

# SVMA NEWS



SASKATCHEWAN  
VETERINARY MEDICAL  
ASSOCIATION

MAY 2017,  
VOLUME 52, ISSUE 2

8

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CHOOSING QUALITY  
PET CARE FACILITIES**





WANT TO GIVE  
YOUR STAFF  
A BREAK?

HOW ABOUT A  
HEALTHY DAY  
OF **FUN** AND  
**RELAXATION?**

Sponsored by:



# Vet team family day

**SUNDAY JUNE 4, 2017**

**Wascana Park, Regina**

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

**4K Dog Walk**

**10K Furry Fun Run**

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

**Face painting**

**Great prizes, treats,  
and giveaways**

**Free BBQ!**

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

The SVMA Wellness committee has been planning this super fun event for many months. It will be a great day by the lake for kids, pets, and YOU!

Festivities kick off 10:30 am; Dog Walk & Furry Fun Run start 11:00 am; BBQ and games follow.

Gather at Lakeshore Park picnic area  
(Free public parking and washrooms close by).

**This is a **FREE** vet community event for you, your associates, staff and all your families.**

Please sign up by family at [svma.sk.ca](http://svma.sk.ca) so we can get a rough idea of numbers (but if you don't remember to sign up, come on out anyway- we'll have plenty of everything!)

**SEE YOU JUNE 4TH AT WASCANA!**



MAY 2017

**SVMA NEWS** is a publication of:

**SASKATCHEWAN VETERINARY MEDICAL ASSOCIATION**

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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

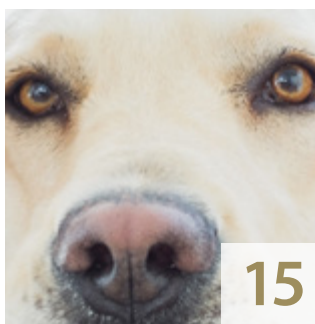
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Cover photo: Shutterstock



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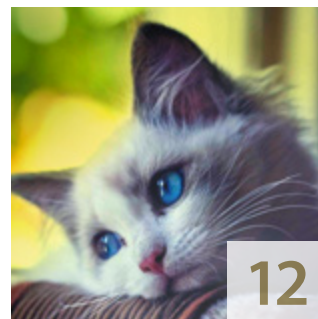
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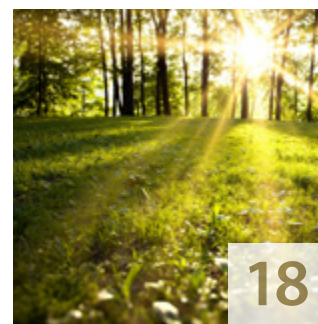
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**DANGER TO ANIMALS: A  
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**A CHECKLIST  
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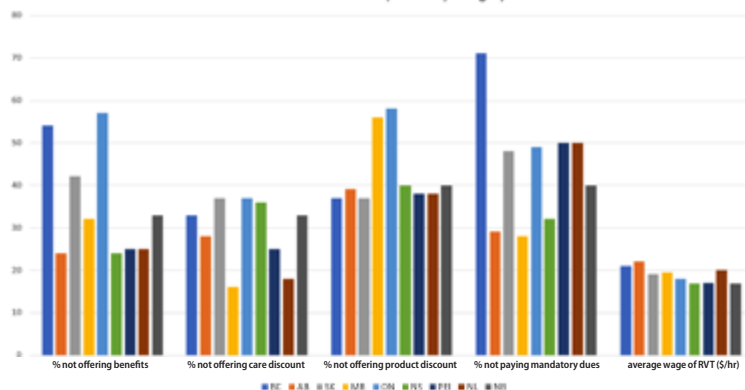
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## ■ registrar's desk

Judy Currie, DVM  
Registrar, secretary/treasurer  
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2016 Provincial Comparison by Category



### Are you able to keep clinic staff over the long term?

There has been a shortage of qualified veterinarians and veterinary technologists for many years and with the number of new employees entering the workforce decreasing, finding good staff for a practice is becoming an increasing challenge. Rural practices in particular seem to be having difficulty attracting young veterinarians to smaller communities. We all know that constant recruitment and training are very costly.

So what are you doing to encourage good people to stay with you?

Customarily, employers try to offer competitive salaries and hope to offer an agreeable work environment. Extras may include employer paid licensing, registration fees and CE expenses on paid time.

But.....do you provide a health, dental and disability benefits package to your employees?

Well, why not?? The usual answer to this question is .... because it is too expensive! And for small businesses it most certainly can be. Most health benefits packages are geared towards large groups using a similar concept to investing in mutual funds. There is safety in numbers. With a larger base of mostly healthy people contributing to the benefits plan, the few who do need to use it have little effect on the overall cost per individual.

We all know the provincial publicly funded health care system doesn't cover all of the expenses that can result from illness or injury. No one knows when they might need to use a health benefits plan. On the job injuries will likely be covered by Workers' Compensation but what if one of your employees develops a chronic illness or suffers an injury requiring a long absence from work? How will they support themselves and their family? Employees pro-

vided with health and disability benefits can enjoy peace of mind in knowing they and their families have access to health services not covered by the basic provincial plan and that they have the additional protection of income replacement in the event of serious illness or disability.

**LIMRA, a worldwide research, consulting and professional development organization recently reported that 62% of people looking for a job see employee benefits as an important factor when they compare job offers from two different employers.**

**The sense of protection employee benefits provide has been shown to result in improved productivity and staff retention.**

LIMRA, a worldwide research, consulting and professional development organization recently reported that 62% of people looking for a job see employee benefits as an important factor when they compare job offers from two different employers.

The CVMA 2016 Non-DVM Wage Report for Saskatchewan shows 42% of practices do not offer any type of benefit package to their RVTs or lay staff. All employers want to provide as much as they possibly can to their valuable employees, but with most practices in the province employing only one or two people, it has not been cost effective to provide such packages – until now.

Benefits of health and disability plans to

individuals and families are undeniable, but at what cost to you, their employer?

Your SVMA office staff, Jane, Sue and Lorraine, have been searching for a way to allow SK practices, including those with small numbers (2 or more) of employees to provide health, dental and disability benefits at an affordable price. One of the biggest challenges has been to find a package that is worth buying.

I am pleased to tell you they have been successful. A Saskatchewan-based company has presented the Council with a proposal for an Association-based plan that can be accessed by individual members as well as practices. **Any SVMA member is eligible for the plan.** Multiple categories have been created to allow access to health and dental benefits to all members including independent RVTs, veterinarians working alone or doing locums and non-practising DVMs.

To make this program fly, we must have the participation of at least 400 people - not 400 members (we have over 1,200 members when RVTs are added in) just 400 people. We ran a test group of six practices of various sizes through the formula put forward by the insurance company and found in every case there would be savings realized by the practice using the Association-based benefits plan rather than their current plan. In those six practices, there were 54 individuals. We are confident that clinic participation will easily get us to that working number, but for this new benefits program to work, it is necessary to have enough participation from members in the next few weeks/ months to get the system up and running.

Please take the time to look the material Sue, Jane and Lorraine have developed for you. They are available to answer questions- just call the office.

Details of the SVMA Group Health and Benefits Plan are available on pages 8-10. 📄

## president's perspective

Dr Charlotte Williams  
elrosevetservices@sasktel.net



**S**pring is finally here! We are seeing puppies and kittens and calves and lambs all at the same time. Let's not exclude the bovine semen evaluations, tick and heartworm prevention. It's a juggling act, but what an exciting journey!

I had the privilege of being a part of Manitoba's Veterinary Medical Association AGM in February. The majority of the AGM involved voting by members on revisions to bylaws. As an association, they took on the daunting task of revamping MVMA's entire bylaws. Visitors, myself and other representatives were conscripted to assist in the process by counting members' votes. The MVMA should be applauded; it was run very efficiently. In addition to taking part in the process, the experience was good preparation for when the SVMA Bylaws undergo revamping in the future.

As a council, we had started looking at

portions of our Bylaws as the wording was antiquated and difficult to interpret. The process was slow. As a result, we are planning an entire rewrite instead. It will be done by reviewing and using examples from regulations and bylaws used by other VMAs with oversight by legal counsel with expertise in drafting such documents. This process is expected to take a year or more, so the earliest projected date for a vote to be held will be the 2018 AGM.

On the topic of the Bylaws, the addition of Bylaw 33.8 was a result of a memorandum the Council received from the Alberta Veterinary Medical Association (ABVMA) in December of 2016. The ABVMA was made aware that 20-30 veterinary practices including those located near provincial borders are not compliant with regards to dispensing veterinary pharmaceuticals.

As a council, we understood that both

provinces' current bylaws would be difficult to enforce, and discouraged large livestock producers from retaining or setting up new operations in Saskatchewan. Further discussions with Alberta in January of 2017 led to a Memorandum of Understanding (MOU) between the ABVMA and the SVMA. The MOU enables the Association to work within the mandate of The Veterinarians Act to protect the public. Of course, this Bylaw and others will be presented to the members at our AGM in September for confirmation. Please plan to attend to discuss this important subject.

As you have probably surmised, the tasks presented to members of Council can be difficult. I encourage you as member of this Association to get involved either as a committee member or to let your name stand for a Council position. Your input is valued and your perspective is needed. 🐾

## ■ bylaw changes and additions

The following new Bylaw was passed by Council at their March 30, 2017 meeting based on sections from The Veterinarians Act pasted below:

33.8 The council may from time to time, at its discretion, enter into an agreement with any other professional regulatory body responsible for regulation of the practise of veterinary medicine for the purpose of facilitating cross border practice.

Per Sections 12 and 13 of The Act,

12 (1) The council may, with the approval of not less than three quarters of its members, pass bylaws for any purpose set out in section 13. (2) A bylaw made by the council pursuant to subsection (1) has force and effect only until the next annual or special meeting of the association and, unless confirmed or varied by the members in accordance with subsection (3), ceases to have any force or effect.

13 (1) Subject to this Act, bylaws made pursuant to section 12 may be made for the following purposes: (hh) regulating joint participation by the association, the council or members with any educational institution, or any person, group, association, organization or body corporate having goals or objects similar to those of the association;

The following additions were made to Section 6.5 and Section 8

### 6.5 OFFICERS

(a) At the first meeting of council held on or after the first day of September of each year, the members of council shall elect from their number a president and a vice-president and appoint a secretary-treasurer and a registrar, or one person to serve as both registrar and secretary-treasurer.

### 6.5 OFFICERS

(a) At the first meeting of council held on or after the first day of September of each year, the members of council shall elect from their number a president and a vice-president and appoint *a secretary-treasurer, a registrar and a chief executive office, or one person to serve as registrar, secretary-treasurer and chief executive officer.*

8 | REGISTRAR MODIFY SECTION TITLE  
ADDITION OF Section 8.5

8 | REGISTRAR *AND CHIEF EXECUTIVE OFFICER*

*8.5 The chief executive officer shall oversee the operations of the SVMA office.*

*These additions and changes will be presented to the general membership for a confirmation vote at the AGM in September.*





## Call for Nominations

**R**ecognizing member excellence is a valued SVMA tradition. From advances in veterinary science or high profile initiatives to behind the scenes collegial support, Saskatchewan veterinarians are doing remarkable things all the time.

Members are invited to nominate their colleagues for one or more of the following awards, which have been established to recognize and honour individual members of the Association. Initial nominations for an SVMA award must come from a member of the association. Additional information in support of a nomination can be submitted by another member, a veterinary technologist, lay staff or family and friends of the nominee.

The nominator must identify the specific award and submit a written overview of the member's achievements or contributions related to that specific award. All submissions will be

dealt with in confidence by members of the Awards committee. Awards are presented at the SVMA Awards Night Banquet at the September Annual Conference.

**THE J.J. MURISON DISTINGUISHED VETERINARIAN AWARD** is the highest level of recognition the SVMA can bestow on a member and is presented annually. The criteria for selection include service to the SVMA, the profession and the public as well as competency, personality and character.

**THE COMMUNICATIONS/ PUBLIC RELATIONS AWARD** recognizes a member's efforts to bring information, knowledge or advice related to veterinary medicine or the profession to the public.

**THE MERITORIOUS SERVICE AWARD** recognizes a member in good standing who has made an outstanding single or long-term contribution to the

quality of life in their community or province. This achievement may be in the area of youth or senior programs, philanthropic organizations or the arts.

**THE MENTORSHIP/LEADERSHIP AWARD** was inaugurated in 2014 to recognize a member who makes an outstanding contribution as a leader or mentor in our profession. By fostering an interest in students, new grads or employees, and cultivating their veterinary aspirations, mentors play a vital role in assisting young veterinarians with their transition into practice.

