterinary Conference.

The evening began with lessons shared through Treffrey's storytelling. Treffrey Deerfoot, Aissikotoyomahka, Elder, Artist, Ceremonialist, Storyteller, Dancer, Singer and Drummer, hails from the Siksika Nation and from the "Run Away Buffalo Clan." Treffrey's ancestral territory is where the two rivers meet Bow and Elbow in the spring and summer, and the Banff corridor in the fall and winter seasons.

Treffrey shared his people's role in being the caregiver of a Beaver Bundle. He also expressed appreciation of the four elements, water, air, fire and earth as he acknowledged the land on which we were blessed to be gathered, reminding us that humans must live in harmony with mother earth and the other animals that we inhabit our lands with.

Treffrey shared how the Blackfoot way of life has shaped him and etched the way he sees the world from the lens of his ancestors. He feels it is his responsibility to pass knowledge onto others. Describing himself not as a residential school survivor, but a residential school "graduate," he shared that while horrible things did happen there, he vows to not allow the past to control him.

A master storyteller, Treffrey could easily have educated and told stories all night; however, following his narrative came the dancers from Blackfoot Medicine Speaks Dance Company. Several unique Indigenous dances were introduced with narrative

He also expressed appreciation of the four elements, water, air, fire and earth as he acknowledged the land on which we were blessed to be gathered, reminding us that humans must live in harmony with mother earth and the other animals that we inhabit our lands with.

explaining the significance of each dance. These included the Grass Dance, Men's Traditional Dance, Fancy Shawl, Jingle Dress Dance and Chicken Dance. The dancing concluded with attendees joining the dancers for a ceremonial Round Dance.

Finally, we broke bread together, sharing a warm meal prepared by the women of Siksika First Nation. The delicious food consisted of Buffalo Stew, Warm Saskatoon Soup, Fry Bread, Bannock and mint tea, an excellent end to an educational evening.

So what did I take away from this experience? Despite not being a spring chicken, I feel as though I am still in the infancy of my journey towards truth and reconciliation. Growing up in the 80s in a lower socio-economic neighbourhood in north Edmonton, I can honestly say that "white people" and "Indians" (the term frequently used at the time), were generally not friendly with one another. Being blunt, it was a generation and decade mainly comprised of stereotypes, mistrust and quite often full-blown racism. As I look back now, I realize I learned little to nothing about Indigenous culture in the school system, retaining only dates and basic facts about the Louis Riel Rebellion, clearly an underrepresentation of the rich Indigenous history our country has to offer.

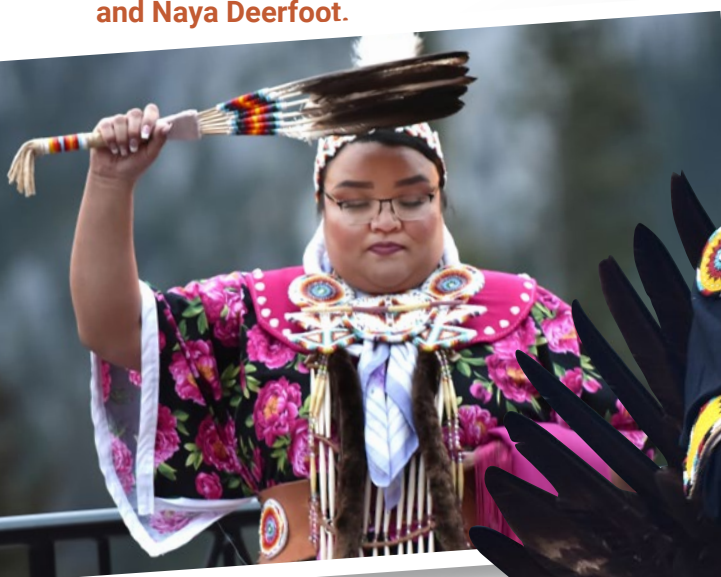




Unlearning truths and stereotypes perpetuated over generations takes time. Acknowledging the biases from Caucasians towards Indigenous people or admitting as a First Nations person that you mistrust non-Indigenous people, these are biases that may exist, which we need to own up to – another necessary step in this process. Truths may be painful on both sides, but they exist.

So how can we do better? I watch my grandchildren interact with other children of various ethnicities, skin colours, religious backgrounds and am struck at the inherent lack of prejudice in children. The reality is we can raise a generation that does not perpetuate the stereotypes my generation learned. Perhaps this is at the foundation of reconciliation. It is time to acknowledge the past. It is also time to leave it there. Wherever you are at in your journey, I encourage you to seek out ways to learn more, recognize your own biases and look for ways to change them through education and shared experiences. Explore with a mind intent on curiosity and a heart willing to listen and learn.

