

# SVM NEWS



SASKATCHEWAN  
VETERINARY MEDICAL  
ASSOCIATION

**FEBRUARY 2016,  
VOLUME 51, ISSUE 1**



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## president's perspective

DR DEB HUPKA-BUTZ

### PRESIDENT

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Council has been discussing concerns about practice standards and practice inspections. Questions have been raised by practice owners with regard to the “reasonableness” of some of the requirements. Open discussion of such a large issue as practice inspection at the AGM is not possible since time is always short. We have tried to come up with a suitable solution to gather input from our members. The objective is to reduce frustration for all parties involved and to restore the member’s confidence in our inspection system.

A survey has been developed by office staff and council members. It has been sent out to all owners who have had their practices inspected under the new protocol and standards since the last round of inspections in an attempt to establish the cause of the criticism.

**Please respond to this survey: your input is valuable!**

The council plans to appoint a committee to compile member responses which will then be used to make adjustments in the practice inspection system should that be the conclusion reached. Remember...if you do not give us your input, your opinion will go unheard!

There is a feeling among some members that the process of inspection is too onerous. Are we overregulated? Is there a problem with the practice standards themselves? Are they relevant? Too strict? Too lenient? Are the standards poorly worded? Do none of the practices care if they pass or fail inspection? Are inspectors overzealous? Can the standards be interpreted in different ways? Do the inspectors need more guidance from the Practice Standards Committee?



Would you prefer an outcome based inspection? Please consider these questions as you review the standards and inspection process.

Because we are a self-regulated profession, rest assured that practice standards and inspections are not going away anytime soon. They play a very important role in the protection of the public and also in protection of our profession’s reputation in the eyes of the public. Council’s goal by doing this survey is to give members the opportunity to voice their opinions. We will see what conclusions are reached and determine if any adjustments to the process are warranted.

On another note, the antimicrobial stewardship video is coming along nicely and we are hoping to have it available to our membership soon.

As we all get used to writing ‘2016’, and some of us get geared up for the upcoming calving and lambing season, I’d like to wish you and your families a prosperous, healthy and happy 2016! 🐾

## 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.on](http://www.svma.sk.ca.on) to council.

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.



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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

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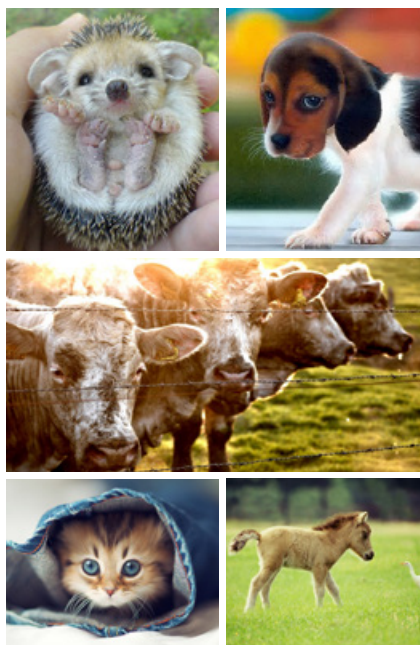
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ISSUE	DEADLINE
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May	April 6
August	July 6
November	Oct 5

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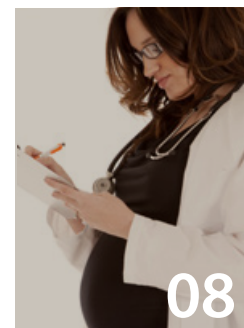


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KNOW THE DIFFERENCE  
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IN PRACTISE



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CHRONIC COPPER  
POISONING





## 2016 CVMA EMERGING LEADERS PROGRAM

**July 7 & 8, 2016**

Niagara Falls, Ontario

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 (CVMA) Emerging Leaders Program (ELP) can help bring joy back into the workplace by teaching you how to cope with a variety of challenges encountered in veterinary practice.

The ELP offers experienced professionals as well as recent graduates the opportunity to explore their approach to personal and professional accomplishments and their working relationship with colleagues. All participants, regardless of their area of practice or years of experience, will come away enriched from this highly interactive 8-hour workshop.

This unique leadership experience is open to all members of the CVMA. With support from Virox Animal Health, CVMA is offering the opportunity to CVMA members who graduated in 2005 or later to apply for full sponsorship to participate in the program. The SVMA also sponsors an ELP participant annually.

In addition to the ELP session, participants are also invited to attend CVMA's signature events, including the 2016 CVMA Summit (focusing on the development of a Pan-Canadian Framework for veterinary oversight on the use of antimicrobials in animals) and the CVMA AGM and Awards Luncheon.

### FACILITATOR



ELP facilitator Dr Rick DeBowes shows you that practice can be fun, if you let it be! As Professor of Surgery and Director of the Professional Life Skills Program at the Washington State

University College of Veterinary Medicine, Dr DeBowes has practiced in both private small animal practice and academic equine practice settings. He is a frequent speaker and presenter of leadership programs and co-developed the AVMA Veterinary Leadership Experience and a series of other interactive, experiential leadership education experiences for health care team members. These unique programs have been presented to students, faculty, practitioners and health care team members in numerous countries across four continents.

### HOW TO APPLY FOR SPONSORSHIP

CVMA members who have graduated within the last 10 years (2005 or later) can apply for full sponsorship to participate in the ELP. (Up to two sponsored participants per province will be selected). The sponsored participants will receive:

- Travel to and from Niagara Falls, Ontario
- Two nights' accommodation at the Sheraton on the Falls Hotel
- 8-hour workshop with Dr Rick DeBowes
- Complimentary registration for the 2016 CVMA Convention (value \$645)

### To apply, you will need to provide the following:

- Name
- Address
- Practice or business name
- Description of practice / business
- Year and school of graduation
- Essay: In 500 words or less, describe the leadership roles you currently find yourself in and how you envision becoming a more effective leader after participating in this program.

If you'd like to apply for sponsorship, please contact Sarah Cunningham, at [scunningham@cvma-acmv.org](mailto:scunningham@cvma-acmv.org) prior to February 24, 2016.

## AN EXPERIENCE WITH THE EMERGING LEADERS PROGRAM



Dr Stephanie Osinchuk  
2015 SVMA ELP sponsoree

It was an honour to be part of the 2015 Emerging Leaders program, which took place at the CVMA conference in Calgary. Right from the start, the EL program was an intensive experience in professional development. The first day kicked off with a meet and greet breakfast with the CVMA board members, followed by the day long Emerging Leaders seminar, then the opportunity to attend the CVMA AGM and annual conference.

Throughout my three days in Calgary, there were many opportunities to interact with CVMA board members, to learn about their important roles in our profession, and to network with and learn from veterinary leaders from across Canada. During the two days following the EL seminar, we attended the CVMA annual conference. This national gathering of professionals was filled with excellent speakers and relevant, high quality continuing education across all disciplines.

The actual Emerging Leaders seminar was invaluable. Dr De Bowes is an exceptional speaker who inspires out-of-the-box thinking, integrity, and collaboration from everyone present at the seminar. He teaches leadership principles that apply to both professional and personal aspects of our lives as veterinarians. His personal value statement of "I lift others up" was demonstrated through his ability to uniquely connect with and build up every person at the seminar.

The Emerging Leaders program impacted my perception of leadership and provided me with a skill set that I know will be valuable throughout my entire career. I highly recommended the EL program for any young veterinarians who want to give their careers a boost!



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Mehlhorn H. Suppl Compend Contin Educ Pract Vet 2000;22(4A) :4-8;  
Mehlhorn H, Mencke N, Hansen O. Parasitol Res. 1999 :85(8-9) :625-63.

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# DEPRESSION vs Burnout:

## Know the Difference & Find the Solution

Stacie Fishell-Rowan, PhD, University of Wisconsin-Madison

Reprint from Veterinary Team Brief September 2014.

Taking small steps to take care of yourself will help alleviate your symptoms and increase your feelings of self-worth, value, happiness, and contentment.

Winter's arrival brings shorter days, increased isolation, and the "winter blues." Depression and burnout are common at this time of year, but identifying them can be a challenge, because the shortened sunlight hours affect many people negatively; everyone seems to be too busy, spending too much money, or feeling too harried about the holidays, and most of us have stressful winter engagements.

Depression and burnout go beyond a simple case of the "winter blues." They are also distinct from one another in key ways.

Depression is marked by feelings of sadness, loss of interest in daily life, and hopelessness; some depressed people also feel angry and irritable. These feelings can be pervasive throughout all areas of life, including work and family, and if you experience these symptoms for more than a few days, you should consult your physician and initiate counseling or therapy with a licensed professional.

Burnout, on the other hand, tends to be directly related to your career and job. The symptoms may feel much the same as depression, but there is one key differ-

ence—burnout symptoms may diminish during weekends or vacations. Burnout is a state of emotional, physical, and mental exhaustion that results from over-whelming, prolonged stress, and rest and rejuvenation may provide relief.

However, some people may experience more severe symptoms, and burnout left unchecked and untreated may evolve into depression. If you do not find relief during short periods of rest, you may need extended time away from work.

Address depression and burnout in the following ways to ease the symptoms:

- Seek professional help from a licensed psychologist or counselor who understands your experiences and will provide support and intervention strategies that will increase your positive feelings and alleviate your symptoms.
- Set boundaries that protect your leisure and personal time. Turn off cell phones, computers, and televisions. Avoid places where you have to be your professional self (eg, if everyone at the local diner saun-

ters to your table for some quick advice, choose another location for breakfast).

- Take time off from work if you are experiencing moderate to severe symptoms. Financial stress may be a hindrance, but short breaks from work may benefit your career in the long run.
- Get enough sleep. Many symptoms are exacerbated by lack of sleep. Just because you can "get by on 5 hours of sleep" does not mean that you function well on that amount.
- Unplug to further protect your leisure time. This includes all your electronics—phones, computers, televisions, and music players (except music or audiobooks). Personal stress is often compounded by world stresses, and removing external stimuli may allow for deeper relaxation. If you experience withdrawal and anxiety about being unplugged (ie, thinking, Yes, but ...), that may indicate that you need to unplug regularly.
- Engage in social activities. See a show, have dinner with friends, trek through



the woods with your dog, or play games with your family. Spend time with people you enjoy and, especially if you are experiencing burnout, people with nonwork-related common interests. If you often spend time with a colleague and his or her spouse but the conversations always veer toward work-related topics, either socialize with other friends or make a deal with your colleague to leave work at the office.

Depression and burnout have similar symptoms; burnout left untreated can readily develop into the more-pervasive depression. Seeking professional help is most important, because not only are licensed professionals trained to work with individuals struggling with depression and/or burnout, but they also provide an external source of support.

In addition, taking small steps to take care of yourself will help alleviate your symptoms and increase your feelings of self-worth, value, happiness, and contentment.

Depression and burnout are challenging mental health concerns for many people, particularly in high-stress situations. Facing your symptoms directly and establishing boundaries that prioritize your well-being take courage. The bottom line: You can only be as good for others as you are for yourself.