**THE TECHNOLOGIST OF THE YEAR AWARD** is given to recognize a technologist who plays an integral part in the practice of veterinary medicine. This person must be an active member in good standing of the SAVT; be active and have made a significant contribution in the field of animal health and demonstrate outstanding performance and dedication to their profession.

A downloadable nomination form and a history of previous awards recipients can be found on the svma website.

Please submit nominations to the SVMA office by June 30, 2017.

## ■ "HALF LIFE OF LEARNING"

**half-life** (noun)

- 1 The time taken for the radioactivity of a specified isotope to fall to half its original value.
- 2 The time required for any specified property (i.e. the concentration of a substance in the body) to decrease by half.
- 3 Informal. a brief period during which something flourishes before dying out.

The 'Half Life of Learning' is a very real cognitive principle, and a reason continuing education is so important. Time causes all of our memories that aren't reintegrated with current thought to fade. What was clear in the past needs replanting into a current context.

With ever-advancing veterinary science, technology and techniques, it doesn't take long to get behind

on current knowledge. Changing human demographics and evolving societal views around issues like animal welfare can also affect practice. (You wouldn't want your clientele to be more knowledgeable about current animal care practices than you are!) Continuing education is an important key to equipping veterinary professionals to take the best possible care of our animal patients.

# SVMA 2017

## CONFERENCE, AGM & TRADESHOW

SEPTEMBER 8-10 DELTA REGINA HOTEL

SAVE  
THE  
DATE



Save September 8-10, 2017 for Saskatchewan's best veterinary CE and networking opportunity of the year!

#### The 2017 SVMA Conference features:

- Saskatchewan's biggest and best Veterinary CE value of the year with a total of 32.5 hours RACE-approved CE
- SVMA Annual General Meeting and Members' Forum Lunch
- Annual Awards Banquet, Exhibitors' Reception and Wellness Café
- An energetic start to each morning with Zumba and Sunrise Yoga
- Latest developments and in-person contact with all of your veterinary industry suppliers in the Exhibit Hall
- Lots of leading edge discussion and networking opportunities
- Simply THE premium professional development event for Saskatchewan veterinarians!

#### Visit [www.svma.sk.ca](http://www.svma.sk.ca) now

for 2017 speakers, registration fees, detailed program and special hotel conference rates.

ONLINE REGISTRATION OPENS JULY 2017. EARLYBIRD REGISTRATION DISCOUNTS IN EFFECT UNTIL AUGUST 25.

SEE YOU IN REGINA!



## 2017 SPEAKERS AND TOPICS

### PLENARY

MR PHIL ARKOW

Connections Between Animal Cruelty and Domestic Violence

DR JOHN PRESCOTT

AMR Tool Kit

DR JAYNE TAKAHASHI

Coping with Emotional Trauma in the Clinic (non-sci)

### COMPANION ANIMAL

DR STEPHAN CAREY

Canine Respiratory (3 hrs)

DR JAMES MORRISEY

Analgesia, Anesthesia and Emergencies with Exotics (4hrs)

DR JOHN PRESCOTT

AMR in Small Animals

DR CHARLIE PYE CA

Dermatology and Allergies (3 hrs)

DR CATE CREIGHTON

Pain physiology & recognition, CRIs during Anesthesia (3 hrs)

### LARGE ANIMAL

DR KATHARINA LOHMANN

Equine Geriatrics (2 hrs)

DR JOHN PRESCOTT

AMR in Equine Medicine

DR CHERYL WALDNER

Micronutrients in Cow/Calf Herds, Beef Repro (2 hrs)

DR VICTORIA BOWES

Poultry Flock Diseases, Health, Zoonosis (3 hrs)

DR ALLEN ROUSSEL

Establishing Diagnoses with Exams and Lab Data (4hrs)

DR TOM NOFFSINGER

Beef Stockmanship, BRD (2 hrs)

# NEW! SVMA GROUP HEALTH INSURANCE & BENEFITS PLAN FOR MEMBERS

**Sue Gauthier**

Communications and  
Members Services Coordinator



In recent months, the SVMA office staff has been investigating ways to enhance member wellness. Augmenting wellness support services was explored. The Member Wellness Support Program, which currently consists of four hours per year of free professional counselling for all active member DVMs and RVTs, was compared to other wellness packages for costs and benefits. We determined that our Member Wellness Support Program, in its existing form, is still the best type of service for our members who want wellness support. Interestingly, we also determined something else - that better promoting member wellness lay not in changing our wellness support program.

The time has come to design a group health insurance and benefits plan that is beneficial to the entire Association of 1170 Members.

We asked our experienced insurance advisors Don Cole and Ken Dornan to research and develop a group health benefits plan that would be beneficial to all of our 1170+ veterinarians and veterinary technologists. Don and Ken found and consulted with a major insurer and benefits provider, Saskatchewan Blue Cross. The SVMA office has worked with our advisors and Saskatchewan Blue Cross to refine and develop a plan that will be of value to all of our members - DVM, RVT, practising, non-practising, in-clinic or independent.

## DID YOU KNOW:

- 42% of SK veterinary practices do not currently offer employee health benefits to their RVTs and staff.
- Clinics with smaller staff numbers have higher rates, and premiums jump as a result of claims by plan users.
- 144 SVMA members are in independent practice and 84 of our members are retired or for some other reason non-practising. Individual packages are the most expensive of all types of coverage.

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## We are very proud to introduce SVMA's own Group Health Insurance and Benefits Plan.





Advantages for Veterinarians in Independent Practice



Advantages for RVTs

# GROUP HEALTH PLAN (GHP) HIGHLIGHTS

## PURCHASING POWER

The buying power of our GHP allows for lower administration costs than most plans offered in the marketplace. Cost/benefit comparisons using the same or similar plan designs were made using real data taken from veterinary clinics with existing group benefit plans. Comparative annual savings for these veterinary clinics ranged between 2% and 39%.

## BENEFIT OPTIONS

The GHP was designed specifically for the Saskatchewan Veterinary profession. The plan encompasses all the best benefits available in other group plan formats - life insurance, critical illness, short and long term disability, extended health, dental care and vision care. As a practice owner, there are also attractive ancillary benefits available for you and your employees.

## RATE STABILITY

Large pooled groups like ours are able to sustain high and low claiming periods, which leads to rate stability over time. Your benefits will be renewed the same time every year, beginning on January 1, 2019.

## ENROLMENT

Enrolment in the GHP is voluntary for all SVMA members.

For clinic owners who choose to provide benefits for their employees, all of their employees who work 20+ hours per week must be enrolled in the GHP.

## ADVANTAGES FOR CLINICS

The GHP gives veterinary clinics a valuable tool for employee retention and workplace stability. The GHP will offer single or family coverage for every employee of the clinic. Through the GHP, employers can even provide assurance to employees who undergo financial challenges due to a disability or a critical condition.

## ADVANTAGES FOR VETERINARIANS IN INDEPENDENT PRACTICE

Any DVMs who are self-employed know how expensive single or family health cov-

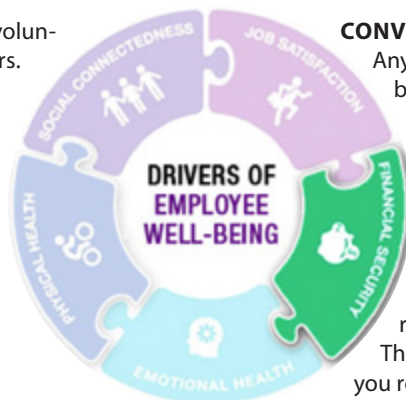
erage can be for a one-person practice. The GHP offers comprehensive health coverage at group rates to all member DVMs without a medical questionnaire if applying within 31 days of becoming eligible for this plan.

## ADVANTAGES FOR RVTs

RVTs who are not currently employed by a practice may not have access to coverage. Whether you are employed somewhere other than a veterinary practice, employed by a practice that does not offer employee health coverage or currently between jobs, GHP covers you without a medical questionnaire if applying within 31 days of becoming eligible for this plan.

## ADVANTAGES FOR NON-PRACTISING MEMBERS

Many retired or non-practising members may dismiss the idea of health and dental insurance outright, believing it's cost prohibitive or not available. The GHP will offer you extended health and dental coverage at very affordable rates, with no physical exams, no exclusions for pre-existing conditions and without a medical questionnaire if applying within 31 days of becoming eligible for this plan.



## CONVERSION PROGRAM

Any plan participant (members or employees of members) who terminate their membership and coverage in the GHP are able to transition to an individual health and dental plan from Saskatchewan Blue Cross regardless of their health. This means that whether you retire or end employment for any reason, you are entitled to

purchase an individual health and dental plan from Saskatchewan Blue Cross without having to provide medical evidence if applying within 31 days of your termination of GHP coverage.

## A LOCAL COMPANY

Saskatchewan Blue Cross is local to the province. All inquiries about claims, benefits and eligibility will be responded to locally, accurately and in a timely manner. The Saskatchewan Blue Cross Contact Centre is located in Saskatoon.

# GHP CLASSIFICATIONS

There are four coverage classifications encompassing the different types of veterinary employment scenarios.

Plan structure and rates differ by classification.  
See Table of Benefits at [www.svma.sk.ca](http://www.svma.sk.ca).

## Clinics with two or more Employees

Any practice with two or more employees. This classification alone requires that all clinic staff participate - all employees of a participating clinic must be included unless they are able to decline because a spouse has an employer driven plan. As well, the employer must contribute at least 50% of the overall monthly cost of the plan.

## Individual Practicing RVTs

All SVMA registered RVTs, whether employed by a practice that does not offer employee health coverage, employed somewhere other than a veterinary practice, or between jobs.

## Individual Practicing Veterinarians

DVMs in independent practice with no employees

## Non-Practising SVMA Members

Non-practising or retired SVMA Members

# THE BIG '400'

A base of 400 participants (DVMs, RVTs, clinic staff and Non-Practising Members) is required to start the journey of our Association health plan. All of the rates are based on a minimum 400 participants. As mentioned, the rates will be guaranteed to January 1, 2019.

**Our projected eligibility date for launching the GHP is July 1st, 2017 provided we have a base of 400 committed participants.**

We expect awareness and interest about the new GHP to gain traction steadily, and are very confident that participation will exceed 400 over time, but members should keep in mind that if they enrol within 31 days of our actual launch date, they will not have to complete any health questionnaires.

# LEARN MORE

## READ ALL ABOUT IT

All the details about the GHP will be placed on the Members' Side of the website [www.svma.sk.ca](http://www.svma.sk.ca). You will also receive a letter in the mail with information about the GHP.

## TALK TO US

Call the SVMA office or send in an inquiry form at <https://goo.gl/forms/f3kaq0O9jKNk0GmC3> and we will explain how the GHP works and provide answers to any questions.

## GET A QUOTE

All SVMA members can get a personalized comparison between their existing plan rates and projected GHP rates:

- If you currently have group insurance coverage, send us your current employee booklet, most recent billing statement, employee census and a simple questionnaire completed. You will receive your quote and plan information soon thereafter.
- If you currently do not have any group insurance coverage, just fill out an employee census form and a simple questionnaire. You will receive your quote and plan information soon thereafter.

**The combination of purchasing power, benefit options, rate stability, local service and significant advantages available through the GHP meets the needs of the SVMA Members, Clinics and their families in Saskatchewan.**



If yours is one of the 42% of Saskatchewan veterinary practices not offering employer benefits, this is your opportunity to put solid health insurance and benefits in place.



# Bylaw Buzz

I still receive numerous inquiries about chart transfers, so here again are:

## Patient Chart Transfers: Rules, Rights & Obligations

Judy Currie, DVM SVMA registrar

### SVMA Bylaw 31.16

When requested in writing by a client to either provide the client with information in the animal's medical record(s) or to permanently transfer a patient's records, in whole or in part, directly to another veterinarian, the member shall:

- (a) comply with the request within two business days, from when they receive the request;
- (b) retain a copy of the request together with a list of the records copied/transferred; and
- (c) a member may charge a reasonable fee related to time and costs incurred to reproduce a portion or all of a medical record requested.

#### ***"information in the animal's medical record(s)"***

- This means copies of actual lab reports, radiographs, U/S videos, not only the interpretations, and all notes made in the medical record
- ALL OF IT belongs to the animal owner. Owners are entitled to copies of the file. The FILE itself belongs to the clinic. The clinic MUST retain ALL originals.