Nitsiniyi'taki (thank you) to Treffrey Deerfoot along with his entire crew, including: Gail Maiangowi, Shannon Daniels, Aaron Daniels, Farrow Daniels, Todd Deerfoot, Aiden Deerfoot, Hunter Deerfoot, Halle Deerfoot and Naya Deerfoot.





PIPS Tip – Top Ten Deficiencies

ABVMA practice inspections from Sept. 2022 to June 2023

10. Prescription Labels

Some veterinary practice entities (VPEs) lacked the necessary information or accurate details, such as expiry date, on their prescription labels when dispensing medications.

All drugs identified as prescription in Council Guidelines are clearly and legibly labelled on the individual container or using unit with:

- Name of client
- Name of drug, date dispensed, quantity dispensed
- Name of prescribing registered veterinarian
- Name, address, and phone number of dispensing VPE
- Identification of animal patient or production unit the drug is intended for.
- Directions for use including dose, frequency, and duration.
- Drug Identification Number (DIN)
- Expiry date
- The statement "Veterinary Use Only"
- Necessary warnings about product safety, handling and withdrawal times (where appropriate)

Reference: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, Page 35, #6 d.

9. Posted Floor Plans

For all VPEs that operate out of a facility open to the public, a posted floor plan is required. The floor plan must include the location of:

- Fire extinguishers
- Control/shut off valves for oxygen, water, gas
- Dangerous areas such of chemical storage and oxygen storage
- Escape routes

The most common item found missing from the posted floor plan was the location of chemical storage. This would include chemicals used for cleaning or disinfecting, as well as lab chemicals, etc.

It is considered best practice to have the floor plan posted near all entrances as that

is where first responders will expect to see signage in the event of an emergency.

Reference: ABVMA PIPS Bylaw, Universal Standard 4: Safety/Emergency Preparedness, p. 11, #5.

8. Expired Controlled/Narcotic/Targeted Substances

It was frequently noted by inspectors that expired controlled/narcotic/targeted substances were found in the controlled medication storage. As well, destruction of controlled/narcotic/targeted substances was often not performed or documented properly. Outdated, damaged or contaminated drugs (narcotics, controlled substances, benzodiazepines and targeted substances) of any volume beyond a broken ampoule, unused portion of an ampoule or single or partial dose not administered to the patient, must be kept separate from regular inventory until safely disposed, typically accomplished by local destruction.

This process involves:

1. The controlled/narcotic/targeted medication must be destroyed by altering or denaturing the substance to such an extent that its consumption is impossible or improbable. (i.e., denaturing with disinfectants or absorption into kitty litter with the resulting product disposed of in secure biomedical waste container.)
2. Destruction must be by two registered veterinary medical professionals, one of which must be a registered veterinarian.

Reference: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 34, #4.

7. Infection Control Program

Some VPEs lacked a written Infection Control Program that was complete and specific to their practice. This document must be accessible to all staff and must include policies on effective containment of contagious diseases as well as protocols on how to effectively clean and disinfect the practice, equipment and personnel.

Reference: ABVMA PIPS Bylaw, Universal Standard 5: Infection Prevention & Control, Biosecurity & Biomedical Waste Management, page 12, #1 and template Appendix I, page 14.

A word version of the Infection Prevention and Control program template is provided under PIPS sample forms to customize for your veterinary practice so that it is useful for all staff.

6. Quality Control Testing of Radiation Equipment

Some VPEs did not document the quality control testing performed on all their X-ray units. Performing various tests daily/weekly/monthly/annually will result in the following:

- Quality diagnostic radiographs for accurate diagnosis
- Lower exposure rates for staff and patients
- Better patient care
- Less repeat images

The type and frequency of tests performed is typically dependent on the manufacturer's recommendations for the unit. However, the Radiation Program section of the ABVMA member portal includes sample checklists as well as how-to videos for performing many common routine tests.

Quality control testing is separate from the Authorized Radiation Protection Inspection Agency (ARPIA) inspection which the Alberta Occupational Health and Safety Code requires every five years.

The PIPS Bylaw states that a documented Radiology Quality Assurance Program must be in place, consistent with that outlined in the ABVMA's Radiation Protection and Laser Safety Program Manual.

References: ABVMA PIPS Bylaw, Service Category 8: Diagnostic Imaging, page 63, #1 and ABVMA Radiation Protection and Laser Safety Program Manual 2022. Section 4, page 13-22.