# AN INCREDIBLE JOURNEY

Dr Ken Habermehl,  
'76 Reunion Co-chair

THE WCVM CLASS OF 1976 comes home to Saskatoon this fall to share the events of the last 40 years.

The Class of 1976 is unique: of 61 graduates, this class had 13 ladies and 48 men. The Class of 1976 was considered to have the oldest average age of a WCVM graduating class. The Class of 1976 also had a high percentage of students with farm backgrounds, which may have been why a similar high percentage of graduates stayed in Saskatchewan to set up their practices.

The idea of a major reunion has been tossed around for a while, and for it to be successful, members of this Class or '76 felt that it needed

1. to be held in Saskatoon (where it all started)
2. to be set up in conjunction with an SVMA annual conference, and
3. to involve the WCVM - and already a tour of the new facility is being planned.

With modern technology of computer, email and google, the potential to reach every '76-er has been maximized. Thanks to our children and now grandchildren, many of us have been helped with all this communication - many have mastered modern computer skills in our own right.

In the course of one short month this past fall, almost all of the Class of '76 were rapidly located or accounted for. Of our 61 graduates, there are ten in

British Columbia, fourteen in Alberta, fifteen in Saskatchewan, eight in Manitoba, four in California, one in the eastern States, one in St Kitts and one in the Bahamas. Six are deceased, and (at time of printing) one is still not accounted for. A Class of 1976 email address book has been compiled and already a lot of excitement is building as emails, histories and pictures are being exchanged amongst fellow classmates along with our group's many accomplishments within the veterinary profession and in subsequent careers. This group is getting to know each other again.

Former professors and deans from our years at the WCVM (most of whom have retired) have been notified as well, and are following stories about this reunion via Facebook and email. (Some of the retired members of the Class of '76 are the same vintage as these professors!)

There is a real interest on the part of our class to make the September trek back to Saskatoon to attend the fall SVMA conference, banquet and reunion. Already, bookings are being made at the Saskatoon Inn for this event.

"The Spirit of the Class of 1976" video will have its debut showing at the SVMA Awards Banquet on Friday September 9, 2016. In addition, the microphone will be set loose that evening as banquet goers are invited to share stories and memories of their many decades in veterinary practise.

Dr Katelyn McIntyre,  
Wellness Committee

# PRECAUTIONS FOR PREGNANT VETERINARIANS IN PRACTISE



While the news of a pregnancy is (usually) met with excitement and anticipation, it can also be a source of anxiety for veterinary practice owners and associates early on. When to tell? Who to tell? What to do in the meantime?

If you are pregnant or thinking about becoming pregnant, educate yourself; you are protected from discrimination and harassment through the Saskatchewan Human Rights Code and Labour Standards Act.

Have a conversation with your employer and/or staff members as soon as you are comfortable discussing your pregnancy in order to inform them. This will (hopefully)

allow them to offer extra assistance and understanding, as well as to begin preparing for your impending maternity leave.

Depending on how your pregnancy proceeds, accommodations may need to be made in order to continue working up until your maternity leave begins, and may involve "changes or adjustments to working



conditions or hours of work " (1).

Accommodation in veterinary practice may include:

- Flexibility in scheduling to allow for doctor's appointments
- Reduced working hours, especially if the majority of the day is spent standing
- Longer appointment times
- Scheduled breaks
- Modified scope of practice with respect to species or procedures
- Extra assistance
- Special equipment
- Modified uniforms or dress requirements

Discuss your concerns with your health care provider and your employer so that mutually agreeable accommodations can be made with as much advanced notice as possible.

Pregnancy in the early stages can be a difficult secret to keep and it is not uncommon for co-workers to have suspicions before the news is made public. This is thanks, in part, to some of the potential occupational hazards we face in our profession.

Listed below are some risks associated with working in veterinary practice in general, but especially applicable to pregnant women. It is certainly not an exhaustive list and some of the risks may be unavoidable depending on your practice situation.

### **Anesthetic Gas**

Anesthetic gas poses a risk to pregnant women because of the association with spontaneous abortion, miscarriage and congenital abnormalities (2). These risks can be minimized by ensuring anesthetic machines are maintained, scavenging systems are functioning correctly and

leak testing is performed on a regular basis. In addition, using injectable induction protocols, testing and inflating endotracheal tube cuffs prior to turning on the anesthetic, and oxygenating the patient post-procedure in order to flush the line can help reduce exposure to anesthetic gas.

### **Radiation**

X-Rays, including dental x-rays and fluoroscopy, are common sources of radiation in a veterinary practice, and can cause fetal death and congenital abnormalities (2). Exposure can be avoided altogether by utilizing non-pregnant support staff and colleagues to take x-rays. If this is not possible, use personal protective equipment such as lead gowns and gloves and wear a dosimeter to measure exposure. Distance yourself from the x-ray beam by using sedation, cassette holders, and pedals or buttons which can be used remotely from behind a physical barrier such as a wall or door.

### **Medications and Chemicals**

Medications, including hormones and chemotherapeutic agents, and chemicals such as formaldehyde can cause spontaneous abortion and congenital abnormalities (2). If possible, utilize non-pregnant staff members to fill prescriptions, administer medications and handle laboratory specimens, and avoid contact or inhalation. Otherwise, use protective equipment such as gloves and a mask and wash your hands after handling hazardous medications and chemicals.

### **Pathogens**

Toxoplasmosis can cause spontaneous abortion, premature birth or neonatal infection (2). While cat feces is the most commonly thought of source of toxoplasmosis, exposure can also occur during meat inspection and necropsy of an infected animal (2). Risk of exposure can be minimized by using gloves and a mask, and hygiene practices such as

hand washing. There is a serological test available should a veterinarian want to assess her risk of infection while pregnant.

### **Physical Stress**

Physical stress can include lifting, working long hours, and the risks associated with large or unruly animals. As these "risks" can be subjective and dependent on personal and pregnancy-related factors, a discussion with your health care provider is recommended.

According to the Saskatchewan Human Rights Commission, "If workers are concerned about how the hazards in their workplace could affect a pregnant woman or her child, they should talk first to their supervisor, manager or employer, then their Occupational Health Committee (OHC) or Occupational Health and Safety Representative. Concerned employers should consult with their OHC or representative. If there is neither an OHC nor a representative in their workplace, they should contact the Occupational Health and Safety Division at Saskatchewan Labour (2).

### **Websites and Resources**

Saskatchewan Human Rights Commission  
<http://saskatchewanhumanrights.ca/index>  
<http://saskatchewanhumanrights.ca/+pub/documents/publications/PPW-v2.pdf>  
Occupational Health and Safety Act

Occupational Health and Safety Division:  
<https://www.saskatchewan.ca/business/safety-in-the-workplace>

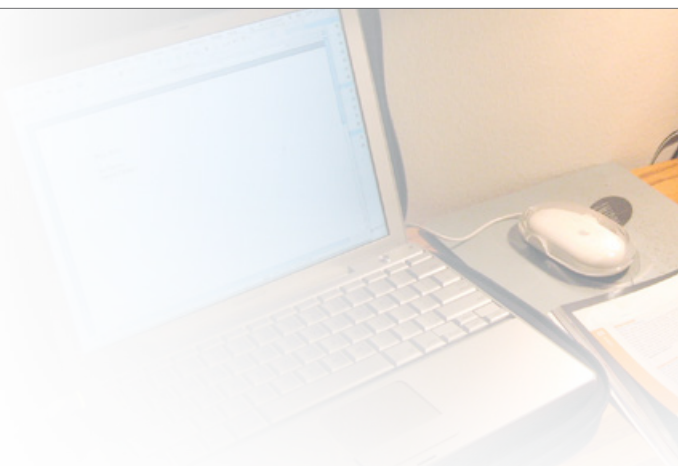
<https://www.saskatchewan.ca/~media/files/lrws/ohs/understanding%20occupational%20health%20and%20safety%20in%20saskatchewan.pdf>

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2. [http://lib.dr.iastate.edu/cgi/viewcontent.cgi?article=3085&context=iowastate\\_veterinarian](http://lib.dr.iastate.edu/cgi/viewcontent.cgi?article=3085&context=iowastate_veterinarian)



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**F**requently, one of you will call me with a question about something completely out of left field. Those questions require research and often a legal opinion from one of the Association's lawyers I was asked recently to identify the most common questions I receive from SVMA members. I have narrowed it down to two.

So here we go with the most frequent query, being:

***"What should I do when a neighbouring practice repeatedly neglects to send medical records when requested to do so on a client's behalf?"***

Bylaws 31.16 and 31.17 clearly describe what is needed for transfer of medical records. If you are the veterinarian making the request for a client file, you should not expect private information to be released to you based on a phone inquiry alone: the client must have made the request **in writing**. Everyone expects their personal and private information to be protected. Our clients are no exception. If the client has not contacted their regular veterinarian granting permission for release of the record, you

will need to have them sign a transfer authorization that can be sent electronically. Staff at the clinic holding the file need to be certain the request is legitimate, so they have a right to require this proof of authorization.

If you are at the primary veterinary clinic, oftentimes a phone call is all you will get. If that is the case, you can ask for a signed request to be sent by fax or email.

Of course, you need to be certain the request is being made by the person your clinic has on record as the animal owner. This can get dicey at times when different family members believe themselves to be the owner of an animal. It is important to make sure all your medical files clearly record who the owners are and who has authority to consent for treatment and for release of personal information. If the faxed or emailed request casts doubt over whether the appropriate person is asking for the file transfer, you should contact your client of record to confirm.

Once the request has been appropriately confirmed, the clinic has two business days to comply. However, should the

request for medical information be due to an emergency or an urgent set of circumstances, *"providing a patient with the best possible veterinary care"*, as stated in bylaw 31.14, requires transferring the record without delay. Optimal, ongoing care of the patient ought to be the most important concern for both veterinarians involved when it comes to the exchange of medical records.

As well, the expectation is the entire file will be transferred. While the file itself is the property of the clinic, **the information in the file** belongs to the client. The client has the right to any and all information, so either fax or scan the entire medical record for transfer. There is no justifiable reason to delay or refuse to transfer a file within the 48 hour time frame other than the client having refused to grant permission to do so.

Likewise, should a client make an 'in person' request for a copy of a file, every effort must be made to comply as quickly as possible. It is not necessary to drop everything in order to make a copy but if the most recent information is needed for emergency or urgent care, again, every effort should be made to provide the medical details

needed to ensure optimal care for the patient. Many medical records for pets in particular can be quite large and requiring time and effort when a copy is requested. Practices may charge a reasonable fee related to time and costs incurred to reproduce a portion or all of a medical record requested as per Bylaw 31.16. Finally, a record of the request for the file transfer must be kept with the original medical file.

The second most frequent question is:

***"Why isn't the SVMA doing something about my neighbouring clinic for using the word 'free' in their advertisements?"***

Bylaw 32.2 (d) (1) specifies that a marketing activity must not *"make reference to a fixed fee for a veterinary service or a drug referred to in The Prescription Drug List of the Food and Drugs Act"*

"Free" is legally interpreted as meaning 'zero', which is a number and therefore a fixed fee. Further interpretation of the bylaw reveals prices must not be quoted for drugs listed in the PDL. Vaccines are not listed in the PDL so if a clinic advertises free **vaccine** or quotes a price for a **vaccine** they are in compliance

# SAVT Update



**Lorraine Serhienko, RVT**  
SAVT President Elect

with the bylaw.

