

Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

January - February 2014



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* Verhaert, Wetter (2004), Kyllar, Witter (2005)



MEMBERS' MAGAZINE

A publication for Alberta veterinarians

FREE FOR MEMBERS

January / February 2014, Volume 16, No. 1

The AB.VMA Members' Magazine is a bi-monthly publication of the Alberta Veterinary Medical Association and the Alberta Association of Animal Health Technologists, delivered free of charge to members of the Alberta Veterinary Medical Association and related industry and professional organizations. Subscriptions are not available.

MISSION

The AB.VMA Members' Magazine will contribute to the Vision and Mission of the AB.VMA by providing Alberta veterinarians with information on significant issues, trends and events in the veterinary profession and industry in Alberta, by encouraging open communication between veterinarians, and by facilitating the flow of information between members and the Association.

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Dr. Darrell Dalton

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EDITOR'S NOTEBOOK



Christmas and New Years are behind us, and hopefully we are all looking forward to a personally successful new year. As a profession we can also look forward to what 2014 has in store for us. I do not hold a crystal ball that predicts the future, but I am confident that the Alberta veterinary profession is on solid ground. The number of veterinarians and animal health technologist is continually increasing each year at a healthy growth rate. There are more clinics open this year over the previous year. There are veterinary professionals looking for work, and there are clinics looking to hire them. This, I believe, is a healthy situation.

The profession is not without its difficulties, however. Each day, we are faced with people that would like to encroach upon our profession. One day it may be the 'doggie dentists'. The next it

is the lay pregnancy checker, or the lay 'rehab' therapist, or the boarding kennel that wants to administer vaccines to their client's dogs. Many members want us to immediately deal with each of these situations - and we do. However, often this does not occur fast enough for our members. Everything has a process that the ABVMA is mandated to follow.

There is also the ongoing issue of proper prescribing and dispensing. As much as we try to get the message out to our members, if we are not fastidious about how we prescribe and dispense medications, we may lose our social license and the ability to do so. Yes, there are the inappropriate importation of pharmaceutical through the 'own use' loophole, or seemingly unregulated and grossly improper importation and use of active pharmaceutical ingredients. These are issues that we have an opinion about, but they are not our issues to resolve. We are, however affected by these issues, and will do our utmost to help correct them. Our profession is responsible for proper prescribing and dispensing of veterinary pharmaceuticals from veterinary practices, and we must be absolutely confident that no one can point a finger at us, claiming that we are not doing it correctly.

Animal welfare is another issue that we need to be aware of and exert our influence upon. It appears that we are seeing

an increasing number of cases of abuse or neglect in our pet populations. For many owners, it is a case of not knowing rather than not caring. Our predominantly urban population is getting farther and farther from their rural roots, and animal care is not something that many have had to consider previously. We now hear talk of animal 'parents' rather than animal owners. Society is changing, and we are uniquely positioned to provide the information and education in animal care for this new brand of pet owner.

The same type of issues can be seen in our food animal producers. Given the move to larger and larger production units, the family farm is vanishing and being replaced by larger corporate units. Animal agriculture is changing, and once again we are uniquely positioned to help guide the future of this industry, both in terms of animal health as well as animal welfare.

We are the leaders in the fields of animal health and animal welfare within the province. We are good at what we do. What we do and say every day makes a difference to the future of this profession and our interactions with society. We are a group of dedicated and caring professionals. I think that our future looks pretty bright in Alberta. ♡

*Darrell Dalton, DVM
Registrar*

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PRESIDENT'S MESSAGE

WELCOME DR. DARRELL DALTON, REGISTRAR/SECRETARY TREASURER/CEO AND THANK YOU TO THE ABVMA LEADERSHIP GROUP



Dr. James Marshall

It gives me great pleasure to welcome Dr. Darrell Dalton as our new Registrar and Secretary/Treasurer of the Alberta Veterinary Medical Association. Dr. Dalton graduated from WCVN in 1980 and has been a member of both the ABVMA and CVMA for over 33 years. Many of you know Darrell from when he practiced as an equine veterinarian in central Alberta. Some of you may have met Darrell over the past several years in his position as Deputy Registrar. Dr. Dalton has a long history of practicing veterinary medicine in this province and now as our Chief Executive Officer, he has taken over the position as Official Registrar from Dr. Duane Landals.

It is a huge job being the Registrar of the ABVMA. Those of us on Council who regularly see what goes on behind the scenes can tell you, it is not easy enforcing the Legislation, Veterinary Profession Act, Regulations and Bylaws. Dr. Dalton manages Council and prepares our meetings. He is the editor of all official electronic and print communications. He oversees the ABVMA Committees, manages the finances of the Association, reporting to Council, preparing budgets, ensuring the books are audited and reporting to stakeholders annually. He is our representation to educational institutions, government, industry groups and other regulatory agencies. Not only does Dr. Dalton advocate for the goals of the profession and its service to society but he is the custodian of all personal property of the Association. As you can imagine, his job involves long hours and lots of travel, evenings, weekends and holidays. The job demands not only passion and enthusiasm for the veterinary profession, but visionary leadership skills.

Dr. Darrell Dalton is a proud veterinarian with the utmost respect for his colleagues, both Veterinarians and Animal Health Technologists. He has a great knowledge and understanding of the veterinary profession and will fight for it every step of the way. He is committed to the Alberta Veterinary Medical Association, the Veterinary Profession and the Public of Alberta. Darrell has served on the animal welfare committee, the equine committee, as Vice President of ABVMA Council, and Vice President of the Alberta Horse Industry Association. He was a non-practicing past member of the BCVMA and past member of the American Association of Equine Practitioners. He is highly trained in management and has overseen many ABVMA projects as Deputy Registrar. To any member who has not met Darrell before, I encourage you to take the opportunity to introduce yourself. Your Council of the Alberta Veterinary Medical Association has great confidence in Dr. Dalton's skills, knowledge, experience and ability to lead us through the coming years.

In this, my last President's Message, I had to take the opportunity to say a huge thank you to all Members who serve on both the Legislated and Non-Legislated Committees of the Alberta Veterinary Medical Association (the Leadership Group). How does one say thank you to so many Veterinarians and Animal Health Technologists who generously volunteer so much of their time and energy to enhancing, enriching, improving and ensuring the quality of veterinary medicine delivered in Alberta? Without you and all your volunteer work and contribution, the regulation of veterinary medicine in this province would cost all of us significantly more. This incredible spectrum of professionals acts as an invaluable resource for the ABVMA

and enables our profession the privilege of self-governance. As President, I serve as non-voting, ex-officio member of all committees of the Association, with the exception of the Hearing Tribunal, the Complaint Review Committee and the Practice Review Board. Serving as your 2013 President has been a truly humbling experience. It is a thrill to be surrounded by, and interact with so many leaders of our profession. Also, to witness the challenging decisions these individuals and committees are required to make on a regular basis. On behalf of the ABVMA, I invite you to our Leadership Weekend, February 7 to 9, 2014.

In closing, I want to say thank you for allowing me to serve as your 2013 President. It has been an eye opening year for me and has challenged me on many levels both professionally and personally. It was definitely a tough year for me to find balance in my own life; however, I am already looking back on this time as one of the richest periods in my veterinary career. I encourage you all someday, as contributing members to step up, get involved with your Association and give back to the profession we are all so passionate about. Thank you to both Dr. Darren Ludbrook and Dr. Janet Jones who, several years ago, nominated me to Council. Thank you also to the Hinton, Jasper and Edson Veterinary Clinics for their patience and support during the past year, while I was away from my clinic so much.

On a final note I want to welcome Dr. Egan Brockoff, our new 2014 President. Good luck Egan, have a great year and enjoy the ride. 🐾

*Sincerely,
Dr. James Marshall, BSc, DVM
President, Alberta Veterinary
Medical Association*



Dr. Darrell Dalton

Committees represent a wealth of varied and diverse experience from all aspects of the veterinary community

Once again it is the time of the year that we head towards the ABVMA Leadership Weekend and Annual General Meeting. This year the Annual General meeting will be held in Edmonton at the Delta Edmonton South Hotel on February 9, 2014. The format for the Leadership Weekend this year will be similar to other years, but with some subtle differences resulting from suggestions made during the previous leadership weekend.

Last year the committees had indicated that they would like to see a terms of reference outlined for their activities. Council has responded with the document "ABVMA Professional Enhancement Leadership Team and Advisory Committee Terms of Reference". This document outlines more definitively the obligations and operations for each of the Leadership Team Committees.

So what individuals make up the Leadership Team? All of the professional enhancement committees remained intact as requested by the Leadership Team last year. However the committee names have been changed to better

reflect their functions. Previously, we had the species committees such as the Small Animal Committee, Equine Committee and Food Animal Committee, as well as the VetMed 21 Committee, the Wildlife and Alternate Livestock Committee, and Animal Welfare Committees. The Leadership Team Committees are now renamed:

- Food Animal Advisory Committee
- Wildlife and Ecosystem Health Advisory Committee
- Companion Animal Advisory Committee
- Equine Advisory Committee
- Human Resource
- Development Advisory Committee
- Animal Welfare Advisory Committee

Members of all of these committees represent a wealth of varied and diverse experience from all aspects of the veterinary community. It is recognized that many of the issues that the committees may consider span more than one area of interest, and that all issues have an impact on the profession as a whole.

What are the functions of the Leadership Team? Their primary function is to act as key sources of information for Council of the ABVMA:

- Make specific recommendations to Council in reference to policy development and association activities and engagement.
- Provide council with current information in the field of veterinary medicine.
- Provide a pool of knowledgeable members to serve, with other persons, on specific Task Forces at the request of Council.
- Provide experienced candidates for nomination to legislated committees.
- Assist in the development of key messages and communication pieces in their area of expertise
- Participate in public communication on issues regarding their area.
- Act as official ABVMA representatives to assigned

organizations or stakeholder groups.

Each of the advisory committees are directed to provide advice to Council regarding such issues as the public needs in their area, standards of care, continuing education, and communication opportunities and strategies.

How are the Advisory Committees structured? Each committee shall consist of between five and ten regulated members (veterinarians and animal health technologists). Members of each advisory committee are appointed by Council for a three year term, and may be reappointed for a second three year term at the request of the committee and with the approval of Council. Advisory committee members are selected based on their expertise and interest in the field of interest of their specific group. Each advisory committee appoints a Chair and a Vice chair from among their participants. The term of the Chair is for two years. The Vice Chair will normally succeed the Chair in that position, and generally will be appointed in their second year of a first term on the advisory committee. Committee participants that are unable to regularly participate in meetings may be asked to step down, and a replacement will be appointed by Council. One Council member shall be appointed as liaison to each of the advisory committees.

How often do the Advisory Committees meet? Each advisory committee is expected to meet in person at least once per year at the office of the ABVMA for the purpose of considering any issues presented on an agenda. Such meetings will take place on a predetermined date, during the months of September, October or November. ABVMA staff is responsible for posting agendas and minutes, as well as selecting appropriate meeting dates.

This fall, much of the in-person meeting time was spent reviewing and suggesting revisions for the Leadership Team Terms of Reference. In addition, the committees each spent time identifying important topics relevant to each Advisory Committee for the ABVMA social media communication strategy. During the past 18 months, the ABVMA has delved into this realm as a means of increasing

our exposure to the public, as well as increasing our contact and input with the membership. Contributions received from the committees will help improve the relevance and reach of these messages.

All Leadership Team members are also expected to attend the entire annual Leadership Weekend in February and attend and participate in the Annual General Meeting. For the purpose of exchange of ideas and information between the specific committees, a general meeting of the entire Leadership Team will take place at the Leadership Weekend. Brief individual advisory committee meetings will also take place during the Leadership Weekend for appointing a Chair and Vice Chair, and to address any current issues the group might have.

Following these Advisory Committee meetings in February, the Chair of the committee or a delegate will also participate in the annual Council strategic planning session held in April. This is a golden opportunity for the Chair to bring each committee's concerns or agendas forward, and have them incorporated in the strategic plan of the Association for the upcoming year.

How are members selected for the Advisory Committees? An annual call for volunteers will be sent out by the ABVMA during the summer or early fall so that interested volunteers can be identified. Each committee shall assess its individual membership replacement needs and make recommendations to Council for new members selected from the identified volunteers. This selection will take place during the fall meetings, prior to development of the Annual General Meeting information package. Appointment of new members will come into effect at the close of the Annual General Meeting.

Anyone interested in joining an Advisory Committee should be watching for the call for volunteers during the late summer. It is a great way to contribute to the profession and interact with other colleagues. Those of you that have already become involved, we'll see you at the Leadership Weekend. ♥

Darrell Dalton, DVM
Registrar



2013 ABVMA COUNCIL

*Back Row
(Left to Right, Standing):*
Dr. Gerald Hauer
Dr. Kevin MacAulay
Dr. Alastair Cribb
Dr. Troy Bourque
Dr. Cary Hashizume
Mr. Alvin Kumlin

*Middle Row
(Left to Right, Seated):*
Ms. Nichole Boutilier
Dr. Egan Brockhoff
Mr. Brian Travers
Dr. Christa Coetser

*Front Row
(Left to Right, Seated):*
Dr. Acoline Heffernan
Dr. Katie Van Sluys
Dr. Darrell Dalton
Dr. James Marshall
Dr. Jennifer Willans
Dr. Louis Kwantes
Ms. Andrea Edwards
Dr. Jocelyn Forseille

COUNCIL HIGHLIGHTS

Kevin MacAulay, DVM

October 18 & 19, 2013

Council met for two days prior to the CanWest Veterinary Conference, held at the beautiful Fairmont Banff Springs Hotel. During that time, we also had the pleasure of attending the AAAHT Annual General Meeting (AGM), and attended a breakfast meeting with Dr. Jim Berry (CVMA president) to receive updates from their respective associations and participate in discussion on some of the issues they are currently dealing with.

Here are the highlights from our council meeting:

- **Resolution for an Amendment to the General Regulations (PIPS)**
 - Council will be putting forth a resolution for an Amendment to the General Regulation regarding PIPS. This will require approval from our membership at the upcoming ABVMA AGM to be held in Edmonton, February 9, 2014.
 - Minor amendments include:
 - Removal of the five broad categories of veterinary practice. This allows a Veterinary Practice Entity (VPE) to be defined by the type(s) of service(s) it provides, and meet minimum standards for all of the services they specifically provide, and not have to worry about those that they do not offer.
 - Application for a PIPS inspection before the opening of the new VPE. All VPEs changing ownership, undergoing major renovations, or significantly changing service categories must also apply for an inspection prior to opening with the change. This will provide protection of the public by ensuring that all new and modified veterinary practice entities within the province meet all of the required minimum standards.
- **Council Policies:** Several council policies were presented and deliberated upon, with three policies receiving approval, and two policies still under further review.
 - **Approved Policy:** Annual Review of Registrar. The final revision of this document was presented and approved, and establishes that an in-person formal performance

appraisal and review of employment terms of the registrar is completed annually.

- **Approved Policy:** Ophthalmology/Cardiac Screening. This policy was passed in principal to allow occasions where it is desirable for a registered veterinarian to attend at a function where animals are otherwise legitimately congregated and provide veterinary medical services to those animals. Services such as eye CERF/OFA clinics and cardiac ultrasound evaluations administered at dog shows are an example of such services. The veterinarian will have to be registered with the ABVMA and submit an application for approval by the registrar.
- **Approved Policy:** Process for Committee of Council (COC) Review of CRC Decision to Dismiss. As per the Veterinary Profession Act (VPA), ABVMA Council is the appeal body for an investigated member in regarding the review of a finding or order from the Hearing Tribunal. This policy outlines the process for appeals to ensure administrative fairness.
- **Under Review Policy: Practice Naming.** This policy has been created in order to outline the process for approving a practice name by the PIPS Committee. A draft of this policy has been sent to the Practice Inspection Practice Standards (PIPS) Committee for their review and comments.
- **Under Review Policy: Bovine Pregnancy Detection by Registered Animal Health Technologist (RAHT).** This policy is receiving ongoing input from the membership. An in-person meeting with the membership was held in July, and Council plans in the next couple of months to survey the membership to gauge whether this policy should be approved to allow a veterinarian to delegate bovine pregnancy detection by ultrasound to a registered AHT under the direct supervision of a veterinarian. We encourage all members to complete the survey.
- **PIPS Bylaw Review Task Force Update**
 - There is ongoing work on the revision of the PIPS Bylaw with another meeting planned for October 30 to review the latest draft. The plan is to have a finalized draft ready for member discussion and comments prior to and at the AGM in February 2014. A vote on the amended PIPS Bylaw is set for the spring of 2014.

• 2014 Budget Approval

- The 2014 budget was reviewed and approved. The largest influence on the budget for both income and expenses relates to the discipline and complaints process.

• TPP Report

- A CPSA report was released in regards to veterinary prescription data for 2012. It indicated the following key information:
 - i. 822 Veterinarians participated in the TPP
 - ii. 28,705 total TPP prescriptions were issued by Alberta Veterinarians in 2012
 - iii. The top three most commonly prescribed TPP drugs by veterinarians in 2012
 1. Tramadol - 13,315 prescriptions
 2. Buprenorphine - 2,793 prescriptions
 3. Phenobarbital (all concentrations) - 6,521 prescriptions
- Oxycodone prescriptions are closely monitored as high risk of abuse and misuse. Veterinarians issued 136 prescriptions for Oxycodone preparations in 2012.
- There is a plan to develop a framework to expand the list of TPP medications, to include other drugs, such as stimulants.

• ABVMA Office Relocation

- An offer to lease at Elm Business Park has been signed and the negotiations are almost complete on the detailed terms of the lease as we move forward with the planned move of the ABVMA office for August 1, 2014.

• History Book

- The ABVMA History Book will be printed in the next few months and will be made available for purchase in early 2014.

• Tails of Help Update

- A booth at the CanWest Veterinary Conference was set-up to inform and engage members to this worthwhile foundation. The foundation is looking for veterinarians and clinics to help with its promotion and ongoing fundraising. It will be officially launched for public awareness and donations in November with acceptance for financial assistance of eligible applicants in early 2014. Check out the website at <http://tailsofhelp.ca/> for more information and to donate.



Dr. Kevin MacAulay

Kevin MacAulay, WCVMA '02

Kevin was born and raised in Calgary. He completed a Bachelor of Science degree, majoring in Zoology from the University of Calgary. After earning his Doctor of Veterinary Medicine degree at the Western College of Veterinary Medicine in Saskatoon (University of Saskatchewan) in 2002, Kevin completed a one-year internship in Small Animal Medicine, Surgery and Emergency at the Ontario

Veterinary College (University of Guelph). Dr. MacAulay returned to Calgary and joined the Glamorgan Animal Clinic in 2003 as an associate veterinarian, and later purchased the clinic in December of 2008. Over the past three years, Kevin has volunteered on the Practice Inspection and Practice Standards committee for the Alberta Veterinary Medical Association. Kevin came onto Council in February 2013.

Kevin would like to be a strong representative and a voice for the ABVMA members in his region, and assist in making honest and reasonable policy decisions. Outside of the clinic, Kevin enjoys playing hockey and golf, and attending Calgary Stampeder football and Calgary Hitmen hockey games. He also loves spending time with his wife, three young kids and miniature schnauzer.

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- CCIA (Canadian Cattle Identification Agency Program) supplying RFID tags, producer information uploads to CCIA free of charge and clinic customer support
- Vantage suite of programs CattleVantage (Herd Management Program), AdVantage (informational media tool) PracticeVantage (complete practice management suite)
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GOVERNANCE

EDITORIAL POLICY

Readers are invited to submit letters to the editor. Letters should not exceed 250 words, and are subject to editing. Letters containing defamatory, libellous or malicious statements will not be published, nor will letters representing attacks or attempts to demean veterinary organizations.

Viewpoints expressed in letters to the editor as well as articles accepted for publication are those of the writers and do not necessarily represent the opinions of the ABVMA.

