

A photograph of three deer in a snowy field. One deer is in the foreground, looking towards the camera. Two other deer are in the background, one slightly behind and to the right of the first, and another further back and to the left. The ground is covered in snow, and the background shows some bare trees and a hazy sky.

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NEWS



SASKATCHEWAN
VETERINARY MEDICAL
ASSOCIATION

FEBRUARY 2017,
VOLUME 52, ISSUE 1

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president's perspective

Dr Charlotte Williams

elrosevetservices@sasktel.net

As a new year begins, I can't help but feel reflective. I am thankful to be Canadian after witnessing (or should I say being forced to witness) the political turmoil south of our borders. As for our province, I admit I am in awe of the resilience shown by those producers involved in the recent tuberculosis diagnosis. In my own community, after experiencing the worst crop year in fifty years, we witnessed neighbors helping neighbors to finish combining. It was reported that sometimes up to 18 combines were in one producer's field. Events like that help restore one's belief in humanity after hearing about the many atrocities happening around the world.

On the lighter side of life, "I've been everywhere, man". First on the SVMA president's agenda was a meeting with the Minister of Agriculture. Because of time constraints, we restricted our discussion to three topics; falling BSE submissions, the mentorship program and the handling of future restrictions on prescription drugs. I left the meeting feeling like the Agriculture Minister was cognizant of the current situation and presumptuously optimistic; but time will tell.

Next, I had the complete pleasure of being part of the annual WAVA meeting held at the Canwest Conference in beautiful Banff, Alberta. WAVA involves the meeting of the registrars and

presidents of the four western provinces. At this year's meeting, we discussed ways to continue to bridge communication between provinces, and shared each province's successes and struggles as we make our way forward, as distinct provinces and as a collective of voices, through constantly changing national and provincial economies and governments. Just so you know, the one hour Antimicrobial Resistance video (2016) is praised and sought after by all the western provinces. A job very well done by all those involved.

The WAVA meeting was held at the Banff Springs Hotel. You cannot help but enjoy the venue with its history and explore the diverse aspects of the castle itself. After formal discussions, it was great to meet up with colleagues at events like the Canwest WCVI alumni mixer hosted by Dr Chris Clark and his wife Dr Kim Tryon. It helps you appreciate the varied career pathways which exist in veterinary medicine.

Lastly, I had the good fortune to bring greetings from the SVMA to the Society of BC Veterinarians' annual general meeting in Vancouver. The meeting



place in Vancouver was on the water, walking distance to Stanley Park and Canada Place. (You know where we spent our spare time.) What I found most alarming was that their general meetings are made up of primarily the council and invited guests; only a handful of their members were present.

I was pleased to think of the higher typical turnout at our Saskatchewan AGMs, but then remembered that it was not long ago that the SBCV (the association) and CBCV (the regulator) split apart. We should always be vigilant about attending our AGMs, using our voting rights and holding on to the ability to regulate ourselves, or face the potentially frightful unknowns that could come with external control of our profession.

In closing, I need to thank my neighbouring veterinary clinics. This experience would not be nearly as enjoyable without your support. Spring is almost here and calving is already underway, so I must be off. Please look for Council meeting minutes on the svma.sk.ca members' side and feel free to contact me or the SVMA office with any questions or concerns. 🐾



Back: Dr Victor Kernalguen, Dr Al Chicoine, Dr Lesley Sawa
Front: Dr Corin Berg, Dr Claire Card, Dr Debbie Hupka-Butz, Dr Charlotte Williams

2016-17 Council

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

Council welcomes comments and suggestions from all members. Email your comments or questions to any council member: addresses are on the website's SVMA Membership/Your SVMA Council page.



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SVMA MISSION

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

THE SVMA BELIEVES IN

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

COMMERCIAL FOUR-COLOUR AD RATES:

	Single	4 issues
Outside back cover	\$1200	\$4400
Inside front/back cover	\$1100	\$4000
Standard full page	\$1000	\$3600
Half page	\$525	\$2000
Quarter page	\$275	\$1000
Business card	\$150	\$400
Insertions	\$300	\$1100

All advertising rates are subject to GST

ISSUE	DEADLINE
February	Jan 6
May	April 6
August	July 6
November	Oct 5

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Cover photo: Shutterstock



SOCIAL MEDIA
DOs & DON'Ts
FOR YOUR PRACTICE

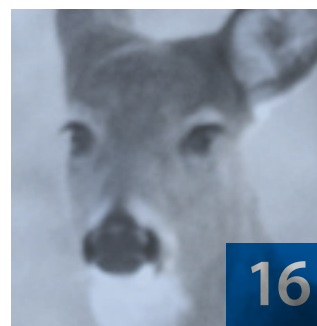


SUSPECT ANIMAL
ABUSE OR NEGLECT?
VETERINARIANS HAVE AN
ETHICAL DUTY TO ACT

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EIGHT TIPS TO HELP
VETERINARY CAREGIVERS
BUILD BETTER BOUNDARIES



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Social Media DOs & DON'Ts For your Practice

BECAUSE SOCIAL MEDIA
AND WEBSITES ARE
PUBLICLY ACCESSIBLE,
THEY ARE CONSIDERED
A FORM OF ADVERTISING.
AS SUCH, IT IS ILLEGAL TO
INCLUDE SPECIFIC PRICES
IN THE BODY OF A POST.





While certainly not the only means of communicating with your existing and potential clients, social media platforms like Facebook, Twitter, Instagram and Google+ can provide a very effective and inexpensive way to promote a business. If your

clinic uses social media, there are some things to keep in mind.

It's important to use careful judgment when deciding what types of things to post. For example, caution is to be taken to avoid disparaging other clinics or veterinarians.

Because social media and websites are publicly accessible, they are considered a form of advertising, which falls under the SVMA bylaws (specifically Bylaw 32.2) and Practice Standards. As such, it is illegal to include specific prices in the body of post.

SOME COMMON ERRORS WHEN POSTING INCLUDE:

- Posting when viewers aren't on social media (the analytics will tell you when viewers are online)
- Too much text on a photo
- Photo isn't high resolution
- The share is from something that has already gone viral, and the viewers won't click it to see it again. (If your message is very important, then by all means share it anyway.)
- Using too many hashtags
- Using copyrighted images without credit and/or changing a previously branded photo without permission
- Posting too many times in one day (one to two posts per day should be adequate, and no more than 10 posts in a week)
- Writing too long a post. (However, people may continue to read a longer post if the opening statement is strong.)
- The clinic page is a business page. It may not be acceptable to use memes, snapchat filters, or distracting overlays. It may come across as unprofessional and your page may not be taken as seriously as you would like it to.






THINGS THAT WILL HELP YOUR PAGE:

- Some fun/cute posts (a couple per week)
- Ensure veterinary material is science based and unbiased
- Use pictures of high resolution
- Share from Sask Vets
- Change cover photos occasionally
- Change profile picture occasionally (ensure it attracts people to your page, so keep it simple)
- Monitor and remove any comments that are negative or contain profanity.
- Keep the message short and concise.
- If using multiple social media platforms, you may want to keep them consistent. It makes it look like all of them are important to you and all are being kept up to date.
- Ask Lorraine at the SVMA office for help anytime.

SOCIAL MEDIA ADVERTISING

- Spend money boosting posts that are very important or those that are showing popularity.
- That will drive more people to your page.
- Keep advertising simple. It does not take a lot of money to have a successful ad campaign.

SASKVETS LINKS:

-  facebook.com/SaskVets/
-  instagram.com/sask_vets/
-  twitter.com/saskvets
-  plus.google.com/b/114972293683024187754/+SaskvetsCanada
-  vimeo.com/svma/videos

Please feel free to share the Sask Vets posts on your social pages. If you need anything, Lorraine at the SVMA office will be more than happy to help.

registrar's desk



Judy Currie, DVM

Registrar, secretary/treasurer

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My first five years as CEO, Registrar and Secretary/Treasurer have flown by. During this time the Association has seen significant changes in staffing and operations. Jane Freimark, Office Coordinator, continues to be the frontline contact person and has the longest employment history with the SVMA. Jane answers general inquiries from the public and members, keeps the financial information in order, looks after processing of all the membership applications and renewals and manages the office contracts. She always does this with a smile on her face and in her voice and is always a tremendous help to me and other staff members.

With the retirement of Sharon Murray in 2013, Sue Gauthier, Communications Coordinator, was hired to look after communications with members and the public, manage the annual conference and keep the member services committees on track. Since then Sue has been instrumental in creating a real online media presence for the SVMA by managing the revamping of the website, assisting with start-up of SaskVets and helping me with many of my projects. As well, there has been substantial increase in committee activity with Sue supporting communication amongst committee members. The regional CE presentations are put together by Sue for easy access to SVMA members living in smaller communities.

The practice inspection system has been restructured with the help of Sue

Hunt, the previous inspector, and Darlene Tingtved and Orest Bobowski, our current practice inspectors. Darlene and Orest are long time but now retired employees of CFIA. Both have contributed significantly to the new system with their considerable attention to detail, ability to organize, stay on task and years of experience with inspection systems. They, along with the Practice Standards Committee, have made it their mission to inspect each practice using the same set of criteria every time, in as little time as is reasonably possible to verify each practice's adherence to the Standards.

Last spring Lorraine Serhienko joined the office staff. Lorraine is a Registered Veterinary Technologist with a wide range of experience. She is also of the generation that really understands how to use social media. She is managing our social media sites by developing features and posting them to our Facebook, Twitter, Instagram and Google+ accounts daily. Lorraine assists the practice inspectors by keeping records up to date, has loads of experience with temporary spay/neuter clinics and is more than willing to take on a new project with enthusiasm. She also keeps track of our registry of technologists by reviewing all applications and staying in close contact with the Saskatchewan Association of Veterinary Technologists (SAVT).

Over the last five years, there have been a total of 77 complaints processed by the Professional Conduct (PCC) and Discipline (DC) committees.

Sixty complaints were dismissed by the PCC for various reasons including lack of evidence or when the complaint was determined to be frivolous. Five cases were successfully handled by the alternate dispute resolution process which involves negotiation and agreement between the person making the complaint and the SVMA member. Only twelve of the seventy-seven (or 15%) were referred to the DC for a hearing.

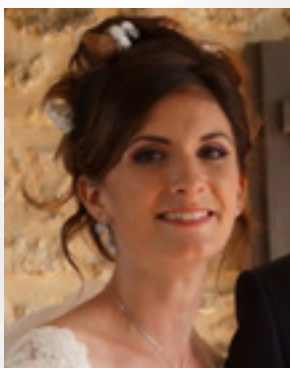
The SVMA is one of seven Canadian regulatory jurisdictions to join the American Association of Veterinary State Boards (AAVSB). The AAVSB is a great resource for veterinary regulatory information as well as training for new Council members. We now are able to offer RACE approved CE at our annual conference and link easily with historical information about credentials such as VTNE status for our technologist members and discipline cases for new applicants to the SVMA.

In addition, the Canadian Council of Veterinary Registrars (CCVR) has been established to strengthen the relationships among the veterinary regulatory bodies nationally. We are all faced with the same issues, many of which can be better addressed as a group.

Serving as SVMA CEO, Registrar and Secretary/Treasurer for the past 5 years has been a privilege. I look forward to continuing to work alongside the remarkable people I have had the good fortune to get to know and to continue steering progress within the Association as we make every effort to support all SVMA members. 🐾

Charlotte Marly-Voquer

MARCH 22, 1986 - DECEMBER 23, 2016



It is with great sadness that we announce the passing of Dr Charlotte Marly-Voquer on December 23rd, 2016 after a long fight with cancer. Charlotte passed away peacefully at the age of 30 years at St. Paul's Hospital, Saskatoon. Her loving husband, Thomas Voquer, her mother, Isabelle and husband Patrick Didier-Pichat, and the Marly, Westendorp, and Voquer families will remember her always.

Charlotte received her DVM from École Nationale Veterinaire de Maisons-Alfort in

Paris and completed her residency at the University of Zurich in Switzerland before joining the WCVN Anesthesia Service in 2014. She passed her ECVA board exams on her first attempt the following year.

