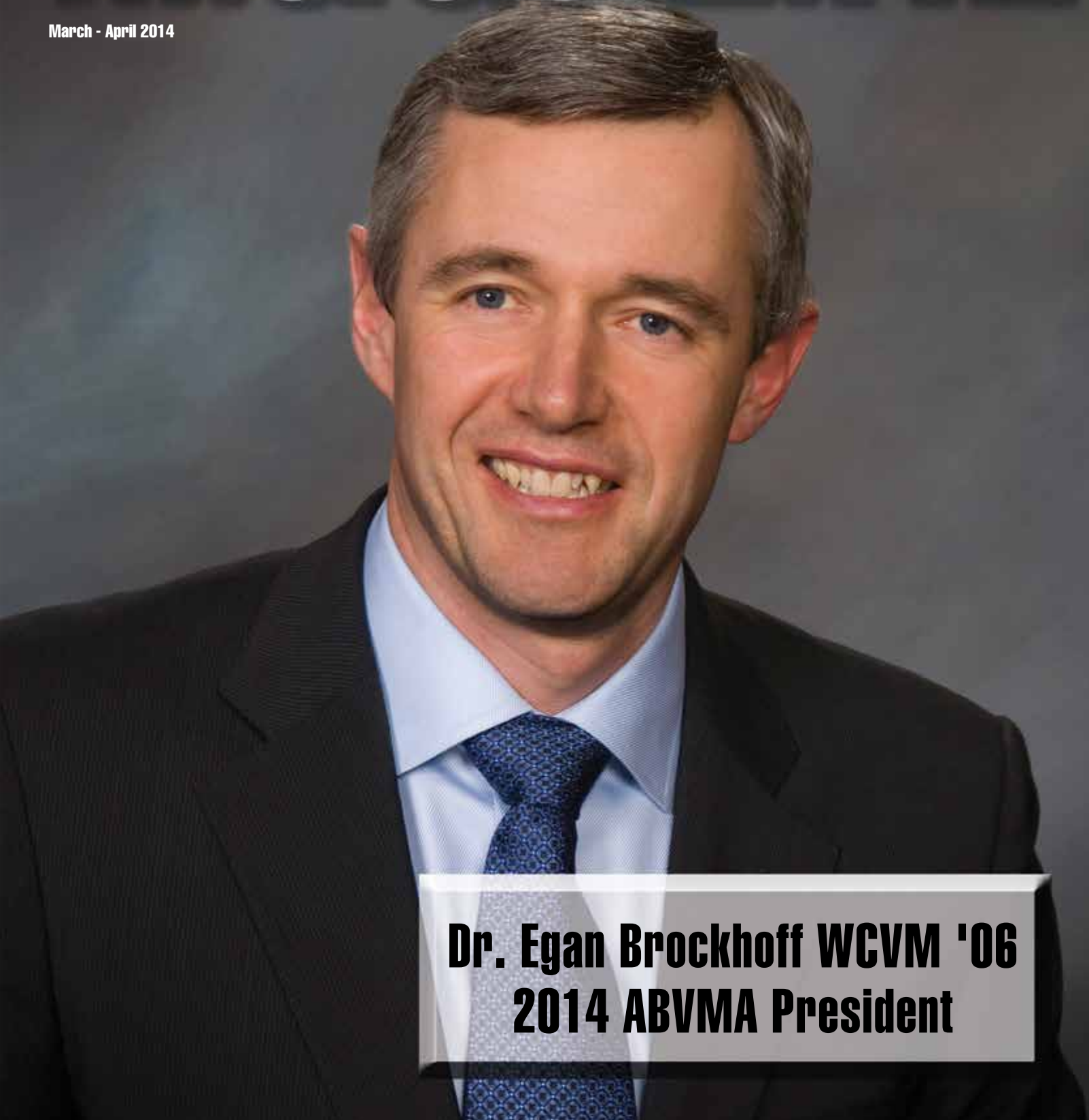


Alberta Veterinary Medical Association

MEMBERS

MAGAZINE

March - April 2014



Dr. Egan Brockhoff WCVMA '06
2014 ABVMA President



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MEMBERS' MAGAZINE

A publication for Alberta veterinarians

FREE FOR MEMBERS

March / April 2014, Volume 16, No. 2

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



I had the pleasure of requiring a plumber's assistance over the Christmas holidays. A copper pipe originating from my hot water heater had developed a pin-hole sized "leak" that was spraying a fine fountain of water across my furnace room. Being the handy kind of guy that I am, I deftly applied the Red Green cure, wrapped the pipe with duct tape and applied a sixty nine cent hose clamp. Problem not solved, but the leak definitely much slower - and not spraying like an old tom cat. Then came Boxing Day, and it was discovered that the slow drip was now a river originating from the soldered joint above the pipe with the cleverly applied hose clamp. I needed a plumber! Not wanting to disturb anyone during the holiday season, I shut off the water, and

resolved to get up early the next morning and find a plumber. Easy.

True to my plan, I was on the phone first thing the next morning, with instant success! The very first call I made resulted in an actual person answering the phone, confirming that "yes, we are working today". When I described the problem that I was having, I was apologetically informed that it was beyond what they were willing to do, as they apparently had set their day's aspirations towards unclogging drains and toilets only. Next.

The following dozen calls resulted in answering machines wishing me a "Happy Holiday" and "see you in 2014!" Not very helpful. My final call once again resulted in my talking to an actual live plumber. I described my problem, he seemed to think it was an easy fix, and could do it. "Today?" I asked, somewhat skeptically. He told me he would be there in about an hour, after he had his breakfast. I gave him directions, and true to his word, he showed up. Wow!

He drained the hot water tank, removed the offending pipe, soldered the joint back together, and administered a lesson on water cavitation and how I should research it, as it is so fascinating! We discussed preventative maintenance on my heating system, kids, cavitation again, how

things just aren't made like they used to be (really?? you're a thirty-something!) and then he delivered a bill that I found totally realistic. Service!

The point of my story is two-fold. First, I was in what I considered desperate need. For the plumber, it was no big deal and an easy fix - and he happily provided the service to me. He advertised 24-hour service and was actually willing to do so. He felt an obligation to his clients to helping them during their time of need. It struck me (again) how there is a great similarity between our profession and the trades. We both provide services to clients in need, but it is a matter of whether or not we choose to do so, and how happily we do so.

Second, this young plumber now has a client for life (or at least as long as both he and I live in Strathcona County). I constantly hear that client loyalty is a thing of the past, that it no longer exists. I am here to tell you that it can still be generated. I believe in it. I would like to think that it is not just a characteristic of my generation to feel loyalty. We just need to take a reminder (or lesson) from my young plumber. ♡

Darrell Dalton, DVM.
Registrar

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PRESIDENT'S MESSAGE



Dr. Egan Brockhoff

There are mountains all around us! They can be daunting and cold, hard and steep; but they can also be things of great beauty and freedom. As professionals we will all be asked to look upon these mountains and we will unquestionably see before us a great and many set of challenges. If we choose to see these challenges as obstacles then we will struggle to overcome what lies ahead. We can however, choose to see these great massifs as a set of beautiful and amazing opportunities. Through time, how each of us rise up to stand before and potentially embrace their majesty will ultimately shape and define us on our pathway up and beyond. As we look up at the summit before us, or forward to the summits beyond, we have a choice. We can choose to see them as either insurmountable obstacles or we can choose to see them as an amazing pathway of stepping stones that will take us up and forward.

As veterinary medical professionals we often find ourselves thrust into crisis situations. Leadership and crisis management in the face of uncertainty, fear and panic are some of the great characteristics that our career and professional lives have prepared us for. For the past few months my primary focus has been one of leadership in the face of an industry crisis, my mountain has been named through the spread of Porcine Epidemic Diarrhea virus. As many of you know, this virus has finally entered the Canadian Swine Population and is threatening to continue its penetration of our naïve and vulnerable populations. As a veterinary medical professional I know that our efforts to raise up our defenses through enhanced bio-exclusion and bio-containment will be key to preventing an epidemic spread of this disease. Building a consensus and culture of

prevention and preparedness in the face of an outbreak is no small climb. In times of crisis society turns to veterinarians for leadership and it is our duty to accept that responsibility, provide leadership and apply our knowledge and experience as best we can. Veterinarians are strong contributors to their communities and to society as a whole. Our trusted role within the lives of those that we both directly and indirectly impact is one that should be cherished and celebrated.

Whether we find ourselves leading others through a crisis or simply carrying about our daily business, building on a spirit of leadership and service to society is one of the great purviews of this vocation which we have dedicated ourselves. In many ways our leadership is defined by one of two goals; leave the world in a better place than we have found it, and be there for others in their time of need. As veterinarians we are ideally positioned to provide leadership that impacts all life on this planet, we are a critical voice in the One Health movement. As we move forward we must continue playing key roles in the social commentary that surrounds us. With society's ever increasing focus on food safety, food security, animal welfare and the human animal bond our voice will only increase as social mindfulness and values shift and evolve. Our participation in these conversations is assured, but our leadership is something we must offer respectfully with passion and humility.

Leadership and participation in the social discussion and commentary is a task that will require no small feat of determination. As we move forward from the ABVMA Leadership Weekend and Annual General Meeting, I am inspired by the sense of anticipation and aspiration amongst veterinarians to

see their leadership role and the leadership role of the profession within society grow. This growth must come from an expansion and exploration of ideas within, and from beyond our traditional scopes. Our opportunity to expand upon our already significant contribution in leadership roles will necessitate a movement into adjacent and alternative veterinary spaces. There are many policy issues which we can and should be offering greater voice and leadership. Policy development surrounding antimicrobial stewardship and access, animal welfare, food marketing policy, access to affordable veterinary care, and expanding the veterinary paraprofessional relationship within regulated veterinary medicine are some of the many areas in which we can expand our voice. Volunteerism, alignment with industry, participation in leadership events and actively engaging within the political establishment are all areas that must be engaged.

Climbing mountains is an exciting and rewarding pursuit. Despite the challenge that each new step up and ahead offers, the reward once you reach the summit and look out onto the world is remarkable gratification for a job well done. For many of us providing leadership to help others achieve their personal goals is both rewarding and humbling. With that in mind leadership is not just about getting your team to the top, it is also about ensuring that everyone that reaches their goals gets down safely as well. Participation in community and professional leadership is something we all aspire to. Take a look around, what mountains that lie before you do you want to climb? Set your sights on one today and take that first step.✶

Egan Brockhoff, DVM.
ABVMA President



Dr. Darrell Dalton

Last year, Council identified the need to update the Practice Inspection Practice Standards (PIPS) Bylaws. These Bylaws were last amended in 2003, and given the rapid rate of change experienced within the veterinary profession, they have become very outdated.

The current General Regulation to the Veterinary Profession Act (VPA) states:

51 The following categories of veterinary practice may be established:

- (a) ambulatory, house call or consultation;
- (b) clinic;
- (c) hospital;
- (d) emergency clinic;
- (e) private diagnostic laboratory.

It has been recognized for some time that this structure of classification is no longer appropriate for modern veterinary practices. In 2005, the Alberta Veterinary Medical Association sought to renew the approach to practice standards and inspection by initiating a process to draft a broader vision of quality assurance that was driven by new practice models and changing services offered throughout the province. The result was the Practice Standard and Inspection Quality Assurance Framework that has served as a reference manual to attempt to articulate the vision,

principles and benefits that guide veterinary medicine within the province.

"The framework also clearly links the benefits of quality assurance with the overall economic viability of the profession through a best practice approach. Adoption of recommended optimum practices provides the opportunity for a clinic to illustrate where an enhanced level of service is being provided to the patient community. Through excellent service, high quality medicine and patient care, clinics across Alberta can contribute to increasing the profile and economic viability of the profession."

Since the acceptance of the Framework, the Quality Assurance Guide that has been completed by each practice annually has also evolved into the one that we use today. However, it does not address the discrepancies between the current outdated Bylaws, and the accepted standards of veterinary practice. The first step towards modernizing the Bylaws must be to update the categories of veterinary practice. This was the intent of the resolution put forward at the 2014 Annual General Meeting (AGM): to amend the General Regulations. The resolution instructs the Government of Alberta to amend **Part 4 Practice Inspection Practice Standards** to reflect current modern veterinary practices. By the time you are reading this, the resolution was passed.

This then opens the door to updating the PIPS bylaws. The PIPS Committee has been working towards amending the bylaws for the past two years, with enormous efforts made over the last six months by the PIPS Review Task Force. A draft of the proposed bylaws for discussion was made available in December 2013, and is posted on the ABVMA website. An open discussion was held following the AGM, and the intent is to take and examine all

of the discussion and comments made and submitted regarding this first draft, and incorporate them into a second draft. When the PIPS Review Task Force and the PIPS Committee has gathered all available comment, and is confident that the new proposed bylaws meet the requirements for minimal standards for today's veterinary practices, it will be put forward to the membership for a mail-in vote.

The intention of the new bylaws is to define the practice of veterinary medicine within acceptable standards much easier and more representative of the current realities. Under the current bylaws, there are only ten specific categories of practice that are recognized. Practice types such as rehabilitation therapy, pharmaceutical dispensing, mobile practices, or temporary spay/neuter facilities are not mentioned, nor do they fit into any of the current categories. Under the current bylaws if you wanted to establish a practice that does nothing more than vaccinate dogs and cats, you were still required to have available all of the other equipment that was required for a small animal facility. Under the proposed bylaws, a clinic that wished to do nothing else but vaccinations would be allowable. We have been operating as if this were the reality, but not strictly in accordance with the current bylaws.

This is the result of classifying practices by the services that are offered, rather than a rigid and restrictive practice category. This was the recommendation of the Quality Assurance Framework, and has been incorporated into the proposed Bylaw which has currently sixteen service categories for practices to fit within. A practice may offer any one, or any combination of services from this list, and is not pigeonholed into a category into which they do not comfortably fit.

In addition to the service categories, it is recognized that there are a number of practice standards that are universal

to all practices. These are standards that must be met and maintained by every veterinary practice entity before it can be certified and commence offering veterinary services to the public. These standards include such items as "Professional Image and Responsibility", "Biosecurity & Biomedical Waste Management", "Facility", "Medical Records" and a "Library" standard. Every practice will be required to meet all of the universal standards.

A positive evolution from the current Bylaw is the inclusion of standards of practice as well. Whereas the current bylaws focus mainly on the physical facility, the proposed bylaws delve more into the actual practice of veterinary medicine. The VPA states that: "The Council, on the advice of the Practice Inspection and Practice Standards Committee, shall from time to time determine the standards of facility and service that are required of each category of veterinary practice." The General Regulation states that: "The Council may make regulations respecting technical standards and procedures for the practice of veterinary medicine." As the societal demands and expectations for veterinary service increase, so must we ensure that the minimal standard of practice meets those demands. This is required of us as self-regulating professionals.

If you participated in the discussions at the Annual General Meeting – thank you. If you would like to participate in future feedback, please make your views known by e-mailing comments to janeen.mcphree@abvma.ca or you can phone the office to discuss this and make suggestions to myself or Dr. Buote. It is important that we ensure that we have the proposed draft correct before we send it out for a vote. Please help us make it happen. ♡

Darrell Dalton, DVM.
ABVMA 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. Caroline 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

Mr. Alvin Kumlin - Public Member
November 20 & 21, 2013

Council met at the ABVMA office for our November Council meetings and despite the winter weather conditions in Edmonton and the poor road conditions from the south, our attendance was stellar!

Under old business staff updated Council on numerous ongoing projects:

- A lease for our "new digs" has been signed and the ABVMA office move is scheduled for August, 2014. The background information regarding this move will be forthcoming to the membership.
- Our history book has been sent for printing so watch for announcements regarding it's availability in the near future.
- The Tails of Help program, announced at CanWest has been launched to the membership and should be public November 25, 2013. Information and application forms are available on the member's only website.
- The PIPS Task Force committee, chaired by Dr. Colleen Pratt met for a full day in October to begin the formulation of a standards document similar in principle to the Quality Assurance documents.

Other updates under old business included:

- Dr. Jen Willans gave an update regarding the Member Wellness subcommittee. Council passed a motion to support in principle the Member Wellness Subcommittee initiative to make member wellness support resources available on the ABVMA member website. Dr. Jean Wallace, University of Calgary will be presenting her survey findings and speaking about this topic at your 2014 Leadership Weekend, so plan to attend, you won't be disappointed.
- Ms. Karen Smith, legal counsel for the ABVMA, addressed Council about the role

of Committee of Council (COC). Over the last six months, several appeals regarding decisions by the Complaints Review Committee (CRC) have been filed and all Councillors (four members per review) have been involved in reviewing these decisions. ABVMA staff with the assistance of Karen Smith will begin drafting a Policy Process for COC review of CRC decisions. This will provide a standard of continuity for reviews by the Alberta Ombudsman should decisions proceed that far.

Highlights under New Business were as follows:

- The policy for delivery of Cardiac/Ophthalmology Screening outside of a certified VPE was discussed and reviewed.
- Connie Varnhagen from the Edmonton Humane Society (EHS) gave an update on the Prevent Another Litter (PALs) Subsidy Program that has been operating since June, 2012. Council granted an extension to EHS to continue their no cost services as a subsidized spay and neuter program to qualified low income owners but with an administration fee.
- Dr. Jack Wilson, member of the National Examining Board (NEB), presented an overview and update to Council about future changes proposed for assessment and examination procedures for foreign graduates across Canada. There is a desire to have a single pathway to licensure for foreign trained graduates and it is felt that the Program for the Assessment of Veterinary Education Equivalence (PAVE) system should be discontinued. There is increasing support for the National Board of Veterinary Medical Examiners (NBVME)'s continued collaboration with National Board of Medical Examiners (NBME) in working to make enhancements to the North American Veterinary Licensing Exam (NAVLE). All proposals received unanimous support from Council.
- Once again the ABVMA has partnered with Alberta Farm Animal Care (AFAC) for sponsorship of their Livestock Care Conference and Winter Radio Program. The

underlying message for these radio spots is the importance of establishing a working relationship with your veterinarian.

The Council meeting concluded with reports from our Ex-officio members:

- The Alberta Association of Animal Health Technologists (AAAHT) bylaws are under review and the format for the approval of CE events was discussed by Council.
- Dr. Chris Morley, head of animal health for Alberta Agriculture and Rural Development (ARD) gave us an update on the changes within his department and the need for the industry to become increasingly aware of the issues surrounding animal welfare.
- Dr. Christa Coetser, Canadian Food Inspection Agency (CFIA) representative, gave an update on Equine Infectious Anemia (EIA) cases in the Calgary area and reported to Council a suspect Brucella sp. case in the Calgary area. Council expressed concerns regarding the risk of importing unscreened rescue dogs from foreign countries.
- Dr. Alastair Cribb, Dean of University of Calgary, Faculty of Veterinary Medicine (UCVM), provided an update on the schools efforts to provide a series of meaningful CE events that would enhance what is already available at CanWest. UCVM welcomes Dr. Sarah Simpson, an equine surgeon, specializing in lameness evaluation and the use of MRI in diagnosis and treatment. The always "hot button topic" of cost per student, increased applications vs. actual enrollment and the education quality of students graduating closed out the deans report.

As was expected not all topics, on the November agenda, received the attention they deserved but Council and Staff agreed they are looking forward to the festive season. As you scan this report and prepare for the events of 2014, we hope you enjoyed your time over the holiday season. See you at the Leadership/AGM Weekend, February 7 - 9, 2014 at the Delta Edmonton South Hotel.



Mr. Alvin Kumlin

Mr. Alvin Kumlin, Public Member

Alvin Kumlin is a fourth generation rancher from the Cochrane-Jumping Pound District west of Calgary. After graduating from the University of Alberta in 1970 with a BSc. in Agriculture specializing in Animal Science and Range Management, Alvin began operating the ranch that was homesteaded by his great-grandfather in 1885.

Along with his wife Ann and their two children Robyn and Matthew, the family focused on building a quality black and red Angus commercial herd of up to 375 brood cows using progressive and selective genetics for thirty-

five years. Robyn obtained her Bachelor of Education from the University of Alberta in 2008 and is presently teaching physics and math at the Edge Sports School west of Calgary. Robyn and her husband, Brian an electrical engineer, are now living back on the ranch. Matthew graduated from the University of Saskatchewan with a Bachelor of Science in Agriculture and in 2010 enrolled in the UCMV program. He is presently completing his fourth year of studies and living with his wife Angela on the ranch. Angela completed her degree in agriculture in 2012 at U

of S and is working at Crossfield for Crop Production Services. Both couples, Robyn and Brian, Matt and Angela chose 2013 for their respective weddings so the "Kumlin Family" had an exciting summer. Although new careers are being established and the cow herd is considerably smaller, the ranching life is still an intricate part of all of our lives but we are enjoying some of the outside interests available to us now.

For me, the last three years as a public member on ABVMA Council has been one of those opportunities.

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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.

Meet Your New 2014 ABVMA Councilors



Dr. Jan Bystrom – WCVM '79

Jan is a native Albertan, raised on a family mixed farm south of Sylvan Lake, AB. She received a BSc (Honours) in 1975 from the University of Alberta and a DVM in 1979 from the Western College of Veterinary Medicine.

Jan has several years of experience in mixed and equine practice in Alberta including as a practice owner. She also taught in AHT programs at both Fairview and Olds Colleges. She returned to graduate school at WCVM and received an MSc in Veterinary Anatomic Pathology in 1989. Her thesis research was done at the Alberta Environmental Centre in Vegreville, Alberta addressing a unique Alberta problem, "Acute Toxicity of Crude Oil to Cattle". Jan worked in a full service veterinary diagnostic laboratory in Manitoba for 13 years. She returned to Alberta to work with Alberta Agriculture from 2003-2011 in delivering laboratory diagnostic services to support surveillance programs. She is currently Director of the Diagnostic Services Unit at the University of Calgary, Faculty

of Veterinary Medicine with responsibility to deliver pathology diagnostic services in support of teaching and research programs.

Jan has served on both the Food Animal and Vet Med 21 Committees of the ABVMA. She looks forward to contributing to governance and enhancement of the veterinary profession in Alberta and to the challenge of representing fellow veterinarians at the Council level.

Leisure time finds Jan and her husband Phil building on their acreage at Dogpound, motorcycling, travelling in the southern US to amateur astronomy sites, hiking, downhill skiing, and reading.



Dr. Margitta Dziwenka – WCVM '97

Dr. Margitta Dziwenka graduated from Olds College in 1989 from the Animal Health Technology program and then in 1997 from WCVM. After graduation, she joined a mixed animal practice in Vegreville, Alberta and in 2000, she began working at the Alberta Research

Council (ARC). Here Margitta conducted research on the impact of oil exposure on cattle as well as some preclinical pharmaceutical work in large animals. Margitta was part of a team that developed a Good Laboratory Practices (GLP) Compliant preclinical research facility at ARC where the studies conducted were primarily for Canadian and US pharmaceutical companies developing novel human pharmaceuticals.

