



NEWS

AUGUST 2015, VOLUME 50, ISSUE 3



SASKATCHEWAN
VETERINARY MEDICAL
ASSOCIATION

2015 SVMA
CONFERENCE, AGM
& TRADE SHOW

**THE ROLE OF VETERINARY
MEDICINE IN COMBATting
ANIMAL HOARDING**

**LARGE ANIMAL
NUTRITION DURING
DROUGHT CONDITIONS**

**ECONOMIC SURVEYS... AND THE
CLINIC DOWN THE STREET**

president's perspective

DR CHERYL BELLAMY

As my time as SVMA council president draws to a close, I find myself reflecting on the past year with amazement- both at how fast time seems to fly, and at how much the council has achieved in the space of a short year. However, the advent of a new council president will not change current issues facing our profession: we all must continue to be mindful and active in addressing them:

Antimicrobial Stewardship

Antimicrobial resistance (AMR) is a very complex issue. The SVMA has participated in antimicrobial resistance and stewardship discussions with federal, provincial and industry groups both from the human and animal health sides. We work together to aggregate AMR/AMU (antimicrobial use) data already available, identify critical knowledge gaps and formulate questions of utmost importance to veterinary practitioners. The ultimate goal is to create AMR data that will assist veterinarians in making timely clinical decisions and more.

It has been determined that the establishment of a comprehensive antimicrobial sensitivity and resistance database would be valuable in Saskatchewan. Such a database would provide important information with respect to the existing microbial situation and over time show changes or trends that occur with respect to antimicrobial use. Although impressive, the current database compiled by Prairie Diagnostic Services is not ideal or practical yet for veterinarians to reference in the process of evaluating and selecting antimicrobials for clinical cases. There is an urgent need to enhance the data. The current database is made up of a large percentage of cases where antimicrobials had been used on the animal, in essence treatment failures.

The good news is that with minimal effort veterinarians can improve the quality of submissions and help with the reporting of valuable information. It is essential to submit samples from non-treated animals and to ship samples promptly and properly. When filling out the laboratory submission forms please provide as much information as available and fill in all the sections of the form. Although it may seem redundant to repeat information given in the history, the reporting system looks for key information from each section of the form.

Here is a list of important information that is crucial to the success of the submission:

- 1) Premise ID. If you don't have one, then get one.
- 2) Primary system affected. It doesn't matter that the tissue submitted is lung and your history says pneumonia, you still need to put respiratory system down under primary system affected.
- 3) Herd size. Size does matter.
- 4) Production group. Important information to report.

Food animal submissions are subsidized. The SVMA has lobbied the provincial government for an additional program to promote enhancement of the AMR database. In the spirit of stewardship, veterinarians need to increase submissions for culture and sensitivity in all species. More information is required to address this serious AMR issue.

The SVMA is currently developing some practical and concise continuing education on antimicrobial resistance and stewardship for our members. The dispensing manual has also recently been updated- practices should already have the new manuals in hand. These tools can significantly help veterinarians in their efforts to prescribe and dispense properly and conscientiously.

BSE Surveillance

There will soon be a survey on the subject of BSE surveillance going out to all mixed and large animal practitioners. Please take a few minutes to give us your sincere opinion regarding this important issue. How long do you think we are going to be able to get away with insufficient surveillance submissions?

The SVMA office is gearing up for the September conference and Annual General Meeting. There are proposed changes to the bylaws which affect each one of our members. Please plan to attend the AGM to partake in discussions and cast your vote. Everyone is also encouraged to join the SVMA council at the 'Boots and Salutes' forum later that day for a frank and open discussion of all the issues.

Have an enjoyable summer everyone- see you in September! 🐾



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SVMA MISSION

We are an organization dedicated to the protection of the public by ensuring the proficiency, competency and ethical behaviour of its members in the practice of veterinary medicine. Our association promotes veterinarians and veterinary medicine. We support the physical, personal, financial and professional well-being of our members through continuing education and professional interaction. We regulate our profession through the licensing of veterinarians, approval of practices and disciplining of members as required.

THE SVMA BELIEVES IN

- the personal responsibility of veterinarians to develop and maintain competency in their chosen area of veterinary medicine
- fostering our profession by involvement in education of future and present veterinarians
- quality veterinary practice, humane animal care and compassionate treatment of the client
- providing for public protection and confidence through the fair and unbiased administration of The Veterinarians Act
- enhancing the public's awareness of veterinary medicine and its contribution to society
- the unbiased treatment of members and we expect members to treat each other fairly
- supporting members by providing guidance and information

COMMERCIAL FOUR-COLOUR ADVERTISING RATES

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| February | January 6 |
| May | April 3 |
| August | July 3 |
| November | October 3 |

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2015 — SVMA — CONFERENCE AGM & TRADE SHOW!

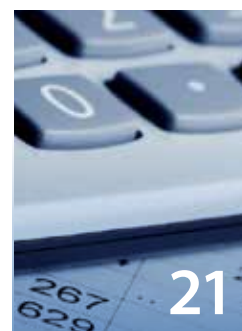
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THE ROLE OF VETERINARY MEDICINE IN COMBATting ANIMAL HOARDING



LARGE ANIMAL NUTRITION DURING DROUGHT CONDITIONS



ECONOMIC SURVEYS... AND THE CLINIC DOWN THE STREET

Report from the Ministry of Agriculture

DR BETTY ALTHOUSE

CHIEF VETERINARY OFFICER,
SK MINISTRY OF AGRICULTURE

RABIES

Thanks to those who have made the commitment and effort to send samples for rabies testing under the Saskatchewan Rabies Response Program. In the first fiscal year, 220 samples from Saskatchewan were submitted for testing under the program. Fifty-seven samples have been submitted so far in the current fiscal year (April 1 to July 1). The same number of samples was submitted in the corresponding period last year.

Human contact cases: When animals are being tested for rabies because they have potentially exposed a person to the virus, keep in mind that Public Health or Health Canada staff count on you to get the sample to the lab quickly, so that rabies post-exposure prophylaxis can be given, if the test is positive, or discontinued if it turns out to be negative.

Domestic animal contact cases: When testing is done because a domestic animal has potentially been exposed to rabies, animal owners count on you for quick turn-around so that they can make the appropriate decisions regarding vaccination, quarantine and observation of their animal for the protection of their family's and animal's health. New animal response standards, based on current research and supported by the Council of Chief Veterinary Officers, are now being followed, with reduced quarantine for animals that are vaccinated and appropriately boosted.

Veterinarians across the province support the Saskatchewan Rabies Response Program by collection and submitting samples for testing. Most costs are covered under the program; however, veterinarians or clinics can only be reimbursed for these costs under contract with the province. Contracts for providing this service, training information and packaging supplies are available from RRAV@gov.sk.ca or 306-529-2190.

Invoices for sample submissions are to be sent to: Dr. Betty Althouse, Chief Veterinary Officer, Ministry of Agriculture, Livestock Branch, 202 – 3085 Albert Street, REGINA SK S4S 0B1

Antimicrobial Resistance:

A workshop on AMR was organized by the Ministry of Agriculture and Prairie Diagnostic Services on June 5 at WCVI. Presentations from the Veterinary Drug Directorate, Health Canada (CIPARS), and Dr. Leigh Rosengren set the stage for good discussion amongst a wide range of researchers, veterinarians and public health practitioners. Some potential areas of research, and the desire for a pathogen antibiogram database were identified.

BIOSECURITY

In addition to the on-going on-farm beef and swine biosecurity programs, a sheep biosecurity program is being rolled out, funded under GF2 and administered by Saskatchewan Sheep Development Board (SSDB). There is funding for training producers on the national sheep biosecurity standard, as well as funding for veterinary consultation on biosecurity and design of a flock health program. Contact the SSDB for more information.

ANIMAL WELFARE

As of April 1, 2015 Animal Protection Services of Saskatchewan (APSS) has taken over the investigation of animal welfare cases, outside of the four

major cities. Veterinarians are encouraged to report cases of abuse or neglect, as well as to help out with investigations. The veterinarian's evidence is an important component of any case, and it is nearly impossible to prosecute offenders without that veterinary evidence.

To report cases of concern call APSS at 306-382-0002 or Toll Free 1-844-382-0002, or you can report on-line at: <http://animalprotectionservices.ca/>

NOTIFIABLE DISEASES

Saskatchewan's notifiable animal diseases list became law in February. All laboratory-confirmed cases of the following disease must be reported to the office of the CVO within 24 hours:

- Anthrax
- Bovine Anaplasmosis
- Equine Herpes Virus (EHV)
- Infectious Laryngotracheitis
- Lyme Disease
- Malignant Catarrhal Fever
- Porcine Epidemic Diarrhea
- Q-Fever
- Rabies
- Salmonella Enteritidis (SE)
- Swine Delta Corona Virus
- Swine Influenza
- Transmissible Gastroenteritis
- West Nile virus

If the case is submitted to Prairie Diagnostic Services (PDS), reporting occurs automatically. For veterinarians using labs outside the province, or in-house testing, you are obliged to report positive results to the CVO. Reports can be sent to betty.althouse@gov.sk.ca or call 306-787-5547 or faxed to 306-798-0096.

In many cases, the reports are required for information and tracking purposes only. In other cases, we may approve additional confirmatory testing, for example Lyme disease or EHV, or there may be an alternative response required. For example, we were notified in late May of an outbreak of SE in people across the prairies, associated with handling of baby poultry from specific Alberta chick suppliers. Saskatchewan customers were notified of the potential that the poultry may have SE, and free testing was

Veterinary college celebrates 50 YEARS AT U OF S

DR. DOUGLAS FREEMAN

More than 400 graduates, faculty, staff and students gathered in Saskatoon to celebrate the 50-year anniversary of the Western College of Veterinary Medicine (WCVN) in June.

Western Canada's first college of veterinary medicine opened in September 1965 with 33 students in its first class. The college now has about 3,000 alumni who live and work in Canada and around the world.

The college's willingness to embrace new developments and changes in the veterinary profession throughout the last five decades has made the WCVN a leader in veterinary education, research and clinical expertise.

"Our college was built on a unique partnership that was forged between the four western provinces 50 years ago. This homecoming represents the continuing strength of this longstanding partnership that has led to so many successes," said WCVN Dean Dr Douglas Freeman.

Homecoming events, which ran from June 11 to 14, included college tours, class reunions and an evening gala that featured a special viewing of "Hanging Out with the Critters." The video, which includes interviews with several WCVN alumni, was produced by Dr Bob Bellamy (WCVN '76) for the Saskatchewan Veterinary Medical Association (SVMA).

