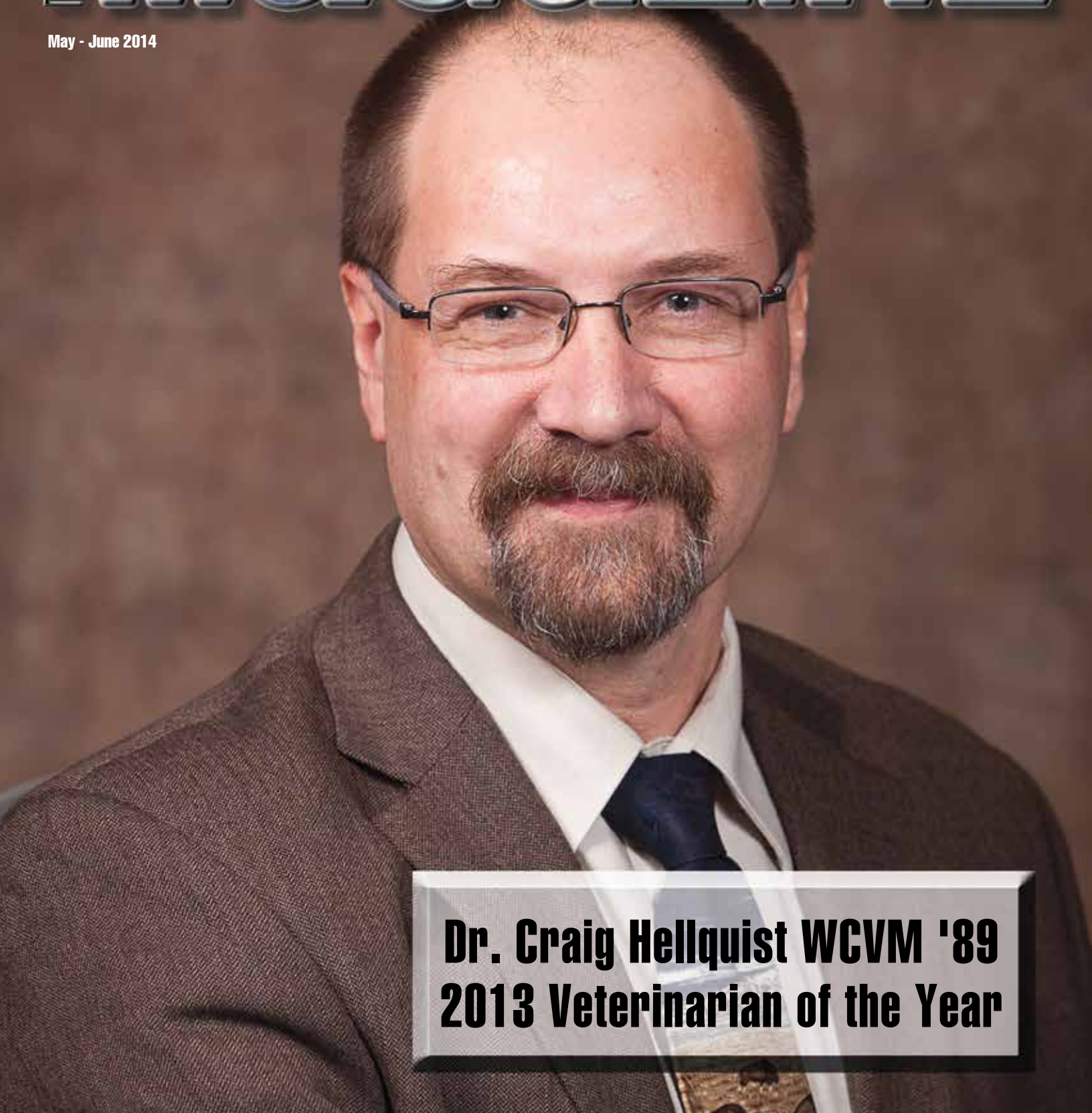


Alberta Veterinary Medical Association

MEMBERS' MAGAZINE

May - June 2014



**Dr. Craig Hellquist WCVM '89
2013 Veterinarian of the Year**



CANINE ATOPY HAS MANY CAUSES.



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MEMBERS' MAGAZINE

A publication for Alberta veterinarians

FREE FOR MEMBERS

MAY / JUNE 2014, Volume 16, No. 3

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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The Magazine welcomes letters to the editor on any topic related to the veterinary profession. All letters must include the author's name. The Editor reserves the right to edit letters for clarity, length, and correction of factual inaccuracies.

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EDITOR'S NOTEBOOK



One of the things that really disturbs me is hearing that veterinarians are only interested in "the money". We hear it from complaining clients, social media, internet complaint sites, printed media, and second rate national pseudo-journalistic television programs. From what I know of the profession and our veterinary health care teams, nothing could be farther from the truth.

A recent Capstone Project conducted by final year students of the University of Alberta Animal Health Science program identified the HUGE need for financial support for low income pet owners. This urged on the Tails of Help program that had already begun and was in its formative stages. The program is now operational and currently provides funding for qualified people on the Assured Income for the

Severely Handicapped (AISH), and the Guaranteed Income Supplement (GIS). In order to qualify for Tails of Help Funding, the veterinary clinic makes an application for the funding. Following approval - the veterinary clinic, the animal owner, and Tails of Help all contribute to the treatment of the animal. It is a win-win situation for all involved, particularly the animal! When I go to the Tails of Help donor page, it is also interesting that a large amount of the funds available for the program have already been donated by members of the veterinary health care team - interested in "the money".

I also look with professional pride at the Alberta Spay Neuter Task Force. This group of veterinarians, animal health technologists, and volunteers provide vaccination and spay/neuter services for pets in communities not normally receiving veterinary services. Their approach is to "provide proactive community based pet wellness clinics for communities that are experiencing pet overpopulation issues, to improve the health and wellbeing of the dogs and cats in the community, and to reduce human health issues that have resulted from pet overpopulation." These clinics all occur on weekends, and everyone involved is giving freely of their time and expertise to travel to remote locations to make them happen. Obviously they are all interested in "the money".

A more recent example of the great generosity of the veterinary health care team is occurring right now, in conjunction with an event called "Clara's Big Ride". Canadian Olympic athlete, Clara Hughes, has started a 12,000 km ride across Canada to raise funds and awareness for mental health issues. This is certainly something that we as a profession are concerned with, as members of the veterinary health care team are over-represented amongst health care professionals. Dr. Kim Robinson, ABVMA member, is assembling a team of veterinarians, animal health technologist, and volunteers to participate in a local bike ride to raise awareness for mental health issues within our professional community. Funds raised will be used to sponsor a national service dog for a post-traumatic stress disorder team. I urge members that are interested - to participate and show our support. I am sure that it will be a great success.

There are multiple other examples of the great generosity of the veterinary team. They occur every day, in every clinic across this province. Some are monetary, some are emotional, but they all highlight the great capacity for caring and compassion displayed by the profession. It's not about "the money".

Darrell Dalton, DVM
Registrar

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PRESIDENT'S MESSAGE



Dr. Egan Brockhoff

Working throughout the world has been one of the most remarkable journeys in my veterinary career. The combined experiences have provided me with a diverse set of opportunities to grow both professionally and personally. There is a healthy unease in being placed into otherworldly dynamics. Where the situation of a new disease, a new culture and a new geopolitical space all come together to enliven your senses. We speak of the moments in our lives and in our careers when our eyes are opened. When we allow ourselves to open to the world around us and see what we are, what we have been and what we may be. To look into the faces of a dozen different cultures and see our world reflected back upon us is to not just see yourself, but the society we serve and the profession that grants us that privilege to serve with new eyes.

It's funny how easy it is to believe that the world that you live and work within is reasonably representative of the world as a whole. That veterinary medicine in Canada or North America is the generally accepted model that all societies should aspire to. Looking towards global experiences has always seemed like a prudent exercise to me. I continue to hold the sentiment that if you are not careful, you start believing that you have experienced it all, understand it all, and have the definitive answer to the path this profession is taking us upon. I remember back many years ago now, not long after I graduated, sitting on the planning committee for an upcoming conference. I wasn't directly involved with this organization, just invited to participate in a one day planning session to brainstorm for an upcoming continuing education meeting. One of the hot topics that year was going to be pain management in food animals. There was a lot of discussion about what tone should be set, who would be a good speaker and such. The typical planning session! Volunteering the names of a few international speakers seemed like a prudent approach to me. Many countries in Europe had been tackling these issues head on and certainly had years of experience in

food animal pain management that we hadn't had in North America yet. I don't really remember what was decided upon, but I do recall the sentiment expressed by many of my colleagues that day, "I don't really want someone from Europe telling me how to do my job here in America!" I admit to being very surprised at the time and to this day still hold that seeking out diversity is often the best prescription for dealing with the specific.

I remember one of the first times I worked in China. I was new to the Council of the ABVMA at that point. What a remarkable country and even more remarkable people. You can't help but fall in love with the amazing food and the adventure of it all. I was there to work with farmers and their veterinarians, to open myself to their model and attempt to bring value to its evolution. My role as a swine veterinarian provided me with the occasion to move beyond the traditional experiences a foreigner might anticipate and move out into the tangible existence of the provincial. At that time the ABVMA was just beginning development of its APRUMA document on antimicrobial stewardship and as I travelled and listened to the voices on this journey I realized that although we were not speaking directly of it, in a manner, the topic of regulated veterinary medicine was being touched upon time and time again. How we govern ourselves and how we govern many of our practices such as the use of veterinary pharmaceuticals in domestic food animal species was at the root of many of our discussions. Listening to my foreign colleagues talk through their concerns and explore their unique solutions was a rewarding experience. Yes, we might have all the technology in the world right here at home, but sometimes, you just need to see it all through a different set of eyes.

Over the years I have learned that regulated veterinary medicine is a privilege! Importantly, not just for the veterinarian that functions within the fluid dynamic of each of their respective societies, but for society in general. When our collective has chosen to partake in the establishment and realization of a structured evidence based

medical system designed for the enhancement of all health and environment there is a strong net benefit. At the point where the intersection of public and animal health is realized we step forward and advance as a society. In many parts of this world veterinarians are unregulated and the use of veterinary pharmaceuticals is unregulated. In many of those situations the training of veterinarians is also unregulated and without the benefit of structure. In my experience society looks at veterinarians and veterinary health care providers differently when this is the situation. The level of trust and sense of value is diminished and as you sit and experience this you find yourself wholly thankful for the system we work within. Suddenly those hurdles that stood before you and stand before you today giving you access to this profession don't seem so large any more.

How do we grow as professionals? Moreover, how do we grow as people? All of our experiences; the environment we work within and the people we work with shape us as veterinary medical professionals and members of society. Exploring diverse opportunities within our profession is to open ourselves to a whole new world of critical thinking and problem solving. Attending foreign conferences, working in foreign lands, volunteering with global organizations can provide us with new and valuable experiences that when brought home can add to our collective mosaic. I am excited to be part of our profession here in Alberta. To be part of a self-governing regulated body that works with both our members and society is a great pleasure of mine. Through my travels and involvement in the global veterinary community I continue to grow in my understanding of veterinary medicine and how we can all work together to continue to grow our understanding of ourselves and our profession. ♡

*Egan Brockhoff, DVM
ABVMA President*



Dr. Darrell Dalton

The annual leadership weekend held in conjunction with the Annual General Meeting (AGM) is one of the great success stories of the Alberta Veterinary Medical Association (ABVMA).

The annual leadership weekend held in conjunction with the Annual General Meeting (AGM) is one of the great success stories of the Alberta Veterinary Medical Association (ABVMA). Held in mid-February, the weekend kicks off on Friday morning and runs through until Sunday afternoon. This year's weekend took place February 7–9, 2014 at the Delta Edmonton South Hotel. The weekend brings together members of both the Legislated and the Professional Enhancement Advisory Committees for two days of education, governance discussions, instruction, and collegiality. The Member Recognition Banquet is often a highlight for many members, where individuals that have been chosen by their peers are recognized for their contributions to the association and the profession. The weekend wraps up on Sunday with the AGM.

The first morning began with a welcome and opening remarks from ABVMA President, Dr. James Marshall. Dr. Phil Buote and myself gave a brief introduction to the Leadership Weekend, and outlined what participants could expect. Dr. Jean Wallace presented her survey results concerning ABVMA member wellness. Dr. 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. Summaries of her findings regarding member wellness of the veterinary profession have been published in the Member's Magazine, beginning with the November-December 2013 issue. The morning concluded with a group discussion led by Dr. Jen Willans to give attendees an opportunity to provide their input into member wellness related activities of the ABVMA.

Over the lunch hour, Dr. Michelle Lem gave a captivating presentation "One Health, One Welfare". Dr. Lem is the founder and director of Community Veterinary Outreach,

a veterinary-based registered charity that has provided pro bono preventive veterinary care for animals of the homeless and marginally housed in Ottawa since 2003. The program is demonstrating how veterinary care can be leveraged to engage marginalized pet owners in social services and health care for themselves. Dr. Lem stated that although veterinarians have never been more scrutinized and criticized by the public and the media, there has never been a greater opportunity for the profession to play a vital role in "One Health". She went on to describe how private practitioners have the potential to positively impact human health and welfare as well as animal health and welfare, thereby contributing to the improvement of community health. Dr. Lem shows that through community outreach, the veterinarian and veterinary services can be the vehicle to drive social change. This presentation was very thought provoking, and stimulated a lot of interest in doing something like this locally in Alberta.

Friday afternoon consisted of discipline training for the legislated committees led by Dr. Phil Buote and Ms. Karen Smith, legal counsel for the ABVMA. The professional enhancement advisory committees conducted individual committee meetings to discuss their business. Their agendas included the Committee Terms of Reference and the Code of Conduct for Committee members. Day one concluded with a buffet dinner and social. After dinner, those present were entertained by the wise and witty words and stories of the Honourable Dr. Richard Starke, Minister of Tourism, Parks & Recreation, MLA for Vermillion-Lloydminster. Those that know Dr. Starke are aware that after twenty-eight years in a busy mixed animal practice, he decided to 'retire', and was drawn to the quiet halls of the Legislative Assembly, and was elected to office on April 23, 2012. Dr. Starke captivated the audience with his stories and memories of practice, and how his life has currently changed. No one was sure how this was retirement, but

we can all be thankful that he will always be a proud member of the veterinary profession!

Saturday began with a presentation on an overview of board governance and running effective meetings by Ms. Maryann Urbanowski. Maryann has worked for Alberta Agriculture and Rural Development for over twenty years and is responsible for leading Alberta Agriculture Products Marketing Council's initiative on board governance to raise awareness and provide learning opportunities for leadership development and effective board governance practices. The morning was a wealth of information useful to all committee members of the ABVMA.

Dr. Lem's lunch hour presentation nicely dovetailed with the lunch hour presentation on Saturday by Ms. Jackie Lind RAHT describing the organization and efforts of the Alberta Spay Neuter Task Force. Jackie is currently working full time at Olds College in the Animal Health Technology, VMR and VTA programs as the Animal Care Coordinator. In her spare time Jackie also manages the schedule, supplies, and clinic flow for the medical team for the Alberta Spay Neuter Task Force. As with the previous lunchtime presentation, a lot of interest was stimulated towards participation and expansion of this program by those present.

The lunchtime presentation led nicely into the update on the Tails of Help program by Dr. Jen Willans. This program currently has a small cash reserve, and has been funding medical procedures for approved applications since the end of November, 2013. Once again, a worthwhile animal welfare project strongly supported by ABVMA members.

Several presentations rounded out the Saturday afternoon session. Mr. Kelly Cromwell from Parcom Online, social media contractors for the ABVMA, gave a very interesting presentation titled "Beyond Social Media: Influencing Public Perception through Effective

continued on page 6

continued from page 5

Communication". In 2013, the ABVMA made tremendous strides forward in the area of social media, with one of the primary objectives being to better engage the ABVMA committees on social media platforms. All of the Professional Enhancement Advisory Committees aided in the development of pertinent social media campaigns at their fall meetings, and Kelly was able to discuss the implementation of these campaigns with the entire leadership group.

Next on the agenda was a short introduction to the Work Integrated Learning/Preceptor Training by Ms. Sam Magus from the school of Health Sciences at NAIT. As mentorship and mentorship training seems to be constantly on the agenda for committee meetings, this was an interesting and timely discussion. Finally, Dr. James Marshall led the leadership group

through discussions pertaining to the Strategic Priorities of the ABVMA for the upcoming year. This discussion was in preparation for the annual strategic planning sessions held with Council in April.

The Member Recognition Banquet was a great success. The following members were recognized by their peers for their contribution to the profession:

Meritorious Service:

Dr. Jack Wilson

Veterinarian of the Year:

Dr. Craig Hellquist

Young Veterinarian of the Year:

Dr. Cody Creelman

Communications Award:

Dr. Ron Clarke

ABVMA AHT of the Year:

Ms. Pippa Goodfellow

AAAHT Appreciation:

Ms. Cindy Beecher

In addition, the ABVMA 35 Year Awards and the Committee Appreciation Awards were presented. The evening finished pleasantly with the musical entertainment of The Travelling Mabels.

Sunday witnessed the calling to order of the 2014 Annual General Meeting. The meeting was very well attended, and all members present gained from the presentations and comments of the speakers and reports, as well as partaking in the business of the association. A resolution was passed by the membership instructing the Government of Alberta to amend the General Regulations of the Veterinary Profession Act to include additional definitions, and to amend **Part 4 Practice Inspection Practice Standards** to reflect current veterinary practices. Following the meeting, an open forum was held

to discuss proposed and suggested changes to the PIPS Bylaws. This was led by Dr. Jen Willans, with the assistance of the PIPS Review Task Force. There was plenty of useful discussion, and the forum served as a great aid towards development of the new PIPS Bylaws.

I am certain that all members that attended the leadership weekend left with a greater appreciation for what the association does, a better understanding of their role within the association, and enriched relationships with their colleagues. This is traditionally one of the greatest events of our year, and this year was not a disappointment. 🐾

Darrell Dalton, DVM
ABVMA Registrar

ABVMA OFFICE MOVING July 30, 2014

The ABVMA Office will be moving from its current location in the Weber Centre to Elm Business Park located a short distance from the current office.

The ABVMA Office will be closed for regular business on Friday, July 25th, Monday, July 28th & Tuesday, July 29th for the move.

The office will *re-open at its new location on Wednesday, July 30, 2014 at 8:00 am.*

The ABVMA telephone number and website will stay the same.

**The new mailing address:
Building #3, 9452 - 51 Avenue
Edmonton, Alberta
T6E 5A6.**

2014 ABVMA COUNCIL

Back Row

(Left to Right, Standing):

Dr. Christa Coetser
Mr. Alvin Kumlin
Dr. Gordon Strick
Dr. Alastair Cribb
Mr. Brian Travers
Dr. James Marshall
Dr. Margitta Dziwenka
Dr. Darrell Dalton

Middle Row

(Left to Right, Seated):

Dr. Kevin MacAulay
Dr. Egan Brockhoff
Ms. Megan Fleming
Mrs. Nichole Boutilier
Dr. Louis Kwantes
Dr. Gerald Hauer

Front Row

(Left to Right, Seated):

Dr. Jan Bystrom
Ms. Andrea Edwards
Dr. Jocelyn Forseille
Dr. Cary Hashizume

Missing from Photo

Dr. Douglas Freeman



COUNCIL HIGHLIGHTS

Caroline Heffernan, DVM
January 22 & 23, 2014

Council travelled to the Western College of Veterinary Medicine (WCVN) in Saskatoon for our January Council meeting. This trip provides a great opportunity for Council to meet with Alberta veterinary students and answer questions about the ABVMA. The trip also provided Council an opportunity to have a joint Council meeting with the Saskatchewan Veterinary Medical Association (SVMA). Some of the topics discussed were: ABVMA bylaw approval process, prescribing and dispensing practices, dispensing manual for veterinarians and the importing of dogs from other countries.

Dr. Doug Freeman was our host and many thanks goes out to him and his staff for their hospitality.

The following are some of the highlights from Council's meeting

Elm Office Space – the ABVMA office will be moving to a new location this summer. More details to come.

History Book – the latest history book documenting the ABVMA is now available. This is our third history book and provides an important role in maintaining the archives of our association. The first history book covered the years 1950-1967, the second - 1967-1990, and the latest edition - 1991-2010.

PIPS Update – the current PIPS bylaws are over 20 years old and practice models have changed

dramatically over this time. The ABVMA was one of the first associations to do practice inspection. Currently the old bylaws are very restrictive and the PIPS task force is working to update these bylaws and the end result will create greater flexibility for practices. The membership has been asked for their input and over 150 comments were received from feedback through the QA guide. Further membership input will be gathered from the AGM and the task force will meet and incorporate input and then a mail in vote will be performed.

Tails of Help – this is a charitable foundation that the ABVMA is associated with. This foundation started distributing funds to the Public in November, 2013. Current areas that are being developed are marketing, communication, and fund raising. We need to continue to raise awareness about this foundation as many of our members are still not aware of its existence and role. Anyone interested in learning more about with this very worthwhile initiative should visit www.tailsofhelp.ca.

Member Wellness – our members were asked to respond to a survey on wellness last year. Dr. Jean Wallace has collected and summarized the feedback and will be doing some articles on the results and how we can apply the findings to help our members. Look for these upcoming articles in the Member's Magazine. The Wellness Task Force is also looking at the formation of a Wellness page – a resource of information to help direct members to areas to help with coping strategies/stress management and overall maintaining mental and physical health. Our profession has been identified as having an increased risk for stress and suicide. An interesting note from Dr.

Freeman was that many veterinary schools are now having permanent social work advisors on campus to help students deal with stress and mental health.

Practice Naming Policy – the naming of a practice can be an area of confusion and frustration. The policy is addressing the fairness of this process with the aim to make the process consistent and fair. Practice owners are reminded that names still have to be registered with the Provincial government.