After becoming Board Certified in Toxicology she started a consulting company providing toxicology expertise to a variety of companies in Canada and the USA. She also continued to do locum work in both small and mixed animal practices. In 2012/13, Margitta was an Instructor at NAIT in the Animal Health Technology program before joining the Faculty of Medicine and Dentistry at the U of A in June 2013.

Currently she is the Assistant Director for the Health Sciences Laboratory Animal Services (HSLAS) for the Faculty of Medicine and Dentistry at the U of A and she continues to do consulting work for a variety of clients in the food, animal feed, flavor and fragrance industries. Margitta lives on a farm close to Vegreville with her husband and three children where their cattle herd and grain farming endeavours keep them busy. Margitta has previously served on the PIPS and Registration committees for the ABVMA before joining Council this year.



Ms. Megan Fleming – Olds '07

Megan was born and raised in Calgary, Alberta. From a very early age she developed a love for animals, so it was very evident that she would eventually pursue a career that involved working with them.

In 2005 Megan took the Veterinary Medical Receptionist Course at Olds College. Not too long after working in the veterinary industry she decided to further her education and went back to Olds College in 2007 to take the Animal Health Technology program. After graduation, she worked in a small animal clinic for four years. During her time there she gained many great opportunities to learn and grow as an Animal Health Technologist.

Megan has always had a big passion for working with large animals and decided to make the move to a mixed animal practice located in Cochrane, Alberta. It has been a great move and she certainly gets the best of both worlds that allow her to work

with both small and large animal patients. When Megan is not busy working, she likes to find time to ride her horse, go for runs with her dog and travel whenever she has the opportunity.

She looks forward to being a part of Council and gaining many new opportunities and experiences that come.



Dr. Gordon Strick – Pretoria '87

Dr. Gordon Strick received his Doctor of Veterinary Medicine from the University of Pretoria in South Africa.

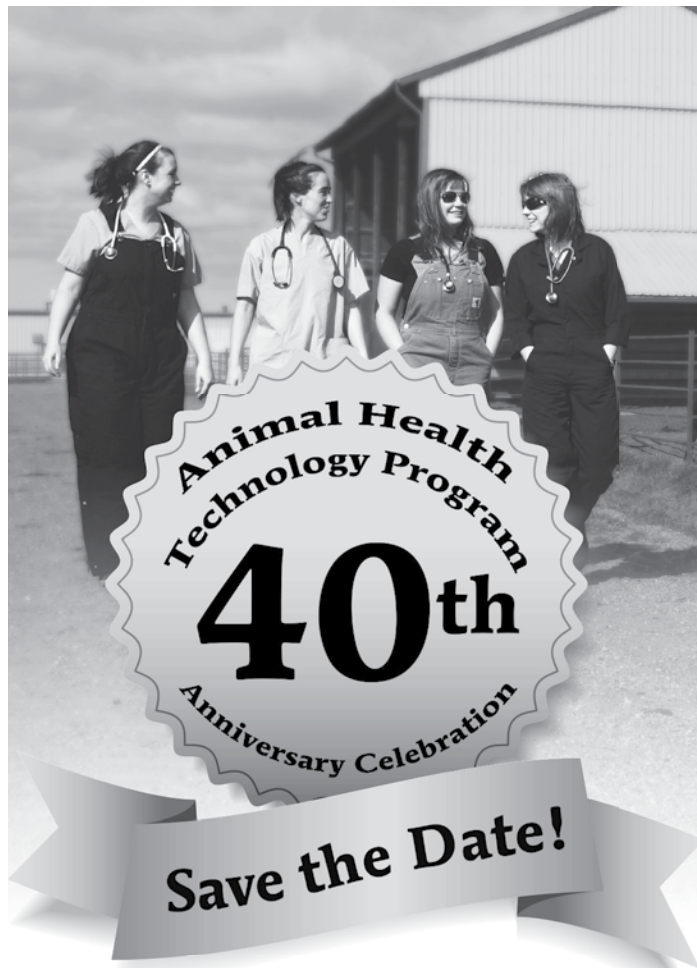
Gord worked in South Africa following his graduation in 1987 until 1996. During that time, he held a position as a Provincial Veterinarian from 1987-1989 and was responsible for disease surveillance, legislated vaccinations and farmer education. Between 1989 and 1996 Gord was owner and principle veterinarian of Warmbaths Veterinary Clinic, a mixed animal practice in Warmbaths South Africa. In 1996, Gord sold the practice and immigrated to Canada.

Since being in Canada Gord has worked at the Langley Animal Clinic in British Columbia (1998 – 2001), served on the Board of Directors of WDDC 2009-2010; was owner and founding partner of Due South Animal Hospital in Calgary, Alberta (2001 – 2013); owns and runs Destiny Ridge Farm—a pedigree cow-calf beef herd farm with his wife Dr. Yolande Miles. Gord is currently employed with Zoetis as a Companion Animal Technical Services Veterinarian, a position he has held since 2010.

Outside of his work, Gord has been an active volunteer in the Veterinary Community both in South Africa and in Alberta. He was a member of the South Africa Veterinary Association and served as President of the Large Animal Health and Production Group from 1994 – 1996.

His Canadian volunteerism includes: the University of Calgary – Faculty of Veterinary Medicine, Student Selection Committee in 2008; a Member of the Calgary Academy of Veterinary Medicine (CAVM) from 2002 until present day, serving as President in 2003, and Treasurer in 2004. He has been a registered member of the ABVMA since 2001 and has served on the Registration Committee since 2009 prior to joining Council this February.

GPRC



July 19 & 20, 2014

There have been many changes over the past 40 years, and GPRC is very proud to be celebrating 40 years of success in our Animal Health Technology program. We invite you to come reconnect with old friends, to visit with your peers, and to help us celebrate AHT at our Fairview campus. For more information, please visit gprc.me/AHTAnniversary

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MEMBERSHIP MATTERS

JANUARY 2014

Veterinarians

Transfer Active General to Non-Practicing

Dr. Gina Thull, #1525	December 31, 2013
Dr. Kelly Herron, #2899	December 31, 2013
Dr. Cindy Hague, #2637	December 31, 2013
Dr. William Calder, #631	December 31, 2013
Dr. Sylvia Hurdle, #3013	December 31, 2013
Dr. Richard Kennedy, #1124	December 31, 2013
Dr. Verna Thompson, #604	December 31, 2013
Dr. Debbie De Rantere, #2592	December 31, 2013
Kathryn Bohnet, #2715	December 31, 2013
Dr. Leslie Buckland, #1126	December 31, 2013
Dr. Kristen Ficzyz, #2349	December 31, 2013

Transfer Active General to Time Limited

Dr. Jolene Lawrence, #2453	December 31, 2013
Dr. Erin Zachar, #2359	December 31, 2013
Dr. Kirsten Halter, #2650	December 31, 2013
Dr. Anthea Smith, #2368	December 31, 2013
Dr. Amanda Evans, #2539	December 31, 2013
Dr. William Prybysh, #466	December 31, 2013
Dr. Jennifer Cave, #2862	December 31, 2013
Dr. Daralyn Wiles, #2480	December 31, 2013
Dr. Azhar Ali, #2908	December 31, 2013
Dr. Carol Shwetz, #1109	December 31, 2013
Dr. Ingrid Ludwig, #2225	December 31, 2013
Dr. Jo-Annie Letendre, #3005	December 31, 2013
Dr. Kevin Schulz, #1749	December 31, 2013
Dr. Jessica Treen, #2848	December 31, 2013
Dr. Laura Taylor, #1417	December 31, 2013
Dr. Kirsten Aarbo, #2313	December 31, 2013
Dr. Richard Hertling, #307	December 31, 2013
Dr. Heather Pedersen, #3063	December 31, 2013
Dr. Kathleen Wheeler, #1528	December 31, 2013
Dr. Clarence Konschuh, #630	December 31, 2013
Dr. Danielle Rowe, #2550	December 31, 2013

Transfer Time Limited to Non-Practicing

Dr. Deborah Muirhead, #749	December 31, 2013
Dr. Vikram Virk, #2727	December 31, 2013

Effective Date

Dr. Lindsey Hebblethwaite, #2481
Dr. Christine Stickland, #2434

Transfer Time Limited to Active General

Dr. Hussein Keshwani, #2542	December 31, 2013
Dr. Becky Newman, #1812	December 31, 2013
Dr. Pamela Barmantloo, #2544	December 31, 2013
Dr. S. Jill Johnson, #2373	December 31, 2013
Dr. Harjit Romana, #2869	December 31, 2013

Transfer Non-Practicing to Active General

Dr. Tracy Ward, #1387	December 31, 2013
Dr. Mohamed Hirad, #2514	December 31, 2013
Dr. Holly Hunter, #2235	December 31, 2013

Cancel Time Limited

Dr. Gary Wobeser, #2797	December 31, 2013
Dr. Stephanie Bolduc-Beaulieu, #2790	December 31, 2013
Dr. Tierney Hall, #2920	December 31, 2013
Dr. Jenny Fricke, #2522	December 31, 2013
Dr. Arthur Doerksen, #564	December 31, 2013

Cancel Active General

Dr. Corey Jones, #1836	December 31, 2013
Dr. Benjamin Bauman, #2696	December 31, 2013
Dr. Neil Shantz, #1383	December 31, 2013
Dr. Neil Cory, #509	December 31, 2013
Dr. Angela Oranchuk, #3049	December 31, 2013
Dr. Liaqat Ali, #2503	December 31, 2013
Dr. Jennifer Menghani, #2834	December 31, 2013
Dr. Doug Hopkins, #975	December 31, 2013
Dr. Christine Beck, #2755	December 31, 2013
Dr. Rodney Gale, #1270	December 31, 2013

Cancel Non-Practicing

Dr. Davinder Bath, #2875	December 31, 2013
Dr. Ariel Brunn, #2479	December 31, 2013
Dr. Marc Deluce, #193	December 31, 2013

Cancel Limited Supervised

Dr. Gayatri Boda, #3040	December 31, 2013
Dr. Marissa Steinberg, #2913	December 31, 2013

Effective Date

JANUARY 2014

Animal Health Technologists

Re-instate Active

Hailey Kaiser, #2623	December 31, 2013
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Transfer Active to Non-Practicing

Jessica Schroedl, #2117	December 31, 2013
Tamra-Lynn Rout, #2723	December 31, 2013
Aja Johnson, #1407	December 31, 2013

Effective Date

Brittney Harris, #3083
Karissa LeMay, #2195
Jocelyn Stiles, #2121
Allison Hetherington, #2112
Carinne Trach, #1735
Denise St. Laurent, #1657

Effective Date

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

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Edmonton, Alberta
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JANUARY 2014

Animal Health Technologists

	Effective Date
Candace Keller, #1893	December 31, 2013
Tammy Glenn, #2099	December 31, 2013
Katelyn David, #3104	December 31, 2013
Chelsey Magee, #2851	December 31, 2013
Kimberley Oro, #52	December 31, 2013
Amanda Oster, #1724	December 31, 2013
Charlene Bradshaw, #2113	December 31, 2013
Stephanie Leussink, #2616	December 31, 2013
Catherine Hildenbrand, #1251	December 31, 2013
Rebecca Evans, #1537	December 31, 2013
April Lee, #2123	December 31, 2013
Jaimie Brassard, #2158	December 31, 2013
Amanda Knibbe, #2126	December 31, 2013
Sheri Raknerud, #1370	December 31, 2013
Jenny Grywul, #2209	December 31, 2013

Transfer Non-Practicing to Active

Heather Stolz, #1763	November 18, 2013
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Cancel Active

Lois Armstrong, #2272	December 31, 2013
Maura Westgard, #3009	December 31, 2013
Tracy Oko, #2031	December 31, 2013
Fiona Welch, #1846	December 31, 2013
Amanda Bengston, #2360	December 31, 2013
Sammi-Jo Fuchs, #2754	December 31, 2013
Christine Taggart, #1997	December 31, 2013
Lindsey Johnston, #2837	December 31, 2013
Erin Black, #2468	December 31, 2013
Erin O'Rielly, #1894	December 31, 2013
Ashley Volk, #2881	December 31, 2013

Joyce Krueger, #739	December 31, 2013
Jackie Schriver, #1177	December 31, 2013
Tara Holland, #1917	December 31, 2013

Cancel Non-Practicing

Sheri Karpinski, #555	December 31, 2013
Stephanie Mahon, #1152	December 31, 2013
Kimberley Lange, #1105	December 31, 2013
Cyrena Ganzeveld, #2804	December 31, 2013
Karen Cartwright, #2271	December 31, 2013
Janice Jacobs, #1847	December 31, 2013

Transfer Provisional to Active

Kayla Palmer, #3073	December 6, 2013
Angela Lewis, #3108	December 6, 2013
AmyLynn Gettman, #3109	December 6, 2013
Tracy Tee, #3110	December 6, 2013
Dillon Scott, #3115	December 6, 2013
Kayla Graves, #3124	December 6, 2013
Victoria Spalding, #3125	December 6, 2013
Pia Sorensen, #3126	December 6, 2013
Kathleen Williams, #3084	December 20, 2013
Kelly Byrne, #3098	December 20, 2013
Lindsay Anderson, #3113	December 20, 2013
Melissa Dickey, #3114	December 20, 2013
Kristen Hawryluk, #3116	December 20, 2013
Tracy Hayden, #3127	December 20, 2013
Daniella Harding, #3141	December 20, 2013
Patricia May Goyette, #3147	December 20, 2013
Teri Lewis, #3153	December 20, 2013
Cassandra Shortt, #3154	December 20, 2013

JANUARY 2014

Permit to Practice**Permit to Practice Approval**

1762162 Alberta Ltd.	Effective Date
(Dr. Vahid Jafar # 3065)	November 13, 2013
Country Vets Ltd.	
(Dr. Todd Griffiths #2624 and Dr. Ken Wright #2128)	November 21, 2013
McCracken Veterinary Services Ltd.	
(Dr. Jennifer McCracken #2538)	November 29, 2013
1773518 Alberta Ltd.	
(Dr. Evgeni Gadzhev #2595 and Dr. Hristina Gadzheva #2439)	December 6, 2013

Cancel Permit to Practice

Millwoods East Veterinary Clinic Ltd.	Effective Date
(Dr. Dana Somers #1893)	November 25, 2013
1465741 Alberta Ltd.	
(Dr. Abid Farid #2385)	December 11, 2013
625933 Alberta Ltd.	
(Dr. William Calder # 631)	December 12, 2013
Okotoks Animal Clinic Ltd.	
(Dr. Gordon Davis #548)	December 16, 2013
ALAARA Veterinary Services Inc.	
(Dr. Liaqat Ali #2503)	January 1, 2014
Cranston Veterinary Hospital Ltd.	
(Dr. Martin Baer #1686 and Dr. Agnes Baer #1686)	January 9, 2014

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Brenda Samletzki
Client Service Representative
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ANIMAL CARE

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Meetings and AFAC AGM

Thursday March 27th
Conference

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COMPLAINT DIRECTOR'S REPORT



Dr. Phil Buote

Complaint Case #13-19

A letter of complaint was received from a member of the public about a veterinarian with respect to the veterinary medical care that was provided to their dog. The dog was presented to the clinic with a history of jumping out of the cab of a truck. On presentation the dog was non-ambulatory and was significantly overweight, as such, a decision was made to not move the dog into the main part of the clinic. An examination was performed in the back of the clinic and the dog was not weighed. It was further reasoned that the x-ray machine at the clinic would not provide radiographs of a diagnostic quality in an obese dog.

The veterinarian made a diagnosis of a spinal injury and a 180 ml bottle of Metacam® oral suspension was sent home for a suspected intervertebral disk disease. There were some follow up conversations between the owner and the veterinarian, however a complete record of these client communications was not created. The owner continued to administer the Metacam despite the fact the dog had a decreased appetite. The dog was presented to an emergency clinic where it was diagnosed with a perforated gastric ulcer. The dog underwent a successful surgical repair of the ulcer.

An investigator was appointed to conduct the investigation into the letter of complaint. The investigator's report was submitted to the Complaint Review Committee (CRC), which made the decision to refer the matter to the Hearings Director for a hearing. The member entered into consent discussions which resulted in the member signing an Admission of Unprofessional Conduct and Consent Order. The Consent Order was accepted by the Hearing Tribunal.

AGREED FINDINGS OF UNPROFESSIONAL CONDUCT

Diagnosis and Treatment

1. On May 31, 2012, the veterinarian failed to offer and/or undertake appropriate diagnostic testing of the dog prior to prescribing Metacam®.

Prescribing and Dispensing

2. That the veterinarian prescribed Metacam®

when it was not appropriate to so do in the circumstances specifically with respect to the dose and quantity prescribed and dispensed.

Failure to Refer

3. Notwithstanding receiving information from the client with respect to the condition of the dog, the veterinarian failed to provide an appropriate referral in a timely manner to a specialist.

Client Communication

4. That the veterinarian failed to undertake any follow-up with the owner following the initial evaluation of the dog on May 31, 2012 and in response to the owner's telephone calls to the clinic on June 4 and June 7, 2012.

Medical Records

5. That the veterinarian failed to create and/or maintain appropriate medical records with respect to the treatment of the dog.

The Decision of this Hearing Tribunal is that such conduct constitutes unprofessional conduct.

NO RIGHT OF APPEAL

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

JOINT SUBMISSIONS AS TO SANCTIONS

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

1. A letter of Reprimand shall be issued against the veterinarian with respect to the findings of unprofessional conduct above.
2. The veterinarian shall complete the on-line records course at the Washington State University within six (6) months of the date of this order with the veterinarian being responsible for the costs of this course.
3. The veterinarian shall write an article of at least 1,000

words dealing with informed consent related to diagnostic testing, client communication, and the risks of NSAID use in dogs, for publication at the discretion of the complaints director. This paper shall be provided to the complaints director within six months from the date of this order.

4. The veterinarian shall pay cost in the amount of \$2,000.00 within one year from the date of this order.

COMMENT

This is a case where a veterinarian, due to circumstances, did not provide a level of care that met the acceptable professional standard. This can and does happen in varying degrees to many veterinarians. The difference between 'having an off day' or 'cutting a corner' and a finding of unprofessional conduct is whether the owner of animal is inclined to complain.

The lack of appropriate documentation of the examination and communication with the owner in the medical record contributed to the case moving forward to a hearing and the resultant finding of unprofessional conduct.

A valid prescription is an order made by a veterinarian that a specified patient be treated with a specified drug at a specified dose for a specified period of time. The tribunal felt that the total volume of Metacam® prescribed exceeded the expected need. Providing information to the owner regarding the administration and dosing instructions along with appropriate cautions and warnings associated with the use of the drug are vital when dispensing drugs. Dispensing may only be carried out by a registered veterinarian or a registered animal health technologist under the appropriate level of supervision. All drugs must be appropriately labeled according to the Council Guidelines on Prescribing, Dispensing, Compounding and Selling Pharmaceuticals.

*Phil Buote, DVM.
Deputy Registrar and Complaints
Director*



Who sets the PIPS Bylaws?

The PIPS bylaws are not coming top down from the ABVMA Council or PIPS committee. In contrast we are involving as many members as possible to create a new PIPS bylaws from the bottom up. Thank you to all who have submitted comments. Many points were raised that we had not previously considered.

How is it we are able to create our own bylaw?

We are very lucky to be a self-governing profession where we get to set our own standards. This is a privilege and we do not want to abuse it. We need to make standards that make sense for the profession while keeping the interest of the public in mind.

Why is this taking so long?

Veterinary medicine has changed so much and the current bylaws have fallen behind. We had to rewrite many sections and create new sections to reflect these changes. This is a very difficult task with many areas to consider. I find the more members we have reading the document the better it gets.

How can I voice my opinion?

Hopefully you commented on the website posting or attended the Annual General Meeting where a rough draft of the PIPS bylaws was open for debate. If not, why not read it today and submit your comments to Janeen at janeen.mcphee@abvma.ca. Deadline for comments: **March 31, 2014.**

Dr. Colleen Pratt
PIPS Committee Chair



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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.

"Antimicrobial Stewardship" has been established as a strategic priority for the CVMA in 2014, with a number of initiatives planned to boost awareness of this vitally important issue. This spring, CVMA will release a smartphone app to assist veterinarians with the prudent use of antimicrobials when treating UTIs in companion animals and a new Active Pharmaceutical Ingredients position statement. We're extending an open invitation for all CVMA Convention delegates to attend "Antimicrobial Stewardship: A New World Order", the 2014 edition of the Summit of Veterinary Leaders, where the issue of antimicrobial resistance will be closely examined by Canadian and international speakers from the veterinary and human health professions on July 9. Our Animal Health Week campaign will also follow the theme of antimicrobial stewardship in October.

CVMA's Animal Welfare Committee, the Canadian Food Inspection Agency (CFIA) and the Canadian Association of Bovine Veterinarians (CABV) are working together to address growing concerns over some animal welfare issues that are connected to the transportation of cull dairy cows and veal calves. CFIA inspectors are reporting an increased number of cases of cows and calves that are unfit for transport to auction markets, slaughter plants, or U.S. export. Cows that are severely emaciated, lame or are unable to rise or remain standing have been observed, as well as calves that are dehydrated, profoundly weak and non-ambulatory. CVMA, CFIA and the CABV seek to raise awareness of this issue amongst dairy producers, in order to avoid the transportation of unfit cows and calves.

CVMA is currently advocating for veterinarians that practice aquatic medicine on two issues: one involving new regulations being proposed by Fisheries and Oceans Canada; and the other involving regulations associated with the use of a product that has been temporarily approved by Health Canada's Pest Management Regulatory Agency. You can learn more about these issues in the January 2014 edition of CVMA's eNewsletter.

During our recent communications audit, CVMA worked with a communications relations firm to survey members, non-members, student veterinarians and industry executives to find out if CVMA's current communications program is meeting the needs of the profession. Given the recommendations made by the communications firm, in 2014, CVMA's website will be further refined, the volume of information shared via our social media channels will increase and our eNewsletter will be redesigned.

Canada's new federal anti-spam legislation comes into force on July 1, 2014. Now is the time to consider how your practice will implement the changes that may be required in order to meet the regulations associated with this incoming legislation. CVMA's series of CASL information bulletins, available in the News & Events section of our website (www.canadianveterinarians.net), can help you understand the impact of this new law and begin planning for compliance.

We invite you to join us in July for the 2014 CVMA Convention in St. John's, Newfoundland and Labrador, where we'll be waiting to welcome you to Canada's east coast with

true Newfoundland hospitality. We're offering a thought-provoking convention with top-notch speakers, social and networking opportunities. You can earn up to 25 CE hours in just four days, efficiently updating your professional credentials.

Questions or Suggestions?