June Conference, the college's traditional continuing education event, was also part of the celebrations. Among the featured speakers were some of the college's graduates who have developed distinguished careers in their fields.

"Our alumni have made significant contributions to the veterinary profession, to animal health and to society at local, national and international levels. They truly are the best representatives of what our college has accomplished in the past 50 years," said Freeman.

For Dr Sarah Boston, the keynote speaker, the WCVN was an ideal place to begin her career. Boston, a veterinary oncologist and published author, is an associate professor of surgical oncology at the University of Florida.

"WCVN was a wonderful place to train, and, even after working at four other veterinary schools, I still think that WCVN produces some of the best veterinarians," said Boston. "For me, WCVN gave me a very strong foundation upon which to build my career and I will always be thankful for that."



For more WCVN news, visit

www.wcvntoday.com or

follow @WCVNToday on Twitter.

You can always contact me 306-966-7448;

douglas.freeman@usask.ca

if you have questions.

offered by the Ministry of Agriculture. Subsequently, some SE-positive backyard flocks were detected. We are working with those owners to provide recommendations for safe slaughter procedures for meat birds, recommendations for the depopulation and disposal of infected layers (as known SE-positive birds should never be kept as layers, due to the high risk of transfer in eggs) and advice on cleaning and disinfection of premises. Cleaning and disinfection should be done before restocking, and re-testing is recommended to ensure the premises is clean prior to restocking. Veterinarians may be contacted by small flock producers for advice on disinfection or on environmental sampling before restocking. 🐾

**IF YOU CAN'T
SHIP IT,
TEST IT**



**Protecting your
investment is as
easy as testing
one animal for
BSE each year.**



THE ROLE OF VETERINARY-MEDICINE IN COMBATING

Reprinted from *Veterinary Team Brief* Web magazine 2014
SUZANNE SMITHER, Fort Lauderdale, Florida

Animal hoarding is a complex, frequently misunderstood phenomenon that hides behind various masks and requires a community coalition to resolve. Well-informed, proactive team members can be an effective partner in identifying hoarders and ending the suffering they inflict on animals.

"I've never been to a practice that didn't have a hoarder in their midst," said Martha Smith-Blackmore, DVM, an animal welfare and veterinary forensics expert, and vice president of animal welfare at the Animal Rescue League of Boston. "The little old lady stereotype is somewhat real, but a hoarder can be any age, gender, race, or socioeconomic background. The well-intentioned but overwhelmed rescue operation—that's what we're seeing as the biggest growing sector of animal hoarding. Social media pleas are triggering something in people. ...there's a new and growing phenomenon of underequipped people."

In the book *Pathological Altruism*, Gary Patronek, VMD, PhD, and social worker/rehabilitation counselor Jane N. Nathanson write in the chapter about hoarding:

"Channeling their excessive caregiving tendencies and energies toward the rescue and shelter of animals, rescuer-hoarders are prone to experiencing a 'caregiver's high,' as needy animals are in ever-abundant supply, and the hoarder derives a sense of being a savior—contrary to the reality that their animals experience. ... Fundamentally, animals are being held captive under deplorable conditions as rescuer-hoarders deny the problem and refuse intervention to help them."

Although hoarding usually involves more than the typical one to 4 household pets, there's no set number that automatically signals a hoarder.

Every time Smith-Blackmore goes into a hoarding house, "it's a new horror show," she said, recalling multiple animals with ruptured eyeballs, starved animals cannibalized by others, and mountains of feces and trash with dogs digging into them to have their puppies.

Although hoarding usually involves more than the typical one to 4 household pets, there's no set number that automatically signals a hoarder. Smith-Blackmore has encountered hoarders with dozens of animals but also one person who was overwhelmed with just 3 cats.

"The boundary between hoarding and not hoarding is somewhat fluid," she explained. "They start out with resources and then it slips, and they willfully don't see or can't see." Even veterinarians can be hoarders. "I knew one veterinarian who would step over a dead cat on the way to care for other animals," she said.

She noted that since hoarding is a psychological malfunction, clients may not recognize their problem, despite their constantly rotating stock of animals and vagueness about their total number of pets. They often appear not to know their animals as individuals. "They

“It’s not helpful to be adversarial with hoarders; it’s best to build an alliance with them.”

may even seem to be making up a name for the animal on the spot—or have 16 cats named Spot,” she said.

Hoarders may smell of cat urine, excuse their animals’ poor condition by saying they just found them, or shop around and use different veterinarians, she added.

Clients may not recognize their problem.

Some hoarders are narcissistic breeders and sellers whose businesses resemble puppy mills. “They’re quite charming until they feel threatened; then they become belligerent and combative if they’re being accused of doing something wrong or you’re threatening their livelihood,” Smith-Blackmore said. She recalled a particularly difficult case involving a pet store owner who used dogs that didn’t sell in the store to breed puppies at home, and was arrested with 98 dogs in her basement.

Smith-Blackmore encouraged veterinarians to make a habit of networking with public health workers, animal control officers, police, and prosecutors. A party at the practice is a good ice-breaker to build contacts to reach out to in an emergency, she said. She also recommended documenting suspicious illnesses or injuries, which can be a vital link in prosecuting a cruelty case.

“It’s not helpful to be adversarial with hoarders; it’s best to build an alliance with them,” she said.

At the same time, she cautions veterinarians not to become enablers. “You as an individual cannot fix their problem. It requires a coalition response,” she said, which involves spaying, neutering, adequate housing, and humane care for the animals, as well as psychiatric treatment for the hoarder. Veterinarians can also work for change through the animal welfare and legislative committees of their ... veterinary medical association, she said.

“I would hope that no one would ever throw in the towel when they know an animal is suffering. Don’t give up. Keep shaking the tree.” 🐾

Suggested Reading

Animal hoarding: How the semblance of a benevolent mission becomes actualized as egoism and cruelty. Nathanson J, Patronek G. In Oakley B, Knafo A, Madhavan G, et al. (eds): *Pathological Altruism*—New York: Oxford University Press, 2012, pp 107-115.

Animal hoarding: structuring interdisciplinary responses to help people, animals, and communities at risk. Patronek G, Loar L, Nathanson J. (2006); <http://vet.tufts.edu/hoarding/pubs/AngellReport.pdf>; accessed Mar 2014.

ASV Guidelines for Standards of Care in Animal Shelters. Association of Shelter Veterinarians. <http://www.sheltervet.org/about/shelter-standards/>; accessed Mar 2014.

The Hoarding of Animals Research Consortium. <http://vet.tufts.edu/hoarding/harc.htm>; accessed Mar 2014.

The role of the veterinarian in animal cruelty prosecutions. Smith-Blackmore M. *Training Conference: Enforcing Laws Against Cruelty to Animals*, 2013; Dedham, Massachusetts.

RECOGNIZING AN **ANIMAL HOARDER**

Jyothi V. Robertson, DVM,
JVR Shelter Strategies, LLC, Oakland, California

Animal hoarding occurs everywhere in the U.S., and veterinarians will likely encounter hoarders in their practices. A person who hoards animals fails to provide even minimal standards of nutrition, sanitation, shelter, and veterinary care, with this neglect often resulting in illness and death from starvation, spread of infectious disease, and untreated injury, or an untreated medical condition. These common trends should alert team members that a client may be hoarding animals:

1. A client has an unreasonably large number of companion animals and denies having more than the typical number. While animal hoarding is not defined by number alone, it is a consistent aspect.
2. Multiple animals from the same household are regularly presented for problems that would not normally be seen in clean environments (eg, excessive fleas or feline upper respiratory infection with severe stomatitis in animals not recently adopted from a shelter environment).
3. Animal appears “unthrifty” (ie, generally unhealthy with a thin, scruffy coat; smells of ammonia).
4. A client brings numerous animals to the practice, but rarely the same animal.
5. Animals from the same household are rarely seen for diseases common in older animals.
6. A client wants to collect and rescue more animals, regardless of his or her current animals’ health.
7. A client denies that he or she is unable to provide minimum care and fails to understand how that failure impacts the animals, the people, and the entire household.
8. A client has a strong aversion to euthanasia and will try any means to save every animal, even ones that have just been found, regardless of cost or prognosis.



2015

SVMA
CONFERENCE
AGM & TRADE SHOW

THE 2015 SVMA CONFERENCE, AGM AND TRADE SHOW

are just around the corner. The Delta Regina Hotel and Conference Centre will be the gathering place for attendees from across western Canada and the United States from September 17-19, 2015 to exchange ideas and present the latest research, innovations, products and services in veterinary medicine.

Sponsors

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Speaker Highlights



L-R: DR. HOWARD B SEIM III, DR. JILL COLLOTON, DR. MARIE HOLOWAYCHUK, DR. LEIGH ROSENGREN

HOWARD SEIM is currently on the surgical staff at Colorado State University. He was Chief of the Small Animal Surgery section at from 1992 to 2002. He was recipient of the Merck AGVET Award for Creative Teaching, the CSU Award for Instructional Innovation and selected as the North American Veterinary Conference's Small Animal Speaker of the Year in 2009. Dr Seim is founder of VideoVet, a Veterinary Surgery Continuing Education video series www.videovet.org. Although he has lectured on veterinary surgery techniques all over the world, when all is said and done, he's just an all-round good guy. We are proud to bring you Dr Seim on Friday September 18 for seven sessions on companion animal surgeries.

JILL COLLOTON (DVM, University of Illinois, 1998) is a specialist in bovine ultrasound since 2000. She has trained over 1000 veterinarians worldwide in reproductive ultrasound. Dr Colloton will bring insights to staging and sexing the bovine fetus with her Saturday afternoon sessions.

MARIE HOLOWAYCHUK is a specialist in emergency and critical care. She is an accomplished speaker, consultant, researcher, and locum, with an array of clinical research and scientific writing experience that has enabled her to be primary or co-author of over 20 manuscripts published in peer-reviewed veterinary journals. She is a member of the American College of Veterinary Emergency and Critical Care Scientific Committee and an Assistant Editor for the Journal of Veterinary Emergency and Critical Care. Dr Holowaychuk will present four critical care sessions on Saturday Sept 18.