Code of Conduct and Confidentiality – this document has been put together to help provide terms of reference for committee members. It will help provide committee members an outline of what their expected role and contribution is during their term on a committee.

AAAHT 35 Year Celebration – A reminder that this year is the 35th Anniversary of the AAAHT. They are also in the process of updating their bylaws for review by their members.

Updates from WCVN – students are now participating in a Wellness Program during their clinical rotations. These are dedicated visits for wellness of pets and are designed to prepare students to speak with clients on wellness - vaccination, nutrition, and puppy management. The college has also set up a mental health student program and it will see a collaboration between social workers and the veterinary students on campus

These are just some of Council's highlights. We direct you to our member website for more updates and look forward to hearing feedback from our members. Looking forward to spring arriving soon in Alberta!

Dr. Caroline Heffernan, OVC '92



Dr. Caroline Heffernan

Dr. Caroline Heffernan grew up on a Beef Farm near Norwood Ontario. She attended the University of Guelph, where she completed a Bachelor of Science in Agriculture, with a major in Animal Science. Caroline graduated from the Ontario Veterinary College in 1992 and went on to work in Small Animal Practice in the Hamilton area for eight years. Two years were spent doing Locum work, as well as serving on the Peer Record Review Committee with the College of Veterinarians of Ontario.

Caroline moved to Alberta in 2002. This move brought her to her "second family" at Okotoks Animal

Clinic where she has been caring for the Small Animal clients since.

Caroline has been a member of the Practice Review Board for the past 3 years and has been an investigator for the past 6 months. She also serves as a mentor for the Calgary Veterinary School.

Caroline and her husband George, who works for Bayer Crop Science, live on a farm south of Carseland, where they have Red Angus cattle and Quarter Horses.

On weekends Caroline can be found travelling the Rodeo trail where she is an avid barrel racer and roper. She

is accompanied by her two faithful dogs - Maddie and Diesel.

Other interests include running (having completed 2 half marathons and 3 - 100 mile relays), gardening and spending time with family and friends.

Caroline and her husband love life in Alberta, and Caroline is looking forward to her Council appointment and continuing to work with the ABVMA to make our association even stronger in the future.

COUNCIL HIGHLIGHTS

Katie Van Sluys, DVM
February 6, 2014

The ABVMA Council met in Edmonton on Thursday February 6th. This meeting allowed us to welcome incoming Councilors Dr. Gordon Strick, Dr. Margitta Dziwenka, Dr. Jan Bystrom, and Ms. Megan Fleming, AHT. Each year at this time councilors and staff review plans for the leadership weekend, confirm the upcoming meeting schedule for the year ahead and the Council representation on committees. Updates on other business are as follows:

Discussion Items:

Member Survey - the issue of delegation of tasks to a registered animal health technologist was discussed at previous meetings with respect to pregnancy detection via ultrasound. Potential questions were discussed that could be used to survey the membership. This survey will aid in the review of the Council Guideline on the Roles of Registered Animal Health Technologists, Unregistered Auxiliaries and Students.

CVMA Collaboration - goal of this collaboration is to have the provincial regulatory bodies cooperating on national issues. A motion was made to support the formation of a Canadian Council of registrars on the condition that this group will not be a separate organization. Council supported the concept of an independent committee of the CVMA, but not a separate organization.

Code of Conduct and Confidentiality - this concept initially derived from requests by committee chairs experienced difficulty with committee members showing minimal or no participation/commitment. The original document has been edited and was made available for the committees to review at the leadership weekend.

Ex-Officio Reports:

Alberta Agriculture and Rural Development (ARD) - Dr. G. Hauer

- a. **Porcine Epidemic Diarrhea (PED):** Currently is not in our province, but ARD is involved in preparing a response plan with Alberta Pork and swine practitioners. The concern for spread into Alberta with truck traffic from the US. ARD will be involved on individual farms to provide expertise/ advice. Currently there is ongoing surveillance by collecting environmental samples at processing plants and trucking companies.
- b. **Rabies** - CFIA is scaling back on their involvement with Rabies as of April 1st. ARD will hire a new public health veterinarian to coordinate rabies. Currently developing a plan and working closely with Alberta health.

Canadian Food Inspection Agency (CFIA) - Dr. C. Coetser

- a. **Brucella canis** - a zoonotic, notifiable disease was detected in an imported dog from Mexico. The CFIA has been in communication with Alberta Health Services. ABVMA will move forward to inform the members on symptoms and

action steps in the case of positive test results.

- b. Recently there was a case where there were puppies imported from Mexico illegally and were ordered to be returned to US. There is concern that the veterinary community is not united on the issue of importation of dogs and the risk that these dogs can pose to our pet and human population.

Report from Senior Advisor - Dr. D Landals

Responsible Use of Antimicrobials - Dr. Landals sits on the Strategic Priority Action Committee of the Alberta Farmed Animal Health and Welfare Steering Committee that is looking at a collaborative campaign to champion responsible antimicrobial use. A motion was made to direct staff to explore collaboration with the medical and dental professions to advance responsible use of antimicrobials.

The leadership weekend that followed the meeting was a huge success with updates on strategic planning, inspiring speakers and some amazing entertainment. All of Council and members of the PIPS Task Force appreciate the enthusiastic member input that was provided during the proposed PIPS Bylaws amendments discussion that took place after the AGM. As this was my last Council meeting and last Council highlights I would like to thank all of the inspiring Council Members and staff for their guidance, wisdom and laughter over the last 3 years. It's been a PICKLE!

Dr. Katie Van Sluys, WCVMA '99



Dr. Katie Van Sluys

Katherine (Katie) Van Sluys was born in Montreal, Quebec but spent most of her childhood in south Calgary. After completing a BSc in Agriculture from the University of Alberta she then went onto the WCVMA where she graduated in the class of 1999. After obtaining her veterinary degree, Katie moved to New Haven, Connecticut for a private practice, small animal internship.

In early 2000 Katie and her husband, Jayson (WCVMA Class of 1998), then moved to Virginia Beach, Virginia where Katie worked for the next 3 years at a 24 hour referral centre. In the fall of 2003 Katie and her husband moved back to Calgary where she worked for 2 years before deciding to start her own practice. Katie is currently a partner at Fish Creek 24 Hour Pet Hospital

in south Calgary where she and Jayson both work. Katie started volunteering with the AbVMA shortly after moving to Canada. Following two consecutive three year terms on the Companion Animal Committee Katie then moved on to sit on the PIPS Committee in 2010.



2014 ABVMA STAFF

Back Row


(Left to Right, Standing):
 Mrs. Margaret Massey
 Dr. Duane Landals
 Dr. Phil Buote
 Dr. Darrell Dalton
 Ms. Kathy Naum

Front Row


(Left to Right, Seated):
 Ms. Lisa Barry
 Dr. Jocelyn Forseille
 Mrs. Brenda Betnar
 Ms. Janeen McPhee
 Ms. Chris Grayson
 Mrs. Midge Landals

MEMBERSHIP MATTERS

FEBRUARY 2014	Veterinarians Transfer Active General to Non-Practicing Dr. Ronald Clarke, #1969 Dr. Tannis Baxter, #1829 Dr. Warren Webber, #443 Dr. John Burlet, #1245 Dr. Wallace Jones, #561 Dr. Georges Paradis, #2798 Transfer Active General to Time Limited Dr. Heather Pedersen, #3063 Transfer Time Limited to Active General Dr. Dana Madsen, #2123 Transfer Time Limited to Non-Practicing Dr. Paul Neider, #1792 Dr. M. Jane Kerr, #2255 Cancel Time Limited Dr. Leila McIntyre, #2829 Cancel Temporary Dr. Depinder Chahal, #2971 Dr. Sumeet Sharma, #2879	Effective Date December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 4, 2013 December 6, 2013	Cancel Active General Dr. Shanna Clinch, #1851 Dr. Andrew Mack, #2941 Dr. Adam Hering, #2877 Dr. Osama Ibrahim, #2294 Dr. Vivian Fan, #2896 Dr. Vivian Lau, #2760 Dr. Arulthasan Rajkumar, #2642 Dr. Karyn Irwin, #2623 Cancel Non-Practicing Dr. Myeongseon Kim, #2961 Dr. Nadia Bunko, #2782 Dr. Laura Ross, #2757 Dr. Catherine Milley, #2240 Dr. Susan Nadeau, #1948 Cancel Limited Unsupervised Dr. Christopher Morley, #2689	Effective Date December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013
	Animal Health Technologists Re-instate Active Jennifer Sauve, #2409 Transfer Active to Non-Practicing Susanne Jorgensen, #234 Jarmila Abraham, #1588 Anita Shephard, #521 Trisha Holubowich, #727 Celine Calahoo, #182 Lindsey Armstrong, #1351 Theresa Bukatka, #958 Tracey Lawrence, #2712 Transfer Non-Practicing to Active Nancy Perrin, #2201 Wendy Kane, #2262	Effective Date January 21, 2014 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013	Cancel Active Christen Nickel #2664 Karissa Lupuliak, #2316 Bonnie Stafford, #3101 Sandra McGregor #2395 Kelly Edel, #1605 Connie Kennett, #1482 Christie Miller, #395 Jeanie Thomas, #60 Heather Jarvis, #169 Cancel Non-Practicing Elizabeth Pollock, #1866 Kerri Kiryluk, #1655 Kendra Dietz, #1467 Kyna McKay, #2824	Effective Date December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013 December 31, 2013
FEBRUARY 2014	Permit to Practice Permit to Practice Approval Z & N Straub Veterinary Services Ltd. (Dr. Novaley Straub #2448) 1720125 Alberta Ltd. (Dr. Kevin Breker #1020 & Dr. Sheryll Hudye #1732) Cancel Permit to Practice 625934 Alberta Ltd. (Dr. Warren Webber #443) 1377157 Alberta Ltd. (Dr. Rodney Gale #1270)	Effective Date January 21, 2014 January 28, 2014 January 15, 2014 January 17, 2014	Effective Date Chaparral Veterinary Clinic Ltd. (Dr. Andrew Biernacki #1724 and Dr. Sasa Karagic #1768) Venture West Veterinary Services Ltd. (Dr. Jake Burlet # 1245) 1564998 Alberta Ltd. (Dr. Osama Ibrahim #2294)	Effective Date January 17, 2014 January 20, 2014 January 23, 2014



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COMPLAINT DIRECTOR'S REPORT



Dr. Phil Buote

Complaint Case #13-01

A complaint was received from a veterinarian regarding prescribing and dispensing of pharmaceuticals and website advertising undertaken by a veterinary practice in Alberta.

A client of the complainant attended at the veterinary practice and was able to purchase a quantity of modified live vaccine for his cattle in Saskatchewan. The client was not known to the veterinary practice and did not present a prescription for the product he wished to purchase. There was no valid veterinary-client-patient-relationship and a registered veterinarian did not establish the medical need for the vaccine.

The product was sold to the client by the practice manager with no involvement of a registered veterinarian or a registered animal health technologist. There was no information provided to the client with respect to the use, storage or safety of the vaccine. An appropriate medical record was not created with respect to the prescribing, dispensing or sale of the pharmaceutical. The veterinary practice's website was not in compliance with the ABVMA Council Marketing Guidelines.

The Complaint Review Committee (CRC) made a decision to refer the matter to the Hearings Director for a hearing.

The responsible veterinarian for the permit holder entered into consent discussions with members of the CRC. The responsible veterinarian signed an admission of unprofessional conduct and consent order, which was accepted by the Hearing Tribunal.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Inappropriate Prescribing, Selling and Dispensing Pharmaceuticals

1. On or about November 21, 2012, the veterinary practice sold pharmaceuticals to the client from Saskatchewan, specifically Vista Once SQ, 10 dose, without an appropriate and/or valid prescription.
2. On or about November 21, 2012, the veterinary practice sold pharmaceuticals to the client from Saskatchewan, specifically Vista Once Sub Q, 10 dose without appropriate timely veterinary medical information and an appropriate Veterinary Client Patient Relationship (VCPR).
3. The veterinary practice dispensed pharmaceuticals, specifically Vista Once Sub Q, to the client in an inappropriate manner as follows:
 - a) that it did not confirm a prescription existed before dispensing Vista Once SQ;
 - b) that neither a registered veterinarian nor a registered animal health technologist (RAHT) dispensed the Vista Once SQ;
 - c) that a registered veterinarian did not review the dispensing of the Vista Once SQ;
 - d) that the veterinary practice failed to provide information to the client regarding the appropriate use, storage and safety of Vista Once SQ;
 - e) that the veterinary practice failed to properly label the Vista Once SQ in accordance with the ABVMA Council Guidelines for dispensing prescription drugs; and
 - f) that the practice dispensed Vista Once SQ for animals located in the Province of Saskatchewan.

Medical Records

4. That the veterinary practice failed to create and/or maintain appropriate veterinary medical records in that it failed to create medical records for the prescribing, sale, and dispensing of pharmaceuticals including:
 - a) regarding the sale and dispensing of pharmaceuticals including

recording appropriate information about the patient for the issuing of the pharmaceutical;

- b) collecting appropriate information about the patients for the dispensing of pharmaceuticals;
- c) recording appropriate diagnostics and treatment information that is required for a prescription; and
- d) recording site visits.

Website Promotion

5. That the veterinary practice website, which provides information to the public with respect to products, services and promotions, contravenes the ABVMA Council Marketing Activity guidelines as follows:
 - a) in specifying low cost effective quantity purchases;
 - b) guaranteeing low price matches, discounts and rebates;
 - c) advertising with respect to the actual cost of veterinary medical services for the year 2012;
 - d) in making recommendations with respect to off-label use of pharmaceuticals;
 - e) in promoting and recommending the use of pharmaceutical (antibiotic) therapy in healthy animals;
 - f) in referring to specific pharmaceuticals by name; and
 - g) in providing dosage information with respect to certain pharmaceuticals without an appropriate veterinary client/patient relationship.

ACKNOWLEDGEMENT OF RESPONSIBILITY

It is acknowledged by the ABVMA and the permit holder that its conduct as described above constitutes unprofessional conduct. The permit holder has accepted responsibility for its conduct pursuant to s. 35.1 of the Veterinary Profession Act. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by the veterinary practice.

REASONS FOR THE DECISION

1. Inappropriate Prescribing, Selling and Dispensing of Pharmaceuticals

a) The permit holder has admitted that they had not followed accepted practice for dispensing of medications of this schedule as set out in the ABVMA Council Guidelines on Prescribing, Dispensing, Compounding and Selling Pharmaceuticals (February 2010).

b) Although this behavior is a common error made by food animal practices within the veterinary industry, the Tribunal feels that it is not considered an acceptable standard of practice for the permit holder to undertake and constitutes unprofessional conduct. This was particularly evident pertaining to not establishing a Veterinary Client Patient Relationship (VCPR) with this person and a veterinarian or RAHT not being present.

c) The permit holder admits that they dispensed a prescription drug to a person without a valid VCPR and that the product was dispensed without an appropriate label. The permit holder agrees that this constitutes unprofessional conduct as set out in s. 1(n.1) (i), (ii), (x) and/or (xi) of the Veterinary Profession Act, RSA 2000.

2. Medical Records

a) In this case the only record of this transaction was an invoice. An invoice does not constitute a medical record therefore no medical record was made in the case which constitutes unprofessional conduct as agreed to by the Council Guidelines (February 2010). The permit holder admits that not keeping a medical record in this case constitutes unprofessional conduct.

b) There was no evidence of the name of the purchaser on the invoice which is far from acceptable, even if this appears to be an isolated event after reviewing the vaccine dispensing records of the permit holder.

3. Website Promotion

a) The Tribunal found this the most grievous contravention of the investigators report.

continued on page 11

continued from page 10

- b) The fact that the Council Guidelines on Marketing Activity had not been reviewed or taken into consideration did not excuse the fact that there was blatant disregard for the facts and spirit of these Guidelines displayed on a public website.

NO RIGHT TO APPEAL

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

ORDERS AS TO SANCTIONS

1. A letter of reprimand shall be issued against the permit holder.
 2. The permit holder shall write an article articulating the importance of prescribing and dispensing in accordance with the Council Guidelines with respect to large animal practice. This shall also include a provision with respect to the importance of complete medical records. This shall be submitted to the Complaints Director within ninety (90) days of the date of this Order
- and shall be published at the discretion of the Complaints Director on a "without names" basis.
3. The veterinary practice shall be subject to practice verification by way of a practice inspection practice standards (PIPS) inspection once yearly over a period of two years. These inspections shall focus on the issue of prescribing and dispensing and medical records. The permit holder shall pay the costs of these additional PIPS inspection. The veterinary practice shall provide at those inspections:
 - a) specific elements that document the necessity for medications for pharmaceuticals being prescribed and / or dispensed;
 - b) appropriate labelling;
 - c) all documentation must be in compliance with Council Guidelines (February 2010); and
 - d) any marketing information including website and other social media information.

4. The permit holder shall pay costs in the amount of \$5,000.00 within six (6) months of the date of this order.
5. The permit holder shall pay a fine in the amount of \$1,000.00 within ninety (90) days of the date of this Order with respect to the matters relating to website promotion and advertising.
6. There shall be a publication of this order on a "without names" basis.

COMMENT

The publication of the findings, orders and reasons of the Hearing Tribunal is undertaken to serve as notice to the public and the profession to ensure the objectives of protection of the public and deterrence are satisfied.

The particulars of this case are reported so that all veterinarians, animal health technologists and veterinary practices ensure they make informed decisions regarding prescribing and dispensing. As noted in the reasons of the Hearing Tribunal, non-compliance with the Council Guidelines on Prescribing, Dispensing, Compounding and

Selling Pharmaceuticals, particularly with respect to establishing a VCPR and the obligations of oversight by a registered veterinarian, were considered failures to meet an acceptable minimum professional standard and therefore constituted unprofessional conduct.

The Hearing Tribunal did acknowledge that this error commonly occurs in veterinary practice. However, the veterinary profession has an obligation to responsibly prescribe and dispense pharmaceuticals and appropriately discipline members who fail to do so. This helps maintain access to pharmaceuticals for animal health, protect the integrity of the veterinary profession and protect public health.

The writer welcomes any questions or feedback on this report.

*Phil Buote, DVM
Deputy Registrar and Complaints
Director*

ABVMA MEMBER'S MAGAZINE ONLINE



The ABVMA Member's Magazine is the official means of communication between the Association and it's members.

Starting in January, 2014 the ABVMA Magazine has gone digital! The magazine is now available in PDF format for download on the ABVMA website at www.abvma.ca. This move is intended to increase online visibility and give members' a 'Green' alternative to receiving the publication.

If you DO NOT want to receive a hard copy of future issues of the magazine by regular mail, please contact Kathy Naum at the ABVMA office, 780-489-5007 or toll-free 1-800-4040-2862, Ext. 233 or by email: kathy.naum@abvma.ca.



CANADIAN VETERINARY
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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 SmartVet, a treatment decision application from the Canadian Veterinary Medical Association, is available for download onto your Apple or Android smartphone or tablet. Developed by a veterinary expert panel, the SmartVet app is a bilingual antimicrobial treatment decision tool for companion animal practitioners. This app will guide you through the process of selecting appropriate antimicrobial therapy for specific bacterial diseases of dogs and cats, including

The **National Farm Animal Care Council** recently released the NFACC Code of Practice for the Care and Handling of Pigs. Thank you to all members who provided us with feedback during the development of this code of practice. CVMA's input influenced the following requirements of the final code:

- **Castration** – CVMA recommended that all piglets castrated >10 days of age must have anesthesia and analgesia, and that by 2016, piglets castrated at any age must have appropriate pain control.
- **Herd Health Management Plan** – CVMA recommended that producers must establish a working relationship with a licensed veterinary practitioner (VCPR).
- **Euthanasia** – CVMA recommended a written euthanasia plan be developed in consultation with a licensed veterinarian.

Offering the best variety of veterinary CE in Canada, the scientific program for the **2014 CVMA Convention** (Thursday, July 10 to Saturday, July 12) includes more than 30 highly-rated speakers from Canada and the United States. Topics range from dermatology to shelter medicine, from social media to animal welfare. Each day, 36 concurrent sessions in six tracks – companion animal, bovine, equine and other – are being offered, providing an opportunity to gain 18 CE hours. If you add a lab or other appropriate Wednesday session, you can earn up to 25 hours of CE during this convention. Whether you are interested in excellent, current didactic, or hands-on CE, St. John's will have it all. Visit www.canadianveterinarians.net for details.

Low staff morale, burnout, financial challenges, workplace drama and a host of related challenges can easily make our veterinary careers less joyful. The Canadian Veterinary Medical Association's **Emerging Leaders**

Program can help you bring joy back into the workplace by teaching you how to cope with a variety of challenges encountered in veterinary practice. The Emerging Leaders Program offers recent graduates and experienced professionals alike, an opportunity to explore your approach to personal and professional accomplishment and how you work with colleagues and health care teammates. This unique leadership experience, which takes place on July 9, 2014, during the 2014 CVMA Convention in St. John's, is open to all members of the Canadian Veterinary Medical Association and the Canadian Association of Animal Health Technologists and Technicians. CVMA members who have graduated within the last 10 years can apply for full sponsorship to participate in the program. Learn more online at: www.canadianveterinarians.net/documents/2014-emerging-leaders-program

Take advantage of a **complimentary one hour business consultation** (valued at \$350) during the CVMA Convention on Saturday, July 12! Discuss your individual practice report, ask questions about hiring, budgeting, customer satisfaction or any other aspect of practice management on which you wish to seek a professional opinion. Economic expert Darren Osborne will answer your questions and work with you to find solutions for any practice management challenges you may be experiencing. This opportunity is exclusively available for CVMA members and/or their practice managers. Contact Oliver Hoffmann at ohoffmann@cvma-acmv.org to schedule your consultation.

Questions or Suggestions?