MEMBERSHIP MATTERS

OCTOBER 2013

Veterinarians

Transfer Active General to Non-Practicing

Dr. Jonathan Leicht, #2559
Dr. Kathleen Taylor, #2341
Dr. Marion McKellar, #983
Dr. Kimberley Palacios, #2210

Effective Date
December 31, 2013
December 31, 2013
December 31, 2013
December 31, 2013

Transfer Active General to Time Limited

Dr. Lauren MacDonald, #2122
Dr. Arthur Doerksen, #564
Dr. Wm. Roy Lewis, #883

December 31, 2013
December 31, 2013
December 31, 2013

Transfer Time Limited to Active General

Dr. Richard Risler, #1081
Dr. Carl Hannigan, #434
Dr. Anja Reinshagen, #1759

September 3, 2013
September 10, 2013
December 31, 2013

Transfer Time Limited to Non-Practicing

Dr. Dewey Stickney, #650
Dr. James Henderson, #270

December 31, 2013
December 31, 2013

Transfer Non-Practicing to Active General

Dr. Keith Lehman, #1736

December 31, 2013

Dr. Stacey Holman, #2379
Dr. Anna-Christine Buckler, #2198

Effective Date
December 31, 2013
December 31, 2013

Transfer Non-Practicing to Time Limited

Dr. G. Ray Roberts, #737
Dr. Erinn Matenchuk, #2369

November 1, 2013
November 1, 2013

Cancel Temporary

Dr. Tahir Skeikh, #3037
Dr. Dan Tzur, #2901

September 18, 2013
September 1, 2013

Cancel Non-Practicing

Dr. Peter Gilbert, #2764

December 31, 2013

Re-instate Active General

Dr. Corry Jeanne Mortensen, #1791
Dr. Noel Ritson-Bennett, #2124
Dr. Kristen Wall, #2127

September 6, 2013
September 12, 2013
September 12, 2013

Re-instate to Non-Practicing

Dr. Allen Perry, #866

November 1, 2013

NOVEMBER 2013

Veterinarians

Transfer Active General to Non-Practicing

Dr. Duane Landals, #675
Dr. Francine Chabot, #2747
Dr. Nicola Smith, #1993
Dr. Christina Jones, #591

Effective Date
December 31, 2013
December 31, 2013
December 31, 2013
December 31, 2013

Transfer Active General to Time Limited

Dr. Kimberly Kerr, #2536
Dr. Gurcharan Preet Gabba, #2384
Dr. Lisa Bradstock, #1137
Dr. Shelan Lehane, #2217

December 31, 2013
December 31, 2013
December 31, 2013
December 31, 2013

Transfer Time Limited to Non-Practicing

Dr. Charles (Greg) Andrews, #637

December 31, 2013

Dr. Ann Lawson, #1131
Dr. Brenda Hymanyk, #1500

Effective Date
December 31, 2013
December 31, 2013

Transfer Time Limited to Active General

Dr. Marian Forrester, #1872

December 31, 2013

Transfer Non-Practicing to Active General

Dr. Tina Longtin, #2905
Dr. Crystal Deyo, #2190

December 31, 2013
December 1, 2013

Re-instate Active General

Dr. Michelle Oakley, #2766
Dr. Terill Udenberg, #593

October 25, 2013
November 9, 2013

OCTOBER 2013

Animal Health Technologists

Cancel Active

Jennifer Rans, #1533

Effective Date
December 31, 2013

Cancel Provisional

Katy Eaton, #3001

July 26, 2013

Re-instate Active

Miranda Newman, #2846

September 17, 2013

Transfer Active to Non-Practicing

Sevanne Cameron, #1944
Heidi Balz, #2788

December 31, 2013
December 31, 2013

Kamila Ziemba, #1493
Jeannette Marceau, #1889

Effective Date
December 31, 2013
December 31, 2013

Transfer Non-Practicing to Active

Stephanie Leussink, #2616
Janeen McPhee, #2157

September 24, 2013
December 31, 2013

Transfer Provisional to Active

Amanda Kusch, #2747
Bonnie Stafford, #3101
Chantal Maurer, #3120

August 30, 2013
September 9, 2013
September 10, 2013

NOV 2013

Animal Health Technologists

Re-instate Active

Christine Garrity, #1678

Effective Date
November 1, 2013

Transfer Active to Non-Practicing

Lisa Cahoon, #591
Melanie Vaughan, #686

November 1, 2013
December 31, 2013

Jennifer Klimochko, #1802
Katelyn Lynn, #2012
Jana Mottl, #2529

Effective Date
December 31, 2013
December 31, 2013
December 31, 2013

Transfer Non-Practicing to Active

Trista Kadatz, #1659

November 4, 2013

OCT 2013

Permit to Practice

Permit to Practice Approval

Creelman AgSolutions Ltd.
(Dr. Cody Creelman #2763)
TRCopland Veterinary Services Corp.
(Dr. Tawnya Copland #2052)
1746838 Alberta Ltd.
(Dr. Amritpal Hans #2526)

Effective Date
August 28, 2013
September 9, 2013
September 18, 2013

Cancel Permit to Practice

Jacob Adserballe Veterinary Services Inc.
(Dr. Jacob Adserballe #1931,
Dr. Andrew Toma # 2545)
Tails Veterinary Hospital & Spay Neuter Clinic Inc.
(Dr. Sheila Rangen #2367
Dr. Greg Linnell #1627)

Effective Date
August 22, 2013
September 30, 2013

NOV 2013

Permit to Practice

Permit to Practice Approval

1639612 Alberta Ltd.
(Dr. Mioara Anton #2748)

Effective Date
October 10, 2013

Stonehaven Holding's Inc.
(Dr. Brent Jackson #1035)

Effective Date
November 4, 2013



Thank you to all the members that commented on the proposed PIPS bylaw changes. Your comments

were very helpful. Here are a few of your comments that we have addressed.

1. **"It is too long."** We have eliminated some of the sections that were felt to be unnecessary and didn't need to be included.
2. **"You already asked that."** We made an effort to get rid of duplication between sections so you were not asked the same question twice.
3. **"Too much legislation!"** Most of these references are to important legislation such as the Occupational Health and Safety Act, WHMIS, Food and Drug Act, Controlled Drug and Substance Act, NIOSH, etc. We are

actually helping you by drawing your attention to relevant legislation that needs to be followed regardless.

4. **"Too many rules means some animals will not get care."** We have tried to keep the minimum standards reasonable so different levels of care can be provided. We now have a new "recommended section" so we can all strive to improve.
5. **"Some sections don't make sense for my practice."** We have created a general section that applies to all practices and then service categories that only need to be completed if your practice does that kind of work.
6. **"We shouldn't have to submit these forms every year."** We are moving towards only requiring a small section of the QA guide to be submitted to the ABVMA office annually (first 3-4 pages). The rest should be completed but will be filed in your office.
7. **"Forms should be able to be completed online."** Yes that's a great idea but

very expensive. It may be a few years before this happens.

8. **"You don't listen."** We do!! All the members of the Task Force and PIPS committee have seen your comments and take them into consideration.

Hopefully we have done a good job of incorporating the comments of the membership, the task force, and the specialists. We will be posting a draft on the website and would love to hear your comments at the Annual General Meeting (AGM).

If you have any questions or comments and didn't get a chance to submit them, please email them to cspratt@shaw.ca. This is a big job and thanks to Duane for delaying his retirement to help us out with this HUGE task.

Dr. Colleen Pratt
Chairperson, PIPS Committee



2014 LIVESTOCK CARE CONFERENCE

March 26 & 27, 2014

Four Points Sheraton Edmonton South



Wednesday, March 26, 2014

- Meet the Experts (open to post-secondary students only).
- AFAC Annual General Meeting
- Welcome Reception
- Cultivating Connections - Social Media and Agriculture. Speakers: Jackie Northey, Sarah Wray

Thursday, March 27, 2014

- Animal Health & Welfare - The Next Evolution, Speaker: Tim Blackwell
- Activists are Taking a Multi-Faceted Approach - You Should Too, Speaker: Kay Johnson-Smith
- Consumers and Animal Welfare: What They Think, What They Know and Why It Matters, Speaker: Michael von Massow
- Lunch and Awards Presentation
- Lunch address. Speaker: Ben Wooley (Sunterra)
- A New Way of Learning for a New Generation of Farmers. Speaker: Jackie Northey
- Industry Innovation Showcase. Presenters: CL Ranch, Sangudo Meats, Egg Farmers of Alberta, ESF Sow Barns

REGISTER ONLINE AT: www.afac.ab.ca

COMPLAINT DIRECTOR'S REPORT



Dr. Phil Buote

Unauthorized Practice

The Alberta Veterinary Medical Association (ABVMA) is the professional regulatory organization that regulates the practice of veterinary medicine in the province of Alberta. The ABVMA regulates registered veterinarians and animal health technologists through verification of credentials, annual renewal and collection of fees, requirement for mandatory continuing education of all members, inspection of facilities and review of complaints from members of the public.

The ABVMA, in regulating the practice of veterinary medicine is also responsible for responding to complaints from the public about individuals whom are not registered veterinarians or animal health technologists that are engaged in the practice of veterinary medicine. The conduct of these individuals is referred to as unauthorized practice.

In addition to protection of title, veterinarians are granted an exclusive scope of practice as described in section 2 of the Veterinary Profession Act (VPA).

Exclusive scope of practice

2(1) Except as otherwise provided in this Act, no person except a registered veterinarian or permit holder shall engage in the practice of veterinary medicine.

Immediately following this section in the VPA are exemptions to this scope of practice. The exemptions relate to instances in which an individual, who is not a registered veterinarian, may not have action taken against them in the case

they are practicing veterinary medicine. The first exemption permits a registered animal health technologists to practice veterinary medicine. The regulations referred to in this exemption requires the appropriate supervision of a registered veterinarian.

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

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

There are additional exemptions in the Act that include:

(b) a person who is engaged in trimming hooves, shoeing and applying or using corrective procedures or devices specifically for gait and stance modifications in animals;

(c) a person or the person's employee who is engaged in the treatment of the person's animals or animals of the person's employer;

(d) a person who is engaged in the examination or preventive or therapeutic treatment of farm animals using non-surgical procedures in return for the performance of similar services by the owner of the animals;

(e) a person or the person's employee who is engaged in the treatment of farm animals that the person rents or leases from or custom feeds for the owner of the animals, if the owner consents;

(f) a person who is engaged in dehorning cattle, sheep or goats, in docking pigs, sheep or horses or in castrating cattle, sheep, goats, pigs, horses or any other animal prescribed in the regulations made under section 3;

(g) a person who is using an animal in research at a university, if the research is carried

out using acceptable veterinary procedures and the use of the animal has been approved by an appropriate animal care committee of which at least one member is a registered veterinarian;

(h) a person who gives assistance in a time of urgent need, if the assistance is given without hire, gain or hope of reward;

(i) the carrying out of the practice of a profession or occupation under the authority of any other enactment.

The activities described in the exemptions are permitted under the current legislation and are not considered unauthorized practice. It is important to note that the ABVMA may not necessarily agree with some of these exemptions but they are included in the legislation as result of stakeholder input. For example, the VPA would not permit action against a lay person who castrates a horse, despite the fact the profession might agree that only a registered veterinarian should be performing this procedure. As an aside, the welfare of the horse may be protected under the authority of the Animal Protection Act as the lay person may be causing or permitting an animal to be in distress.

Given the exclusive scope of practice, the ABVMA is responsible for halting unauthorized practice of veterinary medicine. The ABVMA views this as an obligation to address instances where individuals who are not registered veterinarians or registered animal health technologists are engaged in providing veterinary medicine.

In assessing unauthorized practice of veterinary medicine, determining that an individual is not registered or if the activity being performed is in fact veterinary medicine is not a simple task and requires consideration of the definition of veterinary medicine in the VPA. The definition of veterinary medicine in the VPA is:

Definitions

1 In this Act,

(p) "veterinary medicine" means a medical service performed with respect to an animal and includes the following:

- (i) surgery;
- (ii) obstetrics and ova and embryo collection;
- (iii) prescribing, compounding, dispensing and selling drugs.

This definition in the VPA was written in a general sense, intentionally vague, with the intent that as new technologies developed, they would be inherently included in the definition thereby protecting the definition of the practice of veterinary medicine.

The courts have taken a different view of the definition in the VPA. In a 2004 Court of Appeal decision, the court agreed with the lower court that the definition and exemptions must be considered in light of *Pauze v. Gauvin* (1955) and *Laporte v. College Des Pharmaciens de Quebec* (1976) decisions and the absence of an express legislative prohibition of the activity being complained of. The decision states:

"The statutes creating these professional monopolies, sanctioned bylaw, access to which is controlled and which protect their members in good standing who meet the required conditions against any competition, must however be strictly applied. Anything which is not clearly prohibited may be done with impunity by anyone not a member of these closed associations."

It is noteworthy however that the Court in Alberta did grant an injunction against an individual who had set up a home based companion animal vaccination clinic. The vaccination of companion animals is not expressly stated as veterinary medicine in the definition in the VPA.

It is also important to note that the court's decision did not rule on what constitutes the practice of

Continued on pg. 11

Continued from pg. 10

veterinary medicine, it pertained to what the VPA protects as the exclusive scope of veterinary medicine. That is the court did not rule that dentistry is not the practice of veterinary medicine; the court ruled that dentistry was not protected as veterinary medicine by the VPA. This may seem to be a minor difference, but is important in that the ABVMA and the veterinary profession hold that any medical procedure performed with respect to an animal is veterinary medicine, including dentistry.

Unauthorized Practice

In most cases of unauthorized practice, a registered veterinarian or animal health technologist will notify the Complaints Director of an individual engaged in a certain activity that is thought to be veterinary medicine. The matter is discussed, and it may be resolved through communication. Normally, ABVMA Council will be involved in a decision to engage legal counsel to draft and deliver a cease and desist letter in matters that do not resolve at a preliminary stage.

Cease and Desist Letters

Typically a cease and desist letter may be sent to an individual that is thought to be practicing veterinary medicine in an unauthorized manner by private

correspondence. The intent of sending a cease and desist letter is to require the individual to stop the specific activity that is considered veterinary medicine thereby protecting the public interest and the welfare of their animals.

This is the first step in addressing unauthorized practice and is an action that the ABVMA takes to fulfill its responsibility to curtail unauthorized practice. The cease and desist letter serves to document that the ABVMA is aware of the individual and the activities impugned and that the ABVMA does not consider the activity to be appropriate or permitted under the legislation.

The pertinent information available is provided to legal counsel from which a cease and desist letter is drafted. The letter informs the individual of the information that has been received and describes the specific activity or activities that the ABVMA considered to be the practice of veterinary medicine. The letter will normally include a specific reference to the VPA and an explanation that these activities may place the public and their animals at risk. The letter concludes with a demand that the individual ceases to perform the specific activity and requests that they return a copy of the letter with their signature attesting to

the fact that they will do so.

The letter is sent by registered mail or in some cases served on the individual. On occasion, there is only a business name or phone number that is provided and research is needed to identify the individual involved.

In some instances the individual who has been sent a cease and desist letter immediately complies with the letter and provides written notice of their intent.

Court Injunction

In other cases, the individual does not agree with the ABVMA and refuses to comply with the ABVMA demand. In these instances, the ABVMA Council decides if the particular case will proceed to court with an application for an injunction.

The circumstances surrounding each case may be considered by Council in making the decision whether or not to seek an injunction. The particulars include the ABVMA's obligation to protect the public interest, the relative risk to the public and their animals, as well as the prospect of success in the application for an injunction. Not every instance of unauthorized practice will warrant or necessitate seeking an injunction.

An application for injunction is a time consuming and expensive

process and the decision to proceed is not taken lightly. There is a risk associated with seeking an injunction in that a decision against the ABVMA may have the unintended consequence of drawing more individuals to engage in the activity.

Education of the Public

Following the 2004 court decision, the veterinary profession in Alberta undertook extensive efforts to educate the public about equine dentistry and veterinary medicine in general. These efforts resulted in the public seeking out veterinarians for these services, recognizing that only veterinarians and appropriately supervised animal health technologists are appropriately trained, and qualified to provide veterinary medical services.

Recent communication initiatives undertaken by Council and the Professional Enhancement committees will aim to deliver messages and communication campaigns to the public that all have the underlying message – See your Veterinarian. It is through education of the public that progress may be made against unauthorized practice of veterinary medicine.

*Phil Buote, DVM
Deputy Registrar and
Complaints Director*



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Notice to Members:

Regarding the 2013 ABVMA Annual Report

The ABVMA 2013 Annual Report will not be included in the Annual General Meeting Package this year.

The Annual Report will be available online in January and printed copies will be available onsite at the Annual General Meeting on February 9, 2014.



CANADIAN VETERINARY
MEDICAL ASSOCIATION
L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

CVMA: ONE PROFESSION, ONE STRONG VOICE



Dr. Troy Bourque

The CVMA strives to address issues of relevance to veterinarians across the country. We're pleased to provide you with an overview of what the CVMA has recently been working on for you, our valued members in Alberta.

Strength in Collaboration



Your support as a member of the Canadian Veterinary Medical Association (CVMA) is important so that we may continue to be the influential organization that Canadian veterinarians need as our profession faces many challenges of the changing times. Your membership not only contributes to strengthening our collective voice on the national and international scenes, but also ensures the CVMA's ability to defend our profession and advance the interests of all veterinarians.

A joint Task Force of representatives of the provincial veterinary regulatory bodies and CVMA have developed a collaboration proposal which has been approved in principle by 7 out of 10 provinces and CVMA and is now being further considered by the Registrars. Most of the services CVMA provides benefit the entire profession and many of them serve the public, directly or indirectly. Collaboration among the regulatory bodies and with CVMA creates efficiencies by eliminating duplication of processes and strengthens the effective flow of information and knowledge across all provinces.

At the national level, CVMA provides the forum to create one voice for the profession through seeking input from members, veterinary medical associations, species groups and regulatory bodies. CVMA represents Canadian veterinarians in key government discussions on national and international issues to ensure that important decisions that may affect veterinary practice will not be made by others without veterinary input. Our profession must be engaged in national and international issues and show leadership in areas such as antimicrobial stewardship, regulations of extra label drug use, use of compounded drugs and telemedicine. Canadian veterinarians must show leadership on animal welfare issues such as cosmetic surgery, euthanasia and pain management. CVMA is participating in the development of food animal codes of practice and developing and maintaining the Canadian cattery and kennel codes of practice. CVMA's two journals provide the only national platform for peer-reviewed research. Our work-life

balance and business management services, including CVMA's suggested fee guides and our very competitive insurance program are just some of the benefits and services that support the needs of CVMA members.

We are a small profession, and the proposed collaboration aims at more equal participation and contribution of all Canadian veterinarians to outcomes that benefit the entire profession and the public.

Jerky Treats: Update and Caution Flyer

CVMA recently connected with the U.S. Food and Drug Administration (FDA) via teleconference to share information about cases of illness in Canadian pets that may be connected to the consumption of jerky products from China. The FDA has provided us with further guidance on what information to collect from Canadian veterinarians, including:

- Pet's breed, sex, weight and health status before the reaction.
- Frequency, quantity and dates that the jerky treats were being fed.
- Were the treats all from the same bag? If not, how many different packages of treats were fed?
- Lot number or UPC code from the treat package(s).
- Digital photograph of the bag of treats.
- List of any medications the pet was being given at time of the reaction and the quantity and frequency that the medication was being administered.
- List of all foods that were being provided at the time of the reaction (pet foods and any human foods).
- Copies of all tests that were run at the time of the reaction (blood tests, urinalysis, titres if available, tests results for Lepto and Lyme if available).
- In cases of death, necropsy reports, if available.

If you have encountered a suspected Canadian case and have not yet had a chance to report it to CVMA, please notify us at your earliest convenience (communications@cvma-acmv.org). Because there is currently no scientific evidence of a specific toxin in the jerky products that are being investigated, these products remain available in stores. A Caution: Jerky Treats flyer is available for download in the Programs > National Issues section of the CVMA website (canadianveterinarians.net).

Please consider printing the flyer and posting it on your Facebook page, website and in your clinic for the benefit of pet owners.

CVMA Releases a Collection of Eco-friendly Resources for Veterinary Practices

The Canadian Veterinary Medical Association's (CVMA) Environmental Advisory Group has just released the new CVMA Green Veterinary Practice initiative, a collection of eco-friendly resources for veterinary practices. Veterinarians historically have fostered community health by being stewards of the link between human and animal health. Considerations for our profession's impact on the environment are part of that concept. It is our obligation as veterinarians to minimize the detrimental impact of veterinary medicine on our environment, and we can all play a part! Through this web-based source of information, discover how to improve the environmental impact of your veterinary practice and infrastructure by learning more about concepts such as:

- Establishing an environmental policy for your practice
- Government funding incentives for going green
- Water and energy efficiency considerations
- Waste management decisions
- Careful selection of chemical and medical products
- Environmentally sustainable building construction and renovations
- Evaluating the eco-responsibility of your suppliers

Use the CVMA Green Veterinary Practice self-audit tool to determine how green your practice really is. Then consider the list of top 10 changes you can make to reduce your impact on the environment. Any change, no matter how simple or complex, will make a difference! Visit the Resources section of CVMA's website (canadianveterinarians.net) and learn more today.

Questions or Suggestions?

Contact your CVMA National Office by telephone at 1-800-567-2862, by e-mail at admin@cvma-acmv.org or contact your Alberta Council Representative: Dr. Troy Bourque; (403) 928-6993, by e-mail at troy@sheeprivervet.com.

Congratulations to Val Beaulieu, RAHT in receiving the 2014 AHT/VT of the Year Award, sponsored by Hills Pet Nutrition.

CVMA Award Nominations Now Open!

Each year, the Canadian Veterinary Medical Association (CVMA) proudly recognizes those individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. All CVMA members are invited to nominate deserving candidates for the following awards:

CVMA Humane Award
CVMA Industry Award
Small Animal Practitioner Award
Merck Veterinary Award
CVMA Practice of the Year Award
CVMA Life Membership
CVMA Honourary Membership

The deadline to submit nominations is January 31, 2014. Nomination packages should be submitted by email to aschlesiger@cvma-acmv.org, by fax 613-236-9681, or by mail to the CVMA office 339 Booth Street, Ottawa, ON, K1R 7K1. Please visit the CVMA Awards and Honours section of the CVMA Web site for more information.

Western Canadian Association of Bovine Practitioners – 2014 Annual Conference

The WCABP will be held Thursday – Saturday, January 16 -18, 2014, Calgary, AB. Please contact Phyllis Mierau at 1-866-269-8387 or email info@wcabp.com; website: www.wcabp.com

2014 ABVMA Leadership Weekend, Member Recognition Banquet and Annual General Meeting Friday, February 7 through Sunday, February 9, 2014. Delta Edmonton South Hotel, 4404 Gateway Boulevard, Edmonton. Phone: 780-434-6415, Toll-Free: 1-888-890-3222. (Group room rate: \$. In effect until January, 2014.)