LEIGH ROSENGREN, a specialist in epidemiology, established Rosengren Epidemiology Consulting Ltd. to help Canada's livestock industry address infectious disease and food safety challenges. Over the last five years she has worked extensively with the swine industry to combat PRRSV, which is the most costly disease affecting Canadian Pork producers, as well as with the poultry industry to better understand antimicrobial use and resistance. Dr Rosengren will be discussing the current research on antibiotic use in livestock and how veterinarians can take a leading role in voluntary disease control.



Conference Events

This year's Wellness theme is intended to send a message of personal and professional support to our member veterinarians. All of the conference events have been crafted to support and celebrate you. As you do your best for your patients and clients, we want to do our best for you!

AGM/SVMA MEMBERS' DAY



This year, we have devoted an entire day to SVMA members on Thursday September 17. It starts with the **Annual General Meeting** in the morning, where members are encouraged to be part of the decision making process by discussing issues, voting on bylaws, and selecting incoming council members. AGM attendees are invited be our guests for a buffet lunch following the meeting.

The afternoon kicks off with former BCCT Registrar **Kit Krieger** bringing insight about the benefits and value of professional associations with his talk, *"A Privilege worth protecting: Lessons learned from disbanding an Association"*, followed by **Boots and Salutes**, an open discussion forum for council, committees and members. Bring your questions, concerns and ideas for what we know will be a lively discussion. Members' Day events (AGM, lunch & afternoon sessions) are **free**.



SVMA AWARDS BANQUET

Join your colleagues for the year's biggest night for Saskatchewan veterinarians, technologists, staff and companions. Casino Regina will be the hot spot on the evening of September 17th for the 2015 SVMA Awards Banquet. Delicious fare and libations, awards, tributes and a few surprises are on the menu, featuring jazz and contemporary music courtesy of Saskatchewan's own Jesse Brown.

Sponsored by McCarthy & Sons Service



Jesse Brown

Jesse Brown is a Saskatoon based piano teacher, performer, session musician, and composer with an extensive history of work that dates back to 1992. Jesse was fortunate to be mentored by veteran prairie performers Martin Janovsky and Ron Paley (Buddy Rich, Woody Herman, Frank Sinatra). Jesse performed regularly as an ambient musician in numerous venues, most notably Winnipeg's prestigious Hotel Fort Garry, working opposing shifts with Chantal Kreviazuk, honing his skills, and putting in his 10,000 hours. In the past dozen years, Jesse has toured and performed with Eileen Laverty, the Fancyladds, the Steadies, and Wide Mouth Mason just to name just a few.

WELCOME RECEPTION

After your busy Friday of CE, join us for cocktails and networking at the Welcome Reception in the Exhibit Hall. This year's trade show will feature 36 animal health industry partners who await you with the latest in veterinary medical products and innovations. Dinner buffet will be served. **Cocktails sponsored by Royal Canin**

CHILL CAFÉ

Need a chance to unwind, relax and decompress? Shake off your busy Friday at our Chill Café, where an array of delicious desserts and special coffees will warm your insides. Erin Wasson MSW RSW will discuss building resilience in veterinary practice with her talk, "I don't have time for that!" Drop in for a treat or a nightcap - we'll see you there (promise!)

WAKE-UP YOGA

All energized and ready for a new day? Maybe not? A wake-up **yoga session** with Lori from Yoga Haven will help refresh you for the last day of the conference. Yoga mats provided and you won't miss breakfast.

REGISTRATION IS OPEN!

Visit **svma.sk.ca** for all the details about online registration, fees, conference schedule, CE sessions and speakers, exhibit hall information, special hotel rates, everything!

It all happens September 17-19th in Regina. Catch up with your colleagues, get great CE and be part of developing a vision for the future of the veterinary profession in Saskatchewan. See you there!

REGISTER BY AUGUST 31 FOR EARLY BIRD DISCOUNTS

2015

— SVMA —
CONFERENCE
AGM & TRADE SHOW!

Conference CE SCHEDULE

The annual SVMA Conference is the best opportunity of the year for Saskatchewan veterinarians to obtain their CE and have a great time doing it! Join your colleagues for great professional development, networking and just plain fun. Along with 32 total hours of SVMA approved scientific CE (16 hours each large and companion) you'll have plenty of opportunity to socialize, relax and reconnect.



THURSDAY, SEPTEMBER 17

| | |
|---------------------------|---|
| 8:30 am | Registration Desk opens |
| 9:00 am – 12:00 pm | ANNUAL GENERAL MEETING |
| 12:00 – 1:00 pm | AGM Lunch – All attendees welcome (plus new council photo session) |
| 1:00 – 2:30 pm | Kit Krieger – A PRIVILEGE WORTH PROTECTING: LESSONS LEARNED FROM DISBANDING AN ASSOCIATION |
| 30 MINUTE BREAK | |
| 3:00 – 4:30 pm | "BOOTS & SALUTES" Open forum for member and council discussion |
| ONE HOUR BREAK | |
| Starts 5:30 pm | AWARDS BANQUET <i>Telegraph Room, Casino Regina</i> |

FRIDAY, SEPTEMBER 18

| 7:15 am | Breakfast /Registration - <i>Second floor lobby</i> | |
|--|--|---|
| | LARGE ANIMAL SESSIONS | COMPANION ANIMAL SESSIONS |
| 8:00 – 8:50 am | Nadia Cymbaluk WHAT AN EQUINE NUTRITIONIST HAS LEARNED ABOUT FEEDING HORSES | Howard Seim VISCERAL ORGAN BIOPSY: NO MORE NON-DIAGNOSTIC SAMPLES |
| 9:00 – 9:50 am | Nadia Cymbaluk EVALUATING EQUINE NUTRITIONAL MANAGEMENT IN THE PRAIRIES | Howard Seim INTESTINAL ANASTOMOSIS: TIPS TO MAKE IT EASIER |
| 10:00 – 10:50 am | Leigh Rosengren UNDER THE MICROSCOPE: ANTIBIOTIC USE IN LIVESTOCK | Howard Seim THE 10 MINUTE GASTROPEXY; THE 4 LIGATURE SPLENECTOMY |
| 11:00 – 11:50 am | Leigh Rosengren VETERINARY LEADERSHIP IN VOLUNTARY DISEASE CONTROL | Howard Seim SURGICAL MANAGEMENT OF BRACHYCEPHALIC SYNDROME |
| 12:00 – 1:00 pm | LUNCH - <i>Exhibit Hall</i> | |
| 1:00 – 1:50 pm | Jon Naylor CALF SCOURS: CAUSES, INVESTIGATION AND PREVENTION | Howard Seim SURGICAL MANAGEMENT CANINE CYSTIC & URETHRAL CALCULI |
| 2:00 – 2:50 pm | Jon Naylor CALF SCOURS: WHAT IS IT AND HOW IS IT TREATED? LATEST RESEARCH AND PRACTICAL TIPS | Howard Seim CANINE URETHRAL SURGERY; ANAL SACCULECTOMY |
| 30 MINUTE BREAK <i>Exhibit Hall</i> | | |

FRIDAY, SEPTEMBER 18 (Continued)

| LARGE ANIMAL SESSIONS | | COMPANION ANIMAL SESSIONS |
|-----------------------|---|--|
| 3:30 – 4:20 pm | Kaley Pugh ANIMAL WELFARE ENFORCEMENT IN SASKATCHEWAN: INFORMATION FOR LARGE ANIMAL PRACTITIONERS | Howard Seim SURGICAL MANAGEMENT OF ABDOMINAL TRAUMA |
| 4:30 – 5:20 pm | Murray Feist MANAGING THE FEED TEST: PRACTICAL CHALLENGES WITH FEEDING RUMINANTS | Kaley Pugh ANIMAL WELFARE ENFORCEMENT IN SASKATCHEWAN INFORMATION FOR COMPANION ANIMAL PRACTITIONERS |
| 5:30 – 7:30 pm | WELCOME RECEPTION Reception / buffet <i>Exhibit Hall</i> | |
| 7:30 – 9:00 pm | Chill Café - Campania Lounge | BUILDING RESILIENCE IN VETERINARY PRACTICE with Erin Wasson |

SATURDAY SEPTEMBER 19

| 6:00 – 6:45 am | Morning Yoga | |
|------------------------|---|--|
| 7:15 – 8:00 am | Breakfast - <i>Exhibit Hall</i> | |
| From 7:15 am | Registration - <i>Second floor lobby</i> | |
| LARGE ANIMAL SESSIONS | | COMPANION ANIMAL SESSIONS |
| 8:00 – 8:50 am | Nigel Caulkett EQUINE FIELD ANESTHESIA | Marie Holowaychuk ABDOMINAL FLUID COLLECTION AND ANALYSIS MADE EASY |
| 9:00 – 9:50 am | Nigel Caulkett BOVINE ANESTHESIA AND ANALGESIA | Marie Holowaychuk DIAGNOSIS AND MANAGEMENT OF SEPSIS IN SMALL ANIMALS |
| 30 MINUTE BREAK | | |
| 10:30 – 11:20 am | Nigel Caulkett ANALGESIA OF SMALL RUMINANTS AND GAME FARMED SPECIES | Marie Holowaychuk CLINICAL ASSESSMENT AND MANAGEMENT OF BLEEDING PATIENTS |
| 11:30 – 12:20 pm | John Ellis EFFICACY AND SAFETY OF BHV-1 VACCINES IN CATTLE | Marie Holowaychuk PRACTICAL APPROACHES TO TOXIN INGESTIONS |
| 12:30 – 1:30 pm | LUNCH - <i>Exhibit Hall</i> | |
| 1:30 – 2:20 pm | Barry Blakely EXPERT TESTIMONIES IN VETERINARY MEDICINE | Greg Starrak COMMON PROBLEMS IN VETERINARY IMAGING AND HOW TO PREVENT THEM |
| 2:30 – 3:20 pm | Barry Blakely MYCOTOXIN CONTAMINATION IN LIVESTOCK | Greg Starrak ULTRASOUND IN PRACTICE: MAKING US MACHINES PAY |
| 3:30 – 4:20 pm | Jill Colloton STAGING AND SEXING THE BOVINE FETUS | Lynne Sandmeyer GLAUCOMA IN DOGS AND CATS |
| 4:30 – 5:20 pm | Jill Colloton REPRODUCTIVE ULTRASOUND: BEYOND PREGNANCY DIAGNOSIS | Lynne Sandmeyer CATARACTS IN DOGS AND CATS |



LARGE ANIMAL NUTRITION

DURING DROUGHT CONDITIONS

DR AMAN DEEP AND DR BRITTANY WIESE,
SVMA Animal Welfare Committee



Lower than normal seasonal rainfall this spring and summer has led to drought-like conditions throughout much of Saskatchewan, resulting in poor growth of cereals, hay and pasture, thereby posing unique management and health care challenges for livestock owners. This will have obvious implications on animal nutrition and management not only during the grazing season, but throughout the winter as stockpiled forages are fed.