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

Welcome

What would you like to do:

Start UTI Treatment
Algorithm

Review Urine Collection,
Handling and Urinalysis
Interpretation

Review Antimicrobial
treatment table

diagnostic steps, recommended first, second and third line treatments and recommendations for advance diagnostics and/or referral. A urinary tract infection (UTI) application is the first of a set of decision tools being built into CVMA's SmartVet app. The UTI app provides an algorithm on how to manage simple and complicated UTIs, an antimicrobial treatment reference table and supplemental resources to guide you through successful antimicrobial therapy. Don't have an Apple or Android smartphone or tablet? No problem. CVMA members can access a desktop version of SmartVet from CVMA's website (<http://apps.canadianveterinarians.net>).



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¹Mehlhorn H. (2000). Mode of action of imidacloprid and comparison with other insecticides (i.e., fipronil and selamectin) during *in vivo* and *in vitro* experiments. *Suppl Compend Contin Educ Pract Vet.* 22(4A): 4-8.

²Mehlhorn H, Mencke N, Hansen O. (1999). Effects of imidacloprid on adult and larval stages of the flea *Ctenocephalides felis* after *in vivo* and *in vitro* application: a light and electron-microscopy study. *Parasitol Res.* 85(8-9): 625-637.

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2014 Livestock Care Conference

Livestock Care Conference focuses on turning ideas and innovations into action

Livestock producers and industry leaders are on the right track in shepherding agriculture through an important period of transition, innovation and heightened management expectations in a new world of farm animal care.

Held in Edmonton on March 26th & 27th, the conference included several noteworthy speakers; a major "Industry Innovation Showcase" session featuring several case study examples; as well as key sessions focused on students and social media opportunities. For more conference highlights and the LCC Blog, visit the the AFAC website at www.afac.ab.ca.



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UPCOMING EVENTS

ALMA FutureFare

Monday, June 16 & Tuesday, June 17, 2014. Edmonton Marriott at River Cree Resort, Enoch Edmonton, Alberta. The Alberta Livestock and Meat Agency (ALMA) is proud to present FutureFare 2014 on June 16-17, 2014 at the River Cree Resort. For more information visit <http://futurefare.org/>.

2014 CVMA Convention "A New Discovery Down Every Lane"

July 9 - 12, 2014. Delta St. John's Hotel and Conference Centre, St. John's Newfoundland. Online registration is open for Canada's only national multi-species CE event, offering more than 108 hours of continuing education. We invite your cooperation and support to inform your members about the upcoming Canadian Veterinary Medical Association Convention to be held July 9-12, 2014 in St. John's, Newfoundland and Labrador. Please consider adding an event listing for the 2014 CVMA Convention to your event calendar as well. Additional information about the CVMA Convention can be found here in the latest convention e-newsletter ([ou en français ici](#)) and on our website. Also don't forget to check out the conference video on YouTube. <https://www.youtube.com/user/CVMAACMV>.

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.

WCVN 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.

WCVN Class of 2004 - 10 Year Reunion - October 25 2014 5:00pm-8:00pm

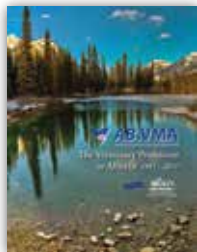
Come for dinner and see what your classmates have been up to for the past 10 years!

Please contact Dr. Laurel Barton at laurelbarton77@gmail.com for more details and reservations.

INFORMATION FOR MEMBERS

ABVMA Member's Magazine Copies Available

Dr. Don MacDonald has copies of the ABVMA Member's Magazine from 1993 - 2013 available to any member interested in collecting these issues. The issues have been placed in sequential order in 3 ring binders. If you are interested in this collection, please contact Dr. MacDonald at: 780-439-0520.



ABVMA History Book Now Available for Sale

The Veterinary Profession in Alberta, 1911 - 2010 covers 20 years of history of the profession in Alberta. The book was released earlier this year and a copy has been distributed to all practices in the province. If you are interested in purchasing your own copy of the book please contact Brenda at the ABVMA Office, 780-489-5007 or by email: Brenda.betnar@abvma.ca. **Cost: \$29.99 plus GST and shipping and handling.**

Dr. Don MacDonald retires from the Historical Advisory Committee

After 35 years of service Dr. Don MacDonald has retired from the ABVMA Historical Advisory Committee. The ABVMA would like to thank Dr. Don MacDonald for his many years of service on this valuable committee. His dedication to the work of preserving the history of the association has been invaluable and he will be missed on the committee. Thanks Dr. MacDonald!



Dr. Duane Landals, Dr. Don MacDonald (retired), and Dr. Nick Nation, ABVMA Historical Advisory Group

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Introduction

Growing awareness about increasing numbers of professionals suffering from stress, addictions and suicidal ideation has resulted in an emphasis on "what's wrong" with the professions and/or their members. In this newsletter, we explore "what's right" with veterinarians' and animal health technologists (AHTs) work experiences and what enables them and their work community to thrive. Both interview and survey data were used to identify the best parts of their work and what gives them the greatest satisfaction. These factors are examined in relation to positive wellness outcomes to see which are most beneficial to veterinarians' and AHTs' well being.

Much of the research on worker experiences looks at how to prevent work-related problems such as job stress, burnout or quit behavior. An alternate approach is to examine what contributes to positive work experiences that enhance worker potential and happiness. By examining what veterinarians and AHTs love about their jobs, we can gain a better understanding of the subjective work experiences that may enhance their well being, their hope and optimism for the future, and their day-to-day happiness. This newsletter explores the positive aspects of veterinarians' and AHTs' jobs that study participants identified as the best part of their jobs that give them the greatest job satisfaction.

Job satisfaction is defined as the degree to which workers enjoy their job. Job satisfaction has been linked to many positive outcomes for individuals, such as a greater sense of well being and contentment. It has also been linked to positive outcomes for the workplace, such as greater productivity and commitment to remain in their job or profession.

The Study

How Satisfied are They with their Work?

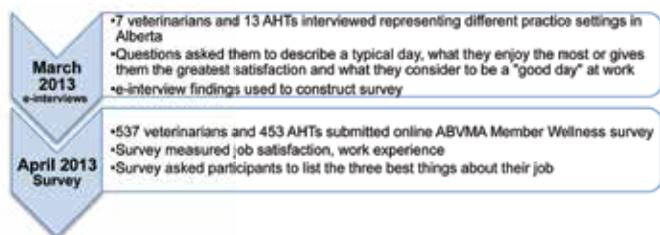
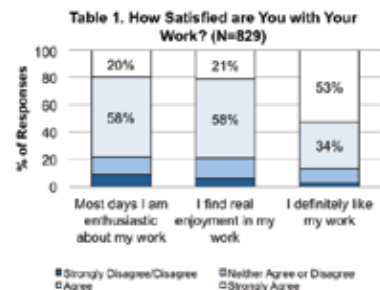


Table 1 shows the extent to which veterinarians and AHTs are satisfied with their work. Most feel they are enthusiastic about their work most days (78%), they find real enjoyment in their work (79%) and they definitely like their work (87%). As one veterinarian wrote:

"I really enjoy doing my job. I love the work that I perform as a veterinarian. I love working with the patients and the clients. I love the physical nature of the job and traveling from call to call."

And an AHT expressed her job satisfaction as follows:



"Working with the patients and their owners to improve their pet's quality of life. Building rapport with the owners and working with a great team of individuals."

Comparisons were made across a number of factors to see if any groups are significantly more satisfied than others. There were no statistically significant differences in the satisfaction scores for veterinarians vs.

AHTs, by supervisory status or job position, or by age group. There are too few men to make meaningful gender comparisons for AHTs, but the gender comparisons for veterinarians' satisfaction scores showed no significant difference. While there was no significant differences in job satisfaction for veterinarians who work in clinic settings compared to those in other settings, AHTs working in clinics reported significantly higher job satisfaction scores than those working in other settings.

What they Love about their Jobs

Both interview and survey data were used to identify the best parts of veterinarians and AHTs work by asking them to describe what gives them the greatest job satisfaction. Four popular sources of enjoyment were identified that include: (1) making a difference by helping animals, (2) making a difference by helping clients, (3) having challenging interesting work, and (4) having supportive coworker relationships. Participants' descriptions of these sources of job satisfaction are presented below. In addition, data from the survey provides frequency distributions of how often they experience these different aspects of their jobs.

Making a Difference by Helping Animals

Veterinarians and AHTs alike identified making a difference in the lives of animals in terms of working with and helping animals as one of the most satisfying parts of their job. They described the enjoyment of caring for animals and making a difference in their quality of life. When asked to describe what they enjoy the most or gives them the greatest satisfaction in their job, some participants responded as follows:

"Helping animals live, longer healthy lives."

"Contributing to healthy special relationships between people and their pets."

"Promoting/emphasizing and protecting the human-animal bond."

"When I am able to successfully help an animal improve their mobility and quality of life and their owners have more time to spend with them or are able to continue their activity of choice."

"Knowing I'm doing something good in the world. Helping those who can't help themselves."

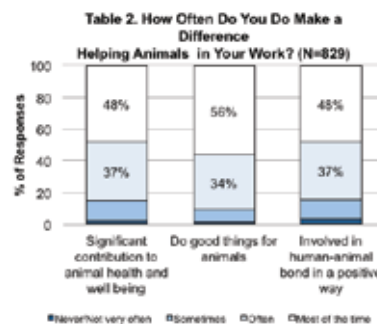


Table 2 presents the frequency distributions that show how often veterinarians and AHTs feel that their work allows them to make a significant contribution to the health and well being of animals, to do good things for animals, and to be involved with the human-animal bond in a positive way. On average, about half of the respondents report they experience these different ways of making a difference and helping animals "most of the time" in their work and one third reported they experience them "often".

Making a Difference by Helping Clients

Making a difference by helping clients was also identified as a source of satisfaction for many veterinarians and AHTs. For example, they described how it is satisfying to get to know clients, to interact with them, and to educate and help them care for their animals and pets:

"The good days for me mostly come from the clients. Client reactions and interactions. I feel good "inside" and I feel appreciated."

"Giving an answer to a client about a pet's ailment, good or bad, and seeing them understand."

"Getting to know clients and their horses and becoming a part of their team, as well as the many friendships and relationships I have formed as a result of my work."

"I love seeing the look on an owners face when their sick animal is better and they get to take them home. I like the feeling I get when I am able to I make a difference in people's and their pets lives."

"The good clients that are truly appreciative for what I do here and never want me to leave. Being able to touch lots of lives in so many ways through what I do."

"The ability to feel valued for the work that you do and the ability to help someone's best friend when they feel so helpless."

Continued on pg. 17

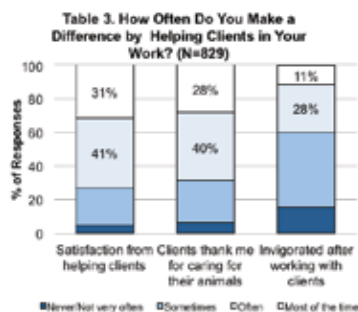


Table 3 shows how often veterinarians and AHTs feel they make a difference in their work by helping their clients. About three quarters (72%) feel satisfaction from helping their clients "often" or "most of the time" and about two thirds (68%) report that their clients regularly thank them for caring for their animals. One third (39%) regularly feel invigorated after working with clients.

Challenging Interesting Work

Challenging, interesting work was another popular theme regarding the most satisfying aspects of the job. Participants described how their work was never the same from one day to the next, how they enjoyed the variety of tasks, problems and/or animals they worked with, and how they are constantly learning new things and using different skills.

"Having a career that challenges me every day. Diagnosing and treating a medical issue that gives an animal better quality of life."

"Work is always different... I'm always learning something new."

"I get to use both my brain and my technical skills every day, I feel my work is stimulating."

"Variety in my day to day work with new challenges to face and learn from. Constantly learning new skills and challenging myself."

"Wide range in health care abilities I perform: nurse, pharmacy tech, medical imaging tech, dental hygienist, anesthesiologist, lab tech, etc. I enjoy the change and variety."

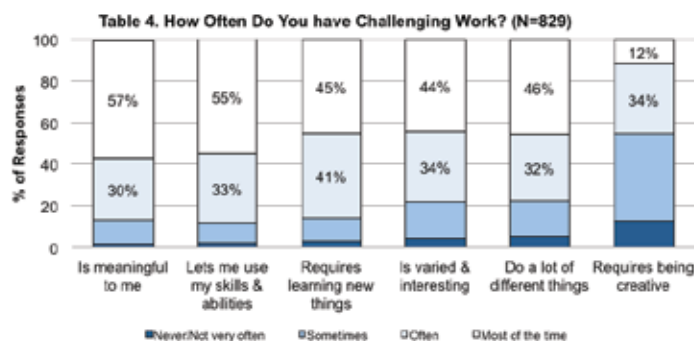


Table 4 shows how often veterinarians and AHTs experience challenging, interesting varied work. More than half feel that most of the time their work is meaningful (57%) or that it lets them use their skills and abilities (55%). Almost half feel that most of the time their work requires that they learn new things (45%), is varied and interesting (44%) or involves doing a lot of different things (46%). Far fewer report that they are regularly required to be creative in their work.

Supportive Coworkers

Lastly, participants described how important their relationships with coworkers are in making their job enjoyable. The explained how having good people to work with who supported one another was key to enjoying work. Some of their descriptions are as follows:

"I enjoy when I have accomplished or completed tasks and when I see co-workers doing well and enjoying themselves. I work with great people."

"Surround myself with people who care about animals as much as I do."

"Working and collaborating with like-minded, dedicated colleagues."

"Working with other compassionate people with a passion for animals."

"Having the "work" family that I do."

"Freedom to share your opinion about the medical care of a patient."

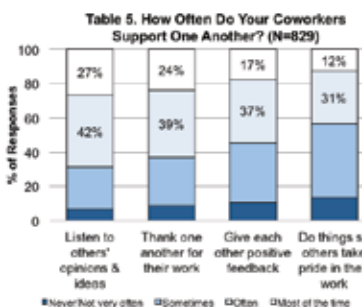


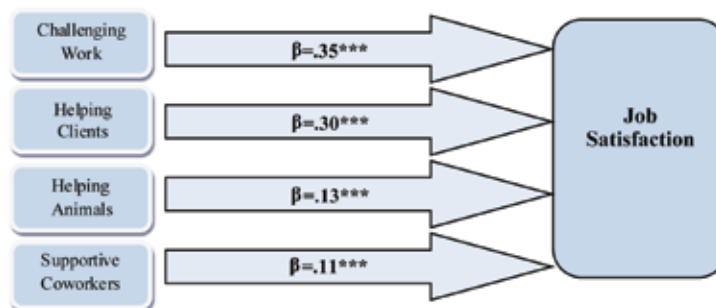
Table 5 shows how often veterinarians and AHTs feel supported by the people they work with. About two-thirds of participants indicate that their coworkers regularly listen to each others' opinions and ideas (69%) or thank one another for their work (63%). About half (54%) report that their coworkers give each other positive feedback often or most of the time. Slightly less than half (43%) report that their coworkers regularly do or say things so that others are proud of their work.

How Do these Factors Relate to Job Satisfaction?

The items listed in the tables above were summed to compute mean scores for each of the factors identified as relevant to veterinarians and AHTs' job satisfaction. These factors were then simultaneously entered into a multivariate regression analysis. This allows us to determine the relative contribution of each factor to job satisfaction, net of each other and net of the control variables also included in the analysis. Figure 1 shows the relative contribution of each factor to veterinarians' and AHTs' job satisfaction.

Figure 1 shows that challenging interesting work is the most important determinant of job satisfaction for veterinarians and AHTs. That is, the more challenging and interesting their work, the most satisfied they are with their job. This is closely followed by making a difference by helping clients, which also contributes to greater job satisfaction. Helping animals is third in importance of these four factors, where the more time spent helping animals is related to greater job satisfaction. Lastly, a good work environment, in terms of supportive coworkers, is also important in increasing job satisfaction.

Figure 1. Relative Importance of Key Factors



Note: The coefficients represent standardized regression coefficients (β) while controlling for occupation (veterinarian vs. technician), workplace (works in clinic vs. other), city size, marital status, parental status and age.

*** $p > .001$; ** $p > .01$; * $p > .01$

How Does Job Satisfaction Relate to Key Outcomes?

A similar approach was used to determine the relative importance of job satisfaction to five key outcomes. The outcomes include three that are particularly relevant to individual veterinarians' and AHTs' well being including: burnout, well being and life balance. The other two are relevant to the workplace including: whether the individual intends to stay in the profession and work performance.

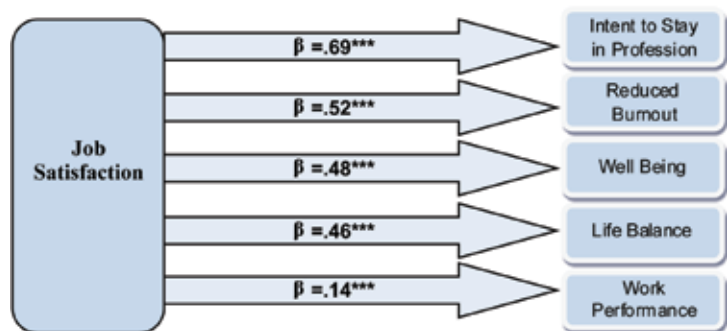
Figure 2 shows the relative importance of job satisfaction to the five key outcomes. Of the five outcomes, job satisfaction has the strongest relationship with intent to stay in the veterinary or technician professions. That is, those who are more satisfied with their jobs are significantly more likely to intend to remain working in their current occupation.

Job satisfaction is also strongly related to the three individual outcomes -- burnout, well being and life balance. Veterinarians and AHTs who are more satisfied with their jobs experience significantly less burnout and a significantly greater sense of well being and life balance. While not as strongly related as the other factors, it appears that work performance is also enhanced by job satisfaction. Those who enjoy their work more also report that the

Continued on pg. 18

quality and performance of their work is higher than other workers in their line of work.

Figure 2. Relative Importance of



Note: The coefficients represent standardized regression coefficients (β) while controlling for occupation (veterinarian vs. technician), workplace (works in clinic vs. other), city size, marital status, parental status and age.

***p > .001; **p > .01; *p > .05

Summary Points

- Most veterinarians and AHTs are highly satisfied with their work as indicated by the degree to which they are enthusiastic about their work and find enjoyment in doing it. There are almost no differences across a variety of individual and work arrangement characteristics.



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.

Dr. Jean E. Wallace
University of Calgary

- Making a difference by helping animals and clients, challenging interesting work, and supportive coworker relationships were identified as key sources of job satisfaction in the open ended questions. All four factors were statistically significantly related to job satisfaction.
- Challenging interesting work and making a difference by helping clients were more strongly related to job satisfaction than helping animals or having supportive coworkers.
- Job satisfaction appears very important in retaining veterinarians and AHTs in their respective professions, as well as enhancing a sense of well being and life balance and reducing burnout. Job satisfaction is also important in enhancing work performance.

The Last Word

"I have always wanted to be a Veterinarian and feel blessed to have fulfilled that dream and aspiration. There can be difficult days as in any job, but the most important factor I can feel happy about -- if I could do over -- I would not change a thing -- I would still be a Veterinarian! I feel blessed and privileged to be part of this profession."

"Being an AHT is the most rewarding career - it is diverse and there is always something to learn. At times it can be stressful but at the end of the day you still have accomplished good things be it saving a life or making a client feel good or teaching a new staff member something new!"

Letter to the Editor: PIPS Bylaws Amendments

Editor: I have attempted to address the questions within the following letter. No comments have been made on a philosophical level.

Letter to the Editor;

I reviewed the proposed changes made by the PIPS review taskforce and have some comments with respect to these changes.

(Editor: The original letter to the editor contained comments that were specific to the proposed PIPS Bylaws. These comments have been forwarded to the PIPS Task Force)

Preceding my comments I have a few questions for the PIPS task force:

I am of the understanding that this revision would be the first major "overhaul" of our PIPS. I see this document will be of real significance to our membership, because the PIPS requirements dictate the standard of veterinary practice in Alberta. I therefore feel that the following questions are fair:

1. What is the selection process for the Task Force? How can I be assured that I am properly represented by a peer and member of the farm animal (veterinary) community?

(Editor: The PIPS Task Force was selected by Council at their April 2013 meeting. The members of the Task Force include:

- ❖ Dr. Jen Willans
- ❖ Dr. Colleen Pratt – PIPS Committee Chairperson
- ❖ Dr. Troy Bourque
- ❖ Ms. Smokey Walters, RAHT
- ❖ Dr. Kevin MacAulay – Small Animal Advisory Committee
- ❖ Dr. Cary Hashizume
- ❖ Dr. Caroline Heffernan – Equine Advisory Committee
- ❖ Dr. Nick Nation
- ❖ Dr. Egan Brockhoff – Food Animal Advisory Committee
- ❖ Dr. Duane Landals – ABVMA Staff

Large Animal practitioners are proportionately represented on this Task Force, with 50% of the members having been associated with large animal practice.)

2. How much time has been spent drafting this document by the task force, before asking the general membership for comments and when did this begin? Was this assignment instigated and driven by the majority of our membership? If not, would this be defined as a democratic process?

Continued on pg. 19

(Editor: This process began in 2005 when the membership accepted the PIPS Quality Assurance Framework. The Framework was developed to renew the approach to practice standards and inspection and is a reference manual that seeks to articulate the vision, principles and benefits that guide the practice of veterinary medicine. Practice inspection began to evolve at that point to what it is today.)

The PIPS Committee has collected, compiled, and considered all member's comments from the QA Guides for the past 3 years. In 2013 alone, there were over 100 practices that took the time to review and comment upon and propose changes to the annual Quality Assurance Guide that is sent annually to all veterinary practices in Alberta. Comments are always considered when returned with the QA Guide, with approximately 25% of the practices making suggestions and comments for proposed amendments this past year alone.

The PIPS Committee has been working on rewriting the PIPS bylaw for the past three years, with enormous efforts made over the last six months by the PIPS Review Task Force. Please see the Registrar's Column from the last ABVMA Members' Magazine for the history of the process.