- Leadership Weekend, February 7 – 9th
- Member Recognition Banquet, February 8th
- Annual General Meeting, February 9th

Please see the insert in this magazine with weekend details and a registration form to attend. Contact Kathy Mosmann, 780-489-5007, or toll free 1-8090-404-2862, Ext. 233, or by email: kathy.mosmann@abvma.ca.

AFAC Livestock Care Conference

Wednesday, March 26 & Thursday, March 27, 2014. Four Points Sheraton Edmonton South, 7230 Argyll Road, Edmonton, Alberta. Phone: 780-465-7931. Alberta Farm Animal Care is partnering with the Alberta Veterinary Medical Association to host the 2014 Annual Livestock Care Conference (LCC), held March 26th and 27th in Edmonton, Alberta. This conference provides an opportunity for researchers, industry, students, government and the public to address challenges and trends in animal care. For information visit: <http://www.afac.ab.ca/>.

AAAHT 35 Year Celebration

Saturday, May 3 and Sunday, May 4, 2014. Delta Edmonton South Hotel, 4404 Gateway Boulevard, Edmonton, AB. Phone: 780-434-6415, Toll-Free: 1-888-890-3222. The Alberta Association of Animal Health Technologists has reached a milestone! 35 Years as a registered association. This weekend event will include a 2 day CE session, trade fair, cocktail reception, and evening banquet. For full details and to register refer to the insert provided in this issue or visit: <http://conferences.abvma.ca/>

Future Fare, June 16-17, 2014, Edmonton Marriott at River Cree Resort, Enoch Edmonton, Alberta. The Alberta Livestock and Meat Agency is proud to present FutureFare 2014 on June 16-17, 2014 at the River Cree Resort. Registration opens in December, but we strongly urge you to mark those days now to ensure your attendance. For more information visit <http://futurefare.org/>.

Call for History Article Submissions

The ABVMA Historical Advisory Group continues to publish autobiographies in the ABVMA Members Magazine. We are asking any members who have not yet submitted their biography to do so now. Submissions can be sent to Dr. Don MacDonald care of the ABVMA Office.



is now receiving applications from registered veterinarians working in participating Veterinary Practice Entities. The program provides funding for essential, non-elective treatment, including diagnostics, which are required due to illness or injury for animals owned by individuals who are eligible to receive funding through this program. Currently the program is available to provide funds to treat animals of Albertans receiving the Assured Income for the Severely Handicapped (AISH) or seniors receiving the Guaranteed Income Supplement (GIS).

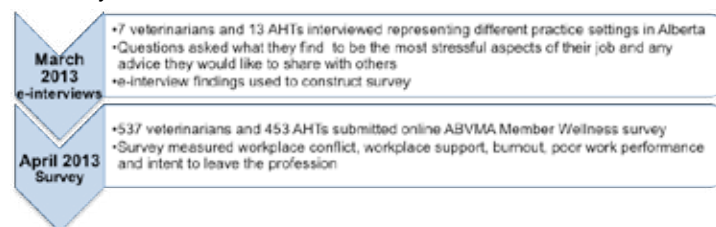
More information is available on the Tails of Help website at <http://tailsofhelp.ca>.

Information for veterinarians and veterinary practices is available on the ABVMA Member Website. Members can login at www.abvma.ca and click on the 'Tails of Help' logo button to access 'Information for Veterinarians', 'Funding Application Process' and 'Tails of Help Application Form'.

Veterinarians and animal health technologists (AHTs) identified interpersonal tensions and conflict in the workplace as major sources of stress. Research shows that toxic work environments can negatively affect individuals by contributing to feelings of burnout, negatively impacting work performance, and leading individuals to consider leaving their profession.

This newsletter presents veterinarians' and AHTs' own descriptions of workplace conflict and statistical survey data are used to show how often they experience it. The association between workplace conflict and three negative outcomes are also examined. In addition, the extent to which supportive workplaces are experienced and related to these outcomes is also presented. Lastly, some practical suggestions from veterinarians and AHTs about how to nurture a healthy work environment are offered.

The Study



Workplace Conflict as a Source of Stress

When asked to describe the most stressful aspects of their job, veterinarians and AHTs described several different ways that dealing with colleagues can be stressful.

"Working with other techs and the vets. This clinic has poor teamwork and communication skills and there is a lot of bullying [how do you cope after you've left work?] Look at employment ads, complain to friends and family, talk with another colleague at the clinic about possible changes (that never happen)..."

"Dealing with staff can be very frustrating at times."

"Cranky people and people who don't pitch in when we are swamped on a daily basis and not being appreciated on a long term basis..."

In the survey, workplace conflict was measured in two ways: task conflict and relationship conflict. The **task conflict** items are listed in Table 1 and **relationship conflict** in Table 2. Table 1 shows how often veterinarians and AHTs experience three different types of task conflict "sometimes", "often" and "most of the time".

- **AHTs report experiencing task conflict more frequently than veterinarians.** More than half of both groups experience disagreement about how work should be done at least sometimes if not more frequently in their jobs. Almost half of AHTs and about one-third of veterinarians report that people are blamed or criticized for things that are not their fault. Lastly, almost half of the AHTs and 16% of the veterinarians sometimes experience conflict over people's duties and responsibilities.

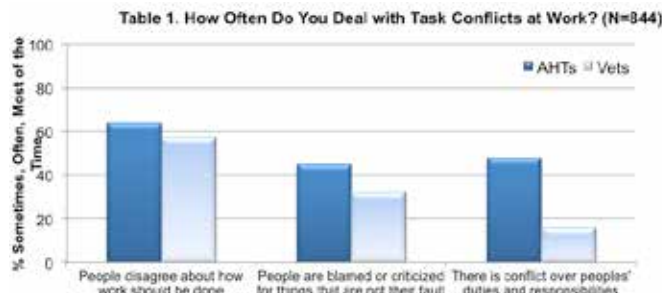
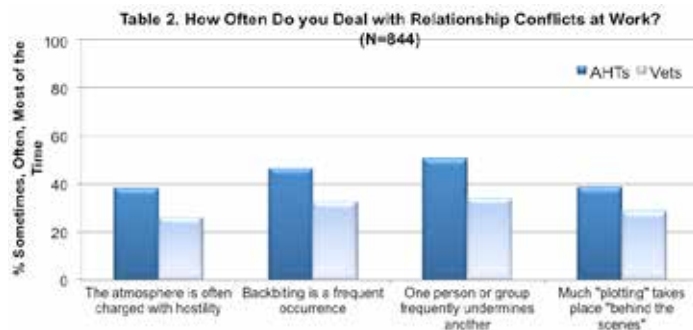


Table 2 shows how often veterinarians and AHTs experience relationship conflict with their colleagues at work.

- **AHTs report experiencing relationship conflict more frequently than veterinarians,** although it appears that relationship conflict generally occurs less frequently than task conflict. For about half of AHTs, compared to one third of the veterinarians, back biting and undermining others happens at least sometimes. Slightly less frequent are reports of a work atmosphere charged with hostility or "plotting" that takes place "behind the scenes".



How Does Workplace Conflict Hurt?

As suggested above and in previous research, workplace conflict may have serious negative outcomes for the individuals and organizations involved. For example, one of the veterinarians wrote that:

"After a bad day, I feel:

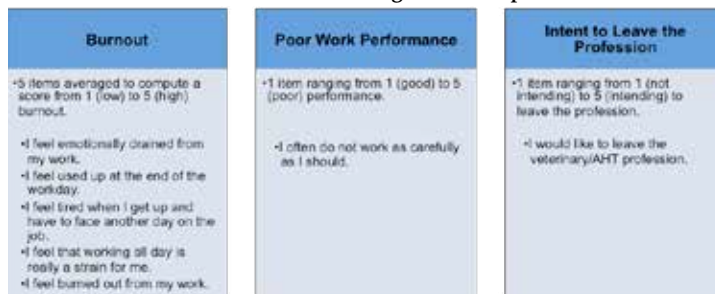
- Exhausted
- Like I want to pack it in and sell the place and find another career that has better hours and pay
- Like I lack knowledge/support to deal with all the vet and non-vet issues I am facing
- Hopeless"

And an AHT wrote:

I find not being appreciated is very long term stressful and is also ridiculously prevalent in this field... And is one of the biggest reasons I would consider leaving the AHT profession and that people I know have already left.

Three **negative workplace outcomes** were measured in the survey that may be related to workplace conflict: burnout, poor work performance and intent to leave the veterinary / AHT profession.

Measurement Information for Negative Workplace Outcomes



In Figure 1 the three items measuring task conflict listed in Table 1 were summed and averaged to get an overall score of 1 (low conflict that occurs never/not very often) to 4 (high conflict that occurs most of the time).



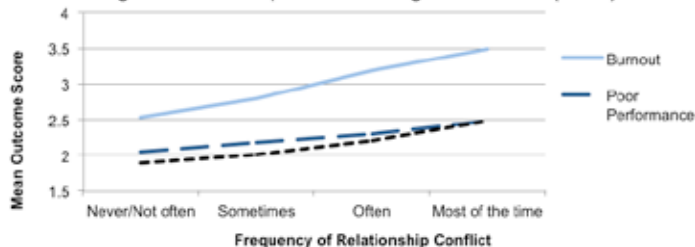
The more often veterinarians and AHTs experience task conflict at work (e.g., disagreement, blaming or criticizing about who is responsible and how work tasks should be done), the more often they experience feelings of burnout, poor work performance and a desire to leave their profession.

In Figure 2 the four items measuring relationship conflict listed in Table 2 were summed and averaged to get an overall score of 1 (low conflict that occurs never / not very often) to 4 (high conflict that occurs most of the time). The more often veterinarians and AHTs experience relationship conflict at work (e.g., hostility, backbiting, plotting or undermining one another), the

Continued on pg. 15

more often they experience feelings of burnout, poor work performance and a desire to leave their profession.

Figure 2. Relationship Conflict and Negative Outcomes (N=816)



What about Healthy Work Environments?

In addition, veterinarians and AHTs also wrote about the benefits of a supportive work environment, where coworkers are supportive, understanding and respectful of one another. An AHT offered the following advice:

"To find good mentors and surround yourself with positive people who are still excited to be in the veterinary industry. Find a clinic or work atmosphere that reflects your own values in the veterinary industry and life – you will be much happier when these align. Not all clinics or employers are the same to work for!!!"

A veterinarian described what they would like to change about their job:

"Improve attitudes, have a happier and more supportive work environment, with more motivated and positive people."

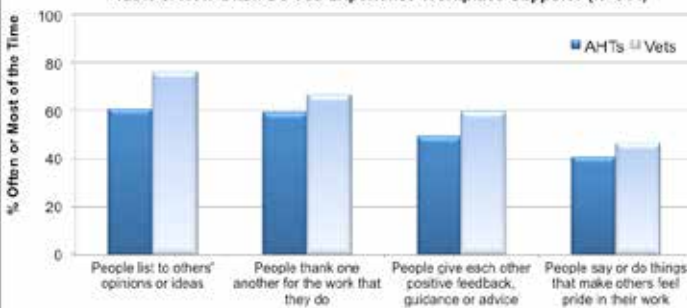
As well, a veterinarian wrote:

"I have already learned how incredibly important it is to find a clinic that appreciates and respects you; it has made a huge difference in the enjoyment of my profession."

Workplace support was also examined in the survey, which reflects a positive work atmosphere. These items are listed in Table 3.

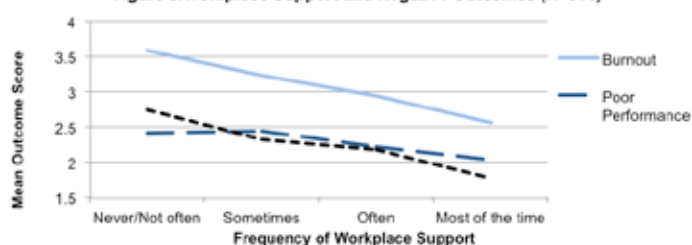
- **Veterinarians are more likely to report a supportive work environment than AHTs** as shown in Table 3. The majority of both groups report that they often or most of the time have people at work who will listen to others' opinions or ideas and that their coworkers thank one another for the work that they do. About half report that their coworkers frequently (e.g., often or most of the time) give each other positive feedback, guidance or advice, or say or do things that make others feel pride in their work.

Table 3. How Often Do You Experience Workplace Support? (N=844)



In Figure 3 the four items measuring relationship conflict listed in Table 3 were summed and averaged to get an overall score of 1 (low support that occurs never / not very often) to 4 (high support that occurs most of the time). Figure 3 shows how workplace support is related to the three negative work outcomes. The results show that in more supportive work environments (e.g., by listening, thanking and supporting one another), veterinarians and AHTs report significantly less frequent feelings of burnout, poor work performance or desire to leave the profession.

Figure 3. Workplace Support and Negative Outcomes (N=816)



How to Nurture a Healthy Work Environment

At the end of the e-interviews, participants were asked what advice, if any, they would offer to other veterinarians or AHTs. Their advice may be helpful in identifying strategies to transform a toxic workplace into a healthy one.

"Good teamwork and communication skills need to be combined with respect for all other members of the team. Bullying should not be tolerated... Interpersonal dynamics and communication are very important. Teams that do not work well together jeopardize the health and wellbeing of the animal and lead to burnout among the staff."

"More focus on 'communication issues' may shed more light on the wellness of veterinarians. I feel that there is likely a correlation with the quantity and quality of communication (including 'self-communication' or taking opportunities to reflect and then discuss issues with others) and the degree of wellness of veterinarians in our profession. This includes communication within clinic team, communication to clients, and communication to friends/family and other colleagues."

"I think that empowerment, leadership, direction, and respect are vital to keeping AHTs happy in the workplace. I also believe that team building is important, group social activities, and communication are appreciated by all of us."

"Last of all find your voice and use it; inter-employee problems can be prevented long before they become issues if open, honest, and most importantly respectful communication is utilized. When the shit flies everyone gets a shower."

In Summary

- Veterinarians and AHTs are more likely to report supportive workplaces than ones with frequent conflict
- AHTs report more frequent workplace conflict than veterinarians
- Veterinarians report more supportive workplaces than AHTs
- Workplace conflict is related to higher rates of burnout, poor work performance and intent to leave the veterinary / AHT profession
- Workplace support is related to lower rates of burnout, poor work performance and intent to leave the veterinary / AHT profession
- Improving teamwork and communication may help to improve the work environment

Do You Work in a Toxic or Healthy Workplace?

Ask yourself and your coworkers how often the following occur (e.g., never, not very often, sometimes, often or most of the time). If you experience task or relationship conflict "often" or "most of the time", you may have a toxic work environment. If they seem to occur "never" or "not very often", then you may have a healthy work environment, particularly if accompanied by frequent workplace support.

How often is there conflict over tasks?	<ul style="list-style-type: none"> • People disagree about how the work should be done. • People are blamed or criticized for things that are not their fault. • There is conflict over peoples' duties and responsibilities.
How often is there conflict among people?	<ul style="list-style-type: none"> • The atmosphere is often charged with hostility. • Backbiting is a frequent occurrence. • One person or group frequently undermines another. • Much "plotting" takes place "behind the scenes".
How often do people support one another?	<ul style="list-style-type: none"> • People listen to others' opinions or ideas. • People thank one another for the work that they do. • People give each other positive feedback, guidance or advice. • People say or do things that make others feel pride in their work.

About the Author: Jean E. Wallace



Jean E. Wallace

Jean E. Wallace is a Professor of Sociology and Adjunct Professor in the Department of Medicine at the University of Calgary. She has extensively studied the professional work attitudes and experiences of lawyers and physicians, with a recent shift to veterinarians and animal health technologists. Her research interests include: mental health and wellness; work-life balance and the work-family interface; job stress and coping strategies; mentoring and professional relationships; coworker and spousal support; and how statuses such as gender, generation and

parenthood are relevant. She has published in top academic journals in sociology, psychology, management, and medicine, including Administrative Science Quarterly, Social Psychology Quarterly, Social Science & Medicine, Work & Stress, and the Lancet. In trying to maintain a balanced life, she is a volunteer docent at the Calgary Zoo where she enjoys leading guided tours for guests and exercising Sheldon, an African Leopard Tortoise. She is also a volunteer regional coordinator for the AireCanada Airedale Rescue Network.



INHIBITOR VIOLATION INVESTIGATION

Alberta Milk recently investigated all inhibitor violations to determine their causes. Below are listed some of the results of Alberta Milk's investigation and how CQM can prevent occurrences of inhibitor infractions.

Accidentally milking a treated cow

Most of the inhibitor violations resulted from a producer accidentally milking a treated cow into the bulk tank. These violations were because of human error. In some cases, it was because new staff had not received sufficient training.

Lessons learned:

- Ensure that all staff receives proper training before they are allowed to milk or treat dairy animals.
- Check the treated cow list on the white board and livestock treatment record before milking.

Automated Milking Systems

Automated milking systems present unique challenges because you cannot observe treated cows before milking. These systems rely on technology to ensure treated milk does not enter the bulk tank. Inhibitor occurrences happen when a producer forgets to enter a treated cow into the computer prior to treatment. Another case involved the misidentification of a treated cow: A treated cow and a cow that was newly purchased and entered into the milking herd had the same identification number.

Lessons Learned:

- Cows going for treatment must be entered into the computer before treatment begins. The cow's milk destination must be redirected.
- All animals must be identified by a unique identification number; the same ID number cannot be used on two animals.

Computer programs

There are a number of computer programs (like Delpo and Dairy Plan) that will allow producers to lock out treated cows. Computer programs are useful tools but cannot be solely relied on to identify treated cows: treated cows must also have visual markings or leg bands. In one instance, a power surge occurred at the same time that a treated cow entered the parlour, causing the treated cow to be unidentified.

Lesson Learned:

- All treated cows must be identified with leg bands or paint; do not solely rely on technology.

Treated Feed

Many calf starters and milk replacers are medicated. One infraction occurred because a lactating cow ate a medicated calf starter.

Lesson Learned:

- Label and segregate all medicated calf feed with a sign that reads: "Warning. Not for lactating cows."

Extra Label or Off label usage of veterinary products

One infraction happened because of an extra label on a veterinary product: When the dosage was increased, the producer did not adjust the milk withdrawal time to follow.

Lesson Learned:

- Veterinary products must be administered by veterinary prescription only.

Dry cow therapy & Long acting products

Some violations were caused because a lactating cow was mistakenly administered a dry cow product. Similarly, there were occurrences where a lactating cow was accidentally treated with a long acting product because these products were stored beside each other.

Lessons learned:

- Store all long acting products separately from the lactating cow products.
- Properly identify all animals before treatment with veterinary products. If possible, segregate the animal prior to treatment.

All of the lessons learned are requirements of the CQM program. For a reduction in inhibitor violations, producers must follow the CQM program properly.

For further information please contact Jim Eisen at 780-577-3318.

Source: Jim Eisen, Canadian Quality Milk (CQM) Coordinator

VERIFIED BEEF PRODUCTION PROGRAM™ (VBP) - ALBERTA BEEF QUALITY STARTS HERE

MEAT PROCESSOR TALKS BROKEN NEEDLES, BUCKSHOT IN MEAT

You get to know a thing or two about meat processing and product quality when you've been at it for 65 years. That's the history of Winnipeg-based Smith's Quality Meats. A family owned, federally inspected plant, the company has built a reputation for quality and a loyal clientele over those years. Today product sales include corned beef for Safeway in Western Canada, sausages for Sobey's in Manitoba and fresh and frozen meats into Co-op channels in Northwest Territories. Andy Van Patter, Smith's operations manager, knows that anything that threatens that reputation, threatens the company. Broken needles and buckshot pellets certainly fall into that category. He gives producers a look inside the issue in his plant with a plea for their understanding of three main things. This is an ongoing issue. It

costs big. And producers are a key part of the solution.

Incidences continue

Despite efforts to prevent the problem, incidences of broken needles continue to occur. One example at Smith's was a non-detectable needle that passed through their metal detector unnoticed. It ended up in a deli product and the deli hit it with their meat slicer. "That needle was about half an inch long and definitely could have caused an injury if someone had eaten it with a meat cut," says Van Patter. Buckshot pellets in meat are a growing issue. Pellets show up deep in meat. It doesn't appear to be accidental in many cases with a significant number showing up in the rump area. "We've had two broken needles the past two years. We'll have about 10 incidences of buckshot pellets during hunting season and more sporadically throughout the year," he says.

Cost is substantial

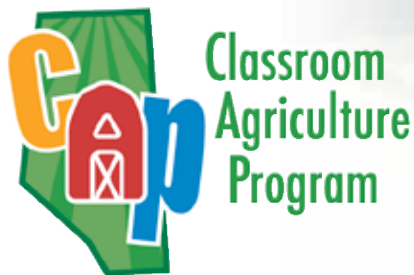
Van Patter says the company looks at broken needles and buckshot as separate but related problems. Obviously, needles have more capacity to injure so they are the highest concern. But many producers would be surprised at the buckshot incidences. The cost for managing these is significant, says Van Patter. To find a broken needle in a roast, for example, the only way is to keep cutting it in half and check each half until you find it. That often means lost product and lost time in the plant. There's a hit to beef's reputation. Problems hit social media quickly and every recall shows a beef consumption drop that affects every producer, he says.