Charlotte was known for her passion both for her discipline and teaching. Her caring personality, determination, strong sense of team and wonderful smile will be remembered by all who had the pleasure of working with her. Our sympathies are with her husband Thomas and their family. 🐾

Interment took place in Stewart Cemetery, Merlin, Ontario. A memorial service will be held in Paris, France at a later time.

For more information, visit: <http://www.legacy.com/obituaries/thestarphoenix/obituary.aspx?page=lifestory&pid=183219796#sthash.90LknBnO.dpuf>

on campus at the wcvn

Joana Bruce

I hope everyone's winter break was relaxing and full of family and too much food. Mine was not so relaxing, but in a good way. This winter break I had the opportunity of going to Granada, Nicaragua for a week long spay/neuter program through an organization called World Vets.

The Veterinary Director of the World Vets Latin American Training Centre, Dr Steve Kruzeniski, is a WCVN 2012 graduate! The program consisted of three clinic days, one community outreach day, and a free day to explore the beautiful city of Granada. Clinic days involved the vet students being paired up with one of the five volunteer veterinarians each day to perform the various spay and neuters for the community. By the end of the week, around 89 surgeries had been done. For the community outreach, close to 100 dogs and cats were vaccinated, examined and de-

wormed. Approximately 25 horses were given vitamin injections and dental floats (if needed), they also got their hooves trimmed and deworming completed. This trip truly showed that there are endless opportunities for a veterinarian anywhere in the world. I learned an enormous amount and gained a lot of valuable experience.

The first week back was been busy for the WCVN students with new classes starting, reuniting with friends after the break, and preparing for all the upcoming events this semester. The third-year students enjoyed their happy hour with the WCVSA event continuing after. The WCVSA event this year was themed "Mock New Years", which was a great idea since a lot of us didn't get to spend New Years together.



Later in January, the 2017 SCVMA Symposium took place at the UCVN in Calgary. The keynote speaker for the weekend event was Dr Temple Grandin, who is well known for designing livestock handling facilities all over the world and

helping many reduce the stress of their livestock during handling through her writing on the flight zone and behaviours of grazing animals. Dr Grandin developed a scoring system for assessing the handling of cattle and pigs at meat plants which is in wide use today.

Dr Cody Creelman, a 2011 WCVN graduate presented a lecture on the use of mobile technology in the field as well. It was wonderful meeting with WCVN graduates from all over the country who, although strangers, treat us students like family. 🐾

EIGHT TIPS to Help Veterinary Caregivers Build Better Boundaries

Marie Holowaychuk DVM, DACVECC

Remember the last time you said yes when you wanted to say no, or let someone take advantage of you when you wished you had stood your ground? We've all been there! Unhealthy boundaries occur when we do not set limits for ourselves and others and are a common cause of anxiety, fatigue, and burnout. Some examples in the veterinary world include giving out your personal cell number or email address and responding to client's texts and

emails at all hours, covering extra shifts or on-call for colleagues every time they ask (even when you have other plans), or over-sharing personal information with clients or co-workers (and regretting it immediately afterwards). When we do not set healthy boundaries, we are going against our personal values and rights to please others, looking to others to define ourselves, or letting others direct our life or describe our reality. Unfortunately, unhealthy boundaries lead to that icky

feeling that occurs when you know that you did something you shouldn't have...

Creating healthy boundaries helps to maintain balance, promote resilience, and develop better coping strategies. Boundaries are essential to maintaining strong relationships and leading a healthy life. However, building boundaries can be challenging for many people. Consider the following strategies to help build healthy boundaries:



Know your limits. Identify your physical, emotional, mental, and spiritual limits. In veterinary medicine, this also means identifying your moral stressors or the situations when you feel as though you are doing something that is against your values or beliefs (e.g., performing cosmetic surgery). Consider what you can tolerate and accept versus what makes you feel uncomfortable, anxious, or stressed.

Tune into your feelings. Discomfort and resentment are "red flags" or cues that you are not setting healthy boundaries. Pay close attention to when you lose energy, feel a knot in your stomach, or want to cry. If you notice these feelings coming up for you in certain situations or during specific interactions, ask yourself what it is about the situation, interaction, or expectation that is bothering you. Resentment usually stems from feeling taken advantage of or not feeling appreciated and can be an indication that you are being pushed beyond your boundaries. Veterinary care providers often do this because of guilt (about not being a "good" veterinarian or technician) or because someone is imposing his/her expectations, view, or values upon us (crossing a boundary).

Be direct about what you will or will not tolerate. Do not expect others to read your mind or know when they cross a boundary. You must assertively communicate with that person to let them know. There is no need to defend, debate, or over-explain your feelings. Rather, be firm, gracious, and direct and remember that if you give in, people will learn to ignore your needs. For example, you might need to explain to your hospital manager that your weekends are dedicated to family and you will not be checking work email during that time.

Give yourself permission. Fear, guilt, and self-doubt often inhibit our ability to set boundaries, especially when we feel drained. Veterinary care providers frequently worry about "not being there" for their clients and patients or letting their co-workers down while tending to their own needs. Always remember that boundaries are a sign of self-respect and are a part of self-care, so you should work to preserve them.

Marie K. Holowaychuk, DVM, DACVECC is a small animal emergency and critical care specialist and certified yoga and meditation teacher who also has an invested interest in the health and well-being of veterinary professionals. She organizes Veterinary Wellness Workshops & Retreats for veterinarians, technicians, and other veterinary care providers. For more information or to sign up for a monthly electronic newsletter, please visit: www.criticalcarevet.ca/wellness.

MARIE INVITES YOU TO JOIN HER AT HER UPCOMING VETERINARY WELLNESS WORKSHOP & RETREAT

This Veterinary Wellness Workshop & Retreat will take place in beautiful Banff, AB at the world-class Fairmont Banff Springs April 7th – 9th, 2017.

For details, go to: http://www.criticalcarevet.ca/veterinary-wellness-workshop-retreat-banff-ab/?mc_cid=457afabdba&mc_eid=d164d2f049



Consider your tendencies in relationships. Most veterinarians and technicians are “givers” and tend to ignore their own needs and focus on the needs of others instead. This can cause us to become drained emotionally and physically. Ensure that relationships in and outside of the workplace are reciprocal and that you are not continuously being used as a sounding board or punching bag without support being provided in return.

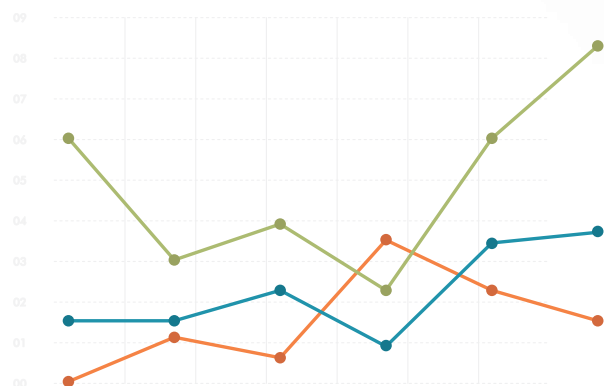
Make yourself a priority. Recognize that you must put yourself first, so that your motivation to set boundaries becomes stronger. Remember that making your well-being and happiness a priority by recognizing and honoring your feelings also gives you the energy and outlook to be a better co-worker, colleague, family member, and friend.

Find someone to hold you accountable. If you are having difficulty setting boundaries, consider sharing your boundary-setting goals with friends or family so that they can remind you of your intentions. Alternatively, a support group, counsellor, therapist, life coach, or mentor can lend support to help build healthy boundaries.

Start small. As with any new skill, assertive communication of boundaries takes practice and can be especially difficult at work or with family members (i.e., the people we spend the most time with). It is best to start with a small boundary that is not threatening or overwhelming (e.g., not responding to work emails in the evening) and then slowly increase to more challenging boundaries. Setting boundaries takes courage and practice, but is a skill that anyone can master.



HOW ECONOMIC SURVEYS **GENERATE** SUGGESTED FEE GUIDES



Dr Bob Bellamy
Practice Economics Committee Chair

The Practice Economics Committee met in early December to review the results of the 2016 Practice Owners Economic Survey and approve changes to the 2017 Suggested Fee Guide. The committee met with Darren Osborne, an economist with several decades of study with the Canadian veterinary profession.

Let's start with a positive note. There were considerably more surveys returned in 2016. This not only makes the data more reliable, but also indicates more veterinarians are using metrics to manage the business aspect of their practices.

I thought it could be useful to do a quick overview of how survey data is used to prepare suggested fees. The meeting begins with a discussion of the Consumer Price Index and inflation rates and over the previous year. We are then given information that attempts to project Saskatchewan's economic performance over the next twelve months. (At this point, the committee wishes it had a crystal ball.)

Economic forecasts for 2017 were generally considered to be poor. The continued slump in oil and gas revenue and the declines in cattle markets were discussed.



The conclusion was that fees be increased modestly so that average veterinary income would at least keep pace with the projected rate of inflation. It is important to understand that we are talking about net income. The process works like this:

Those who submit surveys are asked to quote their current fees for a series of procedures. The fees represent specific profit centers such as office visits, routine vaccinations, routine surgeries, dental procedures, laboratory testing, radiology etc. Mixed and large animal profit

centers also include examinations, routine obstetrics, semen and pregnancy testing.

For each procedure, the average of fees quoted in the 2016 survey is then compared to the suggested fee amount provided in last year's Fee Guide. If the average quoted fee falls significantly below the Fee Guide, only a modest increase is proposed. This allows time for the average practice to catch up to the fee guide. If the average quoted fee is close to or above the Fee Guide recommendation, more aggressive fee increases are

proposed. The suggested fees are then placed into an algorithm that projects net income from fee increases in key profit centers.

In the final stages, the committee reviews the entire new draft Fee Guide looking for fees that could be considered "outliers". Interestingly, the committee unanimously agreed that two specific fees should be more aggressively increased.

1. After hours – Reasoning: it costs significantly more to call out a plumber after hours than a veterinarian!

2. Equine dentals using power floats – Reasoning: lay dentists continue to operate in the province but they are charging double the fees for their "work" than our 2016 Suggest Fee Guide!

The 2017 Suggested Fee Guides were mailed in late December. Hopefully you've already adjusted your fees. If not; inflation will be eating your net income. 🐾



SUSPECT **ANIMAL ABUSE OR NEGLECT?** **VETERINARIANS HAVE AN** **ETHICAL DUTY TO ACT**

SVMA ANIMAL WELFARE COMMITTEE

Clients expect vets to make recommendations about animal care. It is appropriate that members of the veterinary profession provide guidance and resources and educate them about animal welfare standards to support their clients as they strive to do the best for their animals. Often potential issues can be prevented if clients are made aware and provided support.

If potential animal abuse or neglect issues do not resolve after you have taken measures to educate the owner, it may be time to notify the applicable animal protection agency.

Continues Page 14



When there is reason to believe that an animal is being abused or neglected, veterinarians have a duty to report their concerns that overrides our professional confidentiality code. Failure to report or reluctance to share appropriate information can contribute to the continued abuse or even death of animals. Saskatchewan law provides immunity from prosecution to veterinarians who report suspicion of abuse in good faith.

WHAT CONSTITUTES ANIMAL ABUSE OR NEGLECT?

- Non-accidental injury
- Failure to provide proper food and fresh water
- Failure to provide adequate shelter, sufficient space, or appropriate sanitation
- Failure to provide appropriate medical treatment
- Sexual exploitation

RED FLAGS

- History of high turnover in pets
- Multiple old, unexplained injuries or scars
- The animal is fearful, flinches or is afraid of the owner
- Repetitive injuries to one animal or to multiple animals over time
- Emaciated body condition with no medical cause
- Extremely poor grooming or sanitation that compromises the animal's health

COMPASSION AND EDUCATION

- People rarely put their animals at risk intentionally. Communication and

compassion go a long way. Follow up calls can help as well. If this does not address your concerns. Take action

RECORD AND DOCUMENT

- Fully document your findings. Take photos if possible.
- Take down any statements made about what happened and the care or lack of care provided.
- Ask questions to draw out information.
- Pay attention to the condition of the human in your office as well as the animal.
- Even if you are unable to document all of your observations, it is important that you record what you can in case you need to report the suspected abuse or neglect to the appropriate authorities.