5. Labelling of Controlled/Narcotic/Targeted Medications

Inspectors found that some VPEs did not have their controlled/narcotic/targeted medications labelled properly with a unique ID, written in indelible ink. This deficiency was most commonly seen with individual ampules or vials of medications (i.e., diazepam ampules or midazolam vials). Each vial or ampule requires the complete identification number assigned by the VPE (for example, 2023-1 A to J).

The Office of Controlled Substances, Health Canada, requires that each individual ampoule/vial must be labelled with indelible ink. The box needs to be labelled as well. The unique ID must be written on the bottle of the vial rather than on the removable cap.

Reference: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, page 34, #4, c, iv.

4. Tracked Prescription Program (TPP) Forms

Many VPEs did not complete the TPP forms in their entirety. Often, the bottom section of the form "Pharmacy Use Only" was found incomplete when TPP medications were dispensed from the practice.

On the TPP form line "Pharmacy LIC #" veterinary practices must record their veterinary practice identification number. To find the VPE identification number: on the veterinary practice entity portal after login, look to the left under Practice Profile. Below the VPE's name, the veterinary practice ID number is titled as "Practice Registration Number." In the Pharmacist Sign and Reg # section, the veterinarian or RVT who is completing the dispensing of the medication must sign AND include their own ABVMA member registration number.

The PIPS Bylaw states that TPP pads are used in accordance with Council Guidelines.

The ABVMA *Members' Magazine*, March-April 2023, (page 28-29) includes an article outlining the proper steps for completing a TPP form.

References: PIPS Bylaw Universal Standard 9: Pharmaceutical Management, page 34, 4.f and TPP Alberta Guide, Jan 2023.

3. Controlled/Narcotic/Targeted Acquisition Log

Veterinary practices have a unique privilege in purchasing controlled/narcotic/targeted substances. Some practices were found to be deficient in tracking the receipt of these medications. Often the acquisition logs did not contain signatures of the registered individuals signing medication into inventory when the order is received and signing out of inventory when brought into use.

The acquisition log must include the following information:

- i. Date and quantity of drugs received
- ii. Lot number and/or invoice number containing lot number
- iii. Name and signature of responsible veterinarian or RVT receiving the product and entering it into inventory
- iv. A unique number assigned to each bottle within the shipment
- v. Name and signature or password protected computer ID of responsible veterinarian or RVT removing product from inventory

References: ABVMA PIPS Bylaw, Universal Standard 9: Pharmaceutical Management, Page 34, #4.c and PIPS User Guide, Page 14.

2. Post-Operative Monitoring and Prior to Discharge Patient Assessment

While patient monitoring post operatively and patient assessment prior to discharge are likely occurring regularly, many practices did not document these assessments in the patient record. Patients must be assessed for normal temperature after any procedure involving anesthesia or heavy sedation. As well, temperature, level of alertness and pain must be assessed and documented by an RVT or veterinarian prior to discharge.

Reference: ABVMA PIPS Bylaw, Service Category 4: Anesthesia, page 51, #4. d, f.

And the most common deficiency?

1. Controlled/Narcotic/Targeted Drug Use Logs and Reconciling These Medications

Tracking of controlled, narcotic, and targeted medications is essential to ensure veterinary practices retain the privilege of using these pharmaceuticals as well as avoiding diversion of these drugs. Many practices had discrepancies in their controlled drug use logs and variations in what amount the log stated compared with the actual remaining balance in the bottle. It was also noted by PIPS inspectors that regular audits of the use logs were not consistently taking place (the PIPS Committee recommends monthly audits). Hub loss calculations, reconciliation and investigation into missing amounts of controlled substances were not always evident on the use logs. The PIPS Committee takes this deficiency very seriously and will ask for continued submission of the use logs until tracking complies with the PIPS Bylaw. The committee expects to see hub loss calculations, reconciliation and investigation are recorded and signed in the drug use log.

The ABVMA *Members' Magazine*, July-August 2023, (page 32-33) includes an article on reconciling controlled/narcotic/targeted substances.

References: ABVMA PIPS Bylaw, Universal Standards 9: Pharmaceutical Management, Page 34 and PIPS User Guide, Page 14-15.

Of the inspections that occurred in the last year, 19% were in compliance with PIPS standards with the majority of practices having one deficiency or more. PIPS standards and the inspection process include many details, making the quality assurance program an important activity to continual quality improvement.