Producer help critical

"Think what a half inch needle could do stuck in someone's throat," says Van Patter. "Then imagine if this happened to your own family or friends. We need every beef producer's help to manage this." Inject in the neck. "Our broken needles are showing up in the rump which means producers are not following recommended injection protocol." Use detectable needles — because they allow metal detectors to do their job. Be judicious about who you let hunt on your land and consider setting restrictions to avoid buckshot incidences.

To find out more information about the VBP program please go to www.beefsafety.ab.ca or contact Eileen Leslie at 1-866-242-7404.

Submitted by Eileen Leslie, VBP Provincial Coordinator



News Release

Bringing Agriculture into the Classroom

Many children today think that milk, eggs, and vegetables come from the grocery store. They don't connect these common products to the cows, chickens and crops in Alberta and they don't understand the role that agriculture plays in their daily lives.

The Classroom Agriculture Program (CAP) helps children learn about the food they eat, where it comes from and the importance of agriculture in this province. Volunteers with an interest or experience in agriculture deliver these messages to grade four students across Alberta. With strong growth in requests from schools for CAP presentations, more people connected to the farm are needed to share their knowledge and experience with these children.

CAP was launched as a way to bring a strong, positive message about agriculture into classrooms. CAP has been presented to students since 1986, and has reached hundreds of thousands of students during that time. Last year about 20,000 children were registered for the program.

The hour long presentation is delivered by dedicated CAP volunteers. These volunteers are farmers, ranchers, agri-food experts, government members or other individuals who have agriculture experience. This network of volunteers delivers the program between February and June of each year. Presentations include story-telling, hands-on props and fun activities. CAP provides training, ideas, resources and guidance to all volunteers.

"The prep work was not excessive and lots of latitude in content is encouraged. The presentations went terrific and we both (the students and myself) got a lot out of the sessions." Darold Niwa, Key Account Manager UFA and CAP volunteer.

CAP is a not-for-profit organization. Program success relies on the involvement of people who are dedicated to preserving and promoting agriculture. CAP is endorsed by both the Minister of Agriculture and Rural Development and the Minister of Education.

CAP supporters include Agriculture for Life, Agrium, Alberta Barley Commission, Alberta Beef Producers, Alberta Canola Producers Commission, Alberta Chicken Producers, Alberta Institute of Agrologists, Alberta Irrigation Projects Association, Alberta Milk, Alberta Pulse Growers Commission, Alberta Veterinary Medical Association, Alberta Wheat Commission, Eastern Irrigation District and the Egg Farmers of Alberta.

To register as a CAP volunteer or to register your classroom for a presentation, please go to www.classroomagriculture.com.

For more information contact:
Karen Spelay, General Manager
Classroom Agriculture Program
(403) 710-1959 capcoordinator@albertabeef.org

Classroom Agriculture Program
320, 6715 8th St NE, Calgary, AB T2E 7H7
P: 403-710-1959 E: capcoordinator@albertabeef.org
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MONGOLIA 2013: AN INTERNATIONAL VETERINARY TEACHING EXPERIENCE

I have travelled to Mongolia every October for the past 5 years to work with VET Net NGO Mongolia. VET Net is affiliated with Christian Veterinary Mission USA.

Mongolia is a country made up of mostly nomadic herders who move their animals across the countryside in search of new grazing areas. The population is about 2.7 million of which 1 million live in the capital city of Ulaanbaatar. Prior to 1993 Mongolia was a communist state heavily influenced by the Soviet Union. Since Perestroika Mongolia has become a democratic republic and has made major gains in becoming a developing country.

Christian Veterinary Mission started 30 years ago with the goal to express Christ's love through veterinary medicine. It operates in 16 countries. VET Net NGO Mongolia started in 2003. The goals were to increase the level of animal production among nomadic herders, to train Mongolian veterinarians in modern veterinary skills and to offer education for herder children.

My assignment in Mongolia was to work alongside and train new veterinary graduates in small animal medicine and surgery at the VET Net operated Enerekh Small Animal Clinic in Ulaanbaatar. I was also assigned to teach internal medicine to 4th and 5th year students at the Mongolian State University of Agriculture (Veterinary School) and to teach small animal internal medicine in the Distance Master's Program. The Master's Program is sponsored by the Mongolian veterinary college and VET Net in collaboration with four veterinary colleges in the USA.

The Veterinary Faculty of the Mongolian State University was started in 1957. In 1990 it became the Mongolian State University of Agriculture and added four departments in agricultural research to the veterinary school.



The veterinary program is a five year program which accepts high school graduates from

all over Mongolia. The veterinary school graduates about 140 students each year. Most of these students set up private veterinary practices in the Mongolian countryside. The lecture format is used almost exclusively at the veterinary school and almost no clinical skills are taught. There are very few modern veterinary texts written in Mongolian. Therefore in order to move students into a modern veterinary education they require English. To meet this requirement VET Net has set up a number of English classes in the veterinary school

VET Net is active in veterinary education at the veterinary school and at the Enerekh Small Animal Clinic. The small animal clinic was set up as a private teaching and training clinic in small animal medicine and surgery in the capital city Ulaanbaatar. Recently students from the veterinary school have been assigned to the clinic to learn basic veterinary technical skills: IV fluid therapy, radiographic interpretation, blood sample collection, and surgery.

VET Net and the Enerekh Small Animal Clinic hire a number of new graduates each year to train them in small animal internal medicine and surgery. When they were students many of these new graduates took English classes offered by VET Net at the veterinary school.



For the past 4 years I have been a guest lecturer in the veterinary school and have taught classes of 100 students on topics such as endocrinology, radiology, and dermatology. However, starting in October 2013, VET Net has been asked to teach a required class in internal medicine as part of the veterinary school curriculum for 4th year students. As a result this year I taught basic cardiology to 140 students (2 groups of 70 students) in a lecture format. The class also had a laboratory format for 7 groups of 20 students in each group who worked with cardiology cases using a case-based learning format in the problem orientated approach to veterinary diagnostics. It was the first time in the history of the veterinary school that a small group learning format was used. Judging from the enthusiasm and intense discussion in the small groups, the students

enjoyed the experience of discovery learning in veterinary diagnostics.

This October I also worked alongside Mongolian veterinarians at the Enerekh small animal clinic. The practice has 3500 patient files so many of the diseases experienced in a North American veterinary practice are also common in Mongolia. The Mongolian veterinarians are the first responders at the clinic and I act as a resource person and assist them in working up the more complicated cases.

Since surgery is not taught at the veterinary college surgical cases, especially orthopedics, are a challenge to the new graduates working at the Enerekh clinic. During this past October, with the assistance of my Mongolian colleagues, we did a femoral head and neck osteotomy (FHO), repaired a supracondylar fracture of the distal femur, removed a gastric foreign body, and extracted an upper PM4 with an apical abscess. The goal is that next time when these cases come into the clinic the Mongolian veterinarians will be able to do the surgery themselves.



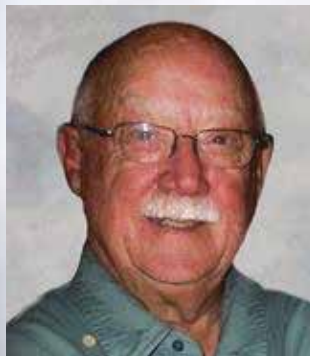
Is this work and the time spent with Mongolian students and veterinarians personally rewarding? – absolutely! Since selling my veterinary practice I have changed my focus by using the skills I have acquired from 40 years of practice to help Mongolian veterinarians gain the skills they need to practice good veterinary medicine.

Is it working? Yes! Two new modern small animal veterinary practices have been started in Ulaanbaatar during this past year by 4 veterinarians who gained skills in veterinary diagnostics and surgery at the Enerekh Small Animal Clinic.

I plan to return for my 6th year in October 2014.

Dr. Ed Neufeld

In Memoriam



Bruce Watson, DVM

August 30, 1931 – November 11, 2013

Bruce passed away peacefully at the Agape Hospice on Monday, November 11, 2013 at the age of 82 years. Bruce leaves behind his wife Ruth, of 59 years; his children: Wayne (Gill), Wendy and Dennis (Marilyn); and his grandchildren: Millie and Katie. Bruce is also survived by his 2 sisters: Audrey and Linda (Ron).

A celebration of Bruce's life was held in the Chapel of Eden Brook Funeral Home on Friday, November 15, 2013. Memorial donations can be made in Bruce's name, directly to the Agape Hospice, 1302 – 8 Avenue NW, Calgary, AB T2N 1B8.

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Bonnyville Veterinary Clinic Front Entrance

ON THE COVER

BONNYVILLE VETERINARY CLINIC

The Bonnyville Veterinary Clinic was opened in 1979 by Dr. Bill Prybysh. Dr. Prybysh built and operated the clinic until February 2008. In March 2008, Dr. Greg Benoit purchased the practice. Later that year the building underwent major renovations and much of the equipment was either replaced or updated. In 2010, due to the large demand for equine veterinary care a 2,400 square foot equine facility was built. The facility includes stabling, isolation stall, padded induction/recovery room and surgery room equipped with equine surgery table, gas anesthetic and treatment area.

Our mission statement: *Driven to provide an advanced high standard of medical care to all members of the community in a safe welcoming environment. We strive to offer this service in a thoughtful, sincere professional manner that considers the needs of both pet and owner.*

The practice offers a modern small animal facility, excellent bovine handling setup and a relatively new equine surgery and housing facility. Diagnostic capabilities include: Complete in house lab, CR digital radiographs for large and small animals, including small animal digital dental x-ray, large and small animal ultrasound, and endoscopy. We offer a full spectrum of small animal surgeries ranging from the routine to some advance orthopedic and in depth soft tissue surgeries. The equine facility has allowed us to offer not only equine surgeries but a broader range of neonatal bovine surgery as well. We do the vast majority of our bovine work in clinic with the exception of bull testing and pregnancy testing, ultrasound aided. In 2012 we purchased a portable silencer hydraulic chute which we bring to a majority of our scheduled farm calls, which has increased efficiency and safety for both staff and the animals. The practice sits on 3.5 acres of land right at the edge of town making it convenient for our small animal clientele and practical for the large animals. This also allows us to have outside stabling available for our equine patients.

Owner, Greg Benoit, graduated as valedictorian of his class from St. George's University, Grenada in 2005. He grew up in the Lakeland region and comes from a veterinary and farming background which is where his love



Lab, Pharmacy & Radiology

for animals stems from. He spent much of his younger years playing hockey and showing jumpers competitively. Greg spent his whole life surrounded by the world of veterinary medicine, his dad, Rex Benoit, graduated in the charter class from WCVN in 1969. He now owns Centre Animal Hospital in Cold Lake, celebrating 30 years in the community this past year. Greg's brother Kevin Benoit, is also a graduate from St. George's University of Veterinary Medicine in 2006. In 2012 he recently opened a small animal practice in south Edmonton called Companion Veterinary Clinic.

Greg's interest in equine medicine was heightened after spending the summer of 2003 at Bell Veterinary Services clinic in Wetaskawin, Alberta. He then completed an externship in 2004 and an internship in 2005 at Moore & Co. Equine in Balzac, Alberta, where he was involved in all facets of equine medicine including surgeries, lameness exams, reproduction and medical workups. Following his internship, Dr. Benoit moved to North Chatham, New York and worked at Equine

Medical Centre for a year.

In 2007, Greg moved back to the Lakeland Region where he worked with his father at Centre Animal Hospital in Cold Lake, and also with Dr. Bill Prybysh at the Bonnyville Veterinary Clinic prior to him purchasing the practice

in March 2008. On February 29, 2008 he got engaged to his long-time friend, Allison Reid, who is now the office/practice manager (the real boss). In the 5 short years as new business owners, not only have Allison and Greg



Greg & Rex Benoit - Business Partners





grown from one doctor and two lay staff in 2008, to four doctors, three registered animal health technologists, two vet assistants, one receptionist, one office manager and a new equine facility, but they have also welcomed 3 healthy babies of their own into the world, the last one born May 2013.

At the time of the business purchase, there seemed to be little time for a 'Grand Opening', so to celebrate their 5th year in the community they hosted an Open House and fundraiser for the local Bonnyville and District SPCA. With a strong work team, and a focus on customer service, the team was unexpectedly nominated by the Bonnyville and District Chamber of Commerce for Business of the Year in Customer Service Excellence. The awards ceremony was held in October 2013, and the practice was fortunate enough to win in their category. "It was surreal being nominated let alone winning the award. I believe that it is a reflection of our dedicated staff and our focus on customer service...So long as we, as a management team, continue to keep improving our customer service as a goal that is continuously talked about and worked on, there is no reason we won't continue to improve" says Greg. "The pride we see that every one of our staff has for the clinic is motivation enough to do the best job possible for our clients, day in and day out!



Our Staff August 2013

To get to know our staff is to get to know us. Operating a remote mixed animal practice has its challenges as any remote business owner can attest to. We have worked hard to find a great group of doctors with a wide range of

talents, which have interests in a wide range of medicine." Greg, who loves doing small animal orthopedics and equine surgeries, has also since become a business manager, the 'IT guy', the welder, snow remover and over all maintenance man. He loves the variety and unpredictability offered by practicing mixed animal medicine in a remote community. "Never a dull moment" and "Huh, ya learn something new every day" are favorite sayings. Dr. Amanda Scott, originally from Spruce Grove, graduated from WCVI in Saskatoon in 2011 at which time she came to work at the Bonnyville Veterinary Clinic. Her interests lie in the small animal surgeries and the equine world. Dr. Tammy Anderson, a 2008 graduate of the Atlantic Veterinary College in PEI moved back to her home town of St. Paul in 2012 after spending 3 ½ years at the then, Edmonton's Veterinary Emergency Clinic. Now married with a near 2 year old daughter and another one due in April 2014, her interests lie in emergency medicine and soft tissue surgeries. Dr. Eric LaPorte, our newest recruit, came to work at the Bonnyville Veterinary Clinic after graduating from the University of Calgary's Veterinary Medicine program in May 2013. He has a strong focus in bovine medicine but like all good mixed animal practitioners he's learning a little about everything. Alongside some great doctors, we have a world class support staff. The staff at the clinic are a group of hard working people who take immense pride in what they do and treat each other as family.

"Focusing on the team concept is very important to us, relying on each other's strengths and knowledge to better our own skills and to provide the highest quality service to our rural clients."

*Submitted by
Allison Benoit*



2013 Business of the Year Awards



Greg & Allison Benoit



Group Shot



Dr. Douglas Freeman

Here's a quick overview of some of the recent activities at the Western College of Veterinary Medicine (WCVM):

Annual veterinary meetings: A number of WCVM faculty members have participated in several of the provinces' veterinary conferences this fall. In September, Drs. Tony Carr, Valerie MacDonald, Chris Luby and Trish Dowling presented at the Saskatchewan Veterinary Medical Association's annual conference. Drs. Colin Palmer and Chad Paetsch gave talks at the CanWest Conference in Banff in mid-October, and I was able to meet and visit with a number of former students during a couple of WCVM alumni reunions.

In November, I took part in the CVMA-SBCV's annual general meeting while two of our faculty members, Drs. Casey Gaunt and Valerie MacDonald, gave presentations during the weekend's continuing education sessions. In 2014, two WCVM faculty members will participate as speakers in the Central Canadian Veterinary Conference that will take place in Winnipeg, February 7 to 9.

The WCVM has committed to sponsoring two faculty members as speakers at conferences organized by the provincial veterinary medical organizations. Based

on feedback from conference organizers, this has been a mutually beneficial partnership that we plan on continuing in 2014.

Nuclear research funds: Dr. Baljit Singh, the college's associate dean of research, is leading a research project that received \$320,000 from the Sylvia Fedoruk Canadian Centre for Nuclear Innovation this fall. His co-investigators include researchers from the U of S College of Medicine (Drs. Paul Babyn and Carl Wesolowski) and the WCVM (Drs. James Montgomery, Jaswant Singh and Elisabeth Snead).

This multi-disciplinary team is exploring the use of domestic animal models for human diseases as a means of developing nuclear technologies for diagnosis and treatment. This project is a series of interlinked medical and veterinary studies to develop and use new nuclear probes to diagnose prostate cancer, kidney disease and endometriosis.

Saskatoon Telus Motorcycle Ride for Dad (MRD) is also providing the team with an additional \$31,250 to further investigate the use of synchrotron imaging to learn more about human and canine prostate and cancer. In 2012, MRD provided U of S researchers with \$26,000 for the development of synchrotron-based imaging and therapy tools for prostate cancer research using a canine model.

Pottery for ecosystem health: I want to highlight a unique fundraising project that's being done by Dr. Ole Nielsen, dean of the WCVM from 1974 to 1982 and dean of the Ontario Veterinary College (OVC) from 1985 to 1994. Dr. Nielsen has been donating his pottery sales to the McEachran Fund for Ecosystem Health, a trust fund that he established in 2007 through the Canadian Cooperative Wildlife Health Centre (CCWHC). The fund is held for the benefit of all Canadian veterinary colleges

and is aimed at encouraging Canadian veterinarians to address ecological health issues.

Dr. Nielsen initially pledged \$40,000 — \$10,000 for each Canadian veterinary college — to the fund. After helping to establish the University of Calgary's Faculty of Veterinary Medicine, he pledged another \$10,000 and decided to use the proceeds from his pottery sales to make up the amount. So far, Dr. Nielsen has raised over \$8,000 toward his goal while enjoying a hobby that he started in the early '70s while working as a professor in the WCVM's Department of Veterinary Pathology. Excellent job, Dr. Nielsen!

One Health update: In November, I attended the 2013 Zoobiquity Conference that was held in New York City this year. This annual event brings together leading clinicians and scientists in human and veterinary medicine to discuss and compare diseases that affect animals and humans. This year's conference included presentations at the Rockefeller University and an afternoon session at the Bronx Zoo. We're now exploring ways that we can host a Canadian version of the Zoobiquity conference and integrate it with our One Health Leadership Experience for U of S health science students.

In January, we will welcome several One Health experts to the WCVM and the U of S campus. Dr. Craig Vanderwagen, a human physician and retired rear admiral in the U.S. Uniformed Public Health Service, will talk about his wide range of experiences at the university on January 13. His career includes serving as assistant secretary of the U.S. Department of Health and Human Services in Washington, D.C., and he has a particular interest in Native American health services.

Drs. Kate Hodgson and Michelle Lem will also spend a couple

of days (January 27-28) in Saskatoon. Dr. Hodgson is a veterinarian and faculty member at the University of Toronto's Medical School. Her research focuses on the benefits of pet ownership on human health risk factors. She's studying whether physicians can gather more details about their patients' health issues if they include pet queries in physician histories. Dr. Lem is a veterinarian who provides pro bono services to homeless and disadvantaged populations in Ottawa. She's collecting data on how these efforts can be used to enhance human health care and public health practices.

Agribition: For the second year in a row, a WCVM team hosted an interactive animal health exhibit in the Family Ag Pavilion at the 2013 Canadian Western Agribition, Nov. 11-16. Our booth was a hit with more than 7,000 students who visited Western Canada's largest agricultural show that's held in Regina, Sask. Our young visitors "scrubbed in" for surgery, assisted with a "lambling," performed a rectal palpation on a simulated horse and got a closeup view of a pig's heart and other pieces of anatomy.

The show is an annual highlight for thousands of farm families as well as residents of urban and rural centres across Western Canada. It's also the ideal opportunity for our WCVM representatives to emphasize the importance of animal health in food animal production and to promote general pet care to our younger visitors.

For more WCVM news, visit www.wcvmtoday.com or follow @WCVMToday on Twitter. You can always contact me (306-966-7448; douglas.freeman@usask.ca) anytime if you have questions or concerns.

*Dr. Douglas Freeman, DVM, PhD
Dean, Western College of
Veterinary Medicine*

UNIVERSITY OF CALGARY FACULTY OF VETERINARY MEDICINE UPDATE



Dr. Alastair Cribb

We begin the new calendar year with optimism and excitement as January and February are busy months with the admissions process for our DVM program.

UCVM has experienced steady and increasing growth in qualified applicants for our DVM program and we anticipate that again for the cohort going through the process this year. The increased demand likely reflects the ongoing interest in the veterinary profession, confidence of students and employers in UCVM's program, our recruitment efforts across the province, and the breadth of opportunities in the veterinary profession. With a large applicant pool, we are assured of a diverse and highly competent group of graduating students.

As a new veterinary college, we are always looking at how our program meets the educational needs of our students and the veterinary profession. Therefore, the work of designing and delivering a DVM program curriculum is never done. Led by Dr. Jerry Bailey, associate dean, academic, we are already conducting a review of our program to ensure that we are delivering on our commitments and to identify areas for change. Dr. John Matyas, associate dean, graduate studies is also reviewing the graduate program to ensure UCVM attracts the brightest and best graduate students from around the world to do their research in veterinary medicine at the University of Calgary.

Congratulations to Heather Bryan, PhD in Veterinary Medicine, who was recognized at the November convocation ceremonies with a Governor General's Medal. This prestigious award is given to the graduate student who achieves

the highest academic standing. Heather wrote her thesis on "Parasites and hormones as non-invasive bioindicators of ecophysiology in carnivores". She has excelled as both a researcher and communicator while pursuing her studies on wildlife health under the supervision of Dr. Judit Smits. For over three years at the university, she has worked as part of a research team to develop a novel method for measuring steroid hormones in hair, and has succeeded in analyzing the hundreds of bear and wolf hair samples that lead to powerful insights into stress biology that she interpreted in her thesis. Heather's communication skills and research productivity are also well represented by her presentations at a number of international and institutional conferences, at departmental seminars and workshops to youth. She is continuing her research as a postdoctoral fellow in applied conservation science at the University of Victoria.