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



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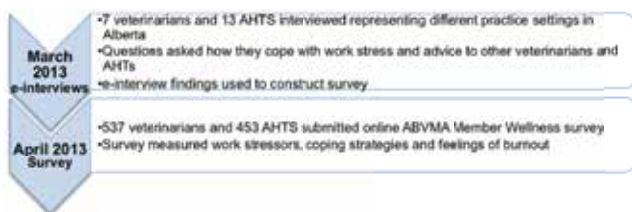
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Prepared by Dr. Jean E. Wallace

Veterinarians and animal health technologists (AHTs) encounter numerous stressors in their work. In dealing with work-related stress, they may use a variety of coping strategies. Unfortunately, not all coping strategies may be effective in reducing feelings of stress and some may actually be more harmful than beneficial. This newsletter examines some of the coping strategies that veterinarians and AHTs use in dealing with work-related stress. Veterinarians' and AHTs' own descriptions of the coping strategies that they use are presented in addition to statistical data that show how often each strategy is used. The relationships between these coping strategies and burnout are also presented in terms of their correlations with feelings of emotional exhaustion.

The Study



How Do You Cope?

When asked to describe how they cope with work-related stress, veterinarians and AHTs described a number of different strategies in the e-interviews that reflect different coping responses.

- **At work, cope by calming down, trying to relax, or turning to colleagues for help.**

Calming down may involve taking a break or time out or talking to a co-worker. Here are examples of ways veterinarians and AHTs attempt to calm down, take a break or relax while at work:

"I try to take a moment to myself and regroup and 'pull it together' if you will. Whether I run across the street to [gas station] to get a drink, listen to music, or look at something else that is unrelated to my stressor for a few minutes."

"I try to make the best of it. Will sometimes take a break and go outside for some fresh air. I always go home at lunch time which makes the day seem less long. I will talk to a co-worker about my issue and vent a bit."

"Taking a break, having a coffee, reading the paper -- can also be helpful to cope."

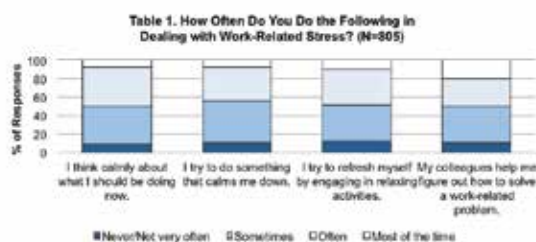
Talking to co-workers and seeking their opinions or help is another strategy used to cope with stress.

"I will discuss it with the office staff. I will take a deep breath. I will think of what is important in life and put things in their proper perspective."

"The rest of the staff is supportive, we have the same concerns. We vent to each other and try to support each other"

"I think it's so important to talk about what happened, don't lay blame, give reassurance, identify the mistake and get it out there."

Table 1 presents the results from the survey data that shows the frequency with which respondents use four different strategies in dealing with work-related stress that are similar to those described in the e-interviews. All are fairly popular coping strategies in that almost half of respondents report using them "sometimes" and about one third report using them "often". One-fifth of veterinarians and AHTs also report that their colleagues help them to figure out how to solve a work-related problem "most of the time".



- **After work, two popular coping strategies are physical exercise and spending time with family.**

"Workout, spend time with my family."

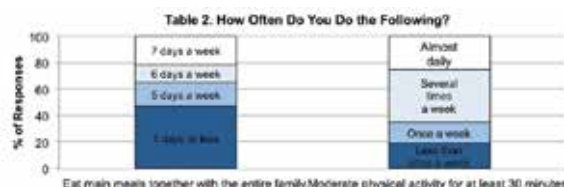
"I play agility with my dogs or take them for a walk."

"I spend time with my husband and my dogs. I go for a walk with my dogs. I drink wine or eat sweets although I have adopted a better diet and that makes a huge difference in my mental state and energy level."

"Watch TV and have a glass of rum!!! Go golfing. Talk to my wife. Phone my grandchildren and talk to them!! Take my dog for a long walk."

"Exercising is good."

Table 2 shows the survey results where slightly more than half of the respondents usually eat dinner with their family most days of the week (i.e., five or more days a week). Table 2 also shows that 25% exercise almost daily and almost half (40%) several times a week in moderate physical activities for at least 30 minutes.



- **Internalization of stress** is also a popular response described in the e-interviews. This may involve ignoring the stress and trying to work through it, or keeping it to one's self and not talking about it with others.

"Work harder... shrug and move on."

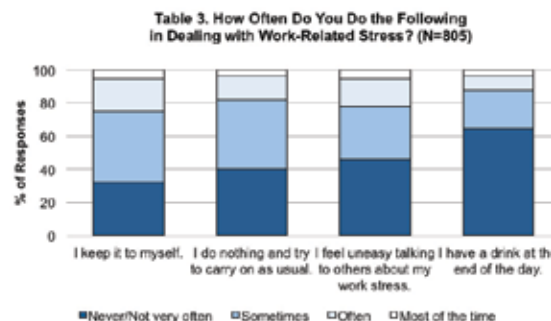
"I may or may not tell my family. I usually keep it in and may talk about it later."

"Just push through -- no sense in getting stuck on things and deal with it with whatever means you have available."

"I internalize it so that the staff and clients don't see that there are issues and to keep everyone happy and keep things moving along... Sometimes internalize so my family does not have to hear about. Sometimes I let loose and vent about it to my wife."

Table 3 shows different internalization strategies and that keeping it to themselves is the most popular of the four in this table, where 25% keep it to themselves "often" or "most of the time" and almost half (43%) "sometimes". Almost half (42%) "sometimes" carry on as if nothing has happened with 18% doing this "often" or "most of the time".

Table 3 shows that one third of veterinarians and AHTs (32%) "sometimes" feel uneasy about talking about their work related stress with others and 22% feel this way "often" or "most of the time". The majority of (65%) report that they "never" have a drink at the end of the day in coping with work stress, but one quarter (23%) report that they do this "sometimes" and the remainder (12%) report doing this "often" or "most of the time".



Continued on pg. 17

How Do These Coping Strategies Relate to Burnout?

In the survey, burnout was measured by a five item scale that assesses how often veterinarians and AHTs experience the following: I feel emotionally drained from my work; I feel used up at the end of the workday; I feel tired when I get up and have to face another day on the job; I feel that working all day is really a strain for me; and I feel burned out from my work. Responses were summed and averaged to get an overall burnout score that ranges from 1 (low burnout) to 5 (high burnout).

To determine the relationship between each of the coping strategies and burnout, zero-order correlations were computed. The correlation (r) indicates the direction and magnitude of the relationship between each coping strategy and burnout. All of the correlations presented below are statistically significant. A negative correlation means that the more frequently that coping strategy is used, the less often they feel burned out. This means the coping strategy is effective in that it reduces feeling of burnout. A positive correlation means that the more frequently veterinarians and AHTs use that coping strategy, the more often they experience symptoms of burnout. This means it is a harmful coping strategy.

Coping Strategies That May Help

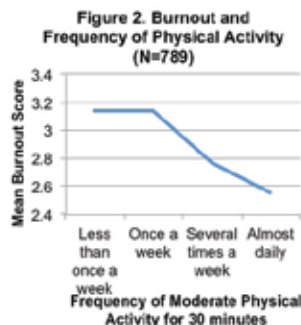
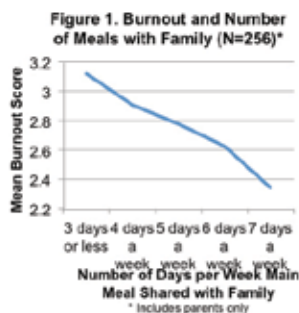
Below are the six coping strategies that appear effective in reducing feelings of burnout. These strategies may be used at work by taking a time out or short break, having a cup of coffee, or talking to colleagues.

- Think calmly about what to do ($r=-.30$)
- Try to refresh self by relaxing activities ($r=-.19$)
- Do something that calms me down ($r=-.11$)
- Colleagues help solve work problem ($r=-.32$)

Below are the six coping strategies that appear effective in reducing feelings of burnout. These strategies may be used at work by taking a time out or short break, having a cup of coffee, or talking to colleagues.

- Think calmly about what to do ($r=-.30$)
- Try to refresh self by relaxing activities ($r=-.19$)

Figure 1 shows how spending meal time with one's family significantly reduces burnout. Figure 2 shows the how moderate physical activity is most beneficial when veterinarians and AHTs exercise at least several times a week.



Jean E. Wallace

About the Author: 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; co-worker 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 Air Canada Airedale Rescue Network.

Coping Strategies That May Hurt

The four internalization strategies used to cope with work stress may be harmful because they are correlated with increased feelings of burnout. That is, keeping it to one's self, doing nothing, and not talking to others all appear to contribute to feeling more burned out from one's work.

- Keep it to myself ($r=.25$)
- Do nothing and carry on as usual ($r=.25$)
- Feel uneasy talking to others ($r=.33$)

Advice from Veterinarians and AHTs

At the end of the e-interviews, participants were asked what advice, if any, they would offer to other veterinarians or AHTs. Some of their suggestions refer to coping with work stress and also appear effective.

"Teams that do not work well together jeopardize the health and wellbeing of the animal and lead to burnout among the staff."

"Have hobbies outside of work. Make time for your family and friends."

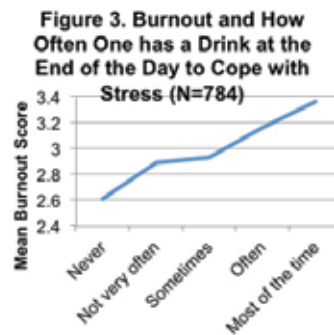
"I would recommend making sure you have good balance between amount of work and play."

"Take time for yourself and be healthy."

Based on the findings reported in this newsletter, several effective coping strategies have been identified that may help in reducing feelings of burnout for veterinarians and AHTs and several that may be harmful were identified as well. These are summarized below.

How to Effectively Cope with Work-Related Stress

- **Calm yourself** during your work day – take a time out, walk, or coffee break
- Do **relaxing things** – quiet time at work, other activities after work
- Avoid keeping it to yourself – **talk to others**
- Talk to colleagues and **ask for help** – they may be able to help you
- **Don't ignore it** – the stress isn't likely to just go away
- Spend time with family – share activities with **family and friends** outside of work
- Try to **avoid alcohol** as a coping strategy
- **Exercise** several times a week – it helps!



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/>.

AAAH 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/>

ALMA FutureFare

Monday, June 16 & Tuesday, June 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/>.

2014 CVMA Convention "A New Discovery Down Every Lane"

July 9 - 12, 2014. The City of Legends, St. John's, Newfoundland and Labrador, awaits you as the destination for the Canadian Veterinary Medical Association's annual convention, presented in partnership with the Canadian Association of Animal Health Technologists and Technicians (CAAHTT). Experience this unique four-day convention which offers 25 hours of CE and features a strong scientific program, including 34 speakers from Canada and the United States. With sessions focusing on small animal, equine, bovine and ruminant medicine, in addition to animal welfare and business management issues, there is something of interest for everyone. Specialized workshops, including a Level 2 dental lab and an orthopaedic lab, are also available. Find out more about these sessions and more in the 2014 CVMA

Convention Preliminary Brochure, which can be viewed online in the Events section of CVMA's website (www.canadianveterinarians.net). Online registration for the 2014 CVMA Convention opens in mid-February.

2014 CanWest Veterinary Conference - Take Your Knowledge to New Heights in the Canadian Rockies

October 25 - 28, 2014. The Fairmont Banff Springs Hotel, Banff, Alberta.

The CanWest Conference is renowned as the most engaging and informative veterinary event in Western Canada. We offer an extensive educational program designed for the entire animal health care team that is presented in an exquisitely beautiful environment with down home Western hospitality. View the Preliminary Program on the outside back cover of this month's issue. Program and Registration details coming soon to: www.canwestconference.ca.

WCVM Class of 1994 Reunion - We are planning a reunion during the CanWest Conference at the Fairmont Banff Springs Hotel. Come and get re-acquainted with fellow classmates! Spouses and families welcome. Let us know if you can make it! Contact: Don Powers at: dlam@sasktel.net.

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.

In Memoriam

Dr. Gavin Ellefson



Dr. Gavin Ellefson DVM, born Stanley Gavin passed away at the age of 66 years. He leaves to mourn his wife Inge, son Lyn of Gilbert, Arizona and sister Lorie of Saskatoon, as well as numerous friends and relatives. He was born to Stanley and Mary Ellefson on May 6, 1947 and raised in Medicine Hat. He attended Medicine Hat College and went on to University of Calgary. Gavin loved animals and thus chose to become a Veterinarian. He graduated from the veterinary program at the University of Saskatchewan, Saskatoon in 1974. He worked for Newell Veterinary Clinic, Bow Valley Veterinary Clinic and for the Federal, Canadian Food Inspection Agency. Gavin spent many years as a volunteer Kinsman, and as a K-40. He and Inge hosted a few memorable socials at their house. He

enjoyed music, and excelled at playing the guitar, often with a band, most recently with Mark Zagorsky. His other love was basketball, and he coached and also played in the Men's League until he was in his 50's. Traveling was a passion and he enjoyed going south in the winters, often staying with his son Lyn, and enjoying a round of golf. In his retirement years he was able to enjoy farming and working with his own cattle. Although Gavin experienced trials in life, he was a kind, caring and generous man who will be very much missed by family and friends. In respect of his wishes there will be no funeral service. The family requests that you remember Gavin in your own special way. Also, in lieu of flowers the family requests you consider making a donation to the charity of your choice.

2014 Boehringer Ingelheim Western Canadian Association of Bovine Practitioners (WCABP) Veterinarian of The Year Award



Dr. Pete Knight accepts award from Dr. Doug Myers (Boehringer Ingelheim)

This year's recipient of the Boehringer Ingelheim WCABP Veterinarian of the Year award was Dr. Pete Knight from Red Deer, AB.

Dr. Knight was born in Lloydminster, AB. and was raised on the family farm in Frenchman Butte, SK. He graduated from the Western College of Veterinary Medicine in Saskatoon in 1974. Pete practiced in a mixed animal practice in Vermilion, AB for ten years with a focus on cow-calf practice. In 1985 Pete decided to make a career change and took a job as a staff veterinarian at a large Charolais ranch near Erskine, AB. In 1986 Pete joined Norden Laboratories, first in sales and then as a Technical Service Veterinarian, for the large animal portfolio. Pete remained entrenched as a technical service Veterinarian through the Norden, Smithkline Beecham, Pfizer Animal Health and finally Zoetis times.

Pete's dedication to the cattle industry and his profession during his years of service was clearly evident in all of his actions. He was truly missed when he made the choice to move out of private practice. His career as an industry veterinarian touched thousands of producers through his association with industry groups and producer meetings, along with the resolution of product complaints and adverse drug reactions. Pete always knew the right things to say to agitated customers and is highly respected amongst his peers and the producers that he has touched.

Congratulations Pete on being named the 2014 Boehringer Ingelheim WCABP Veterinarian of the Year!

2014 WCABP Life Membership Awards

Dr. Kenneth Cadieux

- Nominated by Dr. Cec Ruschkowski
- WCVN 1970 graduate
- Owned and operated mixed practice in Shaunavon, SK since 1970
- Originally practice was 75% large animal and 25% small animal – this is now reversed.
- Moved into new clinic in 1971
- Owned and operated a ranch with son under the name "Southland Angus" until 2012
- Ran an embryo transplant program in the 1970's. Was all done surgically with a herd of recipients on site.
- In 1990's ran an ROP test centre under the name "Southland ROP"
- Approaching retirement and looks back at more than 43 years of practice, and says "vet medicine has been good to me".

Dr. M. Joseph Gregory

- Nominated by Dr. Oliver Schunicht
- WCVN 1970 graduate.
- 1970-1972 worked at the practice of Dr. George Bosnyak - St. Paul, AB
- 1972 - joined Dr. Hans Flatla at Strathmore Veterinary Clinic.
- In 1974 bought the practice, and ran it until 1985.
- Got into the real estate business by buying commercial buildings, farm land, bottle depot businesses, etc.
- Late 1990's became a land developer and developed Hill View Estates in Strathmore.
- In 2003 bought Cattleland Feedyards Ltd.
- Have been a WCABP member since its inception and still enjoy the business of raising and feeding beef cattle.

Dr. David Lightfoot

- Nominated by Dr. Wayne Sereda
- WCVN graduate, 1971
- Started the first veterinary practice in Cochrane in 1976
- Moved back to BC to a dairy practice in the Fraser Valley
- Spent some time doing embryo collection and transfer for
- Alberta Livestock Transfer.
- Retired from practice in 2001
- WCABP President in 1999

Dr. Grant Royan

- Nominated by Dr. Murray Jelinski.
- WCVN 1976 graduate - also BSA and MSc.
- Practice: Earl Grey Animal Clinic (Earl Grey, SK); Sherwood Animal Clinic (Regina, SK).
- Industry: Hoechst-Roussel (Technical Services); Novartis (Technical Services & Sales); Merck (Technical Services, Performance Technologies).
- Other: Contract Vet for Heartland Livestock Services, SK Horse Racing Commission, CFIA, and Mgr Western Canadian Beef Productivity Study.
- Volunteer: SVMA, Canadian Western Agribition (Executive Director and Chair of numerous committees); SK Horse Federation (Medication Control & Welfare Committee; PDS Board; Search Committee Dean WCVN and FACS.
- SVMA Veterinarian of the Year 2006; Saskatchewan Horse Federation/FACS Award of Distinction (2006).



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

Biosecurity, animal care and environmental stewardship modules to be added

Canadian beef producers are taking a new step to sustainability in their industry. With more customers asking for more assurances of sustainable production practices, the Verified Beef Production (VBP) program is growing. It will anchor a new generation of beef production.

Ag Canada Growing Forward 2 AgriMarketing funds will help add three new VBP modules –biosecurity, animal care and environmental stewardship over the next four years. This suite of modules established on a common platform will help meet marketplace and societal expectations.

In some markets there are indications that customers are asking for more assurances of sustainable production practices, and this is a way to respond to anticipated needs. The Canadian Cattlemen's Association continues to look at ways producers can secure further recognition and reward for credible production practices. Adding new options will promote acceptable beef production practices and demonstrate Canada's beef industry commitment to responsible production. That will help define Canada's beef story with positive benefits geared to match or exceed competing countries.

These new modules will be developed in a way that ensures the founding principles of VBP are protected and enhanced. That includes being practical, voluntary, credible and designed to fit an ISO-based management system. A primary consideration is that these modules not add extra workload to a producer's day; that they are seamless to do at the farm level, and assist or complement what producers do. Not add to it.

Each of the three new modules will be developed following a specific framework and development approach, including engagement of stakeholders and pilots at the farm level. Existing materials such as the national biosecurity standard, environmental farm plans, animal care codes, the Canadian Roundtable for Sustainable Beef and other materials will be used wherever appropriate. In addition to an implementation plan developed in conjunction with provincial cattle associations.

Initial exploration work has been completed over the past year, and the next step will be to decide which modules will be adopted first and what specific timelines will be for each. Implementation of modules will be staggered. These will be optional modules which will begin with producer education and likely further development of easy-to-use tools at the farm level. As with the current VBP, it will be designed nationally but implemented provincially with industry partnerships.

The beef industry is not alone in making these changes. Other livestock sectors are already taking similar steps to address societal expectations. The dairy sector has developed its ProAction initiative which is similar, and poultry and pork have added to their On Farm Food Safety programs.

It is recognized that sustainability is a rapidly evolving area, and as such this process will continue to evolve and be a part of ongoing industry developments in each of these areas.

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

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ALERT

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afac.ab.ca

Supported by Alberta's Livestock Industry



Letter to the Editor: Re: Tails of Hope Campaign

Even after 30 years in small animal practice it never fails to break my heart when an owner is unable to provide life saving treatment for their pet. When I was younger it was sometimes hard to understand how owners could have pets but not the funds to deal with emergencies but life has taught me that "life often throws you a curve ball". When the first discussions of a program like Tails of Help was initiated in the ABVMA and Council several years I was so excited and now this program has started. I have a lot of clients through the years who have been on Old Age Guaranteed Income Supplement (GIS) or on Assured Income for the Severely Handicapped (AISH) and their pets were a lifeline for them to interact with people and provide companionship. Sometimes I think that the quality of daily life for those pets with their 24 hour interaction was the best I had seen.

As an associate and locum you do not always have the ability except in smaller ways to provide reduced or pro bono services to these clients. Now you can make a difference for some of your most wonderful clients. There are two ways to do this. One is to make a donation yourself to the endowment fund (tailsofhelp.ca) and receive a tax receipt. You will be recognized as a donor on the website and in advertising media. The other is to encourage the clinic to be a sponsor for Tails of Help (tax receipt for corporation).

ABVMA clinics also have the opportunity to apply for funding (up to \$1,000) per calendar year for specific emergency care for a client and their pet. See the website (veterinarians only section) for specific details. Clients with GIS and AISH or in special hardship circumstances (Extraordinary Veterinarian Nominated Category) will have to access their veterinarian and the veterinarian will make the application.

As more and more veterinarians become either donors or sponsors we encourage the general public to contribute to this fund. Many of my clients are quite excited about the fund and love to help other people. The foundation is rolling this out slowly so that we have a have a sufficient fund to help people when the first applications are made. The first applications have already been made! We hope that this charitable foundation will become as successful as the Farley Foundation in Ontario. Remember that Foundation took 15 years to be the outstanding success it is now. It is a very positive vehicle for recognition "that veterinarians care" to both to individuals and the public. I hope that everybody; practice owners, veterinary corporations and individual veterinarians will read and learn more about the foundation and promote it both in the clinic and to their clients.

Yours sincerely,
Jackie Bayens-Simmonds, DVM, PhD
Simmonds Veterinary Services

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- Anger Management**
- Critical Incident Debriefing**
- Self Esteem**
- Anxiety/Phobias**
- Stress Management**
- Other Personal/ Emotional Concerns**



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Professionals -**

WESTERN DRUG DISTRIBUTION CENTER CELEBRATES 30 YEARS



This past September marked WDDC's 30th year of serving veterinarians across Western Canada. While 30 years in business is a significant milestone for any organization, what truly makes this so special is how successfully the veterinary profession came together to create and support WDDC. As a Member owned organization, WDDC's only objective is to assist its members in running better

businesses by providing them with a single source for all their supplies, competitive pricing and a full array of business support services. Prior to WDDC being established, veterinary practices had the grueling task of sourcing all their products, negotiating pricing and making individual orders from a large number of suppliers. This undertaking was not only time consuming but also involved minimum order requirements, and lengthy shipping delays which quite often resulted in either out of stock or overstock situations and ultimately loss of revenue.

With these challenges in place and rumors of a Quebec crown owned distributor moving into the province, the AVMA (now the AB.VMA) on February 8, 1982 established the Drug Distribution Investigation Committee to determine if veterinarians wanted to establish their own veterinary distribution company. This committee was made up of Drs. Edge, Fisher, Harbin, Hertling, Hunter, MacLennan, Niemi, Sewall, Wales and chaired by Dr. Steve West. Over the next few months this committee met with veterinarians, pharmaceutical companies, government bodies and from this, quickly established that there was a definite desire to establish a veterinary owned and operated distribution facility here in Western Canada. On September 24, 1982 a special general meeting of the AVMA (AB.VMA) was held and the information gathered by the committee was shared. From this, it was agreed in principle to create a veterinary owned and operated distribution facility. With this, WDDC was conceived.