#### ***"in writing"***

- if it is an emergency, transfer necessary information needed

to assist emergency responders

- a paper trail and a signature/ means to identify the owner, use a photo by text or email
- if client is well known could witness with another staff member on the phone

#### ***"by a client"***

- NOT from another clinic/ veterinarian unless it is an emergency
- need to have a note in the file indicating who has authority to give permission for transferring a file; particularly if joint ownership of the animal

#### ***"in whole or in part"***

- Whole file must be transferred, NOT a summary
- FAX, scan and email or copy and send by post
- In part only under emergency situation, later transfer other needed information

#### ***"within two business days"***

- unless it is an emergency or urgent medical data is needed
- no need for a vet to 'sign off' on the transfer; lay staff can transfer
- this is plenty of time, all

records should be up to date at all times

#### ***"retain a copy of the request"***

- The request for transfer becomes part of the medical record, keep for 5 years

#### ***"a list of the records copied/transferred"***

- Make a note regarding whole or partial record transfer

#### ***"may charge a reasonable fee"***

- For time to cover staff wages
- For materials such as paper or postage





By Leanne Sillers, BSW, RSW  
Saskatchewan SPCA Animal Safekeeping Coordinator

# DANGER TO ANIMALS: A BARRIER TO PEOPLE LEAVING ABUSIVE RELATIONSHIPS

**Leaving an abusive relationship is not an easy thing to do. For the victim of domestic violence who owns animals, the decision to leave can be exceptionally difficult.**

What happens when the victim is ready to leave but there is no one to look after the family pet or farm animals? Most domestic violence shelters and transition

houses are not equipped to provide animal care. As a result, victims may stay in a dangerous situation in order to protect their animals, rather than leaving them behind. Some victims who have escaped domestic violence will return home in order to feed and water the animals while the perpetrator is away.

Several communities in the province have established animal safekeeping programs to care for pets owned by the victims of domestic violence. However, space is often limited and animals can generally only be cared for on a short-term basis. In rural communities, access to animal

safekeeping resources is further complicated by the impact of livestock ownership.

## **ANIMAL ABUSE AS A FORM OF FAMILY VIOLENCE**

There is a growing understanding of the interrelationship between domestic violence, animal abuse, child abuse and elder abuse. This interrelationship is often referred to as “the Link.” According to Phil Arkow, Coordinator of the National Link Coalition, “when animals are abused, people are at risk. When people are abused, animals are at risk” (Arkow, 2013).

If someone punches, kicks,

throws, or hurts an animal in any way, that person has demonstrated the capacity for violence. Animal abuse is a strong indicator that others in the home maybe in danger.

Animals may suffer directly from neglect or other forms of cruelty. In additional animals can be used as tool for the abuser to control and punish the victim. Threats of violence towards a cherished pet could prevent the victim from leaving or to coerce her into returning to the home. Victims may also be forced to remain silent with threats to harm the animals if the violent behaviour is reported.

**“She came into the [women’s] shelter with her three children. Lots of physical abuse. She feels really guilty for having to grab her kids and leave the animals behind...it makes her feel even more guilty because not only have the kids lost their home, but they’ve lost the one thing that was comfortable to them and that was really important. It’s like they lost their home and they lost their friend, their pet. It’s kind of like a security blanket, that one thing you’re familiar with.”**

- The Link: Interpersonal Violence and Abuse and Animal Safekeeping (2016)

Pets are seen as part of the family, making it hard for many victims of abuse to leave the home knowing their pet is left behind. Even in situations where the pet is being cared for in a safekeeping program, there can be a heart-breaking impact on the adults and children in the family as they are deprived of a valuable source of comfort during a time of stress and turmoil.

### THE SASKATCHEWAN SITUATION

In order to learn more about the impact of violence on both animals and people, the Saskatchewan SPCA conducted a research study in partnership with Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence and the Provincial Association of Transition Houses and Shelters. The Link: Interpersonal Violence and Abuse and Animal Safekeeping was undertaken as a way to answer the questions:

1. Is the concern for the safety of companion animals and livestock a barrier to individuals leaving situations of interpersonal violence and abuse in Saskatchewan?
2. Are there existing networks and supports in Saskatchewan

that provide safekeeping of animals for individuals leaving situations of interpersonal violence and abuse?

Participants in the study included both human service agencies and animal welfare organizations in Saskatchewan.

Among the findings of the study:

- 71% of individuals seeking refuge from domestic violence and entering a safe shelter reported that the perpetrator had abused a family pet.
- 95.92% of human service workers taking part in the study agreed that the care and safekeeping of animals can impact planning and decision making for individuals leaving abusive relationships.
- 77.55% of respondents from the human services sector indicated awareness of someone who did not leave an abusive relationship due to concern for the care and safekeeping of animals.
- The need to consider the safety of both people and animals is also reflected in the rates of intimate partner violence in the province. (Intimate partner violence includes physical,

sexual, or emotional abuse.)

According to the 2015 Statistics Canada survey, Saskatchewan has the dubious distinction of having the highest rate of police-reported intimate partner violence among all the provinces: 666 incidents per 100,000 population. In contrast, the Canadian rate was 309 incidents per 100,000 population.

### WHAT CAN BE DONE TO HELP PEOPLE AND ANIMALS?

As part of the Link survey, a list of recommendations was created to help address the interrelationship between animal abuse and domestic violence.

These recommendations focus on raising awareness of the link between all forms of violence – animal, domestic, child, and elder. It is vital that service providers in human service agencies and animal welfare organizations understand how animals can be used to control and intimidate the victims of domestic violence. There also needs to be greater awareness of animal abuse as a potential “red flag,” signaling that other forms of violence may be occurring in the home. The report also calls for greater collaboration between service



providers in order to maximize resources and allow earlier intervention in cases of interpersonal violence. The long-term goal is to create more options for animal safekeeping services and supports for the victims of violence and their animals.

The Saskatchewan SPCA has received funding under the provincial Community Initiatives Fund to begin work on a new Animal Safekeeping Program. Through discussion, training, and collaboration, the program aims to build partnerships between animal and human service providers to help protect both humans and animals from violence.

### FOR FURTHER INFORMATION, PLEASE CONTACT:

Leanne Sillers, BSW, RSW  
Animal Safekeeping Coordinator  
519 45th Street West  
PO Box 37  
Saskatoon, SK S7K 3K1  
p: 306-382-7741 f: 306-384-3425  
leanne@sspsca.ca  
sspsca.ca



# Animal Safekeeping Program IN DEVELOPMENT

The Animal Safekeeping Program aims to improve the safety of persons fleeing interpersonal violence and abuse, and their animals. The program helps address the unique challenges faced by the victims of interpersonal violence who own animals.

Objectives of the Animal Safekeeping Program include the following:

- Develop education and training materials for staffs of human service and animal welfare organizations to

raise awareness of the link between all forms of violence;

- Create a database of animal safekeeping resources to assist victims of interpersonal violence and abuse;
- Grow the number of organizations providing animal safekeeping services in the province; and
- Explore new options for emergency and longer-term animal safekeeping services and supports.

This program will be jointly managed by the Saskatchewan SPCA, Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence and the Provincial Association of Transition Houses and Services (PATHS) of Saskatchewan

For more information, visit the Saskatchewan SPCA website at <http://sspsca.ca/education-resources/humane-education/link-between-domestic-violence-animal-abuse/>



# Domestic Violence:

## Concerned about your client and want to help?

Erin Wasson, MSW, RSW

Follow the guidelines published by the Animal Welfare Foundation (AWF) A.V.D.R.:

A=ASK	V=Validate	D=Document	R= Report/Refer
While daunting, many people want to be asked about domestic violence and this may mark the first time that anyone has shown interest or sympathy towards them. The AWF recommends soft opening questions like “sometimes when I see injuries such as this it means the animal has been hurt by someone they live with. Is this possible?”	Follows ‘the ask’ and provides support and empathy. Statements that are helpful include: “I am concerned for your welfare and safety” or “It’s not okay to be hit or hurt” and may provide comfort and encourage a survivor of violence to access help.	Documenting and noting the facts helps to ensure that the appropriate history and presenting concerns are properly recorded. Cases of animal welfare may come before the courts and if a survivor of violence discloses - information about abuse in the home this should be recorded in their private record.	A veterinarian’s main responsibility is to the animals in their care. However, it is appropriate to encourage the human counterpart to seek help by having resources ready that outline domestic violence support services available in your area.

- Ensure the client’s pet’s medical records are all in the client’s name.
- Place a note at the front of the record indicating safety concerns - that ensures information is not accidentally released to the abuser.
- If the pet is not registered with a town or city, encourage the client to register the pet in their name.
- Consider whether as a practitioner you have anything that might help prove that the abuser has hurt the animal (e.g. veterinary bills, records, or photographs).
- Help the client safety plan for their animal as a part of exiting a violent relationship by having resources readily available and familiarize yourself with resources in your community
- (e.g. Animal Safekeeping, free counselling services, crisis intervention services).
- Familiarize yourself with information on the links between human and animal violence.
- Report suspected animal abuse and get to know your local animal protection supports before you have a problem.
- As noted by the Saskatchewan Veterinary Medical Association (2016) “reporting (animal abuse) is not yet mandatory in Saskatchewan”, however “the Saskatchewan law already provides immunity from prosecution to veterinarians who report suspicion of abuse in good faith” (para. 3). Additionally, “the duty to report overrides professional confidentiality codes when there is reason to believe an animal is being abused or neglected” (SVMA, 2016, para. 5).

### REFERENCES

Animal Welfare Foundation (n.d.) Recognising abuse in animals and humans: A short guide for the veterinary team. Retrieved from [https://www.bva-awf.org.uk/sites/bva-awf.org.uk/files/user/20160415\\_awf\\_links\\_12pp\\_v11\\_web.pdf](https://www.bva-awf.org.uk/sites/bva-awf.org.uk/files/user/20160415_awf_links_12pp_v11_web.pdf)

Saskatchewan Veterinary Medical Association (2016). Saskatchewan veterinarians: When you suspect animal abuse or neglect [Pamphlet]. Saskatchewan: Saskatchewan Veterinary Medical Association

Remember, as a veterinarian you are not expected to be an expert in domestic violence. This information is only intended to help guide clients towards resources available to them. At no point should the veterinarian become involved in counselling the survivor, nor is it your responsibility to report the abuse without the survivor’s consent.

## member news



Dr Ken Habermehl with WCVM Dean Dr Doug Freeman and Lindsay Quick, Development Officer

### The WCVM Class of '76 Legacy Fundraiser

The WCVM Class of '76 Legacy Fundraiser, launched in late 2016 as a followup to their successful 40- Year Reunion in September, has brought in a reported \$14,000.00 in legacy gifts from Class of '76 alumni. Dr Ken Habermehl, left, shares his "labour of love" **Class of '76 40th Reunion** DVD with Dr Doug Freeman and Lindsay Quick. What a wonderful contribution to your successors! Nice work Ken and all the '76 alumni!



### 2017 CVMA Emerging Leaders Program

The 2017 CVMA Emerging Leaders Program and its facilitator Dr Rick DeBowes are back once again offering recent graduates and experienced professionals the opportunity to explore their approaches to personal and professional accomplishments and their working relationships with colleagues.

SVMA is pleased to announce that **Dr Deana Schenher** been selected by CVMA to receive their Emerging Leaders Program Sponsorship for 2017. An additional ELP sponsorship is also awarded each year by the SVMA: this year's SVMA sponsorship selectee is **Dr Andrea Ulmer**.

The highly regarded Emerging Leaders workshop will be held July 13th and 14th at the 2017 CVMA Convention in Charlottetown, Prince Edward Island. In addition to the ELP session, participants are invited to attend CVMA's signature events, including the 2017 CVMA Summit, with the theme 'The Future of Veterinary Medicine: Embracing Change and Innovation', the CVMA AGM and Awards Luncheon. Congratulations Drs Schenher and Ulmer!

### 2017 Student Summer Mentorship Program

SVMA & Saskatchewan Agriculture's **2017 Student Summer Mentorship Program** is underway! May will see a new crop of eager veterinary students hard at work in Saskatchewan mixed and large animal practices for the summer.

Look for mentorship in action at the following Saskatchewan practices:

#### FACILITY

Assiniboia Veterinary Clinic  
Hooves & Paws Veterinary Clinic  
Maple Creek Veterinary Services  
Melville Veterinary Clinic  
Norsask Veterinary Group  
Outlook Veterinary Clinic  
Prairie Animal Health  
Stoughton Veterinary Services  
TM'Z Veterinary Clinic  
Warman Veterinary Services

#### STUDENT

Genevieve Harvey  
Ashish Suri  
Brittany Davis  
Charlotte Tyson  
Anne Hanbidge  
Emily Horan  
Kyra Cameron  
Dhawala Abeywickrama  
Jamie Neufeld  
Francois Boire

Do you have news you'd like to share with fellow SVMA members? Please send news items to [sgauthier@svma.sk.ca](mailto:sgauthier@svma.sk.ca) and they will be published in the next issue of **SVMA News** and/or posted on [www.svma.sk.ca](http://www.svma.sk.ca).