YOU DON'T HAVE TO BE ABLE TO PROVE YOUR SUSPICIONS IN ORDER TO REPORT

Anyone with a reasonable suspicion that an animal's physical welfare is impacted by abuse or neglect can report it to Animal Protection Services of Saskatchewan,

their local enforcement office or the local police. The report will be followed up. A report is the first step to making sure that people and animals that are in need will get the help they need.

WHO TO NOTIFY:

In the following urban areas, the animal welfare enforcement agencies are:

Moose Jaw Humane Society
www.mjhs.ca
306-692-1517

Prince Albert SPCA
princealbertspca.ca
306-763-6110

Regina Humane Society
reginahumanesociety.ca
306-543-6363

Saskatoon SPCA
www.saskatoonspca.com
306-374-7387

In all other areas of the province, contact:

Animal Protection Services of Saskatchewan
www.animalprotectionservices.ca/
report-animal-abuse/
Call direct (306) 382-0002
or toll free (844) 382-0002

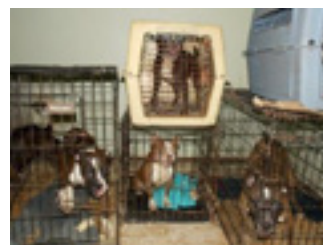
WHAT HAPPENS NEXT?

After a report is made, an animal protection officer (APO) will:

- Assess to determine the

appropriate response to the concern. Because there are often human welfare issues where there are animal welfare issues, information about suspected abuses is sometimes shared between human and animal welfare agencies to ensure that help is provided where needed.

- APO will make requirements for proper animal care and corrective actions. Owners will be given a chance and time to fix deficits. Acute injuries must be dealt with immediately.
- The situation will be assessed again at one or multiple future times.
- If an APO determines that animal neglect or abuse problems persist, they may have a veterinarian attend the premise or may bring the animal to the veterinary clinic for confirmation of evidence of continuing neglect or abuse. The APO determines the next course of action. If seizure is indicated, the APO is the one who seizes the animal. 🐾



A CONVERSATION ABOUT ANIMAL WELFARE IN SASKATCHEWAN

The effects of animal abuse and neglect touch all of us. The reality is, abuses of pets and livestock are just about as common today as they have ever been. What does the public think we are doing, what ARE we doing and what *SHOULD* we be doing? This full day of approved scientific CE will address the following in a conversation with veterinarians about dealing with abuse and neglect:

- What animal abuses are currently taking place in Saskatchewan
- Animal abuse as a reliable indicator of domestic violence in humans
- How the current social trends in animal protection parallel the evolution of child protection laws
- Challenges for veterinary professionals around reporting suspected cruelty and neglect
- Tools and pathways for protecting animals and the DVMs/RVTs who act to do so
- The Animal Protection Act, definitions of distress, accepted practice, investigative process

with *Dennis Will, DVM Retired CFIA Veterinarian*
 Anne Allen, DVM CFIA Veterinarian on leave
 Kaley Pugh, MSc Director, Animal Protection Services of Saskatchewan

DATE	CITY	VENUE	ADDRESS
REGISTRATION IS STILL OPEN FOR:			
Sunday February 12	Swift Current	Days Inn	905 North Service Rd
Sunday March 19	Estevan	Days Inn	1305 9 th Street
Sunday April 30	Yorkton	Home Inn	506 Broadway St W

5.5 hours approved scientific CE. Lunch is included. Talks kick off at 9:00 am.
 Admission for DVMs and RVTs is \$100. Register online at www.svma.sk.ca;
 Vet and vet tech students are free, but please notify Sue Gauthier
 306.955.7868 or sgauthier@svma.sk.ca.

**The importance of the veterinary profession to how society
thinks about and deals with animal cruelty cannot be understated.
Please register for the Conversation about Animal Welfare
in your area.**



CHRONIC WASTING DISEASE

Claire Card DVM PhD Professor WCVN

Chronic Wasting Disease (CWD) is a reportable, chronic, progressive, fatal, prion neurologic disease of wild and captive cervids. Chronic Wasting Disease continues to be a growing concern because of its: impacts on farmed and wild cervids, expanded range where infected cervids are located, importance as a food source of indigenous communities, effects on the hunting and guiding industry, and the rising prevalence of CWD.¹

The prion causes neurologic degeneration and is associated with clinical signs such as: incoordination, chronic weight loss, salivation, difficulty swallowing, depression, changes in behavior, pneumonia, paralysis, separation from the herd, polydipsia and polyuria. It is similar to other fatal prion diseases such as bovine spongiform encephalopathy and scrapie in sheep.¹

Based on the examination in 2015 of 4,929 voluntary submissions of cervids to authorities in Alberta from hunters, the overall prevalence of infection was 2.4% (116 positive deer). There is an effect of species and gender with the highest rate reported in mule deer bucks (5.9% of 1310 submissions), followed by mule deer does (2% of 1325 submissions), white-tailed deer does (1% of 407 submissions) and white-tailed deer bucks (0.7% of 991 submissions).² Wild mule deer bucks are about three times more likely to be infected than other cervids and represented 66% of the Alberta positives.² In Saskatchewan the hunter surveillance program was discontinued in 2012. There were 231 SK CWD submissions in 2015, with positives being identified in 20/100 (20%) of mule deer and 4/90 (4.4%) white-tailed deer, and 1/24 (4.2%) of moose.³ In general there have been a few wild elk and moose reported infected with CWD to date.

Historically, CWD was first reported in the USA in captive deer as a cause of chronic wasting in 1967, and was noted in wild cervids. It was first diagnosed in Canada in 1974 in a deer in an Ontario zoo. It was reported in Saskatchewan in 1996 in farmed elk, and in two wild mule deer in 2001. Alberta reported its first cases in 2002.

It is not known if wild cervids spread CWD to captive cervids or vice versa. Chronic Wasting Disease has been recognized in 24 states as well as two provinces, Alberta and Saskatchewan. In Canada, most of the CWD cases in farmed cervids are clustered in the northwest (Battleford to Pierceland) and northeast (Melfort to Love) and there are large clusters of wild cervids positives around both of these areas. The geospatial distribution of CWD in wild cervids is different and is heaviest in southwestern Saskatchewan spanning the Alberta border, with higher numbers of cases corresponding to specific Wildlife Management Zones.^{2,3} There are more cases reported along major river valleys. There are very few infected cervid farms in the southwest. With no physical barriers, such as a wall with the USA, there is no capacity to stop the cross border movement of wild cervids.

The current pace of the cervid hunter harvests has not stopped the geographic spread of the disease westward. The incubation period of the disease is from 18 – 36 months, which

allows prions to be shed into the environment from infected animals through urine, feces, saliva, and carcasses, and which results in prion contaminated soil before animals show clinical signs. Clinically affected cervids may live for weeks or months.

In spite of mandatory surveillance in farmed SK and AB cervids in 2016, CFIA reported 6 new infected herds. There were 5 herds in Saskatchewan and one in Alberta, which involved 3 deer and 3 elk farms. Surprisingly, some of the 2016 CWD- infected herds were reported to be closed herds. Yearly hunter submission tallies also show that the prevalence rates of CWD in wild cervids have been increasing.^{2,3}

What is important is that there have been no identified cases of natural transmission of CWD to either cattle or humans. However, it is not recommended that the meat from CWD positive animals is consumed.

These statistics have led many to conclude that there is a need to rethink the current CWD interventions. Questions arise, such as should there be a focus on prevention, adaptation, control, eradication, surveillance or benign neglect? The question for the future is, where do we go from here?

There are 20 cervid farms enrolled in Saskatchewan's CFIA *Canadian Voluntary Herd Certification Program*. This program allows a producer to move through stages to demonstrate the herd does not have CWD. Saskatchewan has 286 licensed domestic game farms with approximately 10,315 elk, 6,517 white-tailed deer, 525 fallow deer, 205 mule deer, 137 reindeer and 101 big horn sheep (2015 statistics). The Saskatchewan Ministry of Agriculture administers *The Mandatory Surveillance Program* that requires CWD testing in Saskatchewan of all cervids over a year of age found dead or slaughtered. How well producers comply with the regulations of this *Mandatory Surveillance Program* is not fully established.

The spread of CWD between cervids has been shown to be from direct exposure to the prions in saliva, urine, and feces of infected animals, or through grazing on prion contaminated pastures or ingestion of contaminated feed. The prion organism survives for long periods of time in the soil.

There is a suspicion, which needs to be validated, that feeding protein pellets containing screenings may be a source of CWD prions. There is a concern that contamination of the ground, grain or forage crops by bodily secretions of infected wild cervids may be a means of transmission of CWD into the captive populations. Game farms are not required to have double barrier fencing. Hence there is also some interaction between captive and wild cervid populations

through the wire fencing, or through escape of captive cervids, that may allow transmission.

Hunting practices, such as urine luring of males and baiting of cervids, potentially change the movement patterns or congregation of cervid species.⁴ Wild cervids also frequently feed on food sources adjacent to habitat areas such as: hay bale storage areas, polybags of grain in fields, mineral licks, pastures where row feeding is used, and crops /fields.⁴ Geographically, some hot spots of CWD, where voluntary measures to prevent deer congregating should be encouraged (for example fencing off hay bales), have been identified.

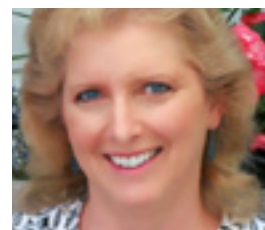
Various control strategies, such as cervid depopulation through hunting of the areas where positive cervids were located, have been implemented. However, based on data from voluntary surveillance by game hunters, such strategies have not been effective to that end. Because of the continued identification of wild cervids with CWD and new outbreaks in closed herds, there is ongoing discussion about what if anything needs to change regarding prevention or control, and a recognition that the establishment of the disease in wild cervids and persistence of the prions in the environment means that eradication strategies may not be effective or attainable. Vaccination against CWD may be realized at some point in the future for captive cervids, but the challenge to protect wild populations will remain.

There have been some recent publications on the perceptions and attitudes towards CWD of different members of the public. What is apparent from these publications is that the public lacks knowledge about CWD, and there is an expectation that government should take a leadership role in the different aspects of the disease.⁴ Clearly there is a need for more research. Misinformation may lead individuals to choose not to hunt cervids.⁴ First Nations communities which rely on cervids for food may also be impacted by any regulations or changes in cervid health.⁴

Based on the current risk level associated with CWD and lack of knowledge by the public, all members of the SVMA should educate themselves and their clients regarding CWD.

1. <http://www.inspection.gc.ca/animals/terrestrial-animals/diseases/reportable/cwd/herds-infected-in-2016/eng/1457064165906/1457064236331>
2. <http://aep.alberta.ca/fish-wildlife/wildlife-diseases/chronic-wasting-disease/cwd-updates/documents/default.aspx> and CWD-PositiveMap-WildDeer-Dec2016.pdf
3. http://www.cwhc-rcsf.ca/surveillance_data_cwd.php
4. Sorenson A, Van Beest FK, Brook RK. 2014. Impacts of wildlife baiting and supplemental feeding on infectious disease transmission risk: A synthesis of knowledge. *Prev Vet Med* 113(4):356-363.

SAVT update



Lois Ridgway
SAVT President

2016 was not a year that saw the SAVT Board of Directors sitting on the sidelines watching things happen!

The relationship between the SVMA and SAVT was strengthened in many ways. The SAVT Board provided multiple education sessions to SAVT members and VT students to clearly identify the essential membership criteria required to attain and maintain "registered" VT status. The SAVT Board also endeavored to clarify to members the governance relationship that exists under SK legislation, The Veterinarians Act, 1987. There were several necessary Bylaw amendments that the SVMA and SAVT collaborated on throughout 2016 for the purpose of reinforcing this governance relationship. All of these Bylaw amendments were passed unanimously by members at the SAVT AGM on November 5, 2016. Since then, a new Code of Ethics has been developed to reflect the Bylaw changes made, and it has a place for SAVT member

signatures on the 2017 membership renewal form.