Over the next year bylaws were established, distribution agreements arranged and a major membership drive undertaken. In September 1983 the cooperative was incorporated and started distributing product to members. Dr. Steve West was elected president of WDDC. The objects for incorporation were and still are today:

- *To purchase on a quantity basis, pharmaceuticals, supplies and other goods used by Doctors of Veterinary Medicine in their practices, with the intent of obtaining the best possible prices for such supplies, and to sell these goods at the lowest possible price.*
- *To promote the economic welfare of its members by utilizing their united efforts for the purchase, distribution and production of commodities of best quality, and for the performance of services in the interest of the members in the most economical way.*



Initially WDDC utilized Delibrex to provide third party warehousing and distribution to veterinary clinics across Western Canada. In the first year of operation, WDDC had 168 member clinics (135 from Alberta and 33 from Saskatchewan) and reported 7.4 million in annual sales. In 1993, with sales of \$30 million, the WDDC Board of Directors decided to take over management of its distribution activities. This resulted in an immediate and substantial increase in operating profits which translated directly into increased patronage returns for its members.

In 1995 WDDC moved from the Delibrex facility into a leased, 49,000 sq.ft. facility in West Edmonton. At this point we were serving 322 member clinics and had annual sales of 36 million. In 1997, with business continuing to grow, the WDDC Board of Directors elected to adopt the Carver business model whereby the Board sets at a high level the direction for the organization and the responsibility of achieving these outcomes and managing the affairs of the organization is given to the CEO. In September of 1997 a CEO was hired and he quickly put in place a cohesive management team and business plan for the organization.

121,000 sq.ft.
state of the art
distribution
facility
housing over
26,000
product sku's





In 2002 WDDC acquired property in the west end of Edmonton and started planning construction of the new facility to coincide with the expiry of its lease. On the July long weekend of 2004 WDDC moved into the new 121,000 sq. ft. state of the art distribution facility. Over the next 10 years, WDDC greatly expanded its product offering, introduced numerous affinity programs, rolled out a dedicated fleet of ambient temperature controlled delivery vehicles, software programs and business support services for its members.

Today we service over 630 member clinics and 250 non-member & alternate accounts including teaching and government facilities across Western Canada. We are projecting sales to surpass \$166 million this year and are in the midst of expanding our facility. We are adding 40,746 sq.ft. of warehouse space and 7,400 sq. ft. of office space. The expansion will be complete by June 2014.



On Saturday September 27, 2014 we are planning a big 30th year anniversary celebration party and open house to showcase the successful company that the members of WDDC have created. Industry representatives will be showcased and informative continuing education sessions will be held. A banquet will follow that night. We hope to see everyone out for the event.

Our facility provides a training room for continuing education sessions. The room comes fully equipped and is often utilized not only by WDDC but also by pharmaceutical industry representatives holding info / CE sessions for clinics and WDDC staff members. Once the renovations are complete the capacity for seating will accommodate up to 65 people. The room is also available free of charge to any Member needing to host a meeting or off site clinic education session.



WDDC regularly participates at many veterinary and technologist events throughout the year.

Virtually all teaching institutions that have a Technician, VOA/VOM or pre-veterinary student program tour the facility as part of their curriculum. This time is spent learning about the origins of WDDC, the benefits realized by utilizing the Center and providing a very broad understanding of how the facility operates. When these students become active in veterinary practices after graduation they are well versed with how their buying group operates making them more effective at their chosen profession.

WDDC employs just over 100 individuals which includes four field Client Service Representatives, ten in house Customer Service and Return Department personnel, two certified Human Resources professionals and a team of other specialized people all striving to assist our members in operating successful practices. Our members are the owners of WDDC they benefit from the services WDDC offers and share in the profits of their Center, like our tag line states **"Your Success is Our Business"!**

WCVM: AN UPDATE FROM THE DEAN



Dr. Douglas Freeman

What's new at the Western College of Veterinary Medicine (WCVM)? I'll touch on a few of the latest developments at the veterinary college where it's been a very busy winter for students, faculty and staff.

• Veterinary social work:

How can veterinarians and social workers work together for the benefit of human and animal health? That's one of the questions that a group of veterinarians and social workers have been exploring in the past few months. Last summer, I met with representatives of the University of Regina's Faculty of Social Work to talk about how our two professions could potentially work together.

A motivating factor for the initial meeting was the growing issue of stress among veterinarians. But there are other areas where the two professions overlap: grief and pet loss, animal-assisted interactions (such as animal-assisted therapy and service dogs) as well as the serious link between human and animal violence.

To understand how a future partnership could work, we referred to veterinary social work programs at the University of Tennessee College of Veterinary Medicine and Michigan State University's College of Veterinary — two

well-established veterinary social work programs that are offered in North America.

After that first meeting, we formed a committee that included representatives from the U of R along with three WCVM faculty members — Drs. Trish Dowling, Casey Gaunt and Kathleen Linn. The committee held a public information session in January for WCVM students, faculty and staff to talk about the concept of veterinary social work and the range of ways that the two professions could assist each other.

To illustrate that point, Dr. Gaunt described two examples from his own experience — including one story about a couple whose disagreement over a dog's treatment escalated to physical abuse of the wife by the husband. As Dr. Gaunt explained, it was a situation for which he was unprepared in terms of understanding the signs of potential abuse. In retrospect, having access to a social worker's expertise and guidance may have helped him to mitigate the argument and prevent the spousal abuse from occurring.

Judging by the number of people who attended the information session and their enthusiastic support of the initiative, there is a definite interest in developing a partnership between the WCVM and the U of R Faculty of Social Work. The committee is planning to hold a second public presentation in March and will continue to work on a draft plan outlining how we can incorporate social work and veterinary medicine in our respective programs.

• Research funding:

In the past few months, WCVM researchers have been successful in attracting substantial research funding for various studies. The list includes a \$1.06-million grant from the Beef Cattle Research Council for a project entitled, "Implementation of a

longitudinal disease surveillance network for cow-calf operations in Western Canada."

Dr. John Campbell of the WCVM's Department of Large Animal Clinical Sciences is leading the project along with Drs. Murray Jelinski and Cheryl Waldner of the WCVM and Dr. Eugene Janzen of the University of Calgary's Faculty of Veterinary Medicine. Over the next few months, the research team will recruit 120 cow-calf operations from Alberta, Saskatchewan and Manitoba along with local veterinarians to assist in sample collection for this large study.

In January, Saskatchewan Agriculture announced more than \$4.1 million in funding from the province's Agriculture Development Fund for 27 livestock-related research projects. WCVM faculty members are lead investigators in 10 of these projects that are worth more than \$950,000. The studies focus on various animal health issues such as swine dysentery, vibriosis in beef herds, *Mycoplasma bovis* in beef cattle, EAE (enzootic abortion) vaccine efficacy in sheep flocks, reovirus infections in broiler chickens and *Treponema* spp in feedlot beef and dairy cattle.

Another recent announcement awarded more than \$3 million to 10 U of S research teams from the Canada Foundation for Innovation (CFI) John R. Evans Leaders Fund. Among the recipients were WCVM assistant professor Dr. Adelaine Leung who received over \$219,000 for equipment to study genes potentially linked to the risk for developing neuropsychiatric diseases. Drs. John Giesy and Karen Machin of the WCVM are also part of a team that received nearly \$800,000 to build a multi-purpose housing and integrative bird research facility with holding areas and lab and experimental facilities near the WCVM building.

• Equine outreach:

For the third year in a row, thousands of horse enthusiasts attended the 2014 Saskatchewan Equine Expo that was held in Saskatoon from Feb. 14-16. Besides the trainers' challenge, "Battle of the Breeds" and equine tradeshow, Expo visitors had the chance to learn more about equine health from a team of WCVM faculty, staff and students during the three-day event. While WCVM students organized live horse demonstrations showcasing topics such as dentistry, lameness and medical imaging, another group of clinicians gave a variety of health care talks to Expo visitors.

The Equine Expo is a highly successful event that's organized by Saskatoon's Prairieland Park, Saskatchewan Horse Federation and the WCVM's Equine Health Research Fund.

This spring, the college is also partnering with Farm Animal Council of Saskatchewan and Saskatchewan Agriculture to organize a series of six "backyard horse owners" health care information sessions throughout the province. In April and May, WCVM equine clinicians will travel to Regina, Lloydminster, Porcupine Plain, Swift Current and Estevan to meet with local horse enthusiasts. Besides presentations on nutrition, hoof care and routine horse health care, our veterinarians will talk about Canada's new Equine Codes of Practice. The series' final talk will take place on May 8 in the Ryan/Dubé Equine Performance Centre at the WCVM Veterinary Medical Centre in Saskatoon.

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*

UCVM: AN UPDATE FROM THE DEAN



Dr. Alastair Cribb

UCVM Celebrate a Growing Track Record of Collaboration

When UCVF was established in 2005, we were intentionally co-located with the Faculty of Medicine at the Foothills Campus of the University of Calgary. This was done to encourage collaboration between the two Faculties, share knowledge and bring unique perspectives to the research to assist both human and animal health. Many of our faculty is jointly appointed to both Medicine and UCVF.

This relationship has been advantageous for both Faculties for nearly eight years. We are often asked about the benefits of the co-location and how it is working. There is little doubt that the success of our Faculty in research and graduate education is closely tied to our relationship with the Faculty of Medicine - but we sometimes forget to recognize the benefits. In January, the two Faculties hosted a research symposium to highlight only a few of our collaborations and interactions. Over 300 faculty, students and trainees participated in the event and I would like to highlight a few presentations.

Jeff Biernaskie, PhD, in the department of Comparative Biology and Experimental Medicine is an expert in dermal stem cells and skin regeneration. He has developed a close working relationship with the Calgary Firefighters Burn Treatment Centre at the Foothills Hospital and is working to improve skin grafting. The results of this work will ultimately be of clear benefit to both human and veterinary medicine. On the veterinary side, Jeff has also started exploring stem cells in reindeer antlers in collaboration with other UCVF faculty. They have identified some unique properties of these stem cells that may be exploited to clinical advantage.

Ina Dobrinski, DVM PhD DACT, highlighted her research on mammalian germline stem cell biology and explained how her collaboration with the medical faculty allowed her to incorporate novel techniques into her research. One of the key challenges in all stem cell research is creation of sufficient quantities for both research and clinical application. As with Jeff, Ina's work will ultimately lead to advances in reproductive technologies that will benefit both animals and humans.

Jennifer Hatfield, PhD (Faculty of Medicine) and two of our faculty members: Frank van der Meer, DVM PhD and Susan Kutz, DVM PhD presented an interesting session on Global Health. Dr. van der Meer leads the UCVF/ Faculty of Medicine Field School that takes place every year in the Ngorongoro Conservation Area in Tanzania, which serves as a site for a four-week fourth year rotation. Dr. Kutz heads a fourth year rotation in the Northwest Territories that explores sustainable veterinary services in remote northern communities. Frank and Susan both described how working

closely with Jennifer and other colleagues in the Faculty of Medicine has given them a much better appreciation of the human impacts of animal health, they say it has helped them learn how to both research these impacts and to maximize the positive human outcomes of veterinary medicine. For her part, Jennifer described how working closely with UCVF has given her a different perspective on ecosystem health and public health, and the important role of animal health and veterinary medicine in creating a healthy living environment.

The final collaborative session described how researchers from both Faculties have been working together to unravel the mysteries of inflammatory bowel disease. The highlighted work was largely the result of a \$5 million team grant involved the University of Calgary and the University of Alberta, led by UCVF's Herman Barkema, DVM PhD. Herman, along with Jeroen de Buck, PhD described their research into John's disease in cattle and how this has been providing clues to find an answer to some of the microbiological interactions that may be involved in IBD in people. Gil Kaplan, MD, MPH, FRCPC in the Faculty of Medicine, described his work on environmental determinants and how this work has led to working with UCVF's Judit Smits, DVM PhD exploring the impact of air quality on the health of birds in the Calgary region. The team hopes to identify links with bird health and human health which may allow further exploration of underlying biological mechanisms as well as identifying biomarkers to predict areas of high risk.

The keynote speaker for the day was Elaine Ostrander, PhD, senior investigator and head, Section of Comparative

Genetics, National Human Genome Research Institute (NHGRI) at the National Institutes of Health and chief, Cancer Genetics Branch. She spoke about recent advances in the canine genome project and current approaches for finding genes controlling both simple and complex traits. She did an excellent job of outlining the advantages of studying naturally occurring variation and disease processes in animals - and explained how the knowledge she is generating is assisting both animal and human health. Her very enthusiastic presentation was a reminder of how amazing some of our patients are.

I hope this has given you a flavour of the advantages to both Faculties of being co-located. Like any partnership, you have to work hard to maximize the benefits and accommodate each other, but the results often could not have been achieved any other way.

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

ON THE COVER

Our New President - Dr. Egan Brockhoff



I remember the first time I wrote an article for the ABVMA. At the time I was the WCVMA ABVMA student representative. I clearly remember the first bit of feedback I got on that article was from this year's ABVMA Veterinarian of the Year, Dr. Craig Hellquist. We had never met before, but he took time from his busy day and the opportunity to catch up with friends old and new and approached me at the ABVMA Leadership Weekend. It's funny how you don't forget those little things. I remember with pride when my wife Dr. Melodie Chan was awarded ABVMA Young Veterinarian of the Year and then when I followed her the next year I was again humbled by the welcome I was receiving into this great family of Alberta Veterinarians. Now, as I begin to serve my year as President of the ABVMA I am equally excited and humbled by the strong outpouring of support and charity from our membership. What an amazing profession we find ourselves in.

For those of you who have not met me yet let me introduce myself to you. I was born and

raised in Alberta. My family owns and operates a large ranch and mixed farm near Camrose Alberta. Like many farm raised kids in Canada I was heavily involved with the 4H movement, starting in the Edberg 4H beef club when I was ten. I had a love for livestock and quickly built up a herd of nearly 100 purebred Simmental cattle by the time I finished college. I was very active in cattle judging and youth leadership in those days and eventually ended up working for the Canadian Simmental Association on a part-time basis to coordinate their youth projects while I was a university student. Those were amazing times travelling across Canada hosting and organizing junior cattle shows and learning events. Not something many 18 year olds get to do freely on their own.

In 2002 I met my wife, Dr. Melodie Chan. A truly amazing young lady just graduating from WCVMA. Despite all of my experiences in travel and work and I still found myself wholly disarmed by her and her passion for life. I

remember with clarity our first meeting and the wonderful sense of completion that followed as we found ourselves engaged within the year.

Today, Melodie and I live in Canmore Alberta with our little companion Sophie the mountain dog. For both of us our careers take us away from home a great deal. We both serve our profession with passion and live our lives with a similar passion. When we are not practicing veterinary medicine or giving back through volunteerism, we are in the outdoors. From the time we met we have been outside together; backcountry hiking, mountain biking, road biking, canoeing, scrambling, downhill skiing, cross country skiing and snowshoeing, we try it all and love the adventure that it brings to our lives. We make a commitment to focus on our time together and have found love and success in doing so.

*Egan Brockhoff, DVM.
ABVMA President*



The ABVMA is pleased to welcome Dr. Brockhoff as the ABVMA President for 2014!

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Ms. Kaitlyn Matters

I hope that everyone is enjoying their New Year so far. It is hard to believe that it is already February of second semester and reading week will soon be here! I know that reading week is traditionally reserved for students to read/study over the break. However, it is really important for veterinary students and professors alike to have a balanced lifestyle. So, please take some time for yourself this reading week to do the things that you love and rejuvenate yourself. It will help you power through the last couple months of this term, trust me! In this article I would like to take the time to highlight some events and plans that students and UCVM as a whole have organized to give back to the community.

In 2011, UCVM's graduating class of 2012 wanted to find a way in which they could give back and contribute to the community. After much debate they decided to help with an international organization called Food for the Hungry: Canada's International Medical Equipment Distribution. This organization ships containers of medical equipment and dehydrated soup mix to countries all over the world, such as Nicaragua. The 2012 class raised donations and along with the Calgary Association of Veterinary Students they were able to donate \$10,000. Approximately 190,000 people benefited from use of the new equipment. The donated equipment was used to improve care in emergency rooms and specialty care treatment while the rest of the funds went to help with programs such as monitoring child development, prenatal care and family planning. These are all things that we in Canada take for granted. The

Class of 2012 named this their "Legacy Project" and have encouraged continuing classes to dream up their own legacy projects that will help the local or international community. The Class of 2013 continued the idea of the legacy project. They put together a fund that veterinary students can access when their own pet's veterinary expenses are above and beyond a regular visit. This project was inspired by an incident that occurred during veterinary school within their class. A fellow classmates dog's ended up have an unfortunate incident that would have cost the classmate a lot of money on top of tuition. The class together raised funds to help this classmate pay the bill and continued to raise funds to put into an account that any student within UCVM can access. We all know that financial pressures in veterinary school can be stressful and every little bit will help. Thank you Class of 2013! The Class of 2014 just recently unveiled their legacy project. They will be donating the money they have raised for their legacy project to the Two by Two Rebuild the Zoo Project. The zoo has an excellent relationship with our school. It provides opportunities for fourth year students to go on rotation to the zoo to shadow the veterinarians. Thank you Class of 2014, this is a very worthy cause!

The legacy project is a great example of how veterinary schools and students can contribute to the well-being of citizens around the globe. UCVM is also focused on giving back to the community of Calgary and surrounding areas. In November male students and faculty put together their own "Movember" team. This was the second year that the school has formed a team. In

the first year the boys were able to raise \$1,000. This year they were able to beat last year's record by raising \$2,355. All the proceeds go towards combating prostate and testicular cancer and mental health challenges. Congratulations boys on beating your goal of \$2,000 and also for sporting those "Mo's" for the entire month of November. In December, the school ran a friendly competition between the classes to see who could donate the most food and clothing. The winning class got to choose a professor to take a pie to the face! Sounds like fun doesn't it! I am proud to say that my class, the Class of 2015, won the competition. However, I am even prouder to announce that our school donated 356 pounds of food to the Calgary Food Bank and a ton (not literally) of clothes to the Central Clothing Bank for Calgary. The next proposed event is a blood drive. This may also turn into a competition to see which classes can get the most number of students to participate!

As a student I am very proud to call UCVM my home school. I feel that the projects that the professors and students organize are incredible since many of the events not only benefit our school but also benefit the surrounding community. I would like to take this time to congratulate all the organizers of all these wonderful events and fundraisers! Without your hard work and dedication these projects would not have become a reality

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



Ms. Chantelle Phillips

With the promise of spring just around the corner, winter is still in full force here in Saskatoon. As we hunker down and try to stay warm, many of us students feel like hibernating bears spending all our time in lecture halls and study rooms. As exams start to pile up, students long for the rapid appearance of summer. Luckily there are always plenty of distractions around the college to break up the seemingly constant studying.

The third annual Saskatchewan Equine Expo took place at Prairieland Park in Saskatoon on February 14th – 16th. The equine expo is an opportunity for the horse people of Saskatchewan to showcase the knowledge they have and to gain some more through demonstrations and information booths. There was a trainer's challenge and cow horse competition (a favourite every year), a battle of the breeds with breed teams competing in four different events, an eight-horse heavy hitch, horseback cow dog demonstrations, a large tradeshow, and many lectures and demonstrations. Each year, many of the WCVM students and staff volunteer, putting on

lectures and doing hands-on demonstrations helping to make this event a success.

Another event WCVM students have planned for the public is the Equine Club's annual 4-H and Pony Club Day. On March 1st, children, teenagers, and their parents will invade the college with their 4-H and Pony clubs to have a full day of lectures, labs, and demonstrations. WCVM students will organize activities to match anatomic names to pictures of horses, demonstrations on how to safely hold a horse for a vet, and lectures on proper deworming schedules and protocols, among other activities and lectures.

The many activities planned by students are not always just about helping the public. Any of us who volunteer know how great it feels to give back. This is just one of the ways we students try to combat the stresses of our busy lives.

In addition to these volunteer opportunities, the Western Canadian Veterinary Students' Association (WCVSA) also has ideas and programs run by our Pawsitive Practice group. Pawsitive Practice is a wellness initiative for students run by students. It has four components – Stress, Community, Activity, and Nutrition (SCAN) – through which it aims to foster healthy and balanced lifestyles of WCVM students. Whether it be zumba classes in the Buffeteria or nutrition talks (for humans, not pets), Pawsitive Practice seeks to improve the health of WCVM students. Through this program students share with each other opportunities for stress reduction such as where free massages can be found on campus, or when and where special events and lectures

aimed at improving mental health are taking place.

This desire for balance in our lives is not only supported by student ideas and groups. The faculty also knows just how demanding this profession can be and how much knowledge we are trying to cram into our brains in such a short time. Because of this, balancing and nurturing healthy bodies and minds has become a focus for WCVM. Our treasured Wednesday afternoons off from all lectures and laboratories was established for just this purpose. When the WCVM rolled out its new curriculum plan (the Class of 2011 were the test subjects), Wednesdays were chosen as a day of rest for students to relax, catch up, or more easily schedule any "real-life" appointments during standard business hours. I did not realize how much I relished that time to myself in the middle of the week until last month when my class had its business elective. The way the business elective is set up is that it runs for four days in a row for between five and eight hours a day. That meant that we had class all day on Wednesday. I was surprised by how exhausting that week was. I was also impressed by how much I normally get done on Wednesday's, judging by the length of my unfinished to-do list.

In addition to the Wednesday afternoons off, a few years ago WCVM brought in a new elective for third year students. Mindful Veterinary Practice is a course designed to teach students how to use mindfulness-based strategies in their personal and professional lives. The course is taught by Dr. Trish Dowling, who guides students through meditation

and attention exercises to help us learn to focus our minds and be more aware of our body and our current surroundings. Mindfulness is a practice that is taught in many medical schools, and veterinary schools in North America are starting to follow suit with the WCVM being the first to offer this type of course. Mindfulness produces benefits like increased empathy, decreased stress, and increased memory capacity, as well as many others. We are lucky here at WCVM to have Dr. Dowling spearhead this program for us.

Through mindfulness, through taking a few hours a week to relax, or through volunteering and interacting with people not directly related to veterinary medicine, we strive to maintain balance in our lives without giving up whatever desire it was that brought us to this crazy profession.

Chantelle Phillips
WCVM Class of 2015
ABVMA Student Representative
2013/2014
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2014 Board of Directors



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President's Message:



Andrea Edwards, RAHT

In 2014, the AAAHT BOD will bring forward the reviewed draft of the AAAHT 2010 bylaws. This review will adjust the AAAHT bylaws so that we are in compliance jointly with the 2013 approved ABVMA bylaws. Membership categories and other details are being adjusted so that both organizations use the same or similar descriptions and definitions.