In November 2013, the University of Calgary hosted the Honourable Greg Rickford, Minister of State (Science and Technology, and Federal Economic Development Initiative for Northern Ontario) who announced close to \$3.5 million in funding to newly named Canada Research Chairs (CRCs) at the University. The event featured UCVM's Sabine Gilch, who is a new, Tier 2 CRC. The University of Calgary will receive \$500,000 to support her work exploring the molecular and cellular biology of prion diseases.

At the end of January, our Class of 2015 students will select their rotations for the beginning of their clinical fourth year in May 2014. From practices all around the province, students choose from a variety of experiences

that will build on their clinical, diagnostic and professional skills. At the core of the program is four weeks of diagnostics and 16 weeks in general veterinary practice. This year, over 60 veterinary practices are involved in the Distributed Veterinary Teaching Hospital (DVTH) network – some hosting one student, others groups of students. All of this hands-on experience will prepare them to pass a comprehensive clinical reasoning exam at the conclusion of their final year. For this we use a Script Concordance Test which has been developed, based on the script theory of clinical reasoning. Several members of our Distributed Veterinary Learning Community serve as our expert panel in setting up the exam which is an important and critical part of the process.

UCVM Faculty Update

Dr. Kastelic has accepted an appointment as department head for Production Animal Health (PAH) for the next five years. PAH has had great accomplishments and UCVM is looking forward to a continuing strong contributions and new advances under Dr. Kastelic's leadership.

Dr. Michel Levy has agreed to serve as interim department head for Veterinary Clinical and Diagnostic Sciences (VCDS) until July, 2014. Dr. Levy is board certified in large animal medicine and shares many interests and areas of expertise with VCDS faculty.

*Alastair Cribb, DVM, PhD
Dean, University of Calgary,
Faculty of Veterinary Medicine*



Kaitlyn Matters

Happy New Year to everyone! I hope that this year brings many joys and new experiences for everyone, their families and their staff! Hopefully all the students enjoyed their Christmas break and are relaxed and ready to get back into the swing of things. UCVM has been fairly busy the past couple months with program announcements, guest speakers and of course final exams in December!

As most of you know UCVM has four main areas of emphasis that we focus on to educate students about opportunities within the profession. One of these areas is production animal health medicine. Recently, UCVM along with their partners have announced a fellowship in beef cattle health in collaboration with Simpson Ranch. The aim of the fellowship is to prepare a post-DVM graduate for an academic career in beef cattle health or a professional consultancy position supporting the beef industry. The position involves training in positions within consulting veterinary practices, government, industry organizations and advanced producers while including research in beef cattle health. If you or anyone you know is interested in the program, please visit our website at www.vet.ucalgary.ca.

Another area of interest in the program is investigative medicine. This area teaches students about opportunities in research within veterinary medicine and animal health. A main part of this area of emphasis is the Third Year Research project. This year the third year class, my class, is working on a research project that will determine the efficacy of vaccinating pigs with porcine circovirus-2 (PCV-2) at three days of age vs. twenty five days of age while taking into account maternal immunoglobulin interference and the development of the porcine immune system. Students run the entire project

under the guidance of advisors who are researchers within the faculty and understand the research process. Students start by providing questions that they feel are pertinent to animal health or a specific animal industry. We then design a study that will allow us to test these questions. The design includes sample size, group layout, sampling techniques, statistical analysis, etc. Once the students have collected and analyzed the data we sit down as a group and write a scientific paper that will be sent in to a peer reviewed journal to be published. The class also presents the research topic to all the other classes and faculty at a Summit Day in late January.

UCVM was very excited to welcome Temple Grandin to our school on October 30. She entertained a full crowd on her message of "Different Kinds of Minds." She makes a case that the world needs people on the autism spectrum: visual thinkers, verbal thinkers and others who think in atypical ways to help untangle problems that are overlooked or left unsolved. Dr. Grandin is a self-proclaimed visual thinker which enables her to look at the world from the bottom-up like animals do allowing her to become an expert on animal behaviour. The first year class at the school was extremely lucky as they got to have Dr. Grandin lecture them on behaviour during one of their classes for the day. Students and staff alike felt inspired by her life story and her passion for animal welfare and livestock handling.

On November 2, UCVM held a veterinary medicine career day. The day brought high school students, university/college students and their parents up to our spy hill campus to teach them about the program offered and explore the possibilities within our exciting career. The session included an introduction to our faculty, a look into the admission program, an MMI interview demonstration and an insight

into career opportunities within veterinary medicine and animal health. People who attended were able to bump elbows with faculty, students and Dr. Cribb, the Dean of UCVM, as the day went on. They were also able to tour the school and check out the facilities that UCVM has to offer students.

As most of you know, mental health awareness is a huge topic within our profession due to the overwhelming numbers that show our profession is among the top for depression and burnout. The profession as a whole is taking an approach to dealing with this issue and is providing resources to members to help them cope with mental health issues. This year the Calgary Association of Veterinary Student's president, Jessica Barker, has decided to make this issue a top priority. She, along with other group members is putting together monthly health awareness sessions to help students cope with the stressors that are involved with school. The hope is that these monthly sessions teach students ways of dealing with issues not only in school but also in other areas of their lives. The first speaker was Scott Cobbett from "Simply For Life." Scott educated students on healthy eating when on a time and money budget. The next speaker was Derek Luk from the SU Wellness Center. Derek spoke to students about mindfulness, being in the moment and anxiety relief strategies. The event planned for February is a talk about depression with Dr. Magda Czeleedi. Dr. Czeleedi will offer helpful insight into the common disease and ways to deal with depression. It is hoped that by teaching students stress management techniques, they will be able to use these techniques once they are out in practice as well.

Kaitlyn Matters
UCVM Class of 2015
ABVMA Student Representative,
2013/2014



Chantelle Phillips

Happy New Year! It is hard to believe the calendars have already switched over to the year 2014. To wrap my head around the start of this year (it still seems like 2014 should be a year sometime in the future) I looked up some historical events from 100 years ago. In 1914, Charlie Chaplin made his film debut, the first successful non-direct blood transfusion was performed by Albert Hustin, Babe Ruth made his Major League debut, and, the one we all remember, World War I began.

In addition to observing the centennial of these events, 2014 also holds a special place in the minds of the WCVM Class of 2014. This is the year they have been looking forward to for the past four years. The North American Licensing Exam has been written (by most anyway, there are a few procrastinators opting to write in April) and the results are being anxiously fished out of mailboxes all over Saskatoon. With the stress of the last exam of their student career behind them, the future DVMs of the Class of 2014 can relax and enjoy their remaining clinical rotations and their last days as students of the WCVM.

2014 also brings excitement to my class, the Class of 2015, as the anticipated date of our graduation moves one year

closer. There is a light at the end of the tunnel; the finish line is in sight! It seems surreal to think that this will be our last semester spent day in and day out in a lecture theatre. And what a great last semester it will be! With only a couple required courses left, the rest of our lecture-based learning is filled with electives of our own choosing. With elective options ranging from a Fish Elective, to Mindful Practice, to Small Animal Oncology, to Equine Lameness, there is a wide range of schedules for the third years and we have taken advantage of all the options available to us by personalizing our course load. For many of us, the stress of having too much to learn has now switched to the stress of not having enough time in our schedules to fit in all we want to learn!

Prior to our current enthusiasm for all that 2014 promises, we were provided a much anticipated and needed break. Christmas: eighteen glorious days without exams, without lectures, without curling up next to textbooks as we fall asleep (for us third years anyway, the first years got a couple days less, the second years got a few days more – lucky second years!). Our days were filled with everything wonderful that we all enjoy during the holidays – sleep, food, family, relaxation, etc. Many of us, including myself, made the trek out to the respective provinces, cities, and towns we call home for the much-needed rest and rejuvenation that is best found when surrounded by friends and family.

With refreshed minds, we return to the snow and cold of Saskatoon. Thankfully, there are quite a few upcoming events to clear away the monotony of

seemingly perpetual darkness as we leave for school before dawn and return home in the evening long after dusk. Among these is the Students of the Canadian Veterinarian Medical Association Symposium taking place January 9 to 11 at the Faculté de médecine vétérinaire in Saint-Hyacinthe, Québec. Students attending have the opportunity to take part in several wet labs, lectures, and clinical conferences. It provides an opportunity to learn skills that we may not otherwise be exposed to in our student careers. Students will also take part in invaluable experiences throughout the weekend by networking, taking part in numerous social events, and joining in on interesting local site-seeing tours.

Also coming up in January is the winter formal. The second happy hour of the school year, it will be hosted by the third year class and has a roaring twenties theme this year. Students will have the chance to pull out their flapper dresses and pin stripe suits (or the best second hand approximation) and have an anti prohibition party, dancing the night away with that swinging jazz music.

With all of this excitement, it is easy to see how the days quickly turn into weeks and the weeks to months as the years seem to change at a faster rate every year. I have no doubt, that the days of 2014 will be just as full as previous years and our time here at WCVM will continue to speed ahead at a breakneck pace. After all, time flies when you're having fun!

Chantelle Phillips
WCVM Class of 2015
ABVMA Student Representative
2013/2014
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Front Row (Left to Right): Dr. Jocelyn Forselle, Ms. Val Beaulieu, Ms. Lucille Landals, Ms. Andrea Edwards, Ms. Brigitta Smith, Ms. Penny Radostits.

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President's Message:

Happy New Year!

2014 will be a significant year for the AAAHT. It is not only the celebration of our past 35 years, but also the start of our future as members of our professional Association. You are encouraged to watch for the publication of registration for the May 3 & 4 Conference and 35th Anniversary Banquet. Plan to be there! The Board of Directors and the CE and Communications Committee members look forward to being there with you – the AAAHT membership.

The start of any great trip starts with planning to see and experience key sights and activities. The AAAHT needs to end this year with a plan for the future. Questions are many: What drove each of us individually to choose the role of the Animal Health Technologist? What path of employment and activity was chosen within the career opportunities the AHT diploma prepared us for? What were the most important things done by the AAAHT in the past 35 years to make the role of the AHT better? What can the AAAHT aim to assist its membership with in the future?

It takes all of us to make this trip worthwhile – so I encourage you to get involved. When surveys or policy statements are posted, give your input; 'Friend' the AAAHT Facebook page – spread the news; tell your colleagues to follow the AAAHT; read your Tech Connect and the AAAHT section in the ABVMA magazine. Offer your input and if you have time to get further involved – submit your name for one of our committees!

The AAAHT Board of Directors (BOD) is currently working on

editing the bylaws to sync with the newly approved ABVMA bylaw revisions. This is an important process as these rules of organizational structure and process as outlined in the bylaws serves as our organizational road map. We are also working on utilizing the results of the ABVMA/AAAHT membership wellness survey completed on May 31, 2013. These results are being published in the ABVMA magazine throughout the next few issues. A desire to support our members who need help and the creation of activities to enhance the wellness of our membership are two goals that have come from this analysis. The BOD and Committee Chairs and members continue to offer assistance in the creation of policy documents that will become the guiding pages for our future association volunteers.

An important change in the operational management of the AAAHT BOD is to enlist the help of a paid BOD Assistant in 2014. The initiation of this position was brought forward as a motion and approved by the BOD in the 2014 budget. The initial start up period for this position for the next two years will be staffed by Lucille Landals, Past-President. The resulting job description created and time commitment required will be presented for 2016 as an open competition for employment. The BOD agrees that it is important to have involved, knowledgeable, and careful creation of this role and function as an enhancement for a better future for the AAAHT.

Collaboration with the ABVMA through representation on ABVMA Council and in ABVMA committees continues to grow. The role of representing the



Andrea Edwards, RAHT

AAAHT at ABVMA Council has been an interesting and important part of my past year. The most significant things I have experienced as AAAHT BOD Liaison on ABVMA Council were:

- Road trip - This provided a great opportunity to connect with RAHTs in rural places to better understand their opinions and differences due to location.
- Task forces - I enjoyed participating on many ABVMA task forces thereby giving the AAAHT a voice.
- Relationships - I have made many new lasting relationships and have learned a great deal, through the networking and experience of being on council. I would like to thank the ABVMA for the opportunity of having the AAAHT representative.

I look forward to continuing this process further this year!

Andrea Edwards, RAHT
President 2014

Membership Renewal Reminder

Membership Renewals were due on December 31, 2013. If you have not renewed – do so now to avoid being struck from the Register. Contact the ABVMA office for details.

AAAHT Board Bulletin:

October 18, 2013 – AAAHT BOD and CE Committee Meeting:

The AAAHT Board of Directors (BOD) and continuing education (CE) committee held a joint meeting in Banff the day before the Pre-CanWest AAAHT CE session and Annual General Meeting (AGM). The purpose of this joint meeting is two-fold: an update in the BOD agenda for reporting since the last meeting date and an update and planning session with the CE committee members. Items of interest to the membership might include:

- AAAHT history presentation was taken to three of the four college's AHT programs so far. Fairview will be visited on November 25, 2013 so by the time you see this report – the AAAHT will have been to all the AHT program colleges with our presentation of the 35 years of history. Why are you a member of the AAAHT? Why is it important for you to be involved? Seeing the historical outline of the collaboration and interactive activities of past AAAHT BOD and committee members gave all attendees a sense of the personal answers that might be the answers to these questions!
- AASAP – Alberta Alliance for the Safety of Pets and People: Vanessa Christensen, Vice-President 2014, will be the AAAHT representative at this committee. The term of the representation will be two years with one renewal option available.

Oct 19, 2013 – Annual General Meeting:

Individual reports were highlighted by each Director and accepted after an opportunity for discussion and questions. Dr. Duane Landals provided background information in respect to the work being done on the Veterinary Professions Act and General Regulation Amendments:

- Both the Alberta Veterinary Medical Association (ABVMA) and the Alberta Association of Animal Health Technologists (AAAHT) support the engagement of animal health technologist members in the governance of the ABVMA.
- The recently adopted bylaws of the ABVMA do not completely address this matter.
- Animal health technologists are a uniquely qualified and identified group of paraprofessionals within the

Veterinary Profession Act and both the ABVMA and the AAAHT continue to support their differentiation from other qualified groups of paraprofessionals.

- The members of the ABVMA support development of other categories of paraprofessionals within the Veterinary Profession Act and General Regulation.

A MOTION was passed that the AAAHT support the ABVMA in its efforts to amend the Veterinary Profession Act and General Regulation to address these issues.

Nov 15 & 16, 2013 AAAHT Leadership Meeting:

The current, new and outgoing members of the AAAHT Board of Directors met with Communications Committee members over the two day Leadership meeting. Presentations were heard from:

- Karen Smith, Parlee McLaws reviewed the working draft revision of the AAAHT bylaws. Discussion on the suggested changes and the correlation of these changes in respect of the compatibility with the newly revised ABVMA bylaws was of great interest to the AAAHT representatives. Further drafting will take place and once the revision is completed, these amended bylaws will be circulated to membership for review before forming a Resolution which will be passed at a General Meeting as per standard protocol.
- Jean Wallace presented the ABVMA/AAAHT member wellness survey results via video conference. Results are being published in the ABVMA magazine – so look for these reports! Significantly a total of 28% of our membership responded to this survey! Thank you to all who did – your input will help form the future activities of the AAAHT that will hopefully address some of the key points of concern revealed in this survey.
- Dr. Phil Buote and ABVMA staff involved in performing the tasks of the administration agreement between the ABVMA and the AAAHT addressed the group. This opportunity allows both organizations to review the past year's communication channels and interaction and to suggest changes for the upcoming year. This is well received by both groups!
- Oath of Office was taken for our new

board members, and the 2014 ABVMA/AAAHT Administration agreement was signed by our incoming President Andrea Edwards and Vice President Vanessa Christensen.

- A contract for the new Administrative Assistant position was established between Lucille Landals (Landals Veterinary Services Ltd) and the AAAHT BOD. This position is under development over the next two year period. The intent of this start up position is to firmly establish a task list, time line and reporting system that need to be established for the on-going administration activities associated with the direct management responsibilities of the BOD. These tasks are not a duplication of administrative tasks that are contracted by the AAAHT with the ABVMA.
- Communications Committee discussions included current activities being done or organized by committee members:
 - i. 35th anniversary activities,
 - ii. AHT Student visit program
 - iii. Tech Connect
 - iv. ABVMA magazine
 - v. Twitter
 - vi. Facebook
 - vii. Canadian Vet Tech Magazine
 - viii. Animal Health Technologist Week
- The 2013 AAAHT Appreciation Award recipient was approved to be Cindy Beecher. In addition to previous years on AAAHT Committees, Cindy served the AAAHT over the past four years on the BOD. She was significantly involved in the development and management of the AAAHT awards as well as being part of the BOD that worked through the transition of registration of members to the ABVMA. She was a fantastic representative and a great person for all to work with. This award will be presented in conjunction with the ABVMA Leadership Weekend Feb 7, 8, 9 in Edmonton. Congratulations Cindy!

Please forward any comments and questions to admin.aaaht@abvma.ca

Happy New Year from everyone at Olds College!



I wanted to start off by congratulating our third class of graduating VTA students! They worked very hard this past semester and are looking forward to their new careers. As part of their hands on learning the VTA students wrapped drape and gauze packs that I took to Mexico for a spay neuter clinic with CANDi (Cats and Dogs International) at the beginning of December. Over 1000 animals were spayed and neutered during the 5 day clinic and joining the team of 60 volunteers was Nicole Barton a 2013 OC AHT grad. The college is looking at developing an award for future graduating AHT students that will cover the costs for them to attend a spay/neuter clinic abroad.

November 2-6, 2013 instructors Becky Taylor and Amie Seidle attended the ICCVM conference (International Conference on Communications of Veterinary Medicine)

in St Louis, Missouri. They had a fantastic time and recommend this conference for all veterinary professionals. We are currently in the process of renovating our adoption reception office. With a new access door, signage and updated décor we hope we can grow our adoption program. Also construction has begun on our new student residence that will be completed in January 2015. The state of the art building will have individual living quarters; each with a queen bed, bathroom, storage and office area. The main floor will house a coffee shop and book store.

Lastly, AHT and VMR students are starting to organize their practicums - if you would



like to host a student at your clinic please visit our website (<http://www.oldscollege.ca/programs/AHT/>) and fill in an on-line application. With this new system we hope we can match students and clinics who are looking with ease.

Cheers,
Jackie Lind, RAHT

GPRC - Fairview Campus



The winter has officially arrived as the students are preparing for their second session of the academic year. There are several exciting projects the students are working on this semester; including, our bi-monthly puppy days in partnership with the GP SPCA. We have already had over 100 dogs, cats and one Micro pig seen by our students and clinic staff so far this year and several dogs from the GP SPCA have

had the opportunity to meet and greet with students, staff and public at our Fairview and Grande Prairie campuses. Public response has been very supportive and we are hoping to make this a continued event to increase adoption and spread happiness across campus. Our large animal vaccination labs have once again been a huge success. We would like to thank all of those public members who continue to support our program by allowing our students to work with their horses, cattle and goats. We do

have two resident guests who have decided to stay with us for the winter. The students are currently working towards rehabilitating two ducks that will be residing here until favourable weather returns. As our 40th anniversary approaches remember to check for updates on our Facebook page and wishing you all a very Happy New Year!

Best Wishes from the GPRC AHT Staff
Karlee Worobetz, RAHT

Communications Notice – Reminder to Members

The AAAHT Tech Connect and the AHT News section of the Magazine are official means of communicating with members. In addition the AAAHT has a contract with Canadian Vet Tech Magazine for members to receive their publication. If you are not receiving your Tech Connect, Member's Magazine, or Vet Tech Magazine please contact the ABVMA office immediately.

It is the Member's responsibility to ensure we have your correct contact information on file.

Don't forget to 'friend' the AAAHT on facebook (<https://www.facebook.com/aaaht.alberta>) and to follow us on Twitter (@Ab_AAHT).

THE EVOLUTION OF THE ANIMAL HEALTH TECHNOLOGIST IN ALBERTA: PART 5

Completing the first decade of the AAAHT

By 1985, the AAAHT was playing a key role in the professional growth of the AHT in Alberta. In June, Dr. Best from the AVMA and the AAAHT executive discussed together changes to the VPA in which Section 9.2 was reworded to reflect that the AHT could evaluate life signs and upon advice of a registered veterinarian could initiate supportive therapy and that the registered veterinarian would examine the animal at the earliest opportunity. This was seen as a significant advance

in that an AHT could contact another veterinarian if theirs was not available.

Members of the association were actively promoting recognition of the AHT and creating networking opportunities to enhance the professional image of the AHT in Alberta. The AAAHT award to one of the three accredited Colleges of the Alberta second year AHT students was created – to be given to the student who displayed the most enthusiasm and professional deportment toward the animal health care field. The first AAAHT roster containing the names and

numbers for all our members was compiled by Ila Lewis, AHT. In October, 1985 the first AAAHT Oath of Office was used to insure confidentiality of AAAHT business. The Olds College's accreditation was being reviewed by the CVMA.

In 1986 the AVMA, included the Animal Health Technologist (AHT) in their Act and the 'T' in AAAHT officially became 'Technologists'. The 'Grandfather' clause allowing OJT and non-AHT program trained individuals to apply for membership in the Alberta Association of Animal Health

Technologists (AAAHT) was now in place until 1989 (3 years). The AAAHT administered its own examination for membership and interview process which was taken by non-accredited applicants only. The VPA came into effect in March 1986.