SAVT Membership renewals are now (over)due. If your RVT employee has not yet renewed their SAVT/SVMA membership, it's time to ensure this task is completed. All Continuing Education (CE) earned in 2016 must also be uploaded for credit to the member's file located on the SAVT website. Instructions for completing these tasks are available on the website www.savt.ca or via email savt@savt.ca or toll free at 1-866-811-SAVT (7288). Late fees will be applied as of February 1st and SAVT Members will be struck for non-payment of dues on March 1st 2017.

The 32nd Annual SAVT Conference, held November 4 - 6, 2016, was 'Bigger, Bolder and Braver' than ever before! There were a record number of registrants for lectures and wet labs, and Trade

Show entries were at record levels. Numerous guests from adjacent provincial VT associations brought greetings and attended CE sessions. Award recipients this year include: Dr Dale Cochrane – Veterinarian of the Year; Conference Appreciation Award – Mr Glen Cartwright; SAVT Appreciation Award – Mr Shawn Magee. Four SAVT members celebrated 40-year career milestones: Lori Debald, Sandy Hordenchuk, Sandy Parsons and Nora Cochrane.

The 2016 – 2017 SAVT Board of Directors includes: President Elect – Annette Lorenz; Financial Officer – Lori Haugrud, Past President – Michele Moroz; Secretary – Wanda Flynn; Members at Large – Leigh Luker, Breanne Barber, Chelsea Amy and Sheila Kucher; RVTTC Representatives – Darlene Ford, Carolyn Cartwright; Second year Sask Polytechnic

Student Rep – Lauren McLoughlin; First year Sask Polytechnic Student Rep – Daniel Novocoskey; Conference Coordinator – Kenzie Makowsky.

On January 13 – 15, the SAVT Board will retreat to "The Outerbanks" near Melfort, SK to plan strategically for the upcoming year – goals and priorities will be identified to ensure both member needs and SAVT organizational needs are addressed. Planning is already underway for the 33rd Annual SAVT Conference to be held November 3 – 5, 2017 in Saskatoon.

On a personal note, I wish to express my gratitude to the SVMA for recognition as Technologist of the Year, 2016. It is my pleasure to serve alongside Veterinarians and RVT colleagues in the veterinary profession. Thank you! 🐾

congratulations to



Dr Fritz Schumann
was recently presented
with the 2017
Boehringer-Ingelheim
WCABP Veterinarian
of the Year Award.



Animal Health Perspectives



WHAT'S INSIDE

- 1 Assisting the CFIA and AB/SK Ranchers in Bovine TB Outbreak
- 2 How efficient is that!
- 3 Mycotoxin Update
- 3 On-Line Submission Now Available at PDS
- 4 New Face at PDS:

TB. As a Risk Group 3 pathogen, *Mycobacterium bovis* has zoonotic potential and handling cattle that have turned up positive skin and blood screening tests requires certain personal protection precautions and following strict disposal and disinfection protocols.

Thanks to an amazing team effort internally, and great outside support in getting euthanized cattle to PDS as well as carcasses removed and disposed of in an efficient manner, the weekend campaign successfully necropsied and sampled 49 head of mature cattle. The process was slower due to some inexperience and having to search for lymph nodes in lateral recumbency rather than from a rail. Clean-up and disinfection went on long after the last cow was finished. Aside from the general exhaustion, sacrificing of holiday shopping and parties, and a few sore muscles on Monday experienced by most of us, the mission was accomplished and we're all back into our normal work routines.

So what did we accomplish? First, we helped CFIA significantly reduce the backlog in testing and helped ranchers in AB and SK get answers sooner and reduce their feed costs by getting cattle off the quarantined ranches. Second, we demonstrated to CFIA that in

Assisting the CFIA and AB/SK Ranchers in Bovine TB Outbreak

By: Carl Johnson, CEO, PDS

The reports of tuberculosis positive cattle and quarantined herds in southern Alberta and Saskatchewan has been a prominent news item of late. After the press has moved on, the reality of the situation has hit the ranchers hard, and continues to raise concern for western Canada cattlemen and beef industry. The CFIA has been tirelessly working to determine the extent of exposure, and to manage the labor intensive testing efforts.

Confirmatory TB testing of cattle is not a trivial exercise. Normally this is done in local abattoirs where arrangements are made to harvest lymph nodes and lesions from TB reactors in an efficient manner, followed by proper disposal of carcasses

and disinfection of the premises. The facilities and cattle handling equipment are purpose designed; however, even in the best of circumstances this work is still labor intensive and it forces the local abattoirs to stop normal operations to accommodate the needs of the CFIA veterinarians.

The challenge that CFIA faces is when ranches aren't adequately equipped or willing to necropsy or dispose of reactor cattle on-site, and when time and space at abattoirs is limited, if available at all, then where do these cattle go? The short answer is nowhere! The herd stays quarantined until confirmatory testing can be conducted. The costs of carrying these animals

for the ranchers while CFIA finds a solution is considerable. As the epidemiologic investigation expands and more screening tests are conducted, more reactor herds have been discovered, adding to the backlog of cattle for confirmatory testing.

To help manage this surge in confirmatory testing, the CFIA investigational team reached out to Prairie Diagnostic Services to help. A combined team of PDS personnel, Western College of Veterinary Medicine faculty, graduate students and staff, all supervised by CFIA veterinarians, participated in a weekend long effort on December 10th and 11th to harvest lymph nodes and search for lesions possibly associated with bovine

Continues Page 4

How efficient is that!

By: Lois Ridgway (Assistant Quality Assurance Officer and Area Supervisor, Necropsy, PDS) and Brian Zwaan (Senior Manager, Client Services and Customer Relation, PDS)

Imagine the Queen Elizabeth 2 cruise ship. Prairie Diagnostic Services (PDS) processes 264 tons of biological material annually. That is more than twice the mass of the QE2 in biological waste! Now consider the biosecurity hazard to the general public if this small mountain of waste was not efficiently processed. PDS's owners, the Province of Saskatchewan and the University of Saskatchewan have tasked PDS with the efficient operations of two digesters and processing the 264 tons of biological material that comes through our laboratory annually.

It is this efficiency of processing biological material that surprises many of our veterinary clients. Remains are gone 4-24 hours after being received! 98% of our biological material is primarily processed through "Aquamation" and secondarily with Saskatoon Processing or Lorass. The 2% that goes to cremation, gets lost in the sheer volume of material that is processed conventionally. The "Release of Remains" form is critical if PDS is to help you provide compassionate handling of a loved ones' remains for your clients.

Identifying a release of remains request on the submission form and filling out the "Release of Remains" form available at www.pdsinc.ca is the most important instruction PDS requires from our Veterinary clients looking to return a loved companion's remains to its owner. Once this Alert is in place, PDS will provide an isolated necropsy to minimize possible contamination from Risk Group 3 pathogens that may be present in our Containment Level 2 facility. When an animal's remains are determined



to be free of RG3 pathogens, PDS will prepare the remains in an appropriate container for shipping to our subcontractor, Family Pet Crematorium Service, for cremation. The cremation services offered are separate from PDS services and contact by pet owner to the cremation facility is required for those final details. It is important for veterinarians to note that "Release of Remains or specimens from the Necropsy Facility" form indicates that although the form is completed there is no guarantee pet remains will be released for cremation. Necropsy findings and facility contamination may contraindicate this request. Primary processing of biological waste from WCVMPDS and all other U of S affiliated generators of animal related biohazardous waste is through two tissue digesters that utilize patented Alkaline Hydrolysis Technology® or Aquamation, for sterilizing and digesting biological and pathological materials. This waste decontamination process, is the "default" option utilized for all animal remains entering the PDS necropsy facility.

Aquamation with alkaline hydrolysis technology uses 90% less energy than conventional incineration and puts no greenhouse gases into the environment. Further value of alkaline hydrolysis technology is that it is approved by the CFIA to destroy Prion proteins (BSE / CWD) and all Risk Group 3 pathogens. To

meet prion destruction requirements, the vessels are pressurized and use a thermo-chemical process to digest the pathological materials. The digesters are governed by customized computer software and a series of probes and load cells that ensure a **minimum temperature of 150° C is achieved and maintained for 3 hours at a vessel pressure of 400 kpa**. The addition of **Potassium hydroxide (KOH - 45% solution)** is also computer regulated. Addition of KOH at a rate of 11% w/w of the pathological tissue mass is added to the digester vessel. Finally, a mass of 12% w/w contaminated (laboratory) waste water is added to the digester vessel to create a caustic slurry. At this point, the heating and cooking processes are initiated.

A series of stainless steel mixing paddles stir the wastes after these CFIA processing parameters are met. They continue to stir and break down the wastes during the **Dehydration Phase**. This is the longest phase lasting 24-30 hours.

During the Dehydration phase, vessel pressures and temperatures are computer-controlled to facilitate water removal from the waste solution within the digester vessel. A final dehydration rate of 36% (of the original pathological waste mass) must be achieved before the final, **Cooling Phase**, will initiate.

There are two by products of alkaline hydrolysis:

- 1) an **ammonia rich aqueous solution** which is -
 - stored in a stainless steel collection tank until the completion of the process
 - a sterile by product permitted for release to sanitary sewer

2) a **solid waste product, digestate**, which is -

- contained within the digester vessel during the dehydration and cooling phase
- continuously stirred until the completion of the dehydration phase and
- then cooled to 70 °C prior to discharge by Operators into large metal bins
- rich in carbon and other nutrients suitable for composting
- sterile and permitted for release to a local compostable landfill.

This waste destruction process represents "green technology" -- both the aqueous and solid waste by products are sterile and well suited for composting.

In terms of daily operations in the Necropsy Facility, animal remains are disposed of and the work spaces decontaminated **immediately upon completion** of the necropsy examination. There is insufficient freezer space for retention of carcass material and the additional labor and consumables costs associated with implementing such procedures are contraindicated in a busy necropsy facility. A fast turnover of biohazardous waste is required to fulfill the provincial mandate of public health.

Being "Part of your Practice" means that PDS has to know at time of receiving what is to be done with remains. Help us, help you to provide the full range of medical diagnostics and compassionate handling of a loved ones remains because it is at times of great grief, that owners rely on professionals to help them look after the details.

Mycotoxin Update

By: Vanessa Cowan and Barry Blakley (Toxicology Centre and the Department of Veterinary Biomedical Sciences, WCVM)

Significant rainfall during the growing season and an early snowfall in 2016 have compromised feed quality and enhanced mycotoxin production in crops. Consequently, most livestock producers and feed companies are now fully aware of the mycotoxin problem. Routine feed analysis for mycotoxins through Prairie Diagnostic Services has expanded dramatically this fall to meet the increasing demand for sample analysis. The ergot alkaloid panel currently evaluates six alkaloids. In most animal species, feed concentrations in the 100-200 ppb (ug/kg) range are considered acceptable (total mixed ration; TMR).

The mycotoxin panel, which evaluates primarily mycotoxins produced by the *Fusarium* molds, has been expanded to include Fumonisin B₁ and B₂. The panel now includes 14 individual mycotoxins. The Fumonisin mycotoxins affect most animal species, but horses and swine are the most sensitive of the domestic animals. Feed standards for these species are 1 ppm (mg/kg) and 10 ppm, respectively. For cattle and sheep, the standard is 30 ppm. To date, several sub-

missions did contain Fumonisin mycotoxins, albeit beneath clinically relevant concentrations. In horses, leukoencephalomalacia is the primary clinical manifestation and may be fatal. In swine, respiratory and hepatic symptoms are observed. In ruminants, vague symptoms and poor performance are encountered.