IF YOUR PRACTICE HAS AN UPCOMING PIPS

inspection, check if you meet the PIPS standards for the above deficiencies by accessing the references given below, available on the ABVMA member portal (login required).

- Practice Resources/PIPS/PIPS Sample Forms
- Practice Resources/PIPS/Prescribing and Dispensing
- Practice Resources/PIPS/Quality Assurance Self Verification
- Practice Resources/Radiation Program/Radiation Protection and Laser Safety Program Manual-revised 2022
- Member Resources/TPP information & Forms

In Memoriam



Dr. Donald William Moore

March 30, 1937 – July 12, 2023

IT IS WITH SORROW THAT THE FAMILY OF DONALD WILLIAM MOORE, 86, ANNOUNCES his death on July 12, 2023. Don was born on March 30, 1937, in High River, AB, to Eileen and Morley Moore.

Don is survived by his dear wife Joyce, three children, Lisa (Madge), David (Colleen) and Carolyn (Gord), and eight grandchildren: Max and Milo; Kieran, Sian and Cassie; Ewan, Claire and Rufus. He is also survived by his sister Dianne and brother-in-law and sister-in-law Dennis and Gail, as well as many nieces and nephews. He was predeceased by his sister Doreen and his brother Douglas.

Don grew up on the family farm west of High River, which gave him a lifelong love of country living and the outdoors. He attended Highwood School and High River High School, and later studied at the Ontario Veterinary College in Guelph. It was there that he met Joyce, his life's companion, also a student at Guelph. They were married in Wellington, ON, in 1961.

That same year, Don purchased a veterinary practice in Calgary that prospered and still exists today as Moore Equine. He was Official Veterinarian for the Calgary Stampede for 35 years. He was proud of his profession and loved his family and the country life at the ranch on the Highwood River. The ranch was the home base for many memorable trail rides west into Kananaskis Country with family and friends.

His last few years were clouded by dementia. The family is grateful to the staff at the Academy of Aging at Manor Village Fish Creek and more recently, Father Lacombe Care Centre, for their excellent care.



Ronda Renee Ohlmann, RVT

September 18, 1974 – October 16, 2023

IT IS WITH GREAT SADNESS THAT WE ANNOUNCE THE PASSING OF RONDA RENEE Ohlmann on Oct. 16, 2023, at the age of 49.

Ronda grew up on the family farm east of Leduc, AB, where she developed a love for animals. This was the beginning of a career she loved as a registered veterinary technologist, most recently working at the Leduc Animal Clinic. Ronda lived a full life, including a childhood pony, little league, music and church involvement. She travelled to numerous sunny locations, enjoyed camping with friends and was known for her funky nails. Ronda was known as the baby whisperer with a natural ability to solve problems, her creative baking skills and infectious smile. She could tell a great story. Her greatest joy was her daughter, whom she cherished with all her being.

Ronda leaves to mourn her daughter Raeja, her parents, Herb and Sonja Ohlmann, her sisters Christa (Jason Eisbrenner) of Wetaskiwin, AB, Tina (Carter Turner) of Langley, BC, and Leah (fiancé Jason) Ohlmann of Buck Lake, AB, as well as one nephew, seven nieces and a large extended family.



Dr. Stewart Ritchie

June 4, 1958 – May 2, 2023

STEWART JOHN RITCHIE PASSED AWAY EARLY MAY 2 AT HOME WITH HIS MUCH-LOVED family and dog at his side. Stew, or Dad or Papa, was the heartbeat of the family and at only 64 years of age he was taken from us far too soon; he just had so much more to do!

Stew was born in Vancouver to Bill and Maud and spent his early years with his three siblings in Burnaby before moving to Abbotsford in the 60s. Stew was a curious and spirited kid who developed a deep respect and love for animals at a young age. When he moved to the countryside, Stew was promised a dog of his own, and he has been a proud dog daddy ever since. While living in rural Abbotsford, BC, and under the influence of his father, a hands-on leader in animal feed industry, Stew tried his own hand at raising every kind of farm animal that his parents allowed. Stew delved into the welfare and nutrition aspect of animal husbandry in his teens raising beef cattle, pigs, sheep and chickens. This of course set the stage for a career path that he would follow for the rest of his life.

Stew met his wife Sandra in high school; she was a cheerleader, and he was a basketball player. They spent 48 exciting years together. During this time Stew completed his BAg (science) at UBC, master's in animal science at the University of Arkansas and DVM ('87) at WCVU. After a year of travel with Sandra, Stew returned to his hometown of Abbotsford to join his mentor Dr. Doug McCausland in his veterinary practice focusing on poultry and swine. Stew eventually bought Doug's practice and founded Canadian Poultry Consultants Ltd.