This review brings to mind a few of the member communications that have recently come forth to the AAAHT office. In one email, a member reports her confusion between the titles of membership in the AAAHT and ABVMA bylaws, the application form for membership in the ABVMA/AAAHT, and the fee guide list for membership categories. Another communication discusses the category of the non-practicing AHT – and debates whether to continue or drop membership if not working in clinical practice. There was also a question about understanding the responsibility that qualified and trained individuals have in circumstances of employment or actions versus that performed as a member of the general public.

Let's start with the ABVMA Bylaws membership definitions for the AHT:

General AHT Member: "... A registered Animal Health Technologist whose membership allows them to practice veterinary medicine in Alberta within a certified veterinary practice entity under the supervision of a responsible Registered Veterinarian in accordance with the Act, General Regulation, Bylaws and Council Guidelines...."

Limited Animal Health Technologist Member: "... A registered Animal Health Technologist whose membership allows them to practice veterinary medicine in Alberta within a certified veterinary practice entity under the

supervision of a responsible Registered Veterinarian, in accordance with the Act, General Regulations, Bylaws and Council Guidelines, provided however that such practice shall be limited to the species or category of animal with respect to which the member has successfully completed the assessment as approved by Council...."

Non-Practicing AHT Member: "... a Non-Practicing AHT member is not entitled to practise veterinary medicine in Alberta but is entitled to the other membership rights of AHT members."

Provisional Animal Health Technologist Member: "... may participate in an instructional capacity under the immediate or direct supervision of an Unrestricted Veterinarian... or a General Animal Health Technologist Member or Limited Animal Health Technologist Member to whom the supervision has been delegated by the responsible veterinarian. No veterinary procedure may be delegated to a Provisional Animal Health Technologist Member..." (note key words here: 'participate in' and 'delegated to').

The rights of AHT members of the ABVMA include: entitled to nominate eligible AHTs for election as an AHT member of ABVMA Council, can vote in elections for AHT members of Council, and can nominate eligible veterinarians for election as a Veterinarian Member of ABVMA Council. The AHT member may also attend and vote at the ABVMA Annual General Meeting (AGM) or any special meeting of the ABVMA, except for votes on matters that would approve a regulation or bylaw or specific matters that call for the vote of registered veterinarians as described in the Act and General Regulation. The AHT member may participate in a mail vote conducted by the ABVMA and are eligible to serve on non-legislated advisory committees of the Association as a voting member, receive a summary of AGM, special meetings, Council meetings, Association newsletters, and minutes of the immediate previous AGM.

The Non-Practicing AHT member who wishes to transfer back to General or Limited AHT ABVMA member may do so under the condition of meeting the CE obligations as defined in the ABVMA Bylaws.

The Member whose membership in the ABVMA has ceased or lapsed for any length of time, may be re-instated under conditions of meeting CE obligations, attendance at the ABVMA Registration Day, and compliance with

any other requirements determined by the ABVMA Registration Committee at the time of application.

In the current AAAHT Bylaws (2010), we find reference to the Registered Animal Health Technologist member – who is an "AHT member of the Alberta Veterinary Medical Association, registered in accordance with the Veterinary Profession Act". There is also reference to Other Members: students, retired, or honorary status. There is no definition similar to that of the ABVMA General, Limited, Non-Practicing or Provisional in the 2010 Bylaws. This is an area where our AAAHT bylaws revisions will show significant change.

So, now that we know what the definitions are, what questions do we wish to answer? What value is there in maintaining membership in the ABVMA and the AAAHT? What is our responsibility as qualified, trained individuals, in circumstances of employment or actions versus that as a member of the general public?

This is not a decision to take lightly. If we drop our membership in the AAAHT and the ABVMA – we are no longer part of regulated veterinary medicine. We can no longer practice veterinary medicine according to the legislation in Alberta. If we are members of the public, what additional responsibilities do we carry in our non-veterinary employment that may be different than others working in our field of employment? Whether we agree or not – we must act according to our level of knowledge and training. We don't stop being knowledgeable about the laws and governing guidelines of veterinary medicine. Not being registered doesn't give anyone the right to practice veterinary medicine without a licence. In that, we are equally responsible, as are other members of the general public, but are likely held to be more accountable because we have training and knowledge. We can't use our AHT diploma to indicate to the general public or to the employment sector that we are 'better' than someone else because of this training in any other employment other than veterinary medicine.

Watch for publication of the draft revised AAAHT bylaws that will be posted for member information and comments as soon as they are available to us from legal counsel. The AAAHT BOD looks forward to working with all members to achieve a vision and plan for our Association's future!

Ms. Andrea Edwards, RAHT
President - AAAHT 2014

Greetings from Olds College!!



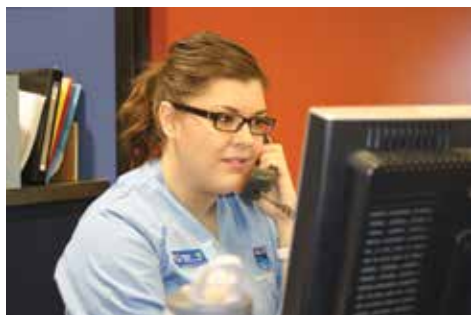
Best of luck to our graduating AHT and VMR students! We wish you the greatest success in your future careers. With a quick turnaround we are welcoming our online AHT students to the campus. Many people ask me how the online program is different from our on campus program. New students start in July / August and come to the campus for an introductory semester where basic animal handling and husbandry labs are completed. Then they complete their online studies from the comfort of their home and join us back at the college for two May / June semesters. During these six months online students complete the exact same labs and hands on learning as the on campus students. A nice perk for these students is that they come to the college for the best weather and when all the flowers are blooming here at the college!

It is a fantastic program and we are lucky to work with so many amazing students!

Cheers!
*Jackie Lind, RAHT
Animal Care Coordinator
Olds College*



News from NAIT



Here we are nearing the end of our spring semester, unreal how fast time goes by! Our second year AHT and VMA students are soon leaving the nest and heading out on practicum. We wish them all the best! Over the past year our instructors have worked very hard at developing and fine tuning our new 15 week academic model and deserve major recognition for their efforts, great job everyone! We look forward to having all groups on the 15 week outcome based model next fall.

Our students had an opportunity to have a tour of our government laboratory facilities. The tour of the OS Longman building gave them a better appreciation for laboratory techniques and postmortem analysis in the areas of histology, microbiology, TSE testing, pathology, and parasitology

NAIT's open house was a great success again this year drawing in potential students. The Animal study students worked together to get our animal clinic in true display glory. Everything from anesthesia to x-ray was there for prospective students to take in. Tours of the clinic were given to all who were interested; this even included an opportunity to do a rectal exam on a 'cow'.

The Animal studies application process now includes Multiple Mini Interviews (MMI). During these interviews the prospective student is asked a number of questions by different staff members and each question is timed. The questions are often geared toward professionalism and moral/ethical issues as well as program related. Additionally, this process gives our prospective students an opportunity to come to NAIT and see our facility. We feel this is an important step in our selection process.



NAIT Animal studies held an AHT advisory meeting and there was interest in NAIT's preceptor training program and arrangements were made to meet and evaluate the

program for the veterinary industry. This meeting took place in January, resulting in a presentation planned for the leadership meeting February 8. The Dean of Health Sciences announced the new Centre for Applied Technology (CAT) construction is under way and due to be completed in the fall of 2016. This new building will house a Simulation (SIM) Centre. SIM training has become a high light for both students and staff and we look forward to benefitting from the new facility.

Seraph Forth, RAHT



THE EVOLUTION OF THE ANIMAL HEALTH TECHNOLOGIST IN ALBERTA: PART 6

A National Association is developed and continued partnership between the Alberta Association of Animal Health Technologists (AAAHT) and the Alberta Veterinary Medical Association (then AVMA/now ABVMA)

In September 1986, the AAAHT received a letter from Dr. Sarag McLaughlin asking for support to form a national organization. At this point, each province was individual in its handling of veterinary related legislation pertaining to the use and recognition of technicians. It was due to the vision and efforts of individual veterinary and technical individuals that a need to form a national networking opportunity was identified.

At the local level, the AAAHT and AVMA met on September 25, 1987 to discuss the forming of another group called "Vet-tech-aides", in which technical non-AHT staff would be categorized as such. After much debate, the general consensus was to continue as planned and encourage these people to become AHTs either through an accredited program, or through complying with the Grandfather clause. The AVMA offered to coordinate an AHT short program to assist these people to prepare for the AAAHT examination Cooperation between the AVMA and the AAAHT was evident through the outcome recommendations of that meeting:

- column in each other's newsletters
- inviting an association representative to each other's AGM and banquet
- having a PR booth at CE seminars
- advertise employment opportunities in each other's newsletters
- an ombudsman to provide a direct contact person to the AVMA
- organize a general discussion meeting with the AVMA Council and our Board of Directors at least once a year
- receive each other's newsletters

active members were addressed. An active membership would be granted in one of three ways:

1. Graduate from a CVMA accredited AHT program;
2. Graduate from a 2 year (minimum) program in animal health technology which was not CVMA accredited; or
3. Work for 3 years for a CVMA member, performing the duties of an AHT. (This Grandfather clause was to expire March 1, 1989.

During this period, the veterinarians and animal health technologists worked together to enhance the image and value of the AHT in veterinary practice.

With respect to the AVMA registration, only concerns about

Ms. 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: 9:00 - 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: 8:00 am - 5:30 pm, Sunday: 8:30 - 11:00 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): \$900.00/weekend

Student Registration: \$200.00/weekend

Registration Deadline

April 27, 2014

Accommodations

A negotiated room rate of \$145.00/night is available for registrants. Please indicate room block information when you call to book your room.

Rates in effect until April 2, 2014.

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

AAAHT Communications Corner

Dr. Jayne Takahashi
VP Communications
Associate Veterinary Clinics

The Power of Words

"The best kind of words are those thought of, before spoken"

Have you ever given thought as to how your choice of words can impact others? Your words have the power to encourage, to heal, to intimidate or to wound. Words have the power to shape reality for others - to uplift and make the day special or to shatter the day with a discouraging message.

Set the tone in your practice by focusing on positive words and phrases. Use words that tell the person what they can do rather than what cannot be done. Avoid using "can't", "won't", "unable to". Suggest options and choices when these are available and be encouraging rather than taking the "company policy" or bureaucratic attitude to restrict the flow of ideas. Focus on specific actions and positive consequences that can be achieved rather than making the downside or potential risks the basis of your discussions.

Watch for and minimize the use of these common negative phrases:

- "You say that ..." may suggest the person is being untruthful
- "You failed to ..." or "You neglected to ..." may suggest carelessness, inability or failure
- "I cannot see how you ..." may suggest the person is not intelligent
- "You made me feel ..." assigns blame

Rephrasing the above statements with positive word choices may sound like this:

- "The information we have suggests that ..."
- "By doing [task] ... you would improve/help with ..."
- "Help me understand how you view this ..."
- "I felt overwhelmed when you ..."

Another powerful influencer on the behaviour and reaction of others is the use of exclusionary language. Exclusionary language refers to words that exclude others from understanding a particular group's message. One of the most common exclusionary languages that we use in veterinary medicine is the use of our medical terminology. Using terms like FLUTD,

Sub Q, FVRCP, ad lib, BUN, GI can prevent our clients from being able to participate fully in our discussions about their pet's healthcare. This can make them feel guilty as a pet owner, frustrated with our poor explanation and embarrassed to ask further questions as they don't wish to appear "ignorant" in our eyes. As a result, they may not be as comfortable to share their views and their information about their pet's healthcare. Watch the reaction of your client for cues that a clearer explanation is required and be sure to stop to check on your clients understanding throughout your discussion. Exclusionary language also includes words and phrases that reinforce stereotypes such as "those people", "all seniors" or any references to age, race/ethnicity, mental or physical abilities, or sexual orientation.

Labeling clients or colleagues with certain words also influence our perception and our approach to an interaction. Labeling refers to the use of words to make generalizations about a person. For example, referring to a client as "difficult" may be based on a single situation or a single person's perception of the situation however, continually referring to this person as "difficult" can shape the way other team members will approach this client in the future. A more professional and open-minded approach is to start your relationship with every person without bias for the label previously assigned whether the label is positive or negative.

Your word choices should also match the vocabulary of the listener. When two people have different meanings for the same word, "bypassing" the message can result. An effective communicator will ensure that the word or phrase she or he used has the same meaning for the listener. The use of euphemisms is a frequent source of bypassing. Think about the language around terminal illness and death. When we try to soften our language to be less offensive or harsh, we can select words with multiple meanings. Instead of using the terms "terminally ill or dying" we may turn to "very ill or critically ill" which is certainly open to a wide spectrum of interpretation regarding the

severity of the illness. Avoid using slang and local expressions unless you are convinced that these words have the same meaning for both you and your listener.

Your choice of your words will also differ between a written message and an oral conversation. While there is a higher level of responsiveness during a conversation, there is typically a lower level of retention. Unlike the verbal conversation, readers can always go back and re-read your written text. For this reason, when speaking, it is advantageous to use shorter, familiar words and shorter, simpler sentences. And of course, the biggest difference between verbal and written interactions - once spoken, you cannot withdraw or erase your words! It's best to polish your active listening skills, give thought to your words before speaking and select positive words and phrases that will contribute to encouraging, constructive and mutually understood messages.



Jayne Takahashi, DVM MBA

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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, 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.

EDUCATION OPPORTUNITIES

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.

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

Master of Veterinary Medicine, Massey University 2014 - Online continuing education for practicing Veterinarians worldwide through the Master of Veterinary Medicine program at Massey University. Massey University is an AVMA accredited veterinary school in Palmerston North, New

EDUCATION OPPORTUNITIES

Zealand. Enrolments are open for the following courses starting in February 2014: Companion Animal: Avian Medicine, Oncology, Soft Tissue Surgery. Courses also starting in July 2014 (enrolments are now open): Companion Animal: Gastroenterology, Diagnostic Imaging, Clinical Pathology, Cardiorespiratory. For more info about the Master of Veterinary Medicine Program and individual courses, visit www.mvm.massey.ac.nz or email mvm@massey.ac.nz

MARCH

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 7, 2014 - "Equine Ophthalmology and Equine Lameness", Dylan Buss, DVM, MS, DACVO and Jennifer Fowlie, DVM, BSc, MSc, DipACVS. Equine Ophthalmology will be discussed in the morning and Equine Lameness will be discussed in the afternoon, including a basic ophthalmic wet lab. West Wind Veterinary Hospital, 9am- 4pm, Sherwood Park, AB. For more info and to register please contact Laurie Jacobs at (780) 662-0112 or via e-mail at office@westwindvet.com. Sponsored by West Wind Veterinary Hospital.

March 11-14, 2014- 32nd Western Canadian Dairy

Seminar - "Strategies to Optimize Performance". Sheraton Red Deer, AB. Please join us at the 32nd Western Canadian Dairy Seminar, where you can gather the latest information in dairy production and technology advances. This seminar is designed for people who want to improve their knowledge and decision-making abilities in dairy production and management. Dairy producers, extension specialists, researchers, and dairy service and supply representatives will find this seminar extremely valuable. Each year a wide variety of topics are presented ranging from nutrition and reproduction to dairy policy and challenges facing the dairy industry. The dairy industry looks to this seminar for solutions to emerging issues, and for information about recent research results. The design of the conference is such that timely and relevant issues are the focus of the presentations. In addition to the formal program, there is ample opportunity for one-on-one discussions between the speakers and participants. For more info and to register please go to <http://www.wcds.ca> or contact Joanne Morrison at (780)492-3236. Sponsored by the University of Alberta and Western Canadian Dairy Seminar.

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.

March 21-23, 2014 - ICEVO Basic Equine Dentistry Seminar. Dr. B.A. Rucker and Dr. Dennis Rach. This 2 day seminar and wet

lab is designed for practitioners who wish to further their skills and knowledge in equine dentistry. D&R Veterinary Clinic, Wetaskiwin, AB. For more info and to register please contact Jane at (780) 352-8483 or jane@bellvet.ca. Sponsored by D&R Veterinary Services.

March 26 & 27th, 2014 – "Livestock Care Conference". Alberta Farm Animal Care (AFAC) is partnering with the Alberta Veterinary Medical Association (ABVMA) to host the 2014 Annual Livestock Care Conference (LCC). This conference provides an opportunity for researchers, industry, students, government and the public to address challenges and trends in animal care. Four Points Sheraton Edmonton South. Please go to <http://lcc.afac.ab.ca> for more info and to register.

APRIL

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 UCMV. 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

May 3 & 4, 2014 – "AAAHT 35 Year CE Event". The Art and Science of Animal Behavior", Dr. Sophia Yin, Trade Fair, Cocktail Reception, Evening Banquet with Entertainment by "The Normals"- Canada's Premier 80's Tribute Band. Delta Edmonton South Hotel, Edmonton. Please go to www.abvma.ca to register, or contact Chris Galenza at (780) 489-5007, ext #235.

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.

EDUCATION OPPORTUNITIES

JUNE

UCVM CE Courses June 2014 – The University of Calgary, Faculty of Veterinary Medicine (UCVM) is pleased to offer the following courses for Veterinarians; Basic Small Animal Surgery, Basic Small Animal Anesthesia and Small Animal Emergency Procedures. All courses to take place at UCVM, Clinical Skills Building #1. Please note registration is limited, so register early! Registration deadline is April 1st, 2014. Visit vet.ucalgary.ca for more details or e-mail: vetmed@ucalgary.ca, or call: 403-210-3961.

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 19 - 20, 2014 – "UCVM Beef Cattle Conference 2014". This two-day conference will address important current beef industry issues. Topics to be presented this year include: Hot topics in Cattle Health and Welfare, Reproduction, Nutrition and Growth. This conference will be of particular interest to producers, veterinarians, researchers, and other beef industry stakeholders. Location, Deerfoot Inn and Casino in Calgary, Alberta. Program details and other essential information can be downloaded at www.vet.ucalgary.ca/beef. Any questions, please contact

our conference coordinator, Brenda Moore, at 403-210-7309 or email beef@ucalgary.ca.

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 UCVM. 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 at info@cavm.ab.ca. Sponsored by Royal Canin and Merck Animal Health.

SEPTEMBER

September 10-13, 2014- "2014 SVMA Conference" Saskatoon, SK. Please watch www.svma.sk.ca for upcoming details!

September 10, 2014- "Communications", Cindy Adams, PhD, MSW, Professor (Clinical Communications) Veterinary Clinical and Diagnostic Sciences (VCDS), UCVM. This topic will discuss communication skills for practice success: an overview of the clinical communication skills program at UCVM. 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

EDUCATION OPPORTUNITIES

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

October 5, 2014 - "Wellness", Jean Wallace, PhD, MA, BA and Kathy Keil, DVM, MA, PhD Student, UCVM. 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

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

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:

- Submit online at: www.abvma.ca, click on "Employment & Training", then "Purchase a Classified Ad".
- Or fax Classified Advertising Request Form (available at www.abvma.ca, located in Employment & Training, Purchase a Classified Ad.
- For Classified Ads please contact Brenda Betnar at 780-489-5007
- For Display Ads please contact Kathy Mosmann at 780-489-5007, ext. 233. kathy.mosmann@abvma.ca

VETERINARIAN REQUIRED

Great opportunity available for Veterinarians in Vancouver BC. Option to become an Associate, Partner or buy out a practice. Three locations available for sale. Serious inquires only. Please apply with confidence to bcvet@hotmail.ca

We are looking for an experienced small animal veterinarian to work in our new fully equipped clinic in Dawson Creek BC. There is potential for partnership or ownership. 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 a brand new state of the art small animal facility. All veterinarians have specific areas of special interest; dentistry for both large and small animal, as well as orthopedic surgery. Our enthusiastic and fun team members are awaiting your arrival. We offer competitive wages and benefits. To learn more about our clinic, check out our brand new website at www.dcvet.ca. If you are interested in this position, please contact our Human Resources Manager at tsluggett@dcvet.ca or Fax (250) 782-2426.

Great opportunity for a mixed animal veterinarian (new grads welcome) to

join our 2 clinic practice. Mayerthorpe Veterinary Services and Hilltop Veterinary Clinic (Whitecourt) offer digital x-ray and ultrasound for both large and small animals, in house lab, powerfloat; and have just expanded our orthopedic services to include TPLOs and bone plating. Our clinics are the best of both worlds - a rural environment, yet close to Edmonton and the Rockies. As the 4th member of our team, we offer a competitive salary, shared call, CE allowance, health benefits and a fun work environment. Call (780) 786-2000 or email mayerthorpevet@hotmail.com attention Claire or Janelle.

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 are 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

VETERINARIAN REQUIRED

Full time veterinarian required for spacious, full service, small animal hospital in St. Albert. Modern, well equipped, progressive practice. Great clients and wonderful staff. Excellent work environment. Candidates must be compassionate, possess good communication skills and work well in a positive team environment. Surgical expertise would be an asset. Competitive salary and benefits. Email resume to kekwe@hotmail.com

We are a fun, progressive clinic with a new 10,000 sq. ft. facility located just east of Calgary in Strathmore, AB. Our staff includes 4.5 Vets and 4 RAHTs, along with many amazing support staff! We are looking for a full time Veterinarian to join our mixed animal practice (small animal, beef, equine and some small ruminants). We have in house lab equipment, digital x-ray, portable digital equine x-ray, dental station, in house bovine and equine facilities, ultrasound, double surgery suite, and in-house pharmacy. We offer benefits, competitive wages, uniform allowance, CE allowance, and much much more! If you are interested in joining our outstanding team, and like to laugh and have fun at work, then you're at the right place! We would love to hear from you! Please contact Dr. Jodi Viste at drjodi@animalcarecentre.ca

Green Acres Animal Hospital is looking for a full or part-time veterinarian. We are a well-established clinic in Lethbridge that has recently undergone renovations inside our 35+ year old building. We are a well-equipped clinic with a great support staff. Our team based approach to practicing veterinary medicine, sense of humor and weekly training makes for a good working environment. We have a strong sense of family and make all efforts to have a good life/work balance. We offer competitive salaries, benefits and flexibility. As a city, Lethbridge has a lot to offer. We are located 2 hours south of Calgary and an hour from both the mountains and the US border.

If you're interested, please email gaah2004@telus.net attention Felicia or Brent or call (403) 327-8660.

Full time licensed veterinarian required for a small animal practice located in SE Alberta. Our clinic is fully equipped with in house laboratory, digital X-rays, digital dental x-ray. Compensation includes an exceptional salary, medical/dental benefits, AVMA dues and continuing education. New grads are welcome. Will pay for relocation costs. Interested applicants can apply in confidence at hdeptvet@gmail.com for more information.