During the past few months, T-2 Toxin, HT-2 Toxin, and deoxynivalenol (vomitoxin) are the predominant mycotoxins identified in samples analyzed by PDS. These compounds are members of the trichothecene class of mycotoxins. There is considerable regional variation in their prevalence. In beef cattle, the following standards are utilized: HT-2 Toxin (100 ppb), T-2 Toxin (1000 ppb) and vomitoxin (5000 ppb). Acetylated derivatives of vomitoxin may also be present. As all of these mycotoxins produce similar effects in animals, including feed refusal, immunosuppression, and abortion, it is important to sum the total concentrations of the mycotoxins in the total mixed ration. To simplify the "addition" of mycotoxins of different potencies, an online mycotoxin calculator is

available through the Saskatchewan Ministry of Agriculture: <http://www.agriculture.gov.sk.ca/mycotoxin-calculator>

Mycotoxin contaminated feed is emerging as one of the major nutritional toxicology problems in Western Canada. Consequently, many producers are investigating other feed alternatives. To avoid ergot contamination, increased production of corn has occurred. Unfortunately, untimely rainfall has resulted in increased *Fusarium* mycotoxin production in certain corn varieties. HT-2 Toxin, T-2 Toxin, and vomitoxin are often observed at clinically relevant concentrations in corn. Grazing standing corn presents a unique problem. The contamination is almost exclusively in the cob. Since cattle graze the entire plant, submission of chipped plants including the cob is recommended. Animals that graze the less palatable stems and leaves preferentially suggests the cobs are heavily contaminated. The extent of mold growth is usually a poor indicator of mycotoxin contamination. Analysis is, therefore, critical.

This fall, many swathed crops remain uncombined. Consequently, swath grazing is common. Generally, the mold growth on the swathed crops occurred after swathing. This late season mold growth does reduce feed quality, but mycotoxin production is typically limited, although some risk is possible.

Most of the mycotoxins are heat stable and resist degradation. Feed processing techniques such as pelleting, silaging, etc., do not reduce mycotoxin concentrations significantly. There is anecdotal information suggested that processing may enhance bioavailability.

For the first time this year, ergot poisoning was observed on native pastures. The lush growth on these pastures enabled more of the grasses to head out which allowed for ergot infestation. In theory, although not reported, strip grazing may enhance ergot contamination of pasturelands. If annual rainfall continues to occur at high levels, the multifactorial mycotoxin problems will continue to happen and impact negatively on livestock and crop production.

On-Line Submission Now Available at PDS

Prairie Diagnostic Services' Laboratory Information Management System-CASEBOOK (LIMS-CASEBOOK) continues to evolve. CASEBOOK was introduced in June 2014 to replace the outdated hierarchical LIMS that PDS had used since 1998. The new relational based LIMS-CASEBOOK, allowed for a comprehensive management system to handle accessioning, reporting, lab process automation, surveillance, database queries and other functions. The latest improvement is on-line

submission.

Clients are able to access diagnostic reports on-line, in real time thru Web Client (<http://pdsserver.usask.ca/webclient>). Web Client is a secure portal where all diagnostic reports since June 2014 are stored. Web Client allows viewing of diagnostic reports from 'Preliminary' through 'Final' versions. On-line submission will improve the ability to track and view progress of reports. There are a number of benefits for using on-line submission:

- Elimination of transcription errors on diagnostic reports.
 - Pre-filled fields and drop down menus to speed up form completion.
 - Generation of better histories with the aid of drop down menus to direct pathologists for focused interpretations
 - All submission forms available at this site.
 - Additional pages for surgical biopsies, necropsy, Release of Remains forms etc. are added automatically to submission as they are selected.
 - Ability to attach photos to the submission form.
 - Ability to transition to a "paperless" clinic format with client records.
 - Tracking and status of submission from time of scanning into LIMS-CASEBOOK to completion.
- To assist clinics looking to adopt

Continues Page 4

Assisting in Bovine TB Outbreak

continued...

From Page 1

this first-ever request for bovine TB necropsy and sampling at a veterinary diagnostic lab of this many cattle at one time, that PDS and WCVm were willing and able to re-arrange teaching, research and diagnostic testing commitments to help out. Third, that PDS could effectively manage the stringent identification, sampling and disinfection processes. Lastly, but most importantly, we collectively learned a lot as veterinarians and technicians, and benefitted as an organization from start to finish. Call it knowledge sharing, a lesson in bovine anatomy and infectious disease, getting to know our colleagues better, understanding our strengths and weaknesses when faced with a mountain of work, or simply call it team building, we have finished strong and gained much along the way.

Are we ready to do this again? Well, that probably depends upon whom you ask, but those I've talked to are ready

to go! Will we do this differently next time? You bet! We've learned what has worked well and what could be improved, and we'll get better. Will CFIA need this testing surge capacity in the future? We hope not, but if they do, we'll be ready. Granted,

our facility is not ideally designed for this extreme use, and the effort is costly, but our team is well trained and ready to handle Risk Group 3 pathogens.

A sincere thank you to all that willingly participated from the early planning stages through

to last person showering out and turning off the lights on Sunday evening. The support and acknowledgement from the Dean of WCVm, the SK Ministry of Agriculture, and of course, the CFIA has been outstanding.

On-Line Submission

continued....

From Page 3

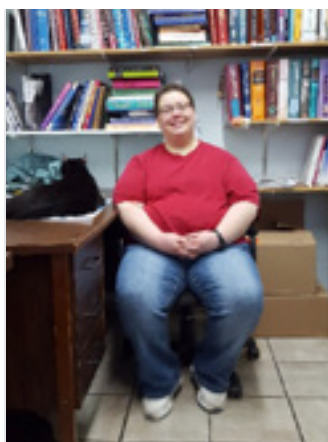
on-line submission into their workflow, PDS has developed a series of YouTube videos to aid clients in upgrading clinic software to download the submissions and to demonstrate how to fill out the forms (<https://www.youtube.com/playlist?list=PLE08oM2cfAsfsl-GL7xjG-9j6CXqJlvtNe>).

4 of 5 phases have been implemented for accessing the on-line submission forms. Phase 1 was beta testing of the forms themselves. Two clinics were selected in August to test and critique the large animal

forms and companion animal forms. Phase II commenced in September with a select group of SK clinics that were personally validated to be able to download the submission forms on their clinic computers. Potential problems were identified for Phase IV instructional materials during this development stage. Phase III was a "load test" where 100 clinics accessed the on-line form. In November Phase IV expanded the number of clinics to 145 and self-help instructional material provided to assist clinics in accessing, downloading and filling out submission forms. Phase IV instructional material

consists of YouTube videos, Frequently asked Questions brochure and a detailed instruction pamphlet. Phase V is scheduled to roll out in February to all PDS clients.

On-line submission forms will continue to evolve. Future plans for test selection and pricing, species specific test selection, etc. are being considered. On-Line submission compliments new clinic software that moves to a paperless office format. On-line submission is an exciting development for LIMS-CASE-BOOK and PDS plans to focus programs to maximize adoption of on-line submission forms.



New Face at PDS:

We are pleased to announce that Dr. Erin Zachar joined PDS, as an anatomic pathologist, on January 9th, 2017. Dr. Zachar is a 2007 WCVm graduate, a Saskatchewan local, and a member of a veterinary family. After about 6 years of mixed and small animal practice, she returned to WCVm and received a MVSc degree and completed a senior residency in veterinary anatomic pathology. Dr. Zachar's clinical experience and skills in pathology, as well as her wonderful approachable nature will be a great addition to PDS, and to the animal health profession in western Canada. She can be reached by email (erin.zachar@usask.ca) or by telephone 1-306-966-2168. Please join us in welcoming Erin to PDS

READERS' FEEDBACK

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

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

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

An Update from the dean

Dr Douglas Freeman

Western College of Veterinary Medicine

Here are some brief highlights about recent achievements and events at the Western College of Veterinary Medicine on the University of Saskatchewan (U of S) campus:

■ **New fall awards:** This fall, fourth-year veterinary student Erin Patterson of Regina, SK was the first recipient of the “Family Support Award” that was created by an anonymous donor. The \$1,000 award supports students who face the familial and financial challenges of relocating to Saskatoon as they pursue their veterinary education. Another new WCVM award — the Scotiabank Prize in Leadership — was awarded to Alexina Labreque of Saskatoon, Sask. The \$2,000 award recognizes a third-year veterinary student who has been judged by classmates to demonstrate most effectively the qualities of scholarship, sportsmanship, citizenship and leadership.

■ **Honey bee research award:** PhD student Dr Sarah Wood became the first Canadian to receive a scholarship that supports graduate students involved in honey bee research. Sponsored by Project Apis m. (PAm) and Costco-Canada Wholesale Corporation, the three-year fellowship will provide Wood with \$20,000 per year in support of her research under the supervision of WCVM professor Dr Elemir Simko. The new program recognizes and supports outstanding graduate students who are pursuing research-based doctoral degrees in fields within the PAm’s mission of enhancing colony health and crop production.

■ **SHRF awards:** WCVM professor Dr Janet Hill, along with co-investigators Dr David Palmer (U of S Department of Chemistry) and Dr Deborah Money (UBC), received the top Collaborative Innovation Development Grant Award at the Saskatchewan Health Research Foundation’s Santé Awards on Dec. 1. Hill is head of the WCVM’s Department of Veterinary Microbiology. Dr Jeffrey Chen, an adjunct professor in the same department, also received the top Establishment Grant Award at the SHRF-sponsored event.

■ **National award:** WCVM faculty member Dr

Murray Woodbury received the Myrt Lenton Memorial Award at the Canadian Bison Association’s (CBA) annual conference in November 2016. Woodbury was recognized for his work and leadership in the bison industry through his role as the college’s Specialized Livestock Research Chair. In June 2015, Woodbury organized the highly successful International Symposium on Bison Health that took place in Saskatoon, Sask.

■ **Saskatchewan Equine Expo:** For the past six years, the WCVM has worked with the Saskatchewan Horse Federation and Saskatoon’s Prairieland Park to organize the Saskatchewan Equine Expo — a four-day event that attracts more than 9,000 horse enthusiasts per year. The exposition is the ideal opportunity for WCVM equine faculty, staff and veterinary students to offer horse health presentations, live horse demonstrations and hands-on learning activities to people of all ages. This will be the second year that the WCVM and the SHF will offer an “equine education area” where the public can learn more about biosecurity and potential health risks, travelling with your horse and developing management strategies to prevent the spread of infectious disease and pathogens among horses.

■ **One Health Congress:** Saskatoon has won the bid, led by the University of Saskatchewan (U of S), to host the 2018 International One Health Congress from June 21-25, 2018. The event is expected to bring more than 1,000 researchers and health professionals from around the world to share their work and create new research collaborations. WCVM professor Vikram Misra is leading the organizing committee for the congress that will focus on aspects of One Health in underserved communities. The U of S was selected to co-host the meeting because the university has made One Health a research and training priority. 📺



Dr Douglas Freeman
WCVM Dean

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

report from the ministry of agriculture

Happy New Year everyone. 2016 seems but a blur and 2017 presents more opportunities (read challenges!)

I want to provide some updates on some topics of importance in the first few months of 2017:

PERFORMANCE OF VETERINARY SERVICES:

The OIE will be performing an assessment of Canada's veterinary infrastructure from March 12-31, 2017, using the Performance of Veterinary Services (PVS) toolkit, which can be accessed on the OIE website. This assessment looks at 47 critical competencies defined by the OIE, and using the OIE Terrestrial Animal Health Code as the standard. It is a tool for evaluation and continuous improvement. To date, it has mostly been used by developing countries. Highly developed countries such as Australia have recently been evaluated, and Japan did a self-evaluation. Canada is next.

This comprehensive review will look at:

1. Human, physical and financial resources of the Veterinary Service, which includes staffing levels, professional competencies, continuing education and emergency funding, among others.
2. Technical authority and capability, which includes such things as laboratory diagnosis and quality assurance, quarantine and border services, epidemiological surveillance and early detection, risk assessment, disease prevention and control, food safety, veterinary medicines and biologicals, residue testing, animal feed safety, identification and traceability, and animal welfare.



3. Interaction with interested parties, which includes, for example, communications, consultations, accreditation/delegation, Veterinary Statutory Bodies (like SVMA) and participation by producers and others in joint programming.

4. Access to markets, which includes things like legislation and regulations, international certification, equivalence agreements, transparency and zoning and compartmentalization.

In a federal system like Canada, with shared responsibilities, this assessment includes not only CFIA, but provincial veterinary infrastructure as well. We at the Ministry, as well as the SVMA and WCVMA, will be providing documentation and information ahead of the assessment. It is not known yet if Saskatchewan will be visited, but we may

be. The assessors may want to visit local veterinary clinics and farms, to assess such things as accreditation procedures, drug sales, consultation, etc.