Over the next 30 plus years Stew became a leader in his field, establishing a poultry veterinary consultant practice, followed by a research farm with a focus on improving broiler health and performance. He was passionate about collaboration with his wide network of esteemed peers and created platforms for other experts in the fields of poultry diseases to meet and share their research expertise. Stew travelled the world as a consultant in poultry disease management/prevention and served as an adjunct professor at the University of Georgia and the University of Arkansas. Stew also served as a board member and President of the American Association of Avian Pathologists.

In recent years, Stew focused on farming sustainability in broiler production and conveying the essentials of broiler farming to existing and new farmers with his Platinum Brooding Program.

Stew was absolutely committed and passionate about keeping poultry welfare and efficient poultry farm management at the highest possible standard in BC, no excuses. The industry has lost a leader.

Throughout the busy career years Stew was also a dedicated family man. Dad to Samantha (George), Amelia (AJ), Tyler and Liam and Papa to Bradley, Wren, Eldon and Oliver. Stew shared with his kids his passion for travel, fishing, home grown food, the Canucks and boating on Mara Lake. The dinner table brought family and friends together with good food, fine wine and lively conversation (and chirping of course). Throughout their lives Sam, Amelia, Ty and Liam accompanied their dad on his international business travels, but the favourite trip of all was to Ireland where Stew's parents first met.

Stew was legendary for his humour, wit, intelligence and generosity. In addition to his aforementioned family, Stew will be greatly missed by his siblings Laurina Ritchie and Scott (Tracey) Ritchie, brothers-in-law Brian (Sheryl) Loughlin, Barry (Benita) Loughlin, sister-in-law Susan Loughlin, nieces and nephews Cameron, Brittany, Justin, Alex, Matthew, Dean, Ryan, Brock, Jamie, Spencer, Camilla and Carlene. Stew was predeceased by his mother Maud, father Bill, and brother Gord.



Round up

YOUR TEAM!

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Calgary - June 26-30




REGISTRATION

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Canadian Veterinary
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Dean's Corner

UCVM



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE



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

she/her

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

AS WE BID FAREWELL TO 2023, I AM

delighted to reflect on the remarkable journey of UCVM over the past year. It has been an extraordinarily busy year dedicated to meticulously planning for our expansion on top of our everyday work. It is exciting to think that next year, double the number of students will be preparing for their

careers in veterinary medicine through UCVM. Work is well underway to expand our program, with a revised curriculum being finalized and ground being broken for the new building at the Spy Hill campus. In the early spring, we will begin renovations on our existing Clinical Skills Building at the Spy Hill campus to accommodate our expanded class size. We are also finalizing our strategic plan, which will help shape UCVM's future.

A big "thank you" to everyone who helped us with our graduate outcome initiative; it is certainly not an easy task to define the knowledge, skills and attributes the vet of tomorrow needs to have to not only survive but flourish in our profession. We are looking forward to presenting our findings to everyone interested in due course.

In December, we came together to celebrate our UCVM family at a Winter Wonderland Celebration. It was a heartwarming occasion where staff, faculty and students gathered to connect, share their experiences and enjoy desserts. Witnessing this unity and camaraderie reaffirmed my pride in our exceptional team, and I am excited to see the continued growth of our UCVM team throughout the coming year.

We have recently celebrated some exceptional achievements within our UCVM community. Kaitlyn Lomsnes (Class of

2025) has been awarded a scholarship from The Oakwood Foundation and The Foundation for the Horse, a testament to her dedication to equine practice. Vladimir Tadic (Class of 2024) received the 2023 Merck Animal Health Bovine Veterinary Student Recognition Award from The American Association of Bovine Practitioners Foundation, an honour bestowed upon just 18 international third- and fourth-year students. Additionally, Dr. Doug Whiteside, Associate Professor at UCVM and Head Veterinarian at the Wilder Institute/Calgary Zoo, was recognized with the 2023 Presidential Service Award by the American Association of Zoo Veterinarians (AAZV) for his significant service contributions. I am so proud of the UCVM team, and I am looking forward to further celebrating our faculty, staff and students at the upcoming Awards Night in February.

Growth is exciting and change is hard, and I would like to use this opportunity to express my sincere thanks to everyone within and outside of UCVM who is helping us to do our part to address the veterinary needs in Alberta and beyond.

Thank you for your continued support. I am 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.