Toxicities

During drought conditions, there are many potential nutritional issues that the veterinarian and producer should be aware of, the first being water intake. Increased requirements during high temperatures must be considered. **Adequate quality and quantity of water should be provided at all times** to prevent detrimental impacts on health and welfare of animals. Consumption of feed with reduced digestibility and increased fiber content during drought conditions results in increased requirements of water for large animals, more specifically to prevent impaction of intestines and colic in horses.

Often during drought conditions we can expect a decrease in water quality as the concentrations of total dissolved solids, Sulphur and Nitrates in both well and surface water increase, mainly attributed to increased evaporation. Because increased concentrations of minerals and contaminants can negatively affect grazing performance and even lead to death if these compounds reach high enough concentrations, water testing should be recommended to producers as part of a balanced nutritional program.

It is also important that producers be aware of the risks of cyanotoxins produced by blue-green algae (algal bloom) on standing water during the hot summer months, ingestion of which can cause sudden death. Treatment to prevent algae growth often causes other water quality issues, therefore limiting access to standing water (run-offs, sloughs, etc.) is often the best solution. Alternatively, consider regular draining and cleaning of water trough.

Increased growth of weeds and reduced growth of desirable pastures during drought conditions can result in lack of plant selection while grazing, thereby putting animals at higher risk of ingesting drought tolerant, toxic plants. It is important to familiarize yourself and your clients with the clinical signs of common plant toxicities: the reference “Stock-Poisoning plants of Western Canada” (<http://www.crownsnestpass.com/public/download/documents/4799>) is a great online source for plant identification and clinical signs. The most common range plants in Saskatchewan toxic to cattle are **Monkshood, Water Hemlock, Horsetail, Bracken Fern, Tall Larkspur** and some **Astragalus** species. In cases where plant ingestion is suspected, do not forget to submit a sample of rumen contents for toxicology or seek veterinary advice.

Potentially even more dangerous than the toxic plant species are those that accumulate toxic compounds due to soil conditions. Selenium and Sulphur are most commonly accumulated in plants leading to toxicities. Seaside Arrowgrass is commonly found in saline soils and attracts cattle because it accumulates salt, but its cyanogenic property makes it toxic. Stressed plants are prone to accumulate nitrates, which if not given time to dissipate prior to harvest, can cause dietary nitrate levels greater than 1% on DM basis, and can lead to nitrate toxicity when ingested by cattle and horses. Nitrate accumulation is most common in annuals such as barley, wheat and oats and is most apparent during early development (milk to dough stages). This must be considered when harvesting green feed or if producers choose to graze rather than harvest these crops. Diagnosis of toxicities such as these can often be made by clinical signs and a blood mineral panel submitted to the lab. Furthermore, chemical analysis of suspected forages or crops would be a useful tool for producers during drought conditions.

Grazing and pasture management

Supplementation is recommended for animals on grass pasture during drought conditions as a way to minimize risk of toxicity, prolong pasture life and more importantly to prevent malnutrition and starvation. Chemical analysis of livestock feed is very important during drought conditions as it will help to accurately formulate rations based on the nutritional requirements.

Supplemental feed is often required to meet energy and protein requirements during drought conditions. A list of supplemental feeds for horses includes hay cubes, haylage, silage, previous year's hay crop, green feed, straw and grain. For cattle on pasture, providing an alternate, highly digestible energy source will cause a beneficial shift in rumen microflora. The shift to propionate producing microbes allows for more efficient capture of nutrients from the forage while decreasing animal intake, therefore prolonging pasture life. The viability of use of feed grains to supplement pasture forages will depend largely on commodity pricing and logistics of delivery to pasture, but should be considered as way to both supplement nutrition and sustain pastures this season. For both species, producers need to ensure that alternate feed sources are introduced slowly to prevent negative impact on health and welfare.

In regards to pasture management, provision of longer rest period, creation of sacrifice area, reducing stocking rate and avoiding over-

“Effective management of your animals and pasture is the key.”

grazing are important tools for effectively managing pastures during drought conditions.

Moving into the fall and winter months, veterinarians should be aware of potential vitamin A and E deficiencies arising after a prolonged period on poor quality forages. Be wary of dicumerol toxicity from ditch hay and mycotoxins in old moldy hay. Particularly in equines, parasitic infections, foal pneumonia and heaves are more prevalent during drought period. Feed testing of stockpiled forages and grains should be recommend to producers as drought conditions during the growing season will affect both the nutrient quality and concentration of potential toxins in the final feed product. Producers should be encouraged to work with a nutritionist, and to take forage quality into account when developing nutritional programs for winter feeding of all large animal species. Overall, implementation of key pasture management and nutritional strategies can help to prevent the negative impact of drought conditions on the health and welfare of large animals.

For more information contact:

University of Saskatchewan Toxicology Center:
306-966-7441/7442

Prairie Diagnostic Services: 306-966-7316

Saskatchewan Ministry of Agriculture:

Agriculture Knowledge Center.
<http://www.agriculture.gov.sk.ca/AKC>
Dr Brian Doig, Provincial Feeds/
Regional Forage Specialist,
<http://www.agriculture.gov.sk.ca/FeedForageListing>

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DR JUDY CURRIE

Have you ever asked yourself... 'What does the SVMA do for me?'

The SVMA is a group of your peers who work together to support the future of your profession in Saskatchewan, Canada and worldwide. Legislated committees which are required in order for the regulatory side of the association to function are part of our obligation for self-regulation. There are also several other committees working in support of animal welfare, community relations, continuing education and member wellness, both personal and financial. All of these committees are manned by SVMA members who volunteer their time to act and advocate on your behalf.

There is synergy in group effort but committee work is not only of benefit to the general membership. It is a great way for individuals to hone their skills in communication, leadership and negotiation. Connecting with colleagues will help you to stay informed on issues affecting the day to day operation of your practice and the entire profession globally granting you better understanding of the profession. Alliances with other veterinarians are of value to the common good but can also be of benefit to you and your specific needs. Informal conversation at meetings can be a learning source for all of us. Frequently, I have learned small yet priceless practice tips from colleagues during meeting breaks and I usually leave meetings feeling energized and rejuvenated. I have only ever heard positive feedback about the experience from anyone who has done committee work.

Do you feel the association doesn't represent you? If you don't let your concerns or ideas be known, how can it? There is strength in numbers but everything starts with us as individuals. If you don't like or agree with the way something is being done, the only way to have an influence is to get involved.

Run for an elected position within the SVMA and you will find yourself in a position to influence the way things are done. Even if you don't get in you will have stepped outside of your comfort zone and increased your visibility and possibly your credibility. If you are elected, it will look good on your résumé.

Most committee involvement is purely voluntary- no election required. Just contact Sue or myself and we'll get you established on a committee you are interested in.

New grads in particular can gain a competitive edge by becoming active and informed members of the profession. You will acquire a

broader perspective on your chosen profession, increase your value to your employer and expand your skill set. By joining a committee, new grads will meet a group of experienced colleagues who could be helpful as sounding boards for diagnosis and treatment of cases, in effect becoming a personal advisory panel for you in your first few years in practice. A few will become friends as well.

Your association is you. Your SVMA does for you what no other organization, business or club will. No one will protect or advocate for your profession the way your professional association does. If you feel unrepresented or misrepresented, the only way to have an effect is to get involved. Even if you feel you do not have the time, it's worth it to force yourself to get involved because of what's in it for you. You could find a mentor or be a mentor, stay informed, learn something new, become better at your job or simply let off some steam. Links with your contemporaries will further your career by increasing business and social ties. Get out to conferences, meetings and celebrations and remind yourself why you became a veterinarian in the first place. 🐾



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in memoriam

PETER HAROLD CRIBB BSc, MRCVS, DACVA (emeritus)

February 6, 1931 - June 19, 2015

Professor emeritus of the Western College of Veterinary Medicine, Peter Cribb passed away on June 19, 2015. Peter is survived by Marigold, his wife of 59 years and his three children and their families. Born in London, England, Peter graduated from the Royal (Dick) School of Veterinary Studies, Edinburgh, in 1956. In 1962, after 6 years in rural practice in England, Peter immigrated to Canada to take a position with the federal government. However, after 6 months in Edmonton, they set out for northern BC, where they established the first veterinary practice in Fort St. John, serving all BC north of the Peace River. In 1967, Peter was offered a clinical faculty position at then newly opened WCV. Realizing the importance of anesthesiology back in 1970, Peter undertook bringing that expertise to WCV,

spending his mornings at the University hospital and his afternoons anaesthetizing veterinary patients. Ultimately, Peter became board-certified in veterinary anesthesiology and taught anesthesiology until his retirement in 1993. Peter was an early and strong advocate for pain control in veterinary medicine and also established the first wildlife rehab programs at WCV. Donations may be made to the Alzheimer's Society or to the P.H. Cribb Scholarship in Veterinary Medicine (cheques to the University of Calgary, attn. Faculty of Veterinary Medicine, 3280 Hospital Dr NW, Calgary, AB T2N 4Z6). 🐾



Welcome STEVE



STEVE DAWE has joined the SVMA organization as an IT Specialist focusing on our new web site and online payment initiative. Steve was born and raised in Saskatoon. He attended Evan Hardy Collegiate where he received sports and sportsmanship awards for basketball and leadership amongst his peers.

Steve continued his education at the University of Saskatchewan and also completed a year at the University of

Prince Edward Island where he studied music and computer programming. Upon returning to Saskatoon, he started The Webstation, a web design and multimedia development company specializing in custom database programming but also offering graphic design, e-commerce, online payment gateways and IT consulting services.

Steve is an active member in the Saskatoon community, volunteering as a coach for a grade 7-8 boys' basketball team in the Saskatoon Minor Basketball Association. Steve and his 7 year old Weimaraner Roger are members of the St. Johns' Ambulance Dog Therapy Program where they partake in weekly visits to a youth and adult drug and alcohol rehabilitation center in Saskatoon. Steve also enjoys working out, jogging with Roger, urban hiking and riding his motorcycle. An avid fan of professional motorcycle racing, Steve has travelled all over the world to attend Moto GP motorcycle races including Indianapolis, Texas and Spain!