This is an opportunity to have a third party evaluation of our veterinary infrastructure based on an international standard, which will identify strengths and weakness, gaps and recommendations for improvement. This will help focus our future efforts.

Veterinarians and the cervid industry:

Cases of Chronic Wasting Disease (CWD) continue to be detected in farmed cervid herds in Saskatchewan- six in 2016. This remains a federally reportable disease with a policy of eradication in farmed populations. However, CWD continues

to spread in wild cervid populations with limited surveillance detecting new cases in the wild, and in new area of the province, each year. Preventing infections in farmed cervid herds remains a challenge.

A new national Cervid On-Farm Biosecurity Standard was recently developed that provides additional guidance to cervid producers in preventing disease introduction and spread. This standard follows the all-hazards approach of the other standards, and is an excellent guide to maintaining and improving herd health.

The CWD Voluntary Herd Certification Program (VHCP), with the program standard set by CFIA but administered by third parties such as provincial governments or Scrapie Canada, is under review to strengthen



Dr. Betty Althouse
Chief Veterinary Officer
Livestock Branch,
Ministry of Agriculture

NOTE FROM THE EDITOR:

The Ministry of Agriculture report in the November 2016 issue of SVMA News was incorrectly credited to Dr. Shelagh Copeland. The author of the report was in fact Dr. Betty Althouse, Chief Veterinary Officer for the province.

Our apologies to Dr. Althouse.



with a cervid interest may find more opportunities for work with cervid clients in the coming years, if they pursue CFIA accreditation in the CWD VHCP.

Saskatchewan CWD programming under *The Domestic Game Farm Animal Regulations* and *The Diseases of Domestic Game Farm Animals Regulations* will be enhanced to include more oversight of licencing, premises, inventories and mandatory CWD testing to ensure continued early detection. CWD laboratory testing continues to be provided at no cost to producers. The game farm program intent is to allow continued game farming, while protecting wild resources.

UNIFIED MEAT INSPECTION IN SASKATCHEWAN:

The Ministry is currently consult-

ing with the provincial slaughter industry on options for meat inspection that bring all slaughter within provincial abattoirs under one system, licensed and inspected by the Ministry of Agriculture. Currently some plants undergo full carcass inspection under Agriculture, while others have only facility inspections under the Ministry of Health. Following an initial consultation meeting in the summer, collection of survey information from abattoirs and further work on options, a second round of consultations will occur around the province in late February, early March, with recommendations for a new system expected this spring. If you have comments about provincial slaughter inspection, I would be interested in hearing them. 🐾

prevention and early detection of the disease. Certified herds are recognized as being at negligible risk for CWD, possibly leading to additional sales

opportunities.

Accredited vets are part of the CWD VHCP, and veterinary consultation for herd health is part of the biosecurity program. Vets

Discipline Case Report

SVMA Discipline Committee

RESULTS OF DISCIPLINE CASE 2015-07

A hearing was held by the Discipline Committee May 26, 2016 regarding a complaint made by the Practice Standards Committee against Dr. Shawn Haas regarding an alleged deficiency in

medical records identified in a 2014 inspection of Dr. Haas' practice.

The Professional Conduct Committee submitted that Dr. Haas was guilty of professional misconduct and/or conduct

unbecoming in that he was in breach of the Practice Standards, certain bylaws and sections of the Act following inspection of his practice.

In considering evidence presented at the hearing the Disci-

pline Committee did not agree with the Practice Standards Committee's interpretation of the standards. Accordingly, the Discipline Committee found Dr. Haas not guilty of the charge brought against him. 🐾



Mark your calendar..

Vet team family day

TAKES PLACE

SUNDAY JUNE 4, 2017

Wascana Park, Regina

Bring all your clinic team members and their families for an awesome day of fun!

**WANT TO GET
YOUR STAFF OUT
OF THE CLINIC
TO RELAX AND
HAVE SOME
FAMILY FUN?**

4K Dog Walk

10K Furry Fun Run

**Scavenger hunt,
fun relays and
crazy races**

**All dogs welcome!!
(must be leashed)**

**Great prizes, treats,
and giveaways!**

Free BBQ

The SVMA Wellness committee is already hard at work planning this super fun event. It will be a great day by the lake for kids, pets, and YOU!

Gather at Lakeshore park picnic area (free public parking and washrooms close by).

Festivities kick off 10:30 am; dog walk & fun run start 11:00 am.

This is a **FREE** vet community event for you, your associates, staff and all your families. Registration by family coming soon. 🐾

SEE YOU AT WASCANA!





When needed... wellness supports are available

The SVMA is dedicated to helping its members develop and maintain health, balance and resilience as they navigate the many demanding ups and downs of veterinary practice. There is no need to wait until problems have become overbearing to access supports from your Association.

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 the members' wellness program.

Features of the program include:

- Covers any active general, life practising or educational members who have been licensed for six or more months
- Covers four hours of professional mental health services annually, up to \$120 per visit. (These four hours are enough to ensure those who desire to do so can get started on a counselling program - additional hours are typically covered by a member's extended health plan.)
- Counselling services are available in the following cities:


Regina	Moose Jaw	Yorkton
Kindersley	Saskatoon	Prince Albert
La Ronge	Estevan	Weyburn
Coronach	Swift Current	North Battleford
Lloydminster		
- If a member has someone different they would like to see in their area, PPC can arrange the counselling coverage with that therapist, providing they are registered and insured.
- This service is absolutely confidential: no identifying information is given back to the SVMA office.

For more information or to make a confidential appointment for counselling, contact:

Professional Psychologists & Counsellors (PPC)

1118 College Drive, Saskatoon, SK S7N 0W2 • (306)664-0000
www.peopleproblems.ca

For a member under investigation for a complaint, support is also likely needed. A disciplinary hearing can be a particularly stressful experience. It is important to take extra care of yourself during this time. You don't have to face it alone. A friend, family member or colleague may be invited to hearing proceedings for support. Sometimes, self-care means asking for help. If you would like to talk to someone about your situation in a confidential and professional setting, PPC counselling is available to you as well.

Further information about the Member Wellness Program plus a wide array of other wellness resources is available on the SVMA website/Wellness page. 





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.

CVMA Welcomes Three New Members to Council on January 1, 2017

- Dr. Christiane Armstrong joined the CVMA Council as representative of CVMA-SBCV Chapter members in British Columbia.
- The CVMA also welcomed Dr. Karen Machin to Council as the WCVN/UCVM/OVC rep.
- The CVMA is pleased to welcome Dr. Christopher Bell who began his term as the representative of CVMA members in Manitoba on Council and as the Council Liaison to the CVMA Animal Welfare Committee.

Visit the About CVMA section of canadianveterinarians.net to view the full list of CVMA Executive and Council members.

POLICY AND ADVOCACY

Regulations Amending the Health of Animals Available for Comment in Canada Gazette I

The welfare of animals during transport is an increasingly high priority issue for Canadians. In Canada, the Canadian Food Inspection Agency (CFIA) has the regulatory authority for animal transport. The current federal animal transport regulations were implemented in 1977. They no longer reflect current industry best practices, available relevant research, international trends, and societal expectations. The CFIA, after many years of review and stakeholder consultations, has pre-published a draft amendment to the animal transport regulations to Canada Gazette Part 1 (CG1) for public comment. The comment period will last 75 days and will close on February 15, 2017. All interested parties are invited to comment. View more information under the News & Events section of our website.

Embracing the New Reality of Antimicrobial Stewardship

Protecting and maintaining the health of animals

is essential to veterinary medicine. Society has entrusted the health of animals to our profession. When it comes to antimicrobial resistance and the prudent use of antibiotics there has been much concern within the medical professions. Cases of multi-drug resistant bacteria have become so frequent that they are no longer front page news. Governments from around the world have taken action to control antimicrobial resistance. The CVMA has made the stewardship of antimicrobials a top priority. View the full article by Troy Bourque, CVMA President, under the under News & Events section of our website.

SCIENCE AND KNOWLEDGE

Call for Saskatchewan Veterinarians to Join the Canadian Veterinary Reserve

The Canadian Veterinary Reserve is a growing, national body of qualified Canadian veterinarians who are available to provide veterinary surge capacity to first responders in large-scale emergencies and disasters involving animals to address animal health and welfare issues. CVR members are volunteer veterinarians who may choose to serve or not, based on their availability, at the time of call up. All members who are deployed for service receive appropriate training specific to the disaster response and are remunerated for their service. You can learn more and join under the Science & Knowledge tab of the CVMA website, under the Canadian Veterinary Reserve.

2017 CVMA Award Nominations

The CVMA is pleased to announce the opening of our 2017 Award Nominations. Each year, we proudly recognize individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to Canada's veterinary community. Nominations for 2017 CVMA Awards are being accepted until January 31, 2016. Award nominees (excluding those nominated for Honourary Membership) must be current CVMA members to be eligible for nomination; however, they 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 for more information.

PRACTICE AND ECONOMICS

Business Strategies to Increase Your Client Base

Self-employed professionals need a steady flow of clients to achieve continuous success. The challenge is to continually attract qualified leads, especially during busy times, so your pipeline stays full. These three strategies will help increase revenue and stabilize cash flow: 1. Create a marketing system. The key is consistency. Set time aside each week to network, make new contacts, and follow-up with clients you haven't seen in a while. 2. Develop your sales funnel. Your marketing system will fit into a bigger sales strategy: your sales funnel. The purpose of a funnel is to capture prospects, then move them through a step by step process toward a sale, filtering out unqualified leads as you go. 3. Track your success. A mechanism to track your sales efforts is a must for any sales system. Without one you won't know what is and isn't working for you. The full article, brought to you by Scotiabank, can be found under the News and Events section of our website.

Green Veterinary Practice: Waste Management Tips

The CVMA's Green Veterinary Practice initiative is a web-based resource that offers tips on how to make your veterinary practice more environmentally friendly. Consider these tips for waste management: 1. Install waste receptacles that have separate compartments for non-recyclable garbage, recyclables, and compost. 2. Consider auditing your clinic's plastic medical supply waste to determine what can be recycled in your municipality. 3. Consult your municipality to confirm what PIC plastics can be recycled. Visit the Practice & Economics section of CVMA's website to access the Green Veterinary Practice initiative.

MEMBER BENEFITS

Clinician's Brief™ and Plumb's Veterinary Drugs™

CVMA members can enjoy a free subscription to the monthly global digital edition of Clinician's Brief™, which provides practical and diagnostic clinical information for small animal practitioners. Members can also receive a special pricing of \$59.50 USD on a Plumb's Veterinary Drugs™ individual sub-

scription (30 per cent discount from regular rate or from all pricing). Plumb's provides access to drug dosing information from your mobile device or computer, anytime, and from any location. Contact the CVMA office for information on how to take advantage of these member benefits.

Order Supplies through Staples Business Advantage™

Staples Business Advantage™ is the business division of Staples, Canada's largest supplier of office products. The CVMA negotiated a group purchasing agreement to provide CVMA members with discounted office supplies. Staples Business Advantage™ saves money for CVMA members who own a practice or small business, are opening a practice, or are building or renovating a home office. Staples Business Advantage™ makes buying office products easy by providing: Competitive pricing with the Staples Business Advantage™ Net Catalogue; Free next-business-day delivery across Canada on orders over \$50; Easy to use online ordering; Excellent customer care with dedicated local account managers; and Easy to browse catalogues. Request an account application from CVMA by email (admin@cvma-acmv.org) or call 1-800-567-2862.

Save Money on Your Vacation through CVMA's Hotel Discount Program

The CVMA's hotel discount program gives online access to a worldwide inventory of hotels at unbeatable rates. Whether you are travelling for business or pleasure, you can save as much as 50 per cent and take advantage of below-market rates averaging between 5 to 20 per cent better than other popular online hotel booking services. Reservations made through our system are guaranteed to be the lowest available. If you can find the same booking available at a lower rate within 24 hours of your reservation, a service agent will either refund the difference or cancel the reservation without penalty (with few exceptions). The majority of bookings are "pay on arrival," which means that you only pay when checking out of the hotel. In some instances, you may want to opt for an attractive "pre-paid" rate. Take advantage of this discount program by reading the full article under the News & Events section of our website. 📖

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

CLASSIFIED ADS

For complete, up-to-date listings, look for Classifieds under News & Information on the SVMA website.