However, should the practice advertise a fee for **vaccination** they will not be in compliance because the act of vaccination is the practice of veterinary medicine. As defined in the Act,

*(l) "veterinary medicine" means that branch of knowledge relating to the prevention, diagnosis and treatment of the diseases of and injuries to animals, and includes:*

*(i) diagnosing, advising or prescribing a drug, medical appliance or application or treatment of whatever nature for the prevention or treatment of a bodily injury or disease of animals;*

*(ii) administering a drug, medicine, appliance or other application or treatment of whatever nature for the prevention or treatment of bodily injury or disease of animals.....*

Thus **vaccination** is a veterinary service and as such can be performed only by a licensed SVMA member.

I hope the above helps to bring some clarity to these two confusing issues. Please contact me anytime if you want clarification on bylaw issues or to review any advertising you plan to distribute. 🐾

The SAVT has been busy since the last report. A Board of Director's Retreat/Strategic Planning Session is planned for January 2016 and conference plans are underway for November 4 – 6, 2015 in Saskatoon.

The SAVT annual November Conference, held November 6 – 8, 2015, was a success. There were 225 registrants, 38 trade-show booths and many high-calibre presenters providing CE in lecture and wet labs format to our members. The annual Conference is also a time to celebrate member successes and catch-up with colleagues, classmates and friends. The SAVT Conference Committee and the Board of Directors would like to thank all the sponsors, speakers, volunteers and members for their continued support.

The 2015 Conference Awards Banquet recognized many individuals for their outstanding efforts and support of the SAVT, the veterinary profession and RVTs in Saskatchewan. Honourees at this year's banquet included:

**CAROLYN CARTWRIGHT, RVT:**

Awarded the RVTTC Sandy Hass Appreciation Award

**BREANNA ISSEL, RVT:**

awarded the SVMA Technologist of the Year

**ERIN HENDRICKSON, RVT:**

awarded the SAVT Appreciation Award

**DR KATINA STEWART:**

awarded SAVT Veterinarian of the Year

**CINDY TOY, RVT:**

chosen for the Conference Appreciation Award

**NADINE SCHUELLER, RVT:**

awarded the 2015 RVTTC RVT of the Year

The Northern Animal Rescue Inc was chosen at the 2015 AGM as the SAVT Charity of the Year and received a monetary donation. A progressive change that was approved by members at the SAVT AGM is the establishment a SAVT legal/disciplinary fund.

The SAVT website now has updates that include a section where members can put their CE directly onto their account and attach certificates/proof of CE anytime during the year. This accompanies the members section of the website where members can register and renew online. Another feature that has been added is the ability to have a clinic account on the website, so the clinic can renew their RVTs' memberships and have access to information necessary for practice inspections.

The Board of Directors will once again be working hard during 2016 at promoting the profession, working with members, ensuring professionalism and accountability and keeping over 400 members current. Some of the collaborations include participating at Agribition with the WCVMA, liaisons with the SVMA and having student representatives on the Board of Directors. The SAVT continues to work with the RVTTC and other provincial VT/AHT associations to promote national unity. 🐾



# CHRONIC COPPER POISONING



Copper is an essential element for all livestock. Many areas of western Canada are considered to be marginal or deficient in copper. Consequently, copper deficiency, manifested by poor performance or reproductive problems, is a common occurrence. Dietary supplementation with copper is critical for optimal productivity, but ration formulation is complicated by several factors including a strong copper/molybdenum interaction, species differences and a narrow range of safety between excess and deficiency.

Sheep, llamas and alpacas are approximately 10 fold more susceptible to chronic copper poisoning as compared to cattle. Sheep consuming a normal cattle ration containing approximately 25 ppm copper may develop chronic copper poisoning characterized by intravascular hemolysis, hemoglobinuria, liver damage and sudden death.

With the exception of sheep, chronic copper poisoning has historically been a rare event, but recently, chronic copper poisoning has been occurring more frequently in cattle and bison. In most instances, a mineral imbalance appears to be the primary factor, although genetics and unrelated liver damage may also be contributing factors.

In order to formulate an appropriate ration for cattle, the Cu/Mo ratio needs to be considered. A ratio of 2:1 will result in copper deficiency. A 6-10:1 ratio is optimal. A ratio exceeding 15:1 will result in chronic copper poisoning over time. Depending upon the extent of the imbalance, the clinical syndrome may not develop for many months, perhaps more than a year. In sheep, the manifestation may occur within weeks. To minimize the occurrence in sheep, molybdenum is often added to the ration. Molybdenum reduces copper absorption and enhances copper excretion.

Chronic copper poisoning is characterized by low morbidity and high mortality. In the early stages of the outbreak, only one or two animals may die. Because the pattern of the outbreak is not typical for most feed-related diseases, it is often difficult at this point to recognize that excess copper is affecting the entire herd or flock. Consequently, diagnostic evaluation is essential. Necropsy, tissue and feed analysis for copper and molybdenum are necessary. Prior

to the hemolytic crisis and death, clinical evaluation of the animals and analysis of the blood for copper or molybdenum provides limited useful information. Metal analysis from a liver biopsy or a tissue sample from a slaughtered animal is the only option, although it is often distinctly impractical. In many instances, lactation, parturition, exercise, a change of pasture or feed or transportation may precipitate the acute crisis and death.

In one specific outbreak, the producer was experiencing unexplained deaths in a herd of cattle. The veterinarian, in consultation with the diagnostic laboratory, confirmed chronic copper poisoning based on necropsy and tissue analysis. Copper supplementation in the herd was discontinued, but deaths continued for an extended period of time.

Copper depletion under circumstances like these requires many months. The lack of availability of molybdenum salts for therapeutic intervention prolonged the outbreak. Analysis of the feed indicated that the ration contained about 30 ppm copper and about 0.8 ppm molybdenum (ratio – 37.5:1), so a mineral imbalance was responsible for the poisoning. Most feed companies formulate rations for cattle containing about 25-30 ppm copper, TMR, although regulations allow for up to 100 ppm, depending on animal or feed-related factors.

The feed in question was in compliance with feed regulations for copper. In most feed throughout the province, the molybdenum concentrations are typically 3.5 ppm, naturally. A ratio of 30:3.5 (or 8.6:1) would be acceptable for cattle. Concentrations of molybdenum in cattle feeds are not regulated and in fact, many feed companies do not assess molybdenum concentrations in their feed. Therefore, the concentration can be highly variable. If cattle consume feed containing normal copper and low molybdenum concentrations for extended periods of time, problems may occur. Losses are often substantial. This appeared to be the situation in the case described here.

This type of case raises two major issues. First, who is ultimately responsible? The producer followed all instructions. The feed



“ Ration formulation is complicated by several factors including a strong copper/molybdenum interaction, species differences and a narrow range of safety between excess and deficiency.

company also followed ration formulation protocols according to the Feeds Act. The unregulated, unsubstantiated and highly variable molybdenum concentrations in the feed causing the imbalance appear to have been the source of the problem. It is not clear why the molybdenum concentrations in the feed over time were declining, but some speculate that global warming or excessive moisture conditions may have been factors. The extreme variability of molybdenum in the feeds is a concern. Frequent and expensive testing of feeds is one solution. In the USA, molybdenum regulatory guidelines are comparable to Canada. Potentially, the same problem could occur elsewhere.

The second major issue is the lack of treatment options. There are few commercially available molybdenum products in Canada or in the USA approved for cattle that can treat or prevent this type of disease outbreak. This remains a source of frustration for many veterinarians.

It is not clear at this time if chronic copper poisoning is becoming more common in cattle, but the economic and legal implications and limited treatment options for this insidious and often devastating disease have become a serious concern for livestock producers.

## SVMA IS INTRODUCING PERSONAL LOGINS FOR THE MEMBERS' SIDE OF THE WEBSITE

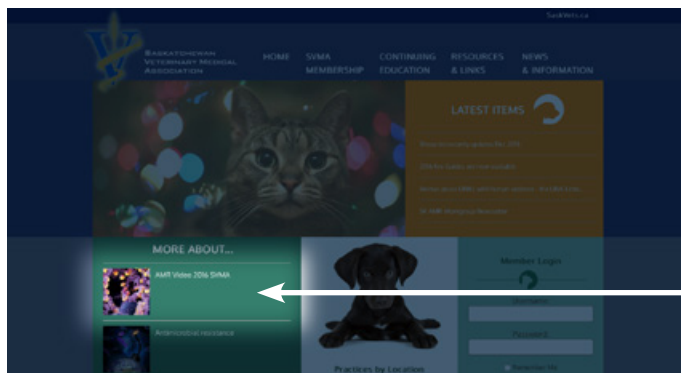
In the past, the SVMA has used one common username and password for all members to access the secure areas of our website.

As the svma.sk.ca site expands to offer more information and services, we will now require individualized usernames and passwords to access the Member's Side of the website. This change will provide important security for personal information, member business and shared discussions.

There has been feedback from some members questioning whether individualized logins are necessary. Now that we are incorporating online registration (for conferences and regional CE), as well as chat spaces and other confidential capabilities, we feel that the extra security is warranted.

SVMA members each have a pre-loaded account on the association website svma.sk.ca. Those who registered for last years' conference have already activated their accounts. Those who haven't used their accounts yet need only enter their last name or license number and an email will be sent to them immediately. The message will contain a link to log in and then set up a password that you wish to use.

**You do not need to log in to continue to access most of the SVMA website,** but logging in will be required to visit the Member's Side, to register for CE events or to access our upcoming chat spaces.



### SVMA ANTIMICROBIAL STEWARDSHIP VIDEO NOW AVAILABLE

SVMA has the recently completed Antimicrobial Stewardship video ready to view on our website. The AMR video was produced by a Saskatchewan workgroup of leaders in the fields of pharmacy and antimicrobial science, including Drs Jessica Minion, Leigh Rosengren, Trisha Dowling, Chris Clark and Al Chicoine, Cheryl Bellamy and Bob Bellamy.

The AMR video, followed by a short quiz, provides an hour of scientific CE and also meets the requirement for Saskatchewan's obligatory hour of AMR education. Go to svma.sk.ca to access the video (password= twothousand16) and take the quiz for CE credit.





**Sue Gauthier**  
Coordinator, Communications  
& Members Services  
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Photo: Jobie Ryzak, AHT

## THE MENTORSHIP ADVANTAGE FOR STUDENTS ... AND FOR MENTORING PRACTICES

From all indications, mentorship is once again a very hot topic. In fact, there are so many discussions about mentorship in every profession lately, it's clear that mentorship is still being recognized for its importance, in new ways, and in all kinds of different professional settings.