With over 15 years of experience in web design and multimedia development, Steve is well versed in all aspects of digital design, development, troubleshooting, network maintenance and much more. The Webstation manages websites, email and multimedia development for over 30 businesses and organizations around Saskatchewan including a large, multi-featured web site for logging and reporting all Saskatoon High School sports scores, schedules, photos and more. The Webstation received a service award from the SSSAD (Saskatoon Secondary Schools Athletic Directorate) in 2013 for over 7 years of dedication and work toward the SSSAD web site.

Steve is personable and professional, a total animal lover and is excited to be working with such a well-renowned, dedicated group of people at SVMA. 🐾

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Animal Health Perspectives

Campylobacter fetus ssp. venerealis and Tritrichomonas foetus testing at Prairie Diagnostic Services

By: Anatoliy Trokhymchuk (Disease Surveillance Veterinarian, PDS)

Prairie Diagnostic Services (PDS) has been offering testing for *Campylobacter fetus* ssp. *venerealis* using a SYBR Green real time polymerase chain reaction (PCR) (Chaban B et al. Can J Vet Res 2012; 76:166). A TaqMan® real time assay (McMillen L et al. J Clin Microbiol 2006; 44-3:938) is used as a back-up for cross-checking positive samples and for testing for *Tritrichomonas foetus* (McMillen L and Lew AE. Vet Parasitol 2006; 141:204). Over the last year, assays to detect genetic material of both infectious agents are being run on the same sample (preputial scrapings) inoculated into the bovine InPouch TF medium (Biomed Diagnostics). It is recommended to incubate the samples at 35±2°C, for 48h before shipping to the lab for testing. Alternatively, samples can be kept warm, using warm packs, to avoid freezing during shipment.

PDS offers a number of testing options targeting *Campylobacter fetus* ssp. *venerealis* and *Tritrichomonas foetus* (see Table 1).

Table 1: Tests offered by PDS for *Campylobacter fetus* ssp. *venerealis* and *Tritrichomonas foetus*

| Test name | Method | Sample |
|---|---------------|--|
| <i>Campylobacter fetus</i> ssp. <i>venerealis</i> (Vibrio) / <i>Tritrichomonas foetus</i> | Multiplex PCR | Preputial wash/scrapings (In-Pouch medium) or cervical mucus |
| <i>Campylobacter fetus</i> ssp. <i>venerealis</i> (Vibrio) | PCR | Preputial wash/scrapings (In-Pouch medium) or cervical mucus |
| <i>Tritrichomonas foetus</i> | PCR | Preputial wash/scrapings In-Pouch medium |
| <i>Tritrichomonas foetus</i> | Pooled PCR | Preputial wash/scrapings In-Pouch medium |

Number of submissions and tests performed

Testing data for both targets is readily available in the new PDS Laboratory Information Management System (LIMS) database launched on June 2, 2014.

There were 815 reproduction-related bovine laboratory submissions to PDS with requests for testing for *Campylobacter fetus* ssp. *venerealis* and/or *Tritrichomonas foetus* from June 2, 2014 to May 12, 2015. 468 tests targeting *Campylobacter fetus* ssp. *venerealis* and 4,154 tests targeting *Tritrichomonas foetus* were performed on samples from these submissions. The breakdown of test counts by calendar month and sample origin province are presented in Tables 2-4.

WHAT'S INSIDE

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Histologically low-grade, yet biologically high-grade, oral fibrosarcoma with metastasis to a regional lymph node in a dog4



Cutaneous mast cell tumor in a Degu

By: Moira Kerr (Veterinary Pathologist, PDS)

A 22 month-old, female, Degu presented for an open wound on the right flank that was found by the owner the evening prior to presentation. Physical examination by the primary care veterinarian revealed an approximately 3.0 cm, circular, raised, ulcerated mass that extended over the lateral surface of the right coxofemoral joint. Fine needle aspiration was performed and revealed numerous intact, singleton, round cells with distinct cell borders and a moderate to high nuclear to cytoplasmic ratio (see Figure 1). The nucleus was eccentric to centric, round with a finely reticular chromatin pattern. The cytoplasm was scant to moderate and deep blue. Many cells had multiple, pale pink, coarse, cytoplasmic granules. In a few cells there were admixed, small, dispersed, reddish-purple granules. Anisokaryosis was moderate. Anisocytosis was mild. Mitoses were rare. Naked/ free nuclei and linear strands and particulate cellular

Table 2: Combined counts of *Campylobacter fetus* ssp. *venerealis* and *Tritrichomonas foetus* samples tested at PDS from June 2, 2014 to May 12, 2015

| Months | AB | BC | MB | ON | QC | SK | Total |
|--------------------|-------------|-----------|------------|-----------|----------|-------------|-------------|
| January | 66 | | | | | 8 | 74 |
| February | 96 | | 40 | | | 7 | 143 |
| March | 618 | 5 | 24 | | | 353 | 1000 |
| April | 660 | 2 | 48 | | | 538 | 1248 |
| May | 85 | | 2 | | | 36 | 123 |
| June | 401 | 4 | 23 | | | 165 | 593 |
| July | 147 | | 2 | | | 201 | 350 |
| August | 107 | | 2 | | | 33 | 142 |
| September | 239 | | | | 6 | 68 | 313 |
| October | 220 | | 2 | 35 | | 152 | 409 |
| November | 18 | 52 | | 4 | | 25 | 99 |
| December | 110 | | | | | 18 | 128 |
| Grand Total | 2767 | 63 | 143 | 39 | 6 | 1604 | 4622 |

Table 3: Distribution of *Tritrichomonas foetus* samples tested at PDS from June 2, 2014 to May 12, 2015

| Months | AB | BC | MB | ON | QC | SK | Total |
|--------------------|-------------|-----------|-----------|-----------|----------|-------------|-------------|
| January | 65 | | | | | 5 | 70 |
| February | 94 | | 20 | | | 4 | 118 |
| March | 599 | 5 | 11 | | | 224 | 839 |
| April | 594 | 2 | 33 | | | 509 | 1138 |
| May | 79 | | 2 | | | 36 | 117 |
| June | 401 | 4 | 23 | | | 165 | 593 |
| July | 146 | | 1 | | | 186 | 333 |
| August | 107 | | 2 | | | 33 | 142 |
| September | 156 | | | | 3 | 68 | 227 |
| October | 215 | | 2 | 35 | | 140 | 392 |
| November | 14 | 26 | | | | 23 | 63 |
| December | 107 | | | | | 15 | 122 |
| Grand Total | 2577 | 37 | 94 | 35 | 3 | 1408 | 4154 |

Table 4: Distribution of *Campylobacter fetus* ssp. *venerealis* samples tested at PDS from June 2, 2014 to May 12, 2015

| Months | AB | BC | MB | ON | QC | SK | Total |
|---------------------|------------|-----------|-----------|----------|----------|------------|------------|
| January | 1 | | | | | 3 | 4 |
| February | 2 | | 20 | | | 3 | 25 |
| March | 19 | | 13 | | | 129 | 161 |
| April | 66 | | 15 | | | 29 | 110 |
| May | 6 | | | | | | 6 |
| July | 1 | | 1 | | | 15 | 17 |
| September | 83 | | | | 3 | | 86 |
| October | 5 | | | | | 12 | 17 |
| November | 4 | 26 | | 4 | | 2 | 36 |
| December (blank) | 3 | | | | | 3 | 6 |
| Grand Total | 190 | 26 | 49 | 4 | 3 | 196 | 468 |

Testing results

There were 8 positive and one suspicious samples for *Campylobacter fetus* ssp. *venerealis* and 24 positive and four suspicious samples for *Tritrichomonas foetus*. A breakdown of the positive and suspicious sample counts by calendar month and sample origin by province is presented in table 5.

Table 5: Time and provinces distribution of positive and suspicious test results (both targets combined) from June 2, 2014 to May 12, 2015

| Months | AB | MB | SK | Total |
|--------------------|-----------|----------|----------|-----------|
| April | 2 | 1 | 3 | 6 |
| June | 16 | | | 16 |
| October | | | 3 | 3 |
| November | 2 | | | 2 |
| December | 10 | | | 10 |
| Grand Total | 30 | 1 | 6 | 37 |

Table 6: Time and province distribution of positive and suspicious test results for *Tritrichomonas foetus* samples tested at PDS from June 2, 2014 to May 12, 2015

| Months | AB | SK | Total |
|--------------------|-----------|----------|-----------|
| April | | 2 | 2 |
| June | 16 | | 16 |
| December | 10 | | 10 |
| Grand Total | 26 | 2 | 28 |

Table 7: Time and province distribution of positive and suspicious test results for *Campylobacter fetus* ssp. *venerealis* tested at PDS from June 2, 2014 to May 12, 2015

| Months | AB | MB | SK | Total |
|--------------------|----------|----------|----------|----------|
| April | 2 | 1 | 1 | 4 |
| October | | | 3 | 3 |
| November | 2 | | | 2 |
| Grand Total | 4 | 1 | 4 | 9 |

For general reference, there were also 19 tests targeting *Tritrichomonas foetus* performed on feline fecal samples inoculated into related InPouch TF medium (Biomed Diagnostics), two of which were positive and three were suspicious.

Putting the data into a perspective

Estimated breeding stock numbers in Western Canada exceed 3,000,000 head (Table 4).¹

Table 8: Estimated numbers of breeding stock on cow calf operations in Western Canada as of January 1, 2015, thousand heads

| | Bulls on cow calf operations | Cows on cow calf operations | Total breeding stock on cow calf operations |
|--------------|------------------------------|-----------------------------|---|
| AB | 81.4 | 1423.9 | 1505.3 |
| BC | 10.5 | 178.3 | 188.8 |
| MB | 20.5 | 420.5 | 441 |
| SK | 54.8 | 1086.8 | 1141.6 |
| Total | 167.2 | 3109.5 | 3276.7 |

This is the population most at risk for sexually transmitted infectious diseases. While the overall premise is that both targets in question are rarely observed in the cattle population in Western Canada (only 0.8% of tested by PDS samples were positive or suspicious, or one positive test per approximately 89,000 breeding cattle per year) seems to be a good news, there are number of caveats.

First of all, only a small number of animals were tested by PDS (roughly one test per 700 animals residing in Western Canada per year).

Secondly, a closer look at submitted samples and positive results distribution (Table 9) shows that the main submitters to PDS were from Alberta and Saskatchewan practitioners and that these infections seems to be more prevalent in Alberta.