# Animal Health Perspectives

## Meat Inspection in Saskatchewan

By: Dr. Betty Althouse, Chief Veterinary Officer, Saskatchewan Ministry of Agriculture



The recent evaluation of Performance of Veterinary Service in Canada by the World Organisation for Animal Health (OIE) was a reminder of the role veterinarians play in meat inspection and food safety and the OIE guidelines on meat inspection. The OIE expectation is that animals consumed for human consumption receive ante-mortem and post-mortem inspection, and are hygienically dressed to minimize contamination. This inspection is important for zoonotic disease detection, food safety, residue avoidance and to ensure animal welfare (humane transportation, stunning and slaughter).

According to the Food and Agriculture Organization (FAO), the purpose of meat inspection is to ensure that only apparently healthy, physiologically normal animals are slaughtered for human consumption and that abnormal animals are separated and dealt with accordingly and to ensure that meat from animals is free from disease, is

wholesome, and is of no risk to human health.

Saskatchewan is one of the few provinces in Canada (along with New Brunswick and Newfoundland) where meat inspection is not required for meat sold to the public. Only meat sold to hospitals must be inspected, by regulation. Some retail stores only sell inspected meat as a company policy. Meat sold to restaurants, or in farmers' markets must be, at a minimum, from a certified source. Certified sources include facilities inspected by public health inspectors, without any inspection of the animals or meat. There is a voluntary domestic meat inspection program offered by the Ministry of Agriculture, under *The Meat Inspection (Saskatchewan) Regulations*. In this program, full ante-mortem and post-mortem inspection occurs, along with humane handling assessments, residue sampling, and disease surveillance. Abattoirs pay a small fee for inspection, which is

contracted to the Food Industry Development Centre and carried out by Ministry-appointed meat inspectors. Operators are able to access some additional markets through this inspection. No provincial plants, whether inspected by public health inspectors or through the domestic meat inspection program, can export product out of the province. A federal registration is required for this, with inspection under the Canadian Food Inspection Agency. Federally registered abattoirs may also export meat out of the country, if they meet the certification requirements of the importing country. This is complex and, even provincially, with abattoir inspections occurring under two provincial ministries- Health and Agriculture- and under three different regulations.

The Ministry of Agriculture has been tasked with developing a unified meat inspection system, under the Ministry of Agriculture, and under a single set of regulations within the

### WHAT'S INSIDE

- 1 Meat Inspection in Saskatchewan
- 2 PDS tackles the two sides of bovine respiratory diseases (BRD)
- 2 Test Updates:
- 3 Discordant Laboratory and In-House Urine Sediment Analysis and Quantitative Bacterial Culture Results
- 4 Staff Update

province. We began the process, last summer, meeting with industry organizations to define what we need in an inspection system. We then began to explore various options for meat inspection. Four options and some variations were presented to stakeholders in a series of five consultation meetings in late February and early March. Over 90 people participated, exploring pros and cons of the options and how tools such as virtual technology or cold-carcass inspection could supplement inspection. Can inspection be based more on risk? Can inspection frequency be decreased with good compliance, well-trained plant employees and excellent record-keeping? Could uninspected meat still be sold, as long as buyers were aware?

Each group was asked to build the "ideal system" that could meet the needs of plant operators and consumers, while still ensuring food safety and animal welfare are maintained.

Further analysis of the feedback is underway and a recommendation on a new system will be provided to the government early this summer. If accepted, it is expected that implementation will take place over the next couple of years.



# PDS tackles the two sides of bovine

By: Drs. Yanyun Huang (Veterinary Pathologist, PDS) and Anatoliy Trokhymchuk (Disease Surveillance Veterinarian, PDS)

PDS is pleased to have obtained funding for an in-depth investigation of bovine respiratory disease (BRD). BRD is almost

an accepted reality in feedlot cattle, despite the availability of good antimicrobial and vaccine products and the question, of

course, is "Why?"

On the one hand, bacterial infection and antibiotic resistance

need to be addressed. Currently, using traditional methodologies, veterinarians receive an antimicrobial sensitivity profile



## TEST UPDATES:

### 1. "Calf Diarrhea Panel" now available:

Cost: \$145.00; \$99.95 [SK supported]

*Preferred sample: Feces or intestine from acutely affected and non-treated calves*

Calf diarrhea remains one of the most important clinical problems during calving and different infectious agents can all cause clinically similar diarrhea. PDS Inc. is offering a 'calf diarrhea panel' to make the diagnostic investigation of calf diarrhea more convenient for veterinarians. The panel (see below) covers the majority of infectious agents associated with calf diarrhea in Western Canada.

### 2. Prebreeding vaginal smears (canine only):

Air-dried, unstained vaginal smears should be sent directly to the attention of 'Dr. Claire Card' (Diplomate, American College of Theriogenologists) c/o the 'Large Animal Clinic, WCVN, University of Saskatchewan, 52 Campus Drive, Saskatoon, Saskatchewan, S7N 5B4'.

Dr. Card will review the slide(s) and provide a final report. The Veterinary Medical Centre, not PDS, will be invoicing this test.

### CALF DIARRHEA PANEL

#### BACTERIA:

- Aerobic culture and sensitivity
- Anaerobic culture
- F5 agglutination test in E. coli isolates from calves < 1 week old

#### VIRUSES: Duplex PCR for

- bovine rotavirus
- bovine coronavirus

#### PARASITES:

- Routine floatation
- FAT for Cryptosporidium and Giardia

### 3. Cytology samples from dermatology cases (eg. unstained skin scrapings with oil, acetate tape impressions):

Stained or unstained acetate tape preparations and unstained slides covered in oil are not processed by the PDS Clinical Pathology Laboratory or reviewed by the Clinical Pathologists. The Clinical Pathologists do not have the degree of clinical expertise or training as would a Veterinary Dermatologist.

Please indicate on the submission form what you are clinically concerned about (i.e. parasites, bacteria, acantholytic keratinocytes, presence of inflammation, etc). If your concern is external parasites (mites) then the slide(s) will be sent to the Parasitology Laboratory for identification. If you are concerned about bacteria or yeast then the slide(s) will be sent to the Bacteriology Laboratory.

# respiratory diseases (BRD)

a minimum of 4 days after the sample(s) arrive at the veterinary diagnostic laboratory. This may be an unacceptably long wait and result in the initiation of treatments that are not evidence-based but chosen based on experience alone. Supported by Growing Forward (GF) 2 from the Saskatchewan Ministry of Agriculture, PDS is looking into the development of sequence-based technology for quick identification of antimicrobial resistance. We intend to build the capacity for whole genome sequencing which has been shown to be a powerful tool for both research in and the diagnosis of antimicrobial resistance. The goal is to enable the development of an alternative, quicker, state-of-the-art method to guide veterinarians in their selection of the most appropriate antimicrobial therapy.

On the other hand, we need to consider two other questions. The default treatment for BRD is antimicrobial products, but how do we know we are dealing with a primary bacterial infection (i.e. are there viruses that may be initiating the clinical problem)? Although we vaccinate our cattle, are the viruses that are present in the vaccines all that can cause BRD? Supported by the Saskatchewan Agricultural Development Fund (ADF) and Saskatchewan Cattleman Association's Saskatchewan Beef Industry Development Fund (SBIDF), PDS is also conducting multi-institutional research to find out whether there are unconventional viruses that are potentially associated with the development of BRD. In this study, metagenomics sequence is again utilized to take a closer look at the bovine respiratory vi-

rome. This technique has helped the discoveries of many clinically significant viruses, for example, Schmallenberg virus (SBV) causing bovine reproductive losses, and atypical porcine pestivirus (APPV) associated with porcine congenital tremor, just to name a few. When virus(es)

are discovered, more specific PCR assays can be developed as a quick diagnostic method for these viruses. What's more, these viruses, if they have a strong association with BRD, can be included in future vaccine studies which can lead to new tools to combat BRD.

By working on the two sides of BRD, PDS believes the outcomes of these projects will generate significant knowledge for the beef industry, leading to better control of BRD and a higher quality Canadian beef product.

## Discordant laboratory and in-house urine sediment analysis and quantitative bacterial culture results

**By: Musangu Ngeleka (Microbiologist, PDS) and Moira Kerr (Veterinary Pathologist, PDS)**

In the majority of veterinary clinics, the diagnosis of a bacterial urinary tract infection (UTI) in dogs and cats is based upon clinical signs, physical examination findings, evaluation of the urine and bacterial culture. Of course, the identification of bacteria in urine is not always synonymous with a UTI. Bacteria may represent contamination of a urine sample particularly if the sample is collected by voiding or urethral catheterization. Urine may also be contaminated after collection. High bacterial numbers in a properly collected and cultured urine sample indicates a bacterial UTI. **Quantitative bacterial aerobic urine culture is considered the 'gold standard' when diagnosing bacteriuria.** Bacteria that cause UTI mainly include *Staphylococcus* spp., *Streptococcus* spp., *Enterococcus* spp., *Escherichia coli*, *Enterobacter* spp., *Klebsiella* spp., *Proteus* spp. and *Pseudomonas* pp. These organisms grow quite readily in an aerobic environment. (Note:



On rare occasions, anaerobes such as *Clostridium perfringens* have been isolated from UTI cases at the PDS Bacteriology Laboratory.) The examination of refractile, unstained wet-mount preparations in the traditional urinalysis method is not optimal for the detection of bacteria. False positives (other structures misidentified as bacteria) and false negatives (failure to detect bacteria) are considered common, leading to unnecessary antimicrobial treatment or unattended infection, respec-

tively. Refractile, unstained urine sediment examination has been reported to have a sensitivity of 82% when identifying bacteriuria in dogs. Urine sediment examination and quantitative bacterial culture frequently yield discordant results.

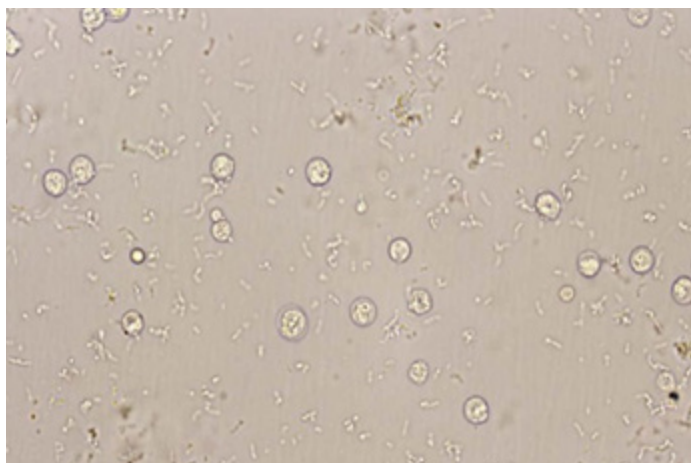
In the PDS Bacteriology laboratory there have been instances of discordance between urine sediment examination from the submitting veterinary clinic for

*Continues on Page 4*

From Page 3

the presence of bacteria and negative bacterial culture. We reviewed the urinalysis results and interpretation provided by the PDS Clinical Pathology Laboratory and those from in-house urinalyses in which bacterial culture was requested. Over a six month period a total of 355 canine and feline urine samples were evaluated. In the majority of the cases (274/355 cases; 77.2 %), the urinalysis was performed at the PDS Clinical Pathology Laboratory while the remaining urinalyses (81/355; 22.8%) were performed by the submitting veterinary clinic.

Of the 274 cases where the urinalysis was performed by the PDS Clinical Pathology there was 96.7% (265/274 cases) concordance between the urinalysis interpretation and the bacterial culture results. A quiet or inactive sediment resulted in a negative culture and an inflammatory or active sediment resulted in a positive culture. Among the 9/274 (3.3%) cases in disagreement, results of clinical analysis from 7 cases were inconclusive with a recommendation to follow up with bacterial culture



due to potential occult UTI. For the remaining 2 cases, bacteria were seen on a concentrated cytocentrifuge preparation of the urine sediment but bacterial cultures were negative. In 1 of these cases, the patient was being treated with cephalexin. Follow-up aerobic and anaerobic cultures of these 2 cases were still negative. Therefore, it is possible that the organisms seen in these cases were probably non-viable (includes bacteria for which the growth was inhibited by antimicrobial therapy), fastidious or possibly, anaerobes.

Of the 81 cases where the urinalysis was performed by the sub-

mitting veterinary clinics, there was 44.4% (36/81) agreement between the urinalysis interpretation and bacterial culture results. In the discordant cases (45/81; 55.6%), bacteria were observed in 40 cases, but failed to yield positive bacterial cultures. For the remaining 5 cases, an inactive/quiet sediment was reported but bacterial cultures were positive, suggesting an occult UTI. In 55% (22/40) of the cases in which bacteria were observed the type of bacteria was described as being 'coccoid-like'. Gram-negative bacteria were reported in only 1 of the 40 cases; there was no mention of type of bacteria seen in the remaining 17 cases.