It is widely understood that mentorship supports individuals today in their current roles, but also provides a broader vantage point to what might be the path ahead toward future opportunities. The professional partnerships that result from mentorship teams are as common as they are beneficial because mentorship is more than a one-way 'teacher and student'

impacting of wisdom. It's a multi-directional array of understanding, knowledge and experience that benefits everyone involved. Much more than information is shared and all involved parties benefit. Any mentored student (or 'mentee') will tell you that a good mentor provides support, understanding, a listening ear and helpful feedback. In this way, burgeoning confidence is nurtured and helped to blossom into steady and confident proficiency. In the same way, mentors repeatedly describe the satisfaction they feel passing on their experience and helping young professionals come in to their own. Mentorship has a long-standing

tradition in many professions. 'Intern', 'apprentice' and 'journeyman' are different names for a mentored person. These periods which mark the transition from student to practitioner have become institutions of their own, yet the forms mentorship can take range from such structured approaches all the way down to something as simple as a one good, inspiring conversation.

In the same way, mentorship has a long history in the Saskatchewan veterinary profession. Currently, the WCVM is in the process of developing a multi-faceted approach to growing a culture that supports mentorship objectives and is highlighted by a philosophy

that sees mentees as being agents of their own success in mentorship scenarios. Workshops and curriculum tie-ins in all years of the veterinary program are expected to contribute to such a culture of mentorship.

Another element of our provincial mentorship culture already in place is the Summer Student Mentorship Program (SSMP) sponsored by the SVMA and SK Agriculture, an annual program which aims to provide Saskatchewan origin veterinary students at the WCVM with exposure to as many aspects of modern livestock and rural agri-food practice as possible during the summer. By providing first and second



year students an agriculture-based practice experience that showcases this career path in a positive manner and by demonstrating the range of both professional and lifestyle options to be found in the agri-food sector in rural Saskatchewan, the mentorship program gives students the context to seriously consider food animal or mixed practice as an attractive career option. Experience in a rural practice early in a student's veterinary education encourages more graduates to pursue employment in livestock or mixed animal practices in Saskatchewan and helps ensure adequate veterinary service is available in the future to serve Saskatchewan's expanding livestock production sector.

Veterinarians from different types of practices do things, see things and think about things in different ways. Individual livestock producers and other clients are equally as diverse in their ways of handling livestock and managing their production units. Exposing students to food animal practise from many points of view is one of the strengths of the SSMP. From the day-to-day activities of a practitioner dealing with animals to billing and other commercial aspects of the practice, mentors have seemingly endless opportunities to teach their mentee students. Discussing the client base of the practice, from hobby farms to intensive livestock production operations, the various skill and knowledge levels regarding animal husbandry, and the clients' acceptance and use of modern or innovative production practises are just some of the many, many pieces

of knowledge that only come from real-time experience in veterinary practise.

Mentors should strive to instill confidence in their mentee students for their advancing knowledge and understanding of health care in food animal production and the business of raising livestock as the summer progresses. This student could potentially become a new

**“ One of the responsibilities to our profession over the long haul is to groom or mentor young and new members of the veterinary profession. The continuance of the standards we have set for ourselves is dependent on this.**

associate who would then be dealing with your clients after joining the practice, and new associates make better impressions on clients if they can demonstrate a reasonable level of familiarity with the principles and the language associated with the various livestock sectors.

Mentorship has a long tradition because it not only helps mentees reduce the likelihood of repeating the same mistakes past generations have made. Mentors benefit in many ways as well. As mentors are helping give young colleagues a leg up, they may remember back to support and guidance received from their own mentors when they were starting out. It's also beneficial for everyone in the clinic to revisit the hows and whys of different tasks and roles from time to time.

Mentoring is a way to pass wisdom on to a new generation of veterinary colleagues after learning by trial and error. (SVMA mentors currently characterize it as 'paying it forward'.) Yet it also provides another mechanism to achieve business goals: it helps enable better understanding of how the next generation of workers communicates and what its priorities are.

What is involved with becoming a mentor, financially? Practices are responsible for providing mentorship and support to a student applicant for fourteen (14) weeks during the period commencing early in May of the program year. A stipend of \$6,000 is provided by SK Agriculture and the SVMA for the 14 week period. Financial support over and above the stipend amount must be provided by the practice in the form of cash or a combination of cash and in-kind contributions that equals at least \$3,000. In-kind contributions such as suitable living accommodations, board and room or travel support, to a maximum of \$1,500 for the 14 week period, are allowed. Practices may provide financial support above the \$3,000 minimum.

The SVMA provides each mentoring practice with three equal payments of \$2,000 over the summer (end of May, end of June and end of July). While the 14 week mentorship period normally extends into August, there is no wage support paid beyond the end of July, so owners and managers need to know they will be paid 3 (and only 3) equal amounts over the 14 week period.

We often get questions about how to go about deducting taxes from student stipends. Mentoring practices use the funds provided by the SVMA toward wages paid to the student. Standard deductions must be made from a student's gross wages, and the workers compensation program is mandatory. Disability and other insurance are the responsibility of the student.

If you are interested in mentoring a student, keep an ear open for interested Saskatchewan origin candidates in their first or second years at the WCVM. It is up to them to approach you about setting up a mentorship term, but some great potential candidates you are already acquainted with may not know about the mentorship program yet. Alternatively, contact the SVMA office and let us know you are interested in taking on a student for the summer, and we'll let interested applicants know.

#### **A few comments from past 'mentee' students:**

*"I was able to work with several amazing mentors: veterinarians and veterinary technicians alike. Each provided me with a different wealth of knowledge, whether it be teaching me hands on skills that I would use day*

## The mentorship advantage continued...

to day in the clinic or giving me other information that would be useful for me in the next three years of school.

*If I didn't know before, this summer definitely showed me that I am heading in the right direction with my future. Each day brought a new experience to the clinic, some rewarding and some challenging. I feel that my summer at the clinic helped to solidify that working in a mixed animal practice is a career choice I want to pursue in my future.*

*I didn't anticipate the amount of on-call and after-hours time I would put in at the clinic: I (also) didn't anticipate making as many great contacts as I did. All the veterinarians and technicians were wonderful to work with and I would definitely love to work with any of them again."*

— **Rebecca Mycock**  
2015 Mentorship Student

*"The most rewarding benefit of my summer mentorship was learning to be comfortable around large animal patients. At the beginning of the summer I was easily frightened by the equine and bovine patients and found them very difficult to assess. With the help of the veterinarians, I slowly learned to read signals from the patients and by the end of the summer I was amazed at how comfortable I was with handling and administering treatments. The vets often put me in charge of our hospitalized equine patients to help me gain confidence. This was a rewarding experience as I learned to treat a guttural pouch infection, various hoof abscesses, and a chronic eye infection in a foal. I was very pleased on my last day of work when my mentor*

*complimented me on my vastly improved equine handling skills.*

*Working full time as a student in a mixed practice provided me with countless opportunities to witness a wide variety of cases. Overall, the experience to observe the veterinarians for 15 weeks gave me a new perspective on my future career in veterinary medicine. My mentor is a WCVN 1982 graduate and is still learning and seeing cases that he has never encountered before, so I am looking forward to a career that is constantly evolving and full of challenging cases. I was also inspired to see such passion for the profession after working as a vet for so many years. I hope to bring as much energy and enthusiasm to my job as the vets did this summer"*

— **Julia Wyatt**  
2015 Mentorship Student

### Some comments from past mentors:

*"One of the responsibilities to our profession over the long haul is to groom or mentor young and new members of the veterinary profession. The continuance of the standards we have set for ourselves is dependent on this. What are the benefits of this?*

*1. For the student: most mixed or large animal practices in the province have been in existence for a long time. As such there is a wealth of experience that can be derived. Things or situations that seem second nature to us are in fact novel and exciting adventures to the inexperienced. It reaffirms to us that communication/education of our mentorship students applies to them as well as to*

*our clients. Students tell us the hands on experience they get is invaluable.*

*2. What's in it for us? Practitioners that have been around for a while gain from the students as well. The education students receive has changed over the years. Their knowledge base is large. It invigorates practitioners to keep up with current thinking and methods. As well, just watching students grow in confidence in even a few short weeks is very gratifying.*

*Our practice hopes to continue with the program. (It's also really nice to have someone younger than me carry all my stuff and catch that runaway horse!)*

— **Dr Larry Hanson**  
Sherwood Animal Clinic

*"Our experience this past summer was great... our student made a very favourable impression so the mentorship program was a good fit between him and our practice. He brought an eagerness to learn more about practice every day. His work ethic and interest were, bar none, the best in any student I have seen in practice.*

*Having limited skills due to his second-year level education, he was very willing to learn. By summer's end he was substantially more adept in history taking, routine medical examinations and was even beginning to improve his surgical techniques. His background in laboratory research even came in handy for a research project we were involved in.*

*As an unexpected positive of the mentorship program that I have seen before, his curiosity and eagerness to learn pushed all of the veterinarians in the practice*

*to think about why they do things the way they do as we explained routine practises and procedures that may have become routine and almost "automatic".*

*Whether he will eventually turn into another Saskatchewan mixed animal rural practitioner is hard to predict. However, I believe it has made a student with no previous rural practice experience at least consider the possibility of a rural practice upon graduation. All in all a very positive experience!"*

— **John Ayres DVM**  
Norsask Veterinary Group

*"We were particularly impressed with how quickly our student picked up on certain experimental procedures like collecting arterial blood from nursery and finisher animals, cortisol saliva collection, and other tissue collections from euthanized animals on a drug evaluation trial.*

*During the summer he was also part of a two student team that was challenged to evaluate a new piece of feeding equipment. They were given the room where the equipment was installed and we explained what our requirements were and then it was up to them to design the test, have it evaluated by a supervisor, implement the testing procedure and troubleshoot, prepare a final report and present to all staff their findings at our annual Science Day event. We were very pleased with his ability to cooperate and build a working research trial, collect accurate data and interpret and present the results."*

— **Brian Andries**  
Prairie Swine Centre

# Animal Health Perspectives

## Introducing Dale Botting, New Interim CEO of Prairie Diagnostics Services Inc.

I would like to introduce myself as the new Interim CEO of Prairie Diagnostics Services Inc. and to express my enthusiasm and respect for this excellent organization, its many dedicated staff, and its important customer base.

While not an expert in either Veterinary Medicine, Pathology or Microbiology, I do have a scientific background, with separate degrees in ecological science, biogeography and environmental design. Over the last 35 years, I have also accumulated extensive experience in leading over five different complex organizations with a similar (mixed) mandate of delivering a public good plus combined (private) fee-for-services revenues. I have been a “serial CEO” and taken on senior leadership roles in such diverse areas as Executive Director of the former Saskatchewan Ministry of Science and Technology, past VP of the Canadian Federation of Independent Business, and as a former CEO of both SREDA Inc. (the Saskatoon Regional Economic Development Authority) and STEP (the Saskatchewan Trade and Export Partnership). My last salaried position in my corporate and government career was as the Deputy Minister of Enterprise and Innovation (now Ministry of the Economy), and later as the founding CEO of both Enterprise Saskatchewan and Innovation Saskatchewan.