Table 9: Estimated proportion of breeding animals tested and positive results by province

| | Tested samples per 100000 breeding animals | Positive results per 100000 breeding animals |
|-----------|--|--|
| AB | 1840.80 | 19.9 |
| BC | 333.60 | NA |
| MB | 324.20 | 2.2 |
| SK | 1400.60 | 5.2 |

Currently, there is an active longitudinal surveillance research program in progress for cow calf operations in Western Canada led by a group of scientists at WCVM. The problem of reproductive failure and infectious diseases are among key objectives of this initiative. Please contact Dr. Cheryl Waldner (Department of Large Animal Clinical Sciences, WCVM; cheryl.waldner@usask.ca) for more information.

Historical data on *Campylobacter fetus* ssp. *venerealis* and *Tritrichomonas foetus* testing at Prairie Diagnostic Services are stored in a hierarchical legacy database with no support for SQL data retrieval. There is an ongoing effort to transform these data into the new relational database. We will provide an updated data analysis when this project reaches completion.

1. Statistics Canada. Number of cattle, by class and farm type 2015 [cited 2015 April 17]. Available from: <http://www5.statcan.gc.ca/cansim/a26?lang=eng&retrLang=eng&id=0030032&paSer=&pattern=&stByVal=1&p1=1&p2=37&tabMode=dataTable&csid>.

Cutaneous mast cell tumor in a Degu (continued from page 1)

debris were abundant. The cytologic diagnosis was a round/ discrete cell tumor and a cutaneous mast cell tumor, lymphoma or possible histiocytic tumor were suggested as possible differential diagnoses. Surgical excision was declined by the owner.

The degu began to traumatize the mass so the owner elected to have the mass surgically excised. A 4.0 x 3.0 x 0.5 cm ellipse of haired skin with a large, central ulcer was submitted for histopathologic examination. Histopathologic examination revealed a poorly demarcated, nonencapsulated, noncompressive, highly cellular mass that extended from an extensively ulcerated surface to the deep and lateral surgical borders. The mass comprised sheets of round cells with distinct to indistinct cell borders and a moderate to high nuclear to cytoplasmic ratio. The nucleus was centric to eccentric, round with a finely stippled chromatin pattern and one to two, small, round nucleoli. The cytoplasm was scant to moderate, blue and coarsely granular. Anisocytosis was mild. Mitoses were not seen (2 to 7 per 40X objective field). Rare eosinophils were admixed with the tumor cells. Necrosis and hemorrhage were present in the superficial aspects of the mass, immediately below the ulcerated surface. The intracytoplasmic granules in the tumor cells stained positively with Toluidine blue (see Figure 2). The histopathologic diagnosis was a cutaneous mast cell tumor.

Degus (*Octodon degus*) are commonly used as an animal model for the study of cognitive and sensory abilities, circadian rhythms, diurnal behavior, diabetes mellitus, cataract development and Alzheimer-like pathology.² Degus have also become popular as pets. The lists of diseases that may be encountered in pet degus have been described.⁴ The incidence of neoplasia appears to be low in degus with only single reports found in the veterinary literature.^{1,5,6,8} Mast cell tumors have been reported in several domestic animal species but occur most commonly in dogs and cats. Mast cell tumors can be focal or multicentric in the skin and may occasionally involve internal viscera such as the liver, spleen and intestine. There is species variation in the location and biological behavior of mast cell tumors. Cutaneous mast cell tumors have been described in small exotic mammals but to the author's knowledge this is a first described case of a cutaneous mast cell tumor in a degu.^{3,7}

References:

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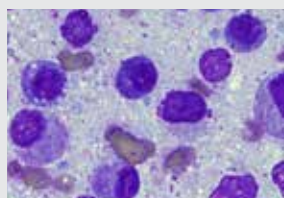


Figure 1: Round/discrete cell tumor, skin, Degu.
Fine needle aspiration cytology showing singleton round cells with fine to coarse, pale to dark pink intracytoplasmic granules (mast cells) and a mitotic figure. Wright Giemsa stain.

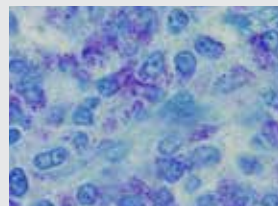


Figure 2: Cutaneous mast cell tumor, skin, Degu.
Histologic section showing positive metachromatic staining by the intracytoplasmic granules. Toluidine blue stain.

Histologically low-grade, yet biologically high-grade, oral fibrosarcoma with metastasis to a regional lymph node in a dog

By: Drs. Yanyun Huang, Chris Wojnarowicz (Veterinary Pathologists, PDS) and Vivian Fan (Clinical Associate, Radiation Oncology, Department of Small Animal Clinical Sciences, WCVM)

A 10 year-old, neutered male, Terrier cross dog presented to the Radiation Oncology Service at the Western College of Veterinary Medicine (WCVM) for further work-up of subcutaneous mass on the bridge of the nose. The mass was first noted by the owner three months prior to presentation to the WCVM. The mass was found to be firmly adhered to the underlying bone but survey skull radiographs performed by the primary care veterinary, at the time presentation and one month post-presentation, did not reveal any bony involvement. Epistaxis was not observed. An incisional biopsy was performed two months after initial presentation and the histological diagnosis was scarring with nonspecific inflammation. At the time of the incisional biopsy the mass had almost doubled in size and the right nostril was medially deviated (Figure 1). A bilateral clear nasal discharge was noted and there was a unilateral purulent ocular discharge (OD). The owners had been symptomatically administering Polysporin® eye drops in the right eye. Oral hemorrhage was observed two months after presentation and oral, low-dose, prednisone therapy was initiated by the primary care veterinarian. The mass appeared to decrease in size but when systemic prednisone therapy was terminated the mass quickly increased in size. A foul odor emanated from the mouth. The patient was otherwise bright and alert without any alterations in appetite or respiration.

A second incisional biopsy was performed at the WCVM and histological examination revealed streams of spindled cells infiltrating between stromal collagen fibers (Figure 2). The cells had a plump nucleus with finely

stippled chromatin and scant, pale pink cytoplasm. Mitoses were absent. There was mild to moderate anisocytosis and anisokaryosis. The histological findings coupled with the clinical behaviour were most consistent with a histologically low-grade, yet biologically high-grade, oral fibrosarcoma.

Following the diagnosis, the patient underwent stereotactic radiation therapy on three consecutive days. Four months post-radiation treatment the patient was humanely euthanized due to progressive disease. The right mandibular lymph node was noted to be enlarged and was sent for histological evaluation. On histologic examination the normal lymph node architecture was almost completely effaced by a population of spindled cells and collagenous stroma as was previously described for the incisional biopsies from the mass (Figure 3).

Histologically low-grade, yet biologically high-grade, oral fibrosarcomas have been described in the mandible and maxilla in dogs. Despite the frequently innocent cellular features, these tumors are highly invasive.

Based on one study of 25 dogs, 3 (12%) had pulmonary metastasis and 5 (20%) had regional lymph node metastasis¹. This type of fibrosarcoma is considered a separate entity to, and not included in, the cutaneous soft tissue sarcoma category². The cellular features of the current case are not as bland as those described in the veterinary literature, but certainly would be easy to be mistake for granulation tissue. Both veterinary clinicians and pathologists need to be aware of this specific type of fibrosarcoma and that the diagnosis is best achieved by a combination of cellular morphology, growth pattern and clinical presentation.

References:

1. Ciekot, P. A., et al. "Histologically low-grade, yet biologically high-grade, fibrosarcomas of the mandible and maxilla in dogs: 25 cases (1982-1991)." *Journal of the American Veterinary Medical Association* 204.4 (1994): 610-615.
2. Dennis, M. M., et al. "Prognostic factors for cutaneous and subcutaneous soft tissue sarcomas in dogs." *Veterinary Pathology Online* 48.1 (2011): 73-84.



Figure 1. Gross appearance of mass on bridge of the nose. Note the deviation of the right nostril. (Used with the owner's permission)

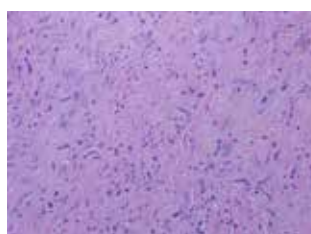


Figure 2. Oral tumor: Plump spindle cells and collagen bundles. (H and E stain)



Figure 3. Right mandibular lymph node: Normal architecture effaced by metastatic fibrosarcoma. (Hand E stain)

READERS' FEEDBACK

The **Animal Health Perspectives** editorial team (Dr. Moira Kerr, Brian Zwaan and Kathryn Tonita) invite readers' comment on material published in the newsletter or questions on material submitted by contributors.

Submit your comments or concerns to Dr. Moira Kerr (email: moira.kerr@pds.usask.ca) and they will be forwarded appropriately.

To be added to the distribution list for the electronic link, email: brian.zwaan@pds.usask.ca



ECONOMIC SURVEYS ...

AND THE CLINIC DOWN THE STREET

DR BOB BELLAMY

Every September, the SVMA distributes the yearly **economic survey** to all members. Every August, I face one of my least favorite tasks.

As chair of the Practice Economics Committee I am asked to write a newsletter article cajoling SVMA practice owners to fill out this year's economic survey. Over the years I have tried a number of strategies, primarily focused on highlighting the financial benefits of benchmarking. You've all heard me say, *"It's important to know how your practice is doing compared to others in your region, your province or amongst other provinces within Canada. It's virtually impossible to change what you don't measure."*

The annual economic surveys are conducted in partnership with the CVMA and analysed by OVMA economist Darren Osborne. All data collected are kept confidential. In the past we have always had enough responses to report statistically significant results, but currently there is a growing problem.

It seems people are lately either wondering if the surveys are too time-consuming or even necessary, because response submission rates have dropped off considerably over the last few years, unfortunately at a time when the information gathered from them is more important than ever.

The most important documents produced from data extracted from economic surveys are the LA and CA **Suggested Fee Guides**. It would not be simply unwise for the SVMA to produce Fee Guides without doing the economic survey- it could be illegal. This is because publishing Fee Guides without adequate economic data to substantiate the fee numbers calculated is considered **price fixing** by Canada's industry watchdog, the Competition Bureau. The net effect? If the average response rate goes any lower, our legal right to even publish a suggested Fee Guide will be put at risk.