We are seeking a motivated leader to assume the role of Lead DVM in our Edmonton clinic. For the right practitioner, this is a very lucrative opportunity, with a high salary, full benefits and incentives based on clinic growth. Our clinic has manageable hours, open past 6pm only one night a week, and is closed on Sundays. We are looking for someone who will establish the clinic within the community and make this their career, where they can truly impact the lives of their patients, clients and staff. We are a progressive organization, and are committed to making our clinic the benchmark in the area. Requirements: 5 years' experience minimum in small animal clinics Strong communication skills Demonstrated surgical skills Previous HR management experience is preferred, but not a requirement Experience in multiple private practices. Email: vetcareers.west@gmail.com

Looking for a part-time associate for a new clinic opening in Windermere Crossing. Competitive wages and benefits program. Come join us in this great opportunity. Inquiries can be made to Dr. Rory Wiens at sturgeonvet@yahoo.ca or Fax: (780) 419-2801

The Mayfield Veterinary Hospital is a well-established full service small animal hospital in West Edmonton.

VETERINARIAN REQUIRED

We are proud to provide high quality primary care as well as advanced dentistry (Dr. Martin Schiebel) and referral dermatology services (Dr. Kinga Gortel). We are looking for a compassionate and energetic full time small animal Veterinarian. Great opportunities for onsite training in dentistry and dermatology are available. A valid Doctor of Veterinary Medicine degree enabling you to practice in Canada as well as a license from the Alberta Veterinary Medical Association is required. Experience is a plus but more importantly, we are looking for a Veterinarian with excellent communication and animal skills who understands the importance of exemplary customer service. Mayfield Veterinary Hospital is a member of Associate Veterinary Clinics, an expansive association of veterinary clinics and hospitals linked by a common purpose of providing leading-edge healthcare for small animals. We offer competitive wages, extended health and dental benefits, generous continuing education allowance and professional association dues, uniform allowance and the opportunity to work with a dynamic, supportive team! Please visit www.mayfieldvet.ab.ca To apply, contact Lyndsay Laing at (780) 451-3465 or email your resume to: llaing@mayfieldvet.ab.ca

Full-time experienced associate required for well-established downtown Calgary practice. We have an excellent support team including animal care assistants, 2 registered AHT's, and a dedicated receptionist. We also have a wonderful and diverse clientele. We strive for excellent customer service and high quality medicine. Position includes CE compensation, medical/dental benefits, free parking, and ABVMA/CAVM and VIN membership. Please contact Joe Waldman at admin@animalcliniccalgary.com

Exciting career opportunity with Canadian government. Lead a team responsible for the care and welfare of animals in research. Your work will directly support a research group (life sciences) focused on finding medical solutions to better protect

and treat military personnel against dangers they might encounter (medical countermeasures against chemical and biological agents, casualty care, etc.). You will be responsible for a laboratory animal medicine program and providing clinical support. For more information, see: www.jobs.ca

Fredericton Animal Hospital needs a full/part-time associate veterinarian to join our quickly growing hospital. We are an AAHA accredited small animal practice and are focused on providing the highest quality patient care and client service while having fun. We are looking for an experienced veterinarian who is confident in their surgical and medical skills and can provide compassionate care for our patients and clients. We have an excellent work environment and a great support staff. Our facility is brand new, with digital radiography, an in-house lab, dentistry, and multi-purpose rigid endoscopy. We value personal and professional growth and will invest in your skills development and continuing education. On-call duties are limited and are shared with four hospitals. To attract the best, we offer a generous compensation and benefits package including an above average salary, CE, dues reimbursement, and a health program. We are located in the heart of Fredericton, NB a beautiful, historic city with two top universities, many cultural activities (including an excellent jazz festival), and plenty of recreational facilities and activities. Please provide letter of interest and CV to: Dr. Ali Crandlemire, ali@fah.ca; (506) 455-1700; www.fah.ca

St. Paul Veterinary Clinic is seeking a fourth 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 excellent recreational opportunities, only 1 1/2 hrs from

VETERINARIAN REQUIRED

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

EDMONTON SOUTH ANIMAL HOSPITAL is seeking an full time licensed veterinarian dedicated to excellent patient care and client service to join our team. A position worth looking into with room for growth, we do small animal medicine and surgery in our fully equipped and progressive practice. Competitive benefits, salary based on experience. To discuss joining us please contact Dr. Nash directly either by email: dr.tan@edmontonanimalhospital.com or leaving a message at 1(780)989-5595 Position available as soon as possible.

Tanglefoot Veterinary Services in Cranbrook, BC is looking for a fourth veterinarian to add to its team. We are a mixed animal practice located in the beautiful Kootenays of British Columbia. Our 5-year old, family-friendly facility offers primarily small animal and equine services. If you are passionate about high quality veterinary medicine and love an outdoor lifestyle, please contact Dr. Uli Helvoigt at (250) 489-1655 or ulihelvoigt@gmail.com.

Diamond Valley Veterinary has an opportunity for a licensed Veterinarian to join our team in Turner Valley, Alberta. We are a well-established and fully equipped mixed animal practice, which includes 1 ambulatory unit. Our spacious clinic offers excellent small and large animal facilities, including a Feed/Tack store, part time groomer and boarding facilities. We do offer alternative therapy as well as regular veterinary service. Turner Valley is a small town located 20

minutes southwest of Calgary in the picturesque foothills, it borders Kananaskis country which has great recreation amenities. This small town has good schools and is a great environment to raise a family. The successful candidate will share after hour calls and be expected to work 40 hours per week. One year experience would be preferable but new grads would be considered. Buy in potential is available in a high net to gross business. We would also consider a locum veterinary for months of February and March. Please contact Dr. Wayne Steiger at dvvet@telusplanet.net Fax (403) 933-3218

Fast paced, modern and progressive AAHA accredited small animal clinic is looking for a full time AB.VMA licensed veterinarian to join our health care team and expand service to our clients. Airdrie Animal Health Centre is located in Airdrie Alberta, a growing community 15 minutes north of Calgary where a friendly, small town atmosphere meets high quality, thorough and compassionate veterinary medicine. We currently employ 3 full time and 2 part time veterinarians supported by a wonderful network of AAHTs and receptionists and serve a loyal and growing clientele. If you are motivated and eager to practice quality veterinary medicine in a very well equipped facility, including digital radiology, ultrasound, and a full in house laboratory in a dynamic and collaborative environment this opportunity may be for you. We offer a competitive salary along with a benefit package, CE allowance and bonus program. All of this as well as an opportunity to foster an area of interest within a team orientated environment while providing the highest possible client care. If you are interested in joining our team Please forward a cover letter and resume to Airdrie Animal Health Centre info@airdrievets.com Attn: Kim

VETERINARIAN REQUIRED

We are looking for a fourth veterinarian to join our team in scenic High River. Just 30 minutes from Calgary, you can enjoy small town living with all the amenities nearby. Highview Animal Clinic is a progressive mixed animal practice in a newly renovated facility, complete with DR for small, CR for equine, 3 ultrasounds and in-house lab. We are 60% SA, 25% bovine, 15% equine. We offer a competitive salary, generous CE, health plan and clothing allowance. On-call is shared equally among all 4 vets. We are part of the UCVL DVLC and are willing to mentor new grads. Please contact Dr. Krista Gavel Thiessen-dr.gavel@telus.net or (403) 652-1300

OKOTOKS VETERINARY CLINIC requires a permanent P/T veterinarian for our new and modern fully equipped and full service small animal day clinic in the beautiful Foothills of Alberta. We are dedicated to top quality and compassionate patient and client care and are supported by a highly motivated staff. Salary will depend on experience and includes Dues and CE. Visit us at www.okvc.ca and Facebook. Kindly send Resume's to: bridle@telus.net or call (403) 995-9700

Immediate opening for Associate Veterinarian in an AAHA Accredited practice in Wetaskiwin, Alberta. We are seeking a compassionate, team player with excellent communication skills and confidence in their medicine and surgical skills. This is an ideal opportunity to explore your full potential and to develop your special interests. Please visit our website www.wacvet.ca for greater details and contact us for more information. We offer a competitive salary, dependent upon previous experience, along with a complete benefit package with group health insurance, vacation, CE time, etc. Experience preferred but new/recent graduates are most welcome to apply. Email: wetanc1@telus.net Website: www.wacvet.ca

Mixed animal practice in Brooks, Alberta requires 4th veterinarian to

work as a small animal or mixed animal veterinarian. This practice offers a very supportive environment for a new grad, with a wide variety of cases in different species. Work schedule can also be flexible or part-time. CE, health plan, licence fees included. Brooks is a town of 12,000 with many recreational opportunities including Newell Lake 10 minutes south, and Dinosaur Park 30 minutes away. It is located between Calgary, Medicine Hat and Lethbridge. Website: newellveterinaryclinic.ca, Email: newellvc@hotmail.ca

Western Veterinary Specialist and Emergency Centre is seeking a Board Certified Veterinary Surgeon to join our small animal specialty, referral and 24-hour emergency practice in Calgary. WVSEC is dedicated to serving the needs of DVMs and pet owners, offering state-of-the-art specialty and emergency veterinary services at one of the largest, most comprehensive facilities in Canada. We have specialists in critical care, ophthalmology, oncology, nutrition, surgery, internal medicine, anesthesia, provide 24-hour emergency care and rehabilitation services. The hospital is equipped with digital radiography, ultrasound, endoscopy, fluoroscopy, CT scanner, linear accelerator, mechanical ventilator, complete on-site diagnostic laboratory and monitoring equipment. Our referral base has over 75 referring hospitals in our 1.2 M person trade area. In Calgary, 20 of these hospitals are partner clinics from whom we draw referrals to all services. We also train interns/students from the University Of Calgary School Of Veterinary Medicine. The ideal candidate must possess a positive and collegial personality, strong communication skills, and enjoy interacting with other specialists and emergency doctors. We offer competitive compensation commensurate with experience, benefits package including CE and provincial licensure. Please email your CV and cover letter to Cathy Gaviller: cgaviller@westernvet.ca

Veterinarian Position (PT or FT) Seeking a DVM who brings experience, superior communication skills, ability to do surgery/dentals, and

VETERINARIAN REQUIRED

strives to provide superior client care & compassion to companion animals in north Edmonton. We provide a great team work environment while holding a high standard of care & innovation. In preparation for future openings/hospital growth, we are now accepting resumes. A competitive salary, generous continuing education allowance, and extensive benefit plan will be offered. We look forward to receiving your resume, in which you will be called with further position and hospital details. Please submit resume to vetresumedept@outlook.com

At Novartis Animal Health Canada Inc our mission is Passionately saving, prolonging and improving animal lives. We are seeking to fill a full time Professional Services Veterinarian position for our companion animal business in Western Canada. The successful applicant will provide technical service support to veterinarians in Western Canada as well as to the Novartis sales and marketing team. Other key responsibilities of the role to name of few include visiting and liaising with the Western College of Veterinary Medicine and the University of Calgary Faculty of Veterinary Medicine, developing and conducting technical presentations to a variety of audiences, providing technical product training to Novartis associates, assisting and producing technical tools for the sales force and participating in scientific literature reviews. Qualifications include a DVM degree with 4 years + of clinical veterinary experience and /or industry experience. Also required are excellent written and oral communication skills, strong teamwork skills, time, management and strong problem solving capability, ability to manage multiple projects, computer proficiency and willingness to travel within Western Canada. The position will be based in Western Canada, Calgary or Vancouver. Interested applicants are asked to apply on BrassRing at: <http://www.novartis.com/careers/index.shtml> Requisition # 132466BR

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

Career Opportunities: www.lakelandcollege.ca Instructor, Agricultural Sciences (Animal Health Technology/Animal Science Technology) Competition No: 14-2501-003 Lakeland College invites applications for an Instructor in its Animal Health Technology and Animal Science Programs. This is a Sessional Part-time workload of 257 contact hours. Qualifications include a DVM and several years of industry experience. The course load consists of: Introduction to Diseases and Treatments, Clinics Practice, and Large Animal Health and Pathology. Additional workload expectations will include facilitating basic large animal veterinary procedures on the college farm on an as needed basis. This is a Sessional Part-time Faculty appointment at the Vermilion campus, commencing January 3, 2014 and ending May 2, 2014. Qualified

VETERINARIAN REQUIRED

applicants are invited to submit their resume by December 16, 2013. For further information regarding specifics of the courses being taught, contact Darrell at darrell.hickman@lakelandcollege.ca. A combination of education and experience may be considered. All qualified candidates are encouraged to apply. Those selected for an interview will be contacted. Please quote the competition number and send current resume and names of three references to: Lakeland College Human Resources Vermilion, Alberta Email: hr@lakelandcollege.ca (MS Word format or .pdf)

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

Stony Plain Veterinary Clinic is looking for a full time Veterinarian for their well-established small animal practise located 20 minutes west of Edmonton. The successful candidate will be enthusiastic and outgoing with excellent client and team skills. We are a busy team practice, seeing a wide assortment of medical and surgical cases daily. The spacious clinic is an up to date facility with Idexx integrated lab, Cornerstone software, digital x-ray, ultrasound, surgical monitors and more. We offer a competitive remuneration package which includes health/dental benefits, paid CE with paid time off, staff discounts, and

more. Please submit resumes by email to Shannon at spvet@telusplanet.net

Bellis Veterinary Services Clinic is looking for a full/part time, fully ABVMA licenced Veterinarian. This beautiful 20 year old, mixed animal practice is situated in the Lakeland region and is focused on compassionate, efficient, high quality service for our well educated, trusted clients. Our clinic has IDEXX CBC/Chemistry, Ultrasonic and Polish Dental Unit, Ultrasound and X-ray. The large animal end includes a cow chute, holding pens, equine stock and power float. Mentorship and option for partnership available. After hours calls split evenly. Candidates should have excellent communication and problem solving skills with the desire to do medicine and surgery on all patients, large or small. Contact: Dr. Anne Marie Russ, Bellis Veterinary Clinic, PO Box 31, Bellis, AB T0A 0J0 Ph: 780-636-3781 Fax: 780-636-3388

Full- Time Position available for an awesome veterinarian to join our amazing team in a very busy and energetic animal hospital located in St Albert. Tudor Glen Vet Hospital is a full-service hospital that is open seven days a week and has been voted St. Albert's favorite clinic 9 years in a row. We are a computerized, modern and fully equipped facility with strong focus on customer service and high standard of care. We offer a competitive salary, medical/dental benefits, AVMA dues, CE allowance, and much more. If this sounds like a good fit, please email resume to Nathan Schenn at nathan.schenn@tudorglenvethospital.ca

Tri Lake Animal Hospital is looking for a veterinarian to join our small animal practice in the Central Okanagan BC. We have an excellent facility with dedicated operating rooms, ICU, 24hr staffing, CT, ultrasound, digital radiology, GI endoscope, rhinoscope/urethroscope, in-house lab, and underwater treadmill. Our veterinarians have their areas of expertise/interest including exotic

VETERINARIAN REQUIRED

animal care, endoscopy, acupuncture, ultrasound, and orthopedic surgery. If you are searching for a collaborative, collegiate atmosphere, in a practice that values work and family, please send your resume to Cara Reed mgr@trilake.ca Need more information? Please visit www.trilake.ca or call 1-(250) 766-3236

The ANIMAL EMERGENCY CLINIC OF THE FRASER VALLEY has an opening for an additional experienced emergency veterinarian. Established in 1996, we are a modern, very well equipped 24/7 hospital that is partnered with BOUNDARY BAY VETERINARY SPECIALTY HOSPITAL. Opportunities may exist to work with both companies. Our AAHA accredited clinic, which is the largest of its kind in all of BC is located in Langley, in the heart of the Fraser Valley / Lower Mainland just minutes outside of Vancouver. The individual we are seeking must be energetic, compassionate and team oriented. They must also be able to work a variety of shifts including days, evenings, overnights and weekends. A typical work week consists of 32-36 scheduled hours. ER experience is preferred. We are able to provide competitive wages, CE and benefits along with a very reasonable and flexible work schedule. Visit our website at www.animalemerg.com Send your resume Attn: Rob Koreman to aecfv@telus.net

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

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 (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

VETERINARIAN AVAILABLE

Veterinarian available immediately to provide excellent service at a small animal clinic anywhere in and around Edmonton and Calgary. Willing to relocate. I have 1 year and 3 months experience from a reputed animal clinic in Grande Prairie. I have special interest in soft tissue surgery

and dentistry and have attended CE wet labs on dentistry. I am willing to pursue acupuncture and ultrasound courses in near future. Any clinic or Vet willing to hire me can contact Dr. Shanti at (780) 605-1068, (780) 830-2909 or email: ss37@ualberta.ca

LOCUM REQUIRED

Locum needed for a mixed animal practice East of Calgary. Experience required.

Please contact: info@strathmorevet.com

LOCUM AVAILABLE

Small Animal Veterinarian available for locums or part time work in Edmonton or the surrounding area. I have 27 years' experience in general medicine and surgery, dentistry, and orthopedic surgery. Please contact Dr. Geoffrey Reid at 780-962-1143 or email at foxreid@telus.net

Fully licensed Alberta Small Animal Veterinarian available for locum in the

Calgary area. Comfortable performing various duties in a veterinary clinic environment including general medicine, routine surgical procedures including spay, neuter, lumpectomy and veterinary dentistry. I have worked with laser surgery and also have an interest in Emergency Medicine and Critical Care. Please call/ text (403) 393-3495 or Email: wemaina@yahoo.com.Thanks!

AHT REQUIRED

Crowfoot Veterinary Hospital is an established, dynamic clinic in NW Calgary that provides compassionate, quality veterinary care and exceptional service to pets and their owners. At Crowfoot, you will find a friendly, understanding environment that exemplifies promptness and professionalism. We are looking for a full time experienced Animal Health Technologist to join our dynamic team. Applicants must be AHTs or RVTs registered with, or eligible to register with the AAAHT. Applicants must have a positive attitude, excellent client service, interpersonal and communication skills. This is a full time position 40 hours per week rotating through days, evenings and Saturdays. Our practice offers competitive wages, uniform allowances, discounted veterinary services and pet food, and continuing education seminars for all AHTs. Full time employees are also eligible for health and dental benefits and payment of professional association dues. If you are interested in applying

for this position, please submit a cover letter and resume to: Julie Lawrence lawrencej@crowfootvet.com Fax: 403-547-1903

Prairie Swine Health Services is currently looking to add an RAHT to their team. Duties and responsibilities include research and development, diagnostics, independent farm calls for multiple tasks including post mortem, blood collections, assisting veterinarians with exports, client relations, inventory and retail, accounts payable and receivable, and various other tasks. Applicants must be able to work independently, have a valid driver's license, follow direction, have an open mind to new experiences, and be a healthy addition to the team dynamic. It is preferable for applicants to apply in person with a resume and cover letter. If unable to apply in person, please email a resume and cover letter. All inquiries are to be sent attention to Katrina at katrina@prairieswinehealth.com

AHT REQUIRED

Animal Medical Centre North in Grande Prairie wishes to add a qualified AHT to our talented team. You will be empowered to utilize all your skills and knowledge to provide the care and service our clients and patients deserve. You will be granted the maximum freedom and responsibility you are comfortable with to perform your duties. You will be surrounded with caring fellow workers to help, guide, assist and mentor as needed. You will be encouraged to interact with clients (and to play with puppies and cuddle the kittens). We are a staff of 10 with 2 full-time veterinarians, 2 office specialists, 2 receptionists, and 2-3 other AHTs. We work with digital x-rays, digital dental x-rays, full dental-aire dentistry system, full in-house lab, video endoscopy, and 2 surgical lasers. We provide care for small animals (dogs and cats) including a wide variety of exotics such as birds, reptiles and pocket pets. We offer a fun environment and great wages, perks and benefits. Please send letter and resume to Dr. Norman George at amcn@telus.net or Fax: (780) 814-7345

The Mayfield Veterinary Hospital in Edmonton is currently looking for a full time AHT with an interest in dentistry. Experience in dental prophylaxis and in furthering your knowledge of dentistry is an asset. In addition to being a general practice, Mayfield also provides quality pet care including advanced dental procedures (such as root canals and orthodontics) and intradermal allergy testing provided by a board certified Dermatologist. As an AHT, you will use your technical skills daily with our complete in house lab equipment and digital x-ray. Our clinic is home to the only Veterinary Technician Specialist in Dentistry in all of Canada who has a wealth of knowledge to share with you! If you are interested, this opportunity is available for working towards a specialty in dentistry. Successful candidates will be an AHT or RVT and be registered with, or eligible to register with the AAAHT. Applicants need to have a positive attitude,

excellent client service and patient skills; experience with Cornerstone is also an asset. We offer benefits such as paid dues, uniform allowance and paid CE. Please forward your resume to: Lyndsay Laing Practice Manager llaing@mayfieldvet.ab.ca Ph: (780) 451-3465

Calgary North Veterinary Hospital is looking for two (2) permanent full time Animal Health Technologists. The primary role of the AHT is to provide quality patient care by assisting the Veterinarians and staff. The responsibilities include ensuring patients are provided with the utmost professional care, handling and restraining animals, monitoring and assisting with patients, preparing examination/operating rooms, completing pre-examination procedures, preparing and administering medication and treatment, performing procedures requested by the Veterinarian - diagnostic laboratory procedures, routine dental cleanings and catheterizations and client education. We offer health and dental benefits, continuing education, uniform allowance, professional association dues, discounted veterinary services. Salary range is \$ 16.00 - \$25.00 per hour depending on experience, previous experience is required. The successful candidate will be an AHT or RVT and be registered with, or eligible to register with the AAAHT. If interested, please apply to: Susan Kelly: avccareers@associatevets.com Calgary North Veterinary Hospital & 24 Hour Emergency Service 4204 - 4th Street NW, Calgary, Alberta T2K 1A2 Fax: (403) 277-0136 Telephone: (403) 541-0815

Veterinary Agri-Health Services Ltd. in Airdrie, AB. is looking for a full time Animal Health Technologist. We are a 4 Doctor ambulatory beef veterinary practice. This full time position involves assisting the DVM's with field work (necropsies, bull breeding soundness evaluations, etc.) tissue sampling and submission, managing paper work for European

AHT REQUIRED

Union Hormone Free program, data collection for research projects and other administrative and technical tasks. The ideal candidate will have a farm background along with good organizational and communication skills. Applicants must be registered or eligible for registration with the AAAHT. Benefits include health coverage, association dues and CE allowance. Salary will be determined based on experience. If interested please send a cover letter and resume to Dr. Michael Jelinski at mikej@vahs.net. Please note that only those candidates selected for an interview will be contacted.

AHT required for progressive small animal practice in beautiful Sylvan Lake. are looking for a compassionate team player with above average communication skills that takes pride in providing excellent client and patient care. We offer an excellent work environment, staff discounts, uniforms, CE allowance, paid association dues and more to the right candidate. Please Email resume with cover letter in confidence to pathwaysanimalclinic@yahoo.ca or give us a call!