In 2010 I left the civil service to form my own company, Botting Leadership Inc., and subsequently became the only certified Business Coach in Saskatchewan, as recognized by the Professional Business Coaches Alliance of North America. I also recently served as an interim COO for other organizations such as PREVENT (the Pan Provincial Vaccine Enterprise), and assisted such other university-affiliated groups as SCETI (the Saskatchewan Centre for Excellence in Transportation Infrastructure),

as Business Coach for the Canadian Light Source, and as Business Development Manager for the Canada School for Energy and Environment, based out of Calgary, Alberta. All the while, I have also coached and provided strategic planning services to dozens of other large and small corporations, and numerous other non-profit organizations. I am also an ongoing Leadership Trainer in partnership with the Canadian Manufacturers and Exporters and the Saskatchewan MERIT Contractors Association.

In the fall of this year, the Board of PDS asked me to step in and support PDS at a critical time in its added growth and development. As Interim CEO, I am now committed to support PDS until October 31, 2016 or until such time as recruitment of a more permanent CEO has been successfully completed. My aim is to establish a solid foundation and strong trajectory for PDS in the year ahead, and to help take it to the next level of success and sustainability. Specifically, I have established six strategic goals in the year ahead:

1. Improved PDS relations with the Western College of Veterinary Medicine and its two owners/members – namely the University of Saskatchewan and the Government of Saskatchewan (especially, the Ministry of Agriculture).
2. Restore fiscal stability and enhanced management of business risks for this organization.
3. Advance a process of business process and continuous improvement in our laboratories, and to help PDS stay abreast of cutting-edge trends and emerging technologies.
4. Focus on the talent and internal staff development within PDS, and introduce added systems of enhanced human

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DALE BOTTING

resource management and a renewed and positive corporate culture.

5. Plan and begin to execute a “Growth Agenda” for PDS, to serve new markets and develop added industrial partnerships across Western Canada and the world; and
6. To work with the Board of PDS to enhance its governance models and practices, also as part of the ongoing growth and maturation of this great organization.

I know this sounds like an ambitious Agenda



## Introducing Dale Botting, New Interim CEO of Prairie Diagnostics Services Inc. *(continued from page 1)*

for an "Interim CEO". But all those who know me realize that I am never one to "just be a caretaker". I take great pride in always trying to enrich the lives of all the staff and customer experiences in every organization that I have ever led. PDS certainly deserves no less, with a vital mission in Western Canada to "provide a pre-eminent veterinary diagnostic service". The

women and men who work at PDS represent a small but critical team that measure, monitor and support the vital disease surveillance, animal health, public health and human health services to safeguard our economy and quality of life. We are also crucial partners in the innovation agenda of research and teaching to support veterinary scientists, researchers and

clinicians across the West. Please feel welcome to contact me at PDS (e-mail: dale.botting@pds.usask.ca or Telephone: 306.966.7248) with your added suggestions or concerns, and I look forward to being as accessible, open, consultative and responsive as possible - as we pursue this important Strategic Plan.

# Recommendations for cases of bovine abortions, stillbirths and neonatal deaths

*By: Drs. Yanyun Huang, Soraya Sayi and Chris Wojnarowicz (Veterinary Pathologists, PDS)*

The time of year when millions of calves are about to be born is once again upon us. This is an extremely busy time of year for farmers, veterinarians and veterinary diagnostic laboratories. Each spring the food animal diagnostic submissions at PDS are dominated by bovine abortions, stillbirths and neonatal deaths. In order to maximize the likelihood of making a diagnosis, in a timely manner, it is helpful to review some key points regarding sample collection and submission:

### 1. Standardize your necropsy procedure and sample collection

**It is better to be 'thorough and consistent'** rather than only focusing on what looks grossly abnormal. This is especially true in bovine abortions and neonatal deaths, where convincing gross lesions are often lacking or of a subtle nature. **A 'Bovine Fetus submission form' is available for download on the PDS website** ([www.pdsinc.ca](http://www.pdsinc.ca) → select the tab 'Resources' → go to 'Forms' and download the 'Bovine fetus submission form'). **We encourage practitioners to follow/consult this form when dealing with bovine abortions, stillbirths and neonatal deaths to ensure the most appropriate samples are collected and submitted in the proper manner.**

**When there are outbreaks of bovine abortions and neonatal deaths, the submission of multiple animals is strongly recommended.** The submission of every affected animal is unnecessary as it is likely to overwhelm the diagnostic laboratory's capacity to process all the animals/samples in a timely manner, thus increasing the

turnaround time for a particular case.

### 2. Correctly package the fixed and fresh tissues

**The basic principle: All tissues for histologic examination should be placed in a single, formalin-filled, submission jar and each of the fresh tissues should be placed in separate, clearly labeled bags.**

There is usually no need to place tissues for histologic examination in separate submission containers. Veterinary pathologists are trained to histologically identify the submitted tissues. When the tissues submitted for histologic examination are placed in separate containers, each of these will be opened at PDS and the tissues pooled into a single container for routine processing – a step that is counterproductive for everyone. You spend a significant amount of time separating and labeling the tissues and we spend a similar amount of time opening each container and then pool the tissues.

The opposite applies to the fresh tissues. We would like them to be placed in separate, clearly labeled bags to avoid cross contamination and facilitate future identification with adjunct testing.

In winter, freezing artifact can severely hamper the histologic examination of the formalin-fixed tissues. In cold weather, we recommend fixing the tissue in 10% formalin until the tissue is completely fixed (24-48 hrs or longer depending on the size of the tissue) and then transferring the formalin-fixed tissue to 70% isopropyl alcohol (rubbing alcohol) for



transport to prevent freezing artifact.

### 3. Clearly indicate your testing requests on the submission form and/or pre-authorize adjunct tests

To optimize the turnaround time for an entire case, veterinary practitioners can specify on the submission form which, if any, adjunct tests that they would like to have performed; or, alternatively, practitioners can pre-authorize some relevant tests and let the veterinary pathologist decide whether those tests are warranted. Some examples for pre-authorization are: "IHC for IBR, if needed", "mineral panel #1, Vitamin A and E, if suitable" and "bacterial culture, if indicated". This would reduce the number of telephone calls made by veterinary pathologists to veterinary practitioners seeking permission to proceed with adjunct testing. The response to these requests may take several days and further delay the timely completion of the report.

Calving season is coming, let's be prepared for it!!



## *Farewell to* Pritpal Malhi

Dr. Pritpal Malhi resigned from PDS on December 31st, 2015 to begin a new position in Laval, Quebec. We wish Pritpal and his family every success and happiness as he takes this new direction in his career. We also wish to thank Pritpal for his outstanding dedication, skills and contributions while we were fortunate to have him at PDS these many years.



# Saskatchewan Ministry of Agriculture Animal Welfare Stakeholder Consultation

***By: Dr. LeeAnn Forsythe (Disease Surveillance Veterinarian, Saskatchewan Agriculture) and Kathryn Tonita (Animal Health and Welfare Specialist, Saskatchewan Agriculture)***

The Saskatchewan Ministry of Agriculture held an invitational meeting to gather stakeholder input to inform on the future direction for an animal welfare system in the province. The meeting was held in Saskatoon on October 29, 2015.

The objectives of the invitational session were to:

- a) provide an overview to stakeholders on the current system and identify strengths and areas for improvement; and
- b) provide the Ministry with valuable insight into existing provincial animal welfare needs and guidance on future direction.

As well, this fall the Animal Health Unit met with individual humane societies as a follow-up to previous visits made in 2011.

The Minister has the legislative authority to approve both humane societies and Animal Protection Officers (APOs), therefore contact with these facilities is important.

The consultation meeting was the first step in the development of an animal welfare strategy. It helped the Ministry understand stakeholder needs and resources, provide education and awareness of existing provincial animal welfare protection, and improve communication and networking for all animal welfare stakeholders.

A total of 67 people attended the meeting, including 54 stakeholders and 13 Ministry staff. Stakeholders represented a broad range of organizations including, but not limited to, academia, humane societies, rescue groups, livestock associations, veterinarians,

meat processors, government and kennels. Ministry officials recorded, facilitated and presented discussions from each table.

The format of this meeting was a facilitated discussion with small groups of animal welfare stakeholders randomly assigned to tables. This format provided an opportunity for a diverse group of stakeholders to network and share information, while gathering input for the development of an animal welfare strategy. All participants received a folder that contained the meeting agenda, list of questions for table-top sessions, The Animal Protection Act and Regulations and APSS's second quarter statistics.

A report of the findings will be sent to all participants. All stakeholder input will be assessed to determine next steps.







## ANIMAL WELFARE AND VETERINARIANS

Welcome to 2016. What will the year ahead bring? Two items that will affect veterinarians in the upcoming year are animal welfare and antimicrobial resistance.

The public's concerns related to welfare of animals had a threefold increase in 2015 over 2014. Surveys show both the number of people with concerns is increasing and their level of concern is also increasing. Consumers are concerned about how animals are raised, and producers will be increasingly asked to certify or verify production methods. Codes of Practice will become more well-known and on-farm certification or assurance of compliance to Codes will spread to new species. Poultry and swine have had animal care components as part of their industry on-farm food safety certification programs for a number of years already. A dairy on-farm welfare assurance program is being introduced—the first fully developed and recognized by the National Farm Animal Care Council, which leads Code development. What role will veterinarians play? Hopefully, as animal health and welfare specialists, veterinarians will be involved with producer education, as well as on-farm audits and certification. If you are not already familiar with the Codes

of Practice for species you work with, it's time to learn about them and promote them to producers.

The other issue that will increase in public attention is antimicrobial resistance (AMR). Popular press articles on this subject increased through 2015. The federal Minister of Health has declared a national AMR strategy for Canada. Working Groups involving animal and human health experts are being formed. Many health researchers and people involved in human medicine have no understanding of how antibiotics are used in agriculture. There are many calls for reduced or no use of antimicrobials in farm animals. The demand for "raised without antibiotics" meat is growing. We understand that antimicrobial use is crucial to ensure animal health and welfare. But, we need to also continue to explore ways to reduce that use through improved husbandry practices and vaccination programs. Educating ourselves and our clients in antimicrobial stewardship is more important than ever. I applaud the

SVMA for making it mandatory for all veterinarians to document CE related specifically to AMR.

With both animal welfare and antimicrobial resistance, veterinarians should play a leadership role, based on our education, training and day-to-day knowledge of and influence on production practices. My challenge to you is to be aware of the larger societal drivers in this area. Keep yourself educated and be prepared to speak out when you see things that unfairly represent the way animals are raised or antimicrobials are used. At the same time, ensure your practices and those of producers you work with do demonstrate good stewardship and will stand up to public scrutiny.



**DR BETTY ALTHOUSE**  
CHIEF VETERINARY  
OFFICER, SK MINISTRY  
OF AGRICULTURE

## BVDV SCREENING

The Saskatchewan Ministry of Agriculture has been offering a provincial Bovine Viral Diarrhea Virus (BVDV) Screening and Control Program since the fall of 2013. This program provides free testing to detect persistently infected animals in a herd. Animals eligible for screening under this program are: any aborted, stillborn, deformed or dead calves from the current calf crop

any yearling with symptoms consistent with persistent BVDV infection, provided the animal still resides on its farm of birth.