So this year, my cajoling strategy is a little more direct. ***"If you value the Suggested Fee Guide - do the survey."***

And yes, to promote responses, the SVMA is offering an incentive. **Practices submitting surveys will be entered in a draw for a \$500.00 Visa gift card.** This is a bonus for action- but the real benefit of doing the surveys is the updated province-wide information that comes back to all of us through the Fee Guides.

To those practice owners who have not completed a survey in the past, the expectation that the whole process will be daunting is unfounded: the majority of the survey simply asks for quotes on specified procedures. The only data that require any digging are:

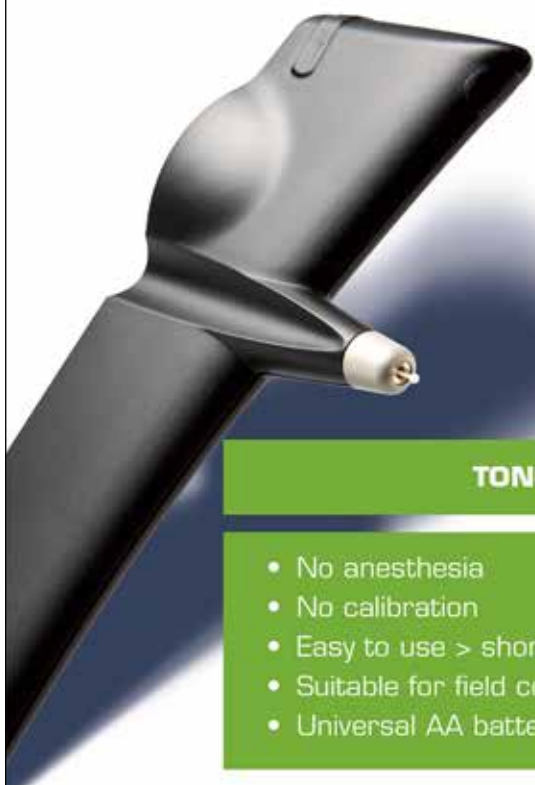
1. Number of active clients (clients that have visited in past 12 months)
2. Number of new clients (number of new clients entered in past 12 months)
3. Gross income
4. Number of transactions (how many invoices in past 12 months)

All practice software allows you to query this information. Even if you don't use computers you could quickly estimate the numbers manually by reviewing a measured portion of your medical records and extrapolating the data out over a year. In just an hour an employee could uncover some of the most important metrics that literally determine your practice's profitability, even its financial viability.

In closing, I recommend Michael Gerber's classic small business book **"The E-Myth Revisited: Why Small Businesses Don't Work and What To Do About It"**. The following quote is the crux of the book and really applicable to the veterinary profession: *"Most small businesses fail to thrive because the owner spends too much time working "in" their business and not enough time working "on" their business."*

Filling out the economic survey is one really high-impact item you can cross off that business management "to-do" list in short order. It will also go a long way towards keeping you competitive with the clinic down the street. 🐾

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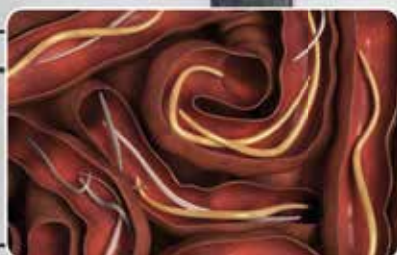
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Where has the time gone? That is the question I have found myself pondering frequently over the summer. My summer began with a six week equine rotation at the WCVM which, despite a few sleep-deprived days, seemed to fly by! I now find myself working in a mixed animal practice near my hometown of Regina. Again, I feel the summer gliding past me. I feel the pressure to accomplish the items on my summer to do/to see list

before heading back for my final year in August. With tasks like spaying a cat and floating horses' teeth, it's safe to say my summers have changed over the years.

I have heard lots about the "transition period," that sensitive gap in time that bridges classroom lectures and the "real world," as it is so often referred. Never have I quite appreciated it as much as I do now, as I approach my final year of vet school. The excuses, "Oh I haven't learned that yet" or "I think we'll cover that next year" seem to no longer apply. The reality that in ten short months time, I will be in the decision making process is both exciting and terrifying. This realization has me appreciating veterinary mentorship more now than ever before. I find myself not only trying to soak up the vast amount of medical knowledge I am exposed to, but also the many things that aren't taught in a classroom. I've learned the tricks to placing an IV catheter in a not-so-friendly cat from experienced (and patient) technicians, or how to tape it in place 'just right' so as not to ruin my work. Observing how the receptionist delicately and gently explains the options to a client before a euthanasia is another one. How about learning the tried and true ways a prescription label may be misread, and the best way to communicate your instructions to a client? Listening to how the veterinarian must deliver unfortunate news to a client about their beloved pet's diagnostic findings, I find myself attentive to their choice of wording, their tone and their demeanor. I know they say, "you learn by doing," but it is wonderful to have a template to remember some form of reference I can tuck away to pull out at a time when needed.

As my fourth and final year approaches, I am as anxious as ever to learn from the clinicians at the college. It is inspiring to have the opportunity to learn from those with such a wealth of knowledge and experience. I really have come to

appreciate how valuable the opinions of the clinicians and surgeons of the College are to veterinarians in private practice. There's not much that will stand in the way of answering the phone when the College calls back – speaker phone during surgery, pulled out of an exam, call me at home, type of urgency!

I am thankful for the mentorship provided to me both in and out of a school setting. I feel that it is a necessary foundation for any confident and competent veterinarian not only to provide help and guidance, but also to seek it. In doing so, we learn not only from the successes but also the mistakes of others. After all, we don't have the time to make them all ourselves. 🐾



LINDSAY CHAPMAN

Keep informed

of the decisions council is making and actions being taken on your behalf. The minutes from council meetings are posted on the Members' Side of the SVMA website www.svma.sk.ca.

Council welcomes comments and suggestions from all members. Email your comments or questions to a councillor (addresses are on the website's Contact Us page) or to the office and they will be passed on to council.

An Invitation to... the Council Table

When you think about your Association's decisions and policies, do you wish you had more influence? Would you like an opportunity to handle things differently? The opportunity is here, at the SVMA Council table.

Your Council is made up of member veterinarians just like you. Every SVMA member has important ideas and perspective to share. We want your point of view, your knowledge and your ideas.

Council members invariably say they obtain a wealth of knowledge and insight about the Saskatchewan veterinary profession to take back to their practices.

All SVMA members with at least five years of practice experience are welcome. Council terms go by quickly, and three (3) council seats will need to be filled by election at the next AGM in September. Members with experience

from volunteering with other SVMA committees are preferred. If you are interested, please contact the SVMA office or a current council member for more information. Don't worry if you think you have left it too late - nominations will be taken from the floor at the AGM on September 17.

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¹Freedom of Information Summary, 2012. NADA: 141-344.

²Messias A, Gekeler F, Wegener A, et al. (2008). Retinal safety of a new fluoroquinolone, pradofloxacin, in cats: assessment with electroretinography. *Doc Ophthalmol*. 116(3):177-191.

message from the SAVT president elect

Veterinary Technology Career Satisfaction

A new group of graduates are now launching their careers in Veterinary Technology. They are finding their way into new towns, different cities, challenging jobs in veterinary clinics and other animal health related workplaces. Typically, new VT graduates are anxious to apply their knowledge and skills in a meaningful way that will add to the veterinary business's success, client satisfaction and animal wellness and to develop quality working relationships with their new employer's existing personnel.

Now here is a reality check - one of the top reasons individuals have given the SAVT as their reason for leaving the Veterinary Technology profession is job dissatisfaction! The highest number of individuals leave the VT profession within the first five years of graduation. So, it is timely to analyze what employers can do to help keep the dream of a VT career from fading so rapidly for new graduates.

Experts in the area of organizational human resources have described 'notably significant' factors associated with employee retention. Traditional workplace socialization theories have focused on enculturating new employees by promoting the employer's organizational identity and values such that they might develop workplace loyalty and, by extension, job satisfaction. A research paper recently published by the Harvard Business School suggests that better quality, longer employment relationships are built when employers shift their traditional focus and allow, even actively encourage, new employees to express more of their personal identities and (newly) acquired skills in their workplace. This approach firmly embeds the new employee into the workplace and the value of their contribution to the organization is more likely to be internalized. Here are some employee retention factors that human resource experts promote and that I have found relevant in my own 30+ year VT career. (It's not all about the salary!) Let's consider:

- **Job Description** – A well-written Job Description sets up a new VT employee for success by outlining the duties, responsibilities and the parameters of their position. This document will ideally characterize how the VT position contributes to the mission, goals and objectives of the organization. A **Job Description** document must describe the lines of accountability, to whom the new VT employee will report directly for work assignments, and who will evaluate work performance. It should describe the metrics by which the VT employee's work performance will be measured. A **Job Description** should be reviewed regularly to reflect changes in duties or responsibilities and, when appropriate, to incorporate unique skills or abilities of the current VT employee.
- **Human Resources (HR) Policies/Procedures** – HR documents must clearly communicate your organizational values and provide new VT employees with a consistent process to follow. Documents outlining standard HR policies and related procedural information should be readily available to all employees. Employers must ensure that documentation is current, relevant, and characterizes any items that are unique to your organization. The essential elements are: VT employee hours of work, use of vacation time, sick leave, family or other leave, overtime calculations and/or emergency work parameters along with remuneration provisions and any related application criteria or processes. Some employers include policies with respect to conflict resolution, employee stress and work/life

balance. Ideally, **HR Policies and Procedures** are reviewed at regular intervals to ensure relevant, timely and consistent application with all employees. Well-defined **HR Policies and Procedures** empower new VT employees to approach situations, particularly difficult ones, with confidence.

- **Performance Management (PM)** – This must be an active and ongoing process wherein the manager or supervisor and the new VT employee work together to plan, monitor, review and align the organization's and the VT employee's goals and objectives. A PM process must occur at regular time intervals and be structured to motivate new VT employees to be their authentic, best self. The process does not always need to be formal, or in writing, but is ideally private, particularly when difficult conversations are necessary. An effective PM process will integrate essential elements from the VT employee's **Job Description** document; it will establish clear communication pathways for the manager/supervisor to provide ongoing, constructive feedback on work performance to the (new) VT employee. When necessary, plans for work performance improvement can be readily developed.

The best PM processes will identify the skills and abilities of each VT employee so that work assignments are built around VT employee's strengths. VT employees who are ready for more challenging work will also be identified using these processes -- ideally, VT employees demonstrating competency can be challenged with assignments to higher level duties and held accountable to a correlating higher level of work performance.