Lucille Landals, RAHT



Continuing Education Event, Trade Fair & Banquet.

Saturday, May 3 & Sunday, May 4, 2014

Delta Edmonton South Hotel, Edmonton

4404 Gateway Boulevard, Edmonton, Alberta

Phone: 780-434-6415, Toll-Free: 1-888-890-3222

CE Session

Saturday: 8:30 am - 5:30 pm, Sunday: 8:30 - 5:00 pm

The Art and Science of Animal Behaviour

Speaker: Dr. Sophia Yin, DVM, MS

Qualifies for 13 hours of CE.

Trade Fair

Saturday: 8:30 am - 5:30 pm, Sunday: 8:30 - 10:30 am

Cocktail Reception

Saturday: 5:30 pm - 6:30 pm in the Trade Fair

Banquet

Saturday: 7:00 pm - Midnight.

Entertainment by: *The Normals*. Tickets \$50.00 plus GST.

Registration Information

Single Delegate: \$250.00/weekend

Group Rate (4 attendees): \$800.00/weekend

Student Registration: \$200.00/weekend

Front of the Line Registration for AAAHT Members:

January 2, 2014 - February 15, 2014 registration will be

open to registered members of the AAAHT only.

Public Registration:

February 16, 2014 - April 27, 2014 registration will be

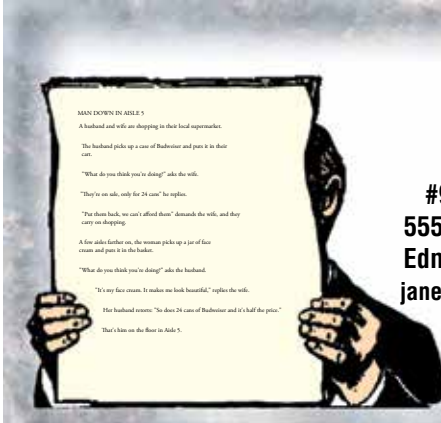
open to all members of the veterinary health care team.

<http://conferences.abvma.ca/>

Website opens January 2, 2014

Registration Package Enclosed!





MAN DOWN IN AISLE 5
A husband and wife are shopping in their local supermarket.
The husband picks up a case of Boudinot and goes to the cash.
"What do you think you're doing?" asks the wife.
"There's no sale, only for 24 cans" he replies.
"But there's no sale, only for 24 cans" he replies.
"But there's no sale, only for 24 cans" he replies.
A few aisles further on, the woman picks up a jar of face cream and goes to the cashier.
"What do you think you're doing?" asks the husband.
"It's my face cream. It makes me look beautiful," replies the wife.
Her husband exclaims: "No, don't use that Boudinot and it's half the price!"
That's him on the floor in Aisle 5.

AB.VMA
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Fax 780-484-8311

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Jonkar Veterinary Systems Ltd. presents "PAIN HURTS, Pain: How to Understand Recognize Treat & Stop" by Karol Mathews w/multiple authors. This software program provides insight into all aspects of pain management, including physiology, pathophysiology, origin of pain, pain recognition & assessment in many species of CA (cats, dogs, ferrets, rabbits, guinea pigs, chinchillas, hamsters, gerbils, reptiles) & laboratory animals (mice, rats), & available analgesic drugs & modalities for all situations, age groups & species. For more info and prices please visit <http://www.jonkar.com/> or for network version contact jvsl@jonkar.com

Avian Health Online – The University of Melbourne: Avian Health Online is an interactive online course for veterinarians working in the global poultry industry. Presented by the University of Melbourne, two programs are available on a part-time basis: Postgraduate Certificate in Avian Health: 1 year part-time study; Masters in Avian Health and Medicine: 3 years part-time study. Totally online, these interactive web-based programs offer convenience to working professionals with a learning environment that provides a convenient way to broaden your skills in the avian health arena. Programs commence year round. For more information email us or visit our website: E-mail: smd@unimelb.edu.au

au, Web: www.avianhealthonline.vet.unimelb.edu.au

On-line Fluid Therapy Program: Speakers include: Dr. Bernie Hansen, North Carolina State University, Dr. Wayne Wingfield from Colorado State University, Dr. Steve Haskins of UC Davis, Dr. Rebecca Kirby of Milwaukee and others. This comprehensive program consists of 10 modules and is designed to increase veterinarians' and technicians' knowledge and confidence administering IV fluids. Topics include: fluid therapy basics, intro to fluid types, crystalloids and colloids in depth, fluid administration guidelines, catheter placement and care, IV fluids during anesthesia and surgery and interactive case studies. For information or to register visit: www.AbbottAnimalHealthCE.com, Sponsored by Abbott Animal Health.

Online Pod Cast - Canine Heart Disease. Speaker: Larry P. Tilley, DVM, DACVIM (Internal Medicine). Topics: Diagnostic Cardiology in the Exam Room; Diagnosis and Treatment of Heart Failure in 2009; Tilley's 2009 Cardiac Drug Formulary for Practice. This pod cast is ongoing and can be accessed at: <http://www.canineheartdisease.ca/> or contact: Charlotte Harris, Novartis Animal Health: E-mail: charlotte.harris@novartis.com, Sponsored by Novartis.

EDUCATION OPPORTUNITIES

The Ontario Veterinary College (OVC) at the University of Guelph – "Small Animal Veterinary Rounds" A New Educational Resource for Canadian Veterinarians. A 6-page, concise review of some of the most contemporary and clinically relevant topics in veterinary medicine authored by OVC faculty members. The educational objective of this initiative is to assist veterinarians in updating their clinical knowledge and skills. Published 8 times per year, in separate English and French editions and mailed free of charge to approx 2,000 small animal veterinary clinics and 900 mixed animal clinics across the country. The current issue of rounds and all back issues will also be available online at the Canadian Veterinary Association website www.canadianveterinarian.net/savrounds. For more information contact Dana Allen, DVM at (519) 824-4120 ext 54069 or Peter Snell at (514) 932-9464.

Bayer Online CE Modules

Pets and Parasites - Related modules include: Fleas and Ticks, Heartworm and Intestinal Parasites. 1 Hour of CE credit for each Topic. Please see <http://www.learnwithbayer.ca> for more info and to register - (Located under "Pets and Parasites CE")

Parasite Scene Investigation - Related modules include Intestinal Parasites (1 CE Credit), Heartworm (1 CE Credit) and Fleas & Ticks (2 CE Credits). Please see <http://www.learnwithbayer.ca> for more info and to register. Located under "Parasite Scene Investigation CE"

Equine Health - Related modules include Equine joint disease (1 CE Credit), Equine Protozoalmyeloencephalitis (1 CE Credit) and Sedation & Anaesthesia (2 CE Credits). Please see <http://www.learnwithbayer.ca> for more info and to register.

Perception of Value - 1 CE Credit offered. Please see <http://www.learnwithbayer.ca> for more info and to register.

Flea and Tick Borne Diseases - Interactive Webinar - An online,

case based look at flea and tick borne diseases. As part of the 7th International Symposium for Canine Vector-Borne Diseases (CVBD), it was the first CVBD Symposium World Forum Web Conference. A group of international experts gathered in Berlin for the 7th International Symposium for Canine Vector-Borne Diseases. View what the International key opinion leaders discussed on flea and tick borne diseases online. The discussion was case-based and included clinically relevant information as well as current state of prevention. To learn more and to register, visit: www.learnwithbayer.com

January 26, 2014 - "Practical Soft Tissue Surgical Techniques", Howard B Stein III, DVM, DACVS. Topics include: Principles of GI Surgery, GI Surgery cases, 15 minutes Gastropepy, Surgically Managing Canine Calculi, 4 Ligature Splenectomy, Surgical Management of Abdominal Trauma and Anal Sacculectomy- a novel approach. Edmonton, NAIT, Main Campus, South Learning Centre, Room# X107, from 9-4pm, Registration at 8:15am. Registration deadline January 17th. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

February 2, 2014 - "Renal/GI Interventional Medicine", Serge Chalhoub, DVM, Dipl. ACVIM (SAIM), UCVIM Faculty and Catherine Wagg, DVM, Dipl. ACVP (Clinical Pathology), UCVIM Faculty. Health Science Centre, Heritage Medical Research Building of UCVIM (adjacent to Foothills Hospital). For a more detailed agenda and to register please see www.cavm.ab.ca, or contact Liz Sawatzky at info@cavm.ab.ca, or call (403) 863-7160. Sponsored by Royal Canin.

February 27, 2014 – "Busting the Myths and Following the Trends in Small Animal Nutrition", Glenna Mauldin, DVM, Dip ACVIM (Onc), Dip ACVN. Topics include: Home-Cooked Meals, How to Interpret Pet Food Labels, "Natural" and "Grain-Free" Trends in Pet Food Nutrition and Myths and Controversies. Edmonton, NAIT, Main Campus, South Learning Centre, from 7-9pm, Registration at 6:30pm. Registration

EDUCATION OPPORTUNITIES

deadline February 21st. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

March 6, 2014 – "Communication Grand Rounds", Jayne Takahashi, DVM, MBA. The evening will start with a 30 minute mini-seminar on a core communication skill. The remainder of the evening will be an interactive and informative discussion based on specific communication challenges or practice scenarios that participants are invited to raise for discussion. Location; WDDC, Edmonton, from 7-9pm. Registration at 6:30pm, light dinner provided. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

March 19, 2014 - "Ophthalmology", Kelli Combs Ramey, DVM, Diplomate, American College of Veterinary Ophthalmologists, WVSC and Brian Skorobohach, DVM, Diplomate American College of Veterinary Ophthalmologists, CARE Centre. For more info and to register please go to www.cavm.ab.ca or contact Liz Sawatzky at (403) 863-7160 or via e-mail at info@cavm.ab.ca. Sponsored by McCarthy & Sons Service.

April 27, 2014 - "Critical Care", Karol A. Matthews, DVM, Diplomate ACVECC, Professor Emerita, Emergency and Critical Care Medicine. Health Sciences Centre, Heritage Medical Research Building of UCV. For more info on this seminar and to register please go to www.cavm.ab.ca, or contact Liz Sawatzky at (403) 863-7160, or e-mail info@cavm.ab.ca. Sponsored by Purina Veterinary Diets.

April 27, 2014 – "Dermatology Updates", Anthony Yu, DVM, MS, ACVD. Updates include; Canine & Feline Allergies, Acral Lick Granuloma, Non-Allergic Pododermatitis, Non-Pruritic Alopecia's and Dermatoses of the Nasal Planum. NAIT, Edmonton, Fresh Express Café, from 9-4pm. Registration and Breakfast at 8:15am. Registration Deadline April 18th. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

May 15, 2014 – "Small Animal Dental Radiographic Interpretation", Martin Schiebel, DVM. NAIT Main Campus, Shaw Theatre, Edmonton, From 7-9pm, Registration at 6:30pm. Registration deadline May 9th. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

May 21, 2014 - "Reproduction/Pediatrics/Theriogenology, Marco Bregliano, DVM, Diplomate ACT, Board Certified Reproductive Specialists through the American College of Theriogenologists. For more info and to register please go to www.cavm.ab.ca or contact Liz Sawatzky at (403) 863-7160 or via e-mail at info@cavm.ab.ca.

May 25, 2014 – "Veterinary Renal Disease", Serge Chalhoub, DVM, IPSAV, DACVIM (SAIM), Topics include; Proteinuria: the silent illness, Renal Anemia: What's New in the Management, Chronic Kidney Disease: Evidence-Based Treatments, Approach to Acute Azotemia and Nephroliths and Cystoliths that recur over and over and....., NAIT, Fresh Express Café, Main Campus, Edmonton, From 9-4pm, Registration at 8:15am. Registration Deadline May 16th. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

June 12, 2014 – "Communication Grand Rounds", Jayne Takahashi, DVM, MBA. The evening will start with a 30 minute mini-seminar on a core communication skill. The remainder of the evening will be an interactive and informative discussion based on specific communication challenges or practice scenarios that participants are invited to raise for discussion. Location; WDDC, Edmonton, from 7-9pm. Registration at 6:30pm, light dinner provided. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

June 22, 2014 - "Rehabilitation", Tara Edwards, DVM, Certified Veterinary Pain Practitioner, Certified Canine Rehabilitation Therapist, Diplomate of the American College of Veterinary Sports Medicine and Rehabilitation. Health Sciences Centre, Heritage Medical Research Building of UCV. For more info on this seminar and to

EDUCATION OPPORTUNITIES

register please go to www.cavm.ab.ca, or contact Liz Sawatzky at (403) 863-7160, or e-mail at info@cavm.ab.ca. Sponsored by Royal Canin and Merck Animal Health.

September 10, 2014 - "Communications", Cindy Adams, PhD, MSW, Professor (Clinical Communications) Veterinary Clinical and Diagnostic Sciences (VCDS), UCV. This topic will discuss communication skills for practice success: an overview of the clinical communication skills program at UCV. For more info and to register please go to www.cavm.ab.ca or contact Liz Sawatzky at (403) 863-7160, or via e-mail at info@cavm.ab.ca. Sponsored by WDDC.

September 18, 2014 - "Communication Grand Rounds", Jayne Takahashi, DVM, MBA. The evening will start with a 30 minute mini-seminar on a core communication skill. The remainder of the evening will be an interactive and informative discussion based on specific communication challenges or practice scenarios that participants are invited to raise for discussion. Location; WDDC, Edmonton, from 7-9pm. Registration at 6:30pm, light dinner provided. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

October 5, 2014 - "Wellness", Jean Wallace, PhD, MA, BA and Kathy Keil, DVM, MA, PhD Student, UCV. This topic will cover coping strategies that work and ones that hurt: Key findings from the ABVMA survey and practical ideas to take better care of yourself and your patients. For more info and to register please go to www.cavm.ab.ca, or contact Liz Sawatzky at (403) 863-7160, or via e-mail at info@cavm.ab.ca. Sponsored by Virbac Canada Inc. and Vetoquinol.

October 9, 2014 – "Veterinary Anesthesia / Analgesia in 2014", Matt Read, DVM, MS, Dipl ACVA. Updates in small animal anesthesia and analgesia will be discussed. Shaw Theatre, NAIT Main Campus, South Learning Centre, Edmonton, from 7-9pm, Registration at 6:30pm. Registration deadline October 2nd. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

October 23, 2014 – "Veterinary Holistic Tract", Steve Marsden, DVM, ND, MSOM, Dipl. CH, AHG, CVA. Shaw Theatre, NAIT Main Campus, Edmonton from 7-9pm, Registration at 6:30pm. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

November 12, 2014 - "Cardiology", Michael O'Grady, DVM, MVSci, DACVIM, CARE Centre. For more info and to register please go to www.cavm.ab.ca or contact Liz Sawatzky at (403) 863-7160 or via e-mail at info@cavm.ab.ca. Sponsored by Novartis.

November 16, 2014 – "Updates in Emergency Medicine", Karol Matthews, DVM, DVSc, Diplomate ACVECC. Topics include; Shock Management and Fluid Therapy Highlights, Pediatric Critical Care & Analgesia, Management of Acute DKA, Respiratory Emergencies & Chest Tube Placement and Toxins. Shaw Theatre, NAIT Main Campus, from 9-4pm, Registration and Breakfast at 8:15am. Registration Deadline November 6th. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

December 4, 2014 - "Communication Grand Rounds", Jayne Takahashi, DVM, MBA. The evening will start with a 30 minute mini-seminar on a core communication skill. The remainder of the evening will be an interactive and informative discussion based on specific communication challenges or practice scenarios that participants are invited to raise for discussion. Location; WDDC, Edmonton, from 7-9pm. Registration at 6:30pm, light dinner provided. For more info and to register please go to www.edmontonvetinfo.com or contact Smokey Walters at (780) 970-3728.

December 14, 2014 - "Radiology", Tim Spotswood, BVSc, MMedVet(Diag Im), Diplomate of the European College of Veterinary Imaging, CARE Centre. For more info and to register please go to www.cavm.ab.ca, or contact Liz Sawatzky at (403) 863-7160 or via e-mail at info@cavm.ab.ca. Sponsored by Antech Diagnostics.

CLASSIFIED ADS

To Submit A Classified Ad:

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VETERINARIAN REQUIRED

Crestwood Veterinary Centre is looking for a dynamic and confident small animal veterinarian to join our already exceptional team of 25 veterinary professionals. The full time position is to cover a maternity leave with the potential for permanent employment for the right individual. We are a busy and thriving practice located in west Edmonton, close to the world famous West Edmonton Mall and the scenic river valley. All candidates including new graduates are welcome to apply for the position and must be willing to become dedicated to providing excellent client and patient care. Our clinic has extensive surgical capabilities and offers services such as advanced orthopedics as well as canine rehabilitation. We are fully equipped with digital radiography, ultrasound, in house laboratory, EKG, endoscopes, laparoscopes, therapeutic laser and more. Our clinic offers above average salaries, professional dues, health spending accounts, generous CE allowances and the opportunity for you to utilize all of your skills and training in a fun and challenging work environment. Our large staff also allows for the development of professional interests. Interested applicants can visit our website at www.edmontonveterinary.com and can forward resumes with cover letter to jbest.crestwoodvets@gmail.com

Our veterinary hospital group consisting of three facilities, Cedarwood Veterinary Hospital, Animal Emergency Services and Blackfalds Veterinary Hospital, has an opportunity for a veterinarian to

join our team in Red Deer. We are well-established, constantly striving for excellence in pet health care, very well-equipped and form part of the UCVI Distributed Veterinary Teaching Hospital. Our team of eight plus veterinarians consists of a Board Certified Surgeon plus several veterinarians with advanced training in canine reproduction, dermatology, emergency care, critical care and rehabilitation. Initially the successful candidate will spend the majority of their time at our main hospital, Cedarwood Veterinary Hospital, with the rest of their time shared between our Animal Emergency Services facility and Blackfalds Veterinary Hospital. Animal Emergency Services provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. Blackfalds Veterinary Hospital is a relatively new facility serving the expanding community of Blackfalds, just 10 minutes North of Red Deer. Contact Dr. Ken Hubbard at khubbard@cedarwoodvet.ca or Dr. Dagmar Schouten at dschouten72@gmail.com, Fax 403-346-9925 or phone 403-347-2676.

Veterinarian Needed: Full time licensed veterinarian required for a small animal practice located in SE Calgary. Ours is a growing practice dedicated to providing quality patient care in a comfortable environment. Our clinic is equipped with in house laboratory, dental x-ray and diode laser. The clinic environment is one which challenges your medical & surgical skills while having fun at the same time. Compensation includes an exceptional salary, paid licensing fees and continuing education. Interested applicants can send their CE to (403) 252-7818 (fax) or info@aplinephcalgary.com

VETERINARIAN REQUIRED

Stettler Veterinary Clinic is seeking full time licensed small or mixed animal veterinarians. Stettler is a wonderful community to call home and you are encouraged to visit the town website at www.stettler.net. We are an energetic team of five veterinarians, 4 RAHT's, and a great support staff. In the next couple months we bid farewell to a couple great associates and our team is eager to meet you! Our spacious clinic facility boasts excellent large and small facilities and a warm 3 bay garage with 3 ambulatory units ready to go. Every vet cultivates special interests and has over 150 square feet of personal office space in a large staff only area upstairs. We have a substantial equipment base with all the bells and whistles, numerous professional affiliations, and are eager to invest in and grow our practice. You will find our remuneration package to be well above average and supportive of your personal and professional development. Please contact Dr.'s Barb Munholland and Jackie Dobinson with CV and references electronically at stetvet@stetvet.com or via telephone at (403) 742-3338

Fully-licensed full-time veterinarian required for a small animal clinic in St. Albert, Alberta. Should be comfortable with spay and neuter. New graduates welcome. Please send your resume and contact information to thomassebastian10@yahoo.com <http://www.familypet-careclinic.ca/>

Western Veterinary Specialist & Emergency Centre (WVSEC) is seeking a second board-certified or residency-trained Critic list to join our team, with the goal of expanding our critical care service to 7 days a week. WVSEC is dedicated to serving the needs of veterinarians and pet owners, offering state-of-the-art specialty and emergency veterinary services at one of the largest, most comprehensive facilities in Canada. Along with 24-hour emergency care and rehabilitation services, our hospital culture fosters teamwork and camaraderie which leads to delivering exceptional service to our clients. The hospital is well equipped with digital radiography, ultrasound, endoscopy, fluoroscopy, CT scanner,

linear accelerator, mechanical ventilator, complete on-site diagnostic laboratory and monitoring equipment. We are looking for an individual with a positive and collegial personality, strong communication skills, an interest in teaching, and the ability to work well with our existing team. Staff mentorship and continuing education support of the current emergency staff is desired. We offer competitive compensation commensurate with experience along with a generous benefits package including continuing education and provincial licensure. If you are interested in applying, please fax a resume or email Attn: Dr. Jenefer Stillion, Fax: (403) 770 1344 Email: jstillion@westernvet.ca.