Veterinarians can collect skin samples from cases submitted by producers or animals seen during daily practice. Each veterinary clinic that expresses interest in participating will be sent sampling supplies

and instructions. Pre-paid shipping labels are also provided. Producers can collect skin biopsies from suspect cases (an ear notch is the preferred method), but are asked to contact their local veterinarian for collection and submission instructions.

In addition to testing, when BVDV is confirmed via a positive test result, this program will also reimburse producers up to \$500 for veterinary fees associated with the development

and implementation of a BVDV control strategy for the infected herd. This funding is available to any Saskatchewan producer with confirmed BVDV infection in their herd, whether testing was done under this program or paid for by the producer.

For more information on how to access this funding, or to request sampling supplies, please contact Dr. Wendy Wilkins, Disease Surveillance Veterinarian at 306-798-0253 or [wendy.wilkins@gov.sk.ca](mailto:wendy.wilkins@gov.sk.ca)

# OPENING DOORS FOR PUBLIC UNDERSTANDING OF VETERINARY MEDICINE

**Dr Katina Stewart**

Chair, Community Relations Committee



The Community Relations Committee addresses public relations issues and objectives for the Association. The committee is already firmly in the saddle with lots of ideas for the upcoming year to enhance public awareness of SK veterinarians.

Several initiatives are in progress to build on the existing success of the SaskVets.ca name and to continue to raise the profile of the veterinary profession in Saskatchewan. We believe it is important to promote the unique knowledge and qualifications held by DVMs. Specifically, we want to enhance this public interface to maximize its potential to engage and educate the public, and enable our Association to

- spread important messages about the value of veterinary services, what veterinarians do, how they can (and do) help the public, and when to call a veterinarian
- represent SVMA members in an inclusive manner
- identify and address prevailing misinformation (such as antibiotics in the meat supply, complexities of importing rescued animals)
- provide timely and reliable animal health information to the public (about diseases but also information

about travel, food safety and other things they may be googling)

- provide materials to be used directly by veterinarians through sharing and reposting specific messages and valuable education resources for their clients

One way of doing this will be expanding the SaskVets.ca site to feature dedicated sections for different public interest areas such as:

- Farm to Table
- Science of One Health (i.e. zoonosis, AMR)
- Of interest to Pet Owners
- Of Interest to Producers
- Science of the Future (i.e. new research projects, product developments)

We expect there will be many more ideas and opinions coming from you, the members, than we have mentioned here, and we look forward to hearing from you! There are three things we want most, right away:

1. A photo and 1-2 sentences of something you have done or do. This can be something educational, sweet, or fun that you do once in a career or

every day. If it includes patients or clients, please ensure you have signed consent. We will use the material and pictures for Facebook posts, on Twitter and perhaps on the website. If you are unable to email the image, mail it and we will digitize it. Be sure to include your email address, name and phone number.

2. Name the top few things you wish the public knew about you as a professional or about the veterinary profession in general. These will be used to help direct our public educational efforts and posts.
3. Send us your favorite educational websites for clients or the public. The links will be used to help format the SaskVets.ca website and create a comprehensive list of alternative websites that we can direct clients and the public to for reliable veterinary information.

Please send all materials to Sue Gauthier, Communications & Members Services Coordinator, at [sgauthier@svma.sk.ca](mailto:sgauthier@svma.sk.ca)

You will see the SaskVets.ca website slowly growing as more content gets sent in, but photos and short posts will also go out as tweets and Facebook posts, so remember to 'like' and share posts to get them out to the public!

**GET WITH  
THE PROGRAM**

Sharing SaskVets posts with your clients on your practice website or Facebook page has proven financial returns: informational and promotional posts travel furthest and return the greatest financial benefit to your practice when you retweet, LIKE and SHARE them. **Try it for yourself!**



SVMA'S 2016 SPRING REGIONAL CE  
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with James Montgomery, DVM  
Prairie Diagnostic Services

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Swift Current  
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1411 Battlefield Trail

**TUES APRIL 26**

North Battleford  
**TROPICAL INN**  
1001 SK-16

**WED APRIL 27**

Melfort  
**CANALTA MELFORT**  
100 Stonegate, Hwy 6 S

**THUR APRIL 28**

Yorkton  
**HOLIDAY INN EXPRESS**  
63 7th Ave N

**Dinner 6:00 pm**

Lecture session 7:00 – 9:00 pm

\$50/person for dinner & 2H approved scientific CE  
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**Please register online at [www.svma.sk.ca](http://www.svma.sk.ca)**

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## Happy New Year from the WCVM!

As usual, November and December were very busy months at the college. At the end of November a few students from all three years travelled to Regina for a weekend to volunteer at the Canadian Western Agribition. WCVM had two booths: the Agricultural and Biosciences booth and the Family Ag Pavilion Booth. These students took part in educating the public about the veterinary profession and veterinary medicine. After their hard work was complete they got to enjoy the various shows and exhibits Agribition had to offer.

As December rolled in students spent long days in the classroom, followed by endless hours studying at home in the evenings. The common motivating factor for all students was that Christmas break was just around the corner.

Despite the stress of studying, students still made time for

Christmas festivities. To help motivate students through finals some members of the third year class (Class 2017) made Final Exam Advent Calendars. Students that purchased a calendar were supplied with a daily chocolate from the start of finals to the end of finals. The proceeds from the calendars went towards the Class of 2017's graduation funds. Students also collected donations for the Syrian refugees coming to Saskatoon. Old coats, mittens, sweaters, blankets and boots were literally piled up at the front doors of the WCVM. Sarah Zelinski (Class 2017), who organized the collection, was very impressed by the turnout.

The most enjoyed Christmas festivity by the students and teachers is caroling. Every year each class piles on a bus and travels to the home of one or two of their professors. Upon entering the house we sing Christmas carols and are rewarded with warm food and

beverages. It is a great time for relaxing and socializing before final exams start.

The highlights of 2015 for WCVM students included: for first years, completing their first semester as a veterinary student; for second years, surviving the avalanche of pathology, microbiology, parasitology and virology exams that comes with second year; for third years, completing their first live surgery (feline ovarioectomy) and for fourth years, conquering the NAVLE!

As January rolls in, students can look forward to the WCVSA Winter Formal and the annual Veterinary Symposium which is taking place at the Ontario Veterinary College this year.

In the coming months third years will start choosing their rotations for their final year at WCVM. We have already had the opportunity to select summer rotations and



*Christmas 2015 with my ferret Zorro and my kitten Oscar.*

externships. I am very excited as I was able to get a spot in the Remote Clinical Practice Rotation in La Ronge taking place this May. The rotation is limited to eight students and focuses on spaying, neutering and wellness exams of dogs and cats in First Nations communities.

I am looking forward to the next few months of school, possibly (okay, definitely) because the semester will be packed full of small animal medicine electives, which is my primary interest! 🐾

## Results of Discipline Case 2015-50

A complaint was made by a licensed member against Ms Toni Huyghebaert (nee Kolskog) RVT who has been found guilty in provincial court of defrauding her employer of \$44,300 while working in her capacity as a Veterinary Technologist.

The Discipline Committee accepted all of the information presented and unanimously agreed that because of Ms. Huyghebaert's criminal act she is guilty of all charges pursuant to the Bylaws of

the SVMA and The Veterinarians Act, 1987 as stated in the formal complaint dated October 14, 2015.

It is the decision of the Discipline Committee that Ms. Toni Huyghebaert:

1. be expelled immediately from the Saskatchewan Veterinary Medical Association and that her name be struck from the Register pursuant to section 23(1)(a) of The Veterinarians Act, 1987;
2. pay no fine pursuant to section 23(2)(a)(i); and
3. pay to the Saskatchewan Veterinary Medical Association the costs of the investigation and hearing into the member's conduct and related costs, including the expenses of the professional conduct committee and the discipline committee and the costs "of legal services pursuant to section 23(2)(a)(ii) in the amount of \$4,944.07 on or before June 30th, 2016.

*S McCarthy & Sons Service*



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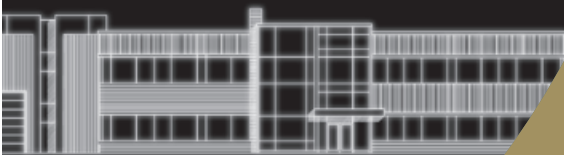
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- Integratable web link from our Professional Pet Products retail website
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## WCVM equine fund renamed to honour Dr Hugh Townsend

When Dr Hugh Townsend became the first Equine Health Research Fund (EHRF) fellow in 1977, it was the beginning of a legacy that would allow WCVM researchers to enhance equine health care and cultivate a legion of international experts.

The EHRF was the brainchild of Dr. Ole Nielsen, WCVM's dean from 1974 to 1982. Recognizing the need for advanced equine research and training in Western Canada, Nielsen contacted Townsend in 1976. Nielsen wanted the 1973 WCVM graduate to serve as the first fellow of a new fund supporting equine research.

While the WCVM had modern facilities and capable people, the fund required a "fairly modest" amount of capital so the college could develop an equine research program. Townsend's family had personal connections in Alberta, and both his father and brother helped to introduce the college to donors who could contribute the necessary capital.

Townsend's father, the senior orthopedic surgeon in the city of Calgary, connected the college with Alberta horsemen who would financially support the idea. Another vital connection was Townsend's brother, who helped to connect the college with members of the Calgary and Edmonton business communities.

In honour of the Townsend's long-time dedication to the EHRF and his family's contributions to the college, the charity now has a new name: the Townsend Equine Health Research Fund.

"A number of my family were involved, and are still involved with supporting the fund. The idea that it could acknowledge the family — I was more comfortable with that idea," says Townsend. "It's a huge honour."

The decision wasn't made lightly, says Dr Baljit Singh, associate dean of research at the WCVM. He commends Townsend for his work in support of the fund that has been "critical in creating the large number of current equine research leaders across North America."

Townsend became internationally known for his work in vaccine efficacy and equine infectious diseases. Before his recent retirement, he was a WCVM faculty member for more than four decades and held several roles on campus including infectious disease and internal medicine specialist in the WCVM's Department of Large Animal Clinical Sciences.

"He has made such a huge impact on individual lives and the entire college throughout his career," says WCVM Dean Dr. Douglas Freeman. "His daily presence will be missed."

Faculty at the WCVM say he has a gift for inspiring others to pursue equine medi-

cine. One of those is Dr James Carmalt, who came to the college from Cambridge, England, and is now chair of the fund.

"He directed me and changed my whole career," says Carmalt, the first EHRF-sponsored graduate student to undertake a residency in equine practice at the WCVM.

Since Townsend completed his fellowship in 1979, the fund has supported nearly 50 research fellows over the past four decades. Much of the research supported by the EHRF became building blocks for modern equine medicine, including the cause and correction of angular lameness deformities in foals, equine nutritional requirements, biomechanics of the horses' spine, breeding practices, surgical management of joint disease, vaccine efficacy and respiratory diseases as well as lung inflammation and wound healing.