NEW GRADS WELCOME! We are seeking a full-time RAHT to join our 3 DVM small animal team oriented clinic located in Sooke on Southern Vancouver Island. Someone who is self-motivated, hard-working and willing to contribute to the team by looking for ways to innovate and improve your work place would be ideal. We offer minor & major surgeries, dentistry, digital x-ray and a complete in house lab, as well as annual CE allowance, uniforms, competitive wages and goal based bonuses. Shifts would include early evenings and some weekends. Please submit your resume with a cover letter to officemanagersvs@aol.com. Only shortlisted applicants will be contacted.

\$1,500 signing bonus!! Our Edmonton and Calgary Veterinary Clinics are each looking for full-time RAHTs. Our hospitals emphasize

client education, teamwork, and communication. Great salary and benefits too! If you are a team player looking for a great career opportunity, contact us in confidence at vetcareers.west@gmail.com

A.H.T. REQUIRED IMMEDIATELY - Smaller Center, within 40 minutes of Edmonton, Alberta. Busy 2-Doctor, Small Animal Practice, In-House lab, C02 Laser, Dental Radiological and Endoscopic Equipment. Fees and Benefits Included. Wages Negotiable, Minimal On-Call/No Weekends, NEW GRADUATE(S) Welcome! Motivated Self Starter and ability to work with a team required. RESUME TO: BEAVERHILL VETERINARY SERVICES, BOX158, TOFIELD, AB T0B 4J0 OR Email: jneuf2506@yahoo.ca

Canada West Veterinary Specialists invites graduates of accredited ANIMAL HEALTH TECHNOLOGY or equivalent programs to join our team. We are looking to welcome additional skilled and dedicated Technicians to our 17 000 square foot specialty hospital. We offer 24-hour patient care and are looking to fill primarily evening and night shifts. Our AHT's enjoy competitive wages and benefits. Please forward your resume to Cristina McEwen, HR/Operations Coordinator, Canada West Veterinary Specialists and Critical Care Hospital, 1988 Kootenay St., Vancouver, BC V5M 4Y3 or Fax: (604) 473-4898 or Email: cmcewen@canadawestvets.com.

Panorama Hills Animal Hospital (small and exotic animals) Calgary, AB is looking for an energetic, team player, compassionate AHT F/T, some Saturday work required. We strive to provide excellent quality service to our clients. Above average salary and benefits package. New grads welcome. Send resume to tkhaira@shaw.ca

Part time AHT position available at Rosslyn Veterinary Clinic. We are 2.5

vets small animal clinic well equipped with digital x-ray, ultrasound, laboratory, Avimark. This position requires Saturdays and flexibility 1-3 days / week. Please come by, call or fax your application in attention to Calin. Fax (780) 475-9913 Check out our website: www.rosslynvet.com

Interested in utilizing ALL of your AHT skills in a client oriented, team driven and fun environment? Then you will want to join our team at the Chestermere Veterinary Clinic. We are a fast paced small animal practice located in Chestermere. Look to utilize and grow your skills in our clinic with a full range of current medical equipment. This is a full time position that requires shift flexibility and rotating Saturdays (no overnights or on call shifts). We offer competitive wages, generous benefits package including health and dental coverage, staff discounts, AAAHT dues, yearly CE allowance. Experienced and NEW grads are welcome! Email your resume to chestvet@telus.net, Fax: (403) 248-4674 or visit us in person. Visit our website for more information about our wonderful clinic www.chestermerevet.com.

If you love people and animals and are a Super Tech, we want you. You must have experience working in a Veterinary practice and be very comfortable talking to clients. Avimark skills are a plus. Sheep River Veterinary Services in Okotoks is a great place to work with a wide diversity of clients. Majority of time will be practicing small animal medicine but large animal experience would be an asset. This position will be full time and compensation is commensurate with experience. Contract Dr. Troy Bourque at troy@sheeprivervet.com or PH: (403) 938-6993

St. Paul Veterinary Clinic is seeking a F/T Animal Health Technologist to join our four veterinarian 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 excellent recreational opportunities, only 1 ½ 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@mcnet.ca. Website: www.stpaulvetclinic.ca

Interested in utilizing ALL of your AHT skills in a client oriented, team driven and fun environment? Then you will want to join our team at the Heartland Veterinary Clinic. We are a fast paced small animal practice located in Airdrie. Look to utilize and grow your skills in our beautiful facility with a full range of current medical equipment. This is a full time position that requires shift flexibility and rotating Saturdays (no overnights or on call shifts). We offer competitive wages, generous benefits package including health and dental coverage, staff discounts, AAAHT dues, yearly CE allowance. Experienced and NEW grads are welcome! Email your resume to drogtaru@laservet.ca, Fax (403) 912-8885 or visit us in person. Visit our website for more information about our wonderful clinic. www.laservet.ca

Live in paradise! Enthusiastic AHT wanted for our small animal, avian and exotics clinic practicing general medicine, surgery, and behaviour management. Full time hours, staff discounts, CE allowance and benefits package offered. If you are energetic, client oriented and excited about working in our progressive practice in Saanichton, B.C. 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

AHT REQUIRED

Full time AHT required for 1 year position starting May 2014 with the possibility of a continued permanent position within our organization. We are an independent small animal clinic offering excellent comprehensive care in a relaxed environment, as well as being associated with the Fish Creek 24hr Pet Hospital for emergency services. Southpointe features Idexx Cornerstone software, in house lab equipment and digital x-ray including dental. Benefits include CE allowance, uniform allowance, health/dental plan and excellent discounts on veterinary services. If you are interested in applying for this position, please send your resume and cover letter by email or Fax: (403) 532-4475 Email: info@southpointepethospital.com Website: www.southpointepethospital.com

Family Pet Hospital & 24 Hour Pet Emergency Centre is seeking a night shift (9pm to 8am) Registered Animal Health Technician to work in our friendly and compassionate environment, who will care for hospitalized patients, help answer phones, admit clients/patients, perform technical procedures, clean and organize. \$23.00 per hour. We offer benefits, compressed work weeks if desired, regular and predictable work times. Must be reliable, professional, competent, efficient and a good communicator. Please forward cover letter and resume to Linda (linda@familypethospital.ca) Thank you for your interest in Family Pet Hospital & 24 Hour Pet Emergency Centre, Lethbridge, Alberta.

Are you an AHT looking for part-time or full-time work in Edmonton? A F/T and a P/T AHT position has become available in Meadowbrook Animal Clinic. We are a busy small animal clinic in Millwoods. (South-East Edmonton) with a friendly, family-like atmosphere. We are looking for an animal lover who is reliable, organized, has excellent communication skills and can work well under pressure. We are proud of our modern, recently renovated facility with digital X-rays , in-house

diagnostics and a computerized reception. We offer competitive wages, medical benefits, CE, uniform allowance, and more. Previous experience at a veterinary clinic is an asset. Please email your resume to meadowbrookanimalclinic@gmail.com

Clinic in Grande Prairie, AB looking to add a RAHT to our team. We have 3 clinics in Northern Alberta, 2 mixed and 1 small animal. We are looking for someone energetic, outgoing that loves to learn! We are constantly pushing to provide better service and care in all that we do. We are outfitted with all the toys you could want-therapeutic laser, digital radiology, dental x-ray, etc. Our clinics are also very active in various rescue groups and shelters in the area. If you want to be on a team that is making a difference, this is it! Please send resume and cover letter to loni@bearcreekanimalclinic.ca or Fax: (780) 532-8335. Or stop in and meet us! 9708-128 Ave Grande Prairie, AB T8V 6K4

Bowmont Animal Hospital in Northwest Calgary is looking for an AHT or AHT student to join our small, laid back family run practice. We are closed evenings and require a permanent Saturday staff member. We are open Saturdays from 9am till 2pm, closed all long weekends and do routine appointments only (no surgery etc). This would be a good opportunity to earn some supplemental income in a friendly, low stress environment. We offer competitive wages. Please email resume to bowoffice@telus.net. NO PHONE CALLS PLEASE

We are looking for a full time AHT to join our fun & hardworking team. We are a busy mixed animal practice located 15 minutes south of Edmonton. Our practice is well established & fully equipped. Benefits include CE allowance, paid association dues, Blue Cross health/dental coverage with a health spending account. We also provide a uniform allowance, pet insurance & pet health spending account. Clinic hours are Monday to Friday. The successful candidate will

be an enthusiastic team player with a strong work ethic, the ability to manage their time efficiently and have excellent customer service skills. Visit our website www.leducvethospital.ca Resumes with references can be submitted to Kathy Bevans at kmbevans@leducvethospital.ca

Horizon Veterinary Group is a primary care companion animal network of four clinics committed to providing customer service excellence along with the most progressive medical care available. We have a dedicated, compassionate team that is committed to the health and welfare of the companion animals in our community. Our clinic group offers new digital x-rays, digital dental x-ray and ultrasound as well as a fully computerized medical records system. We are currently looking for a full time Animal Health Technologists to join our Forest Lawn Veterinary Hospital team. This role will be challenging and diverse, utilizing all of your skills and training. We provide our technologists the opportunity to maximize their growth potential and have an experienced team to provide exceptional mentorship. The successful candidate will be an RAHT or RVT and be registered with or eligible to register with the AAAHT. We offer a competitive salary, flexible working hours, in-house training, generous continuing education allowance and extended medical and dental benefits. If you are interested in applying, please send a cover letter and resume to: Tammy Hort, Business Manager Tammy.hort@horizonvet.ca

We are looking for a full-time energetic and enthusiastic AHT to join our companion animal hospital in Lethbridge, AB Our well-equipped hospital has CO2 laser, Digital X-ray, Video Endoscope, IDEXX lab and Digital Dental X-ray system. We have exceptional support staff and looking for those individuals who are motivated to make happy clients and healthy pets. We offer competitive salary, paid CE, paid dues, uniform

AHT REQUIRED

allowance and medical benefits. Candidates must be available for evening and weekend shifts. Please forward resumes to Park Pet Hospital, 142 Columbia Blvd. West, Lethbridge, AB T1K 4J4 Email: parkpethospital@gmail.com Ph: (403) 328-0028

ParkWest Pet Clinic is looking to fill an immediate AHT full-time position. We are a busy progressive, fast-paced practice and looking for a mature and friendly team player with excellent customer service and telephone skills, positive attitude, ability to work quickly and decisively in stressful situations, and have good organizational and practical skills. Benefits: uniforms, CE allowance, excellent discounts on veterinary services and products. Salary is commensurate with the experience and skills. Drop off your resume, or send by fax, email or mail to Dr. Vanda Petrut, 18924-87 Ave, Edmonton, AB, T5T-6J1, Phone (780) 444-1324; Fax (780) 444-0132

Established in 1994, Country Hills Veterinary Clinic offers companion animal veterinary care. The team at Country Hills is client centered, compassionate and communicative while providing excellent medical care in an ethical, educative and environmentally conscientious manner. The veterinarians, animal health technologists and client care staff at Country Hills demonstrate professionalism while taking a proactive approach to animal welfare. This exciting and dynamic clinic is looking for a Part time Animal Health Technologist with the potential for full time employment. 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 the chance to truly utilize your skills and training. If you are interested in applying for this position, please submit a cover letter and resume to: Jan Murray Practice Manager jmpets@telus.net Fax: (403) 541-1528

We are a progressive Edmonton clinic looking for an experienced

AHT REQUIRED

technician for maternity coverage, full time or part time. Our hospital is well equipped and emphasizes client education, teamwork and communication. If you are a team player and a good communicator please contact us for this great career opportunity. All applications will be kept in confidence. If you are interested please send your resume to jill@millcreekvet.com

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 & outgoing personality, Strong organization skills, Proven ability in 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 & retirement program. Please email a copy of your resume and cover letter in confidence to hr.canada@ceva.com.

Terwillegar Veterinary Clinic is looking for a full-time RAHT to join our small animal veterinary team. We are looking for a motivated individual who will enjoy contributing to and benefiting from a very positive work environment. Providing the best possible patient care and client service is our continual focus. Benefits include: CE allowance, comprehensive health benefits, AHT dues, uniform allowance, and

excellent staff discounts. Kindly send resumes to Sherry Lee, RAHT by fax, email, snail mail or in person. Email: terwillegarvet@shaw.ca Fax: (780) 435-7646 or Mail: 14735 – 40 Avenue, Edmonton, AB T6E 3H7

Enthusiastic, Self-Motivated, Part Time Animal Health Tech needed at Terra Losa Animal Clinic in West Edmonton, with possible full time hours in the summer. Benefits include ABV-MA Dues, Health Spending Account, Uniform Allowance, and CE Allowance. Will be required to work most Saturdays, and some weekdays. If you are looking for a relaxed atmosphere and the ability to use your skills to their full potential we are the clinic for you. Phone: (780) 484-1178 Email: terralosavet@shaw.ca

Full time registered Animal Health Technologist required for Albany Veterinary Clinic, a brand new small animal practice, located in NW Edmonton. We are looking for an enthusiast AHT, who loves to provide the best animal care, and has excellent customer service skills. We offer competitive salary, CE allowance, uniforms, and excellent discounts on veterinary services and products. Please send your resume to Cecilia@albanyvet.ca

Signing bonus available for the right candidate. Ellerslie Pet Hospital requires a fifth AHT to join the team for a PT/FT position. We offer competitive compensation including AAHT dues, CE allowances, group benefits and numerous other perks. The candidate must possess excellent interpersonal skills. Please forward your resume to doug@ellersliepet.ca

West Edmonton Spay & Neuter Clinic has an opening for a full-time AHT. We are looking for a team oriented person with good technical skills and passionate about animals.

AHT REQUIRED

New graduates welcome. WE offer competitive wages, benefits, uniform/CE allowances and excellent staff discounts. Please, send your resume at westedspayneuter@gmail.com.

Guardian Veterinary Centre is looking for an RAHT to be in charge of overseeing and delivering client education. The successful candidate will liaise with the ER, internal medicine, and surgical teams to provide clients with appropriate education in patient post hospital care and conditions. Ensuring proper home care, you are the advocate for the patient to make certain the client is comfortable and has a full understanding about what their responsibilities are. Do you have strong interpersonal skills; are you patient, compassionate, organized, detail oriented? Do you have or have an interest in developing your skills in rehabilitation? Guardian Veterinary Centre provides a generous benefit package, staff discounts, and a continuing education allowance. If anything here has caught your attention, please submit your resume to Shauna Beachell: shauna@guardian-vetcentre.com; Fax: (780) 436-6222, 5620 – 99 Street Edmonton, Alberta T6E 1V2.

The Clearwater Veterinary Centre in Rocky Mountain House is accepting applications for a full-time RAHT. We are a mixed animal clinic that has a full Idexx laboratory, digital radiology, anesthetic monitoring equipment, new dentistry unit, powerfloat and large and small animal ultrasounds. Our case load consists of small animal medicine and surgery (including orthopedics), cow-calf, dairy, equine and exotics. The successful applicant will be provided with mentorship as required, a competitive salary, and a comprehensive benefits package including a medical plan. If you are interested, or have any questions, please send an email to drmeyers@hotmail.com.

McKnight 24 Hour Veterinary Hospital in Calgary, AB 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 continually 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.

Do you enjoy saving lives in emergency situations? Looking for fun, family work environment? Looking to grow with our state of the art veterinary practice? VetEmerg 24 hours emergency hospital in North Edmonton looking for Part/ Full-time enthusiastic members for immediate positions. AHT, students and TAs are welcome. Our Hospital will be equipped with full in house laboratory, digital radiography, ultrasound, endoscopy, tonometry, blue tooth wireless patient monitoring, medical grade cabinetry, etc. Competitive salary, profit sharing, ABVMA dues, health and dental benefits, uniform allowance, continuing education. Contact Mohamed AbdelLatif, DVM PH: (780) 423-9111, cell (780) 200-4572, send resume to ervetedmonton@yahoo.com.

AHT REQUIRED

The Edmonton Humane Society has an opportunity for a full time Animal Health Technician to assist in the examination of animals, assist the veterinarians in surgery, monitor animals after surgery, provide client education and information and assist in administering health care for animals in the shelter. 8 hours per day, 5 days per week, including evenings and weekends. Please email your resume to Cindy Selinske, Human Resources Consultant cselinske@edmontonhumanesociety.com

Interested in utilizing all your AHT skills in a client oriented, team centered and fun environment? You will want to join our animal care team at Park Veterinary Centre! We are looking for a FULL TIME experienced Animal Health Technologist to join our multi-vet companion and exotic practice located in Sherwood Park, Alberta. AHT's seeking a challenging and dynamic learning environment are invited to apply providing you have the qualifications of proven experience in dealing with clients in a professional manner and the ability to work independently and as a part of our Veterinary team. You are friendly, enthusiastic, well-organized, must be able to work a variety of shifts, and look to utilize and grow your skills within a modern facility complemented by a full range of current medical equipment. Additional benefits include: medical and dental, association dues, uniform and CE allowances, and a staff discount. New graduates and those with part time availability will be considered. Ask us about our sign up bonus! Visit our website parkveterinarycentre.com Please fax, email or mail resume. Tony Wilson, Park Veterinary Centre, 101 Broadway Blvd. Sherwood Park, Alberta T8H 2A8; Fax: (780) 417-2600 Email: vetmed11@telus.net Website: www.parkveterinarycentre.com

Aurora Veterinary Clinic Ltd., situated in Fort McMurray, Alberta is currently seeking qualified and enthusiastic individuals for the position of an animal health technologist. Fort McMurray is located within the beautiful boreal forest of northern Alberta. It is a vibrant family-oriented community with many opportunities. The clinic is fully-equipped, computerized and modern, including a MyLab50 ultrasound machine, Premium Vet CCR digital radiography machine, Patient Advisor and other anesthetic monitoring equipment and the complete benefits package. The clinic is located in scenic Wood Buffalo Village. For more information please visit our website for a virtual tour at auroravetclinic.ca. You may call us at (780) 715-1127, fax us at (780) 715-1126, email us at aurora7@telus.net, or stop in for a tour of our clinic at 14-100 Real Martin Drive, Fort McMurray, Alberta, T9K 2S1.

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. Ph: (780) 458-2828 or Fax: (780) 458-2888 Email: info@redwillowvet.com or redwillow@telus.net

We moved into a brand new space in SW Calgary last spring and we are busy! We are an independent 3 DVM practice with a special interest in dentistry. We are looking to find a part-time AHT to join our energetic team, primarily someone to support the medical and surgical aspects of our practice. The right person for the job will be a skilled team player with good communication skills, a positive attitude and someone who excels in patient and client care. We offer competitive wages and a benefit package. Woodlands Veterinary

AHT REQUIRED

Hospital & Animal Dental Centre # 202-2525 Woodview Drive SW Calgary, AB T2W 4N4 Contact Amy: (403) 281-4655 or email: admin@woodlandsvet.com

Delton Veterinary Hospital in Edmonton keeps growing and we are excited to be looking for a new F/T or P/T Animal Health Technologist. We're only interested in motivated, responsible, confident, enthusiastic team players with great communication skills. We provide competitive wages, a generous health care plan, CE opportunities, uniform, and pet food and animal treatment discounts. Applicants must be AHT's or RVT's that are registered or eligible to register with the AAAHT. Please forward a resume and cover letter to joshua@deltonvet.com.

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

Calgary North is a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. We are dedicated to an environment of continual growth and improvements. Working closely with the Veterinarian, the AHT is responsible for ensuring patients and their owners are provided with optimum care and efficient service. Calgary North Veterinary Hospital and Emergency Service is looking for two (2) fulltime Registered Animal Health

Technicians to join our hospital. These positions average 37.5 hours per week with an 11 hour shift compressed work week. 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. We offer competitive wages, uniform allowances and 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. If you are interested in applying for this position, please send your resume and cover letter to: Sandi Large Email: larges@cnvet.com Fax: (403) 277-0136

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 or part time Animal Health Technician required for small animal practice in Red Deer, Alberta. This practice has digital x-ray, a full in house lab and anesthetic monitoring. We are looking for a team oriented person who has good interpersonal skills and a good work ethic. We offer a competitive salary and additional benefits. Please email at piper creekvet@hotmail.com or phone (403) 346-8288.

The Harvest Hills Veterinary Clinic is searching for one full time Animal Health Technologist. This is a one year contract position with the possibility of turning into a permanent position at our clinic or will be a guaranteed position within the AVC group. We are a 3.5 Doctor small animal

AHT REQUIRED

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. The full time position is a compressed work week of 36-38 hours per week with weekend and day shifts. We offer continuing education expenses paid, competitive wages, uniform allowance, AAAHT dues, health and dental and the best work experience 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. No phone calls please.