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JANUARY HAS EVERYONE COMING

back from Christmas break, refuelled and ready to tackle the new year. At this point in the year, the first-years finally feel like part of the gang, getting involved with upper-years at social events and getting ready to organize their Valentine's Day happy hour. They have now also halfway completed some of their biggest classes! Second-years, those who have had exam after exam, finally received a well-deserved Christmas break. Although busy, they continue to be a part of the social community and continue to contribute by planning and attending multiple social events. Third-years finished up some of their classes this December and will be starting their elective choices. January also holds the due date for externship applications, so third-years are now off to thinking about their fourth year, with rotations and external rotations becoming more real with every passing day. At this point, fourth-years who took their NAVLE in November are awaiting their results and are busy enjoying their time getting more practical experience with several professors and practicing veterinarians. These fourth-years are also looking to the future with post-graduation DVM positions. Some might make plans to travel or do internships around the world, but all of this comes with their decisions and desires to pursue what they want with their DVM.

The new year also brings many social events to keep the WCVM community alive. The first event to occur in January is the Winter Formal. This event is highly anticipated by those in the college as people have been discussing outfits and themes since Halloween. The guys wear suits and the girls often bring out their high school graduation dresses, as it's a chance to wear that expensive gown one more time! Not only does the chance to dress

up excite the crowd, but also the timing is perfect, as there are no exams for another few weeks. Following the winter formal, the WCVSA has organized a few activities, one of them being Karaoke Night at the local university bar. This will be a chance for the vet students to show their stuff, not only in the veterinary medicine world, but also in the world of making friends and connections with colleagues. Lastly, students have the opportunity to go to the Students of the Canadian Veterinary Medical Association Winter Symposium near Montreal in mid-January. This is a chance for veterinary students from across Canada to come together, learn, network and have fun!

After January comes February, and with February comes Valentine's Day, the day of love and another excuse for a happy hour. February also includes a reading break, giving students time to catch up and enjoy some time off during the midst of exams. During the rest of February and March, there are many more happy hours, one being focused on a foosball tournament and another around St. Patrick's Day. March ends with one of the most anticipated events, for the guys in the college at least, the Purina Cup. This is a one-day hockey tournament where we bus the majority of the people out and rent a U-Haul that we fill with everyone's equipment. People sign up a few weeks in advance and teams are made, with third-years being captains. The day is filled with hockey, food and drinks. It is a great time to let loose before the next month of exams and finals before the end of the year. Together, the next three months will be quite eventful at the WCVM, and a great social atmosphere to get to know one another better before we third-years get ready to go off to our fourth-year rotations and not be so regularly running around the university.



Hasse van der Kamp

WCVM Class of 2025
ABVMA Student Representative
2023/2024

Student's Corner

UCVM



UNIVERSITY OF CALGARY
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Kaitlyn Lomsnes

UCVM Class of 2025
ABVMA Student Representative
2023/2024

WELCOME BACK TO ANOTHER UPDATE from UCVM and Happy New Year!

With the new semester here, exciting developments are unfolding at UCVM. We've recently introduced a dedicated quiet study space, providing students with a perfect environment to focus on assignments and studying without distractions. This new facility features 20 individual cubbies equipped with power outlets and two soundproof study booths that can be reserved. It's proven to be a much-needed addition to UCVM, enhancing the overall studying experience. A heartfelt thank you goes out to Lauren Stoffregen, Nancy Ngo, Dr. Galezowski and Tina Leung for spearheading this initiative and securing the necessary funds.

Our club executives and student company representative have been working hard to provide us with enriching extracurricular talks, sessions and labs. These activities not only contribute to

our learning but also foster valuable connections with professionals. Every week, we are offered at least two sessions, providing students the chance to dive deeper into topics they are passionate about. One of my favourite monthly events is "Awesome Times with Ash" hosted by the Equine Club. Dr. Ashley Whitehead leads these sessions, presenting intriguing cases that allow students to actively participate. We work through the case by creating a problem list, establishing differential diagnoses and determining the necessary diagnostics. This experience allows us to combine theoretical knowledge with practical problem-solving skills.

The first-year students at UCVM have successfully acclimated to life as veterinary students. They have effectively navigated the challenges of first term, which placed a significant emphasis on mastering anatomy and physiology. This focused learning will continue into second semester and serve as the foundational basis upon which they will build throughout the entirety of their veterinary careers.

The second-years are navigating their challenging academic year with a admirable blend of positivity and mutual support. Their curriculum is which with the various "-ologies" such as parasitology, bacteriology, pharmacology, virology and systemic pathology. During these courses, they will have the opportunity to participate in two week-long field courses: Outbreak Investigation Week and Foreign Animal Disease Week. Despite the intensity of their academic workload, the second-year students exude positivity, and their supportive nature resonates throughout the school.