The membership has been repeatedly asked in the Members' Magazine and the E-news to provide input into this proposed amendment. The first call for input on the initial draft was in the November 20, 2013 E-news. The first e-news of 2014 outlined the new draft PIPS bylaw document incorporating member's comments and QA Guide comments, and an invitation for further comment was extended to all members. The Professional Advisory Committees of the ABVMA discussed the draft bylaw document at the Leadership Weekend, and an open forum was also held for all ABVMA members following the AGM in February to collect further comments. The ABVMA office received all additional members' comments for two months following this discussion, until March 31.)

3. When and how do you propose to vote on the amendment(s)?

(Editor: Council intends to send the PIPS Bylaw to the voting membership when the PIPS Task Force has compiled and discussed all of the comments made by ABVMA members in this matter. Hopefully this will occur in 2014. The vote will be the same fashion as the ABVMA Bylaws vote made in 2013, where a ballot is sent to each voting member. This is also identical to the process used to elect Council members.)

4. How will the membership be informed, of such a hugely important document, if not by registered mail? I do not believe we should rely on email or newsletter only; we are all (too) busy in our day to day lives. We cannot afford to have an important document like the PIPS overhaul pass us by because of inattentiveness.

(Editor: The membership will be informed by our normal means of communication. This will include the Members' Magazine, E-news, and ABVMA Website, as well as a personal letter mailed to each voting member of the ABVMA, with a copy of the Proposed Amended PIPS Bylaw, and a ballot.)

5. How much money has been, and will be, budgeted for this exercise? How much would the change cost compared to the entire PIPS budget? I ask only because I feel membership dues are significant.

(Editor: As with all of the ABVMA Advisory Committees, the work is performed by member volunteers. There have been no additional costs above the normal expenses to operate the PIPS Committee, and no future costs are anticipated, above the costs of printing and mailing out the Bylaw and ballots for members, as with any vote in the Association.)

Lastly I have some comments/ concerns regarding the current PIPS requirements of SA practices:

Recently our profession has been seriously, and justifiably, criticized by the media regarding our ethics and fee schedule; I believe that our veterinary governing bodies (provincial and federal) carry part of the blame. The PIPS requirement for small animal clinics I find are unrealistic. These requirements may be economically viable in affluent urban areas, but certainly not in smaller towns. Some of the PIPS requirements may also result in human and animal welfare issues; Lower income clients will either not have their animals attended by veterinary care, or if they do so (sometimes through veterinary coercion), they will incur serious financial

distress. It has been advocated that animals should only be owned by people who can afford them. This is shameful thinking.

Our profession has to be careful of following every medical/ surgical trend. This will result in higher cost in running a practice and therefore higher, unattainable fees (Marketplace etc). The fact that MRI/ cat scan/ better laser SX, pulse oxymeters etc. etc. are available, does not mean they should be advocated to the general public as realistic veterinary practice. We have heard time and again that human health care in Canada, and many other countries, has become economically unsustainable. I believe one third of Alberta's budget goes to Health Care and even that is considered too little. Might we learn something from these blunders, or should we just follow along like a group of lemmings?

Lastly, the PIPS for chemo and radiation therapy: It fits in with the previous paragraph. An animal can not give consent to treatment; it is up to the owners and their vets to provide the best care plan for our animals. Chemo and radiation therapy should be offered in a palliative manner only, being realistic. Quality of life should be foremost in our minds; whether dealing with welfare issues in farm animals, or starting chemo and/or, radiation in treating terminal cancer. We as humans understand why we are suffering from the brutal ill effects of these treatments, our pets cannot.

I realize that some of my comments are beyond the PIPS scope. All of them have a relationship with our way of practicing our profession.

I feel removed from the ABVMA and year after year continue to do so evermore. The ABVMA legislative drive is diverging from my personal veterinary practice standards, philosophies and ethics; I am becoming unsure if I want to be governed by this self regulating and self serving body. Most European countries and US states do very well with being state, or federally, governed.

Recently I was told that our association's mission statement is; "Serving the public through regulating our veterinarians"

(Editor: The ABVMA Mission statement is: "Serving the public by regulating, enhancing, and providing leadership in the practice of the profession of veterinary medicine in Alberta".)

Serving the public and animals I have done every day for the last 25 years and will continue to do so. I do not ask for but am forced to comply by regulations handed down by a governing body, I feel less and less affiliated too.

I believe discussion and dialogue is healthy, therefore letters, like I have just written, belong in our newsletter publication (not the e-version), so that people can network and be informed of these issues. After all, all of us deal with informed consent on a daily basis, are the steering committees within the ABVMA doing the same?

There should be open discussion between all members, not just the PIPS committee and some members. Ideally the committee may wish to travel to various regions within the province, holding forums for members, seeking direction (although this could be too costly and may not be warranted). When the committee feels they have a final draft, they shouldn't be afraid to send it out for a mandatory vote, which is the only alternative concerning such important bylaws. Mandatory votes have been very successful in Unions, and that is essentially what we are.

Sincerely,

Arie Koppe, DVM
Livestock Veterinary Services
Sunny South Veterinary Services
Coaldale Pet Clinic

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VETERINARIAN OF THE YEAR AWARD - DR. CRAIG HELLQUEST



Dr. Craig Hellquist receiving the Veterinarian of the Year Award from Ms. Angela Lock

Dr. Craig Hellquist has been an active member of the ABVMA since graduation, with a strong passion for the veterinary profession. He has served on a number of committees throughout his career and has told all of his employees that being apart of the ABVMA or AAAHT is an important tie to their career. He believes that our association is there for us and we should acknowledge and participate in any way we can. Craig was an ABVMA Council Member from 2001-2003.

He has also served on numerous ABVMA committees over the years including: Animal Welfare, Wildlife, Food Animal, Vet Med 21.

Craig is also an active member of the North-Eastern Regional Veterinary Group, (serving as chairperson for several years); and currently sits on the AAAHT Advisory Committee.

Craig's various committee work gives him an outstanding educated opinion about the veterinary profession. We believe that with his knowledge, years of experience in rural practices, and willingness to learn and teach make Craig an asset to the profession.

Dr. Hellquist, or Craig as he is better known, was born and

raised in the small Alberta town of Elk Point, about 200km north east of Edmonton. From a young age Craig loved to spend time on his grandparent's farm and his parents remember hours spent with the animals there. He would bring home every injured animal he found and attempt to nurse it back to health. It was perhaps these very early experiences that sowed the seeds of his love of veterinary medicine. There was no point in Craig's life when veterinary medicine was not the goal towards which he worked. Even during elementary school the plan was in place, and Craig's quiet but unshakable perseverance would ensure he achieved that dream.

Craig graduated from Elk Point High School in 1981 and started his post-secondary education at the University of Alberta. In 1985 he received his Bachelor of Science in Agriculture. Craig was accepted into the Western College of Veterinary Medicine (WCV) – the last stepping stone in his dream of being a vet. Craig has said that he knew from day one that he wanted to come back to the Elk Point area as a mixed animal practitioner, and to this end he remained focused. He enjoyed vet school tremendously, and took every opportunity to spend as much time as possible in the large and

small animal clinics throughout his four years there. Although Craig (like the majority of us entering veterinary medicine) vowed not to date a fellow future vet, this would be the one example where his perseverance just wasn't enough; Craig met his future wife and classmate, Dr. Anita Hellquist during his time at WCV and together they have three wonderful children.

Craig graduated from WCV in 1989 and moved to Viking, Alberta for his first job as a veterinarian. He thoroughly enjoyed his time in Viking and appreciated all he learned there. During this time, Anita was working in a different practice, so they took turns commuting on weekends when one wasn't on call. There are many stories of adventures as they worked hard to master the techniques of rural, mixed animal veterinarians: horrible fetotomies on the first day in the practice (after the boss had left for vacation), calvings in gullies in horrible weather....all very much taken in stride with the positive, can-do attitude so characteristic of Craig, and the sense of accomplishment that came with each added experience.

In 1992 Craig moved to St. Paul, AB. and joined the clinic there. He worked incredibly hard for five years as an associate before he and Anita purchased the clinic in 1997. Throughout his time in St. Paul, Craig has continued to expand his knowledge and expertise in a broad range of areas, taking particular interest in exotic species such as bison and elk. His photo albums are full of interesting cases, as well as the multitude of students he has mentored over the past twenty years.

Aside from his passion for practicing veterinary medicine, a very significant mission of Craig's has been to pass along his love of the profession to as many students as possible – including junior high students,

high school students, AHT practicum students and veterinary students of all years. There is no student who has been turned down, anyone with an interest in animals was welcomed at the St. Paul Veterinary Clinic – including a handful of young people with disabilities.

Every term Craig welcomes one or two high school students to fulfill their volunteer hours. 'Bring your child to work day' usually entails Craig's children plus a large herd of other keen young people who are welcomed enthusiastically and finish their day with a big pizza lunch which Craig provides. At the completion of every AHT student's practicum and veterinary student's summer, Craig sets aside time for the entire clinic to celebrate their time at the clinic over a large cake. Filling a large wall outside his office, Craig has a picture of every student who has ever volunteered or worked at his clinic, and he can recall the names and qualities of almost every student. Many have kept in touch over the years, and Craig loves to tell the accomplishments of the students he has mentored. His pride is obvious as he points out those high school students who went on to become AHT's or veterinarians. And in speaking to these individuals, the regard they have for Craig is tremendous – he has played an integral role in the development of their dreams towards veterinary medicine. He is somehow able to confer to each person what an incredible and exciting profession they are choosing and how much fun they will have.

His passion for the field is truly infectious and he is never too busy to stop and talk about it with anyone who wishes.

*Dr. Bronwyn Chisholm
Ms. Angela Lock*

YOUNG VETERINARIAN OF THE YEAR AWARD - DR. CODY CREELMAN



Dr. Cody Creelman (right) receiving the Young Veterinarian of the Year Award from Dr. Nathan Erickson

Dr. Cody Creelman was raised on a cattle ranch near Beaverlodge, Alberta. Being a farm kid means farm chores but during his school years he was also found time to enjoy riding saddle bronc in the Alberta High School Rodeo Association. He received a BSc in Agriculture from the University of Alberta in 2006 and graduated of the Western College of Veterinary Medicine in 2011.

Cody joined Veterinary Agri-Health Services (VAHS) immediately after graduation. From the beginning, he has shown himself to be a very skilled and

competent veterinarian. Cody has an excellent understanding of disease processes and how to implement this in beef cattle production medicine. He also has a keen interest in bovine surgery and although this is not a common procedure in our practice, Cody has performed many unique and interesting cattle surgeries. He demonstrates a surgeon's attention to detail during the procedures, provides excellent post-operative care and communicates well with the owners throughout; he has many fans within our client base. In a short period of time he has become the in-house expert on bovine ultrasound fetal aging and sexing as well as training feedlot crews in pen checking. Cody is also a favorite of the UCMV students as they undertake their rotations in our practice. His patience and proficiency as a veterinarian have made him an excellent mentor, even this early in his career.

Before Cody joined VAHS we had tried unsuccessfully several times to develop a web page for our practice. We recognized

this as a need for the business, but never completed the project. Cody offered to lead this project and within months VAHS was well on its way to having a high quality and professional web site that portrayed the professionalism and client education capabilities we were seeking. Cody's natural talent for understanding our business needs for e-communication and developing the tools to meet these needs have been a joy to watch. After the web site was completed Cody then developed a strong social media presence for VAHS. A Facebook page, Twitter account were next and our clients and followers now get regular updates on interesting cases and events within VAHS. Now Cody has turned his attention to development of applications (apps) that improve the functionality of VAHS and our ability to meet our clients' needs. A product ordering app for our clients to order products has been very well received by staff and clients alike. A producer training app that the veterinarians in VAHS can use

with our clients and their staff on disease recognition, animal welfare training, simple technical procedures and correct product use has been very useful. Our clients love the implementation of current technology, especially the younger generation. Cody has achieved of all this in a short period of time and it has helped set our practice apart. He is recognized as an expert in the use of social media in beef practice and 2 veterinary conferences have requested him as a speaker. Cody is also the loving husband to his wife Dianna and doting father to their newborn son Emerson. I am proud to call Cody my colleague, my partner, but especially my friend.

A skilled veterinarian, an inspiring teacher, a creative thinker and a competent project manager; I congratulate Cody on his award of the AB.VMA Young Veterinarian of the Year.

Dr. Craig Dorin

MERITORIOUS SERVICE AWARD - DR. JACK WILSON



Dr. Jack Wilson (right) receiving the Meritorious Service Award from Dr. Clay Gellhaus

I am privileged this evening to present the meritorious service award to Dr. Jack Wilson, a classmate and a friend of almost 45 years. When asked to present this award, I was told that I had 3 minutes which is barely enough time to enumerate his contributions. This award is presented to the member who has demonstrated outstanding service to the Alberta Veterinary Medical Association. If the parameters of this award could include individuals other than members, it would also be awarded to his wife Vicki as she has put up with Jack and his extensive commitment to our profession at great cost to their

family life OR she just wants him out of the house. Jack has always been involved with the welfare of his profession and colleagues.

At our last class reunion, Choon Wah Yong (a Malaysian veterinarian who was parachuted into our class in second year) spoke, crediting Jack with his success in getting through veterinary school and having the career and life that he has. Choon, at that time had a poor command of the English language and required help which Jack gave him in the form of encouragement and all his notes on a daily basis. This was a testament to Jack's desire to help others and his impeccable penmanship. Jack has always demonstrated that we are all in this business together and are responsible for each other.

Shortly after graduation he became involved in the Calgary Academy where he held several executive positions later expanding his involvement to include the ABVMA. Jack's contribution to the ABVMA is extensive and includes serving on numerous committees including:

Small Animal Practice, Discipline and Ethics, Practice Review Board, Practice Inspection and Practice Standards Committee, ABVMA Council (President in 1985), Alberta Representative to the CVMA National Examining Board, American Board of Veterinary Medical Examiners, Collaboration for Veterinary Assessment Governance Committee, Accreditation Site Visit Team Member for the American VMA Council on Education (where he was involved directly in the site visits to eight colleges in the past eight years; and the ABVMA Governance Task Force. Jack has also served as Parliamentarian at the ABVMA Annual General Meeting for as long as I can remember. No wonder you don't have any time to go hunting any more.

For the majority of his career, Jack was business partners with Dr. Pearce Louisy and Dr. Richard Christmas at the 17th Avenue Animal Hospital in Calgary. I believe that it was probably Pearce that instilled in Jack the obligation to give back to the profession and

obviously Jack took that obligation seriously. He has, in turn passed that obligation of service on to the students he has mentored (the likes of Jen Willans, Emma Read and many others). He continues to mentor future veterinarians in his current position as Senior Instructor in Professional Skills at the veterinary school at the University of Calgary.

Jack's extensive volunteerism and mentorship serves to represent our association well at national and international levels. He is a practitioner serving on committees generally held by veterinary school academics. I recall, when Jack was appointed to the National Examining Board, an academic veterinarian suggested that Jack would not be a suitable candidate for this position as he does NOT have the requirements or qualifications necessary to fill the position. Well, as Si Robertson of Duck Dynasty would say "He doesn't know Jack".

Dr. Clay Gellhaus

ABVMA COMMUNICATIONS AWARD - DR. RONALD CLARKE



Dr. Ronald Clarke (left) receiving the Communications Award from Dr. Duane Landals.

I was very pleased to have an opportunity to present the 2013 Alberta Veterinary Medical Association (ABVMA) communications award to Dr. Ron Clarke (WCVM 1970). Ron was nominated for the award by colleague, Dr. Roy Lewis, who also was a recipient of this award in 2008. This award recognizes members whose efforts have enhanced the public image of the veterinary profession in Alberta.

In the nomination package submitted, Dr. Lewis writes:

Dr. Clark is a great communicator regarding veterinary related issues. In fact, after leaving

private practice, his business was called communicating and consulting. With any dealings I have had with him, he always calls back after fully researching the problem and has well thought out answers.

With his experience in private practice combined with his career in both the federal and provincial governments, he is able to combine all aspects of veterinary medicine into the many veterinary articles he has written.

He has written on subjects from biosecurity issues and zoonotic diseases (like E.coli and salmonella) to topics like John's disease. He writes concisely, factually and in user-friendly language. The numerous articles (I would hate to guess how many articles Dr. Clarke has written over the years) have, most noticeably, appeared in Cattlemen Magazine. Currently he pretty much single handedly writes the regular column in that magazine on behalf of the Western Canadian Association of Bovine Practitioners (WCABP).

Also, during his time with the government of Alberta, he updated the Agriculture and Rural Development web page with animal health related articles. All of these articles communicate with and inform the public and the veterinary community. They garner great respect for the profession. These articles are well researched and are easily understood, containing pictures and charts where needed for backup.

The diversity of his career (now spanning over 40 years), his written articles and his excellent verbal communication skills combine to make Dr. Ron Clarke the perfect candidate for the 2013 ABVMA Communication Award.

Dr. Lewis' nomination alone was support enough for Council to recognize Ron with this award. However, I believe it tells only part of the story. For the past few years Ron has been a great asset to the ABVMA communications program. He was highly involved in the development of the "Biosecurity in Practice", a

manual for ABVMA practices, as well as the various industry specific projects spearheaded by the ABVMA. He also was engaged in drafting "A Good Death, ABVMA Guidelines on Euthanasia of Compromised Livestock." In addition to this, he worked closely with the Historical Committee in drafting much of the content for the history book "The Veterinary Profession in Alberta: 1991-2010." As well as drafting content, Ron was instrumental in soliciting content from members and helping edit the entire manuscript.

Truly a worthy recipient of the award. Congratulations to Dr. Ron Clarke.

Duane Landals, B. Sc. Ag. DVM

AAAHT APPRECIATION AWARD - MS. CINDY BEECHER



Ms. Cindy Beecher (right) receiving the AAAHT Appreciation Award from Ms. Andrea Edwards

The Alberta Association of Animal Health Technologists Appreciation Award is provided to a recipient who is a member in good standing, nominated by a member of the association, and is selected by the AAAHT Board of Directors.

The recipient of the 2013 AAAHT Appreciation Award is Ms. Cindy Beecher. Cindy has actively served in numerous ways including: AAAHT committees, AAAHT Board of Directors as Continuing Education Director 2010, Vice-President 2011, President 2012, Past-President 2013, the CE and Communication committees of the AAAHT and ABVMA.

During her term as President and Past President Cindy was dedicated and engaged in furthering the growth and development of the AAAHT. Cindy is known for her smile, and her positive, energetic enthusiasm for the AHT and for veterinary medicine. She has contributed significantly through her promotion and contribution to the AHT profession through her conduct at work and in public situations. She is a role model and promotes and enhances the image of the AAAHT. Her contributions to the AAAHT through projects and activities while volunteering as a Board Member, Affiliated Position, or Committee Member

are significant and we thank her for her willingness to share her time, energy and vision. I am very pleased to present the AAAHT Appreciation Award to Ms. Cindy Beecher.

Andrea Edwards, RAHT
President 2014

ABVMA AHT OF THE YEAR AWARD - MS. PIPPA GOODFELLOW



Ms. Pippa Goodfellow (centre) receiving the ABVMA AHT of the Year Award from Dr. Amanda Emery (left) and Dr. Felicia Lloyd (right)

Pippa Goodfellow graduated from the AHT program at Fairview College in 1984. She joined Green Acres Animal Hospital in Lethbridge, Alberta, in September 1986. There are few among us who can comprehend the number of changes a career tenure like that can entail. Nearly thirty years of staff changes, practice standard updates, modified operating procedures, new drugs and techniques. Sometimes I imagine that the only thing that has stayed constant at Green Acres during her tenure is Pippa herself!

I came to Green Acres Animal Hospital as a new graduate of the Ontario Veterinary College in June 2006. As a new grad, Pippa was a godsend, and I know that there are countless newbie veterinarians, technologists, tech assistants, and volunteers who agree. Pippa is consistently and unwaveringly competent, calm, and efficient. Exactly the type of person you want beside you in an emergency or unfamiliar situation. She is also caring, thoughtful, and considerate, with a great sense of humour, which makes all the in-between moments at work pleasant too.

I have seen Pippa juggle whatever we could throw at her – including one summer being only one of two technicians

working for six full-time veterinarians in a mixed-animal practice, to tirelessly working to manage the schedules of no fewer than eleven part-time techs and tech-assistants, ensuring that the clinic was well-served and that our techs-cum-nursing students could manage both aspects of their busy lives.

She is a take charge kind of person and you will rarely see her not busy doing something productive. Her technical skills are superb, from placing an IV catheter in a nearly-dead dehydrated and crashing patient, doing dentals, monitoring anesthetic, assisting in surgery, taking radiographs (far better than any of the vets!) and peering down a microscope – just to name a few. She is our 'go to' person for clinical pathology, which she enjoys. To her detriment, Pippa has proved herself overly talented at restraining aggressive dogs and cats – therefore she is always the one called in for the really crazy ones. She is an incredibly hard worker and very dedicated to the clinic. She is always on time and ready to work, rarely has a sick day, holds herself and others to a certain standard, stays late if needed, is 100% reliable, responsible and takes ownership for the work she does. I consider myself so

lucky to have had the benefit of learning by plumbing the depths of her abundant knowledge and experience.

Dr. Amanda Emery

I don't even know where to start when it comes to expressing what Pippa means to me and how much I think she deserves this award. I've known her most of my life, growing up and 'hanging around' the clinic. As a second generation practice owner, I knew from dad that she was simply 'the best'. When I was old enough I worked weekends and summer relief work at the clinic in the back and she was always great to work with and very helpful. After working for 5 years in Lacombe as a veterinarian, I came back to Lethbridge and Pippa was still there! Yeah. I remember she made a comment how she was quite happy that I had come back to work with dad but I bet she wasn't as happy as I was to see that she was still working for him!