LOCUMS AVAILABLE

SASKATCHEWAN/MANITOBA

POSTED: SUNDAY JANUARY 1, 2017

Large/mixed/small animal veterinarian available for locum work in Saskatchewan or Manitoba. (Licensed in both provinces) Contact Dr Theodore Shwaluk, WCVN '93. 204-638-8310 / mobile 204-724-4142

SASKATOON

POSTED: MONDAY JANUARY 9, 2017

Is your practice in the Saskatoon area looking for an experienced small animal veterinarian to fill in short term for holidays or maternity leave? Do you need someone to take care of your clients as if they were her own? Someone who is devoted to the highest quality of care and client service? If so, contact: Dr Dayle Borchardt at dayle@dvm.com or call (306) 717-5771.

SASKATOON

POSTED: TUESDAY NOVEMBER 15, 2016

Locum available in Saskatoon and surrounding area. 10+ years experience in large and small animal medicine and surgery. Contact Dr Ruth Sims at docrsims@yahoo.com or call (306) 850-9277.

SASKATOON

POSTED: MONDAY OCTOBER 31, 2016

Small animal veterinarian available for locum work in Saskatoon and area. Please contact Dr Victor Oltean at 1vet.sask@gmail.com or call 306.292.9695.

SASKATOON

POSTED: SATURDAY OCTOBER 1, 2016

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 at malcolm-weir1990@gmail.com

VETERINARIANS REQUIRED

SASKATCHEWAN

LUMSDEN

POSTED: THURSDAY DECEMBER 15, 2016

TM'z Veterinary Clinic is seeking highly motivated, full or part time, Small and Mixed Animal Veterinarians to join our team of professionals. We offer a competitive salary, comprehensive benefits package, paid SVMA and CVMA dues, CE and uniform allowance, staff discounts and a mentorship program. TM'z Veterinary Clinic is a full service, mixed animal practice that is founded on the principle of providing "Veterinary Care With a Difference". At TM'z, client and patient care are our top priorities. We have a fully equipped, state-of-the-art clinic that was built new in 2013 to meet growing demands. We're located in Lumsden, SK, in the beautiful Qu'Appelle Valley, only 15

minutes from Regina.

Check us out on Facebook! New grads are welcome!

To apply, email a cover letter and resumé to jobs@tmzvvetclinic.ca For additional inquiries, contact Wendy Kuntz @ (306) 731-3266.

MELFORT

POSTED: THURSDAY DECEMBER 1, 2016

We might fit the lifestyle you want...

Come home from a satisfying day of practice with the Aurora Borealis highlighting the forest above your house in the winter. Take off on a perfect summer afternoon and take a hike or paddle in one of the beautiful lakes. Every outdoor activity you might love. Come work at a clinic voted Best Business in 2016 in a smaller city that has many of the benefits of a larger one; Melfort, Saskatchewan. A clinic that prides itself on care and great medicine, we have room for a vet to grow with us. Full or part time positions available to suit the needs of life outside of practice.

For more information please contact Janine Kernaleguen RVT VPM, Hospital Administrator, Gateway Veterinary Services janine@gatewayvet.ca or 306-752-7387

MELVILLE

POSTED: MONDAY DECEMBER 19, 2016

Have you been considering a change? A lifestyle oriented practice with forward thinking staff and highly progressive, driven organization seeks you!

Here's why you will want to check this opportunity out:

- 1) Enormous potential to specialize your capability - adding team players who are also motivated, enthusiastic and willing to help us fulfill our goal to be a model practice in an area of high growth of mixed animal medicine
- 2) Technology driven practice investing in the future of Veterinary practice encouraging you to excel in your chosen field of proficiency.
- 3) Enjoy a life outside of work - shared workload with other veterinarians so you can enjoy a small town atmosphere with all the amenities of city living right here, everyday.
- 4) Appreciate an evolving city perfect for young individuals or family living! Enjoy being close to larger centres nearby, lakes and recreational opportunities in your backyard
- 5) Much, much, more!

You have to agree that this is at least worth checking! Because you are busy person we've only shown some of the highlights of this opportunity here - it is

only fair that you get to decide if this is right for you without any risk.

Please visit our website: <http://melvillevet.com/employment-opportunities/> or call 306-728-2633 and ask to have "The Melville Veterinarian Opportunity Package" mailed to you.

MOOSE JAW

POSTED: MONDAY JANUARY 9, 2017

Large Animal Veterinarian needed in MOOSE JAW, SK:

We have been a growing large animal practice for the past four years. We are looking for a full time or part time veterinarian interested in large animal practice. Our client mix is 80% bovine and 20% equine.

Compensation methods are negotiable and will be based upon experience and work history. The position will share emergency duties with one other full time veterinarian.

For more details contact Dr. Terry Goslin of Western Veterinary Services at westernvet@sasktel.net, or phone: 306.692.4800

MOOSE JAW

POSTED: TUESDAY NOVEMBER 22, 2016

The Moose Jaw Animal Clinic is looking to hire a mixed animal veterinarian, new grad or seasoned veterinarian welcome. The Moose Jaw Animal Clinic is a progressive and well established mixed animal practice in Moose Jaw, SK. The clinic is located in a new and very spacious building comprising of 5 small animal examination rooms, a surgical room, a dental room, isolation room, cat room, dog room and grooming room. The large animal area comprises of a drive thru unloading chute, maternity pen, squeeze chute, horse stocks and several holding pens. We are well equipped with an in-clinic laboratory, 3 isoflurane, Cardell and pulse-ox, 2 digital x-rays, ultrasound machine, equine power float and small animal dentistry unit. The clinic takes care of all kinds of animals including exotics and wildlife. Case load is 25% farm animals and 75% pets. The Moose Jaw Animal clinic has 5 FT veterinarians, 2 PT veterinarians, 4 VTs, 3 receptionists and other support staff. This is a very friendly working environment with excellent staff. We offer a competitive salary, excellent mentorship, 4 weeks paid vacation, paid CE SVMA and CVMA dues and health benefits.

Contact Dr Changar @306-692-3622 or mjac@sasktel.net

OUTLOOK

POSTED: WEDNESDAY JANUARY 4, 2017

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

PRINCE ALBERT

POSTED: MONDAY NOVEMBER 7, 2016

Small animal veterinarian required to fill a full time, one year maternity leave position in 2017, with the possibility of the position becoming permanent.

We have two veterinarians, an office manager, RVT veterinary tech, veterinary medical assistant and kennel assistant. We are equipped with Cornerstone practice management software, digital radiography, including dental, Surgi Vet Advisor monitor and ultrasonic dental unit.

We offer a competitive salary and benefits package. Prince Albert is located close to the lakes and numerous recreational opportunities.

Please apply to: South Hill Animal Clinic, attention Dr Arlene Just (306) 764-3011 or ahsh@sasktel.net

REGINA

POSTED: FRIDAY JANUARY 6, 2017

The Animal Clinic of Regina is eager to welcome a full time, small animal veterinarian to our ever growing team. We are an established clinic close to downtown Regina and we take pride in our great patients, clients and staff. We are able to provide high quality patient care with our fully equipped in-house lab, digital radiography, ultrasonography and laparoscopy. Our walk in policy keeps everyone on their toes and gives our veterinarians the opportunity to fully utilize their knowledge and skills, making this

an ideal position for new graduates and experienced veterinarians alike. Benefits include a competitive salary, group medical coverage, valuable staff discounts as well as no emergency or on call hours.

Email your resumé to animalclinicofregina@sasktel.net or mail it to: Attention Dr. Lesley Sawa, Animal Clinic of Regina, 1800 Garnet Street, Regina, SK, S4T 2Z2.

REGINA

POSTED: MONDAY NOVEMBER 28, 2016

Our veterinary team is expanding! We are now accepting applications for a small animal veterinarian to join our team. By providing our veterinarians with the tools and in-house diagnostic capabilities, and a great support team, we are able to offer our patients the gold-standard in veterinary care. 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, therapeutic K-Laser and CytoVetStat. Take a virtual tour at www.24hracc.ca. Come and join an excellent team that cares for patients 24 hours a day with compassion, and professionalism. Our veterinarians work 12 hour shifts, rotating between days and nights, with approximately 14-16 shifts per month. 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. The successful candidate will also receive a signing bonus of \$5,000 - \$10,000 (some conditions apply)! Preference will be given to candidates from or willing to move to Regina, SK.

Please submit your resumé by email to 24hrhr@accesscomm.ca. We look forward to hearing from YOU!

REGINA

POSTED: TUESDAY OCTOBER 11, 2016

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 is 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

SASKATOON

POSTED: MONDAY NOVEMBER 7, 2016

The Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac), a research institute at the University of Saskatchewan in Saskatoon, Canada, is seeking a Clinical Veterinarian to manage its clinical research group. The clinical research group is currently comprised of two additional veterinarians and 9 animal care technicians/ husbandry personnel and is responsible for all experimental research involving animals. This includes work with small and large animal species in containment level 2 and level 3. The group works closely with our scientists to help understand infectious diseases of humans and animals and to develop effective strategies for improving human and animal health.

ALBERTA

Want to C-section everything from 3kg Chihuahuas to 1000kg Charolais? Can you translate latin into Farmer-ese? Can you talk the talk with horse people? Sew up any wound? If so, then we want you!

We have what you need to practice GREAT medicine - digital rads, digital dental rads, digital records (Cornerstone), ultrasonic dental unit, in-house lab, powerfloat, in house squeezes etc.

We are seeking the right person who will be a good fit for our clinic family, and take great care of our clients and patients. Extensive compensation package including mileage, CE, ABVMA license, health/dental/disability plan, generous vacation time and more. Above average compensation. Mentorship is strong within our practice group.

If interested, please contact Dr Kevin Breker or Michelle Dubrule at 780-624-1606, email peacervetvet@gmail.com or fax 780-624-8603.

RED DEER

POSTED: FRIDAY JANUARY 13, 2017

Animal Emergency Hospital in Red Deer, AB has an opportunity for an emergency veterinarian to join our team. Animal Emergency Hospital provides after hours and emergency veterinary care for most veterinary hospitals in Central Alberta, and shares the building with Cedarwood Veterinary Hospital, a day practice.

We are a well-established Veterinary Hospital group that constantly strives for excellence in pet health care, is very well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon as well as General Practitioner Veterinarians with

advanced training in small animal surgery, canine reproduction, dermatology and rehabilitation.

We would like to add an Emergency Veterinarian to our Animal Emergency Team. New graduates are welcome to apply!

If you are interested, please contact Dr Dagmar Schouten at dschouten72@gmail.com, FAX 403.346.9925 or phone 403.347.2676.

RED DEER

POSTED: FRIDAY JANUARY 13, 2017

Our Veterinary Hospital group consisting of two Veterinary Hospitals has an opportunity for a Veterinarian to join our Cedarwood team in Red Deer. We are a well-established Veterinary Hospital group that constantly strives for excellence in pet health care, is very well equipped and is part of the UCVM Distributed Teaching Hospital. Our team of veterinarians consist of a Board Eligible Small Animal Surgeon, and several General Practitioner Veterinarians with special interest in small animal surgery, canine reproduction, dermatology, ultrasound and rehabilitation.

We would like to add a veterinarian who has an interest in ultrasound, small animal reproduction, internal medicine or dentistry. Cedarwood Veterinary Hospital is a successful day practice, while Animal Emergency Hospital is located in the same building as Cedarwood Veterinary Hospital and provides after hours and emergency veterinary care for most Veterinary Hospitals in Central Alberta. Strong new graduates are welcome to apply.

Red Deer is located in Central Alberta, midway between the major cities of Edmonton and Calgary. It is Alberta's third largest city, with many amenities of the big cities with a small town feel. If you are interested in joining our wonderful team, please contact Dr Dagmar Schouten at dschouten72@gmail.com FAX 403.346.9925 or phone 403.347.2676.

Want to C-section everything from 3kg Chihuahuas to 1000kg Charolais? Can you translate latin into Farmer-ese? Can you talk the talk with horse people? Sew up any wound? If so then we want you!