Delaney Veterinary Services is looking for a fifth, full time, fully accredited equine veterinarian to join our team. Our state-of-the-art, surgical facility features the latest in technology and diagnostic equipment to service our equine patients that range from performance athletes to pasture companions. Our enthusiastic team consists of 4 veterinarians (including one board certified surgeon), 4 technologists, 2 receptionists, and 2 barn managers in addition to many valued part-time staff, students and volunteers. The ideal candidate will be ready to jump into our busy team environment providing exceptional customer service and animal care. A minimum of one year in practice, comfort doing power-floats, basic lameness workups, and reproduction ultrasonography are all qualities we are looking for. We offer a competitive package that includes a relocation allowance, CE, and professional fees in addition to sharing in your production success. Please contact Dr. Delaney for further information. Dr. Lana Delaney Ph. (780) 22-3647 or Email to delaney@delaneyvetservices.com

Bluffton Veterinary Services is looking for a fourth, fully accredited veterinarian to join our busy mixed practice as a large animal practitioner. We are comprised of a fun, supportive and established staff, looking for another team player. The position allows work with a variety of large animal species, equine and bovine (primarily cow-calf) being a large percentage of the work, with a small amount of alternative livestock (bison, elk) and small ruminants (sheep, goats). There is opportunity for the individual to fo-

VETERINARIAN REQUIRED

cus specifically on bovine or equine, with minor involvement of the other species. Practice is fully computerized (Idexx-Cornerstone) with in house laboratory equipment (Idexx CBC and chemistry machine). We are equipped with new CR digital radiology equipment and portable large animal x-ray machine. We have indoor, heated haul-in facilities for large animal procedures. Office hours are Monday-Friday 8:30am-5:00pm. Competitive compensation package. To apply, or for more information, please contact Dr. Pat Burrage at Bluffton Veterinary Services by email at bvs@alberta-highspeed.net

Western Veterinary Specialist & Emergency Centre is dedicated to serving the needs of veterinarians and pet owners, offering state-of-the-art specialty and emergency veterinary services at one of the largest, most comprehensive facilities of its kind in Canada. We are seeking an Emergency Veterinarian, who is internship trained or has a minimum of 2 years emergency experience, to join our growing practice. Our team includes specialists in Critical Care, Ophthalmology, Oncology, Nutrition, Surgery, Internal Medicine and Anesthesia, along with 24-hour emergency care and rehabilitation services. Our hospital culture fosters teamwork and camaraderie that naturally leads to delivering exceptional service to our clients, referring veterinarians and our community. The hospital is well equipped with digital radiography, ultrasound, endoscopy, fluoroscopy, CT scanner, a complete on-site diagnostic laboratory and monitoring equipment. Candidates with an interest in teaching are encouraged to apply as we have a rotating internship program. We offer competitive compensation commensurate with experience along with a generous benefits package including continuing education and uniform allowance. If you have a positive attitude, and efficient team-oriented work habits, we invite you to join our team! Please Send Resumes Attention: Cathy Gaviller Fax: (403) 770-1344 Email: cgaviller@westernvet.ca

Critical Care & Emergency Veterinarian needed at Family Pet Hospital & 24 Hr. Pet Emergency Centre, located at 2303 6 Ave S. in

Lethbridge, Alberta. University degree and 1 - 2 years of experience required. Specific training and experience preferred, and as a minimum specific interest required. Duties include diagnosing diseases or abnormal conditions in animals; treating sick or injured animals by prescribing medication, dressing wounds or performing surgery; inoculating animals to prevent diseases; advising clients on feeding, housing, breeding, hygiene and general care of animals. Annual salary range of \$69,086 - \$75,000 for full-time, permanent employment. We have a full in house lab, fully digitalized facility including ultrasound, endoscopy, CT scanner & more. Paid Continuing Education package, health benefits & flexible scheduling. We have a team oriented environment and our staff are committed to high quality pet care, safety, compassion & continual personal growth. If your values fit ours please forward application to Email: linda@familypethospital.ca

Do you enjoy saving lives in emergency situations? Looking for fun, family work environment? Looking to grow with a new state of the art veterinary practice? VetEmerg New 24 hours emergency hospitals in Edmonton looking for Part-time or Full-time enthusiastic members for immediate position at our north Edmonton location. Our facilities will be equipped with full in house laboratory, digital radiography, ultrasound, endoscopy, tonometry, blue tooth wireless post op patient monitoring, medical grade cabinetry, etc. Experience preferred. Competitive salary, ABVMA dues, health and dental benefits, uniform allowance, continuing education. Please send resume to Dr. Ahmed Abousamra at ervet-edmonton@yahoo.com

Innisfail Veterinary Services requires a FT veterinarian to join our team in Innisfail, a town of 7000 located just 20 minutes south of Red Deer and an hour north of Calgary. Practise mix is approximately 55% small animal, 25% beef, 15% dairy and 5% equine. Our facilities are well equipped to handle large and small animals. We are offering a flexible work schedule, shared on-call with a neighboring practise, medical/dental benefits, CE allowance and paid professional dues. For more information please contact Dr. Rob DeHaan at (403)

VETERINARIAN REQUIRED

227-3535 PH: (403) 227-3329 Fax: innvet@telus.net

Dawson Creek Veterinary Clinic is seeking a full time Small or Mixed Animal Veterinarian. Dawson Creek is a beautiful area close to the Peace River Valley with incredible outdoor opportunities as well as a growing community with a strong economy. We are a client focused, community based practice that values quality of life. Our clinic is a modern, high quality, fully computerized, progressive mixed animal practice, currently with five veterinarians and a great support team. We have an excellent large animal handling facility and are currently building a new clinic set to open in the spring of 2014. We have an in house laboratory, ultrasound, ECG, portable radiology unit, endoscope, digital x-ray and dental x-ray unit, surgical laser and therapeutic laser, patient warming unit and IV fluid pump. All veterinarians have specific areas of special interest; dentistry for both large and small animal, as well as orthopedic surgery. Our enthusiastic, fun team members are awaiting your arrival. We offer competitive wages and benefits. To learn more about our clinic, visit us at: www.dcvet.ca. If you are interested in this position please contact: Human Resources Manager, Fax: (250) 782-2426, Email: tsluggett@dcvet.ca

St Paul Veterinary Clinic is seeking a third veterinarian to join our mixed animal practice. Our work load is presently 70% SA and 30% LA. We recently moved to a spacious new facility, with most LA work done in clinic. St Paul is a vibrant rural community with all the necessary amenities and only 1 1/2 hrs. from Edmonton. We strive to maintain an enjoyable working environment, with mentorship and support available. Check out our website at stpaulvetclinic.ca or read our practice profile in the Sept/Oct 2012 ABVMA newsletter. If interested please contact Dr. Craig Hellquist by phone (780) 645-3921(w) (780) 645-2970(h) or email spvetclinic@mcnet.ca Check out our website: www.stpaulvetclinic.ca

The Edmonton Veterinarians Emergency Clinic is seeking a full time Emergency Veterinarian to join our growing and dedicated

team of professionals. We provide 24/7 companion animal emergency and critical care service. Our newly renovated facility provides an excellent work environment to compliment your skills. The facility boasts digital radiography, ultrasound, endoscopy, full in house laboratory, and state of the art surgical suites. Our real strength is our amazing compliment of 15 registered animal health technologists. Experience is an asset, but strong new graduates will be considered. We provide very competitive wages, excellent benefits package, CE allowance, and a flexible work schedule to enhance your professional development, as well as providing time for quality of life. Please forward your cover letter and resume to the following: John Williamson, DVM John.williamson@edmvetergency.ca

Strathmore Veterinary Clinic (www.strathmorevet.com) has an opening for a fully licensed veterinarian comfortable in delivering care to both large and small animals within our mixed practice facilities and while on of-site (farm) visits in both regular business hour and after-hour emergency situations. Strathmore Veterinary Clinic offers a competitive compensation package including health benefits and above average vacation allowances. Strathmore (www.strathmore.ca) is a growing community located 50 km east of Calgary and offers the benefits of small town living within a quick driving distance of the big city. If interested, please send your resume to: Email: info@strathmorevet.com

The Western Veterinary Specialist and Emergency Centre in downtown Calgary is currently recruiting for a full time Surgery Technologist Assistant to work closely with the Surgical Team. This person will train in the surgery service, learning safety techniques, cleaning of surgical suites, restraint for surgical prep, assisting with surgical prep, cleaning and identification of surgical instruments, autoclaving and gas sterilization techniques. This candidate must possess excellent communication skills, strong organizational skills, able to multi task, and the ability to work well under pressure. Previous experience is an asset. Please submit your resume and cover letter: avccareers@associatevets.com

VETERINARIAN REQUIRED

Blue Sky Veterinary Services, a 100% large animal ambulatory practice requires the right person for the bovine division. We are looking for someone to provide excellent customer service, focus on client education, and to be a part of the community. The successful candidate will have above average communication and public speaking skills. This is your opportunity to enter in at ground level as it continues to grow. Opportunity for ownership is available. Wage or contract is commensurate with skills and experience. 1 year experience required. Must be able to be licensed in Alberta. Email resume with references. Email: mkw.horsevet@gmail.com

Feedlot Veterinarian required in feedlot practice in Picture Butte, Alberta. Full-time Permanent position. Work involves servicing several large feedlots by providing emergency and herd health services, as well as CFIA regulatory work and conducting research. Must have Doctor of Veterinary Medicine degree and license to practice in Alberta and Canada, as well as CFIA accreditation for bovine exports. Post-graduate degree in veterinary medicine required, as well as practical experience working as a feedlot veterinarian in North America. Must have valid driver's license and speak/read/write English. Salary dependent on qualifications (Range \$70,000 to 80,000) group benefits package provided. Send resume and 3 references to donkersg@telus.net. Contact: Dr. Joyce Van Donkersgoed Box 253 Coaldale, AB T1M 1M3 PH: (403) 894-8997 Fax: (403) 345-5260

Edmonton South Animal Hospital is seeking a full time or part-time

veterinarian. A position worth looking into, duties will include small animal medicine and surgery in our fully equipped and progressive practice, with a great team of professionals dedicated to patient care and client service. If you want to discuss joining us please contact Dr. Nash either by Email: dr.tan@edmontonanimalhospital.com or leaving a message at (780) 989-5595

The Wood Buffalo Small Animal Hospital located in beautiful Fort McMurray, Alberta is currently expanding our ever growing clinic and is seeking licenced DVM to join our very busy clinic. We currently have 7 full time and 2 part time AHT, plus 10 support staff members. We offer above average wages, full benefits, AVMA dues and CE support. All the modern equipment including digital dental x-ray, Digital x-ray, ultrasound, etc. If you are an outdoor person, and want a place to relax while getting paid, give us a call and we can talk about the future. Website: www.wbsah@hotmail.com

Mixed animal fully qualified veterinarian required for well-equipped 2-3 veterinarian clinic in Vermilion, Alberta. The position may involve 2-3 days per week at our exclusively small animal clinic in Wainwright and the rest of the time functioning as a mixed animal veterinarian in Vermilion. Salary negotiable with level of experience. Mentorship available as the other two DVM's have nearly 20 years' experience each. Must have interest in all areas of practise and be willing to learn. Check out our websites, the Town of Vermilion, and give a call if interested. Email: tdgdvm@hotmail.com Website: www.vermilionvet.com

LOCUM AVAILABLE

Veterinarian with 26 years' experience available for locums or part time work in the Edmonton area. Experienced in general medicine and surgery, cruciate repair, and some orthopedics. Contact by phone or email. Dr. Geoffrey Reid, Phone: 780-962-1143, Email: foxreid@telus.net

Surgery locum/locum veterinarian available for part time work in Edmonton, Red Deer, central Alberta. Experienced and competent in soft tissue surgery (incl. ophthalmic) and some orthopedics. Ernie Miciak, DVM. Ph. (780) 586-2509, Email: emiciak@yahoo.ca

AHT REQUIRED

A new veterinary clinic is opening Feb/March 2014 in the Windermere area of Edmonton. Currents Veterinary Centre is a small companion animal practice looking for AHT/TA/Customer Care representatives. Please forward resume to Wilma Jackson at Wilma.Jackson@ed-mvetemergency.ca All applications will be held in confidence.

Well established, busy small animal practice seeking an experienced full time and part time AHT to join our team. We pride ourselves in providing high quality, compassionate veterinary care, and excellent customer service to our clients. Potential candidates will be enthusiastic, motivated, confident, have good communication skills, and be a team player. Please send cover letter and resume via fax or email. Fax: (403) 242-9612 or Email: westhillsveterinaryclinic@nucleus.com

A rare opportunity to work in the spectacular Penticton, BC where summers are hot & winters are mild! An amazing clinic to work at with fun staff, respectful veterinarians & great bonuses. For more information/send resumes: LVH@shaw.ca, Fax: (250) 492-6233, Phone: (250) 492-8113, www.lindseyvet.com

Newly opening facility in North Edmonton is hiring full/part time AHT's. Starting January 1, 2014. Qualities include energetic, good communication skills, team player, able to work in a busy environment and preferably new Grad or 1-2 years' experience. Competitive wages and leading industry benefits available for right candidate. If you think you are the one, Email your resume to japnaazc@yahoo.com

FTAHT wanted for a well-established, fast-paced 8 vet SA practice in Spruce Grove, AB. Well equipped, newly renovated facility. Looking for someone interested in using all their technical skills, working as a reliable team member, and who takes pride in a job well done. Experience in dentistry/surgery an asset. Salary based on experience and knowledge, generous CE allowance, assoc. dues, uniform allowance and disability ins. We self-fund benefits so that you can tailor them to suit your individual needs. Forward resumes to: Judy

Stretch, Manager, Spruce Grove Veterinary Clinic Email: judy@sgvet.ca or fax to (780) 962-6566.

Full-time Registered Animal Health Technologist Needed To work in a team oriented environment that will involve long hours including some evenings and Saturdays. While sometimes a stressful environment where directions will need to be followed quickly and precisely, the need to follow your common sense will still prevail. And, while we expect you to work hard and give your job its all, we understand the need for a work-home balance. You will need to be self-motivated and organized and willing to adapt to the daily challenges the position will throw at you. We are looking for someone who enjoys learning and is willing to invest some of your own time in continuing education, reading and self-development. While preference will be given to applicants who have training in pet behaviour, new grads are welcome. If interested please send cover letter and resume to Diana Lyster via Email: chinookcountryvetclinic@gmail.com

Enthusiastic Animal Health Technologist wanted for our small animal, avian and exotics clinic practicing general medicine, surgery, and behaviour management. Full time hours, CE allowance and benefits package offered. If you are energetic, client oriented and excited about working in our progressive practice in Saanichton, BC and living on beautiful Vancouver Island please submit your resume and cover letter to Breadner Veterinary Services. Email: admin@breadnervet.com or Fax: (250) 652-9707. Check us out at www.breadnervet.com

FT AHT required for established practice in Calgary's Southwest. Experience preferred but new grads are welcome. Our clinic offers the latest in veterinary medical technology including surgical laser, digital x-ray, digital dental x-ray, therapeutic laser and in house blood analyzer. Benefits include health and dental coverage and annual AAAHT license payment. Salary is to be determined based on experience. Reception experience is an asset. Position to commence

AHT REQUIRED

Nov 25/13. Please e-mail resume to Samantha at info@alpinephcalgary.com or Fax to (403) 252-7818.

EDUCATIONAL LABORATORY TECHNOLOGIST

Animal Health Technology - GPRC, Fairview Campus Maternity Leave Replacement to June 30, 2014. You will provide technical assistance and support to students, faculty and staff in the Animal Health department. This includes instructional assistance, maintenance and acquisition of materials and equipment required for instruction and general operations. Assist in small & large animal student laboratories which include, but are not limited to basic clinic procedures, hematology, microbiology, anesthesia, surgical assistance, parasitology, animal nursing and reception. Prepare setup and dismantle lab instruments and supplies. Maintain inventory and equipment for the Animal Health Program. More descriptive information on this job posting available on GPRC website. Applicants must be registered or eligible to register with the AB.VMA and be an active member of the AAAHT. Directly related experience and computer literacy is a requirement. Preference will be given to those with large and small animal experience. \$4344 - \$5942 /m Competition Number: WP 0952 Submit your resume plus the names of 3 references: Human Resources, Grande Prairie Regional College Box 3000, Fairview, AB T0H 1L0 Fax: (780) 835-6790 Mail, fax or email your resume, applying by email Microsoft Word applications are accepted. Send email to: FVHRmailbox@gprc.ab.ca

Seeking AHT for SA clinic in NE Calgary. Progressive, young, tech-savvy team, with two other AHTs on staff. Learning is promoted for all staff. Candidate will have excellent communication skills. Schedule includes evening and weekend hours. New grads welcome. Compensation is competitive. Great benefits! E-mail mlnqt@yahoo.com

Chaparral Veterinary Clinic, SE Calgary, requires a full-time RAHT to join our small team. Candidates should provide excellent customer service, be well organized and

compassionate. Experience is an asset. We offer competitive wages, benefits and CE allowance. Please submit resumes to: chapvet@telus.net or call: (403) 769-1442.

The Lakeland Veterinary Group (Lac La Biche, AB) is seeking a full time Registered Animal Health Technologist to join our mixed animal practice. The ideal candidate would be a team player with a positive attitude, client service oriented, compassionate and punctual. Previous experience is preferred. We offer competitive salary, AHT dues, health and dental benefits, uniform allowance, continuing education, great veterinary discounts. Please call (780) 656-3063 or email your resume to drdr1@telusplanet.net or Fax: (780) 656-3059

The Calgary Animal Referral and Emergency Centre is currently recruiting for an ER Animal Health Technician. The right candidate should be a motivated technician who is looking to expand their knowledge and be associated with a dynamic, growing company. This is an exceptional opportunity to practice high quality emergency medicine within a leading edge facility. The philosophy of the C.A.R.E. Centre is to provide exceptional patient care in a progressive and cooperative teaching environment that celebrates both professional growth and a balanced lifestyle. In addition to on-going training and advancement opportunities, we offer a competitive salary, overnight premium, extended medical and dental benefits, uniform allowance, and a generous continuing education allowance. If you are a team player and interested in applying for this position, please submit a cover letter and resume to: Brett Meadus, General Manager meadusb@carecentre.ca Fax: (403) 692-4350

Located in sunny Kamloops, Riverside Small Animal Hospital is looking for an RAHT to join our busy, technology-integrated clinic. This is a part-time position that will include working days, evenings, and weekends. We offer competitive wages, benefits, and CE/scrub allowances. Contact Ashley at ashley.rsah@gmail.com.

Heartland Veterinary Clinic is looking for a full time AHT to join our growing team. We believe that

AHT REQUIRED

working together as a team we can provide the highest level of care and exceptional customer service while continually learning from each other. Our clinic is fully computerized and is equipped with: in house laboratory, digital X-ray, digital dental X-ray, ultrasound, surgical and therapeutic laser. We offer a generous benefits package, fun working environment, CE allowance and the opportunity to use your skills to care for pets and educate their owners. If you think you would be a good fit, please submit your resume to Dr. George Rotaru at drgrrotaru@laservet.ca or call (403) 968-9673. Website: www.laservet.ca

Rocky Ridge Pet Hospital in Calgary is seeking a full-time Animal Health Technologist to join our team. The position is for Monday through Friday from 8:00am to 4:00pm. Previous experience practicing as an AHT would be preferred, but is not necessarily required. We offer competitive compensation packages, a continuing education allowance and the opportunity to fully utilize your skills and training. If you are interested in this opportunity, please fax your resume to (403) 984-4157 or e-mail to dr.charlie@rockyridgevet.com Website: www.rockyridgevet.com

Country Hills Veterinary Clinic offers companion animal veterinary care. This dynamic clinic is looking for a Part time Animal Health Technologist. This shift is part-time Tuesday, Wednesday and Thursday evenings if possible. Our Staff demonstrate professionalism while taking a proactive approach to animal welfare. Whether you are a new graduate or a seasoned technologist, we can offer you the ability to develop a progressively, rewarding career path. We offer a competitive salary, uniform allowance, and opportunity to utilize your skills and training. If you are interested in applying for this position, please submit a cover letter and resume, attention to: Jan Murray Practice Manager jmpets@telus.net Fax: (403) 541-1528

Forest Lawn Veterinary Hospital is currently looking for a full time Animal Health Technologist to be part of a dedicated and compassionate team committed to the health and welfare of companion animals. This role will be challenging and diverse with the opportunity to utilize your

skills and training. The successful candidate will be an RAHT or RVT and be registered with or eligible to register with the AAAHT. Previous experience is preferred. We offer a competitive salary, flexible hours, in-house training, a continuing education allowance and extended medical and dental benefits. To apply for this position, please send a cover letter and resume to: Tammy Hort Tammy.hort@horizonvet.ca

We are looking for a full time AHT to join our growing practice at Bow Valley Vet Clinic in Brooks, AB. We have a beautiful new 9600 sq. ft. veterinary hospital. The practice consists of 70% Companion Animal and 30% Large Animal. We require someone who is resourceful, a team player, and values client and patient care. We have a great team who are friendly and outgoing. Salary is dependent on experience. We have an extensive benefit package. If this opportunity appeals to you please contact Cindee Burns, AHT (Director of Medical Services). Phone (403) 362-5114, email address admin@bowvalleyvet.ca

The Castledowns Animal Hospital is currently looking for a full time Animal Health Technician. This would be a maternity leave position starting January 2014 and ending March 2015, with a possibility of continuing on Part Time at the clinic. We offer a competitive salary, health and dental plan, professional dues paid, CE allowance, holiday pay, uniform allowance and great staff discounts. The ideal candidate would have a great personality, hard-working with a caring attitude, good people skills, a team player and able to take on responsibility. Any experience in clinic management would be an asset, but all applicants are welcome. If interested please contact or send resume to Mandy at the Castledowns Animal Hospital Fax: (780) 456-3698 or e-mail: Castledownsah1@hotmail.com

We are a busy 1 veterinarian practice, close to downtown Edmonton, looking for a second, full time RAHT to join our small, client & patient oriented team. We offer competitive wages, CE allowance, health plan benefits, dues paid, veterinary service

AHT REQUIRED

benefits, and great hours. We are open Monday-Friday 8:30 am - 5:30 pm, no evenings or weekends. Please apply via email, attention Kelly. We look forward to hearing from you. Email: bluecrossanimalhospital@shaw.ca

The Animal Care Centre of Strathmore is seeking a full time Registered Animal Health Technologist to join our team. Due to a recent move into our new 10,000 sq. ft. facility, we need to grow our staff. We are a mixed animal clinic, and provide in house equipment, digital x-ray (small and large), soft tissue and orthopedic surgeries, ultrasound, ECG surgivet monitoring systems, and equine and bovine facilities. The ideal candidate should have an interest in both small and large animals, have a great personality, and integrate well into a team environment. We have competitive wages, benefits, uniform allowance, CE allowance, and so much more! We look forward to hearing from you! E-mail: chelsey@animalcarecentre.ca

Calgary North Veterinary Hospital and Emergency Service is a 24-hour Companion Animal Primary Care, Walk In and Emergency facility. Currently, our facility is looking for a Patient Care Coordinator. Applicants must have supervisory and/or management experience, exceptional communication and interpersonal skills and the ability to work within, and lead, a team. The Patient Care Coordinator will provide support to Veterinarians and hospital staff by responding to client concerns and questions, assisting veterinarians or AHTs with procedures, carrying out administrative duties, managing conflict and assisting clients with patient care decisions. If you are interested in this opportunity, please submit your resume and cover letter to: Jennifer Hartwick at Hartwickj@cnavet.com

Cambrian Animal Hospital is seeking one PT RAHT. Candidates should have good availability as we are open late as well as Saturdays. We are a full-service small animal only clinic, with one full-time veterinarian. We are looking for an enthusiastic, upbeat and professional person to join our team. NEW GRADS WELCOME. Please submit resumes via fax (403) 452-8585 or e-mail

(cambrianvet@shaw.ca) with Attention to Ally/Marina.