Based on the observations above, caution must be exercised given the low diagnostic accuracy of the routine examination of refractile, unstained wet mounts of the urine sediment for the detection of bacteriuria. Small particles ('pseudobacteria') can resemble bacteria in size, shape and Brownian movement. These particles may be small lipid molecules, cytoplasmic organelles, amorphous crystals or debris and may also obscure the detection of bacteria (false-negative). Individual bias, experience and the quality of training are likely factors in both the veterinary diagnostic laboratory and veterinary practice settings. Concern about potentially missing a UTI may result in the subconscious tendency to call equivocal structures bacteria. The application of a commercially available stain for wet-mount preparations of urinary sediment (Sedi-Stain®) stains only dead bacteria, the live (pathogenic) bacteria remain unstained and difficult to recognize. Air-dried urinary sediment stained with Wright-Giemsa or Gram stains have been reported to be superior to examination of refractile, unstained wet mounts of the urine sediment.



## Staff Update:

We are pleased to announce that Dr. Erin Zachar has accepted a full-time position with PDS, beginning in September 2017. Erin worked in mixed and small animal practice for about 6 years before returning to the WCVI Department of Veterinary Pathology where she obtained her MVSc degree (Anatomic Pathology) and completed a senior residency in anatomic pathology. Dr. Zachar's clinical experience, diagnostic expertise and her 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](mailto:erin.zachar@usask.ca)) or by telephone 1-306-966-7316. Please join us in congratulating Erin on her new position with 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](mailto:moira.kerr@pds.usask.ca)) and they will be forwarded appropriately.



# MEMBER WELLNESS SUPPORT PROGRAM IS NOW MORE ACCESSIBLE

As of March 01, 2017, parameters for access to the member wellness support service have changed as follows:

- The program is open to all active members - general, life practising and educational.
- Short term, sabbatical, social and life non-practising are now also eligible.
- There will no longer be a six-month waiting period from date of granting licence.
- Members are now eligible immediately upon licensing.
- SK Registered Veterinary Technologists are now eligible for program counselling services as well!

Members can access this service by contacting Professional Psychologists & Counsellors (PPC) and providing their SVMA or SAVT licence number. PPC will provide intake, sourcing, vetting, referral and payment to therapists.

At no time will SVMA know the identity or geographic area of persons using the service. PPC will bill SVMA for all services ensuring complete anonymity.

For more information or to make an appointment, contact:

Professional Psychologists & Counsellors (PPC)  
1118 College Drive  
Saskatoon, SK S7N 0W2  
Phone (306) 664-0000  
Fax (306) 664-0037  
[www.peopleproblems.ca](http://www.peopleproblems.ca)

## on campus at the wcvm

Joana Bruce

**F**inals have begun for the students of WCVM and we cannot wait until they are over so we can start our summer adventures! A group of second year students who are part of Global Vets is heading off to different parts of the world to help communities and animals. Many third years begin their fourth-year rotations and externships this summer, and the fourth years launch into their careers as full fledged veterinarians!

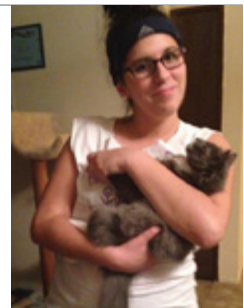
March was a pretty busy month for the students. It started off by the WCVSA putting on a mental health week where

they had planned various activities such as movie nights, mindfulness workshops, yoga, dog therapy and much more. Industry Days (a.k.a. VIP days) was an exciting time where numerous financial companies, pharmaceutical reps, and insurance companies set up booths open to the students. The students could collect free items and sign up for contests, as well as get more information about what the different companies had to offer.

The Production Animal Club held their annual "Battle of the Beasts" dinner, where members of the PAC club cooked

various meats for the faculty and students, followed by a social. The fourth years had their last Happy Hour of vet school followed by the WCVSA's Hoedown. The annual WCVM Hockey Tournament took place at the end of the month. To finish off the year of events, the students are celebrating at the Back-Row Boys social. The 2016 Back Row Boys scholarship went to Joel Watts from the Class of 2019.

Have a great summer everyone! 🐾



# A CHECKLIST FOR CHOOSING QUALITY PET CARE FACILITIES

Patricia Cameron, Executive Director, Saskatoon SPCA  
Dr Karen Machin, WCVN  
Dr Anne Allen



**Every owner wants to find a well-run boarding kennel for their pet, but how can you tell?**

**Here's a checklist for when you tour a prospective boarding facility.**

## **Does the facility invite or allow open tours?**

Are you able to tour the whole facility on a drop-in basis or on short notice?

If a facility refuses a tour or says some areas are off limits, this is suspect.

## **Is the facility secure?**

Does the outdoor area have double fencing – that is, one line of well-maintained fence with another line of equally well maintained fence a few feet away? This ensures that even if a dog does get out of his or her run, s/he is still contained.

Check any entrance and exit ways – are there always two doors between your animal and freedom? Facilities that have doors directly to the outside in the kennel area are accidents waiting to happen, especially for pets who are known “escape artists.”

Are there policies in place to prevent or respond to accidental escape?

## **Does the facility require vaccinations?**

Does the kennel require proof of up-to-date vaccinations including kennel cough (Bordetella)? Never leave an animal in

a kennel where vaccinations are not required. Vaccines protect your pet against some major contagious diseases. For more information, check this link to the Canadian Veterinary Medical Association Code of Practice for Kennel Operations: <https://www.canadianveterinarians.net/documents/Code-of-Practice-for-Canadian-Kennel-Operations>

If there is grooming in the same facility is there a vaccination policy for those animals? (cross contamination)

## **Is the facility clean and sanitary?**

Does the facility smell clean? A



boarding kennel filled with dogs or cats will smell like dogs or cats. You may well smell disinfectant, but there shouldn't be a stench of urine or feces.

Is the facility cleanable/sanitizable? If the floors are cracked cement, vinyl or rubber with unsealed seams, for example, these surfaces cannot be sanitized. Surfaces should be smooth with no pooling water or other liquids.

Are the bowls clean, is there a source of water, are sinks and hand washing facilities clean and usable? How does the staff sterilize enclosures between animals? How often are cages cleaned? Is

the bedding changed?

Are dog runs free of urine and/or feces in their indoor areas? Are cat litter boxes clean?

Are the kennel grounds neat and well-maintained?

### **Are staff trained, caring, and are pets adequately supervised?**

How many hours are there people onsite? Animals will not be supervised 24/7, so what back up is there when there are no humans onsite? Is there an evacuation and emergency plan posted? Does the staff have a list of emergency numbers?

Does the staff seem knowledgeable about pet care and more importantly, do they seem caring and affectionate toward pets being boarded?

Are pets checked on throughout the day in case they are showing any signs of illness or distress?

### **Will your pets be comfortable?**

Does there appear to be adequate ventilation? Air should smell fresh, with a minimum of pet, waste, or chemical odours. You can ask about the number of air exchanges per hour. The Association of Shelter Veterinarians recommends between 10 and 20 fresh air exchanges per hour.

Is there adequate light within the facility such that you can easily see all areas of the facility and kennels?

Is there a back-up lighting system in the event of a power outage? Lack of this could pose a hazard to your pet.

Is the kennel a comfortable temperature for your dog? For example, an elderly Chihuahua may need a warmer place than does a Siberian Husky. The temperature should be species/breed and age appropriate and should never exceed 27 degrees Celsius.

Are dogs provided any resting boards or bedding so they can lie down without being directly on the floor? Is there clean, cushy, comfortable bedding for elderly or infirm pets?

Do outdoor areas include protection from the wind, rain or snow? You want your dog to be able to run and play regardless of the weather.

Enclosures: Enclosures should have solid floors, not wire mesh which can hurt feet. Kennels designed for transport are not appropriate for extended kenneling.

Are all enclosures large enough that animals can defecate/urinate well away from sleeping and eating areas, can comfortably stand, stretch, turn-around and move while in the enclosure? Lack of separation between eating, drinking, sleeping, and elimination areas can result in the breakdown of the dog's natural instinct not to soil its "den". This can result in future house training problems.

The Kennel Code (see link above) says: Cages or pens must be sufficient in size and height and of a design that permits each animal confined therein to: i) stand normally to its full height; ii) turn around easily; iii) move about easily for the purpose of posture adjustments; and iv) lie down in a fully extended position.

### **Does your pet have access to indoor/outdoor runs?**

Are outdoor runs attached with individual doors for each dog? This situation is safer and less stressful for your pet than being kept in a crate and taken outside a few times daily. The exception to this are dogs who may become frightened in the kennel. For these dogs, crating in a quieter area is best.

Do boarding staff have exercise and playtime plans and schedules for pets? Are elimination times accounted for? Often house trained animals will hold

their bladders waiting to be let out. This may be important for older dogs. If your dog is one who is very strongly house-trained (i.e. will resist or refuse to eliminate indoors), staff should be made aware and ensure that regular 'bathroom' breaks scheduled.

### **Kenneling for Cats**

If the kennel looks after both dogs and cats, are pet species kept separate? Are the cat care facilities separate from dog areas and insulated against barking?

Do cats have enough space to move around in their enclosures? Is there adequate space between their litter box and food dishes and resting space?

Cats like privacy and a vantage point. Is there a perch for the cat so they can lie down on an elevated area? Is there a way for the cat to "hide" e.g. behind a little curtain, if they want some privacy?

### **Veterinary Care**

Does the facility ask for and keep records of your veterinary contacts and makes arrangements for coverage of any emergency, unforeseen veterinary needs?

Are there veterinary services immediately available while your pet is being boarded? This can be especially helpful if you have a senior pet or a pet that requires specific medications or diets.

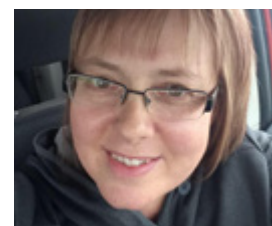
### **Facility References**

Will the Facility provide references, both personal and professional?

Is the kennel certified by an agency such as the Better Business Bureau?

All of the above are things to verify when checking out a kenneling facility for the first time, or even when visiting a facility you have been to many times in the past. You have a right to question any practices that fail to meet the above criteria. 🐾





Spring is upon us! Robins and geese are in the air, crocuses are poking through the grass, baby calves are arriving daily and those darn ticks (ugh!) are making their annual appearance!

SAVT continues to work tirelessly on matters that make us the strong Association that we are. Our mission statement "To Promote and Advance Registered Veterinary Technologists" drives our focus. We continue to work in partnership with SVMA as any RVT who works in Saskatchewan must be registered with both SAVT and SVMA. RVTs are SVMA members and as such are eligible to access some of the benefits offered to members such as the Member Wellness Program and the new Group Benefits Plan.

Our president Lois Ridgway was fortunate to be at the Donor's Celebration at Lakeland College in Vermillion, AB on March 14 and had the great pleasure of awarding the SAVT Bursary to Leslie Wesselingh, a second-year vet tech student and Saskie girl who hails from a dairy farm just north of Saskatoon.

For the remainder of this report, I would like to touch on the importance of continuing education and why diversity in obtaining CE is so crucial.

The SAVT Conference Coordinator and Board of Directors invest many

hours creating a conference which provides diversity in continuing education (CE) and which meets the needs of SAVT members. Why is CE important for Registered Veterinary Technologists? Simply because knowledge, procedures and technology in the veterinary medicine field are constantly evolving, RVTs, just like veterinarians, have both an obligation and a responsibility to keep up with these changes. Further, RVTs are generally curious by nature and CE provides the opportunity to learn new techniques, tips and "tricks", plus through the learning process RVTs often discover new areas of interest. CE events, such as the SAVT Conference and similar veterinary medical or technologist association conferences facilitate not only professional development but also networking, rejuvenation and a renewed excitement for the profession.

In 2015, the SAVT implemented policies which separated CE offerings into 3 distinct categories. These categories are based upon subject diversity and rate the value of the CE offering to

the RVT's career development and/or personal development. Category 1 relates to an RVT's scope of practice. Category 2 includes offerings associated with professional development and volunteerism within the veterinary medicine field. Category 3 pertains to life enhancement and volunteer efforts unrelated to veterinary medicine. The separation of CE into the 3 categories and differing value ratings for each category ensures RVTs seek sufficient information to maintain skill competency and an appropriate veterinary technology knowledge base while allowing for diverse pathways in obtaining skills and information.

The SAVT Bylaws state "to maintain active membership, a member must accumulate a minimum of 20 continuing education credits, approved by the Board of Directors, every two (2) years" with a year defined as January 1 to December 31. Therefore, both the RVT and the veterinarian(s) employing RVTs have a stake in keeping CE current. Remember, the SAVT Vision Statement intrinsically supports CE: **"Professionalism and Excellence in Animal Care"**. 🐾



## SUMMER DROUGHT IN DVM JOB MARKET

Several SK veterinarians are looking for associates for their practices. In fact, it would be more accurate to say, many practices. On April 17, there were 75 ads for veterinarians wanted by SK practices on the job boards at the WCVMA.