The first- and second-year students are exploring summer job opportunities, aiming to enhance their clinical reasoning and clinical skills. Many of them are eager to seek experience within the ABVMA

community, recognizing it as a valuable resource for these opportunities. Our students understand that the ABVMA community is committed to helping us proactively build our skills and contribute to our overall professional development.

The third-years are preparing for the upcoming surgery weeks scheduled for February. During this time, we will have the opportunity to spay and neuter dogs and cats under the mentorship and guidance of our professors. We will be organized into teams with one student performing the surgery while two others handle patient preparation and anesthesia, fostering a collaborative and hands-on learning environment. Additionally, the fourth-year draft night is set to happen soon, which will shape our entire fourth-year schedule.

The VetBall committee has dedicated significant efforts throughout the year to secure sponsorships, arrange a venue and organize food for our upcoming event. As part of fundraising, we hosted a Christmas Market featuring various handcrafted goods made by our team. In addition, we've established a GoFundMe page to further support VetBall. Our Gala aims to unite UCVM students, faculty and staff to commemorate our achievements from the past academic year and raise funds for our designated charity, the UCVM-CUPS Fund.

The fourth-year students are embarking on their final rotations before graduation. As they return home for another homecoming week, we look forward to welcoming them at this year's VetBall. The fourth-years' willingness to share their experiences and provide guidance makes them a go-to resource for any questions that the third-year students may have. It is with great pride that we look forward to sending off the graduating class with their DVM degrees in April.

'Til next time, ABVMA!



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ABVTA News

HAPPY NEW YEAR! I HOPE EVERYONE

had a safe holiday season. A new year means a new group of volunteers, committee members and board directors. Welcome to the team! It's exciting to see so many people volunteering and getting involved. Our leadership group is busy this January as we train and prepare our new volunteers for their roles in the association. We will also be reviewing our strategic plan and governance training.

We are looking forward to the Member Recognition Banquet, co-hosted by ABVTA and ABVMA, scheduled for Saturday, Feb. 24, 2024, in Calgary. This evening is always so inspirational as we celebrate and recognize the many amazing members of the veterinary profession.

2024 is an exciting year for the ABVTA. We have lots of exciting things planned. This year marks our 45th anniversary as an association. I am inspired by all that we have accomplished in the past 45 years.

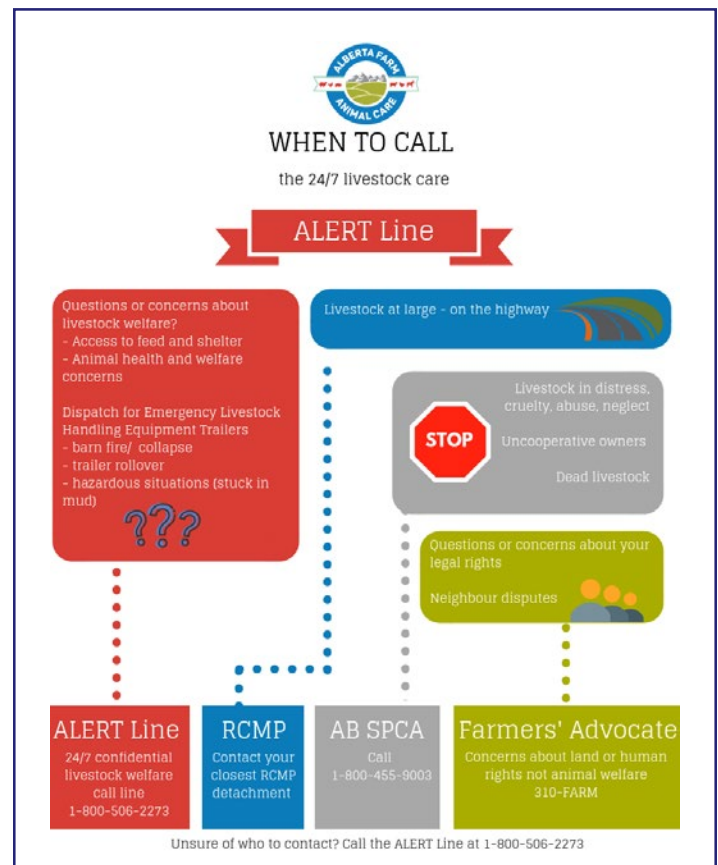
Our association, previously named the Alberta Association of Animal Health Technologists (AAAHT), was initially incorporated as an association in 1979 when it was accepted into Alberta's *Societies Act*. Right from the start, the main objectives of these highly motivated volunteers were to advocate for members, to promote their knowledge, education, skills and incredible value within the profession and, most importantly, to provide the best patient care possible. The efforts put in during those early years were so important in shaping how far we have grown. From updating legislation to include delegation to technologists in providing veterinary services, to continued work to enhance the image and advocate for increased engagement of technologists in practice, to where we are today with RVTs being an integral part of the veterinary team.