I might own the practice on paper but she really takes ownership of the practice in so many ways. If ever you need to know where something is – ask Pippa, she knows the clinic like the back of her hand. I truly consider her my right hand 'wo'man when it comes to helping run the practice. Her role as an AHT in our clinic has also evolved over the last 10 years. Being a female owner, who has a young family and tries to find that mother/work balance, I have relied on her differently than my dad ever did – that I am certain. Her leadership role evolved more formally into 'head technician' and she was part of the management team.

Green Acres was a mixed animal practice until 2009 it was decided to split and now we are a companion animal practice. This was a huge change for Pippa as she truly enjoyed working with both large and small animals. Despite

her shock, she stayed on and accepted the change with grace. Since that split, she had a huge role with input into the design and renovation of our clinic. Her insight from a technician's perspective and what her ideal clinic would be, and her endurance of the hammerdrill have been invaluable. It's almost over and I promise a light at the end of the tunnel!

Outside of work she is known to have been involved in agility with her own dogs, has a real menagerie at home, she camps, she runs, she volunteers, helps out family and friends and has participated in many different running and triathlon events, including a couple 50k Ultra events. She has been involved in the AAAHT association as well as local organizations. All this and she also managed to raise two daughters who have now both officially finished high school and embarked on careers of their own.

Now with kids of my own 'hanging around' the clinic, I feel like it's come full circle. I also feel a little bit like I'm on borrowed time with Pippa since my dad has left. She's enjoyed a very long career so far and at some point I'm anticipating her telling me that perhaps it's time for her to enjoy life on her own time or maybe even do something different. Well guess what? I've been told, as of May she will 'retire' as an AHT and try something different. So I was thrilled when she was chosen to receive this award - I can't think of a more fitting send off and acknowledgement of all her hard years of work.

Now you can stop being so lazy with the 50K Ultras and get serious about training for the 100K!!

Dr. Felicia Lloyd



Dr. Douglas Freeman

Here are some news highlights from the past few months at the Western College of Veterinary Medicine:

- **Interprovincial agreement:**

In March, the WCVI celebrated the signing of the latest Interprovincial Agreement with our provincial partners in Alberta, B.C., Manitoba and Saskatchewan. The document outlines funding for the veterinary college — which is based on the WCVI's seat quotas in each province — through to the end of the 2016-2017 academic year.

Our leadership team has worked closely with the college's provincial partners to negotiate and plan for this agreement. We recognize that these are challenging fiscal times for governments and educational institutions everywhere in North America. We will continue to move our programs forward while we implement strategies for addressing a budget deficit and for generating additional revenue at the veterinary college.

The bottom line is that the future of the WCVI is very positive, and based on our outcomes assessment and other measures, we know that our veterinary college continues

to offer a high-quality, low-cost DVM program that is one of the best in North America.

- **Combined DVM-MBA program:**

The U of S Edwards School of Business and the WCVI have signed a five-year agreement that will help some of our college's top veterinary students pursue the Master of Business Administration (MBA) program.

A maximum of five WCVI students will be admitted each year to study in the Edwards MBA program before the final year of their DVM degree. Under the agreement, Edwards and the WCVI will jointly provide funding to offset up to half of the MBA tuition for these students.

For the upcoming year, three of our current WCVI veterinary students have enrolled in the combined DVM-MBA degree program and will begin their full-time business administration studies in September.

- **WCVI Veterinary Medical Centre (VMC) news:**

Now that our new linear accelerator is fully operating, our radiation oncology service is now accepting referral patients for pet radiation therapy. The new technology allows our radiation oncology team to perform more conformal treatments such as stereotactic radiation therapy (SRT) that can lead to better outcomes and less side effects for patients.

Besides pet radiation therapy, the VMC offers specialized medical oncology and surgical oncology services to referral veterinarians across Western Canada. Visit the VMC's new web site at usask.ca/vmc for more details about all of our oncology services.

Another welcome piece of news is that Dr. Allison Foster has accepted a position as the

VMC's new clinical associate in veterinary dermatology. Once Dr. Foster completes her three-year residency in veterinary dermatology at the University of Tennessee's College of Veterinary Medicine, she will join our clinical team in June and begin to establish a veterinary dermatology service in the VMC's Small Animal Clinic.

- **D.L.T. Smith lecture:**

Food safety and public health specialist Dr. Nigel French of New Zealand's Massey University gave the WCVI's annual D.L.T. Smith Lecture on March 11. His evening presentation focused on how advances in microbial genetics and pathogen evolution are transforming epidemiology and public health.

Dr. French gave a number of unique examples based on his experiences in New Zealand where he is a Massey University professor as well as head of the Molecular Epidemiology and Public Health Laboratory in the Hopkirk Research Institute. You can view both of his presentations online (search "French" on www.wcvmtoday.com). You will need a U of S network services ID (NSID) to access the files, but we can make arrangements for a guest NSID if anyone is interested.

- **Dr. Marvin Beeman visits WCVI:**

In early March, members of the WCVI Equine Club had the opportunity to spend nearly an entire day with Dr. Marvin Beeman — a founding partner of Littleton Equine Medical Center in Colorado and a living legend in the equine veterinary profession. The very enthusiastic Dr. Beeman gave the students a highly informative afternoon talk on conformation and its relation to form and function in the horse. After dinner, he spent another few hours conducting a very detailed lameness examination on a local

horse in the college's equine performance centre.

Throughout his presentation and lab, Dr. Beeman shared many of his experiences in the profession and "pearls of wisdom" with the veterinary students. Hayley Kosolofski, a second-year veterinary student who spent the day with Dr. Beeman, said his visit was a memorable one: "Dr. Beeman's passion for equine medicine and teaching made the afternoon one of those learning experiences that I will always remember."

- **Equine airway disease CE event:**

Equine specialists Drs. Fernando Marqués and James Carmalt will host a one-day continuing education workshop at the WCVI on Saturday, May 3. The CE event is geared for western Canadian veterinarians who want to learn more about diagnosing upper and lower airway diseases as well as learning more about the latest medical and surgical therapies.

The informative day also includes two afternoon wet labs where participants will perform a bronchoalveolar lavage (BAL) and an upper airway endoscopic exam as it would be done in the field. Visit our WCVI website for more details or you can contact Dr. Marqués (fernando.marques@usask.ca).

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

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



Dr. Alastair Cribb

UCVM faculty in the Distributed Veterinary Teaching Hospital

The UCVM Distributed Veterinary Teaching Hospital (DVTH) was established to provide a learning, research and practice environment for the new college. In addition to educating veterinary students, conducting research to advance veterinary medicine and providing advanced clinical care are part of our mission. It is only through providing an academic environment for advanced clinical veterinary medicine scholarship that post-graduate clinical training programs are possible.

It is important that our expertise is available to veterinarians and the public in Alberta. The expertise of our specialists is complemented by access to advanced equipment that would not otherwise be available, including: advanced imaging equipment, endoscopes, respirators, holmium lasers, and other interventional medicine equipment. Veterinarians can contact our specialists and experts directly for consultation through the main office at 403-210-3961 or vetmed@ucalgary.ca.

Clinical cases can also be referred directly to our faculty at the clinics where they practice. The

list of practices can be found on the members' only section of the ABVMA website. In addition to consulting on individual cases, faculty can be mobilized to help investigate unusual group disease occurrences. Recent examples include investigation of monensin toxicosis in horses, *Neospora caninum* and *Brucella canis* in dogs, and scours outbreaks in calves.

Over the next few ABVMA magazines, we will highlight our clinical faculty so that colleagues can appreciate the expertise they can access. As equine health is one of our Areas of Emphasis we are featuring our group of outstanding clinical faculty members who serve the veterinary and equine community in this issue.

TD Equine Group serves as the clinical home for both Dr. Emma Read and Dr. Heidi Banse. They provide regular service over the busy summer months and on a consulting basis during the academic year. Dr. Emma Read is board certified in equine surgery and has a strong interest in equine sports medicine. "At TD Equine, I practice on Olympic level athletes and the clients that I deal with are very experienced horsemen and women and they expect a very high level of veterinary care." Dr. Read chairs the clinical skills program and ensures that she passes on her clinical expertise to the students: "When I am teaching at UCVM I want to practice what I preach!"

Dr. Heidi Banse is board certified in equine internal medicine and provides additional on-farm and telephone consults in the Calgary area. Her applied research and clinical expertise is primarily in equine endocrinology, including equine metabolic syndrome and PPID. She says making the switch from an on-campus teaching hospital model to the DVTH

model has been a very rewarding experience. "As a consultant at TD Equine, I enhance the clinical picture through providing technical (endoscopy, ultrasound) support and/or perspective from my internal medicine training and experiences."

Dr. Ashley Whitehead and Dr. Renaud Leguillet call Moore Equine Veterinary Centre North, their clinical home. Dr. Whitehead and Dr. Leguillet are both equine internal medicine specialists and provide a full-time internal medicine service from May through September. The remainder of the year, their service is available on a consultation basis. Dr. Whitehead's expertise is in infectious disease, while Dr. Leguillet focuses on respiratory disease and equine sports medicine and physiology. Combined, they provide a comprehensive internal medicine service. Dr. Whitehead says that being embedded in a practice provides her with great teaching material. "I couldn't be as good of a teacher without my clinical home at Moore Equine. I teach by using clinical cases as examples and without having that partnership with the clinic and other veterinarians in Alberta, I wouldn't have as much case material. The balance of teaching and being in practice keeps me fresh," she says.

Dr. Marie-France Roy works with Burwash Equine Services throughout the year on a consulting basis. She is also board certified in equine internal medicine, but her research and clinical expertise are in foal medicine and infectious disease. She has a particular interest in septic foals and how to manage them clinically.

Dr. Sarah Sampson is new to the faculty and brings unique clinical expertise to Alberta. As a recent addition to the faculty,

her clinical practice environment is being finalized. Dr. Sampson is board certified in equine surgery and her PhD work focused on the use of MRI in diagnosing equine lameness. Her specialty in imaging and lameness diagnosis will help to drive forward advanced clinical service and research in these areas.

Other relevant expertise for equine health includes: Dr. Michel Levy (DACVM) who has a specific interest in neurological disease; our team of board certified anesthesiologists who provide support for high risk anesthetic cases (Drs. Caulkett, Pang and Read); our Diagnostic Services Unit that provides necropsy and biopsy services (Drs. Bystrom, Davies, Legge, Knight and Warren); our clinical pathology specialists (Drs. Wagge and Fernandez) who can assist with interpretation and testing guidelines for hematology, biochemistry, and cytology; and clinical pharmacology consultation through Drs. Cribb and Banse. All our faculty members can be contacted through the main office at 403-210-3961 or by finding contact information on the Peoples page of our website: vet.ucalgary.ca

In future issues, we will highlight our expertise in beef and dairy cattle health, companion/small animal health, ecosystem and public health and diagnostic sciences. Our ability to advance clinical veterinary medicine through research and clinical service is dependent on our partnerships with practices in the DVTH and the engagement and support of the broader veterinary community.

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



Ms. Kaitlyn Matters

I hope that this article finds everyone warm and enjoying the first part of spring. I know that we at school were all getting sick of the winter months; arriving at school in the dark and leaving when it was dark, not to mention the never ending snow this year! In the midst of all the snow and cold quite a few students and student groups were able to plan exciting field trips and other wonderful activities to keep everyone engaged.

The Production Animal Health (PAH) club kept very busy over the winter. They started the year off with a bang by putting on a parasitology wet lab with Dr. Roy Lewis. The students had an opportunity to evaluate samples from multiple species including bison, horses and cattle. They then set up a lecture with Dr. Jennie Hodgen from Merck about the new changes in beef production. The club also went on two different field trips! First, they had "Dairy Day" led by our own teacher Dr Gordon Atkins. Throughout the day they toured three Alberta Dairy barns and were able to see different production styles including robotic milking. Their second field trip of the term was to Fairwinds farm, an organic goat dairy in Southern Alberta. The group had a great time learning about the dairy industry in a different species and the unique challenges of creating an organic product.

The Ecosystem and Public Health student group made a day trip out to the Rocky Mountain Ranch to learn more about the elk and bison industry in Alberta. Dr. Terry Church greeted them on arrival and explained the purpose mandate of the ranch. The students learned that the ranch sells a lot of their products right off the farm and achieved a better understanding of the legislation behind this endeavor. Some of the topics discussed during the trip included: the use of velvet in the treatment of arthritis, niche markets and playing into them, the importance of the client, the

role of the veterinarian in the care of game species, organic movement and the impact of chronic wasting disease on the industry. The students had a tour of the farm and discussed the differences between handling the different species as they were toured through the handling facilities. Students also had the opportunity to interact with the older herd animals which, apparently, was quite the experience. All the students that participated thought it was a wonderful experience. They really had their eyes opened about the state of the game farming industry, the various markets and industries they contribute to, and the role of the animal health professionals within the operation. Everyone would like to thank Dr. Church for the wonderful experience!

The Calgary Association of Veterinary Students (CAVS) held their annual trade fair on March 21st at the Clinical Skills building. This event was held in conjunction with the Spring Mentorship Event. Students and mentors snacked on appetizers while they toured through the various booths that ranged from drug industry to pet food companies to bank institutes looking to help students with their finances. This wonderful event gave students an opportunity to become familiar with the products and companies that will be available to us once we have entered into our careers. All of the industry representatives are extremely knowledgeable and were willing to answer questions put forth by students, faculty and mentors. I would like to thank all the industry representatives that were willing to come and set up a booth for this event! I would also like to extend congratulations to the organizing committee on another successful event!

The 2nd annual CPR competition was held on March 31st. This event is run by the Student Veterinary Emergency and Critical Care Society (SVECCS). This is a fun and friendly competition that allows the

veterinary students to form teams amongst the different class years and compete in an unknown emergency scenario. The event encourages students to learn and review critical concepts of CPR in small animals in a realistic scenario. Each team must stock their "crash cart" which includes a list of any drugs, equipment, etc. that they would like available for the scenario ahead of time. Teams are encouraged to have a student from each class year in order for the third years (who have had CPR training) to act as leaders and mentors within the groups. Veterinarians from the faculty and the community are invited to come and act as judges. Judges are given a marking rubric that helps determine the winning team. The goal of the competition is to increase awareness of emergency situations and knowledge specific to small animal (dog and cat) CPR. The overall goal is to encourage students to work as a team and communicate with each other during a stressful situation, just like we will be expected to do in a real emergency situation in practice. The event is an amazing opportunity for students to partake in. It may seem like a serious ordeal but believe me there are plenty of laughs along the way as students learn the ins and outs of emergency in small animal medicine.

At this point in time I would like to take this opportunity to congratulate all the graduates of the UCVM Class of 2014 and WCVN Class of 2014! The long road in your schooling has finally come to an end and you all should be very proud of your hard work and accomplishments. Good luck to each and every one of you as you venture off into the next chapter of your life. I would also like to wish all the other students a "Happy Summer"!

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



Ms. Chantelle Phillips

The smell of spring is in the air! The snow has melted and green grass is starting to turn up all over Saskatoon. The wool mittens and winter boots have been stored away to make room for ball gloves and flip flops. My herb garden is much healthier now that it can grow outside in the warmth and sunlight; its perch on the kitchen table once again left open for dinner plates as the fear of the plants freezing if left too close to the windows passes. The birds have returned to join in with the morning alarm clocks and soon the flowers will be in full bloom outside. But the most important and definitive sign of spring for all of us university students is... the end of the semester. And what a semester it was! From foaling and calving watches to spaying cats (live ones for the third years, carcasses for the second years) and the start of a veterinary social work program, this past semester, and year has been stuffed full with classes, extra labs, social events, and everyone's favorite fun activity, studying.

Some of you may remember the annual Dr. Potter's calving trip that has taken place every spring for quite a few years now. Students were able to travel up to his Spiritwood clinic and get some hands on, real life experience performing C-sections, pregnancy checking cows, treating rectal prolapses, and any other surprises thrown your way in a rural veterinary clinic in February – March (including the odd dog meets porcupine mishaps). Unfortunately (for us students anyway) Dr. Potter has decided to retire this year (of all the nerve!)

and will no longer be bringing students out to the clinic. Any of us who had the opportunity to work with Dr. Potter cherish the fond memories of working alongside him, watching his C-section videos, benefitting from his patient teaching, and of course his wife Claudia's delicious cooking. In order to replace this unique learning opportunity, Goodale Farms, has started an annual calving watch. This was the second year students have been able to sign up for weekend, evening, and overnight shifts to go camp out with the cows. From what I have heard, students are really enjoying this new opportunity.

A new initiative for student and faculty health and wellness has also been started this year, called the Veterinary Social Work Program. Through this program, social workers and other guest speakers have been coming to the college to put on lunch talks and seminars. The discussions center around many of the human interactions and problems we may face throughout our careers, including dealing with grief and grief-stricken clients, and how to deal with cyber-bullying and bad press initiated by a dissatisfied client or activist group. This has been a great opportunity for us to learn more about the personal, emotional, and business side of our profession in addition to the animal health side that is already covered through our curriculum.

Another new program started this year is the joint DVM-MBA degree program. Students of the WCVI join those of only a few other North American Universities who have the ability to finish their veterinary

schooling with a masters in business as well. The program consists of the standard veterinary curriculum with an additional year incorporated for a year of business classes focused on the veterinary profession. This year of business is inserted between the third and fourth year of the veterinary program. One of my classmates has seized this opportunity, so we will have to wait a couple of years to hear his feedback on this unique degree.

Along with the end of the school year, comes the last of our happy hour events – Hoe Down. This annual happy hour is always thrown by the fourth years, and is mainly for the fourth years as it is their last opportunity to attend a WCVI event as students. This bittersweet celebration went off without a hitch as everyone danced the night away. Now those fourth years have gone off into the real world to either join the ranks of the working class or to continue their learning through internships or more schooling. The rest of us have settled into whatever summer routine we have chosen. For most of us that means a summer full of clinic work and hands on learning as we recuperate from a busy year. For me, that will include soaking up as much sunshine and relaxation as I can before the hectic schedule of fourth year rotations sets in! So for now, we say so long to the textbooks and enjoy our four months of exam – free summer!

Ms. Chantelle Phillips
WCVI Class of 2015
ABVMA Student Representative
2013/2014
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EDITORIAL POLICY

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

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



2014 Board of Directors

Back Row (Left to Right):

Ms. Lucille Landals
Ms. Erin Conly
Ms. Linda Glasier
Ms. Erin Young
Dr. Jocelyn Forseille (ABVMA Delegate)
Ms. Karen Lesnick.

Front Row (Left to Right):

Ms. Theresa McDermott
Ms. Andrea Edwards
Ms. Vanessa Christensen
Ms. Penny Radostits

Missing From Photo:

Ms. Jeanine Jorgensen
Ms. Elly Paslwasky
Ms. Charlotte Harris

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President's Message



Ms. Andrea Edwards, RAHT

During the past few months, the AAAHT Board of Directors has been busy finalizing the details of the 35th Anniversary CE and Banquet event taking place this May 2014. The event is just around the corner at the time of writing! We anticipate a sold out event for the CE and Trade Fair. We have sent out invitations for the Anniversary banquet and, as at publication date of this article, we hope to have seen you there!

During this time we also conducted a survey of AAAHT members asking if you support using the title Registered Veterinary Technologist (RVT) instead of Registered Animal Health Technologist (RAHT) for the purpose of identification of individuals entitled to engage in the practise of veterinary medicine as animal health technologists and who are registered members of the ABVMA and AAAHT.

A total of 206 members responded (about 13% of our membership).

Although at first glance, this may seem to be a small number – it is actually a great response to any survey! Thank you to all who took the little bit of time needed to contribute to this poll. Of the respondents, 93% were in favor of the RVT title. This survey result has been shared with the ABVMA along with the AAAHT Board's encouragement that the ABVMA consider the use of the Registered Veterinary Technologist (RVT) title for AHTs who are registered with the ABVMA to practise in Alberta.

During this survey time, some members asked – why is the choice of title so important? To respond to this question, one needs to investigate the use of a title to designate the registration status of Animal Health Technologists in Alberta. Obtaining a qualifying degree or diploma is a foundational component in the application to become registered to practise veterinary medicine in Alberta. If our credentials and training are qualified as required by the Veterinary Professions Act (VPA), we can become registered as a member of the ABVMA. We currently are entitled to use the credential RAHT once that membership is obtained. This title defines our role and position in our veterinary employment. This is the title that is suggested to be changed to Registered Veterinary Technologist (RVT). It is felt that a more distinct image will be portrayed through the use of this title.

We communicate with the public in many ways: official channels of the ABVMA and the AAAHT; public

documentation and medical records in the veterinary practise; representation on AHT program advisory committees; public events that the AAAHT represents its AHT members as Registered members of the ABVMA; and in Social media and national resource career and professional documentation.

What does the public understand this designation to mean? That is a debatable question. The casual term liked by the public is 'vet tech'. When we introduce ourselves as RAHT vs RVT – will they recognize our training and technical capacity differently? The intent of a title is to provide instant recognition of the qualifications of the individual 'wearing' the title. When dealing with ourselves and with the public, we should make every effort to promote the high standards maintained in Alberta for registration and qualification for membership in the ABVMA and the AAAHT. Being registered 'means' something!

What does the public understand this designation to mean across our country or internationally? The use of veterinary technician/veterinary technologist is more frequently encountered. It does not however mean the same thing in each area. For example, the terminology of 'registered' technician/technologist designation may be only a protected title under provincial legislation. In our own case however, the permission for an animal health technologist to practise veterinary medicine is found in the Alberta Veterinary Professions Act (VPA) section 2(2)

(a). The use of the word 'veterinary' is further designated in the VPA section 2(4) and in the General Regulations Part 3 sections 17 and 41. (Further detail may be obtained in the ABVMA Council Policy – Use of Titles in Veterinary Medicine). These sections of the VPA protect the use of the word 'veterinary'. The ABVMA is currently in discussion with the Alberta government to implement changes in this legislation. The mutual agreement of the AAAHT and ABVMA membership is required to authorize the use of the title Registered Veterinary Technologist (RVT).