Townsend says those research efforts put WCVM on the map, but more importantly, the college and its equine fund have helped to train several generations of equine specialists and large animal veterinarians with strong backgrounds in equine health.

"My feeling was, the most important aspect of the fund was the people: the education, the learning, the desire to make things better for the horse and the horse industry," says Townsend. 🐾

**For more information about the Townsend Equine Health Research Fund, visit [ehrf.usask.ca](http://ehrf.usask.ca).**





# canadian veterinary medical association (CVMA)

## ■ ONE PROFESSION. ONE STRONG VOICE.

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.

The CVMA would like to remind you that our **2016 Award Nominations** close on **Jan. 31, 2016**. Each year, we proudly recognize individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members to be eligible for nomination, but can be nominated by non-CVMA members. We invite you to consider nominating a deserving colleague for one of our prestigious awards. Please visit the CVMA Awards section of [canadianveterinarians.net](http://canadianveterinarians.net) for more information.

The CVMA will hold the 7th edition of the **CVMA Emerging Leaders Program** as part of our **68th Convention in Niagara Falls, July 7 to 10, 2016**. The objectives of the ELP are to help identify and develop leadership skills within Canadian veterinarians, technicians and technologists, while building a leadership network within the veterinary profession. Please visit the Science & Knowledge section of our website to see how you can participate.

CVMA members get more value from their membership! Members can subscribe to the **global edition of Clinician's Brief™ for free!** The monthly digital edition provides practical clinical diagnostic and treatment information to companion animal practitioners. To request your free subscription, visit the CVMA website Member Benefits & Services section and click Clinician's Brief. You will be asked to log-in to access the

CVMA subscription form (passwords can be requested from the system or by contacting the CVMA). And now, members can also receive an exclusive **30 per cent discount on Plumb's Veterinary Drugs™**. The Plumb's online version provides fast access to drug dosing information from your smartphone, tablet, or computer, anytime and from any location. To purchase the discounted individual or practice subscription, CVMA members must enter a special coupon code at checkout which can be obtained by contacting the CVMA office.

In April 2015, the Public Health Agency of Canada announced that Health Canada's Veterinary Drugs Directorate will introduce new federal regulations requiring veterinary oversight of antimicrobials administered to food animals including those administered in feed or water by the end of 2016. These initiatives are part of the Government of Canada's Action Plan on Antimicrobial Resistance (AMR) and Use in Canada, which builds on the Federal Framework for Action announced in October 2014. **The Canadian Council of Veterinary Registrars (CCVR)**, a forum of provincial veterinary regulatory bodies gathered to formally collaborate on issues, recognizes the pivotal role of provincial and territorial veterinary regulatory organizations in the implementation of increased veterinary oversight of antimicrobial use. **The Veterinary Pharmaceutical Stewardship Advisory Group (VPSAG)** established by the Canadian Veterinary Medical Association (CVMA) is currently working with the CCVR to develop

a **pan-Canadian framework of professional standards for veterinarians regarding veterinary oversight of antimicrobial use**. Please visit the news section of [canadianveterinarians.net](http://canadianveterinarians.net) for more information on this initiative.

The CVMA Business Management Program examines the results of the **2015 Survey of Veterinarians in Government, Industry and Academe**. Visit the Practice Management Resources section of our website to access the report.

CVMA would like to introduce **Dr. Juanita Glencross-Winslow**, who came onto Council on August 1, 2015. She replaces Dr. Nicole Gallant, who is currently CVMA President, as the representative of CVMA members in the province of Prince Edward Island. CVMA would also like to introduce **Dr. Timothy Arthur** who recently won the election to represent CVMA members in the province of Ontario. And finally, CVMA welcomes **Mr. Justin Kristjansson**, the Students of the CVMA President, who began his term on August 1, 2015. CVMA would also like to take this opportunity to thank **Dr. Bernhard Pukay** for his many years of service as his term as representative of CVMA members in Ontario came to an end on December 31, 2015. Dr. Pukay remains a member of the Communications Advisory Group. 🐾

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

# CLASSIFIED ADS

For up-to-date listings, visit  
[www.svma.sk.ca/Resources & Links/Classified Ads](http://www.svma.sk.ca/Resources & Links/Classified Ads)

## LOCUMS AVAILABLE

### SASKATOON AREA

DVM available for short or long-term locum work based in Saskatoon-area. Recent WCVN graduate with 4 years of experience in small-animal private practice and emergency. Excellent client communication skills and record keeping. Proficient surgical skills, including dentistry. Extensive experience with exotic animals, including birds and reptiles. Please contact Dr Vanessa Tonn: [vm.tonn@gmail.com](mailto:vm.tonn@gmail.com) or (250)-319-3103.

### SASKATOON AREA

Experienced small animal veterinarian (25 years) available for locum work based out of Saskatoon. If I can be of help, please contact Dr Malcolm Weir [malcolmweir@1990@gmail.com](mailto:malcolmweir@1990@gmail.com)

## VETERINARIANS REQUIRED

### KELVINGTON - 18 JANUARY

Full-Time Veterinarian wanted for rural practise (50/50 large/small). Clinic is owned by 5 Rural Municipalities. Clinic is operational and rent free, located 2 1/2 hrs from Regina, Saskatoon, Prince Albert. Kelvington is a friendly town of less than 900 people, offering K-12 schools, a new hospital (4 doctors), RCMP Station, a senior care home and lodgings, SARBI (brain injury), STARS and ambulance services. Plenty of activities- skating and curling rinks, 9-hole golf course, swimming pool, walking trails, recreational hall and auction market (animals). Surrounding area is agricultural and boasts a provincial park and lake within a 1/2 hr drive plus three other recreational lakes, fishing, hunting, cross country ski trails, ATV and toboggan machine trails. Contact: Stan Elmy (306) 327-4890 Cell (306) 327-8032 or email [sbelmy@sasktel.net](mailto:sbelmy@sasktel.net).

### OUTLOOK - 18 NOVEMBER

Is veterinary medicine your passion? Are you looking for a vet clinic that works to develop trusting and lasting relationships with patients and clients alike? Do you see yourself as an advocate for the health and wellbeing of your patients? If you answered yes, then you're the kind of vet we're looking for! We are looking for an enthusiastic veterinarian who values high quality medicine, strong client bonds, and working in a fun, friendly and supportive team environment. Outlook Veterinary Clinic is a mixed animal practice located 85 km from Saskatoon, SK. We are a 40% large animal/ 60% small animal practice serving the Saskatoon and Lake Diefenbaker regions. Enjoy the quiet

country lifestyle while having the conveniences of a city nearby! Dr Millham is a compassionate veterinarian with 20+ years of experience in private practice and veterinary college settings. Mentorship opportunities are available for interested veterinarians. Duties of the associate can be adjusted according to their expertise and desires. The clinic furnishes many of the modern equipment and technologies including digital radiography, ultrasonography and digital record keeping. To discuss this opportunity contact Dr Carmen Millham 306.867.8777 or 306.867.4231 or [ovc@sasktel.net](mailto:ovc@sasktel.net)

### REGINA - 19 JANUARY

Sherwood Animal Clinic, Regina, Sask, is currently looking to hire a mixed animal practitioner, new grads are welcome. Sherwood Animal Clinic is 60% companion animal, 35% equine, 5% bovine. Clinic is fully computerized with digital dental and portable x-ray, Ultrasound and endoscopy with in house lab for CBC, chemistry, fibrinogen, PTT, etc. Licensure and CE are paid by the clinic; on call schedule is shared between veterinarians. If you are looking for a fun, enthusiastic work environment with great mentorship, please apply to Sherwood Animal Clinic, attention Dr Larry Hanson, 306-525-3763 [sacadmin@sasktel.net](mailto:sacadmin@sasktel.net)

### REGINA - 30 NOVEMBER

Are you a new grad looking for an employment opportunity to commence in the spring/summer of 2016? We are now accepting applications for a small animal veterinarian to join our team, starting post-graduation 2016. Our veterinarians usually work 12 hour shifts, rotating between nights and days. Our AAHA accredited hospital is fully equipped with paperless Cornerstone practice management software, full in-house Idexx laboratory, 2 SurgiVet Advisors, ultrasonic dental unit, digital radiography, digital dental radiography, endoscopy, ultrasound, K-Laser and CytoVetStat. Take a virtual tour at [www.24hracc.ca](http://www.24hracc.ca). Work/Life balance is important to us and as such, we are willing to work with you to find the right balance of shifts and time off.

Come and join an excellent team that cares for patients 24 hours a day with altruism, compassion, and professionalism. Compensation is very competitive, commensurate with experience and includes production bonuses, medical benefits and CE. Professional development is encouraged and time off to pursue personal interests is provided. We look forward to hearing from YOU!

### REGINA - 23 NOVEMBER

Gardiner Park Animal Hospital in Regina

Sask., is seeking a full or part-time permanent veterinarian to join our practice. We are primarily small animal-based, including birds and exotics. Our hospital is equipped with an in-house laboratory, x-ray and dental equipment. We have a great working environment and we offer competitive salaries and benefits for employees. Please send resume to [gardparkjoan@sasktel.net](mailto:gardparkjoan@sasktel.net)

### WATROUS - 08 DECEMBER

Watrous Animal Hospital is looking for a full-time associate to join our mixed animal practice. Our practice works with 50% small animal, 40% bovine (mostly cow/calf, little feedlot) and 10% equine as well as an occasional sheep, goat, pig or exotic. Opportunity exists to develop other specialties or individual interests. The clinic is well equipped with an in-house VetScan and HM5 analyzer, digital x-ray, powerfloat and fully equipped truck for farm calls. This job offers a competitive salary, medical/dental insurance, paid license dues (CVMA and SVMA), Group RSPs, staff discounts, and CE allowance. Watrous is located 1 hour east of Saskatoon. It is a growing community of 2000 with access to many surrounding parks and lakes. It is a great community for everyone, with many recreational activities and employment opportunities for significant others. New grads welcome. Please direct inquiries or applications to Dr Allison Bartel (306) 946-3657 or email [watrousanimalhospital@live.com](mailto:watrousanimalhospital@live.com)

## TECHNOLOGISTS REQUIRED

### ESTERHAZY - 05 NOVEMBER

Would you like to utilize all of your skills as an RVT? Are you looking for a new challenge and an opportunity for growth? Twin Valley VHS would like to hire a professional, punctual, and upbeat technologist who excels at taking initiative, has a strong work ethic and has a sense of humor! We operate a busy mixed practice. We value optimum care, efficiency and dedication. Our employees perform in accordance with our mission, policies and protocols. We have an in-house lab with a Scil Vet ABC Plus and VetScan2, a Tonovet, Ultrasounds for equine, bovine and small animals, in house and on farm digital radiology, a new high speed dental unit, Scil V5 monitoring equipment and two anesthetic machines. We also offer equine dentistry with a power float, in house cytology, echocardiograms, cruciate and fracture repairs with basic rehabilitation exercises. Employees are offered paid SAVT dues, uniform allowance, group health benefits, continuing education, subsidized pet care, as well as profit sharing. NEW grads are welcome. If desired, the right candidate could have potential career advancement into

management. Please submit a cover letter, a resume and three references to Justin Noble: twinvalleyvet@sasktel.net or mail to PO Box 1990 Esterhazy, SK. S0A 0X0

#### MOOSOMIN - 16 NOVEMBER

Full time Veterinary Technician position available at Valleyflats Veterinary Services. This is a full time position but could be negotiated as a part time position if that is more suitable to applicant. We are a mixed animal practice located in the community of Moosomin, in South East Saskatchewan. Moosomin is a friendly, progressive community with a hospital, good schools, and lots of recreational activities including an exceptional golf course and a lake within a few minutes' drive.