In celebration of our growth, we are thrilled to be hosting our 45th Anniversary Conference this May. We are excited to provide three streams of in-person education and hands-on workshops – there is something for everyone. This will be more than just learning. We want to celebrate our accomplishments and provide a great opportunity to network and socialize. "Embracing the Journey - Honoring Our Past, Shaping Our Future." Mark your calendars for May 24-26, 2024, in Edmonton!



Angela Denbow, RVT
she/her

President, Alberta Veterinary
Technologist Association



2023 ABVTA Continuing Education Program Review

**CE PROGRAM
UPDATE**

THE ABVTA PROVIDED OVER 25 HOURS OF LIVE

continuing education hours to members and other veterinary professionals in 2023. Our continuing education and professional development sessions are organized by a team of passionate and dedicated volunteers who make up our Continuing Education Committee and work together to review feedback from members to organize relevant and engaging programming.

Our webinars continue to be a complimentary membership benefit to all ABVTA members. If you were unable to attend a live webinar, make sure to check out the Training Zone in the ABVTA

Member Portal where many of our webinars are available on-demand for credit!

With over 300 members, it's important to provide a variety of topics that are relevant and engaging to everyone. Topics for 2023 included numerous small and large animal topics as well as sessions on practice inspections, financial management, working as a contractor/locum, radiation safety and maintaining personal boundaries.

Michelle Welch,
ABVTA Event and Member Services Administrator

ABVTA AWARD RECIPIENTS

Please join us in celebrating the recipients of the ABVTA annual awards at the Member Recognition Banquet on **February 24, 2024 in Calgary.**

Technologist of the Year: Tracy Tee, RVT

Meritorious Service Award: Brianne Bellwood, RVT, VTS (Clinical Pathology) and Kelsey Gray, RVT

Appreciation Award: Courtney Ziegler, RVT

Lucille Landals Emerging Leader Award: Candace Olive, RVT

Honorary Life Membership: Dr. Jocelyn Forseille



The banquet will also include the presentation of the annual ABVMA awards and ABVMA-ABVTA 35-year service awards



Greetings from Northwestern Polytechnic

THIS IS THE 50TH YEAR OF THE ANIMAL HEALTH

Technology Program at the Fairview campus! We look forward to celebrating this special milestone next spring.

Sadly, we had to say goodbye to Dr. Susan Klassen, who retired this past summer. Dr. Klassen was one of our instructors and had been with the program since 1997. Thank you for your dedication over the years and all the memories you left behind. You are greatly missed.

This fall we hosted for the second time the Bovine Pregnancy Ultrasound Detection course, where we welcomed students from all over the province. This is one of two micro-credential courses we offer in the Animal Sciences Department.

We look forward to a great year, and we hope we can stop and visit many of you during our second-year field trip this winter.

Kristy Honing, RVT

MAY 24-26
2024



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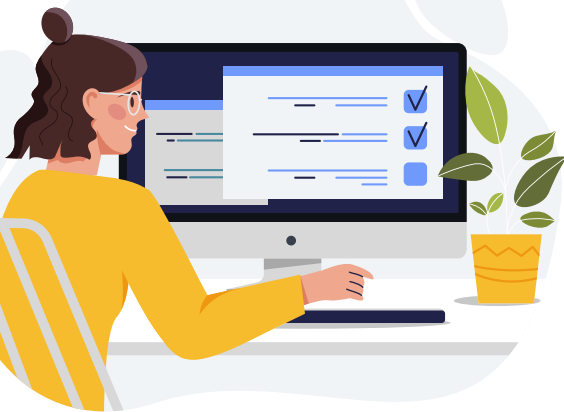


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Continuing Professional Development (CPD) and Classified Ad Links



AS ANNOUNCED IN THE NOV. 1, 2023, ENEWS, CPD AND CLASSIFIED ADS ARE now fully digital, since they are often time sensitive and are already largely accessed online.

View monthly CPD here:



View ongoing CPD here:



View classified ads here:



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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