Nationally, The Canadian Association of Animal Health Technologists and Technicians (CAAHTT) has promoted the synchronization of titles for Canadian AHTs and VTs, however, this synchrony may not be universally defined. What does the RVT title mean in BC, AB, SK, MB, ON, and the Maritimes? Harmonization of provincial legislation and registration process is a difficult thing to achieve! This would be a necessary step in actually being able to define the title of RVT universally across our country.

In the meantime, we may utilize the classification of RAHT as long as we maintain membership in the ABVMA and the AAAHT. This membership allows us to represent ourselves in a way that is recognized and appreciated by the public in Alberta!

Ms. Andrea Edwards, RAHT
President - AAAHT 2014

THE EVOLUTION OF THE ANIMAL HEALTH TECHNOLOGIST IN ALBERTA: PART 7

DID YOU KNOW?

Completing the first AAAHT decade:

In 1987 The AAAHT now had an Edmonton address and the number of Directors was increased to seven. There was concern at that time that the AAAHT administered interview and exam procedure wasn't adequate. The Membership committee reported as of March 16, 1987 there were 82 Active, 17 Associate and 12 Honourary members.

A May invitation from the Saskatchewan Animal Health Technician's Association was received for a Canadian AHT conference in July in conjunction with the CVMA conference in Saskatoon, Sask.

In 1987 the concerns about the new legislation including the

animal health technologist were raised by various veterinarians. By the end of 1987, the AAAHT had 116 Active members, 26 Associate members and 12 Honourary members. Grand total: 154!

Colleges recognized by the AAAHT came from the listing provided from the 1987 CVMA Chairman of the National Examining Board (NEB), Dr. Leonard Lillie:

1. Kelsey Institute, Saskatoon, Sask: Provisional of 3 years starting October 1986
2. Olds College, Olds, AB: First accredited September 1976, full accreditation to Nov 1990
3. Fairview College, Fairview, AB: First accredited February 1979, full accreditation to October 1989
4. Centralia College, Huron Park, ON: First accredited

Provisional September 1983, Full accreditation to June 1988

5. Caribou College, Kamloops, BC (now Thompson Rivers University, TRU): First accredited Provisionally in September 1983; full accreditation to September 1989
6. Northern Alberta Institute of Technology (NAIT) Edmonton, AB: First accreditation Provisional December 1980, full accreditation to October 1989.

Both Caribou College and NAIT would be able to extend their accreditation to 1991 subject to a satisfactory interim report provided to the CVMA accreditation committee.

Topics for the upcoming September 1987 AVMA/AAAHT

meeting included topics of interest including:

- CVMA requirements for AHT college program accreditation in comparison to American standards,
- Questionnaire for veterinary clinics to find out the number of AHTs and lay staff working in them, indicating the type of training, duties, and interest in our Association;
- Research of Dental, Nursing and other provincial AHT Associations in regards to how they handle the pros and cons of having sub groups e.g. nursing aids; and reasons for and against having lay technologists.

Ms. Lucille Landals, RAHT



AAAHT CE Event and AGM
Saturday, October 25, 2014
Fairmont Banff Springs Hotel, Banff, Alberta

AAAHT CE Event, "Small Animal Emergency and Critical Care"

Speaker: Dr. Marie Holowaychuk

Session: 10:00 a.m. – 1:00 p.m.

Lunch: 1:00 p.m. – 2:00 p.m.

Annual General Meeting: 2:00 p.m.

Registration information coming soon to www.canwestconference.ca.

News at NAIT

We send our newest graduates out into the wild world of animal health good luck and all the best in this new chapter of your life! Penny Isaak, Chondra Connelly and Kory Hedstrom received the EASAV scholarship award for demonstrating both satisfactory academic performance and aptitude in practical labs. Lisa Hermary was the recipient of the Fiona Cameron memorial scholarship for exhibiting the humanitarian character traits for which Fiona Cameron was known, respected and loved. Andree-Ann Thivierge was the recipient on the AAAHT scholarship for satisfactory academic achievement, technical skills, professional attitude and the ability to positively promote the veterinary industry. The ABVMA scholarship was given to Janna Van Dorp for efficiency in the clinical application of animal health technology theory. Dasha Prykhodko received the Dana Richardson award for demonstrating such qualities as dedication and compassion when working with animals and

their owners. Mellisa Debruyne demonstrated hard work and extreme dedication during their years in the program and was the recipient of the Award of Merit. Michael Letkeman was awarded the Hills scholarship for the submission of a nutritional case report on completion of the Hill's Veterinary Nutrition Advocate on-line course. Congratulations to the recipients on a job well done!

This academic year we had the great pleasure of having many guest speakers come and share their expertise. Veterinarians: Drs. Phil Boute, Cam Friesen, Louis Kwantes, Milton Ness, Carol Poland and Jane Takahashi; as well as numerous others: Netti Barr, Kim Blomme, Sarah Brown-Tarry, Nicole Dievert, Peter Klita, Will Leung, Angela Miller, Christine Pendlebury and Tanya Kushneryk. We would like to officially thank them for their contributions to our program!



After twenty-two years with the Animal Studies Program Dr. Jocelyn Forseille is moving on to new adventures. She has been the face of NAIT and instrumental in the development of the animal studies programs. Her leadership, friendship, guidance and dedication will be greatly missed. We wish her nothing but the best in her new endeavors!

Seraph Forth, RAHT



*Kory Hedstrom, Chondra Connelly, Penny Isaak
(EASAV Award)*



*Dr. Jocelyn Forseille and Janna Van Dorp
(ABVMA Award)*



*Lisa Hermary and Elly Paslawsky RAHT
(Fiona Cameron Award)*



*Sue Charlton and Dasha Prykhodko
(Dana Richardson Award)*



*Shauna Lesick RAHT and Melissa Debruyne
(Award of Merit)*



*Dr. Greg Woodard and Andree-Ann Thivierge
(AAAHT Award)*

AAAHT Communications Corner

Dr. Jayne Takahashi
VP Communications
Associate Veterinary Clinics

An Ounce Of Prevention Is Worth A Pound Of Cure!

Communication errors can be damaging to your reputation and to the perceived level of care provided by the practice. This is why it is important to apply an "ounce of prevention" to your communication efforts with your clients and your colleagues. Here are tips to help avoid some common communication errors.

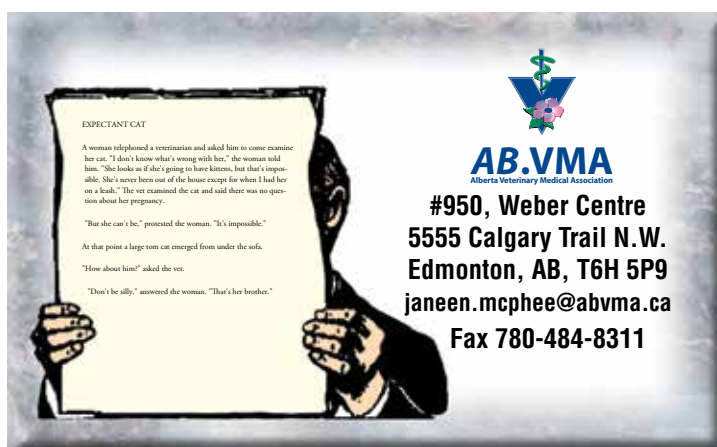
1. We don't listen. An effective communicator is a great listener. If you find yourself finishing another person's sentences or are thinking about how you will respond to what is being said while the individual is speaking, you've stopped listening! Active listening requires a focused effort to hear what the other person is saying and perhaps what they are not saying. Actively listen, paraphrase your understanding and check for accurate understanding so that you can respond appropriately.
2. Proof read communication before you send it (letters, notices, emails, texts). Mistakes with spelling, tone and grammar present a negative impression of you and your level of care. Do not rely on spell-checkers as these will not reliably detect words that are used incorrectly. It can be helpful to have a colleague review your communication or read your message out loud to catch typos and tone errors.
3. We make assumptions. We assume that we know the way someone else thinks or feels without fully checking our understanding or without asking questions to find out their opinion. Our incorrect assumptions may result in miscommunication that leads to hurt feelings, incorrect actions and loss of trust. Be sure to ask questions for clarification and to ensure that your understanding is accurate before taking action or responding.
4. We rely on email, texts or tweets when face to face communication is appropriate. Written communication channels don't allow for observation of tone, body language and emotions nor are you able to respond to the immediate reaction to your message. This can result in serious misinterpretation and negative reactions. Difficult information and bad news are prime examples that require personal conversations.
5. We assume that our message has been understood. An effective communicator takes responsibility to ensure that his/her message has been clearly understood. Use open ended inquiry to encourage your listener to explain what they have taken from your message: "What are your thoughts?" or "Tell me how you feel about this." If you send a written message, you can ask a question to encourage the person to respond with his/her views.
6. We react instead of responding. If you have replied with a terse reply, shouted at an individual or have broken into tears, you have reacted emotionally instead of responding to the situation. Our internal wiring makes it almost impossible to express our thoughts rationally in the midst of an emotional reaction. This type of response can damage your reputation and credibility with co-workers leaving an impression that you lack self-control and rational thought. Recognize that you are emotional about the issue and ask for some time to think about the situation before providing a response.
7. We don't give timely responses or feedback. It can be difficult to give feedback and constructive criticism so we tend to procrastinate or avoid what

may be perceived as potential points of conflict. Procrastination only makes it more challenging when you finally get the courage to address issues and in most cases, the feedback will lose its impact or will appear irrelevant if it is given too distant from the time of occurrence. Instead, carefully plan your feedback by describing the specific behavior, situation or comment at issue; have an explanation for how this negatively impacts the workplace, pet care or client service; offer an opportunity for the person to explain his/her view of the situation; and identify the common goal that you are both trying to achieve.

Philosophy of a great communicator:
Assume 100% of the responsibility for understanding what the other person means.
Assume 100% of the responsibility for making sure the other person understands you.



Jayne Takahashi, DVM MBA



EXPECTANT CAT

A woman telephoned a veterinarian and asked him to come examine her cat. "I don't know what's wrong with her," the woman told him. "She looks as if she's going to have kittens, but that's impossible. She's never been out of the house except for when I had her on a leash." The vet examined the cat and said there was no question about her pregnancy.

"But she can't be," protested the woman. "It's impossible."

At that point a large tom cat emerged from under the sofa.

"How about him?" asked the vet.

"Don't be silly," answered the woman. "That's her brother."

AB.VMA
Alberta Veterinary Medical Association

**#950, Weber Centre
5555 Calgary Trail N.W.
Edmonton, AB, T6H 5P9
janeen.mcphee@abvma.ca
Fax 780-484-8311**

**Ads are posted on the AB.VMA website at
www.abvma.ca**

EDUCATION OPPORTUNITIES

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

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

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

EDUCATION OPPORTUNITIES

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 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

Webinars - Canine and Feline Cardiovascular Health, Feline CKD: Top Tips for early Diagnosis and Proteinuria in Feline Renal Disease: Why Should You Worry? These on-demand webinars can be accessed anytime and watched as many times as necessary to learn the content. Registered users may choose to take a test to receive CE credit for watching one of the webinars. Successful participants may print off a certificate of completion for their records. These webinars are also RACE approved. Please go to <http://fortekor.ca/> to register for these webinars. Sponsored by Fortekor and Novartis.

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 3-4, 2014 - "Livestock Handling in Emergencies Course" - This course is being offered by Lakeland College, Vermilion AB. This course provides education and training in the following areas; Livestock behaviour and welfare, Rescuing livestock, including the extraction and containment of livestock involved in motor vehicle accidents, Livestock handling and transport, including species-specific requirements, Protocols and procedures for use in the livestock handling equipment trailer, protocols and procedures for traffic control, disaster control and scene management in emergencies involving livestock, Veterinary input and euthanasia, Bio-security and environmental protection, Safety training for individuals, Legal issues

EDUCATION OPPORTUNITIES

and Public relations. This course fills up quickly, so register early! Please call Janet Carey at 1-800-661-6490, ext#8633 or via e-mail at janet.carey@lakelandcollege.ca

May 4, 2014 - "Dental Radiology and Positioning", James Anthony, DVM, BSc (Agr.), MRCVS, FAVD, DAVDC, DEVDC, PAg, one of Canada's longest boarded dental specialists will lead this lecture and positioning lab. Bring your technician along and receive a 40% discount on their registration fee. Saskatoon, SK. For more info and to register please call 1-866-382-6937 or visit www.scilvet.com. Sponsored by Scil Vet Novations.

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

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

JUNE

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 21, 2014 - "The 1st Annual Strategic Veterinary Summit". Cindy Adams, PhD, MSW, Jayne Takahashi, DVM, MBA and Becky Taylor, RAHT. Join us at Olds College to attend interactive workshops with subject matter experts. Topics covered will include; Improving Patient Health Outcomes, Strengthen Effective Communications Skills, Discover Strategies to Manage Client Expectations and Improving your Bottom Line. Registration at 8am, Seminar from 8:30am-4:30pm. For more information and to register please call (403) 507-7954, ext#7954 or e-mail www.oldscollge.ca/ce. Sponsored by Olds College.

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,

EDUCATION OPPORTUNITIES

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), UCV. This topic will discuss communication skills for practice success: an overview of the clinical communication skills program at UCV. For more info and to register please go to www.cavm.ab.ca or contact Liz Sawatzky at (403) 863-7160, or via e-mail at info@cavm.ab.ca. Sponsored by WDDC.

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

OCTOBER

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

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

October 25 - 28, 2014 - "2014 CanWest Veterinary Conference - Take Your Knowledge to New Heights in the Canadian Rockies." 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.

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 Naum at 780-489-5007, ext. 233. kathy.naum@abvma.ca

VETERINARIAN REQUIRED

An enthusiastic, outgoing veterinarian is required for a progressive companion animal practice in North Western Alberta. The clinic is fully equipped with in house lab (Vettest), ultrasonic dental unit, digital radiography, digital dental radiography and Avimark computer system. Call is shared between veterinarians. Mileage allowance, CE allowance and paid time off for CE, paid license and dues, health/dental/disability plan and generous vacation time are part of our extensive benefit package. Salary is negotiable and dependent on previous experience. New graduates are welcome. Applicants must qualify for full licensure. Slave Lake is a busy community of 6500 people located 2.5 hours northwest of Edmonton. The town is located on the tip of Lesser Slave Lake and just outside Lesser Slave Lake Provincial Park. This is a fabulous area for the outdoor enthusiast with opportunities for kayaking, canoeing, fishing, and camping. Numerous trails around the lake and surrounding area are available for hiking, cross country skiing and snowshoeing. If you have a commitment to excellent patient care, outstanding client service, and the desire for a great work/life balance please contact Dr. Aimee Green. Website: www.peacrivervetclinic.ca Email: slvl1@telus.net

Seeking experienced doctor for AHA-accredited small animal practice in Prince George. New grad considered. We act as a regional referral centre for orthopedic, soft-tissue surgical cases, and challenging medical cases.

Flexible shifts, great pay, CE packages, infrequent on-calls, group benefits and more. The region has much to offer the outdoor enthusiast. Skiing, hiking, swimming, and variety of sports. Indoor activities include theatres (professional and amateur), pools, art gallery, sports centre, university and college. Housing is affordable and available (couch potatoes can enjoy life here too!). Practice high-quality medicine in a progressive atmosphere while increasing your experience and skills. Potential buy-in opportunity for motivated business minded candidate. Send cover letter and resume to Heather. Check out our website: www.pgvet.bc.ca Email: admin@pgvet.bc.ca

The Beaumont Animal Clinic is seeking a fully licensed, qualified DVM for a full time term position. Our fully-equipped companion animal clinic is just minutes south of Edmonton. We are a well-established practice with an excellent support staff and client base. No after hours; one Saturday morning per month. We offer a very competitive salary, profit sharing and CE allowance. Interested parties please forward resume to: Dr. Zuzana Smith lbacmgr@telus.net Website: www.beaumontanimalclinicab.com

**** Wanted Emergency Veterinarian****
Animal Emergency Hospital in Red Deer, AB has an opportunity for a veterinarian to join our wonderful team of experienced doctors, highly skilled technicians and support staff. Our emergency hospital is open Monday to Friday from 5:30 pm

VETERINARIAN REQUIRED

until 8:00 am and all weekends and holidays. Animal Emergency Hospital provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta. We are looking to hire a veterinarian who could potentially work 10 – 14 shifts per month, but we would consider fewer shifts for the right candidate. We offer a blend of a base salary with a percentage of production. Red Deer is a city conveniently located 1 ½ hours north of Calgary and 1 ½ hours south of Edmonton. If interested please contact Dr. Dagmar Schouten at dschouten72@gmail.com Fax: (403) 346-9925 or Ph. (403) 347-3277

Mill Creek Animal hospital in Edmonton, AB is a team-oriented small animal practice with a strong community relationship and reputation. We are currently searching for an enthusiastic veterinarian committed to quality up-to date medicine and patient centered wellness counseling. We focus on building long-lasting relationships with our clients; an approach that has been both satisfying and successful. To fit in with our practice culture you will have solid medical skills, a client-centered focus, positive attitude and a love for your work. We offer a reasonable schedule; no Sundays or nights, and a friendly, efficient staff. This full time position includes the following benefits: Competitive salary, Company health benefit plan, and Continuing education plan, and Professional liability insurance, Professional membership dues payment. Please check out our website: www.millcreek.com or email resume to mtenant@vetstrategy.com

Emil Veterinary Services in Picture Butte is looking for a large animal veterinarian. Applicant should have an interest and preferred experience in dairy, feedlot, cow calf management and consulting. Responsibilities include: performing animal health procedure, pregnancy testing, breeding soundness/semen evaluation, selected bovine surgeries, regulatory export work. Competitive salary and benefits will commensurate with experience. New graduates and experienced veterinarians are welcome to apply. Practice is located 20 min from

Lethbridge which has all amenities including university, college, airport, shopping and is a nice sized city for raising a family. We are located 1.5hrs from Castle Mountain Ski Resort and Waterton National Park, perfect places for outdoor enthusiasts. Contact Emil Sabau, Box 122, Picture Butte, AB, T0K 1V0; Ph. (403) 331-7171; Fax: (403) 732-4814; E-mail: mobilevet2@hotmail.com

We have an opening for an 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. We have completed a major expansion and re-modelling of our facility to create more space to serve our clients more effectively and efficiently. 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. New graduates are most welcome to apply since we offer lots of opportunity to develop your surgical and medical skills. We do strongly promote the AAHA mentorship program.

Large animal veterinary practice located in Okotoks, AB requires an experienced, motivated full time associate veterinarian. Practice has an established client base with great support staff. Veterinarian will share on call duties. Practice has full benefits. For inquiries please call (403) 333-4469

Strathmore Veterinary Clinic (www.strathmorevet.com) has an opening for a fully licensed veterinarian comfortable delivering medical care to both large and small animals within our mixed practice facilities and while on off-site (farm) visits in both regular business hour and after-hour emergency situations. Strathmore Veterinary Clinic offers a competitive compensation package including

VETERINARIAN REQUIRED

health benefits and above average vacation allowances. Strathmore (www.strathmore.ca) is a growing community located 40km 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 info@strathmorevet.com

Experienced Full-Time Veterinarian required for progressive, full-service Small Animal and Exotic practice in southwest Edmonton. The successful candidate will possess a positive attitude, excellent communication skills, and be licensed to practice Veterinary Medicine in Alberta. We emphasize teamwork, compassion, and a high quality of service. Our loyal clientele is long-established as we have been serving pets in our community for more than 20 years! We provide both medical and surgical services for a wide variety of species. Highly trained and dedicated support staff and the opportunity to diversify into special interest areas, make our practice a rewarding place to work. The successful candidate will enjoy a competitive remuneration package, health/dental benefits, paid CE with paid time off, staff discount, uniform allowance, and paid AVMA dues. Come join our enthusiastic team of dedicated veterinarians and outstanding support staff! Please respond in writing to: Riverbend Veterinary Clinic, 5611 Riverbend Road, Edmonton, AB T6H 5K4 Fax: (780) 438-8366 Website: www.riverbendveterinarian.com Email: rivervet@telus.net

Make a difference for your community! A veterinarian is required to help the City of Edmonton's animal safe keeping facility - the Animal Care and Control Centre - with its mandate to treat and care for domestic animals found at large or in distress. Be part of a team of dedicated professionals working in a new, state of the art, and 23,000 square foot facility. This opportunity offers flexibility as the position requires a commitment of up to 20 hours per week (four hours first thing every weekday morning). Duties range from animal check-ups to care and treatment to adoptability assessments. Previous shelter and domestic animal experience preferred.