To all SVMA veterinarians who have selected a new VT graduate to join your business team this year, the SAVT wishes you a profitable, long term employer/Veterinary Technologist employee relationship – may your veterinary business prosper! 🐾



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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 Saskatchewan.

Now that the **Animal Health Week** merchandise ordering period has wrapped up we will be busy preparing your orders so you can celebrate across the country from **October 4 to 10, 2015**. This year, as we mark 30 years of Animal Health Week, we want to emphasize that while medical technology and veterinary care have advanced, the connection between the veterinary team and the client remains one of the most important facets of veterinary care. This is why we are celebrating the importance of "**The Perfect Pair: Partners in preventive veterinary care.**" We're reminding animal owners that they and their entire veterinary team are important partners in ensuring optimal health for their animal. We invite you to share your celebrations on Facebook or tweet using the hashtag **#celebrateAHW**. Visit our website under the Practice & Economics section to learn more about this event.

CVMA is pleased to announce the full launch of its **newly-created mentoring program**. Program participation will provide mentees opportunities to discuss goals, concerns and challenges with a trusted mentor. All mentors are veterinarians and members of CVMA. Members who are recent veterinary graduates, early career veterinarians or Students of CVMA in their last year of study can register as a mentee by completing a '**Mentee Profile Form**' and submitting it to CVMA. More information about the program can be found on our website under the Practice & Economics tab.

CVMA produced a pet nutrition assessment video to demonstrate the proper steps to conduct a nutrition assessment in feline and canine patients. CVMA is a member of the Pet Nutrition Alliance (PNA), which is comprised of a number of veterinary organizations that are working together to promote the importance of nutrition in the health of pets worldwide. Visit **CVMA's YouTube Channel** to view the video.

CVMA supports **Health Canada's** announcement to **strengthen regulations that encourage prudent use of antimicrobial drugs used in food-producing animals**, particularly ones considered medically important. The association supports the progress Health Canada has made in working with the pharmaceutical industry to phase out all growth promotion claims of medically-important antimicrobial drugs. CVMA also supports Health Canada's plan to make amendments to Food and Drug Regulations that will address personal use importation of veterinary drugs, and strengthen the control over the importation of veterinary active pharmaceutical ingredients. CVMA looks forward to viewing the details of the plans with other stakeholders to ensure implementation by the December 2016 deadline.

The World Veterinary Association, of which CVMA is a member, has joined the World Medical Association, among others, in urging the United Nations Commission on Narcotic Drugs **not to restrict the availability**

of ketamine. China proposed placing ketamine under schedule I of the international Convention on Psychotropic Substances, the most restrictive category. After pushback, China proposed placing it under schedule IV, the least restrictive category. The World Health Organization has concluded that ketamine is an essential medicine widely used as an anesthetic and does not pose a substantial enough risk to place it under international controls.

Saputo, a global dairy processor, reinforced its **commitment to bringing industry leaders and dairy farmers together to improve animal care** with the implementation of a progressive **Animal Welfare Policy**. The Policy is based on core principles and scientific evidence, and references two of CVMA's position statements on pain control for Tail Docking of Cattle and Disbudding and Dehorning of Cattle. The policy also references the National Farm Animal Care Council's, of which CVMA is a partner, Code of Practice for the Care and Handling of Dairy Cattle.

CVMA has updated its **Microchip Animal Identification Position Statement**, previously called Microchip Implants, to expand on its recommendations. Visit the CVMA's website under the Policy & Advocacy > Position Statements section to view this updated position statement and others.

CVMA is pleased to have wrapped up another successful **Convention** from July 16 to 19, 2015 in **Calgary, Alberta**. This was the first year we offered **RACE (Registry of Approved Continuing Education)** continuing education (CE) programs. RACE is one of the four key programs provided by the American Association of Veterinary State Boards and its purpose is to develop and apply uniform standards related to CE providers and programs in veterinary medicine. Be sure to join us next year for additional CE and much more when we visit **Niagara Falls** for our **2016 Convention!** . 🍷

Questions or Suggestions? Contact your CVMA National Office: Tel: 1-800-567-2862, or email at admin@cvma-acmv.org. Contact your provincial Council Representative, Dr. Terri Chotowetz at tchotowetz@gmail.com.



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MEMBERSHIP CHANGES

General

| | |
|---------------------|--------|
| PATZWALD, Katherine | Jun 26 |
| STEIN, Courtney | Jun 8 |

T-General

| | |
|----------------------|--------|
| CARMALT, Kathryn | May 5 |
| DE BAAT, Sabrina | Apr 28 |
| DUBE, Heidi | Jun 9 |
| ELLINGSEN, Graham | Jun 4 |
| HIGGINS, Alison K. | Apr 14 |
| LUKIANCHUK, Cindy D. | May 1 |
| MARTIN, Kristen A. | Jun 8 |
| SPARKES, Heather V. | Apr 25 |
| VACHON, Margo A. | Jul 6 |
| VARGO, Jesse D. | Apr 28 |
| WARK, Paige A. | May 1 |

T-Limited

| | |
|----------------|-------|
| PINEDA, Rafael | Jul 7 |
|----------------|-------|

Short Term

| | |
|-----------------|------------------|
| ANDERSON, Stacy | Jul 1 to Aug 3 |
| BROWN, Lawrence | May 4 to May 15 |
| | Jun 15 to Jun 26 |

Aug 17 to Aug 28

| | |
|-------------------|------------------|
| MUTSAERS, Anthony | Apr 27 to May 15 |
|-------------------|------------------|

T-Short Term

| | |
|-------------------------|------------------|
| ANTONOPOULOS, Aphroditi | 30 day, May 8 |
| BOHAYCHUK, Kaylee | 60 day, May 1 |
| BOCKING, Tara M. | 30 day, Apr 28 |
| BRAATEN, Christie A. | 30 day, May 1 |
| CANTAFIO, Brianne M. | 30 day, Jul 8 |
| MACLELLAN, Megan J. | Jul 20 to Jul 31 |

Educational

| | |
|-----------------|-------|
| ZACHAR, Erin K. | Jul 1 |
|-----------------|-------|

T-Educational

| | |
|--------------------|--------|
| AOKI, Koji | Jul 15 |
| AU YONG, Jo Anne | Jul 1 |
| BOCKING, Tara M. | Jul 1 |
| CAUDAL, Victor | Jul 1 |
| COUSTO, Lillian | Jul 1 |
| HAZENFRATZ, Michal | Jul 1 |
| HOE, Sheila S. | Jul 1 |
| MACRAE, Robin W. | Jul 15 |
| MACKAY, Angela | Jul 15 |

| | |
|-------------------|--------|
| MUND, Suzanne | Jul 15 |
| NG, Jiaying | Jul 1 |
| REBELO, Ana Paula | Jul 1 |
| ROGERS, Lindsay A | Jul 15 |

Resigned

| | |
|---------------------|-------------|
| ANDERSEN, Alaina | Jul 31 |
| BRITTON, Kristin | Jul 15 |
| CHROMOW, Jarrad | Jul 1 |
| DAS, Puran | Jun 30 |
| GIBSON, Lisa | Jun 1 |
| HEBRON, Claude | Jun 11 |
| JONES, Ciaran | Jul 1 |
| RIDGWAY, Ryan David | Jun 30 |
| ROBERTSON, Susan | May 27 |
| SCOTT, Steven | May 1 |
| SMART, Lynn | Jun 30 |
| WRIGHT, Caitlin | Jun 30 |
| YEUNG, Bosco | May 7, 2015 |

Deceased

| | |
|------------------|--------|
| CRIBB, Peter H. | Jun 19 |
| WOLFE, Walter J. | Mar 12 |

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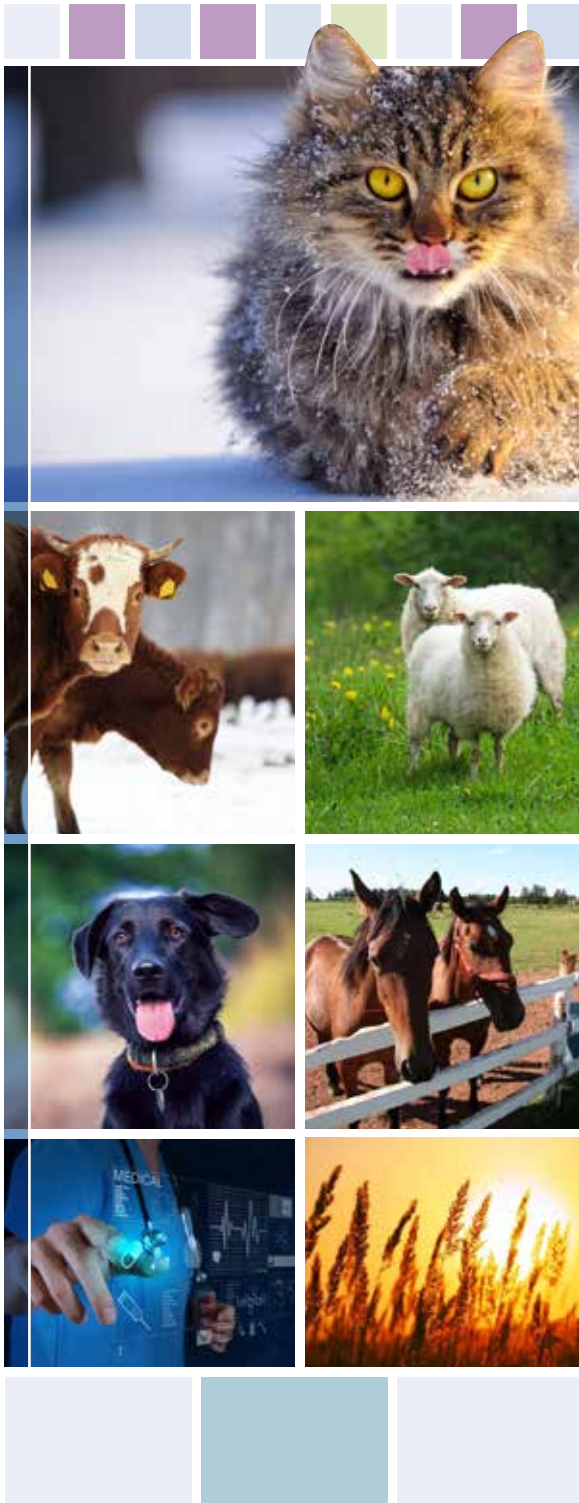
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