This year's graduates have had their pick of opportunities and most are already hired. At the same time, there are many first, second and third year students still looking for jobs for this summer. The 2017 Summer Student Mentorship Program filled right away, and application numbers have been steadily increasing for these wage subsidies.

In the current market, perhaps it might be worth considering hiring a summer student. It would certainly be an advantage when it comes time to hire a graduate DVM for your practice.

### TO POST A SUMMER STUDENT POSITION, CONTACT:

#### **Paige Links B.Sc. B.Ed**

Western College of Veterinary Medicine  
University of Saskatchewan  
52 Campus Drive  
Saskatoon, SK  
S7N5B4  
Ph: (306)966-7326  
Fx: (306)966-8747  
Email: [paige.links@usask.ca](mailto:paige.links@usask.ca)

SASKATCHEWAN  
VETERINARY  
MEDICAL  
ASSOCIATION

COMING  
SOON



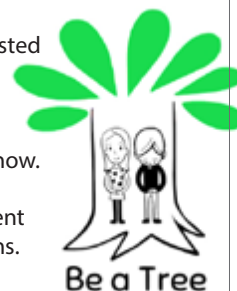
**The SVMA staff** are compiling and creating resources for veterinary practices. It is expected to be completed and ready to send early this summer. Each practice will receive a memory stick in the mail. This digital "binder" has many helpful documents for all types of practices, such as: sample forms, sample medical records, sample SOP's, useful guides and information, SVMA forms, SVMA regulatory information, provincial/federal regulations and NFACC guides. It will also be available for download from the SVMA website. Updates will be posted on the website and available for download as needed.

SVMA >>>

## DOGGONE SAFE 'BE A TREE' PROGRAM

SVMA now has the full Doggone Safe 'Be a Tree' Program in our office. It is available for loan to members anytime.

Our Community Relations Committee chair Dr Katina Stewart is asking any members who might be interested in presenting the Be a Tree program to elementary schools, or other children's groups in your area, to let us know. We'd like to keep a record of Veterinarians available to present the program in different regions.





report from  
the ministry of agriculture

# ANIMAL HEALTH SURVEILLANCE IN SASKATCHEWAN



**Dr Wendy Wilkins**  
Surveillance Veterinarian  
Saskatchewan Ministry  
of Agriculture



## PROVINCIAL PROGRAMS

The province funds several surveillance programs under Growing Forward 2:

### PORCINE EPIDEMIC DIARRHEA (PED) VIRUS SURVEILLANCE

PED, Swine Delta Coronavirus (SDCoV) and Transmissible Gastroenteritis (TGE) are all notifiable diseases in Saskatchewan. The surveillance program monitors high-risk sites in Saskatchewan, and provides support for cleanup when either PED or SDCoV are confirmed in environmental samples. There is no response when TGE is detected, as the purpose for monitoring the presence of this disease is that it is clinically indistinguishable from PED and SDCoV.

In 2016, there were 619 samples collected from two high-traffic sights. None of these samples were positive for PED or TGE. There were two samples positive for SDCoV early in the year; however, these were most likely due to cross-reaction with the bird-associated version of the virus. Midway through the year, PDS obtained a PCR assay specific to the swine-associated virus, and there was just one positive sample subsequent to that, in November. The premises were cleaned up, and follow-up tests were negative.

### BOVINE VIRAL DIARRHEA VIRUS (BVDV) SCREENING AND CONTROL PROGRAM

BVDV testing (IHC testing of skin samples to detect persistently infected animals) is provided to Saskatchewan cattle producers and their veterinarians free of charge.

Any calves that are sick, dead, deformed or aborted are eligible for testing.

Feedlot animals are only eligible under this program if they are being fed on the same farm where they were born. When BVDV is confirmed, the project will reimburse the producer up to \$500 for veterinary consultation fees related to development of a customized BVDV control strategy for their herd. This funding is available to any producer that has a positive BVD test in an eligible animal even if it was not tested under the program.

Even though 2016 represents the fourth year this program has been running, it continues to be undersubscribed, with just 33 submis-

sions (85 samples) for the year. There was one positive sample.

### JOHNE'S DISEASE SCREENING AND CONTROL PROGRAM FOR BEEF CATTLE

This program has been running since the fall of 2013. Demand for this program was slow to start, but has been increasing each year. This program is open to all beef producers in Saskatchewan, and the program covers the costs of testing for Johne's Disease to a maximum of 250 animals per herd. The program also provides up to \$500 for veterinary fees related to the completion of a Johne's Risk Assessment and Management Plan for

#### NOTIFIABLE DISEASES

A provincially notifiable animal disease list was implemented in Saskatchewan in 2014. Laboratory-confirmed cases of these diseases (including in-house test results) must be reported to the office of the Saskatchewan Chief Veterinary Officer within 24 hours. In 2016, the following diseases were reported:

- Equine Herpesvirus (any strain): 11 reports involving 13 horses; only 1 neurologic case was reported (EHV-1) but no additional strain typing was done.
- Infectious Laryngotracheitis: 3, all in small backyard flocks
- Lyme Disease: 6, including 2 dogs with no history of out-of-province travel
- Malignant Catarrhal Fever: 7 (6 bison, 1 white tail deer)
- Rabies: 53 (22 skunks, 24 bats, 2 cats, 1 goat, 1 cow, 1 lamb, 1 horse, 1 dog)
- S. Enteritidis: 2 (1 layer flock, 1 feline)
- West Nile Virus: 13 horses

infected herds. It is administered by the Saskatchewan Stock Growers Association.

Twenty-eight producers accessed this program in the 2016-2017 fiscal year. Of these, nine had accessed the program at least once previously, and 19 were new to the program. A total of 3687 animals were tested, and 24/28 herds had at least one positive animal (15/19 new entrants, and 9/9 of previously tested herds). Most producers who access the program know, or at least suspect, that Johne's disease is present in their herd thus it is no surprise that most herds tested under

this program are positive for the disease.

### RABIES RESPONSE AND SURVEILLANCE PROGRAMS

The province administers a rabies response program for suspected rabid animals that have had contact with humans or domestic animals. A separate surveillance program is in place for the testing of certain suspect animals where no contact has occurred. Targets for the surveillance program include foxes from the north, bats from any region, skunks beyond the leading edge of zones known to be enzootic for skunk rabies, and clinical suspects of any species \*except\* skunks in

enzootic zones. Most submissions to the program are bats, and to date the only positive animals have been bats.

There were 43 positive animals detected under the response program in 2016, and 10 bats under the surveillance program. Rabies in domestic animals often results in post-exposure prophylactic (PEP) treatment in multiple people. As an example, one case involved an orphaned lamb that was bottle-fed by multiple people, and resulted in PEP being administered to 20 individuals.

### SASKATCHEWAN BEEF BIOSECURITY PROGRAM

Verified Beef Production (VBP) Saskatchewan has received Growing Forward 2 funding for veterinary consultation visits to conduct biosecurity assessments and to develop biosecurity protocols to better manage disease risks based on the Canadian On-Farm Beef Cattle Biosecurity Standard and Implementation Manual. Eligible beef producers may receive reimbursement for 50% of costs, up to a total of \$1000, for veterinary visits related to herd health plan development and/or biosecurity risk assessments. Producers must

first attend a VBP biosecurity workshop to be eligible for the program.

The biosecurity vet consultation visits can occur along with other routine calls out to the farm; the stipulation for the program is that biosecurity assessment/protocol development must be a portion of the visit, and that must be made clear on the invoice made out to the producer. This could be an excellent way to begin/maintain a veterinary-client-patient-relationship (VCPR) with potential beef cattle clients. 🐾

# Students Create First WCVM Mental Health Week

By WCVM Today

From visits with furry friends to a crock pot cook-off, the first ever WCVM mental health week was a ton of fun. But behind the group activities and games lies a serious message – there is a big need for veterinary professionals to prioritize their mental health.

"This was a lot of fun to put on, but at the end of the day, the main goal of this was to hopefully help create more of a sense that it's entirely okay to have this discussion around mental health at the college," says Tim Donihee, president of the Western Canadian Veterinary Students' Association (WCVSA).

Students took the opportunity to de-stress and discuss mental health throughout the week, becoming involved in what Donihee calls a "very important conversation."

"Whether we are personally affected by it or it affects someone close to us, mental health is an issue of great importance and relevance within the veterinary community," he says. "Our industry has many unique challenges which puts us at high risk of developing mental illness, and [it] also makes us highly likely to have to interact with and help people cope with their own trying circumstances."

Donihee adds that the daily realities of the veterinary profession are further complicated by the stigma associated with mental illness, which is sometimes particularly challenging to deal with in a professional field for anyone — whether the person is a student, professor, clinician or veterinary technician.

The student-run events, which took place during the last week of February, focused on the theme of "building a resilient veterinary community." Events included a barbecue, movie night, a scavenger hunt, a "self-care selfie" competition, a board game night, yoga, meditation, equine and canine therapy, skating and a group dog walk.

Amidst all the fun, there were also panel discussions on

mental health, resiliency and LGBTQ2 issues.

While the understanding around the mental health demands of the veterinary profession are growing within the industry, it's the students of today who will help shape the future.

"Students are the new wave of veterinarians. If they start leading the charge, you'll see a general cultural change within the entire profession," says Erin Wasson, veterinary social worker at the WCVM.

Most of the week's activities focused on "self-care," which Wasson defines as practices that support overall health and wellness. This includes eating well, sleeping well and looking after both psychological and physical selves.

"It's about ensuring we do our best to achieve a balance between workplace and personal life," says Wasson.

She commends the students for their work on the successful event, noting it was entirely student led.

"Our student population is interested in being preventive when it comes to mental health problems and mental health concerns. Our student population is engaged in the conversation around mental health ... they are interested in creating a collegial environment where they're supportive of one another, and that's really special," she says.

The week-long event was supported by members of the Saskatoon business community, the Saskatchewan Veterinary Medical Association (SVMA) and the University of Saskatchewan and the WCVM and its Veterinary Social Work program.

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



## 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.

#### POLICY AND ADVOCACY

##### **CVMA Submits Comments on Proposed Amendments to Federal Health of Animals Regulations Pertaining to Humane Transport**

The CVMA submitted its comments to the Canadian Food Inspection Agency on the Federal Regulations Amending the Health of Animals Regulations (Part XII) Statutory authority Vol. 150, No. 49 in February 2017. The CVMA expressed its support for the general direction being taken by the proposed Regulations, but also listed further modifications to ensure the new Regulations are effective and meaningful in strengthening the humane treatment of animals during transport. The CVMA strongly supports the reduction in the time intervals that animals may be transported without feed, water and rest; however, it is the CVMA's opinion that the proposed maximum intervals for animals are still longer than they should be. Read the full letter under the News & Events section of [canadianveterinarians.net](http://canadianveterinarians.net).

**Veterinary Community and Partners Hold Workshop to Identify Requirements for National Surveillance of Antimicrobial Use**  
Over 50 veterinary community members and partners gathered at a workshop in Ottawa, on February 28 to March 1, to identify the most relevant types of data to collect for a national veterinary prescription-based antimicrobial use surveillance program. Outputs from the workshop will shape information-gathering methods to determine how and what kind of antimicrobial use (AMU) surveillance data can and should be collected to close gaps and optimize the efficiency and effectiveness of data collection. The workshop was funded under the Federal Assistance Program (FAP).

##### **The Latest Revised CVMA Position Statements**

The following new and revised position statements were approved in November 2016 and are available under the Policy & Advocacy section of the CVMA website:

- Cutting, Reduction and Removal of Healthy Teeth in Dogs
- Partial Digital Amputation (onychectomy

or declawing) of the Domestic FELID

- Importation of Dogs into Canada

#### SCIENCE AND KNOWLEDGE

##### **2017 CVMA Convention Online Registration is Open**

The American Association of Veterinary State Boards (AAVSB) RACE committee has reviewed and approved the 2017 Convention program as meeting the standards adopted by the AAVSB. The CVMA Convention offers a strong scientific program, with over 40 speakers and a total of 127 CE credits available to DVMs and 72 CE credits available to RVTs. Join us from Thursday, July 13 to Sunday, July 16, 2017 in Charlottetown, Prince Edward Island, for the CVMA 2017 Convention. The Early Bird registration date is June 2, 2017. Join us for the 2017 CVMA Summit: The Future of Veterinary Medicine: Embracing Change & Innovation, on July 13, 2017, from 8 a.m. until noon. On Thursday, July 13 from 2 to 5 p.m., the National Issues Forum will look at alternative medicine and discuss whether it still is an alternative. Find more information under the Science & Knowledge section of [canadianveterinarians.net](http://canadianveterinarians.net).