Send your resume and cover letter to james.wilke@edmonton.ca

Hi there, we are looking for a small animal veterinarian from March 24th - May 10th. Position is 5 days a week (Tues - Sat), includes shared on call with 5 other associates with a full on-site suite available. We are a busy 6 doctor practice in the Beautiful Comox Valley on the Coast of Vancouver Island. We are a progressive practice in a healthy and growing community offering a wide range of up-to-date services such as ultrasound, endoscopy, digital x-ray, digital dental x-ray, in-house laboratory, a double surgical suite and more. We are open 6 days a week, offering 24hr on call emergency services. Check us out and get to know our team at www.vanisle-vet.com

Western Veterinary Specialist & Emergency Centre is offering state-of-the-art specialty and emergency veterinary services in Calgary, Canada. We are currently seeking an experienced, preferably internship-trained, Emergency Veterinarian to join our team of specialists in Critical Care, Ophthalmology, Oncology, Nutrition, Surgery, Internal Medicine and Anesthesia. Our hospital culture fosters teamwork and camaraderie delivering exceptional service to all. The hospital is well equipped with complete on-site diagnostic laboratory and monitoring equipment. Candidates interested in teaching are encouraged to apply as we have a rotating internship program for veterinary students from the University of Calgary. WVSEC is the only full-service private veterinary cancer treatment center in Alberta, Saskatchewan, British Columbia and the northwest United States. In 2009, a linear accelerator was installed in our 30,000 square foot facility to provide our clients with advanced radiation therapy, including stereotactic radiosurgery. We offer competitive compensation commensurate with experience, generous benefits package including continuing education and uniform allowance. If you have a positive attitude, excellent communication skills, efficient team-oriented work habits and a desire to share your knowledge, please fax your resume attention: Cathy Gaviller, Fax: (403) 770-1344 Email: cgaviller@westernvet.ca

VETERINARIAN REQUIRED

McKnight 24 Hour Veterinary Hospital in Calgary, AB is seeking motivated veterinarians who enjoy the fast pace and challenge of emergency medicine as well as the positive impact and relationships that can be made through preventative medicine. This is a unique opportunity to practice both emergency and primary care medicine. Applicants must believe in compassion for the client, patient and community. With access to cutting-edge diagnostics including: digital radiography, ultrasound and a full in-house laboratory, you can practice high-level medicine as well as develop new skills. Mentorship is available and the 2 senior veterinarians have a combined 20 years of emergency experience. We offer a competitive salary and benefits package including: health and dental, paid licensing fees, CE allowance and a schedule which allows for extended days off. Candidates must be self-motivated and have a desire to learn emergency medicine and surgery. Email your CV to Dr. Dave Rubenstein at careers@mcknightvethospital.ca

Seeking a fulltime veterinarian to join our team at Edmonton South Animal Hospital. Our clinic is a modern and progressive companion animal practice offering medical and surgical services to a great client base with room to grow in your area of interest. We offer competitive wages, C.E., & benefits. Inquiries may be directed to Dr. Tan via email dr.tan@edmontonanimalhospital.com or phone (780) 989-5585

Mixed animal veterinarian required in Vermilion, Alberta. Individual must have a broad range of interests with opportunity to pursue specific fields of interest. Presently two DVM, seeking to expand to three. Please see our website for an overview of our facility and equipment available. Over 90 % of obstetrics done in the clinic, 75% of semen testing done in clinic in a very well equipped facility. Will consider a part time position as well if proportional call is taken. Email Tim at tdgdm@hotmail.com for more info. Website: www.vermilionvet.com

Vetstart Project is a consultancy service registered in Alberta to help new graduates and aspirants among veterinarians to open new practices. We help you from the beginning till you open the doors which include business plan, lease, location, permits, and renovation and so on. We are not a real estate agent or a finance provider. We have lot of experiences and our help will save you money, time and make you stress free. Please forward all inquiries with confidence to vetstartproject@gmail.com

Western Veterinary Specialist & Emergency Centre is seeking an Intern Veterinarian for a one year contract (6/23/2014 to 6/30/2015) for their Rotating Small Animal Internship. Interns will rotate through emergency, critical care, surgery, internal medicine, oncology, radiology, neurology, dermatology and cardiology. Interns are expected to gain experience in all aspects of veterinary medicine, manage a wide variety of cases, and develop proficient communication skills. Interns are required to participate in cage side rounds as well as periodic teaching rounds. Direct supervision is provided 80 % of the time the intern is on emergency and critical care service and specialists are available to help manage emergency cases. Prerequisites include being a graduate of a College of Veterinary Medicine and Alberta licensure by the start date. We offer in-house CE sessions and generous CE allowance, supportive training, health and medical benefits, paid provincial license fees. This internship salaried position is \$32,000.00 per year. If you are seeking a supportive learning environment, email your CV to: Jenefer Stillion c/o Susan Kelly Western Veterinary Specialist & Emergency Centre 1802, 10th Avenue S.W., Calgary, Alberta T3C 0J8 403-541 0815 Fax: (403) 770-1344 Email: avccareers@associatevets.com

The Animal Health and Assurance Division of Alberta Agriculture and Rural Development is hiring a Branch Head for the Animal Health Branch. This branch assists industry in monitoring the health of Alberta's livestock by providing scientific expertise in surveillance programs, pathology services, disease investigations, and administers Growing Forward II and

VETERINARIAN REQUIRED

other programs. As the successful candidate, you will lead a team of highly motivated, knowledgeable animal health professionals. This position will allow you the opportunity to use and expand upon your veterinary skills. While this is a highly engaging position, you will enjoy the work-life balance offered by the provincial government. To view and/or apply for this job, visit <https://www.jobs.alberta.ca/jobs-dynamic.html> (Job ID 1022317)

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

Rural Mixed practice in Northern Alberta is looking for a full-time associate. All species but primarily small animal and cow/calf in two locations. Must qualify for full licensure. Idea individual would have good communication skills with a desire to serve the community. Willing to consider extended time off in slow seasons for those wishing to participate in development projects. Please send resume by fax to Dr. Wendy Quist, Frontier Vet Services Ltd. Fort Vermilion, Alberta Fax: (780) 927-4503

MIXED ANIMAL VETERINARIAN REQUIRED: Our veterinary practice in beautiful Williams Lake, BC is seeking an enthusiastic, progressive, mixed animal veterinarian. We are presently a 3 veterinarian practice with experienced support staff. Our hospital is extremely well equipped and includes equine surgery options, full in-house Idexx lab, ultrasound, endoscope and much more. We have a large bovine and equine clientele and an excellent small animal base. We are

seeking a mixed animal veterinarian. However, an interest in bovine and equine medicine and surgery would be an asset. We offer competitive remuneration with production bonuses and an excellent extended medical, dental, and insurance package. We also offer a generous relocation allowance. Williams Lake is located in central British Columbia; just 3 hours from both prince George and Kamloops. It is a great place to live and raise a family, and an excellent location for the outdoor enthusiast. New graduates welcome but previous experience would be an asset including an interest in all aspects of veterinary reproduction. Contact: Dr. Doug Magnowski, DVM at animalcare.wl@wlaemail.com

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.

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. High view 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, and 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 UCVM DVLC and are willing to mentor new grads. Please contact Dr. Krista Gavel Thiessen-drgavel@telus.net or (403) 652-1300

LOCUM REQUIRED

Starting mid-April: Experienced, Full-Time, Locum Veterinarian required for progressive, full-service Small Animal and Exotic practice in southwest Edmonton. Riverbend Veterinary

Clinic 5611 Riverbend Road, Edmonton, AB T6H 5K4 Phone: (780) 437-0039 Fax: (780) 438-8366 Email: rivervet@telus.net

AHT REQUIRED

Calling all talented and dedicated AHTs who love dentistry! Come join Dr. Faber and her team of professionals at Alberta Veterinary Dentistry, located in SW Calgary. We are looking for a candidate with a passion for high-level dentistry and anesthesia. We promise to mentor you and provide an exceptional work environment. In addition, you get a 4-day work week with all of the usual benefits you would expect from a fantastic employer. We are always available to answer any questions so feel free to email any that you may have to: terrie.meikle@hotmail.com.

FT AHT/RAHT required for our multi-Veterinarian small animal practice in South Delta, British Columbia. We are located just 20 min outside of Vancouver. The Trenant Park Pet Clinic is a well-established hospital with a loyal clientele and friendly support team. Our technicians are utilized to their full capabilities including surgery, anesthesia, digital radiology, dentistry, blood collection, animal nursing and client education. We offer competitive wages, uniform allowance, CE and health benefits. We are seeking a friendly and motivated individual who is a positive team player and has a desire for excellence. Shifts include shared Saturdays. If beautiful B.C. is the place for you, please forward your resume with cover letter Attn: Nicole to nicole.trenant@gmail.com or Fax: 1 (604) 940-0892. We look forward to hearing from you.

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. Ph. (780) 454-8691, Fax: (780) 452-4856, or Email: edithgvh@telus.net

We are a team-orientated Calgary clinic with a strong community relationship and reputation. We are currently searching for an enthusiastic AHT. We focus on building long-lasting relationships with our clients; an approach that has been both satisfying and successful. To fit in with our practice culture you will have solid medical skills, a client-centered focus, positive attitude and a love for your work. This full time position includes the following benefits: Competitive salary, Company health benefit plan, Continuing education plan and a generous signing bonus. If you think you would be a fit on our team we would love to hear from you. Please email vetcareers.west@gmail.com

Western Veterinary Specialist & Emergency Centre is seeking mature, motivated and enthusiastic Animal Health Technologists to join our Emergency team. Western strives to provide a respectful, educational, productive, fun and collaborative work environment where the primary goal is to provide world-class veterinary services and patient care. We offer a dynamic team environment, encompassing specialty and emergency services, in a state of the art facility. Candidates should have a passion for learning, excellent communication skills, and interest in emergency and critical care medicine. We encourage and empower our technicians to utilize their skills, have input into case management & patient care, think critically, work autonomously, further their knowledge & education, and pursue specialty certification if so desired. With a

AHT REQUIRED

Veterinary Critical Care specialist on staff, we offer extensive training and mentoring for motivated candidates. New grads are welcome to apply; one or more years' experience would be a major asset. Applicants must be flexible and available days, weekends, evenings and overnight shifts and ideally available to work 12 hour shifts on a four on four off rotation. We offer an excellent work environment, outstanding compensation, and a tremendous benefits package. Interested candidates please contact Andrea at (403) 770-1340 or aradke@westernvet.ca

The Wood Buffalo Small Animal Hospital located in the booming city of Fort McMurray, Alberta is currently seeking two full time AHT to join our very busy and fully expanded animal clinic. We currently have Six DVM, eight AHT, and 10 support staff. Fully equipped with the most modern equipment including digital x-ray, digital dental x-ray and ultrasound to name a few. Full time hours working four ten hour shifts, benefits, above average wages, shared after hour's emergency and a great working environment. Please email resume to dogs.wbsah@hotmail.ca or call Shane at (780) 715-9369 to discuss the possible future together. Website: www.wbsah@hotmail.com

The Mayfield Veterinary Hospital in Edmonton is currently looking for a full time Animal Health Technologist. Besides being a general practice, Mayfield also provides quality pet care including advanced dental procedures, orthodontics and intradermal allergy testing provided by a board certified Dermatologist. As an AHT, you'll be able to use your technical skills daily with our complete in house lab equipment and digital x-ray. 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 group health benefits, paid association dues, uniform allowance and continuing education allowance. If you are interested in applying for this position and become a part of this dedicated team, Please

forward your resume to: Lyndsay Laing - Practice Manager llaing@mayfieldvet.ab.ca. Ph. (780) 451-3465 Fax (780) 451-3512

Whitemud Creek Veterinary Clinic is currently seeking a F/T RAHT. We are a fast paced clinic where our technicians use all of their skills. Our employees receive an annual CE allowance, uniform allowance, association dues, staff discounts, as well as monthly personal and pet insurance allowances after 90 days. If you are confident, have the ability to multitask & are client orientated we would love to hear from you. Preference will be given to individuals with experience in dentals as well as the use of computer programs (Avi-mark). Please e-mail your resume to wcvv@telus.net Brenda Deydey, Whitemud Creek Veterinary Clinic 14020 - 23 Avenue, Edmonton, AB T6R 3L6 Fax: (780) 430-0002

Calgary North Veterinary Hospital & Emergency Service is looking for three (3) fulltime Registered Animal Health Technologists to join our hospital. New Grads are welcome to apply! Calgary North Veterinary Hospital & Emergency Service is a 24 Hour Companion Animal Primary Care, Walk-In and Emergency facility. Working closely with the Veterinarian, the AHT/RVT is responsible for ensuring patients and their owners are provided with optimum care and efficient service. These positions average 37.5 hours per week on a compressed work week. The successful candidate will be an AHT/RVT and be registered with, or eligible to register with the AAAHT. We are looking for technologists who are excited to grow in their profession with a positive attitude, excellent client service, interpersonal and communication skills and a compassionate, courteous nature. We offer competitive wages, uniform allowances and discounted veterinary services and pet food. We are dedicated to the ongoing development of our AHTs and therefore offer many in-house continuing education seminars and learning opportunities. If you are interested in becoming part of a dynamic team, please send your resume and cover letter to: Jennifer

AHT REQUIRED

Hartwick Email: careers@cnavet.comFax: (403) 277-0136

Chaparral Veterinary Clinic located in SE Calgary requires a F/T AHT. We are looking for a well-organized, self-motivated team member with good customer service skills. We offer medical and dental benefits, uniform and CE allowances, and a staff discount. New graduates will be considered. Please email your resume to gadzhev@hotmail.com or call (403) 769-1442.

Tanglefoot Veterinary Services in Cranbrook, BC is looking to add an Animal Health Technician to its team. We are a busy mixed practice with four veterinarians and offer primarily small animal and equine services. If you are a team player and would like an opportunity to live in the beautiful East Kootenays please submit your resume and cover letter to tfootvet@telus.net or Fax: (250) 489-1689.

We are an AAHA accredited practice looking for a full time or part time RAHT who can also be a new grad to join our growing clinic here at Edmonton South Animal Hospital. We have two full time RAHT and 2-3 Veterinarians. The ideal person will have a positive attitude and enjoy working as a part of a team. Here at Edmonton South Animal Hospital we care for cats and dogs and hold the highest level of standards when dealing with our patients. We deal with many medical and surgical cases which include orthopedics and dental work. Full time hours will be from Monday - Friday 8-5 or 9-6 rotating every other week, including every third Saturday. Competitive salary and benefits package is available. Please contact us by sending your resume to contact@edmontonanimalhospital.com

Green Acres Animal Hospital is a well-established clinic in the Lethbridge area and we are looking for an experienced AHT. Our most senior technician is retiring after 30 years. We are a well-equipped hospital where we do a lot of in-house lab

work. We offer a competitive salary with CE and benefits program. We have a terrific team with a good sense of humor. Lethbridge is a city of about 85k, a short drive from Calgary, the US border and the mountains. For more information feel free to send us a resume or contact Felicia or Brent Lloyd at (403) 327-8660.

Westmount Animal Clinic: We are looking for a permanent part time RAHT to join our busy & progressive practice (2 days a week to start & in Sept. increasing to 4 days a week - days negotiable). We require someone who is able to work independently and as part of a team. Position is suitable for an RAHT returning back into the workforce. Technical experience is an asset but not a necessity and new grads are welcome. We offer competitive wages, AHT membership fees and continuing education. Please direct your inquiries and resume to Email: tgolbeck@westmount-animalclinic.com

Are you awesome? Would you like to work in a trendy clinic, in an amazing small city? Tudor Glen Veterinary Hospital in St. Albert has an opening for a full-time Animal Health Technician. We are a staff of 20-25 people and are looking for an enthusiastic, self-motivated technician to join our energetic, progressive practice. We are a full-service hospital, open 7 days a week, until 9:00pm on weeknights and 6:00pm on weekends. We were voted St. Albert's favorite vet clinic 9 years in a row. The successful applicant will enjoy competitive wages, staff discounts, benefits, paid dues, profit share opportunities, and much more. If this sounds like a good fit, we'd love to hear from you. New Grads welcome! Please contact Nathan Schenn at nathan.schenn@tudorglenvethospital.ca

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

AHT REQUIRED

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

Spring into Bonus! Minimum of \$500.00 and for every one year of experience receive another \$200.00. 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(s) to join our multi-vet companion and exotic practice located in Sherwood Park. AHT's seeking a challenging and dynamic learning environment are invited to apply. Assets include proven experience in dealing with clients in a professional manner, the ability to work independently and as part of our veterinary team. If you are friendly, enthusiastic, well - organized, available to work a variety of shifts, and look to utilize and grow your skills in a modern facility, we are interested in hearing from you. 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. 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

RACETRACK WORK AT ALBERTA DOWNS IN LACOMBE: Racing Forensics Inc. provides employment opportunities at racetracks across Canada. We currently require AHTs with horse experience for part time seasonal work collecting urine samples and assisting a vet to collect blood samples from racehorses as part of the federal Equine Drug Control Program. Student AHTs are welcome

to apply as well; registered techs may also be required to draw some blood samples for the same program. Alberta Downs runs from May 3 to Oct 12, mainly on Saturdays and Sundays adding Mondays in July and August with a post time of 1:15 pm. Complete job description upon request. Contact Gail Nugent, Racing Forensics Training Coordinator: Ph. (877) 809-1333 ext. 231; Email: gail.nugent@racingforensics.com Fax: (877) 809-1333

AHT required for busy small animal clinic in Wainwright, Alberta. Must be mature, self-motivated individual capable of working in a fast-paced environment. New grads welcome to apply. Clinic is well-equipped and has experienced veterinarians. Hours of employment would be 8:15 AM to 5:15 PM, M-F, no emergency or weekend duty. Email Dr. Tim Goodbrand for more information. tdgdvm@hotmail.com Website: www.wainwrightvetservices.com

Calgary North Veterinary Hospital is recruiting for a Patient Care Coordinator (PCC) to provide exceptional patient care and client services by supporting all team members and facilitating communication. The PCC is responsible for ensuring patients and their owners are provided with optimum care. Responsibilities will include assisting the Veterinarians and AHT's with procedures. Performing administrative duties, monthly reporting, schedules, training and coordinating meetings. Identifying staffing needs and coordinate staff. Liaising between all service teams to ensure constant communication. Promoting Health & Safety programs. Supporting continuing education and promoting a positive clinic image. Ensuring patients are triaged based on triage levels. Assisting clients in coping with their animal's health conditions and pet loss in a compassionate manner. The successful candidate will have the ability to supervise a large, diverse group with excellent communication, interpersonal and problem solving skills. Previous experience as an Animal Health Technologist experience is required. This role requires flexibility to work a variety of shifts. We offer a competitive salary, flexible working hours,

AHT REQUIRED

in-house training, CE allowance and dental and health benefits. If you are interested, please send your resume to: Jennifer Hartwick Fax: (403) 277-0136 careers@cnvet.com

Edmonton Holistic Veterinary Clinic is hiring a F/T AHT to join our dynamic integrative clinic. We are a small, beautiful, busy, Whyte Avenue clinic open Monday-Friday. We offer a full complement of veterinary services from surgery to laser therapies and acupuncture. Salary is \$24-25.00/hour with full benefits and dues. Please email or fax resume to Dr. Karen Marsden, ehvclinic@gmail.com Fax: (780) 438-0465

Small Animal Clinic in SE Calgary Requires Full Time Registered AHT who is mature, loves working with people, has a perpetual smile, is highly motivated, willing to learn and can multitask. Applicants must have excellent client service and communication skills, be compassionate, courteous and reliable. Our facility is computerized using Avimark, has digital radiography and in house lab. Competitive wages, monthly bonus structure. Benefits include, medical/dental, annual dues, clothing allowance and staff discounts. Please email, or send resume to: Dr. Lori Keeler

Chinook Animal Clinic, 9945 Fairmount Dr. SE, Calgary, Alberta T2J 0S2 Email: drlori@chinookvet.com

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 kmbbevans@leducvethospital.ca

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. 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 careers@mcknightvethospital.ca or check out our website www.mcknightvethospital.ca

Full-time RAHT position has become available at Wild Rose. We are a small animal clinic in Fort Saskatchewan with a friendly, family-like atmosphere. We require someone reliable, organized, and with excellent communication skills. New graduates welcome. Please e-mail cover letter and resume. E-mail: heejh@hotmail.com

The Penticton Veterinary Hospital in the beautiful Okanagan is seeking a AHT to join our team. We are looking for a compassionate, enthusiastic, motivated, reliable, experienced individual that is able to work independently as well as with a team. Must have confidence in their technical and communication

AHT REQUIRED

skills. As an AHT in our practice you will be able to fully utilize all your skills, with our In-house IDEXX lab, digital radiographs, dentistry, anesthetic monitoring and induction, surgery prep, and care for hospitalized animals. Minimal cleaning and restraint as we have kennel technicians to assist you. We offer competitive wages and discounts for your pets care and food. Please email your resume to bcvet@bcvet.net or Fax: (250) 493-3404 Please call Erin at (250) 493-1530 for any additional information

Veterinary Technician - Specialty Small Animal Surgery and Anesthesia Paradise Animal Hospital & Referral Centre is in the process of opening a new veterinary hospital that will include referral services of a Board Certified Surgeon, Radiologist, and Rehabilitation Centre. Paradise Animal Hospital & Referral Centre is centrally located in St. John's, Newfoundland. We are a new state-of-the-art clinic that is fully computerized: full in-house lab, digital x-ray, dental x-ray, ultrasound, underwater treadmill, etc. We are seeking experienced Veterinary Technicians for its Specialty Surgery Department. Ideal candidates will have experience in a referral surgical facility and experience in anesthesia associated with extensive orthopedics, critical and emergency anesthesia. Candidates must also have knowledge and experience with treatment techniques such as nerve blocks, epidurals. We offer a competitive salary, medical and dental benefits, pension plan, paid licensing and dues and continuing education. If you are energetic and eager to work with a friendly and supportive team please contact us for more information at (709) 782-1107. You can also email your resume to bonita@paradiseanimalhospital.ca or visit our website at www.paradiseanimalhospital.ca

Have you ever dreamed about working for a clinic that cares for animals as if they were their own? At Meadowbrook Animal Clinic, this is how we approach our everyday work. We are a SE Edmonton clinic

looking for reliable, organized and motivated AHTs (P/T and F/T) to join our dynamic team. Since we are a small team of passionate people, we get to approach every animal and owner on an individual basis, with heartfelt concern and knowledgeable advice. 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, flexible schedules and much more. If you share a passion for delivering outstanding pet healthcare, then we would love to hear from you, so please email us your resume. Meadowbrook Animal Clinic, 3903-34 Street, Edmonton, AB T6T 1L5 Ph. (780) 463-7772 Email: meadowbrookanimalclinic@gmail.com

Veterinary Technician - After Hours Critical Care Paradise Animal Hospital & Referral Centre is in the process of opening a new veterinary hospital that will include referral services of a Board Certified Surgeon, Radiologist, and Rehabilitation Centre. Paradise Animal Hospital & Referral Centre is centrally located in St. John's, Newfoundland. We are a new state-of-the-art clinic that is fully computerized: full in-house lab, digital x-ray, dental x-ray, ultrasound, underwater treadmill, etc. We are seeking Veterinary Technicians to work nights (including overnight) and possibly weekends to monitor critical care patients. Schedule flexibility is a must with full-time and part-time positions available. Candidates will have a Veterinary Technician certificate and must be able to work with minimal supervision and comfortable working during late hours of the night. We offer a competitive salary, medical and dental benefits, pension plan, paid licensing and dues and continuing education. If you are energetic and eager to work with a friendly and supportive team please contact us for more information at (709) 782-1107. You can also email your resume to bonita@paradiseanimalhospital.ca or visit our website at www.paradiseanimalhospital.ca

AHT REQUIRED

AHT. REQUIRED IMMEDIATELY - Smaller Center, within 40 minutes of Edmonton, Alberta. Busy 2-Doctor, Small Animal Practice, In-House lab, CO2 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

We are currently seeking a F/T AHT to join our team for a well-established SA hospital located in Red Deer. The AHT's are a valuable member of our team allowing them to use their skills to benefit our patients. We utilize technology which includes: In house lab, digital and dental x-ray, monitoring system, hair hugger, ultrasound, dental equipment. We provide a competitive wage, paid health benefits, continuing education, holidays and flexible schedule. Please forward your resume to Trina. Lomsnes Veterinary Hospital, 3450 50 Ave, Red Deer, AB T4N 3Y4 Ph. (403) 342-6040 Fax: (403) 309-9355 Email: petsvet@telus.net Website: www.lomsnesvet.ca

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

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

\$1000 signing bonus for the right candidate. Ellerslie Pet Hospital is looking for a FT AHT to add to the team. Good interpersonal skills are a must. Our compensation package includes competitive wages, group benefits, incentive bonuses, CE allowances and numerous other perks. New grads welcome. Please submit your resume to doug@ellersliepet.ca

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

AHT REQUIRED

The recently opened Yellowknife Veterinary Clinic in Yellowknife is 100% a companion animal practice and is recruiting qualified veterinary technicians. We have full service blood chemistry, digital radiology, anaesthetic monitoring equipment, etc. We pay very competitive wages and are prepared to offer a relocation allowance. We insist upon, encourage, and support continuing education. For more information about becoming a team member in a growing, progressive veterinary practice, please email a resume to Dr. Michael Hughes at ykvetjobs@gmail.com, or Fax it to (867) 920-7833 (RUFF). If you have questions, you can call our clinic at (867) 920-7387 (PETS).