Looking for an opportunity to use and develop your technical proficiency? Do you practice compassionate care for animals and their people? We are seeking a motivated, competent Full-Time RAHT for our 24-hour Emergency Hospital. This individual must be an enthusiastic team player with excellent communication and interpersonal skills. Our Hospital is well equipped with endoscopy, ultrasound, and digital x-ray. We offer an excellent salary, CE opportunities, Health Benefits, AAAHT dues paid, and a uniform allowance. Our flexible schedules can allow for extra days off, to enjoy more free time. Our emergency and critical care team enjoys working in a fast-paced, positive environment where they are well respected by each other. If you are looking for a challenging, rewarding career in emergency medicine and critical care, please forward your email to the Edmonton Veterinarians Emergency Clinic. ATTENTION Tera Udenberg Edmonton Veterinarians Emergency Clinic 11104-102 Ave. Edmonton, AB T5K 2H4 PH: (780) 433-9505 Fax (780) 439-2787 Tera.Udenberg@edmveteremergency.ca

Lakeside Veterinary Clinic in Sherwood Park, AB is seeking a part-time AHT for our small animal practice commencing in January 2014. We offer competitive wage & benefits. Check out our website: www.lakesidevet.ca Please submit resume to Dr. Allan Schienbein by Fax: (780) 467-6223 or email: lsvet@telusplanet.net

Full time or part time AHT required for small animal hospital in St. Albert. We are a small hospital that offers comprehensive care, while maintaining a relaxed atmosphere and a great work/life balance. The successful applicant will be offered competitive wages, benefits, uniform and CE allowance. Experience with dentistry is an asset. Contact Dr. Bob Zalitch at Red Willow Veterinary Hospital. Email: info@redwillowvet.net, Web: www.redwillowvet.com

AHT REQUIRED

Looking for an opportunity to use and develop your technical proficiency? Do you practice compassionate care for animals and their people? We are seeking a motivated, team oriented Full Time Registered Animal Health Technologist for our brand new emergency hospital on the north side of Edmonton. This individual must be enthusiastic with excellent communication and interpersonal skills. This position will represent a challenge, but with excellent potential for professional growth. This new hospital will be a member of the Guardian Care network, a locally and privately owned company in Edmonton striving to provide the very best in emergency and specialty medicine. Our hospital is well equipped and will have access to endoscopy, ultrasound, digital x-ray and specialty referral. We offer an excellent salary, CE opportunities, Health benefits, AAAHT dues paid, and a uniform allowance. A flexible schedule provides the opportunity for extra days off. Our emergency and critical care team enjoys working in a fast-paced, positive environment where they are well respected by each other. If you are looking for a rewarding career in emergency medicine and critical care, please forward your email to the Edmonton Veterinarians Emergency Clinic. Attn: John Williamson, DVM, Phone One: 780-433-9505, Fax: 780-439-2787, Email: john.williamson@edmveteremergency.ca

Come join us at Coast Mountain Veterinary Services, located in North America's premier 4-season resort, WHISTLER BC. What we are looking for: 1 Awesome RAHT and 1 Amazing Veterinary Office Assistant. What we offer: competitive wages, benefits, frequent deliveries from a tasty local bakery, regular staff social events (White Water Rafting, Sushi Dinners, Pizza nights, etc.), modern equipment, and clients that like to take good care of their animals. If this interests you, please email jonathan@coastvet.com a 1-2 page essay on how you've been an exceptional team member, taken responsibility, solved problems, and delivered exemplary animal care in past positions and what you will bring to our team. Website: www.coastvet.com

Needed immediately a full time RAHT for a small animal clinic with

1.5 vets. Located on the west end of Edmonton with easy access to main travel routes. Included will be CE credits, health spending account, and scrubs. Techs are able to use their skills to the fullest in a relaxed clinic. Must be able to work some Saturdays (open half days). Interested persons please send resume by fax or email to: Andrey. Fax: 780-484-1192, Email: terralosavet@shaw.ca

The Harvest Hills Veterinary Clinic is searching for one full time Animal Health Technologist. This is a maternity leave position with the potential to become permanent. We are a 3.5 Doctor small animal practice featuring digital x-ray, digital dental x-ray, ultrasound, an in house laboratory and integrative veterinary medicine. The successful candidate will be enthusiastic, motivated, organized with the ability to multi task. They will be a self-starter and have exceptional customer service skills. Applicants must be a registered AHT and be registered with or eligible to register with AAAHT. We use all our technologists to the best of their ability. The full time position is a compressed work week of 36-38 hours per week with weekend and day shifts. We strive at keeping ourselves up to date in all aspects of veterinary medicine and believe our AHT's are no exception so this position will work a compressed work week of 40 hours per week with evening, weekend and day shifts. We offer competitive wages, paid continuing education, uniform allowance, AAAHT dues, health and dental plans and the best work experience you have ever had, come join us. If interested please submit resume by fax, mail or email to Jennifer Welder Fax: 403-226-5602 harvesthillsvet@shaw.ca Please note that only those candidates selected for an interview will be contacted.

Devonian Veterinary Clinic is looking to hire a full time AHT to start early to mid-November. We are a busy small animal practice with 2 veterinarians. Competitive wage, health benefits, pet insurance, uniform allowance, CE allowance after 3 months. Clinic is located in Devon AB. Please forward resumes to Sheila Maichen Fax: (780) 987-5785 or

AHT REQUIRED

Email: info@devonianveterinaryclinic.com Website: www.devonianveterinaryclinic.com

Calgary North Veterinary Hospital and Emergency Service is looking for a fulltime Registered Animal Health Technologist to join our hospital. The successful candidate will be an AHT or RVT and be registered with, or eligible to register with the AAAHT. Applicants must have a positive attitude, excellent client service, interpersonal and communication skills and be compassionate, courteous and punctual. Previous ER experience is preferred. We offer competitive wages, employer group health benefits, discounted veterinary services and pet food. We are dedicated to the ongoing development of our AHTs and as such, offer many in house continuing education seminars, learning opportunities and support special interests. This shift is an overnight shift. If you're interested in this position please send your resume to: Josie Ranger & Sandi Large Email: careers@cnvet.com Fax: (403) 277-0136

Calgary North Veterinary Hospital and Emergency Service requires a fulltime Registered Animal Health Technologist. The successful candidate will be an AHT or RVT and be registered with, or eligible to register with the AAAHT. Applicants must have a positive attitude, excellent client service, interpersonal and communication skills and be compassionate, courteous and punctual. Previous ER experience is preferred. We offer competitive wages, employer group health benefits, discounted veterinary services & pet food, continuing education seminars and support learning opportunities. If you're interested, please send your resume to: Josie Ranger & Sandi Large Email: careers@cnvet.com Fax: (403) 277-0136

St Paul Veterinary Clinic is seeking a F/T Animal Health Technologist to join our mixed animal practice. Our workload is presently 70% SA and 30% LA, and we recently moved to a modern, spacious facility. St Paul is a vibrant rural community with all the necessary amenities and only 1 1/2 hrs. from Edmonton. We strive to maintain an enjoyable working environment, with mentorship and support available. Check out our website at

stpaulvetclinic.ca or read our practice profile in the Sept/Oct 2012 AB.VMA newsletter. If interested please contact Dr. Craig Hellquist by phone (780) 645-3921(w) (780) 645-2970(h) or email spvetclinic@mcsnet.ca Website: www.stpaulvetclinic.ca

McKnight 24 Hour Veterinary Hospital in Calgary is seeking motivated AHTs. This is a unique opportunity to be involved with both emergency and primary care medicine. We are seeking positive individuals who are interested in always learning and in being part of our growing team. With access to cutting-edge equipment including: digital radiography, ultrasound and a full in-house laboratory, you can utilize your skills at the highest level as well as develop new skills. By creating a strong foundation geared towards compassionate care and superior customer service, our team members have the opportunity to make a difference. Our successful applicants will be highly motivated, enthusiastic, possess excellent communication skills, and have a commitment to client education. Applicants must have a minimum of one year experience. Emergency experience preferred, but not required. We offer excellent health and dental benefits, paid AHT dues, uniform allowance, CE allowance and a rotating schedule which allows for ample time off. Salary commensurate with experience. Both full and part-time will be considered. Email your CV to Dr. Dave Rubenstein at drubenstein@mcknightvethospital.ca. Website: www.mcknightvethospital.ca/Default.aspx

AHT required for mixed animal clinic in Vermilion or small animal clinic in Wainwright. New grads welcome to apply. Competitive salary and benefits, staff discounts, CE allowance, and health plan. Both clinics are well equipped and have experienced veterinarians and staff to work with. Check out our websites and our locations and give us a call! www.vermilionvet.com

Full time AHT required for busy MA practice. We are looking for an enthusiastic individual who believes in providing high quality customer service and animal care. We are a fun loving team working in a well-equipped clinic. We offer competitive wages, health benefits, staff discounts, paid dues and CE. Excellent people skills needed. Drayton Valley is 130km SW of Edmonton. Great community with all amenities and excellent

recreational opportunities. Contact Dr. Wayne Thiessen or Dr. Sharron Oakey Rocky Rapids Veterinary Services phone (780) 542-2144 fax: (780) 542-6772 E-mail: rocvet@telusplanet.net

The Calgary Cat Clinic is seeking an AHT. The Calgary Cat Clinic is a small, independent clinic in northwest Calgary. We are on Crowchild Trail and are located within a block of Banff Trail C-Train station. We are unusual among most veterinary clinics as we are co-owned by an AHT. We are looking for an enthusiastic tech who is a team player and able to take on responsibility. At the Cat Clinic we value input from techs and try to achieve a balance between work and home life. We offer competitive salary, benefits package, and

continuing education allowance. This position involves one evening a week and 3 out of 4 Saturdays a month (Saturday shift ends at 2pm most days). Please e-mail resume to nurse@calgarycatclinic.com

The Lacombe Veterinary Centre is looking for a full time AHT to join our team. Experience is an asset but all applicants welcome. AHT's in our clinic have a large amount of client contact and the successful candidate must be comfortable speaking to clients and sharing our passion for pets as "family members". Technical proficiency is a must, but interpersonal skills and an outgoing personality is most important. Please send resume and cover letter to Dr. Peter Lawson - lawsonvet@gmail.com

OTHER EMPLOYMENT

Ceva is a top 10 global Animal Health company now expanding in Canada. Our team is growing and we are looking for high energy individuals looking for an opportunity to build an exciting career in the Animal Health industry. We are currently recruiting for a Sales Territory Manager. Ideal candidates will be located in Calgary. Key qualifications for the role include: Registered Veterinary Technician (RVT) designation preferred; 2 years Veterinary clinic experience or related Animal Health experience; Highly motivated team player with positive attitude and outgoing personality; Strong organization skills; Proven ability in similar sales or similar role; Highly effective in establishing successful interpersonal relationships; Equine experience an asset, but not required. This role will require periodic overnight travel to cover a large geographic region. Remuneration includes base salary, incentive plan, company vehicle, benefits and retirement program. Please email a copy of your resume and cover letter in confidence to: hr.canada@ceva.com

your resume to parklandvetclinic@gmail.com

Vetoquinol, a pharmaceutical company devoted exclusively to animal health, is currently looking for a Territory Manager (Temporary mandate - 1 year contract) for the Companion Animal Division, Saskatchewan Territory. To maximize the sales of Vetoquinol products and customer satisfaction To provide accurate, complete and timely market intelligence, to contribute to the building, maintenance and updating of the customer information database for his/her territory ensuring timely and accurate reporting of his/her activities. To conduct regular analysis of sales results, deviations and trends in order to identify opportunities and threats within his/her territory and improve focus and efficiency within territory. For more information, please refer to our website at www.vetoquinol.ca If you are interested in that position, please send your resume at rh@vetoquinol.ca

We are currently seeking a compassionate and capable Full Time Receptionist for our brand new Emergency Veterinary Clinic on the north side of Edmonton. The new hospital will be a member of the Guardian Care network, a locally and privately owned company in Edmonton striving to provide the very best in emergency and specialty medicine. The successful candidate must be a strong individual who has excellent customer service and computer skills. This job will also involve direct interactions with the patients including animal restraint and handling. While experience with

A FT Receptionist position has become available at Parkland Vet Clinic located in Spruce Grove. The successful candidate should be familiar with Avi-mark, able to multi task, be self-motivated as well as have great communication skills. We are looking for an energetic and enthusiastic team player to join our compassionate practice. Please e-mail

OTHER EMPLOYMENT

animals is an asset these skills can be taught to the right candidate. One must also have the ability to multi-task and to be an enthusiastic team player who enjoys working with animals and their families. This position requires shift flexibility which would include rotating evening and weekends. Our clinic offers a competitive wage, continuing education, uniform allowance and health benefits for full time staff members. Please forward your resume to: John Williamson, DVM, Edmonton Veterinarian's Emergency Clinic, 11104 - 102 Avenue, Edmonton, AB, T5K 2H4, Fax: 780-439-2787, Email: john.williamson@edmvetermergency.ca

Olds Veterinary Centre is looking for a friendly, enthusiastic PT receptionist to join our team! We are a mixed animal practice, so knowledge of small and large animal veterinary medicine would be an asset. Please contact us for more information at oldsvetclinic@live.com, or by phone (403) 556-6882.

Calgary North Veterinary Hospital and Emergency Service is a 24-hour Companion Animal Primary Care, Walk In and Emergency facility. Currently, our facility is looking for a Patient Care Coordinator. Applicants must have supervisory and/or management experience, exceptional communication and interpersonal skills and the ability to work within, and lead, a team. The Patient Care Coordinator will provide support to Veterinarians and hospital staff by responding to client concerns and questions, assisting veterinarians or AHTS with procedures, carrying out administrative duties, managing conflict and assisting clients with patient care decisions. If you are interested in this opportunity, please

submit your resume and cover letter to: Jennifer Hartwick at Hartwickj@cnavet.com

Full-time Software Support Representative: WDDC is a leading edge company distributing products to veterinarians across Western Canada since 1983. If you have veterinary clinic experience and have a passion for helping clients, this is the job for you! Responsibilities include: Providing technical support on WDDC software products via telephone and email -Entering and maintaining detailed information on our ticket resolution tracking system -Gathering, documenting, and presenting detailed information on researched and resolved issues -Providing on-site training and assistance for new installs - some travel is required. Qualifications: Must have veterinary clinic experience. Be familiar with Windows XP and 7, Microsoft Office products Word and Excel -Must have an aptitude and interest in computers - full training on our programs is provided -Must have good communication and interpersonal skills -Be able to resolve technical issues quickly and effectively -Ability to work independently, multi-task, and prioritize -Be available to provide weekend support when scheduled. We offer a competitive salary, benefits and RRSP matching plan! Please forward resume Attn: Human Resources Mail: 17611-109A Avenue, Edmonton, AB. T5S 2W4 Fax: (780) 702-5345 or E-mail: dulrich@wddc.com Open until suitable candidate is found. Website: www.edmontonveterinary.com

OTHER EMPLOYMENT

Calgary North Vet Hospital & Emergency Service is seeking a fulltime Tech Assistant. Their primary role is to assist the AHTs, keep the hospital clean and sanitary, feeding, walking and general cleanliness of patient's kennels.

This position requires teamwork, problem solving skills, flexibility in work habits and willingness to learn. Previous experience an asset. To submit a resume please contact: Josie Ranger careers@cnavet.com Fax: (403) 277-0136

PRACTICE FOR SALE

Veterinary Practice for sale in SW Saskatchewan. Mixed animal practice. Veterinary Service District with municipal clinic and grant/ Minimal After hours work. High percentage of routine work, LA, SA approx. 75/25 town has skating and curling rinks, swimming pool (New), ball diamonds, hospital, pharmacy, and an appropriate number of businesses. Fishing and Hunting close by. For more information call Bob Laing (306) 628-7730

practice in southwestern Alberta (1969) for sale including buildings and land. Equipment includes new x-ray machine and digital x-ray, S/A ultrasound, surgical laser, dental unit and digital x-ray, separate surgery and monitors, Idexx in house lab, Doppler, 2 exam rooms, pharmacy, 2 treatment tables and monitors in treatment room, 3 anesthetic machines, 2 offices, and computerized reception (Impromed 5.0), excellent staff, recent evaluation. Contact ptek@outlook.com

PRACTICE FOR SALE: Well-established 3 veterinarian small animal

PRACTICE WANTED

Looking to purchase a small animal practice in Edmonton area. Please forward responses to: malibuvet@hotmail.ca

Looking to purchase a small animal practice in the Edmonton area. Please respond in complete confidence to: clinicsolutions@hotmail.com

EQUIPMENT FOR SALE/WANTED

For Sale: Used surgery table \$1600, Wall mount anesthetic machine and isoflurane vaporizer \$1600, Floor Scale \$250 and large Pelton-Crane Magnaclave \$5800. Please Email: linnell40@hotmail.com for information and questions or phone (403) 346-8288

Brand new tattoo gun for sale. Comes complete with power source, 10 needles, guides and ink. \$300.00 Please Email Doug, doug@ellersliepet.ca

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2014 LEADERSHIP WEEKEND

FEBRUARY 7 - 9, 2014



The Delta Edmonton South Hotel

4404 Gateway Boulevard, Edmonton, AB

Phone: 780-434-6415, Toll-Free: 1-888-890-3222

MEMBER RECOGNITION BANQUET SATURDAY FEBRUARY 8, ROYAL/IMPERIAL BALLROOM 6:00 PM - 11:00 PM

You are invited to celebrate with your colleagues as they are recognized for the following awards:

Meritorious Service: Dr. Jack Wilson

Young Veterinarian of the Year: Dr. Cody Creelman

Communications Award: Dr. Ron Clarke

35 Year ABVMA Member Awards

Veterinarian of the Year: Dr. Craig Hellquist

ABVMA AHT of the Year: Ms Pippa Goodfellow

AAAHT Appreciation Award: Ms. Cindy Beecher

Committee Appreciation Awards

Entertainment by: The Travelling Mabels



The Travelling Mabels, Voted ACMA 2011 "Group Of The Year", are a folk/country female trio full of spirit, spunk and laughter. Collectively, their songs bring a wealth of life experience to the stage. Singularly, each woman can vocally stand alone, but once you hear the combined harmony blend, you will know why these three women came together. The beauty of the Mabels is that they represent three generations of women. This has opened the door to a dynamic energy both musically and in the rapport with the audiences that most wouldn't experience every day. Their musical influences range from Dolly Parton, The Eagles, Bob Dylan to Cheryl Crow, and their comedic, yet often heart-felt, take on life means they more than meet a wide range of audience expectations whenever they perform.

Tickets: Free to ABVMA Members that attend the AGM. All other tickets: \$65.00 plus GST. PRE-REGISTRATION IS REQUIRED. TICKETS NOT AVAILABLE AT THE DOOR.

ANNUAL GENERAL MEETING SUNDAY, FEBRUARY 9, ROYAL/IMPERIAL BALLROOM 8:00 AM - BREAKFAST, 9:00 AM - MEETING

You are invited to conduct the annual business of the association.

The AGM is open to ABVMA Members and invited guests only.

A formal sign-in process will be in place.

PRE-REGISTRATION IS RECOMMENDED AND ASSISTS US IN OUR PLANNING.

**SEND COMPLETED REGISTRATION FORM (INCLUDED IN THIS MAGAZINE) BY FAX OR
E-MAIL: 780-484-8311, christin.galenza@abvma.ca, Phone: 780-489-5007, Ext. 235**

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