##### **Emerging Leaders Program**

One of the exclusive offerings of the CVMA Convention is the Emerging Leaders Program, sponsored by Virox Animal Health. This workshop offers veterinarians and veterinary technologists an opportunity to explore their approach to personal and professional accomplishments and their working relationship with colleagues. Find more information on the Emerging Leaders Program under the Science & Knowledge tab of our website.

#### PRACTICE AND ECONOMICS

##### **The Key to Forward Booking Appointments**

You may have been forward booking for years without even realizing it. Forward booking simply means booking the pet's next visit before it leaves the practice during its current visit. Most of the time they are called recheck or progress exams, but why should they only be utilized for that purpose — after all, we all acknowledge the impor-

tance of annual exam and wellness visits.

Clients and pets receive the highest quality of health care when they see veterinarians and their practice teams on a regular basis. Forward booking is a simple solution to afford the opportunity to achieve both goals — healthier pets and healthier practices. Visit [partnersforhealthypets.org/forward\\_booking.aspx](http://partnersforhealthypets.org/forward_booking.aspx) to learn more on how to implement this program consistently and effectively in your practice.

##### **Benchmarking Reports are Now Available**

The 2016 Compensation and Benefits Reports for Associate Veterinarians, the 2017 Provincial Suggested Fee Guides and the 2016 Non-DVM Wage Reports are now available. The CVMA is transitioning to a new national veterinary database. Until the transition is complete, member access to restricted website content is unavailable. Please contact the CVMA ([admin@cvma-acmv.org](mailto:admin@cvma-acmv.org)) if you require immediate access to these reports and we will email you a copy. This situation is temporary and we apologize for any inconvenience.

#### MEMBER BENEFITS

##### **Member Benefit: VetFolio® Online Education Platform for Veterinary Professionals**

CVMA members can test-drive VetFolio® for a 30-day free trial period and receive a 20 per cent discount on an Individual subscription (USD \$240 instead of \$300) or on a Practice subscription (USD \$432 instead of \$540). In addition, Students of the CVMA are eligible for a free subscription. Be sure to contact the CVMA office to obtain your CVMA member promo code to benefit from the CVMA discounted rate or the free student subscription.

##### **Introducing Preferred Rates on Payment Processing from Moneris®**

Moneris® and the CVMA are working together to provide members with preferred rates on leading credit and debit payment processing solutions. Moneris has helped over 350,000 business locations Be Payment Ready™ and can help you too. Visit the News & Events section of [canadianveterinarians.net](http://canadianveterinarians.net) for more information.

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



# CLASSIFIED ADS

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

## LOCUMS AVAILABLE

### MANITOBA/SASKATCHEWAN

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

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

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

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

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

### EARL GREY

**POSTED: THURSDAY MARCH 30, 2017**  
Earl Grey Veterinary Services is accepting applications for a full time veterinarian to join our growing mixed practice (65%small /35%large) immediately. Clinic is located in the small friendly community village of Earl Grey, about 35 minutes from Regina.

We are a progressive practice looking for someone to join our supportive and dynamic team. New graduates are welcome to apply. We offer paid CE allowance, paid association fees, group health benefits, insurance and a clinic vehicle on top of a competitive wage, and attractive on-call incentives and employee discounts! We currently have a complete in-house lab, digital radiography, equine power float, laser therapy and ultrasonic dental equipment.

Are you an energetic team player? Do you have superior communication skills and a passion for veterinary medicine? Do you want a rewarding career in a small rural community that you can call home? You will want to manage and run your own clinic one day, why not get started and take the first step now. Call me and I can explain how to do this.

Dr Debbie Hupka-Butz Earl Grey Veterinary Services 109 Assiniboia Avenue

Earl Grey, Sask. Phone 306 939 2264 Email: egvets@sasktel.net

### LUMSDEN

**POSTED: THURSDAY MARCH 2, 2017**  
TM'z Veterinary Clinic is seeking highly motivated, full or part-time, small animal only OR large animal only OR 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 veterinary practice that is founded on the principle of providing "Veterinary Care with a Difference". We are located in Lumsden, in the beautiful Qu'Appelle Valley, only 15 minutes from Regina. Check us out on Facebook! New graduates are welcome!

Please direct inquiries to Lynda Croft lyndac@tmzvvetclinic.ca or Wendy Kuntz jobs@tmsvetclinic.ca.

### MELVILLE

**POSTED: THURSDAY MARCH 30, 2017**  
Are you a person that is highly motivated, ambitious, enthusiastic and looking to add something to our organization? Do you enjoy working with a great team (2 receptionists, 2 technicians, 1 full time and 1-2 part time veterinarians)? The Animal Health Centre of Melville, a progressive, evolving, modern practice in Melville, SK, is looking for a MIXED ANIMAL VETERINARIAN. New 4800 sq ft facility was opened in 2013. We currently do 60% Small animal and 40 % large animal. Our clinic is fully equipped with digital DR x-ray (portable to on farm for equine), digital dental x-ray, small and large animal ultrasound, and in-house laboratory (CBC, Chemistry, Phenobarbital, fructosamine etc), full dental cart. The position would have shared on call (with compensation for calls completed). Competitive salary, paid licensing fees, continuing education allowance, health dental life and disability insurance, and other staff perks.

Be part of this amazing team and apply to Dr Deana Schenher at deanaschenher@hotmail.com or call 306-728-2633 for more information.

### MELVILLE

**POSTED: MONDAY MARCH 27, 2017**  
The Melville Veterinary Clinic is looking for a motivated and hard-working full time veterinarian to join our team! A practice with over 40 years of history and service to the area, the Melville Veterinary Clinic is a progressive and growing rural mixed practice that consists of 3 technicians, 2 full time veterinarians and one part time veterinarian. Case load is approximately 60% small animal and 40% production animals with a large focus on Bovine services. On call schedule would be shared equally with the other full time veterinarians. Recent additions and equipment upgrades include a brand new CR Xray System, 4-way float X-ray

table, Dental DR X-ray, BCF Easi-scan Large Animal Ultrasound, and new Mobile Dental cart. Also available within the clinic is a small animal ultrasound, in-house bloodwork, and large animal tilt table. We offer a competitive salary, paid SVMA and CVMA dues, CE allowance, health benefit allowance, and staff discounts. Our practice offers a fun, supportive team environment to learn and grow your clinical skills! New graduates welcome! Melville is located 25 minutes from Yorkton and 1.5 hours from Regina.

Please apply by emailing a cover letter and resume with references to melville-veterinarian@gmail.com with attention to Dr Zachary Johnson.

### MOOSE JAW

**POSTED: THURSDAY FEBRUARY 16, 2017**  
Bellamy Harrison Animal Hospital is seeking to hire a 6th fulltime veterinarian in our exclusively small animal practice. New grads or seasoned veterinarian's applications will be welcomed. We are a progressive practice utilizing the latest technologies. The practice is equipped with an in house laboratory, digital radiography, dental radiography, high speed dental unit and ultrasound. We are staffed by 3 veterinary technicians, 1 veterinary assistant, 2 receptionists and 5 veterinarians. We offer an above average salary, paid continuing education, licensing fees, and insurance. BHAH takes great pride in offering exceptional care, focused on client satisfaction in a friendly enjoyable work environment. Check us out by visiting our website at www.bhah.com be sure to check out the video section. BHAH produces the JLY informational video series featured by WDDC, SVMA and the CVMA. You can also get some great insight into practice by viewing our Facebook page at <https://www.facebook.com/Bellamyharrisonanimalhospital/>. Please call Bob Bellamy 306-694-1639 or email b.bellamy@sasktel.net

### NORTH BATTLEFORD

**POSTED: TUESDAY MARCH 7, 2017**  
Veterinarian wanted. We are looking for a fourth veterinarian for our mixed practice in NW Saskatchewan. The practice is approximately 55% companion animal, 40% beef and 5% equine. The Battlefords are 2 communities on either side of the beautiful North Saskatchewan river valley - population 17,500. Beautiful beach on provincial park 25 minutes away. Scenic and year round recreational opportunities abound.

The practice has a good variety of caseload that will give an opportunity to do most everything and/or develop special interests. We practice a high quality of medicine/surgery in a supportive team environment. We have all of the technology and tools one would expect in a progressive practice- more arrive regularly. We use computer based medical records.

There are three WCVN grads in the practice: Dr. Tom Schmidt 1989, Dr. Sylvia

Carley 2006 and Dr. Ilse Dedden 2015. We offer above average compensation with essentially all of the CVMA list of items offered. Call is shared equally and we feel that we are able to provide great mentorship to new or recent graduates.

The ideal candidate would be okay with frequent DQ ice cream treats for the lamest of reasons (never > 9 times/wk in summer) and to fit in perfectly, might have a birthday in July or September to help distribute the Blizzard cakes more equitably in the summer months.

To submit a resume or for more questions, please email Tom at uncltom@sasktel.net or Sylvia at drsylvia55@icloud.com

### OGEMA

**POSTED: WEDNESDAY MARCH 22, 2017**  
An Associate Veterinarian is required at the Deep South Animal Clinic Ltd. located in Ogema, Saskatchewan, one hour south of Regina. We are a well equipped large and small animal practice which has been established for over 60 years. Equipment includes two portable linear array ultrasound for large and small animal use, CR digital radiology equipment including dental radiology, gas anesthesia (isoflurane), Vetlab station which includes Catalyst 1 chemistry analyzer and Laser-cyte DX, SurgiVet pulse oximeter, Serona dental cart, and equine PowerFloat. The large animal clinic includes two handling chutes (one hydraulic), hospital pens, tilt table, isolation ward and Aqua cow tank for handling down cows. Both large and small animal facilities have been designed to function smoothly and allow excellent care of hospitalized cases. More than 95% of the large animal obstetrical cases are in clinic.

The position requires an energetic, outgoing individual who is interested in a mixed animal practice. Beef cattle represent the largest case percentage, with a steadily growing equine and small animal caseload.

Ogema is located in south central Saskatchewan, one hour from Regina and has excellent recreation facilities including a new community center, hockey arena and curling club, bowling alley, and a swimming pool. Trail rides and team-roping events are ongoing in the area. An excellent indoor riding arena and stable facility is located in close proximity to town.

We feel our combination of up to date facilities, practice philosophy and enthusiastic, experienced staff makes this position an attractive place for you to practice high quality veterinary medicine. We will provide a competitive salary and an extensive benefits package, tailored to your needs. Associates who are interested in ownership possibilities are encouraged to apply.

Please send resumes to or call: Dr Andy Acton dsac@sasktel.net Deep South Animal Clinic Ltd. Phone: (306) 459-2422 Fax: (306) 459-2880 Box 387 Ogema, Saskatchewan S0C 1Y0

## 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

## REGINA

### POSTED: APRIL 13, 2017

We are a six veterinarian small animal practice looking for a full or part time veterinarian to join our team. The position would begin as a maternity leave and likely to continue as a permanent position. Our paperless clinic is well equipped with digital radiography, digital dental radiography, therapeutic and surgical lasers, in clinic lab, ultrasonography and Tonovet. We strive to provide the best in patient care and client service in a great work environment. Compensation is very competitive and no after hour on call is required. Visit our website for more information [www.victoriavetclinic.com](http://www.victoriavetclinic.com). Please send your resume to Dr Denita Shtuka at [vicvetclinic@sasktel.net](mailto:vicvetclinic@sasktel.net).

## REGINA

### POSTED: THURSDAY MARCH 23, 2017

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. 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. We look forward to hearing from YOU! Please submit your resume by e-mail to [24hrhr@accesscomm.ca](mailto:24hrhr@accesscomm.ca).

## REGINA

### POSTED: FRIDAY MARCH 17, 2017

The Regina Humane Society, Saskatchewan's largest non-profit, open admission shelter, leading with progressive spay/neuter, adoption, foster care, animal protection and outreach programs, is looking to fill maternity leave for the Director of Veterinary Care position. This is a fabulous opportunity for a dedicated veterinarian to join our lifesaving team to make a difference for homeless, abused and neglected animals.

The ideal candidate will possess a mixed animal or shelter medicine background with strong herd management skills and be primarily interested in management of Western Canada's newest and most rapidly growing shelter hospital. It is the first shelter hospital in the province of Saskatchewan offering in house shelter animal care, high volume sterilization clinic and partnering with the city of Regina to offer a subsidized sterilization program to financially disadvantaged pet owners.

We offer regular weekday hours with significant technician support, no after-hours emergencies and limited client contact while providing a significant community service to reduce the overpopulation of unwanted pets.

Competitive salary (\$91,588 - \$102,959 F/T), comprehensive benefits package, continuing education, dues and scrub allowance is provided. Contact: Lisa Koch, Executive Director, Regina Humane Society Phone: 1-306-543-6363 ext 223. Email: [lkoch@reginahumane.ca](mailto:lkoch@reginahumane.ca)

## REGINA

### POSTED: APRIL 6, 2017

Are you looking for a clinic that shares your passion for high quality veterinary care? 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, no emergency or on call hours, and management that actively promotes the wellness of its team members!