The Medicine Hat SPCA is seeking an Animal Health Technologists to join our team hours are flexible. Candidates must be dedicated to fostering the health of all companion small animals, our team believes in a high standard of compassionate health care. Applicants must be a registered AHT and be registered with, or eligible to register with AAAHT. Previous experience practicing as an AHT would be preferred, but is not necessarily required. We offer competitive compensation packages, a continuing education allowance and the opportunity to fully utilize your skills and training. If you are interested in this opportunity, please forward a cover letter and resume to: contact@medhatspca.ca

FT AHT required for established practice in Calgary's southeast. Experience preferred but new grads are welcome. Ours is a growing facility where you will be able to utilize all your technical skills, including dental radiology, therapeutic laser and in house blood analysis. Benefits include health and dental coverage and annual AAAHT license payment. Salary is to be determined based on experience. Reception experience is an asset. Position to commence immediately. Please e-mail resume to Samantha at info@aphcalgary.com or Fax :(403) 252-7818.

Sangudo Veterinary Clinic is looking for a confident full/part time AHT. We are a one DVM mixed animal clinic in a small rural town. We offer paid dues,

Blue Cross, and CE benefits. Please contact sangudovet@gmail.com

Iron Creek Veterinary Hospital in Flagstaff County is looking for an energetic, self-motivated AHT to join our team. We are a 2 vet mixed animal practice in east central Alberta with up to date equipment and facilities. We have a fun friendly work environment, and offer high quality compassionate care. Large animal procedures are mostly done in clinic and so AHT's are involved in that aspect of the practice as well. Use all your skills! Part time or full time, competitive wages, health benefits and CE allowance. Check out our web site! Call (780) 384-0003 or email. evelyn@ironcreekvet.ca Website: www.ironcreekvet.ca

Cochrane Veterinary Care Clinic is looking for a full time Registered Animal Health Technologist to join our busy practice. We are a compassionate multi-veterinarian practice requiring someone with strong communication skills who is able to work independently and as part of a team. Technical experience is an asset but not a necessity and new grads are welcome. We offer competitive wages, AHT membership fees and continuing education. Please email resume and references to clinic@cochranevet.com

Full service small animal clinic in Sherwood Park is seeking a Full time/Part time RAHT. Applicant must be team-oriented, motivated, and reliable and have good communication skills. Experience is an asset. E-mail resumes to admin@heritagehillsveterinaryclinic.com

Downtown Edmonton clinic is seeking a part time AHT for immediate employment. Monday to Friday and alternate Saturdays; no evenings or after hours. Paid CE and AAAHT dues, dental/health benefits and uniform allowance. Competitive wages (negotiable with experience). New grads welcome. We are a high volume surgical laser spay and neuter practice that has recently expanded to provide full companion animal services. Current staffing consists of 1 FT veterinarian, 2 full time AHT's, plus 2 reception and kennel staff. Send

resumes to The Spay Clinic, by Fax at (780) 428-5721, or by email to info@spayclinic.ca

***** \$2500 bonus! ***** Mill Creek Animal Hospital is looking for a dynamic full time technician to join our team! We offer above average compensation, an intimate and exciting work environment, a collaborative medicine approach, room for advancement and growth, excellent CE and uniform allowance and full health and dental benefits. We pride ourselves in providing an amazing client experience, as well as the greatest in pet care. Come join our team and see what opportunity looks like! Please email: mtennant@vetstrategy.com

South Side Animal Hospital, Edmonton, AB Part time AHT required for a busy 2-3 Veterinarian practice in south Edmonton. We are a family focused, AAHA accredited practice that is looking for a part time AHT to complement our team. The ideal person will have a positive attitude and enjoy working as a part of a team. Our practice cares for cats, dogs, exotic companion mammals, and some wildlife. We have a nice balance between medical and surgical cases and have a special interest in dentistry and orthopedics. Part time hours may range from 18-30 hours per week and are likely to include mornings or early afternoons Monday to Friday and rare Saturday mornings. The majority of shifts will be as a surgery or treatment AHT. This position may be well suited to someone wanting shorter days or parents of school aged children. Competitive salary and benefits package is available. Please contact us at (780) 434-6462 or send your resume: Attention Melanie, Fax (780) 434-7033, Email: southsideanimalhosp@gmail.com. We look forward to meeting with you and learning how you may fit in with our team!

Do you want to love coming to work every day?? We work hard, do a very good job, but we like to have a lot of fun every day. The Rimbe Veterinary Clinic offers a fantastic work environment in a small town mixed animal practice in lovely Central Alberta. 80%/20% Small/

AHT REQUIRED

Large. Digital DR X-ray. Digital Dental x-ray. Vets have special interest in small animal dentistry and orthopedic surgery. Consider joining our team of 4 AHT's and 2.5 vets. Most large animal work done in clinic, so AHT's involved in that aspect of our practice as well. Check out the virtual tour of our new clinic on our website. www.rimbeyvet.ca Sense of humor is required. Experienced AHT's or New Grads all very welcome. Please email your resume to rimvet@telusplanet.net

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 IDXX 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, and 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

The Sunridge Veterinary Clinic is looking for an RAHT to start immediately to fill a 10 month maternity leave with the possibility of becoming a permanent position. We are a laid back small animal clinic with 2.5 vets and 3 RAHTs. Please submit all resumes to svclinic@telus.net or Fax: (403) 293-5875 Attention: Heather

Our Veterinary Hospital group consisting of three Veterinary Hospitals—Cedarwood Veterinary Hospital, Animal Emergency

AHT REQUIRED

Hospital and Blackfalds Veterinary Hospital, has an opportunity for an experienced licensed Animal Health Technologist to join our team in Red Deer. This position is mainly at Cedarwood Veterinary Hospital with potential for permanent position for the right candidate. We are well established, constantly strive for excellence in pet health care, very well equipped and form part of the UCVN Distributed Veterinary Teaching Hospital. Our team of eight plus veterinarians consists of a Board Certified Surgeon plus several Veterinarians with advanced training in canine reproduction, dermatology, emergency /critical care and rehabilitation. Our team of eight plus veterinarians consists of a Board Certified Surgeon plus several Veterinarians with advanced training in canine reproduction, dermatology, emergency /critical care and rehabilitation, 5 AHT's, 4 receptionists and 3 assistants. If you are interested in this positions, please contact Dr. Dagmar Schouten at dschouten72@gmail.com, FAX: (403) 346-9925 or PH: (403) 347-2676

F/T AHT required for small animal, one vet practice in Okotoks. Opportunity to be involved in all aspects of veterinary medicine and use all your skills. Would also consider an AHT student. Benefits, dues and paid CE as well. Please contact Dr. Dianne Genereux by phone or e-mail. Please PH: (403) 938-0350 or Email: carectr@telus.net

Ardrossan Veterinary Clinic is looking to hire a new member to join our team. We are looking for an energetic, self-motivated person with a positive attitude. Will consider both full and part time applicants. Our clinic is a small animal clinic that strives to provide quality individual care. If interested please send resume to ardrossanvet@shaw.ca, and we will set up a time to meet and discuss the position.

Central Veterinary Clinic in Ponoka, Alberta is looking for someone who can keep a sense of humor in a fast paced environment. We are a multi-veterinarian, progressive mixed practice looking for a full time Registered Animal Health Technologist to join our dedicated and professional team. We are

looking for an individual with a strong work ethic, excellent technical and communication skills, and a willingness to continually improve themselves. This position would involve all aspects of our hospital including assisting with large animal calls, lab work for large and small animal, digital x-rays, dental cleaning and dental x-rays, anesthetic induction and monitoring, as well as caring for and treating in house patients. An ability to work independently, but also as part of a team is essential. Strong organizational and multitasking skills would definitely be an asset. We offer an hourly wage commensurate with experience, group benefit plan, continuing education allowance, ABVMA dues paid and a fun, enjoyable work environment. To apply, please email you resume and cover letter to centralvetclinic@hotmail.com Attention Laura.

F/T AHT required for rural mixed practice in Northern Alberta. All species but primarily small animal and cow/calf. Position includes reception, grooming and animal care duties. Paid dues and CE. We are looking for an individual with excellent client skills and a good work ethic. Please contact Dr. Wendy Quist, Frontier Vet. Services Ltd. Ph.: (780) 927-4500 or Fax: (780) 927-4503

Our two clinics in North East Edmonton are seeking at least 2 AHT's for full time employment starting immediately. Sunrise Animal Hospital is a new facility with ultramodern equipment including Flat panel digital X-ray and Edmonton Spay and neuter Clinic is a surgical facility with a fast paced environment offering a great opportunity to enjoy anesthesia induction, monitoring and quality patient care. Package comes with excellent wage, 100% health, dental and eye care package, 2 weeks paid vacation, CE allowance etc. Interested candidates forward you CV to Dr Toor at sunriseedmonton@gmail.com

Our Veterinary Hospital group consists of three Veterinary Hospitals -Cedarwood Veterinary Hospital, Animal Emergency Hospital and the Blackfalds Veterinary Hospital, has an opportunity for an experienced licensed Animal Health Technologist to join our wonderful and skilled team in Red Deer. We are well –

AHT REQUIRED

established, constantly strive for excellence in pet health care, very well equipped and form part of the UCVN Distributed veterinary Teaching Hospital. Our team of eight plus veterinarians consists of a Board Certified Surgeon plus several Veterinarians with advanced training in canine reproduction, dermatology, emergency/critical care and rehabilitation. Our experienced doctors are supported by a wonderful team of 5 skilled AHT's, 4 receptionists and 3 assistants. We are looking for an experienced AHT with confidence to work in a busy and fast paced multi-doctor environment. If you are interested in a position with a clinic where you will see a variety of cases daily and be able to use your technical skills as you were trained to do, Please contact Dr. Dagmar Schouten at: dschouten72@gmail.com, Fax: (403) 346-9925, or PH: (403) 347-2676

Lessard Callingwood Veterinary Hospital is an AAHA-certified small animal hospital located in west Edmonton. We are looking for a full-time AHT to join our progressive team of 4 doctors, 4 AHT's, 2 receptionists and veterinary assistants. We are looking for an AHT to help our team provide excellence in patient care and client relations. Our practice is well-equipped with cornerstone, Idexx in-house laboratory, digital radiology and dental radiology. Benefits including AHT dues, medical/dental, uniform allowance are provided. Please e-mail resume to lessardvetapplicants@gmail.com or Fax to (780) 481-3632 (attention to Christine).

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@mcsnet.ca. Website: www.stpaulvetclinic.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

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 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

VET STUDENT SEEKING EMPLOYMENT

New veterinary grad seeking work experience before starting a career. I have both large and small animal

experience. Please email to request my CV. lisa.sharko@gmail.com

AHT STUDENT REQUIRED

F/T or P/T AHT student in small animal practice in North Edmonton. Opportunity to be involved in a variety of roles like helping veterinarians and technicians with ultrasounds, blood collection, anesthesia, laboratory, treatments and many more. Previous experience in a veterinary clinic is an asset. Please contact Rosslyn Veterinary Clinic at PH: (780) 475-9912, Fax: (780) 475-9913 or by Email: rosslynvet@yahoo.ca in attention to Andra.

Please do not apply if you are under the age of 18. Please only submit your resume if you are serious about applying and fully understand that this job is physically demanding and requires you to always be busy you will also be required to work weekends and stat holidays!! If you think this job is for you please apply to Erica Coomber Via email coomber@riversidekennels.ca or drop off in person at 4640 61 Street Red Deer. Please provide a cover letter.

Seeking a Part Time Animal Care Specialist: Alberta Animal Services/ Riverside Kennels is seeking a part time Animal Care Specialist. We are looking for a hard working individual that is not scared to get their hands dirty. This job requires you to be in good shape! There is a lot of lifting, poop scooping and constant cleaning! We provide the best care for our animals. The best care means these dogs and cats are never in a messy environment we are constantly poop scooping and disinfecting their kennels all day long every day. You must have sound knowledge in Microsoft Office and exceptional customer services skills. Looking for a: Animal Health Technologist Student

Our two clinics in North East Edmonton are seeking AHT students for practicum/employment with a great potential to turn into permanent employment. Edmonton Spay and Neuter Clinic is a fast paced surgical facility making a great place to learn anesthetic induction, management and patient care. Sunrise Animal Hospital is a new full service facility with ultramodern flat panel digital radiography, Avimark software opening in March. Please forward your resume to Dr Toor at sunriseedmonton@gmail.com

AHT STUDENT SEEKING EMPLOYMENT

Second Year NAIT Animal Health Tech student looking for a job either full time or part time in Edmonton , AB. Currently doing my practicum and will be finishing in about 3 weeks , will be open to working either weekdays or weekends . Looking to

get more experience and confidence in the field and start building up my career. Contact Sebastian by Email: sebasmarin0821@hotmail.com or by Ph. (780) 616-2151.

OTHER EMPLOYMENT

The Rossetti Veterinary Center is looking for a full time receptionist/ animal health tech assistant.

The hours are Monday to Friday 9 AM to 6 PM. Duties would include making appointments, greeting clients and assisting AHT's as needed. We offer health and dental benefits as well as competitive wages. Please fax or email Max Rossetti, Fax: (780) 421-7390. Email: info@petdoc.ca or check out our Website: www.petdoc.ca

Recent graduate of the University of Alberta with an MSc in Companion Animal Nutrition seeking career opportunities. Current on latest developments in pet nutrition and has contributed to cutting edge industry research. Open to all opportunities related to animal health. Please contact Kimberley Berendt at berendt@ualberta.ca.

responsibilities include administer treatments and medication under supervision, monitor and assess patients, assist in restraint, assist in collection of samples and ultrasounds, follow-up and update clients, prepare appointment rooms and hospital maintenance and general cleanliness. The candidate must be compassionate, energetic, self-motivated and interested in continual learning. Excellent organizational skills and the ability to multi-task is required. Previous or equivalent veterinary experience would be an asset. This full time position consists of 12 hour shifts on a rotating schedule through 7 days of the week to accommodate our 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 in applying, please forward your resume and cover letter to: Lisa Booker bookerl@carecentre.ca

Marda Loop Veterinary Centre is looking for an enthusiastic front end team member to join our team. If you are looking for a busy position where you can continue to grow for years to come then this position may be for you. As a front end staff member you will provide traditional support to our 7 veterinarians, AHTs and Support staff in our integrated practice. Friendly, Reliable, Team Player, Passion for People and Animals, Intermediate Computer Skills, Willingness to Learn, Eye for Detail, minimum of 4 years veterinary clinic experience required. This is a salaried position, Monday - Friday, 1:00pm until 9:00pm. If interested please forward your resume to darrell@mardaloopvet.ca

The Ermineskin Veterinary Clinic is currently seeking a part time or full time veterinary medical assistant/receptionist to join our team. Previous veterinary practice experience is an asset however, not a requirement. Please e-mail your resume only. Email: drlbarton@hotmail.com

The Calgary Animal Referral and Emergency Centre is seeking two (2) fulltime Emergency Animal Health Tech Assistants to join our dedicated team. Their primary role is assisting the AHTs and Veterinarians with daily tasks and patient care. They are also caregivers to the animals in the hospital including feeding, walking and general cleanliness of patient's kennels and pet patients. Some of the

Hermitage Veterinary Hospital is seeking part-time Veterinary Medical Assistants (VMA's)/ Front Client Care Receptionists to join our dynamic pet health care team. The primary responsibilities of this role is to assist all parts of the client visit, while demonstrating compassion and care, excellent communication, interpersonal and problem solving skills along with the ability to work within a team environment. Previous veterinary practice experience is desirable but not required. In addition to on-going training & advancement opportunities, we offer competitive wages, medical/dental benefits, & pet health care benefits. Please email your resume only to hermitagehospitalmanager@gmail.com. Website: www.hermitagevet.com

OTHER EMPLOYMENT

Killarney Cat Hospital in SW Calgary is recruiting for full time and part time Client Care Specialists immediately for our dynamic and specialized feline only practice! The Client Care Specialist is an integral part of our front end team who provides excellent and exceptional customer service by portraying professionalism, compassion and warmth towards our clients and their beloved animal companions. Candidates must possess a positive team-oriented approach, excellent communication, organizational, telephone and computer skills. Previous reception/customer care experience is an asset. In addition to providing continuing education opportunities, we also offer competitive wages, group employee benefits, employee discounts and uniform allowances. Please forward your resume and cover letter to Lead RAHT/Practice Manager: elisabeth@killarneycat.com and join our exciting team now!

Poplar Grove Veterinary Services, Innisfail, AB is currently looking to hire a VMR to fill a full-time position. Your duties would include, greeting clients, making appointments, processing check-ins and payments. Duties may also include animal restraint and assisting AHT's as needed. A familiarity with Cornerstone software and Pet food products would also be an asset. We offer health and dental benefits, continuing education allowance and discounted veterinary services and supplies. Please send your resume to pgvets@telus.net

F/T or P/T veterinary assistant in small animal practice in Okotoks. Opportunity to be involved in a variety of roles including reception. Experience of at least two years required. Benefits and CE. PH: (403) 938-0350 please email carectr@telus.net

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. These full time positions average 37.5 hours per week on a compressed work schedule and 37.5 hours on a compressed work week overnight shift. 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

Equistar Vet Services is an 80 acre Veterinary Practice Limited to Equine Reproduction in Spruce Grove, AB. We are currently seeking a breeding assistant with a minimum of 3 years' experience in equine reproduction including AI (fresh, frozen); Stallion collection; semen processing; uterine culture and cytology evaluations and Embryo Transfer. Must have advanced training including Certificates/Degrees related to Equine Reproduction. Position available mid-April - August. To apply email Dr Deb Harrison at equistar@tbwif.ca

PRACTICE FOR SALE

The Burns Lake Veterinary Clinic is a well-established mixed animal practice (90% small , 10 % beef with huge potential for equine) in north-central B.C. The current long term owner wishes to retire and is motivated to sell at a very reasonable price to the right person who will maintain vet services for the community. Burns Lake is a small, caring and very supportive community now boasting a new sawmill, hospital, and rec centre. For more information and pictures, please visit our website, www.burnslakevetclinic.ca/for-sale or contact Dr. Lois Martin at blvet@telus.net or Ph. (250) 692-7476

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 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.

PRACTICE WANTED

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

Looking to purchase a small animal veterinary clinic in Edmonton and surrounding area. Please respond to malibuvet@hotmail.ca

EQUIPMENT FOR SALE/WANTED

For sale due to practice closure - easi-scan 3 bovine ultrasound with BUG goggles, power float quick connect electric model and miscellaneous dental equipment, pulsator IV bovine semen tester two probes, and portable equine stocks on trailer. All lightly used and two years old. Please contact ranchlandsmobilevet@gmail.com

Bowie Box (Diplomat 2) for SUV or Van. 3 years old, minimal wear. Contact Dr Steven Smith at sdsmithveterinaryservices@gmail.com

FOR SALE: IDEXX VET TEST & QBC hematology machine in working order. Included in purchase price: 1 pre-anesthetic profile (4

EQUIPMENT FOR SALE/WANTED

tests), 2 GHP profiles (4 tests), and 1 DHP profile (2 tests). Asking \$500.00 Please contact for more information. Email: oldsvetclinic@live.com

Do you have a small centrifuge to donate to a Mexican animal shelter? We will pick-up in Alberta. Any additional supplies or equipment are greatly needed and welcome. Please contact Kim by email at pvanimals@gmail.com

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