P/T or F/T registered Animal Health Technologist Locum required for a 4 Doctor small animal practice. Locum is available November 2013 through till January 2015. Possibility exists for extension of locum and or long term employment. We are looking for an AHT to help provide excellent patient care and client relations. Our well-equipped hospital offers Idexx Cornerstone, In-house lab and digital radiology. Dental/medical benefits, AHT dues, staff discounts and uniform allowances are also provided. Lessard Callingwood Veterinary Hospital Ltd. 7514-178 Street, Edmonton, AB T5T 2Y5 Please fax resumes to (780) 481-3632, Attention Christine or Email: christinep@lessardvet.com

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 and 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

Granada Veterinary Clinic in Sherwood Park is looking for a registered Animal Health Technologist to fill an immediate full time or part time position. We are a busy progressive practice and expect our AHT's to fully utilize their technical and patient care skills. We are looking for a mature team player who excels at patient and client care to work Monday to Friday with no evening or weekend shifts. Benefits include uniforms, CE allowance, excellent discounts on veterinary services and products, and a health and dental plan. Applicants must be AHT's or RVT's that are registered or eligible to register with the AAAHT. If you are interested please submit a cover letter and resume by fax or email. (780) 464-2534 or granadavet@shaw.ca

Dewinton Pet Hospital is seeking a FT RAHT for small animal/exotic clinic. We are family owned and require a team player who is self-motivated and who has a passion for the job. We offer a benefit package, staff discounts, CE + uniform allowance. Weekends and evenings required. Email: angelica.f61@gmail.com Website: www.dewintonvet.com

Come join our team! Flexible position open immediately for PT temporary or permanent AHT who is passionate about providing exceptional standard of care to both clients and patients in our busy Calgary SA clinic. We are a family oriented practice with a progressive approach and current technology. The successful candidate is a self-motivated and friendly team player with excellent communication skills, a positive attitude, great technical skills, and is keen to continue to learn. Good benefits package and compensation is commensurate with experience. Please forward resume to drkerr@edgemontvet.ca

We're looking for a motivated AHT to cover a 1 year maternity leave with a possibility to stay on full time afterwards. We are a 1.5 vet clinic and you would be supported by a f/t AHT and receptionist, and 2 p/t

AHTs. Send us your resume and join a great team. Email: sturgeonvet@yahoo.ca Website: www.sturgeonanimalhospital.ca

Western Veterinary Specialist & Emergency Centre is seeking a mature fulltime Animal Health Technologist for our Emergency service. With the benefit of a Criticalist on staff, we can offer extensive training and mentoring for motivated candidates looking to increase their skill level in emergency and critical care. Candidates with a minimum of one year general practice experience are preferred. Excellent communication skills are absolutely essential. We offer a dynamic team environment encompassing specialty and emergency services in a state of the art facility. This position averages 42 hours per week with 12 hour shifts on a four on four off schedule. Days, weekends, evenings and overnights will be required. We offer competitive wages, generous benefits package including health & dental coverage, staff discounts and CE allowance. Please email resumes to Cathy Gaviller at cgaviller@westernvet.ca

We are a progressive Edmonton clinic looking for an experienced technician for maternity coverage. Our hospital is well equipped and emphasizes client education, teamwork and communication. If you are a team player and a good communicator please contact us for this great career opportunity. All applications will be kept in confidence. If you are interested please send your resume to jill@millcreekvet.com Please check out our website: www.millcreekvet.com

Sabadilla Animal Clinic is a small, fast growing practice located in SW Calgary. We are looking for a Full-time registered AHT. Applicants must have excellent client service and communication skills, be compassionate, reliable and most importantly a team player. Interested applicants call Chris (403) 873- 1115

AHT REQUIRED

Dedicated AHT required for our progressive, fast paced companion animal practice located in Stony Plain AB. If you love working with people and animals, you will love working with our team where you will be able to utilize all your skills and have the opportunity to grow your professional abilities. Our team includes 5 veterinarians, 5 AHTs, 3 Receptionists and kennel assistants. This position requires shift flexibility and rotating Saturdays. Our small animal hospital is a fully integrated IDEXX facility with Laboratory, Digital Radiography, and Cornerstone software so familiarity with Cornerstone would be an asset. The successful candidate should possess excellent customer service and telephone skills, computer experience, the ability to work quickly and decisively in stressful situations and have good organizational and practical skills. We offer a competitive salary, benefits package, uniform allowance, discounted veterinary services and for staff members. New grads welcome. If you would like to join our team, please forward your resume by fax to (780) 963-3633 or email: spvet@telusplanet.net

Marketplace Animal Hospital, located in Callingwood, in West Edmonton is a small animal practice looking for a qualified, professional and grounded individual to fulfill a part time to full time AHT position. If you're looking to engage your personal skills and work with the public while broadening your skills then please fax or email in your resume! Email: marketplaceanimal@hotmail.com Fax: (780) 484-5522

Tri Lake Animal Hospital is looking for a qualified RAHT to join our small animal/exotic practice in the Central Okanagan BC. We have dedicated operating rooms, in-house lab, ultrasound, digital radiology, endoscopy and a CT scanner. We are looking for a highly motivated individual who would enjoy a fast-paced environment. There is a generous benefits package which includes yearly CE allowance and excellent medical/dental benefits. If you are interested please email your resume to Cara Reed mgr@trilake.ca

AHT REQUIRED

Need more information? Please visit www.trilake.ca or call 1-(250) 766-3236

Animal Medical Centre North in Grande Prairie wishes to add a qualified AHT to our talented team. You will be empowered to utilize all your skills and knowledge to provide the care and services our clients and patients deserve. You will be granted the maximum freedom and responsibility you are comfortable with to perform your duties. You will be surrounded with caring fellow workers to help, guide, assist and mentor as needed. You will be encouraged to interact with clients (and to play with puppies and cuddle kittens). We are a staff of 10 with 2 full-time veterinarians, 2 office specialists, 2 receptionists and 2-3 other AHTs. We work with digital x-rays, digital dental x-rays, full dental-aided dentistry system, full in-house lab, video endoscopy, and 2 surgical lasers. We provide care for small animals (dogs and cats) including a wide variety of exotics such as birds, reptiles and pocket pets. We offer a fun environment and great wages and benefits. Please send cover letter, resume and references to Dr. Norman George at amcn@telus.net or Fax: (780) 814-7345.

An immediate FT position is available for a qualified AHT looking for an opportunity in a busy mixed animal practice (75% SA), to apply their medical knowledge in all aspects of veterinary medicine in a family orientated, community based practice located an hour and a half north of Edmonton, AB. This opportunity is ready for your take charge personality and keen interest to expand your knowledge and skills, all the while fostering professional and community relationships with patients, clients and practice friends. We look forward to discussing market level compensation rates, benefits, CE allowance, and signing bonus in conjunction with a work schedule recognizing life balance to enjoy the country style recreation filled surroundings. Please phone Liz@ (780) 689-3800, fax resume to (780) 689-3976 or email to boylevet@telus.net

Northgate Veterinary Hospital is looking for a F/T RAHT to join our small team. We offer CE allowance, health plan benefits, dues paid. Wage dependent on experience. No evening hours or weekends. New Grads are welcome to apply! Resumes can be sent to Dr. Laverne Nikiforuk 12429-97 Street Edmonton, AB T5G 1Z6 PH: (780) 474-0427 Fax: (780) 477-5532 ngvhosp@telus.net

Bowmont Animal Hospital in Northwest Calgary is looking for a full time registered AHT to join our small, laid back family run practice. We are closed evenings and all statutory holidays and your weekends would be free. We offer competitive wages, CE and uniform allowance, and pay AAAHT Association dues. Please email resume to bowoffice@telus.net. NO PHONE CALLS PLEASE

Sangudo Veterinary Clinic is a mixed animal, one veterinarian clinic looking for a second AHT. Candidates must be confident with small and large animals. Have an positive attitude, good client communication skills and a team player. Healthcare benefits and AHT dues paid. Please forward resumes to sangudovet@gmail.com

The General Veterinary Hospital has an opening for a full-time AHT that wishes to utilize their existing skills to the fullest, and continue to learn and grow in their profession. Our small animal hospital is a fully integrated IDEXX facility with Laboratory, Digital Radiography and Cornerstone Practice Management Software. We are looking for applicants with a strong interest in surgery/orthopedics and rehabilitation medicine. Benefits and wages commensurate with experience. Apply in strict confidence to Edith Dubois, Hospital Administrator, 11403 - 143 Street Edmonton AB, T5m 1V7. Phone (780) 452-4856, Fax (780) 452-4856, or email edithgvh@telus.net.

VETERINARY STUDENT REQUIRED

Do you enjoy saving lives in emergency situations? Looking for fun, family work environment? Looking to grow with our state of the art veterinary practice? VetEmerg 24 hours emergency hospital in North Edmonton looking for Part/Full-time enthusiastic members for immediate positions. Vet, students are welcome. Our Hospital will be equipped with full in house labo-

ratory, digital radiography, ultrasound, endoscopy, tonometry, blue tooth wireless patient monitoring, medical grade cabinetry, etc. Competitive salary, profit sharing, ABVMA dues, health and dental benefits, uniform allowance, continuing education. Contact Mohamed AbdelLatif, DVM PH: (780) 423-9111, cell (780) 200-4572, send resume to ervetedmonton@yahoo.com.

AHT STUDENT REQUIRED

Do you enjoy saving lives in emergency situations? Looking for fun, family work environment? Looking to grow with our state of the art veterinary practice? VetEmerg 24 hours emergency hospital in North Edmonton looking for Part/Full-time enthusiastic members for immediate positions. AHT, students and TAs are welcome. Our Hospital will be equipped with full in house laboratory,

digital radiography, ultrasound, endoscopy, tonometry, blue tooth wireless patient monitoring, medical grade cabinetry, etc. Competitive salary, profit sharing, ABVMA dues, health and dental benefits, uniform allowance, continuing education. Contact Mohamed AbdelLatif, DVM Ph: (780) 423-9111, cell (780) 200-4572, send resume to ervetedmonton@yahoo.com.

AHT STUDENT SEEKING EMPLOYMENT

I am currently a first year student looking to gain experience with a practice, especially with large animals and reproduction. I grew up on a farm so I have had some experience with various types of livestock and pets including swine and dairy. Contact Lonneke by e-mail: lonneke54@gmail.com or by phone: (403) 741-8432.

OTHER EMPLOYMENT

Mayfield Veterinary Hospital in Edmonton is currently recruiting for a full time Receptionist/Animal Health Tech Assistant. This role will encompass a variety of receptionist and clerical duties such as answering telephone calls, greeting clients, scheduling appointments, processing check-ins and payments. In addition, the Tech Assistant role is to assist the AHT's and Veterinarians and keep the hospital clean and sanitary. They are also caregivers to the animals in the hospital including feeding,

walking and general cleanliness of patient's kennels and patients to make their stay more comfortable. We are looking for a positive team-focused individual with excellent customer service and organizational skills, initiative and communicates effectively with clients and team members. Veterinary experience or education is required, previous reception experience is preferred with strong computer skills. This is a rotating weekly shift: 7:30 am - 3:30 pm, 10:00 am - 6:00pm or

OTHER EMPLOYMENT

12:00 pm - 8:00 pm (Wednesdays) and every second Saturday. We offer health and dental benefits, uniform allowance, continuing education allowance and discounted veterinary services and pet food/supplies. If you are interested, please email your resume and cover letter to: Lyndsay Laing Mayfield Veterinary Hospital llaing@mayfieldvet.ab.ca

Whiskers & Wags is expanding our services and hiring new team members!

We are looking for caring, motivated, detail oriented individuals to fill the following positions:

1. NE/NW Live in care provider
2. SE/SW Live in care provider and Dog Walking

A Live in Care Provider moves into the home while clients are away and cares for their pets and home. Short absences (1-3hr) preferred. In addition they will be providing 1/2hr visits for cats or as potty breaks for dogs while clients are on holidays or at work. We hold a very high standard of cleanliness and leave the clients home in the same if not better condition. Providing stress free care for the animals is our philosophy and one on one care is must for all pets in the home. We do our very best to adhere to existing routines while offering exercise, love, care and stability. Dog Walking would involve assisting with exercising dogs that are boarding with us. Commitment would be flexible and dependent on volume. *Medical experience (animal first aid, giving injections, caring for geriatric pets) an asset. *Knowledge of animal behaviour and positive training methods an asset. Email: doniarroorda@gmail.com Website: www.whiskersandwagspetservices.ca

Experienced Veterinary Practice Manager available for contract

or temporary opportunities. Excellent customer service skills, team-building and inventory skills. Familiar with Avimark and Cornerstone software platforms. Ability to assume all administrative roles with minimum on-boarding. Please contact me in confidence with any questions at terrie.meikle@hotmail.com.

Hunterhorn Veterinary Clinic has been dedicated to fostering the health of dogs and cats since 1988 and is looking for a part-time Client Care Specialist/Animal Tech Assistant. This role will encompass a variety of responsibilities such as answering telephone calls, greeting clients, scheduling appointments, weighing pets, processing check-ins, patient advisor exam set up, and processing payments. The AHT assistant duties include assistance restraining patients for the collection of samples and other treatments, some shared daily maintenance cleaning. The ideal candidate will be enthusiastic and motivated, organized and able to multi task. They should have exceptional customer service and computer skills. Previous experience in a veterinary environment is required; some accounting skills would be an asset. We offer a competitive wage, uniform allowance and a positive work environment. The part time position (23 hours average per week) is: Monday/Wednesday/Friday - 3:00 p.m.to 6:00 p.m.

Tuesday - 1:00 p.m. to 8:00 p.m.
Thursday - noon to 7:00 p.m. or
Saturday - 9:30 a.m. to 4:30 p.m. - every 3rd Thurs. off

If you are interested, please submit a resume to: Dr. Teresa Boughen hunterhorn_vet@shaw.ca

We are looking for an experienced office manager to join our team. Sheep River Veterinary Services is a mixed animal practice, with three doctors and six support staff in Okotoks, AB. Qualification includes: a minimum of five years working in the veterinary medicine field and previous management

experience. Duties will include but, are not limited to, management of staff, client coordination, promotion and marketing. Please send resume to troy@sheeprivervet.com or phone (403) 938-6993, attention Dr. Bourque.

Calgary North Veterinary Hospital and Emergency Service is seeking (2) two full time Animal Health Tech Assistants for our dedicated and dynamic pet health care team. The primary role of the Tech Assistant is to assist the AHTs and Veterinarians and keep the hospital clean and sanitary. They are also caregivers to the animals in the hospital including feeding, walking and general cleanliness of patient's kennels and pet patients to make their stay more comfortable. The successful candidate will have excellent communication, interpersonal and problem solving skills along with the ability to work within a team environment with minimal supervision. Applicants must also be flexible in attitude and work habits and be willing to learn. Previous veterinary practice experience is desirable but not required. This full time position averages 37.5 hours per week on a compressed work schedule. In addition to on-going training and advancement opportunities, we offer competitive wages, medical/dental benefits, and a continuing education allowance. If you are interested in applying, please submit a resume: careers@cnavet.com Fax: (403) 277-0136

" West Edmonton Spay and neuter Clinic" requires a full- time Receptionist/ Veterinary Assistant. We are looking for a candidate with good communication skills, courteous and be familiar with Avimark. We offer competitive wages, benefits package and discounts. Please, send your resume to westedspayneuter@gmail.com".

Hermitage Veterinary Hospital (Located 5050-130 Ave NE)

Seeking: Receptionists / Veterinary Medical Assistant / Pet Care Specialist (Part-time). Looking for a passionate member to join our large team who cares about companion pets, have some veterinary experience, knowledge or education in Veterinary medicine. If you are interested in providing a high standard of veterinary care, are dedicated to compassion and care, and are ready to get started in a high paced working environment, Hermitage Veterinary Hospital is looking for you. Must be flexible, availability (Monday to Sunday), mainly evening and weekends. Please email resume to hermitagehospitalmanager@gmail.com. No faxes please.

Western Veterinary Specialist & Emergency Centre seeks a mature full-time Tech Assistant for our Emergency service. Excellent communication skills are absolutely essential. Previous experience is an asset, but not required. We offer a dynamic team environment encompassing specialty and emergency services in a state of the art facility. We offer competitive wages commensurate with experience and a generous benefits package including health & dental coverage, and staff discounts If you are interested in applying, please send resumes to Cathy Gaviller Email: cgaviller@westernvet.ca Fax: (403) 770-1344

Mayfield Veterinary Hospital is recruiting for a full time Receptionist. The Client Care Specialist/Receptionist provides exceptional customer service by supporting a welcoming environment, greeting clients and performing clerical duties. The Receptionist must be courteous, professional and compassionate towards pets. We are looking for a positive team-focused individual with excellent organizational skills, who demonstrates initiative and communicates effectively with clients and team members. Veterinary experience is an asset.

OTHER EMPLOYMENT

Previous reception experience is required with strong computer skills. This position works a rotating weekly shift: 7:30 am - 3:30 pm, 10:00 am - 6:00pm or 12:00 pm - 8:00 pm and every second Saturday. We offer benefits, uniform allowance, CE allowance and discounted veterinary services and pet food/supplies. If you are interested in applying, please email your resume and cover letter to: Lyndsay Laing llaing@mayfieldvet.ab.ca

Territory Manager - Pet Insurance Pets Plus Us understands pets - and the people who love them. That's why we make it our mission to champion pet owner happiness; not just for the members we serve, but for the pet lovers who work in our offices. We support your growth and ideas in a place that accommodates both your pets and your future. As a Territory Manager you will develop your territory by building and managing new and exciting relationships. To apply please visit careers at www.rsagroup.ca Or please copy and paste the link below to apply: <http://clients.njoyn.com/CL2/xweb/xweb.asp?clid=27078&page=jobdetails&jobid=J121>

Full time receptionist required for a small, but busy practice in St. Albert. You would be joining 1 1/2 vets, 2 f/t and 2 p/t techs, as well as a p/t receptionist. Please submit your resume by email or fax (780) 419-2801. Email sturgeonvet@yahoo.ca Check out of website: www.sturgeonanimalhospital.ca

West Edmonton Veterinary Office is looking to hire a full/part-time receptionist/technical assistant. We are looking for someone not only with excellent front desk and administrative skills, but also candidate should be well versed in all aspects of a veterinary practice, including surgery and anesthesia. We are a small practice with a large caseload, where radiology and laboratory services are outsourced.

The position requires a valid driver's license and a car capable of transporting animal carriers. An outgoing, client orientated personality and the ability to work independently are essential. Salary and hours are negotiable while benefits are available to full time staff. Please do not send resumes unless requested. All inquiries will be kept strictly confidential.

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 A receptionist and a Tech Assistant. All applications will be held in confidence. Please forward resume to Wilma Jackson at Wilma. Jackson@edmveteremgency.ca

Delton Veterinary Hospital is a mid-sized, modern, progressive animal health clinic. We are constantly growing and are in need of an experienced Client Relations Specialist for full-time work, Mondays to Fridays and the occasional Saturdays. Your background in customer relations in person, via telephone, and via text and email will help build a superior, professional team of client communicators. Animal or human medical office experience an asset but not necessary. An appreciation for animals and humans required. We provide competitive wages, a generous health care plan, vacation days, CE opportunities, uniform, pet food and animal treatment discounts. Please forward a resume and cover letter to joshua@deltonvet.com. Salary will be commensurate with qualifications and experience. Please apply with your salary expectations.

Calgary North Veterinary Hospital and Emergency Service is seeking a full time Client Care Specialist for our dedicated and dynamic pet health care team. The role of the Client Care Specialist/Receptionist is to provide exceptional customer

OTHER EMPLOYMENT

service by supporting a professional and welcoming environment. We are looking for a team-focused positive individual with excellent communication, organizational and multi-tasking skills. Strong computer and telephone skills are required. Previous reception experience, and veterinary experience or equivalent experience is preferred but not essential. In addition to on-going training and advancement opportunities, we offer competitive wages, group employee benefits and an employee discount. If you are interested in this opportunity, please send your resume and cover letter to: Email: careers@cnavet.com

The Calgary Animal Referral and Emergency Centre is seeking a

full time Emergency Technologist Assistant. The successful candidate must be compassionate towards pets, energetic, self-motivated, interested in continual learning and possess excellent customer service skills. Strong organizational skills and the ability to multi-task in a fast paced environment is required. Previous or equivalent experience would be considered an asset. This is a 12 hour rotating shift through 7 days of the week to accommodate the 24 hour emergency service. In addition to on-going training and advancement opportunities, we offer competitive wages, medical/dental benefits, uniform allowance and a continuing education allowance. If you are interested, please forward your resume and cover letter to: Lisa Booker bookerl@carecentre.ca

PRACTICE FOR SALE

Small animal practice available for purchase in a growing community 20 minutes east of Calgary, Alberta. Centrally located in the heart of the community, this lively practice offers a loyal clientele and significant growth opportunity. Serious inquiries please Email: vetclicsiale2014@gmail.com

8880 Horton Road is located near the junction of Macleod Trail and Heritage Drive SW. It will be a 90,000 SF Shopping Centre anchored by Save on Foods. The development is located in one of Calgary's most high profile locations with 54,000 vehicles per day passing by the site and a total population of 47,210 people within 3kms. The residential aspect of the site is also set to expand with a further two condo towers planned for 2017, creating an additional 600 residential units. Save on Foods is expected to open in December 2014 with the remainder of the retail due for possession at the same time. We are actively looking for a veterinary

practice for this location. For more information please contact: Ben Oldfield at (403) 750-0513. Email: ben.oldfield@cbre.com

Kingsview Market is a large retail development located at the south east corner of Deerfoot Trail and Yankee Valley Blvd SE. The site is anchored by Sobeys, Shoppers Drug Mart, Home Hardware and a number of financial institutions and other users including medical, dental and Global Pet Foods. Located at the main access point to the eastern half of Airdrie, the centre is uniquely positioned with easy access to a number of communities. Airdrie continues to grow each year with a 62.92% increase in population since 2006 and a 2013 population total of 49,560. This development services the established communities of Kingsview Heights, Ravenswood, Sharp Hill and is adjacent to a 126 acre business/industrial park. The next phase of Kingsview Market has an expected possession date of late 2014 and we are

PRACTICE FOR SALE

actively looking for a veterinarian practice for this location. For more information please contact: Ben Oldfield at 403 750 0513. Email: ben.oldfield@cbre.com

Well Established Mixed Animal Practice for Sale. In the foothills of Jasper National Park, this opportunity is perfect for the individual or family who enjoy an outdoor lifestyle. Fully

equipped small animal clinic and large animal ambulatory service. A loyal, longstanding client base plus steady new client influx, offers the veterinarian a flexible work schedule and balanced personal/professional life. With a young enthusiastic staff, this veterinary practice is ready to expand in whatever direction one chooses to take it. \$299,000. Please direct inquiries to Dr. James Marshall, Big

PRACTICE FOR SALE

Horn Veterinary Services, P.O. Box 6535, Hinton Alberta T7V 1X7, bhvs@outlook.com

The North Peace Animal Hospital is a well-established mixed animal practice in Fairview, Alberta that is looking for new owners. This is a wonderful opportunity to take over or phase into a very successful practice. The current long term owners are nearing retirement

and are motivated to sell. The perfect fit will be a veterinarian (or veterinarians) who enjoy both small and large animals and want to enjoy a high six figure income. Excellent business and lifestyle opportunity. Email: rmlk1@telusplanet.net or phone Drs. McWatt or Keddie at (780) 835 2750. All inquiries kept confidential.

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2014

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- Livestock as a Pathway Out of Poverty – Dr. Gregg BeVier, University of Pennsylvania

Companion Animal

- Small Animal Sports Medicine and Rehabilitation – Dr. Felix Duerr, Colorado State University
- Small Animal Gastroenterology – Dr. Todd Tams, VCA West Los Angeles Animal Hospital
- Surgical Radiographic Diagnostic Seminar - Dr. Randall Fitch, Pacific Veterinary Sports Medicine & Surgery, California and Dr. Phillip Steyn, Antech Imaging Services, Colorado
- Small Animal Neurology - Dr. Rick LeCouteur, UC Davis

Equine

- Equine Muscle Disorders - Dr. Stephanie Valberg, University of Minnesota
- Additional speakers to be announced

Food Animal

- Bovine Pulmonary Hypertension as a Cause of Mortality in Cattle - Dr. Joseph Neary, Colorado State University
- New World Boundaries - Dr. Gregg BeVier, University of Pennsylvania
- Leveraging Social Media in Practice – Dr. Cody Creelman, Veterinary Agri-Health Services Ltd., Airdrie, Alberta
- Social Media Strategy for Food Animal Practitioners – Mr. Kelly Cromwell, Parcom Online, Edmonton, Alberta
- Beef & Dairy Cattle Genomics – Dr. Melodie Chan, Zoetis, Canmore, Alberta
- Additional Speakers to be announced

Veterinary Team

- Nurturing The Bond – Providing Exceptional Preventative Care to Every Pet – Dr. Rick DeBowes, Washington State University
- Internet Marketing – The Basics From Soup to Nuts – Ms. Kelly Baltzell, Beyond Indigo Pets
- The Art of Veterinary Practice Management – Mr. Mark Opperman, VMC Inc., Colorado

Animal Health Technologists

- Let's Talk About Small Animal Anesthesia! – Dr. Matt Read, University of Calgary, Alberta
- Laboratory Topics – Hematology, Parasitology, Urinalysis etc. – Dr. Joel Pond, Lincoln Park Zoo Hospital, Chicago

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