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

## ROSTHERN/ WARMAN

### POSTED: THURSDAY MARCH 2, 2017

Norsask Veterinary Group is seeking a full-time veterinarian to work in our mixed practice. The successful candidate will possess the skills and abilities to work with all domestic animal species. The ability to function successfully in a team environment with multiple other veterinarians and support staff is essential. New graduates would find this practice supportive to developing your career as a veterinarian. We are a multi-veterinarian mixed animal practice operating from two well-equipped clinics in Warman and Rosthern. We strive to maintain a well recognized high level of customer service. We value a team approach to practicing quality veterinary medicine in a friendly atmosphere while maintaining a healthy work-life balance for all team members. We offer a competitive compensation package, group benefits plan, practice vehicle, continuing education allowance, and the advantage of living and working close to all the amenities of Saskatoon. Check us out online at [www.norsaskvetgroup.com](http://www.norsaskvetgroup.com).

If you would like to discuss the possibilities of this position further, please contact Dr. John Ayres at 306-232-7898 or email [j.ayres@norsaskvetgroup.com](mailto:j.ayres@norsaskvetgroup.com).

## SASKATOON

### POSTED: TUESDAY MARCH 28, 2017

Corman Park Vet Services is a mixed animal practice serving Saskatoon and the surrounding area. We are currently seeking a full time mixed animal veterinarian. We are a long established clinic with a loyal customer base that appreciates our practical approach to patient care. We offer a competitive compensation package. Interested applicants can contact Dr Harv Domoslai at [harvdom@icloud.com](mailto:harvdom@icloud.com) or by calling 306 2278331.

## WATROUS

### POSTED: FRIDAY MARCH 31, 2017

Watrous Animal Hospital is looking for a qualified Veterinarian to fill a part-time mixed animal practitioner position for January 2017 (one year maternity position with the potential to become permanent.)

Our clinic is located in Watrous, Sk. The Town of Watrous is a community of approx. 2500 people, 110 km southeast of Saskatoon and 175 km northwest of Regina. Watrous Animal Hospital performs 60% small animal 40 % large animal veter-

inary medicine. We have 3 Veterinarians, 2.5 RVT's, 2 Receptionists and a Kennel Assistant. We offer high quality veterinary medicine using modern equipment (digital x-ray and digital dental x-ray, bovine reproductive ultrasound, dental cart, in-house Abaxis blood machines)

We are looking for an enthusiastic veterinarian who is looking to further their career in rural practice. Must be efficient and value high quality medicine while developing strong client bonds in a fun and supportive team environment. We allow and encourage our employees to pursue their interests and develop specialties.

We offer competitive salary (based on experience), CE allowance, clothing allowance, paid licensing dues, staff discounts, health & dental plan, group RSPs and most importantly... a enjoyable and supportive work atmosphere.

Please send resumes or direct inquiries to: Holly Couture, [watrousanimalhospital@gmail.com](mailto:watrousanimalhospital@gmail.com). 1-306-946-3657 Holly Couture [watrousanimalhospital@gmail.com](mailto:watrousanimalhospital@gmail.com) 1-306-946-3657

## PEACE RIVER, ALBERTA

### POSTED: THURSDAY APRIL 20, 2017

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: [peacerivervet@gmail.com](mailto:peacerivervet@gmail.com) or fax 780-624-8603

## TECHNOLOGISTS REQUIRED

### EARL GREY

### POSTED: TUESDAY MARCH 28, 2017

Earl Grey Veterinary Clinic is a mixed practice situated about 40 miles north of Regina in a small friendly community. Our practice does approximately 60% small animal medicine/surgery and 40% large animal medicine/surgery. Our team currently consists of 2 full time veterinarians, 1 part time veterinarian, 2 RVTs, 1 office manager and 1 receptionist/VOA.

We are seeking applicants who are enthusiastic, organized, self-motivated and possess both reception and technical skills. The successful candidate must be dedicated and a hard-working team player who excels at client communication and wants to improve their clinical abilities and knowledge.



We are offering competitive wages, medical/dental benefits, CE allowance/paid association membership and a staff discount program. Looking for someone who wants to be part of a supportive and fun team!

Please email cover letter and resume to [egvets@sasktel.net](mailto:egvets@sasktel.net), phone 306-939-2264 (Michelle or Debbie), or mail to Earl Grey Vet Services, Box 51, Earl Grey, Sask. S0G 1J0.

#### 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](mailto:twinvalleyvet@sasktel.net) or mail to PO Box 1990 Esterhazy, Sk. S0A 0X0

#### MARTENSVILLE

**POSTED: FRIDAY MARCH 31, 2017**  
Registered Veterinary Technologist position:

Affinity Animal Hospital is looking for a full time Registered Veterinary Technologist to start in next 3-4 weeks. We are looking for someone who is people oriented and understands that our hospital is as much about caring for our clients as it is about the delivery of professional pet care. If friendliness and accuracy is important to you, and you have had excellent performance in customer service, teamwork, communications, empathy as well as technical skills, this may be an excellent opportunity for you! A positive attitude is a must!

New grads are welcome!

You will be required to assist the doctor with all animal care, such as performing basic evaluations of pets' conditions, clean and wrap wounds, check vitals, collect samples, restraint when necessary, stocking examination and surgery rooms with supplies, sterilizing tools and ensuring that equipment is in working order, and administering medication. Also basic lab work, including urinalysis and blood tests, is required. You will also be required to communicate with pet owners and update patient files. We offer competitive wages (based on experience), paid licensing dues, staff discounts, and a supportive and fun work environment!

Please send your resume and cover letter to Dr Tariq Bajwa or email at [affinityanimalhospital@gmail.com](mailto:affinityanimalhospital@gmail.com). Feel free to call if you should have any questions or concerns. Clinic Phone #: 306-668-8000.

#### MELVILLE

**POSTED: MONDAY MARCH 27, 2017**  
The Melville Veterinary Clinic is seeking an enthusiastic and motivated RVT/RAHT to join our current medical team in a full time position!

The Melville Veterinary Clinic is a rural mixed practice that does approximately 60% small animal medicine/surgery and 40% large animal medicine/surgery. Our team currently consists of 2 Full Time Veterinarians, 1 Part Time Veterinarian and 3 experienced RAHT's. The successful candidate will be a motivated, dedicated, and hard-working team player who excels at client communication and enjoys a fast paced environment with the opportunity to improve their clinical abilities and knowledge. New graduates are encouraged to apply! We offer competitive wages (based on experience), paid licensing dues, staff discounts, CE allowance, health benefit allowance, and a supportive and fun work environment! Please send your resume and cover letter to Dr Zachary Johnson at the email below or feel free to call if you should have any questions or concerns.

CONTACT: Dr Zachary Johnson;  
[melvilleveterinarian@gmail.com](mailto:melvilleveterinarian@gmail.com) or 306-728-4456

#### SASKATOON

**POSTED: TUESDAY MARCH 21, 2017**  
Corman Park Vet Services is seeking an experienced veterinary technician. Corman Park Vet Services is a mixed animal practice situated 5 miles west of Saskatoon and offers traditional small and large animal services to its loyal clients.

Interested applicants can email Dr Harvey Domoslai at [harvdom@icloud.com](mailto:harvdom@icloud.com) or call at 306 227 8331.

#### WARMAN

**POSTED: FRIDAY MARCH 3, 2017**  
Norsask Veterinary Group is seeking a Registered Veterinary Technologist for its busy, mixed animal practice in Warman, SK. This position is a term position to cover a maternity leave. We value a team approach to practicing quality veterinary medicine in a friendly atmosphere while maintaining a healthy

work-life balance for all team members. Our practice is well established, well-staffed and well equipped. We offer competitive compensation, continuing education allowance, subsidized pet care for staff and more! The successful candidate will be an enthusiastic team player with a strong work ethic and the ability to manage their time efficiently. This individual must be client oriented and have excellent customer service skills. Must be flexible in terms of hours/days and be available for evenings & weekends.

Interested candidates, please email your resumé, references and cover letter to: Jaime Dakin, Practice Manager: [j.dakin@norsaskvetgroup.com](mailto:j.dakin@norsaskvetgroup.com) Please note that only short-listed candidates will be contacted.

#### WATROUS

**POSTED: FRIDAY MARCH 31, 2017**  
Watrous Animal Hospital is looking for a qualified Veterinary Technician to fill a part time or full-time position available immediately.

Watrous Animal Hospital performs 60% small animal and 40 % large animal veterinary medicine. We have 3 Veterinarians, 3 RVT's and 2 Receptionists.

We are looking for a technician who is looking to further their career in rural practice. We allow and encourage our employees to pursue their interests and develop specialties. The successful candidate will be an enthusiastic team player with a strong work ethic and excellent client communication skills.

We offer competitive salary (based on experience), CE allowance, clothing allowance, paid licensing dues, staff discounts, health & dental plan, group RSPs and most importantly...an enjoyable and supportive work atmosphere.

Please send resumes or direct inquiries to: Holly Couture, [watrousanimalhospital@gmail.com](mailto:watrousanimalhospital@gmail.com) 1-306-946-3657



## WELL DESERVED Recognition

Many organizations were recognized for their efforts during the 2016 Fort McMurray fire at the 2017 CFHS Animal Welfare Conference. The Animal Welfare Leadership & Innovation Award for Cooperation in Emergency Response was awarded to ten organizations that worked together to rescue and care for over 1000 animals. The organizations included: Alberta Veterinary Medical Association, Alberta SPCA, Alberta Spay/Neuter Task Force, Alberta Animal Rescue Crew Society, Fort McMurray SPCA, Regional Municipality of Wood Buffalo and others. SVMA also contributed to the rescue efforts in Alberta by donating \$15,000 to the Alberta SPCA.





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- pre-conference wet labs will be offered on Friday, October 13 in cooperation with the University of Calgary, Faculty of Veterinary Medicine
- network with industry colleagues during the two-day trade fair featuring 90 booths
- join us for the popular Meet and Greet Social on Saturday, October 14
- CanWest welcomes the AAAHT pre-conference CE event and AGM on Saturday, October 14. Technologists are encouraged to attend!



**REGISTER EARLY AND SAVE** on individual registrations and clinic packages. Early bird rates in effect until **SEPTEMBER 15**.

[www.canwestconference.ca](http://www.canwestconference.ca)



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## MEMBERSHIP CHANGES

### GENERAL

CHAN, Mandy .....Mar 9  
DAVIDSON, Shawn R.reinstated Feb 13  
FUCHS, Maria ..... May 8

### LIMITED GENERAL TO GENERAL

DADARWAL, DINESH..... Feb 8

### T-GENERAL

CHRISTIUK, Kane..... May 8  
FIGLEY, Sarah A. .... May 1  
KING, Joseph R. .... Mar 1  
LAW, Jessica ..... Mar 27  
SOUCY, Lilian .....Mar 13  
WATKISS, Ellen..... Jun 14

### SHORT TERM TO GENERAL

HALL, D. Colleen .....30 day, Jan 1

### EDUCATIONAL TO GENERAL

GABADAGE, Kamal .....Dec 9

### T-LIMITED GENERAL

ABURTO, Enrique M. ....Feb 13

### GENERAL TO SHORT TERM

CUNNINGHAM, Lisa .....60 day, Jan 1

### LIFE PRACTISING SHORT TERM

KLEMMER, Alan D. .... 30 day, Mar 16

### SHORT TERM

ARROYAVE, Julian ..... 30 day, Jan 26  
NUGENT, Christopher30 day, Feb 21

### T-SHORT TERM

BEAULIEU, Lauren.....May 5 - 7  
BOSTON, Sarah E. .... Apr 3 - 7  
BROWN, Lawrence.....Apr 3 - 7  
JOHNSON, Matthew ..... Apr 10 - 21

### T-LIMITED SHORT TERM

WICHTEL, Maureen ...Feb 13 - Mar 6  
..... Mar 20 - Apr 10  
..... Apr 24 - May 15

### T-EDUCATIONAL

DE OLIVEIRA COSTA, MatheusMar 1  
GU, Yu Jasmine .....Jul 1

### EDUCATIONAL TO SOCIAL

DURAN GRAEFF, Maria CarolinaJan 1

### RESIGNED

CHIRINO-TREJO, J. Manuel .....Jan 13  
DAVIDSON, Shawn R. ....Jan 13  
JOHNSON, Delaney C. ....Feb 28  
RUNNION, Luke .....Jan 13  
SINGH, Baljit.....Dec 31  
SKUUBA, Elizabeth V.....Jan 13  
SOUCY, Jocelyn Cecilia .....Jan 31  
VERHELST, Laura M. ....Jan 31  
WORTMAN, Marianne L. ....Mar 15





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