We have what you need to practice GREAT medicine - digital rads, digital dental rads, digital records (Cornerstone), ultrasonic dental unit, in-house lab, powerfloat, in house squeezes etc.

We are seeking the right person who will be a good fit for our clinic family, and take great care of our clients and patients. Extensive compensation package including mileage, CE, ABVMA license, health/dental/disability plan, generous vacation time and more. Above average compensation.

Mentorship is strong within our practice group.

If interested please contact Dr Kevin Breker or Michelle Dubrule at 780-624-1606, email peacervetvet@gmail.com or fax 780-624-8603.

TECHNOLOGISTS REQUIRED

SASKATCHEWAN

ESTERHAZY

POSTED: THURSDAY JANUARY 12, 2017

Would you like to utilize all of your skills as an RVT? Twin Valley VHS would like to hire a professional, punctual, and upbeat Vet Tech who excels at taking initiative, has a strong work ethic and has a sense of humor!

At Twin Valley VHS, we operate a very busy mixed practice who values 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 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 ligament repairs and fracture repairs with rehabilitation exercises.

Employees are offered paid SAVT dues, uniform allowance, group health benefits, CE, 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 resumé and three references to twinvalleyvet@sasktel.net or mail to PO Box 1990 Esterhazy, SK. S0A 0X0

REGINA

POSTED: WEDNESDAY DECEMBER 14, 2016

Wascana Animal Hospital is looking for a third full-time AHT to join our team! We are looking for an enthusiastic, hard-working, compassionate individual who is motivated and self-directed. We are a companion animal hospital located on the east side of Regina. We are fully equipped with in-house lab, digital x-ray (including dental), ultrasound, electronic medical records system as well as offering integrative medicine and acupuncture. Visit our website at: www.wascanaanimalhospital.ca to learn more about us.

If you feel like this position might be right for you, please send your CV attn: Drs Potts & Ulmer to wascanaanimalhospital@gmail.com.

SASKATOON

POSTED: MONDAY DECEMBER 19, 2016

We have a team of compassionate, client-focused professionals who are excited to welcome a full time RVT. Frontier Veterinary Services has a modern facility where we work together to promote and improve our quality of medical care and we are always looking to add new team members who will actively contribute to, and enhance, these goals.

Our ideal candidate will have a positive attitude, great communication and exceptional client service skills that make a good first impression with our clients! He or she will be able to work days, evenings and weekends.

As a member clinic of Associate Veterinary Clinic (AVC), we offer a team based approach to provide the expertise and mentorship to enable you to grow! We recognize high performing "A" players and provide many opportunities to develop your skills including annual CE allowances, exclusive access to seminars, annual AVC conferences and interactive learning through our soon to come in-house online university Woof U! Additionally, we offer competitive wages, pet and veterinary discounts and group benefits. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program.

Please submit your resumé to: admin@frontiervet.ca

ALBERTA

LLOYDMINSTER

POSTED: MONDAY NOVEMBER 7, 2016

The Lloydminster Animal Hospital is looking to add a registered RVT to our existing 6 technician practice. This is a full time, permanent position. Applicants will need to be able to work in all aspects of a mixed practice and support our 7 Veterinarians. We offer competitive wages, health benefits, scrub allowance, CE allowance and well as ABVMA dues paid. A positive, enjoyable, team approach environment while providing high quality patient care are our priorities. Preference will be given to applicants with at least 1 year of clinical practice experience, but new RVT grads are welcome to apply.

Submit your CV to Dr. Joanne Heaver at jheaver@lah.ca.

RED DEER

POSTED: FRIDAY JANUARY 13, 2017

Animal Emergency Hospital in Red Deer has an opportunity for an experienced Registered Veterinary Technologist to join our team. We are a progressive hospital that constantly strives for excellence in pet health care and are equipped with an in-house lab, digital x-ray, endoscope, ultrasound, blood donor program and more.

We are looking to hire a part time RVT, to cover weekends and potentially some

evenings. The starting wage is dependent on experience and shift the range is \$23-\$28/ hr. A suitable applicant would be comfortable in a fast-paced environment, possess a high level of technical skills and a positive attitude.

Please submit a resume by email to rpalmer@cedarwoodvet.ca, fax 403-340-8418 or in person at 7644 Gaetz Ave. attention Ronnel Palmer.

PRACTICES FOR SALE

SASKATCHEWAN

MAPLE CREEK

POSTED: SATURDAY OCTOBER 1, 2016

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; Box 1616 Maple Creek SK S0N 1N0, or call (306)662-7625 or (306)-558-200

ALBERTA

NANTON, VULCAN

POSTED: TUESDAY JANUARY 3, 2017

Hall Veterinary Service is looking to sell a mixed practice located in southern Alberta.. We have a clinic at Nanton [40 minutes south of Calgary] as well as one at Vulcan. The practice is over 90% small animals with good potential to increase large and small animal work. The large animal portion is not essential to the success of the practice. This includes a 2700 sq ft building at Nanton that is well equipped with the usual equipment including in house lab and x-ray, all in good repair. Vulcan is 900 sq ft and is leased location. Present owner willing to make an easy transition possible. This long established practice is priced to sell and would be a turnkey purchase.

Phone 403-646-5507 or email hallvet@telus.net

EQUIPMENT FOR SALE

TISDALE

POSTED: THURSDAY NOVEMBER 17, 2016

- 1: Heska Hematruer Hematology Analyzer
- 2: Heska Dri Chem 4000 Chemistry Analyzer
- 3: Stat Spin Centrifuge

Prices available upon inquiry.

Please contact Northeast Vet Services at 306-873-2042, and ask for Mike or Kaly.

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For further information on the above services contact Customer Service
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CVMA EMERGING LEADERS PROGRAM

**July 13 and 14, 2017
Charlottetown (Prince Edward Island)**

INVITATION TO APPLY FOR SPONSORSHIP

Low staff morale, burnout, financial challenges, workplace drama and a host of related challenges can easily make our veterinary careers less fulfilling. 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 an 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 eight-hour workshop.

Since its inception in 2010, 187 DVMs have participated in the program. You can join this amazing group of rising stars. With sponsorship from Virox Animal Health, CVMA and SVMA are offering the opportunity for two SVMA members who graduated in 2006 or later to obtain full sponsorship to participate in the program.

In addition to the ELP session, participants are also invited to CVMA's signature events including the 2017 CVMA Summit - The Future of Veterinary Medicine: Embracing Change & Innovation - and the CVMA AGM and Awards Luncheon.

Sponsored participants will receive the following:

- Travel to and from Charlottetown, PEI
- Two nights' accommodation at the Delta Prince Edward Hotel
- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary registration for the 2017 CVMA Convention

WHEN

**July 13, 2 to 6 p.m.
July 14, 8 a.m. to noon**

WHERE

Prince Edward Island Convention Centre

WHAT PAST SVMA PARTICIPANTS SAY:

"What I enjoyed most about this event was the opportunity to engage with veterinarians from across the country from different backgrounds, age groups and experience levels. There are veterinarians all over our country involved in amazing projects and groups, and it is these veterinarians who are mobilizing the new generation of practitioners toward developing our provincial and national bodies into the cohesive network of Canadian veterinarians we desire...Whether you have been working for three months or thirty years, you will have something to gain by attending this program."

- Dr Steve Kruzeniski

"The 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....The EL 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 program for any young veterinarians who want to give their careers a boost!"

- Dr Stephanie Osinchuk

HOW TO APPLY FOR SPONSORSHIP

SVMA members who graduated within the last 10 years (2006 or later) can apply for full sponsorship to participate in the ELP. Up to two sponsored participants per province will be selected.

If you would like to apply for sponsorship, please visit <https://www.canadianveterinarians.net/science-knowledge/sponsorship> or contact Sarah Cunningham at scunningham@cvma-acmv.org by March 24, 2017.





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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!**

MEMBERSHIP CHANGES

GENERAL

GARDHOUSE, Sara M. Jan 20

T-GENERAL

ABDELMOTAGALLY, Mina Jan 20

T-LIMITED GENERAL TO GENERAL

PINEDA, Rafael Jan 20

SHORT TERM TO GENERAL

EYFORD, Kelly D. Jan 1
GRAY, Bridget Jan 1
HAMILTON, Amber N. Jan 1
HAYDEN, Aimee V. Jan 1
OSINCHUK, Stephanie Sep 1

EDUCATIONAL TO GENERAL

ZACHAR, Erin K. Jan 1

SABBATICAL TO GENERAL

JOHANNSSON, Lina M. Jan 1
PERLINGER, Leo Jul 1
ROBITAILLE, Marc D Jan 1

LIMITED SHORT TERM

TO LIMITED GENERAL
CARMALT, James L. Jul 1

EDUCATIONAL TO

LIMITED GENERAL
DADARWAL, Dinesh Jan 1

MILO, Jewel Sep 26

THOMAS, Keri Jan 1

T-LIMITED GENERAL

DHAKAL, Shrijana Jan 19
YAROKHNO, Yaroslav Nov 8

GENERAL TO SHORT TERM

ASHBURNER, J. Sue 30 day, Jan 1
BEGG, Ashley 30 day, Jan 1
BERGERON, Tania 30 day, Jan 1
DULL, Natasha 60 day, Jan 1
CHISHOLM, Brownyn 90 day, Jan 1
ERICKSON, Dorothy #. 60 day, Jan 1
GIBBONS, Melanie 30 day, Jan 1
HAVER-VEIKLE, Victoria 30 day, Jan 1
JONES, Mary 90 day, Jan 1
MCINTYRE, Katelyn M. 30 day, Jan 1
SOUCY, Jocelyn Cecilia Jan 1 - 31
STEWART, Jane 90 day, Jan 1

T-SHORT TERM

MATZ, Brad Jan 13 - 27
MACLELLAN, Megan J.
Nov 21 - Dec 3
SINGH, Ameet Nov 14 - 18
SESHIA, Sunita 30 day, Jan 1
SWIFT, Katie Feb 6-24
..... May 1-19
..... Jun 5-23

LIMITED GENERAL TO LIMITED

SHORT TERM

CARMALT, James L. 30 day, Jan 1

LIFE PRACTISING TO

LIFE PRACTISING SHORT TERM

LAING, Robert J. 30 day, Jan 1
SHANTZ, Neil S. 30 day, Jan 1

LIFE PRACTISING TO LIFE

NON-PRACTISING

CHOQUER, Albert J.M. Jan 1
WOBESER, Gary A. Jan 1

GENERAL TO EDUCATIONAL

RYBICKA, Joanna Jan 1

GENERAL TO SABBATICAL

DHILLON, Jasmine Jan 1
MALTMAN, Thomas Jan 1
PERLINGER, Leo Jan 1 - Jun 30

SOCIAL TO LIFE NON-PRACTISING

TARASEWICZ, Jan Jan 1

SOCIAL

VERHOEF, Jolanda Jan 3

GENERAL TO SOCIAL

BURBRIDGE, Wanda L. Jan 1
GILBERT, Alan G. Jan 1

KIDNEY, Beverly Anne Jul 1

RESIGNED

ALCORN, Mary-Jane Dec 31
BENNETT, Katarina Dec 31
BROEMEL, Catharina Oct 18
CHAN, Mandy Dec 31
DAHIYA, Jaipal Dec 31
DAVIDSON, Shawn R. Jan 18
DODD, Jennifer C. Dec 31
LETT, J. Feng Dec 31
FUCHS, Maria Apr 30 2016
HOLOWAYCHUK, Marie Dec 31
JADHAV, Ashok Dec 31
KOSHELUK, Mike Dec 31
KRAGNESS, Brandy Dec 31
MARQUES, Fernando Dec 31
MALIK-DAHIYA Dec 31
MCCALLUM, Kellie Dec 31
MONETTE, Sebastien Dec 31
O'MORROW, Colleen Dec 31
PAWLUK, Pete Dec 31
POZNIAK, John Michael Dec 31
RUNNION, Luke Jan 18
SATHYA, Suresh Dec 31
SKUBA, Elizabeth V. Jan 18
VACHON, Margo A. Dec 31
VESPI, Hannah Dec 31
WILLS, Felicity Kaye Dec 31

DECEASED

MARLY, Charlotte Dec 23

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