This is a modern, fast paced, privately owned practice with two full time Veterinarians, two part time Veterinarians and proficient support staff. We are well equipped with top of the line Idexx Lab Equipment as well as portable and equine Radiology equipment. We have a large, well established cow/calf sector in the area, with some feedlots as well as handling export testing for cattle going to the US. Our small animal business is growing rapidly as the population increases and our area expands.

We are looking for individuals who are confident, competent, compassionate, have common sense, enjoy challenges, have a positive attitude and like working with people and animals! We offer full benefits package and paid CE/licensing. If interested, please contact us at: valleyflats@sasktel.net or: Box 1380, Moosomin, SK S0G 3N0 (306)435-3979

#### SASKATOON - 15 DECEMBER

Central Animal Hospital [www.centralah.ca](http://www.centralah.ca) is looking for another RVT to join our team! We are a progressive, modern, and busy small animal hospital located in Sutherland in Saskatoon. We are a paperless clinic running Cornerstone software, we have digital radiography and digital dental radiography, ultrasound, endoscopy, full in house Idexx blood machines, surgi-vet anesthetic monitors, surgical laser, as well as Companion laser therapy. We are looking for a compassionate and caring individual for full time employment. We offer competitive wages, a great benefits package, and uniform allowance, paid association fees, and staff discounts on pet care. Please contact us at cah1@shaw.ca.

#### YORKTON - 22 DECEMBER

Technician required IMMEDIATELY for a busy 1 veterinarian, mixed practice. Duties would

include radiology, anesthesiology, lab work (with in house vet scan and ABC machines), client education and patient care. Yorkton is a moderate sized city with all the amenities of a larger centre but the hometown feel of a smaller community. Wage is based on experience. Benefits are available. Applicant MUST have written and passed VTNE exam. Send resume to: Dr Marie Slipiec, Yorkton Animal Health Centre, Box 1238 Yorkton, SK S3N 2X3 fax (306) 782-6624 or email: yorkvet@sasktel.net.

#### OFFICE STAFF REQUIRED

#### LUMSDEN - 19 NOVEMBER

TM'z is seeking a highly motivated Full-Time Office Manager to join our team. We offer a competitive salary and a comprehensive benefits package.

##### **Duties include:**

- Management of staff including recruitment, orientation and performance management
- Provide guidance, mentoring and day to day support to staff
- Actively engage and participate in managing and ensuring positive client relationships
- Scheduling and conducting monthly staff and individual team meetings
- Building positive and professional relationships with staff and clients
- Reviewing policies, procedures and task lists and modifying or creating new where required
- Ensuring policies and procedures are being executed within the defined guidelines
- Other duties as prescribed

##### **Key competencies:**

- Excellent interpersonal and communication skills, both verbal and written
- Excellent ability to interact effectively with clients, co-workers, team members and associates
- Demonstrate advanced problem solving, organizational, time management and multi-tasking skills
- Proven ability to lead and motivate others including those you may not have direct authority over
- Proven ability to foster an environment of collaboration, team playing, ownership and accountability
- Ability to make sound and timely decisions where limited or conflicting information may be available

- Proven ability to operate in a high paced environment
- Demonstrated ability to utilize and deploy effective conflict resolution techniques
- Proven ability to adapt, embrace and drive forward change

##### **Education and Experience:**

- Knowledge of human resources practices and procedures
- Proficiency with computers, Microsoft Office (Word, Excel, PowerPoint) and email
- Knowledge of business and management processes and procedures
- Veterinary clinic or medical experience is considered an asset.
- An equivalent combination of education and/or experience will also be considered

Contact: Shannon Lussier, Office Manager TM'z Veterinary Clinic -- PO Box 1173, 720 Pleasant Street Lumsden SK S0G 3C0 Ph 306-731-3266 | Fax 306-731-3264

#### PRACTICES FOR SALE

##### MAPLE CREEK

Thriving, well-established two-veterinarian mixed animal practice in southwest Saskatchewan, near the Cypress Hills. Fully equipped large and small animal service offered in a modern clinic (built in 2003) with well maintained equipment. A loyal client base, with a steady influx of new clients from Medicine Hat and Swift Current, permits continued growth. Owner is willing to work during the transitional period. Serious inquiries can be made to: Dr Lawrence Heinrich at [grasslands.animal.health@sasktel.net](mailto:grasslands.animal.health@sasktel.net); Box 1616 Maple Creek SK S0N 1N0, or call (306)662-7625 or (306)-558- 200

#### EQUIPMENT FOR SALE

##### VETSCAN VS2 ANALYZER - 30 NOVEMBER

In excellent condition. Purchased in 2012. 2years remaining on warranty. Asking 8000.00. Contact Dr. Sylvia Wiebe 306-773-9798

##### THREE X-RAY VIEW BOXES - 19 NOVEMBER

(2 double and 1 single) available in working condition. White color, decent condition. Contact [drulmer@wascanaanimalhospital.ca](mailto:drulmer@wascanaanimalhospital.ca)





## MEMBER NEWS

Dr Lina Johannson is happy to announce the birth of her daughter Yarina Mary Hutzul on December 27, 2015 at 2:51 pm in Saskatoon. Yarina has been a healthy baby right out of the gate at 7 lb 1 oz and 20.5 inches long. Mom, Dad and little miss are doing well. Congratulations!

## NOMINATIONS FOR THE 2016 SVMA AWARDS *of Distinction* ARE OPEN

Every year SVMA members have the opportunity to recognize deserving fellow colleagues with a nomination for one of the following SVMA Awards:

- JJ Murison Distinguished Veterinarian Award
- Meritorious Service Award
- Communications/Public Relations Award
- Mentorship/Leadership Award
- Registered Veterinary Technologist of the Year

Awards will be presented at the 2016 SVMA Conference Awards Banquet on Friday September 9.

Awards criteria, nomination forms and list of past award recipients can be viewed or downloaded from [www.svma.sk.ca](http://www.svma.sk.ca).

**Nominations can be submitted anytime but no later than June 30, 2016** to [sgauthier@svma.sk.ca](mailto:sgauthier@svma.sk.ca) or fax 306-975-0623.

## MEMBERSHIP CHANGES

### GENERAL

COPELAND, Shelagh ..... Jan 7

### SABBATICAL TO GENERAL

GRIER-LOWE, Candace K.D. .... Jan 1  
PARSONS, Elsie-Dawn ..... Jul 1

### T-GENERAL

ALBAN, Emma M. .... Jan 1  
DEGROOT, Craig ..... Nov 17  
JONES, Mary ..... Jan 1  
OWENS, Tammy ..... Jan 6  
PEATS, Meagan ..... Oct 27  
TONN, Vanessa ..... Jan 1  
VAN DER PRYT, Tanya ..... Jan 1

### GENERAL TO SHORT TERM

AMENDT, Amanda ..... 30 day, Jan 1  
EYFORD, Kelly D. .... 30 day, Jan 1  
GRAY, Bridget ..... 30 day, Jan 1  
HABERMEHL, Ken C. .... 30 day, Jan 1  
HAMILTON, Amber N. .... 30 day, Jan 1  
HAYDEN, Aimee V. Hayden .. 30 day, Jan 1  
MCLANE, James R. .... 30 day, Jan 1  
NUGENT, Wendy G. .... 30 day, Jan 1  
THEROUX, Kathleen ..... Jan 1 - 31  
WALKER, Lacey J. .... 30 day, Jan 1  
WIKS, Joanne M. .... 60 day, Jan 1

### T-SHORT TERM

MACLELLAN, Megan Jean Jan 25 to Feb 5  
O'MORROW, Colleen ..... 90 day, Jan 1

### T-LIMITED SHORT TERM

OLIVE, Julien ..... Mar 21 to Apr 15

### SABBATICAL TO EDUCATIONAL

MUND, Suzanne ..... Jul 1

### GENERAL TO SABBATICAL

JOHANNSSON, Lina M. .... Jan 1  
PARSONS, Elsie-Dawn ..... Jan 1 to Jun 30

### EDUCATIONAL TO SABBATICAL

MUND, Suzanne ..... Jan 1 to Jun 30

### LIFE PRACTISING TO

### LIFE NON-PRACTISING

BRANDOW, Ronald A. .... Jan 1  
WATTS, Trent C. .... Jan 1

### GENERAL TO SOCIAL

COLONTINO, Joseph P. .... Jan 1

### SHORT TERM TO SOCIAL

KRUZENISKI, Steven ..... Jan 1

### RESIGNED

BENNETT, James ..... Dec 31  
BONNEAU, Martin ..... Dec 31  
DIEL DE AMORIM, Mariana ..... Dec 31  
DYCK, James P. .... Dec 31  
JANZEN, Alisha Marie ..... Dec 31  
LERER, Assaf ..... Dec 31  
MALHI, Pritpal Singh ..... Dec 31  
MCDONALD, Laura ..... Dec 31  
MORE, Everett ..... Dec 31  
NAIRN, Leslie Dawne ..... Dec 31  
NUGENT, Christopher ..... Dec 31  
PETERS, Elizabeth R. .... Dec 31  
ROBERTS, Kristen ..... Dec 31  
ROBERTSON, Erica L. .... Dec 31  
RUDER, Franziska ..... Dec 31  
SCUDERI, Margaret ..... Dec 31  
SIDDIQUE, Muhammad ..... Dec 31  
SPINATO, Maria T. .... Dec 31  
VAN DONKERSGOED, Joyce ..... Dec 31  
WARD, Kim L. .... Dec 31

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If you are feeling burned out, at your wits' end or even depressed, you may want to consider taking advantage of the counselling services that are available to you free of charge through your Association. SVMA funds confidential professional counselling to all active general, life practising and educational members who have been licensed for at least six months. The **Members' Wellness Program** covers four hours of professional mental health services annually, up to \$120 per visit. **This service is absolutely confidential: no identifying information** is given back to the SVMA.

Details of the Members' Wellness Program are available at [svma.sk.ca](http://svma.sk.ca) along with other support and resource links.

To obtain further information from PPC or to make a confidential appointment for counselling, call: Professional Psychologists & Counsellors (PPC) at 306-664-0000, or visit [www.peopleproblems.ca](http://www.peopleproblems.ca)

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